



Pharmacist Well-being Index

State Report
For
NABP District Five States

JANUARY 2022

For Every Pharmacist. For All of Pharmacy.

pharmacist.com



Pharmacy Workplace and Well-being Reporting

~ *What is PWWR?*

~ *December 2021 Report I - Focusing on the Positive*

What is PWWR?

Why was it developed?

- * Pharmacists and pharmacy personnel workplace factors and well-being continue to be a critical, complex issue for the profession and patient safety.
- * What is lacking in the research is to critically examine workplace factors to determine how they affect pharmacy personnel well-being and patient safety.
- * Pharmacists and pharmacy personnel have expressed a desire to discuss and address workplace factors and concerns and offer possible solutions but do not do so because they are fearful of employer retribution. Your voice is critical to enhance and safeguard the pharmacy workplace.

How does it work?

- * Submit a confidential and anonymous report on positive or negative experiences
- * Collected and analyzed by the Alliance for Patient Medication Safety (APMS), a recognized and listed Patient Safety Organization (PSO),
- * The PSO extends the strong confidentiality and privilege protections under the federal Patient Safety and Quality Improvement Act of 2005.
- * Individual reports and data will not be released. Only aggregated, non-identifiable data from all reports will be made available to qualified researchers for the purposes of education, and the development of best practices and recommendations to enhance the pharmacy workplace.

Goal?

PWRR reports will be aggregated to form a pool of data that will be used to influence and educate our pharmacy community and leaders on meaningful and actionable changes. The positive and negative experiences and situations provided via PWWR reports will help to tell a collective, powerful story that hopefully will spark change and improvement in well-being and patient safety.

PWWR Report I

DECEMBER 2021

Reports Submitted

- October 6 through December 14, 2021
- 440 Completed
- Over 1,000 incomplete/abandon

Report Type

- Positive Experiences – 9
- Negative Experiences – 431

PWWR Report I

DECEMBER 2021

Focus on the Positive –What were the Types of Positive Report?

- **Communication, feedback, and psychology safety (3)**
 - Received positive feedback from supervisor about an action taken to keep patients safe or improve quality of medication use.
 - Had a positive patient interaction that improved the patient's understanding of the medication and its use. (2)
- **Preventing errors and improving quality (2)**
 - Targeted safety practices prevented a potential error involving a high alert medication.
 - Used clinical skills, training, and expertise to prevent a potential medication error from reaching the patient.
- **Safety and quality by design (4)**
 - Supervisor created a learning opportunity for me to grow professionally and/or as a person. (3)
 - Supervisor asked for my input before implementing a new workflow, policy, or other change in the pharmacy.

PWWR Report I

DECEMBER 2021

Focus on the Positive – What Were the Positive Effects of Positive Experiences?

The trend from these reports indicate that positive experiences have a positive effect on an individual's engagement, energy, leadership, and well-being. Reporters indicated that because of the positive experience they would be more likely to:

- Take actions that help co-workers have a similar positive experience.
- Be more vigilant for opportunities to improve quality and safety in our pharmacy.
- Invest more emotional energy in improving the patient experience.
- Increase engagement with and awareness of the pharmacy's safety goals.

Focus on the Positive – What Did We Learn?

- Eight of the nine reporters indicated that these positive experiences would have a *lasting positive effect* on their well-being.
- The other indicated that it would have a temporary positive effect on their well-being.

Process Questions and Practice Distress Percent

January 2020

January 2021

January 2022

When asked to respond to the statement *My work environment is supportive of me fully performing patient care services*, how did those in District Five respond?

