



HEALTHY PROFESSIONAL  
WORKER PARTNERSHIP

ANNUAL NEWSLETTER

2020

ACADEMIC PARTNERS



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# NEWSLETTER 2020

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## SURVEY LAUNCH

On November 16, 2020, we launched the Healthy Professional Worker survey and worker interviews! Working with our national and provincial partners and via social media and our professional contacts, the survey link and interview invitation have been sent to Canadian professionals in the following fields:



**ACADEMIA**



**ACCOUNTING**



**DENTISTRY**



**MEDICINE**



**MIDWIFERY**

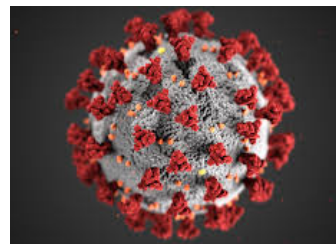


**NURSING**



**TEACHING**

## COVID-19 PIVOT



Due to COVID-19, we made some changes to our research schedule in 2020. We stopped data collection from March - July and concentrated our activities on the literature review and survey development. The survey was reworked to include signposts for pre- and during-COVID questions and we added some COVID-specific questions. As a result of this pivot, we were able to keep all of our trainees employed.



## How to Participate

There are two ways to participate:

- 1) a 15-20 min online survey: go to <https://bit.ly/3nk2gBf>
- 2) a 45-60 min interview: email [hpw@uottawa.ca](mailto:hpw@uottawa.ca)

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## IN THE NEWS



### ACADEMIA

- Young, Christina (October 7, 2020). Pandemic Exacerbates Already High Levels of Stress Among Women Faculty, July 10, 2020 by Christina Young, MS Magazine.  
<https://msmagazine.com/2020/10/07/coronavirus-covid-19-mental-health-stress-women-faculty-teachers-colleges-universities/>
- Young, Christina (October 7, 2020) La pandémie a aggravé le stress chez les professeures d'université. Policy Options.  
<https://policyoptions.irpp.org/magazines/october-2020/la-pandemie-a-aggrave-le-stress-chez-les-professeures-duniversite/>



### DENTISTRY

- Maragha, T. & Brondani, M. Nov. 5, 2020 Dentists are the forgotten front line, Winnipeg Free Press (Print Edition), UBC News, & Thunder Bay Chronicle Journal (Print Edition).



### NURSING

- Blog post: July 10, 2020, RNAO website, Abby Ayoub, A., Price, S.L., Lavoie-Tremblay, M., Lackie, K. and Bourgeault, I.L. Nurses' mental health leave of absence and return to work experiences: Introducing a new partnership initiative.  
<https://doris-blog.rnao.ca/post/nurses-mental-health-leave-absence-and-return-work-experiences-introducing-new-partnership>



### TEACHING

- Corrente, M., Teachers Mental Health on Global News with Sue Deyell and Andrew Schultz, September 1, 2020
- Corrente, M. In the rush to get back to school, let's not forget teachers' mental health, The Toronto Star. August 26, 2020.  
<https://www.thestar.com/opinion/contributors/2020/08/26/in-the-rush-to-get-back-to-school-lets-not-forget-teachers-mental-health.html>

