

# RECOMMENDATIONS FOR THE FUTURE HIGHLIGHTS FROM THE ESMO RTF POSITION PAPER

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## ORIGINAL RESEARCH

### ESMO Resilience Task Force recommendations to manage psychosocial risks, optimise well-being, and reduce burnout in oncology

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# DECLARATION OF INTERESTS

## ***Officer Roles:***

- ESMO Resilience Task Force member

## ***Personal financial interests (lecture honoraria, advisory boards, travel grants)***

- Merck, Servier, Takeda

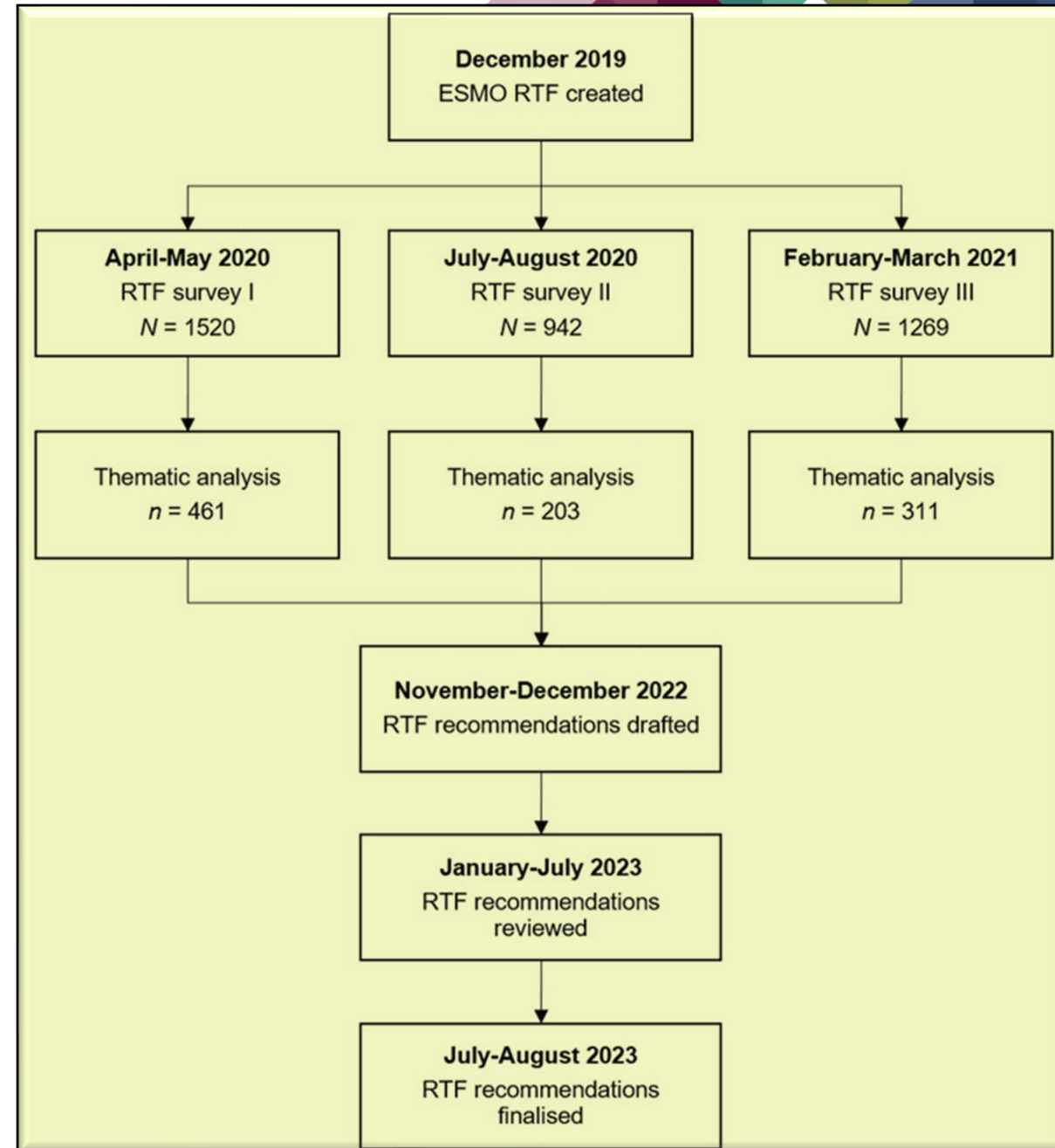
# INTRODUCTION

## The ESMO Resilience Task Force - The Mission

- ❖ Evaluate burnout, resilience, and wellbeing
- ❖ Understand oncology HCPs' support needs
- ❖ Develop measures and interventions to reduce burnout, improve well-being, and support oncology professionals
- ❖ Identify how individual and organisational solutions can be combined successfully to reduce burnout and improve well-being.