	STRONGLY AGREE			AGREE			DISAGREE			STRONGLY DISAGREE			NOT APPLICABLE		
	Jan 2020	Jan 2021	Jan 2022	Jan 2020	Jan 2021	Jan 2022	Jan 2020	Jan 2021	Jan 2022	Jan 2020	Jan 2021	Jan 2022	Jan 2020	Jan 2021	Jan 2022
National	17.6%	20.6%	21.3%	37.5%	38.9%	39.6%	20.1%	18.5%	17.9%	16.8%	14.1%	13.4%	8.0%	8.0%	7.8%
Iowa	16.0%	18.8%	20.8%	46.9%	44.8%	42.6%	16.0%	17.7%	17.8%	11.1%	9.4%	8.9%	9.9%	9.4%	9.9%
Minnesota	20.7%	21.8%	20.8%	40.2%	42.9%	43.8%	23.9%	22.7%	22.3%	13.0%	10.1%	10.0%	2.2%	2.5%	3.1%
Nebraska	19.3%	19.7%	19.7%	47.1%	47.7%	47.4%	18.5%	18.2%	19.0%	10.1%	9.1%	8.8%	5.0%	5.3%	5.1%
North Dakota	30.0%	33.3%	30.8%	50.0%	50.0%	53.8%	20.0%	16.7%	15.4%	0%	0%	0%	0%	0%	0%
South Dakota	16.7%	20.0%	18.9%	45.8%	40.0%	45.9%	12.5%	16.7%	16.2%	8.3%	6.7%	5.4%	16.7	16.6%	13.5%

When asked to respond to the statement *I am satisfied with my ability to regularly engage in my profession and establishing collegial relationships with pharmacists outside of my practice site*, how did those in District Five respond?

	VERY SATISFIED			SATISFIED			DISSATISFIED			VERY DISSATISFIED		
	Jan 2020	Jan 2021	Jan 2022	Jan 2020	Jan 2021	Jan 2022	Jan 2020	Jan 2021	Jan 2022	Jan 2020	Jan 2021	Jan 2021
National	14.3%	15.3%	15.7%	40.3%	42.9%	43.8%	34.8%	32.6%	31.4%	10.7%	9.2%	9.1%
Iowa	17.3%	16.7%	19.8%	46.9%	46.9%	45.5%	27.2%	28.1%	26.7%	8.6%	8.3%	7.9%
Minnesota	18.5%	18.5%	17.7%	38.0%	39.5%	40.0%	35.9%	35.3%	35.4%	7.6%	6.7%	6.9%
Nebraska	11.8%	11.4%	10.9%	47.1%	50.0%	48.2%	34.5%	32.6%	32.8%	6.7%	6.1%	8.0%
North Dakota	0%	8.3%	7.7%	50.0%	41.7%	46.2%	50.0%	41.7%	38.5%	0%	8.3%	7.7%
South Dakota	12.5%	13.3%	10.8%	45.8%	46.7%	48.6%	33.3%	33.3%	35.1%	8.3%	6.7%	5.4%

Distress Percent by Practice Setting District Five

	Community-Chain			Community-Independent			Hospital/ Healthsystem			Academia		
	Jan 2020	Jan 2021	Jan 2022	Jan 2020	Jan 2021	Jan 2022	Jan 2020	Jan 2021	Jan 2022	Jan 2020	Jan 2021	Jan 2022
<i>National</i>	51.61%	46.91%	46.61%	27.68%	26.71%	26.58%	29.02%	27.93%	27.95%	21.38%	21.27%	21.38%
Iowa	55.17%	48.65%	48.65%	25.0%	16.67%	16.28%	40.0%	26.09%	26.42%	18.8%	17.65%	15.79%
Minnesota	43.18%	40.00%	38.24%	Sample too small	Sample too small	Sample too small	24.39%	23.17%	25.00%	40.0%	37.50%	28.57%
Nebraska	44.12%	47.92%	50.00%	23.53%	25.93%	34.78%	18.75%	19.27%	18.99%	23.53%	14.71%	20.51%
North Dakota	Sample too small	Sample too small	Sample too small	Sample too small	Sample too small	Sample too small	Sample too small	Sample too small	Sample too small	Sample too small	Sample too small	Sample too small
South Dakota	Sample too small	Sample too small	Sample too small	Sample too small	Sample too small	Sample too small	22.22%	16.67%	18.18%	Sample too small	Sample too small	Sample too small