# NEWSLETTER 2020

## HEALTHY PROFESSIONAL WORKER PARTNERSHIP



### IN THE NEWS



#### LEADERSHIP

- Dimoff, J.K. 2020. "5 tips to help managers look after their own mental health", Global Watch, Invited Interview, Ottawa.
- Dimoff, J.K. 2020. "5 Tips to help employees look after their own mental health", Global Watch, Invited Interview, Ottawa.
- Dimoff, J.K. & Kershaw, O. 2020. "Covid Coffee Conversation: Mental health in the workplace", Avison Young, Invited Interview, Ottawa.
- Dimoff, J.K. 2020. "How to recognize employees' warning signs in a remote setting?", Global Watch, Invited Interview, Ottawa.
- Dimoff, J.K. 2020. "Key management practices for leaders to apply in an effort to safeguard their employees' mental health in the context of remote work and crisis", Global Watch, Invited Interview, Ottawa.
- Arnold, K.A., Hancock, A.J., Dimoff J.K. (August 13, 2020). Opinion: What your boss' mental health means for yours. Healthing.ca. <https://www.healthing.ca/opinion/opinion-is-your-boss-bringing-you-down>
- Dimoff, J.K., Arnold, K.A. 2020. "How to be a transformational supportive leader during COVID-19", Podcast by KevinMD.com, Invited Interview, December 18, 2020. <https://www.kevinmd.com/blog/2020/12/how-to-be-a-transformational-supportive-leader-during-covid-19-podcast.html>

### PRESENTATIONS & PUBLICATIONS

#### ACADEMIA



- Power, N. & Young, C. (Sept. 30, 2020). Institutional Ethnography. Webinar for Healthy Professional Worker Partnership and the Canadian Society for the Sociology of Health.

#### ACCOUNTING



- Bujaki, M. & Broua, F. (2020) The Public Accounting Profession and COVID-19: Changes to the Nature of Work and Implications for Mental Health, Convener and Moderator, Spratt School of Business, Carleton University, Oct. 16, 2020.
- Bujaki, M. Initiator, Developing a Meaningful Mental Health Culture: Everyone has a role to play. Video interview with Denis Trottier and Charles-Antoine St-Jean. CPA Canada The One Conference 2020. <https://www.youtube.com/watch?v=GNStkm9B7Ew&feature=youtu.be>
- Bujaki, M. (2020). Mental Health Workshop – Caring for Yourself and Others. Canadian Academic Accounting Association Annual Conference, June 4, 2020.

#### DENTISTRY

- Atanackovic, J. & Bourgeault, I.(2020). Why universal accessibility to assistance programs for dentists in Nova Scotia, and elsewhere in Canada, is important. [Policy Brief]. Prepared for the Provincial Dental Board of Nova Scotia



## PRESENTATIONS & PUBLICATIONS

### MIDWIFERY



- Freeman, A.; Chamberland-Rowe, C., Atanackovic, J., Benoit, C., Thiessen, K., Neiterman, E., Lawford, K., & Bourgeault, I. (2020). Leaves of absence and return to work among Canadian midwives. CAM November Virtual Conference, Canada, Nov 19.
- Atanackovic, J., Neiterman, E., Benoit, C., Thiessen, K., Freeman, A., Chamberland-Rowe, C., Demers, C., Tracey, A., Brondani, M., Maragha, M., Simkin, S., Mihailescu, M & Bourgeault, I. (2020). The impact of workplace context on mental health issues for professional workers: Comparing the case of physicians, midwives and dentists. Canadian Health Workforce Virtual Conference.
- Atanackovic, J., Freeman, A., Demers, C., Neiterman, E., Benoit, C., Thiessen, K., & Bourgeault, I. (2020). Leaves of Absence and Return to Work among Canadian Midwives who Experience Mental Health Issues: Pilot Study Findings. The Canadian Journal of Midwifery Research and Practice, accepted Nov. 19, 2020.
- Leslie, K., Benoit, C., Freeman, A., & Bourgeault, I. (2020). Advancing Regulatory Coordination: The Regulatory Amalgamation for Nursing and Midwifery in British Columbia. Health Reform Observer [under review].

### TEACHING

- Ferguson, K., James, Y, Demers, C., & Bourgeault, I. (submitted) Teacher Mental Health and Leaves of Absences: A Pilot Study Examining Gender and Care. Under review.

