

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 to meaningfully improve work may reduce burnout & improve wellbeing in NZEDs

## Intervention at 3 levels

- Individual, Whānau, System

### Start:

- 3 EDs start 6 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:

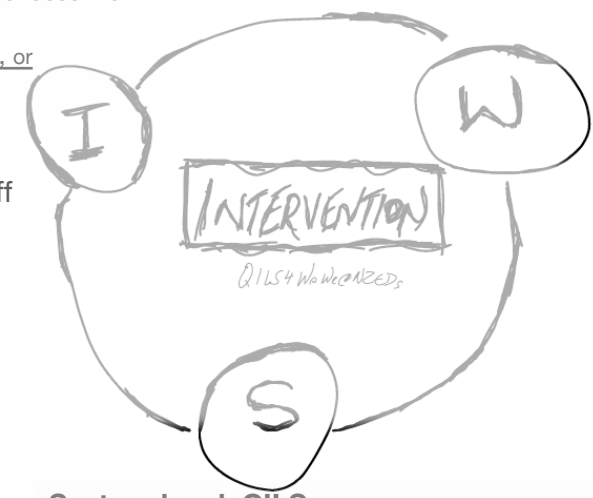
Burnout, Engagement, Wellbeing, etc.

### Individual level:

3 options for individuals... choose 1 of:  
 "Mindfulness", or  
 Three Good Things, or  
 "CBT"

### 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. 40 hours/12 weeks training & project work  
 Build "bottom-up" system for improvement

**Vision: to engage & empower frontline staff to meaningfully improve work**  
**Aim: to improve quality of care, provide professional development opportunities, strengthen a culture of wellbeing**



**QILS4WoWe@NZEDs**  
 Investigators

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