DISTRESS PERCENT CHANGES

National and District

December 2021 versus January 2022

Changes in Distress Levels

As of January 2022

State	Change in Distress % December 2021 vs January 2022	Distress % January 2022	State Rank for Distress Level January 2022
Largest Increase in Distress Percent			
New Mexico	2.49%	31.58%	36
Vermont	1.62%	28.89%	43
Connecticut	0.81%	45.59%	4
Nevada	0.80%	56.36%	1
Georgia	0.46%	33.79%	24
Largest Decrease in Distress Percent			
Alabama	-0.86%	36.28%	17
Missouri	-0.53%	32.00%	33
Hawaii	-0.51%	42.17%	8
New York	-0.47%	30.74%	39
Tennessee	-0.38%	37.06%	16
NATIONAL	-0.05%	32.08%	----



Changes in Distress Levels – District Five

As of January 2022

	Change in Distress % Jan 22 vs Dec 21	Distress % Jan 2022	Distress % State Rank Jan 2022	COVID-19 Vaccine Admin Jan 2022	Change in Distress % Dec 21 vs Nov 21	Distress % Dec 2021	Distress % State Rank Dec 2021	Distress % State Rank Nov 2021	Distress % State Rank Oct 2021	Distress % State Rank Sep 2021	Distress % State Rank Jul 2021	Distress % State Rank Jun 2021	Distress % State Rank Apr 2021	Distress % State Rank Feb 2021	Distress % State Rank May 2020	Distress % State Rank Apr 2020
Iowa	-0.29%	29.47%	42	5805975	0.20%	29.76%	41	41	41	41	41	41	41	41	33	29
Minnesota	-0.07%	24.52%	49	11096570	-0.58%	24.59%	49	48	46 (T)	46	46	46	45	45	42	43
Nebraska	0.21%	32.49%	32	3492130	0.43%	32.28%	33	34	37	36	39	38	39	40	38	41
North Dakota	No Change	35.00%	20	1219960	No Change	35.00%	20	21	35	34	29(t)	30	31	30(t)	44	45
South Dakota	No Change	25.88%	47	1627435	0.58%	25.88%	47	47	48	47	47(t)	47	47	46	46	46

Note: Historic data from 2020/2021 has been removed to allow space for current month. Refer to previous months' reports or contact ashaughnessy@aphanet.org for data.

DISTRESS PERCENT MONTHLY REPORTS

State-Specific

December 2021 versus January 2022

PHARMACISTS WELL-BEING INDEX

State Distress Percent*

January 2022

As of January 6, 2022, the Iowa distress percent was 29.47% (11th lowest) with 121 assessors. On this same date, the CDC reported 5,805,975 COVID-19 vaccines administered and 596,296 cases in the state.

