

## Provider Wellness

### Overview:

#### *Provider Wellness*

Providers caring for patients living with SUD may feel stressed, overwhelmed, and powerless in the face of their patients' challenges with recovery, trauma, and life circumstances. In some cases, the logistically and emotionally challenging nature of caring of this population can lead to what is often characterized as "compassion fatigue." Supporting this population can be stressful, which may inhibit providers' and staff's decision-making abilities and push them to default to their implicit biases. This, in turn, can inhibit staff's ability to maintain effective therapeutic relationships with patients.

### Why We Recommend this Best Practice

*Provider Wellness:* Health systems may avoid this by acknowledging these stressors and creating a supportive, understanding environment that enables providers and staff to openly communicate challenges they may experience in working with this population and obtain support as needed.

### Strategies for Implementation

#### *Provider Wellness:*

#### Step 1: Care for the Care Team

- **Step 1a: Introduce activities and structures that encourage staff to partake in self-care.** Set up a small area such as a coffee cart where staff can take a few minutes for themselves before re-entering a challenging situation or discussion
- **Step 1b: Share positive recovery stories and patient feedback with staff** to illustrate the impact that their care has on patients
- **Step 1c: Show staff appreciation for their commitment to their work and to changing the culture of the hospital.** Set up an event to allow them to take a break, socialize, and share some of what they have learned and enjoyed about working with this population to signal that their wellbeing is a priority

#### Additional Resources:

- [Academy of Perinatal Harm Reduction](#)
- Review Appendix 4 and 5 in [Reducing Stigma Towards Families Impacted by Opioid Use Disorder](#)
- [Educate pregnant women and families about neonatal abstinence syndrome and the newborn hospital experience](#)