



IDENTIFYING AND CHANGING THE PERCEPTION OF MENTAL HEALTH ISSUES IN THE MEDICAL LABORATORY PROFESSION

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Ensuring the necessary configuration of healthcare providers in a time of constraints cannot be considered without the evaluation of the psychological demands on those individual. Therefore, workforce optimization should include the evaluation of a person as an emotional and finite being with monitoring of this to enhance policy considerations.

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PURPOSE/OBJECTIVES

The project objectives were to evaluate the current state of mental health issues (including stress and burnout) in the medical laboratory profession, and create the process and associated tools to identify, monitor and support positive change in the Canadian workforce.

FINDINGS/IMPACT/OUTCOMES

The Code of Ethics, Mental Health Toolkit and national survey results will be released in June 2016 for CSMLS members to use. As the first national step for the profession, preliminary results and stakeholder discussions indicate that the current state clarification on mental health wellbeing will provided valuable insight and contribute to targeted initiatives in the future. The tools and longitudinal process to evaluate and support these needs are considered a necessary component as the workforce changes and the widening gap between supply and demand for MLPs grow. The complex and multifaceted project provides the methodology and guidance for other applied health professions to replicate and demonstrate the collective voice that psychological well being is an integral component of optimizing the healthcare workforce.

CONCLUSIONS

The project fills the knowledge gap associated with mental health issues in the medical laboratory profession and provides the tools for individuals and groups to support themselves and one another.