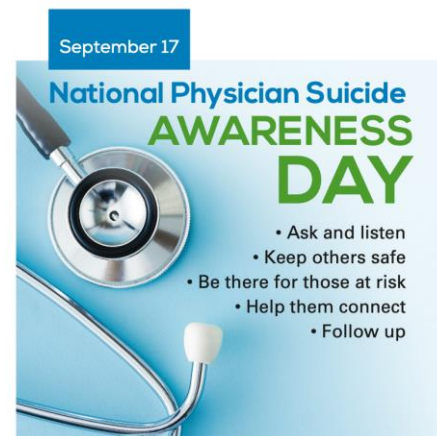


A Message from Tom Peterson, M.D., Chief Safety Officer, Trinity Health

As part of Trinity Health's commitment to physician and clinician well-being, we recognize September as **Suicide Prevention Awareness Month** and September 17 specifically as **National Physician Suicide Awareness Day**. The COVID-19 pandemic has placed an incredible burden on our physicians and clinicians – on top of other pre-existing stressors. Physicians have higher rates of burnout, depressive symptoms, and suicide risk than the general population.

- Physicians are twice as likely as those in other professions to take their own lives.
- Physicians have a higher suicide completion rate than the general public.
- In medicine, female physician deaths by suicide rates are equal to men. This does not exist in any other field.
- Physicians report several barriers to seeking mental health care, including time constraints, hesitancy to draw attention to self-perceived weakness and concerns about reputation and confidentiality.
- Drivers of burnout include workload, work inefficiency, lack of autonomy and meaning in work, and work-home conflict.



Thanks to you, our numbers are growing!

In August, across the system, 253 Resiliency Rounders supported Colleague Care work. These rounders attended 893 huddles and had 1:1 interactions (in person, telephonically, or virtually) with 3,695 colleagues. Cumulatively, our rounders have attended 1470 huddles and had 1:1 interactions with 5,337 colleagues since we began tracking metrics.

Thank you for your continued commitment to supporting the well-being of our physicians, clinicians and all Trinity Health colleagues during these stressful times.

Tom Peterson, M.D.

In the words of Resiliency Rounders...

The following description of a Saint Alphonsus Health System Resiliency Rounder experience is shared with permission.

I remember rounding with an individual after colleague reductions were announced. Her colleague that worked alongside her had lost her job and she was experiencing some emotional turmoil. We sat and talked as she expressed feeling "survivors' guilt," anger, and doubt at whether or not she would be able to handle the increased workload. Our conversation helped to validate and normalize those feelings and recognize that this was a loss that needed to be grieved and that was okay. I shared an article with her about how to cope with her feelings surrounding reductions and other self-care resources. She smiled and took some deep breaths and stated how much relief she felt just talking about it. She had a different perspective after our conversation and that provided some peace of mind for her. She also knew I was going to continue to be there for her if she felt like she was having a tough day and needed extra support. Just the knowledge that Saint Alphonsus cares enough to recognize the need and provide for extra colleague support during these difficult times is encouraging and offers hope that we can make it through this together, perhaps even stronger in the end.

Alicia Wolfe
Chaplain

Saint Alphonsus Health System, Baker City, Oregon

GREAT IDEA: St. Peter's Health Partners Creates Manager Checklist for Returning Colleagues from Furlough

In the early days of COVID-19, many ministries including St. Peter's Health Partners furloughed colleagues who were not providing direct patient care to patients. The intent was to focus resources to manage the pandemic and create a safe environment for our sickest patients in the community.

The “curve was flattened” in the region and state of New York, allowing St. Peter's Health Partners to re-emerge and return to offering a fuller array of services to the community. Furloughed colleagues were slowly brought back to work. The Colleague Care Team found that many colleagues were returning to a new world with COVID boundaries – a much changed world compared to the work environment they left a few months earlier.



The Colleague Care Team created the “Manager Checklist for Returning Furloughed Colleagues.” The tool is a reminder to managers as to how to re-assimilate or re-orient returning colleagues to the new world, including the world of temperature checks, screenings, masks, new visitor guidelines, policy changes, cashless transactions and even new music to celebrate a COVID patient discharge, an organ donor honor walk and the birth of a baby.

The tool serves as a reminder for the manager to update the returning colleague on what had changed in their own department, who was in their department, what tasks had changed, and new virtual tools, among other things.