### MEDICINE

- Mihailescu M, Aggarwal M, Hedden L, Neiterman E, Simkin S, Bourgeault IL. "Examining the Gendered Nature of Mental Health Issues, Leaves of Absence & Return to Work Experiences of Canadian Physicians: A Case Study of the Healthy Professional Workers Partnership." Oral Presentation at the Canadian Health Workforce Virtual Conference, December 9, 2020

### NURSING

- Bourgeault, I.L., Lavoie-Tremblay, M. & Ayoub, A. Registered Nurses' Association of Ontario on Health System Transformation & COVID-19 Webinar, August 10, 2020: Nurses' Mental Health and Experiences of Leaves of Absence and Healthy Return to Work.
- Rolle Sands, S., Covell, CL., Ingraham, K., Lavoie-Tremblay, M., Reichert, C., Price, S., & Bourgeault, I. (2020). Mapping the peer-reviewed literature on accommodating nurses' return to work after leaves of absence for mental health issues: A scoping review. Canadian Health Workforce Virtual Conference, Ottawa.
- Covell, C. L., Rolle Sands, S., Ingraham, K., Lavoie-Tremblay, M., Price, S.L., Reichert, C. and Bourgeault, I.L. (2020). Mapping the peer-reviewed literature on accommodating nurses' return to work after leaves of absence for mental health issues: a scoping review. Human Resources for Health. 18:36.
- Ayoub, A., Price, S., Lavoie-Tremblay, M., Lackie, K., Rolle, S.R., Bourgeault, I. (2020). Healthy professional worker partnership- Nurses' mental health and experiences of leaves of absence and healthy return to work. Canadian Health Workforce Virtual Conference, Ottawa.

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## HEALTHY PROFESSIONAL WORKER PARTNERSHIP



## PRESENTATIONS & PUBLICATIONS



### LEADERSHIP

- Kelloway, E.K. (2020). Leadership and mental health: How leaders need to take care of their team. Work Wellness Institute, Webinar, Vancouver,
- Amell, T., Vissers, D., Friesen, J., Kelloway, E.K., Back, C. (2020). Panel Webinar: Experts on gradual return to work. Work Wellness Institute, Webinar, Vancouver.
- Dimoff, J.K. 2020. "Mental health in the workplace: Sharing insights on warning signs and responses for managers", NUA, Invited Talk, Ottawa, January
- Bonin, G., Dimoff, J.K., DiFrancesco, L., Corner, A.J., & Speer, J. 2020. "Workplace mental health: When your workplace becomes your home", Telfer School of Management, Webinar, Ottawa,
- Arnold, K.A. & Hancock, A.J. June 25, 2020. "Mental Health in the Workplace: A Virtual Symposium", Webinar for IPAC-NL (Institute of Public Administration of Canada), Moderated by Amanda Hancock; Panelists: Kara A. Arnold, Louise Bradley & Dennis Hogan.
- Gilbert, S. & Kelloway, E.K. (in press). Grief in the workplace. In T. Wall, C. Cooper and P. Brough (Eds.). The Oxford Handbook of Organizational Wellbeing. Oxford, UK
- Gulseren, D. & Kelloway, E.K. (in press). Working Through the Pain: The Chronic Pain Experience of Full-time Employees. Occupational Health Science.
- Jones-Chick, R. & Kelloway, E.K. (in press). The 3 Pillars of Mental Health in the Workplace: Prevention, Intervention, and Accommodation. In T. Wall, C. Cooper and P. Brough (Eds.). The Oxford Handbook of Organizational Wellbeing. Oxford, UK



On December 9-10, 2020, the Canadian Health Workforce Conference (CHWC) brought together policy makers, academics, researchers, practitioners, patient advisors and students from across the country with responsibility for and interest in health workforce issues.

The goal of the conference was to provide an opportunity to engage in knowledge exchange and meaningful discussion on a range of health workforce issues, and showcase the latest research and cutting-edge technology and innovation for health workforce policy, planning and management across the country.

Three HPW trainees and co-investigator, Jelena Atanackovic, presented at the conference.

