Resolution to improve nurse wellbeing in Oregon

Whereas, the Oregon Nurses Association (ONA) acknowledges that the dysfunction in healthcare systems has placed an unfair burden on the nursing workforce and,

Whereas, the current nurse staffing crisis is exacerbating the incidence of moral distress, compassion fatigue, and burnout experienced by ONA members and other healthcare workers and,

Whereas, it is well documented that inadequate nurse staffing leads to moral distress among nurses and,

Whereas, the effects of the COVID pandemic exacerbated issues of nurse staffing shortages and,

Whereas, nurses are currently leaving the profession at unprecedented rates and,

Whereas, Oregon is facing a mental health crisis and frontline nurses are experiencing the devastating consequences of this, with many of them caring for our most vulnerable community members and

Whereas, societal deficiencies resulting from a failure to address crises in mental health and housing are felt in the hospitals where nurses are given inadequate resources to provide compassionate, quality care, leading to profound moral distress and,

Whereas, ONA’s Strategic Vision and Mission includes advocating for our members. Now, therefore, be it

Resolved, that ONA will commit to advocating, on behalf of its members, and, for prevention of stress, burnout, and compassion fatigue and be it further

Resolved, that ONA will promote through collective bargaining, and other avenues, creation of healthier work environments where nurses are empowered as decision makers in healthcare and the burden of redundancy and unnecessary work is removed from the nurse’s workload and that nurses are allowed to practice at the top of their scope and license in all practice settings, and be it further

Resolved, that ONA will use the power of collective bargaining, to ensure that nurses are able to take their meal and rest breaks, that nurses are offered flexible scheduling and hours, that nurses have options for sabbatical leave, that nurses are offered cross-training and career advancement opportunities, and that nurses are provided more PTO and pay that reflects their worth within the healthcare system and be it further

Resolved, that ONA will continue to find ways to support the mental health of nurses including programs like the Oregon Wellness Program and be it further

Resolved, that ONA will use legislative power and public policy to promote funding for mental health support for community members
Supporting Statements on Resolution to improve nurse wellbeing in Oregon.

“Nurses are not burned out from nursing; they’ve been burnt by being prevented from providing the care and environment their patients deserve. Focus on nurse wellbeing will give nurses back the strength and confidence to continue their advocacy efforts.” – Angela Powell, Cabinet on Education

“As a member of ONA Cabinet on Nursing Practice and Research, I have seen the various violations of labor practice, employee health and safety and general working conditions for nurses continue to deteriorate over time. Nurses have been devalued by employers and have suffered more trauma resulting in poor working conditions. Shared decision making along with the health and wellbeing of nurses must be called out in contracts and communicated as the priority through the collective voice of nurses.” – Linda Bifano, Cabinet on Nursing Practice and Research

“As a mentor of new nurses, I have personally seen the effects of the dysfunction in Oregon’s healthcare systems. Advocating for Oregon nurse's well-being is essential to improve nurse health and retention.” – Amy Blankenship, Cabinet on Education, Chair

“Our resolution to improve nurse wellbeing in Oregon is an urgent need. Nurses are whole people with the same needs, and feelings, and life stages as those who we diligently show up for. Moral injury, burnout, compassion fatigue, whichever term fits the feelings best, it all exists on a continuum and feels and looks different for every nurse. Many truths about nurse wellbeing have been ignored, circumvented, or set aside for too long, it is essential to change that for the stability of our workforce.” – Lace Velk, Cabinet on Nursing Practice and Research and Cabinet on Human Rights and Ethics, Chair