The tool allows for a smoother transition for the colleague and provided support for the returning colleague, the manager, and the full team. For more information, contact **Tricia Wendell**, Colleague Care Coordinator at patricia.wendell@sphp.com. See the attached supplemental checklist to customize with your branding for use in your local ministry or visit the Colleague Care Leader Resource page: <https://www.trinity-health.org/covid-19-resources/find-a-resource/colleague-care-leader-resources/>

PLEASE JOIN US: Colleague Care National Check-in #4: September 29, 2020

Please join us for our September Colleague Care National Check-in for all Accountable Executives, Coordinators and Task Force members. **Jim Purvis**, Innovation Consultant and Resilience and Behavioral Health Task Force member will host our discussion with Colleague Care Teams from Trinity Health At Home, Trinity Health Senior Communities and Trinity Health PACE. *NOTE: This appointment should already be on your calendars. If it is not, please reach out to your liaison or Becky Hoerner.*

RESOURCES:

Promote child care and school support resources

As the school year begins, many colleagues with school-age children are facing new challenges. Trinity Health worked with our existing partners to identify new resources to support you, including child care provider matching assistance and discounts on child care services, tutoring services and school supplies. Consider reminding colleagues of these resources:

[Carebridge and PerkSpot child care and school support resources](#)

Two websites to support local Colleague Care efforts

For ALL COLLEAGUES:

Check out the Trinity Health system-wide **Colleague Care** web page. This is a page on our public Trinity-Health.org website so all colleagues can access it without being logged into the network.

On this page, colleagues can access information and resources to support their body-mind-spirit resilience and mental health. To visit, click on the link below:

[Trinity-Health.org/Colleague-Care](https://www.trinity-health.org/colleague-care)

Suggestions for use of the new Colleague Care page:

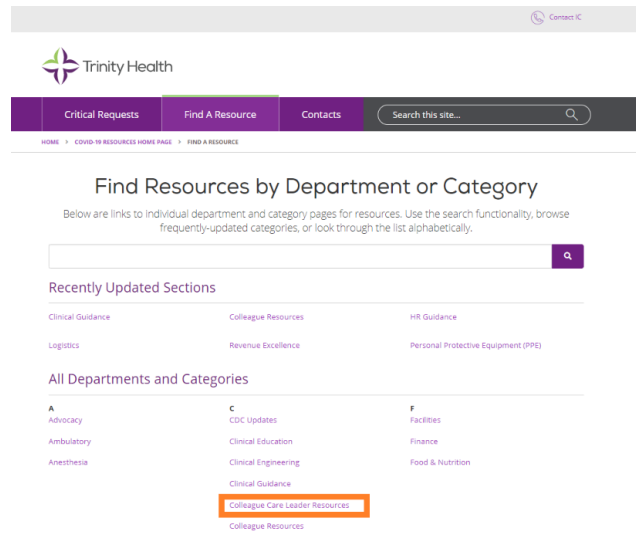
- Share the link above with Resiliency Rounders. Invite them to take a tour and become familiar with the page and what it has to offer. Note: Page will be updated regularly as additional information and resources become available.
- Add link to your Rounder Resource list
- Add link to all local Colleague Care presentations, communications, handouts and local intranet.

For COLLEAGUE CARE TEAMS (AEs, Coordinators, Rounders and HR)

Visit the link below on the COVID-19 Resource page for a growing collection of resources to support local **Colleague Care Team** efforts including:

- Programming ideas, practices, samples from other Health Ministries
- Communication templates – announcement memo, slide deck overview for leaders, etc.
- Colleague Care Guidebook and Outreach Calling Guide
- Templates for colleague-facing to support rounding efforts
- Articles of interest
- And more!

<https://www.trinity-health.org/covid-19-resources/find-a-resource/colleague-care-leader-resources/>



Trinity Health

Critical Requests Find A Resource Contacts

Search this site...

HOME > COVID-19 RESOURCES HOME PAGE > FIND A RESOURCE

Find Resources by Department or Category

Below are links to individual department and category pages for resources. Use the search functionality, browse frequently-updated categories, or look through the list alphabetically.

Search

Recently Updated Sections

Clinical Guidance	Colleague Resources	HR Guidance
Logistics	Revenue Excellence	Personal Protective Equipment (PPE)

All Departments and Categories

A	C	F
Advocacy	CDC Updates	Facilities
Ambulatory	Clinical Education	Finance
Anesthesia	Clinical Engineering	Food & Nutrition
	Clinical Guidance	
	Colleague Care Leader Resources	
	Colleague Resources	

AND FINALLY: A reminder to reach out to your Task Force Liaison with questions, comments and/or feedback or your great ideas!

In gratitude,
The Resilience and Behavioral Health Task Force