1. "Addressing Burnout Among Medical Radiation Technologists" – presented by Mara Mihailescu
2. The impact of workplace context on mental health issues for professional workers: Comparing the case of physicians, midwives and dentists' – poster presentation by Jelena Atanackovic
3. "Mapping the peer-reviewed literature on accommodating nurses' return to work after leaves of absence for mental health issues: A Scoping review" – presented by Shamel Rolle Sand
4. "Healthy Professional Worker Partnership- Nurses' Mental Health and Experiences of Leaves of Absence and Healthy Return to Work" – presented by Abby Ayoub



### RECOMMENDED READS: TOP 10 PUBLICATIONS IN 2020



#### MEDICINE

1. [Occupational burnout syndrome and post-traumatic stress among healthcare professionals during the novel coronavirus disease 2019 \(COVID-19\) pandemic](#)
2. [Physician Burnout: Achieving Wellness for Providers and Patients](#)
3. [Mental health care for medical staff and affiliated healthcare workers during the COVID-19 pandemic](#)
4. [The Psychological Impact of Epidemic and Pandemic Outbreaks on Healthcare Workers: Rapid Review of the Evidence](#)
5. [Prevalence of depression, anxiety, and insomnia among healthcare workers during the COVID-19 pandemic: A systematic review and meta-analysis](#)
6. [Clinician Wellness During the COVID-19 Pandemic: Extraordinary Times and Unusual Challenges for the Allergist/Immunologist](#)
7. [Emergency Department Well-being Initiatives During the COVID-19 Pandemic: An After-action Review](#)
8. [Peer support for junior doctors: a positive outcome of the COVID-19 pandemic?](#)
9. [Focus on Mental Health During the Coronavirus \(COVID-19\) Pandemic: Applying Learnings from the Past Outbreaks](#)
10. [A Systematic, Thematic Review of Social and Occupational Factors Associated With Psychological Outcomes in Healthcare Employees During an Infectious Disease Outbreak](#)



#### DENTISTRY

1. [COVID-19 Factors and Psychological Factors Associated with Elevated Psychological Distress among Dentists and Dental Hygienists in Israel](#) April 2020
2. [Fear and Practice Modifications among Dentists to Combat Novel Coronavirus Disease \(COVID-19\) Outbreak](#) April 2020
3. [The Mental Health Consequences of Coronavirus Disease 2019 Pandemic in Dentistry](#) June 2020
4. [Maintaining mental health, wellness during COVID-19 pandemic](#) July 2020
5. [COVID-19: Major stress factor among dental staff after reopening](#) July 2020
6. [Subjective Overload and Psychological Distress among Dentists during COVID-19](#) July 2020
7. [The dental profession's mental health crisis: what needs to happen](#) Sept 2020
8. [Dentists are the forgotten front-line](#) November 2020
9. [Organizational types in relation to exposure at work and sickness – a repeated cross-sectional study within public dentistry](#) 2020
10. [The Members' Assistance Program: More Than A Crisis Hotline](#) 2020

#### IN CASE YOU MISSED IT...

- [Health-related impediments to learning among dental and oral surgery students](#) 2019
- [Characteristics of Pediatric Dentists Who Work When Sick](#) 2019
- [Different Types of Employee Well-Being Across Time and Their Relationships With Job Crafting](#) 2018



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## TOP 10 2020 PUBLICATIONS



### MIDWIFERY

1. [Midwives' mental health hit by pandemic](#) May 18, 2020
2. [Everyday demands creating mental health crisis among nurses and midwives, finds report](#) July 16, 2020
3. [Midwifery COVID Survey](#) November 2020
4. [Prevalence and Predictors of Burnout in Midwives: A Systematic Review and Meta-Analysis](#)
5. [Prevalence of and factors associated with burnout in midwifery: A scoping review](#)
6. [Psychological effects of nurses and midwives due to COVID-19 outbreak: The case of Turkey](#)
7. [The relationship between COVID-19 knowledge levels and anxiety states of midwifery students during the outbreak: A cross-sectional web-based survey](#)
8. [Caring for the carers: Ensuring the provision of quality maternity care during a global pandemic](#)
9. ["Overwhelmed and out of my depth": Responses from early career midwives in the United Kingdom to the Work, Health and Emotional Lives of Midwives study](#)
10. [Teaching Compassionate Mind Training to help midwives cope with traumatic clinical incidents](#)

IN CASE YOU MISSED THESE ...

