

Positive  
Participatory  
Organisational  
Intervention to  
Reduce  
Burnout in New  
Zealand  
Emergency  
Department  
Staff –  
Multisite Study

# Aim: Reduce staff burnout, improve staff wellbeing in NZEDs

**Hypothesis:** Engaging & empowering frontline staff and consumers to meaningfully improve work will reduce burnout & improve wellbeing in NZEDs

## Intervention at 3 levels

- Individual, Whānau, System

### Start:

- 4 EDs start March 2023
- 4 EDs start March 2024

### LCG: Local Champions Group in each ED.

- 5 members: Nurse+/-Doctor+/-Mana Whenua+/-Consumer+/-Other ED Staff
- Drive improvements in their ED
- Support from investigators and nation-wide collegial network

### Measures:

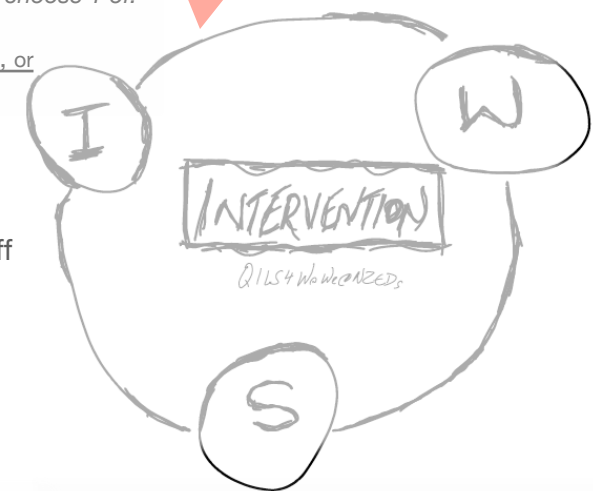
Burnout, Engagement, Wellbeing, etc.

### Individual level:

3 options for individuals... choose 1 of:  
Mindfulness, or  
Three Good Things, or  
Looking Forward

### Whānau/team/culture/department level:

2 options for EDs... choose 1 of:  
Clinical Event Debriefing, or  
Learning from Excellence



### System level: QILS

Quality Improvement Learning System  
Training & coaching for improvement  
Skills, knowledge, attitudes  
Est. 50 hours/12 weeks training & project work  
Build “bottom-up” system for improvement

**Engage & empower frontline staff and consumers to meaningfully improve work**



**MEDICAL AND HEALTH SCIENCES**



**QILS4WoWe@NZEDs**  
Investigators

Want more info?  
Please contact Mike  
[mnicholls@adhb.govt.nz](mailto:mnicholls@adhb.govt.nz)  
[www.woweated.com](http://www.woweated.com)

**Funding**  
HRC22/048  
A+ Trust.7782  
**Ethics Pending**  
HDEC application no: 13561

