

FIVE WAYS HOSPITAL ADMINISTRATION CAN PROMOTE WORK-LIFE BALANCE IN THE ED

1

GIVE PHYSICIANS A BREAK

Don't flip-flop doctors from day to night and back to day shift in short order. Group as many of the same shifts together as possible and ensure a suitable break in between to allow sufficient time to rest.

2

KEEP COMMUNICATION LINES OPEN

An open door policy is great, however, make an effort to head down to the ED now and again to check in and chat one-on-one with your physicians about the ED and consider what you might be able to do that will improve the practice environment.

3

LISTEN OBJECTIVELY

It's helpful to check in with objective personnel (i.e. a scheduler) who is tapped into day-to-day operations, to get a general feel for the mood in the ED. It's better to learn about issues now, before they become a crisis.

No issues or problems? Don't forget to highlight specific positives about ED performance and remind team members they're valued.

5

PROMOTE A TEAM MENTALITY

Ensure shift assignments are fair and balanced every day. That means every physician, regardless of seniority, trades off working nights, weekends, and holidays.

4

ADDRESS STRESS

One way to address stress is through wellness programs that teach docs ways to improve their resilience and maintain balance. Conduct wellness surveys to assess stress levels among ED staff.

