Reducing Mental Health Provider Burnout through Wellness: A Grant Proposal

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Introduction

- Burnout is the state of emotional exhaustion, depersonalization, and reduced personal accomplishment as a result of chronic exposure to work.
- Burnout has been associated with several negative consequences including increased absenteeism, reduced job satisfaction, high turnover, and decreased job performance.
- Burnout has also been found to have a detrimental effect on a worker’s mental health and physical health.
- The purpose of this project was to write a grant proposal to develop a comprehensive wellness program for mental health providers in order to decrease burnout among mental health professionals, improve job satisfaction, and improve overall services to consumers by promoting self-care and wellness.
  
  (Kim, Ji, & Kao, 2011; Maslach, Schaufeli, & Leiter, 2001)
Social Work Relevance

- Burnout can lead to diminished job performance, disruption in care, and absenteeism which in turn may hinder a social worker’s ability to develop therapeutic alliances with clients.
- Therefore, social workers should be cognizant of burnout symptoms in order to reduce its detrimental effects.

(Kim, Ji, and Kao, 2011)
Cross-Cultural Relevance

- Female providers had an increased risk of experiencing compassion fatigue and burnout.
- Female social workers were at higher risk for reporting physical health complaints related to burnout.
- Considering that nearly 81% of social workers are female, it is important to address the risk factors that female social workers may face with regard to burnout.

Methods

- **Target population:** Mental Health Providers
- **Strategies used to identify funding sources:** Possible funding sources for the Wellness Program were sought through Google.com and Grants.gov.

- Key terms and phrases used in search engines include: *non-profit, wellness program, mental illness, mental health provider, mental health, burnout prevention, comprehensive wellness programs.*

- **Funding Source Selection:** The Weingart Foundation (2014) was selected as the funding source as the foundation offers grants to non-profit organizations that provide services in health, human services, and education.
Methods

**Needs Assessment:** The writer conducted an informal needs assessment with the agency. The program director reported a need for an office wellness program due to the vicarious trauma, compassion fatigue experienced by providers.

**Budget:** The budget for the proposed wellness program is $26,150 for 1 year. **Salaries** include a part-time MSW Wellness Program Coordinator with benefits, a fitness instructor, and a Wellness Coach totally $14,150/year.

**Program Costs:** Direct cost include office supplies, office equipment, program supplies, food and drinks, incentives, and miscellaneous items totaling $12,000. **In-Kind Donations:** Agency donations include rent, utilities, administrative overhead, equipment and office furniture.
Grant Proposal

Program Summary and Description

- The Wellness Program will provide an opportunity for mental health professionals and employees to learn and practice to skills prevent or reduce symptoms of burnout.

- An employee will be designated as the part-time Wellness Program Coordinator (MSW) who will oversee the Wellness Committee. Four MSW Interns will be recruited to be a part of the Wellness Committee.

Population Served

The population served include mental health professionals, employees, and interns at Western Youth Services (WYS) West Clinic.

Sustainability

The program is a year long program funded by the grant. If successful, the agency would be encouraged to seek funding or include the wellness program in their annual budget.
Program Objectives

- To recruit and develop a Wellness Committee, which consists of a part-time Wellness Program Coordinator (MSW) and four MSW Interns.
- To reduce symptoms of burnout and illness through employee participation in the wellness program.
- To educate and train employees on skills and techniques to prevent or reduce burnout and chronic illness.
- To use organizational and environmental approaches to support healthy eating, physical activity, and peer support.

Program Evaluation

The WYS Wellness Program will be evaluated with pre-test and post-tests, biometric health screenings, and attendance at in-service trainings, workshops and fitness classes.
Lessons Learned/Implications for Social

- There is lack of current research on evidence-based interventions on burnout for mental health providers.
- Consequences of burnout may directly or indirectly affect the clients or communities served.
- When Social workers experience burnout, they are less able to provide and care for the clients they serve.
- It is imperative that social workers and organizations promote self-care, wellness, and balanced health.
References


