

WoWe@NZEDs 2020

Multisite Survey of Workplace Wellbeing in Aotearoa New Zealand Emergency Departments Summary

The wellbeing of staff is integral to the maintenance of high performing health systems. The fourth dimension of the “Quadruple Aim”, “improving the experience of providing care” is worth pursuing from legal, ethical, and fiscal perspective. Most importantly, improved patient outcomes are inversely associated with staff burnout.

A quality improvement approach is recommended to achieve improvement in workplace wellbeing in emergency departments.

This involves gathering baseline data, deciding on improvement programs, implementing those, and repeating measures over time. WoWe@NZEDs 2020 seeks to measure baseline staff wellbeing in participating EDs throughout New Zealand.

All ED staff working in participating EDs will be eligible.

We estimate there will be 15 EDs, with approximately 1500 participants. Centrally coordinated locally based site investigators will facilitate recruitment. **Participants will answer a 15-minute online survey.** Quantitative and qualitative data will be gathered and analysed. Data can be compared across departments around the country, and in the same department over time.

WoWe@NZEDs 2020 aims to measure and facilitate improvement in staff wellbeing.

Strengths of our approach are that all ED staff groups are represented, and the data will be directly relevant and useful locally. This empowers staff to meaningfully engage with and “own” wellbeing improvement work in their ED and is consistent with a collaborative approach to healthy workplaces advocated by the World Health Organisation.

Data from 2020 from Auckland City Hospital Adult ED will also be compared with those from our 2018 study (WoWe@AED <https://onlinelibrary.wiley.com/doi/abs/10.1111/1742-6723.13262>).

- To fulfill the requirements of a 60-point dissertation (University of Auckland) the Principle Investigator will submit a project to the university based upon a subset of data gathered for the current project. The dissertation will be restricted to an analysis of the prevalence of burnout.

Commencing Monday 9th March 2020

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