December 2021

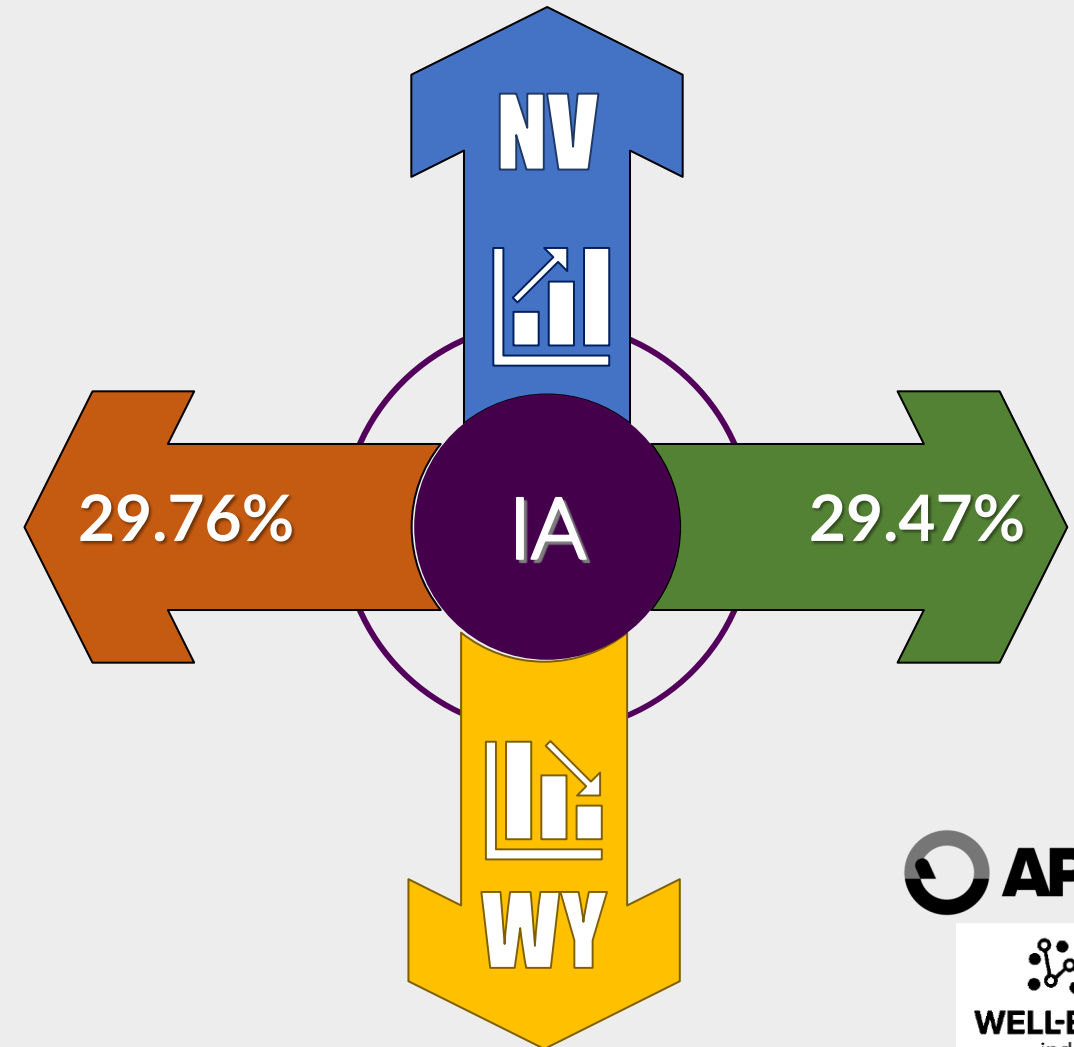
As of December 6, 2021, the Iowa distress percent was 29.76% (12th lowest) with 120 assessors. On this same date, the CDC reported 5,371,035 COVID-19 vaccines administered and 534,623 cases in the state.

State Comparison

As of January 6, 2022

Nevada is the highest at 56.36% (n=23)

Wyoming has the lowest 18.18% (n=15)



*Distress Percent is the percentage of individuals with a Pharmacist Well-Being Index (WBI) score ≥ 5 . It measures the percent of individuals that are at a high level of distress.

PHARMACISTS WELL-BEING INDEX

State Distress Percent*

January 2022



As of January 6, 2021, the Minnesota distress percent was 24.52% (4th lowest) with 171 assessors. On this same date, the CDC reported 11,096,570 COVID-19 vaccines administered and 1,049,310 cases in the state.

December 2021



As of December 6, 2021, the Minnesota distress percent was 24.59% (4th lowest) with 170 assessors. On this same date, the CDC reported 10,039,850 COVID-19 vaccines administered and 926,931 cases in the state.