# METHODOLOGY

- Feedback from RTF survey participants
- ESMO RTF & ESMO Public Policy
- Thematic analysis
- Levels of implementation (individual HCP, institutional, national society, ESMO)



# ESMO RTF RECOMMENDATIONS



**Theme 1:** high-quality information and training can help support the practice and development of oncologists and cancer care

**Theme 2:** dedicated strategies and resources should be developed to safeguard the psychological and physical health of staff

**Theme 3:** activism and advocacy for the discipline of oncology and the wellbeing of the workforce

# ESMO RTF RECOMMENDATIONS

## Theme 1

### Recommendation:

*High quality information and training can help support the practice and development of oncologists and cancer care*

### Level of implementation

### Examples



NATIONAL  
SOCIETY



1.1: Improve organisational communication



1.2: Provide individualised career supervision and mentorship



Virtual Mentorship Programmes

1.3: Reinforce support in terms of training, career development and job security



Virtual resources; OncologyPRO  
Clinical Practice guidelines  
Scholarships for ESMO member[s] in  
LMICs

1.4: Promote the ongoing use of virtual strategies and other innovative solutions to improve access to flexible work arrangements and professional development opportunities



Virtual fellowships  
YO4YO Virtual session series  
The Virtual Train to ESMO

# ESMO RTF RECOMMENDATIONS

## Theme 2

**Recommendation:**

*Dedicated strategies and resources should be developed to safeguard the psychological and physical health of staff*

**Level of implementation**

**Examples**



NATIONAL  
SOCIETY



2.1: Ensure manageable workloads, including appropriate work hours and leave provision



Flexible working patterns  
EU Work-Life Balance Directive  
'Right to disconnect'

2.2: Provide a pleasant working environment with adequate well-being resources



Better equipment and furniture  
Group activities (yoga, aerobics)

2.3: Provide resilience training and invest in well-being support services



Resources on how to manage burnout and stress  
Sharing experiences and coping methods -Support groups  
Resilience Skills Training Program

2.4: Invest in workforce retention and strategies to attract new colleagues



The Bucharest Declaration  
ESMO Course on Medical Oncology for Medical Students



# ESMO RTF RECOMMENDATIONS

## Theme 3

**Recommendation:**

*Activism and advocacy for the discipline of oncology and the well-being of the workforce*

**Level of implementation**

**Examples**



- 3.1: Establish tailored support measures to address the needs of different groups
- 3.2: Provide support for the management of personal well-being and resilience
- 3.3. Influence policy makers and stakeholders

✓	✓	✓	✓
✓	✓	✓	✓
	✓	✓	✓

Women for Oncology Committee  
Young Oncologists Committee

Mindfulness-based interventions  
Well-being toolkit  
Digital health resources

Engagement of international with national societies  
Collaborate with WHO, UN





# PROPOSED ESMO RTF INITIATIVES



Initiative	Description
<b>Special sessions at ESMO annual congresses</b>	Interactive sessions to maintain professional well-being in the thematic agenda of the congress
<b>Global stakeholders meeting</b>	Proposed initiative to bring global stakeholders together to create and monitor well-being activities and maintain links with well-being ambassadors
<b>Virtual well-being and resilience sessions</b>	Sessions to share advice for a healthy career, good work–life balance and impactful leadership
<b>Workshops for well-being champions</b>	Training programme for well-being champions to promote good practice at the institutional level
<b>Well-being resources portal</b>	Resource bank to help HCPs cope with daily personal and professional pressures
<b>Personal well-being toolkit</b>	A proposed short directory of suggestions and coping mechanisms that individual HCPs can easily assess to support their own well-being and resilience in everyday life

# FUTURE DIRECTIONS

Generate evidence

Expand research

Regular monitoring of WB

Beyond Oncologists – AHPs

National and international collaborations/ understand regional challenges

Training - start early

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## Collaboration Groups

- ESMO Public Policy Division
- ESMO Leaders Generation Programme Alumni Members
- ESMO Women for Oncology Committee
- ESMO Young Oncologists Committee
- OncoAlert Network

## Survey participants

