

# Navigating Workforce Challenges in Healthcare

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# Team-based Staffing and Models of Care

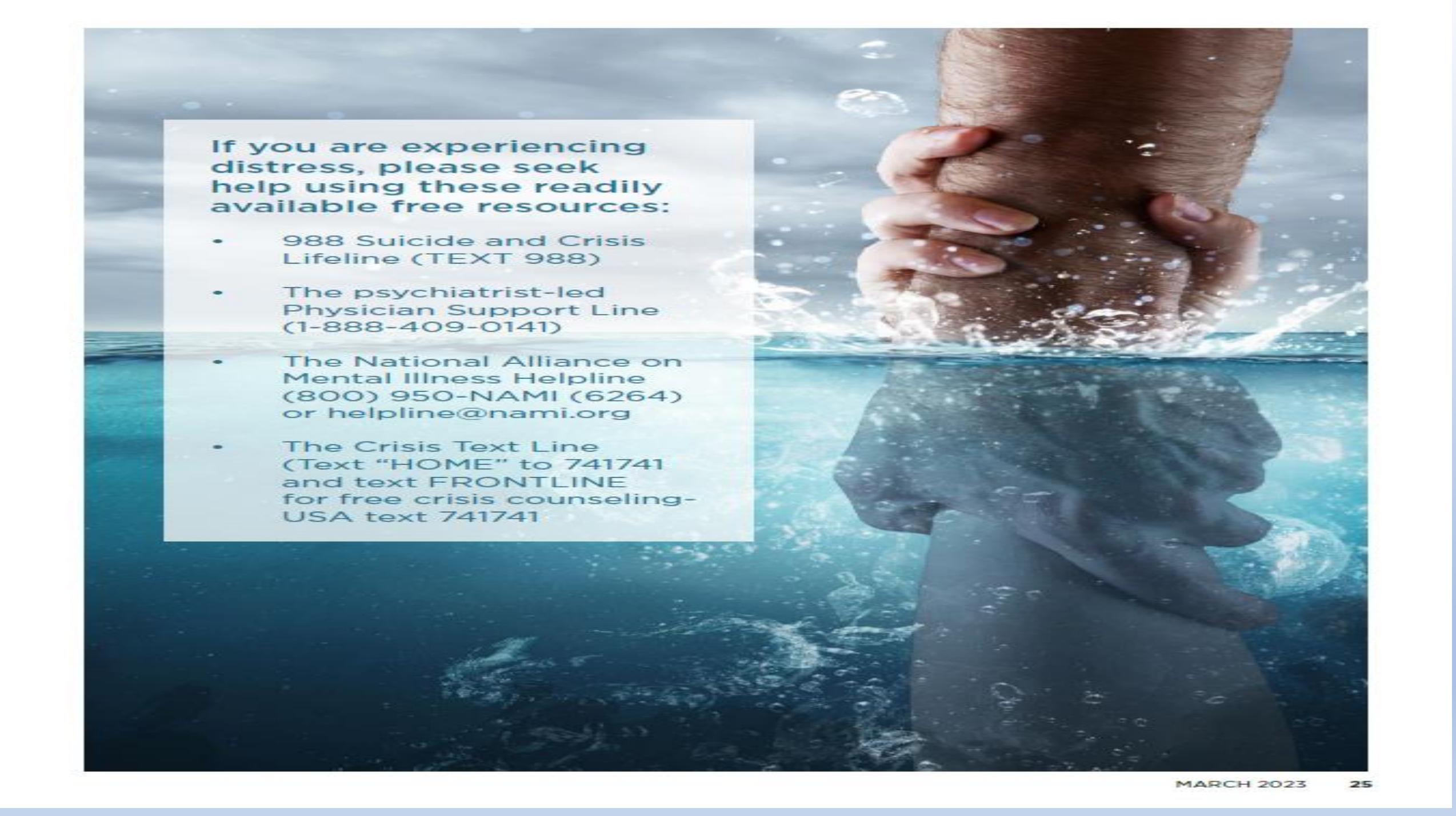
- “Great Retirement”, “Going to Pharma” Impact
- Expansion of APPs, Roles and Collaborative Practice models?
- How to best make highly functional teams?
- APPs compensation issues, RVU competition?
- Impact of Telemedicine and Interstate Medical Licensure Compact?

# Optimizing the Workplace Environment

- Administrative Burdens and Inefficiencies are a big item for physicians and advanced practice providers. “The Problem Box” Project?
- LGBTQ+ community increasing numbers identifying. Clinicians have not been well trained in the complexities. Solutions?
- Disparity: Impact of social determinants of health made a big difference in what is available to many patients. Using social workers, case managers, other ancillary staff earlier? Identifying limitations and barriers?
- Cultural competence is so important. Ethics service interventions to reduce distress and optimize communication?

# Clinician Well-being & COVID Impact Recovery

- *Since the COVID-19 pandemic, which of the factors below impact the delivery of optimal, equitable care at your practice?*
- **A. Staff Turnover**
- **B. Meeting Underserved Patients Needs (Lack of Translators)**
- **C. Practice/Systems Issues (Telemedicine, EHR)**
- **D. Workforce & Patient Satisfaction**
- **E. All of the Above**
- What is the feasibility and acceptability of an Oncologist Group Peer Support program?
- Are there other solutions and pilot programs being explored?

A photograph of a hand holding another hand underwater. The hand being held is a darker skin tone, and the hand holding it is a lighter skin tone. The water is clear blue, and there are bubbles around the hands. The background is a bright, overcast sky.

**If you are experiencing distress, please seek help using these readily available free resources:**

- **988 Suicide and Crisis Lifeline (TEXT 988)**
- **The psychiatrist-led Physician Support Line (1-888-409-0141)**
- **The National Alliance on Mental Illness Helpline (800) 950-NAMI (6264) or [helpline@nami.org](mailto:helpline@nami.org)**
- **The Crisis Text Line (Text "HOME" to 741741 and text FRONTLINE for free crisis counseling- USA text 741741)**

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# Recognizing Burnout & Promoting Well-Being

ASCO is providing support in the recognition of burnout and promotion of well-being in oncology. In May 2019, the ASCO Ethics Committee held a Burnout and Moral Distress in Oncology Roundtable. From those discussions, a call to action was published in JCO OP in March 2020 outlining recommendations to address this issue: [A Call to Action: Ethics Committee Roundtable Recommendations for Addressing Burnout and Moral Distress in Oncology](#).

Based on this call to action, ASCO established the Oncology Clinician Well-Being Task Force, whose mission aims to improve the quality, safety, and value of cancer care by enhancing the well-being of oncology clinicians and sustainability of oncology practices. This Task Force has defined clinician



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