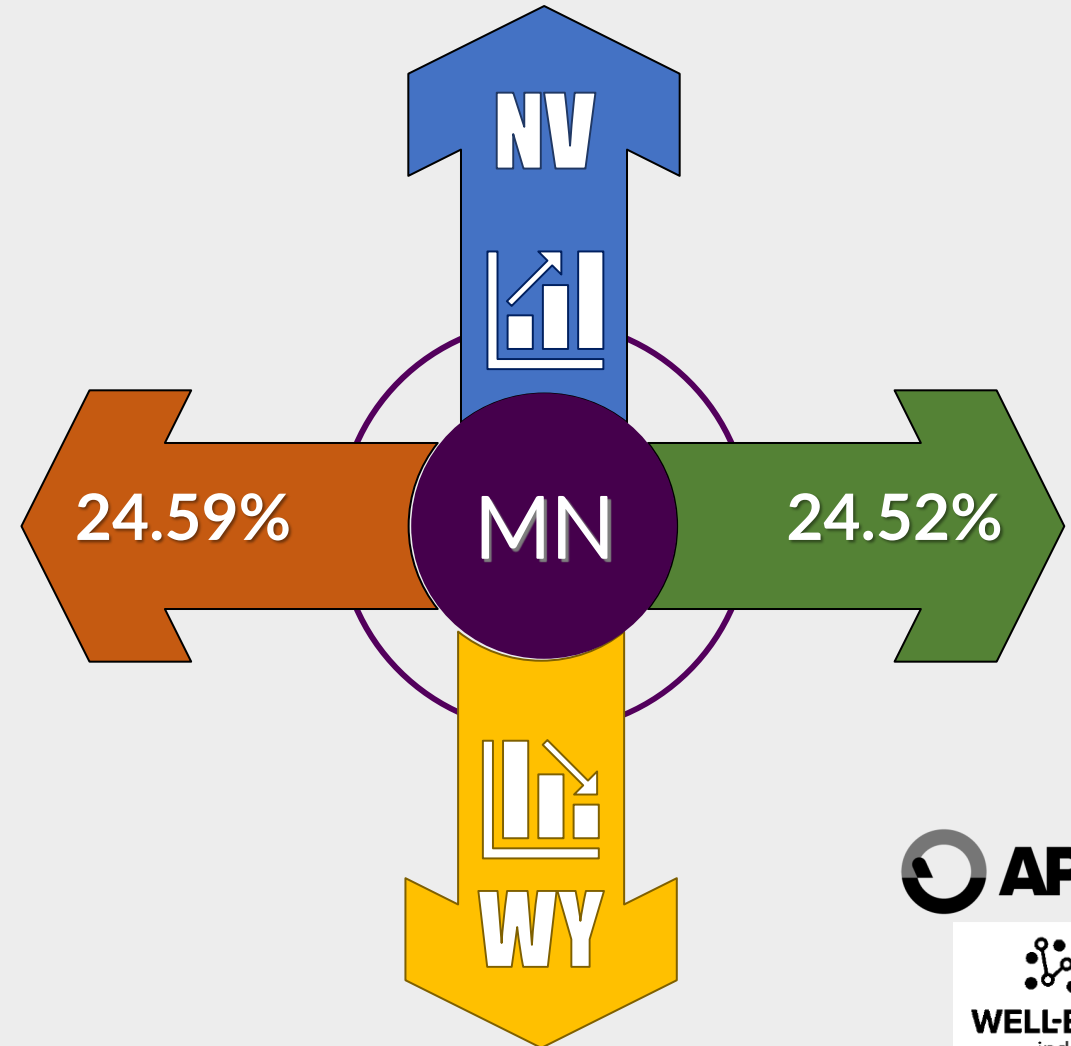
State Comparison

As of January 6, 2022



Nevada is the highest at 56.36% (n=23)

Wyoming has the lowest 18.18% (n=15)



WELL-BEING
index

<https://app.mywellbeingindex.org/signup>
Invitation Code: APhA

*Distress Percent is the percentage of individuals with a Pharmacist Well-Being Index (WBI) score ≥ 5 . It measures the percent of individuals that are at a high level of distress..

PHARMACISTS WELL-BEING INDEX

State Distress Percent*

January 2022



As of January 6, 2022, the Nebraska distress percent was 32.49% (32nd highest) with 168 assessors. On this same date, the CDC reported 3,492,130 COVID-19 vaccines administered and 353,056 cases in the state.

December 2021



As of December 2021, the Nebraska distress percent was 32.28% (33rd highest) with 168 assessors. On this same date, the CDC reported 3,195,650 COVID-19 vaccines administered and 313,935 cases in the state.

