EOP 5.1 a. **Describe how the organization assesses the health of its employees**

Annual Health Assessments

b**. Provide one example of a health initiative implemented by the organization based on the results of the health assessment described in 5.1a. Include date of the initiative was implemented within the required 36-month timeframe.**

In 2023 the mental health screening tools were added to the health assessment. This screening tools are optional, confidential, and assess for depression, anxiety, and moral resilience.

EOP 5.2 **Describe how senior leadership integrates employee well-being and resilience into strategic planning.**

ECMC has a 5-year strategic plan that has a focus on People and Campus. Two employee centered goals were highlighted as the focus which includes Diversity, Equity, and Inclusion and maintaining and growing our employee engagement.

EOP 5.3 **Describe how the organization asks direct care nurses for suggestions specific to well-being initiatives to be offered in the future.**

Prior to 2023 it was informal feedback from direct care nurses. Beginning in October 2023 a wellbeing survey was developed and disseminated to employees. Review of feedback will direct leadership in planning new opportunities for direct care nurses.

EOP 5.4 **Describe how the organization involves direct care nurses in the (1) planning and (2) evaluation of well-being initiatives selected for implementation.**

Prior to 2023 we utilized informal feedback in the form of informal rounding, townhall meetings, hospital wide Schwartz Rounds, and Staff debriefing after critical incidents to involve direct car nurses in the planning and evaluation of wellbeing initiatives.

EOP 5.5 **Describe how the organization provides opportunities for nurses to create works schedules that support their will being.**

The organization provides these opportunities by offering scheduling flexibility. We have a CBA that allows for staff seeking educational advancement, weekend only shifts, and a variety of work shifts that include 8, 10, 12, and 13 hours.

EOP 5.6 **Describe how the organization supports and recognizes nurses’ involvement in community volunteer activities.**

ECMC participates in several community volunteer activities which nursing staff attend.

**Provide a narrative written by a nurse that is in line with the description provided for 5.6a about his or her experience with community volunteer activity (ies), including (1) the activity (2) his or her perceived impact on the community, and (3) the support from the organization. Include date of activity (ies) within the required 36-month timeframe.**

Lisa Firestone, RN Case Manager from Ambulatory states she had the opportunity to attend the AHA Go Red for Women Luncheon on February 7, 2023. The event included hosting a vendor table for ECMC where the provided patient health information including blood pressure checks. This event exposed the community to invaluable information and education.

EOP 5.7 **Describe how nursing leadership fosters a culture of day-to-day recognition (other than nurses week activities)**

Nursing leadership fosters a culture of day-to-day recognition by recognizing staff at daily huddles, departmental staff meetings, and as employee of the month. Summer surge months staff are recognized for perfect attendance. Day-to-day recognition of nursing is also demonstrated on the employee hallway which recognizes employee of the month, nurse of the month, Daisy winners, Tulip winners, recognition of our military service members.

**Provide a specific example of each of the following (1) staff recognizing staff (2) leaders recognizing a direct car ensure, and (3) CNO recognizing a nurse manager. Include dates foreach recognition within the 36-month timeframe**

1. **Staff recognizing staff –** Donna Diprado, LPN sent an email to her nurse manager to recognize the ENT Medical Office Assistants within the clinic. It was recommended that Donna submit for the TULIP award and Alivia Vondell, ENT MOA was selected and recognized on October 6, 2023
2. **Leaders recognizing a direct care nurse –** Ambulatory Nurse Team Leader recognized an Internal Medical Center direct care nurse for the Nurse Hero awared. Mary Jimerson, TL nominated Katie Moir, LPN for the nurse hero award and she was chosen March 2023
3. **CNO recognizing a nurse manager –** Charlene Ludlow, Sr. VP Nursing along with the Daisy Committee recognized Jillian Sauer, RN Unit Manager Med Surg with the Daisy Award for her exceptional contribution to the organization.

**EOP 5.8 Describe the support opportunity (ies) offered by the organization to address well-being of staff who have experienced an adverse situation that was work related.**

EAP, Schwartz Rounds, Positive Paulse, Annual Memorial Service for staff who have passed away in the past year.

**EOP 5.9 Describe the strategy (ies) the organization has in place to address physical fatigue experienced by healthcare provider team, to include the direct care nurse.**

Strategies include the incorporation of the serenity room, employee focused wellness initiatives, and structured emergency response plans.

**EOP 5.10 a Describe the strategy (ies) the organization has in place to address compassion fatigue experienced by the healthcare provider team, to include the direct care nurse.**

EAP, Mindfulness mediation sessions, Mini back and hand massages, Mental health safe circles after the TOPS Market massacre, Prayer curcle and memory healing tree after the TOPS Market massacre

**5.10b. Provide a narrative written by a direct care nurse that describes how strategy (ies) in 5.10a benefited his or her well-being. Include the date the strategies were beneficial within the reuied 36-month timeframe.**

Michelle Seay, RN, Clinical Liaison wrote that after struggling with the death of her aunt, she experienced difficulties in coping . She was referred to EAP and given the tools and assistance needed in working through her feelings and also received assistance with compassion fatigue that she wcperienced through the CPVID pandemic.

5.10c**. Provide a narrative written by a healthcare provider (non-nurse) that describes how strategy (ies) in 5.10a benefited his or her will-being. Include the date the strategies were beneficial within the required 36-month timeframe.**

Natalie Wasieczko, Program Coordinator Office of DEI stated that the Prayer Circle and Memory Tree in remembrance of the May 14th, 2022 TOPS tragedy was such a vital moment for our ECMC family to come together, reflect, and lean on each other.