[A survey of burnout and intentions to leave the profession among Western Canadian midwives 2019](#)

[Mental health day' sickness absence amongst nurses and midwives: Workplace, workforce, psychosocial and health characteristics 2016](#)



### TEACHING

1. [Retiring teacher can't say goodbye](#) - April 8, 2020
2. [Teacher goes viral using TikTok](#) - April 18, 2020
3. [COVID-19 through the eyes of a teacher](#) - April 26, 2020
4. [Stories about remote learning](#) - April 27, 2020
5. [Student teachers adjust to pandemic](#) - May 3, 2020
6. [Finding creative ways to engage students](#) - May 31, 2020
7. [America's great remote learning experiment](#) - June 26, 2020
8. [Teachers' well-being during COVID](#) - Sept. 8, 2020
9. [Mental health resources teachers need](#) - Oct. 6, 2020
10. [Teachers experiencing stress and never-ending workload](#) - Oct. 28, 2020

IN CASE YOU MISSED THESE ...

[Teacher's Physical Activity and Mental Health During Lockdown](#) - November 2020

[Positive Impact of Mindfulness Meditation on Mental Health of Female Teachers](#) - September 2020

[Supporting the Mental Health of Preservice Teachers in COVID-19](#) - November 2020

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## HEALTHY PROFESSIONAL WORKER PARTNERSHIP



### TEAM UPDATES:

Christina Young, a trainee in the Academia subgroup, successfully defended her PhD in Social and Behavioural Health Sciences at the Dalla Lana School of Public Health, University of Toronto, in August. Her dissertation, *Constrained Care: Doula Practice and Hospital Birth*, examined how doulas -- non-medical care providers who offer emotional, physical, and informational support during the perinatal period -- accomplish their work in Toronto-area hospitals. Christina has moved on to a post-doc position at Memorial University of Newfoundland.

In August, Angela Freeman, trainee in the Midwifery subgroup, successfully defended her MSc thesis, *Navigating early pregnancy loss in Ontario's healthcare system: A qualitative exploratory study of the experiences of midwifery clients and midwives*, in the School of Public Health and Health Systems, University of Waterloo. The objective of her study was to understand how the healthcare-related experiences of both clients and providers can be improved from a systems perspective in cases of early pregnancy loss. Angela is a registered midwife currently dividing her time between providing maternity care in rural southwestern Ontario and disseminating her findings as supported by the AOM Mentored Midwifery Research Grant (MOH).

Nabeelah Ahmed worked as a research associate under the supervision of Dr. Ivy Bourgeault from the early days of the HPW project. Her own thesis research was inspired by the larger work of the project, where she conducted a case study of resident physicians in Ontario and their mental health experiences, resources, and challenges in post-graduate medical education. She successfully defended her thesis in April 2020 and now holds a Masters in Health Systems from the Telfer School of Management, University of Ottawa. She continues her involvement with the HPW Medicine team as an alumna and partner lending her expertise with new trainees in literature research and conducting qualitative interviews and working with the team lead to expand the outreach of the current work with the survey and interview recruitment.

### FOLLOW US!

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YouTube Channel:  
<https://www.youtube.com/channel/UCvbCz6atiT9Qo-cEdwUeWIA>



**YOU CAN VIEW AN  
OVERVIEW OF THE PROJECT  
ON OUR YOUTUBE CHANNEL:**

<https://www.youtube.com/watch?v=SG3M7LyX34s&t=38s>

### CONTACT US!



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