Key Outcome 1: An online curated bilingual toolkit of 122 psychological health and safety resources comprising a multi-level categorization addressing team (e.g., peer support and leadership), system (e.g., policies relevant to primary care teams’ psychological health and safety), organization (e.g., training opportunities), and individual (e.g., interface of individual practitioners and teams) level interventions.

Key Outcome 2: This toolkit provides primary care teams and training programs with access to relevant and high-quality resources to foster psychological health and safety competencies within primary care practitioner curricula and into primary care practice settings.

Key Outcome 3: An overview module that describes the toolkit and its applications based on project case studies (building off our TPC webinar) is designed for integration into the online Health Workforce Management component of the Health Workforce Studies micro-credential at uOttawa programs and support the LTC NP education within existing positions.

Methodology:
- A systematic environmental scan methodology targeting academic and grey literature was used to identify relevant open access resources to support psychological health and safety of a diverse set of primary care practitioners in healthcare learning and working environments published in English or French between 2018 and 2020. It involved two searches, screeners, and thematic coders for each resource according to clustering of the 35 psychological health and safety outcome domains within Canada’s National Standard for Psychological Health and Safety in the Workplace and further research focused on health care environments.
- Online toolkit creation involved the design and development of an easy-to-navigate website, the selection of 10 filters to quickly find suitable resources, and copyediting and translating English resources and materials into French to enhance accessibility.
- Toolkit implementation, evaluation and refinement by co-working with interprofessional primary care teams (e.g., physicians, nurses, social workers, and others) and training programs (e.g., nurse practitioners and paramedics) across Canada. With training programs this has included creating modules and delivering workshops on psychological health and safety to contribute to curriculum. Evaluation has included participating in training programs, navigating the toolkit, and providing feedback via an online survey.

Key Learning 1:
- Psychological health and safety of interprofessional primary care teams is an issue of growing concern in light of rising burnout and attrition rates but few resources focus explicitly on interprofessional, and team-based primary care settings.
- A psychologically healthy and safe environment leads to improved team learning, team performance, and continuous quality improvement environments (Dreesen and Miranda, 2020). It can also reduce healthcare costs, improve patient satisfaction, enhance an organization’s reputation, and improve recruitment and retention.

Key Learning 2:
- Health workers in training and in practice are expected to practice collaboratively, and government investments have been made in collaborative interprofessional primary care delivery models, but practitioners have not been taught to create psychologically healthy and safe environments whilst working together in teams.

Key Learning 3:
- Organizations and team leaders have a key responsibility in the creation and promotion of psychologically healthy and safe learning environments and workplaces. They can foster a culture of respect, support, engagement, and recognition; effectively manage workloads and resources, and encourage work-life balance.

Next Steps:
The refined online bilingual toolkit will be showcased to a range of Team Primary Care and other external partners to spread and scale the resources gathered by our team into other interprofessional, collaborative interprofessional primary care teams. Toolkit mobilization will occur through partners’ networks, conferences, and partnerships with key stakeholders.

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