

## Mental Health & Well-being Workgroup



- Make mental health services available & accessible to all healthcare workers.
- Eliminate stigma as a barrier to seeking mental health care.
- Include personal care & wellness as a core component of education programs & curricula.

### In 2024, Washington nurses reported feeling:



Mentally Exhausted



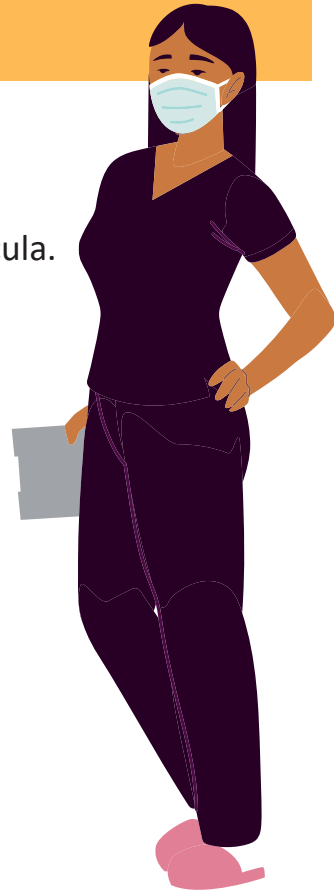
Used Up



Emotionally Unhealthy



Afraid to ask for help



Only **16.7%** reported that mental health services were made available by their facility. (WGN Burnout Report, 2024).

### WHAT NURSES HAVE TO SAY:

STRESS  
+  
TRAUMA  
+  
LACK OF RESOURCES  
=  
=



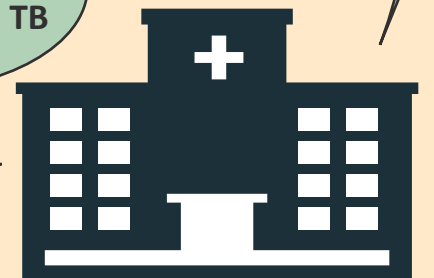
“We need easy ways to support our mental health - make mental health care a benefit.”

“Better services for mental health, the struggle is very real.”

“Treat nurses as if their lives matter too.”

“Consider mental health check-ups as equivalent to TB testing.”

“I have personally witnessed an RN driven to depression and severe anxiety.”



THE BOTTOM LINE: HEALTHY NURSES = SAFE PATIENT CARE

### ACTION STEPS



Align the WABON CARES program with the Washington Physicians Health Program (WPHP).



Codify requirements for employers to provide formalized mental health supports including job protections.



Require nursing education programs to include personal health and wellness education.

### Measuring & Assessment

- Assess options for establishing a statewide confidential mental health screening and referral program.
- Establish common quality assurance and performance measures between CARES and WPHP.
- Develop measurement tools to assess the impact of WABON education and outreach efforts on increasing knowledge and reducing stigma.
- Require nursing education programs to submit student mental health and wellness program descriptions along with defined quality measures.



In 2025, WGN convened workgroups aligned with the [National Academy of Medicine's National Plan for Health Workforce Well-being](#), a nationally recognized best-practice framework for strengthening the nursing workforce through well-being. The strategies highlighted in these infographics were developed by these workgroups. Not all identified strategies are represented here. To view the 2024 Prioritizing Nursing Well Being to Strengthen the Workforce Burnout Survey report, visit [www.wcnursing.org/data-reports-publications/](http://www.wcnursing.org/data-reports-publications/).