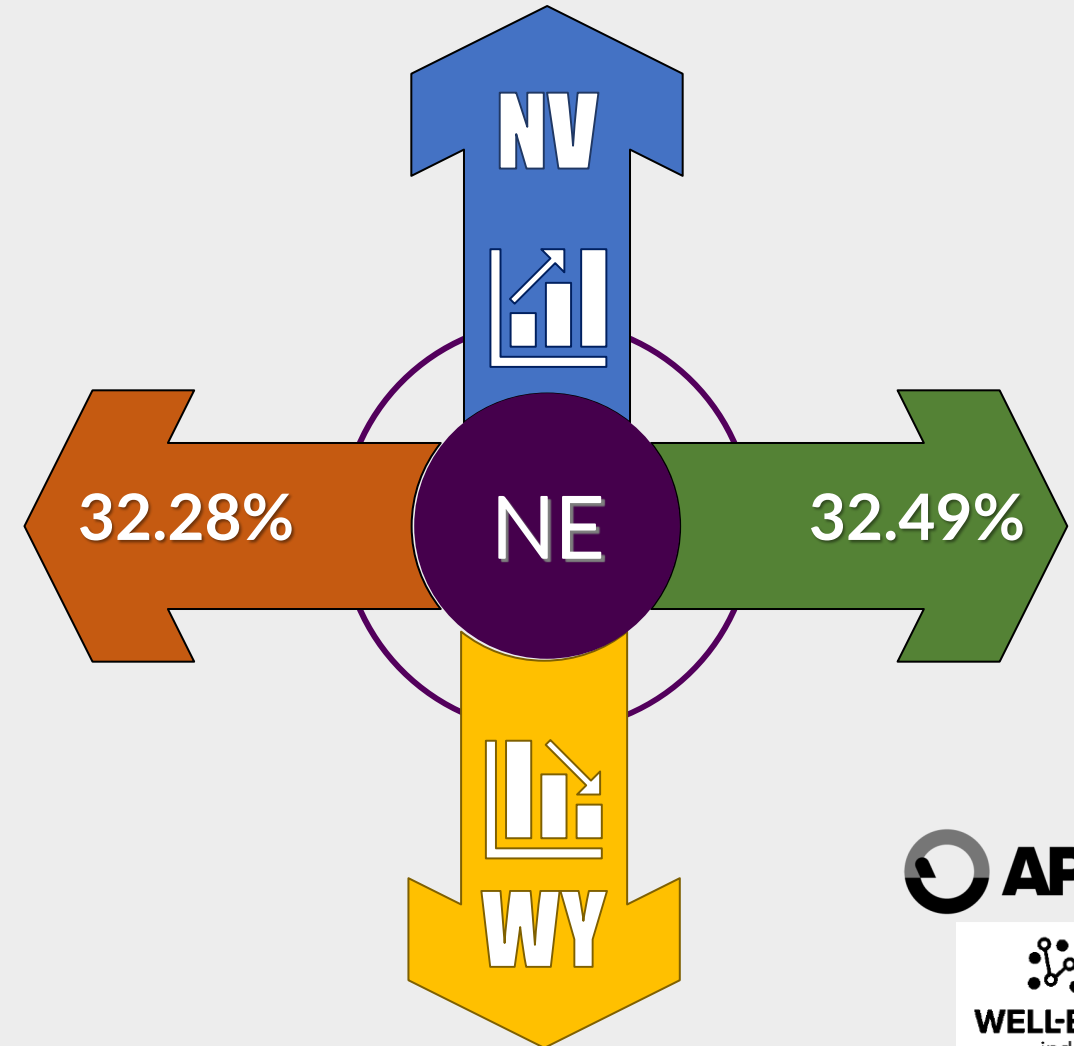


State Comparison

As of January 6, 2022

Nevada is the highest at 56.36% (n=23)

Wyoming has the lowest 18.18% (n=15)



*Distress Percent is the percentage of individuals with a Pharmacist Well-Being Index (WBI) score ≥ 5 . It measures the percent of individuals that are at a high level of distress.

PHARMACISTS WELL-BEING INDEX

State Distress Percent*

January 2022

As of January 6, 2022, the North Dakota distress percent was 35.00% (20th highest) with 17 assessors. On this same date, the CDC reported 1,219,960 COVID-19 vaccines administered and 179,161 cases in the state.

December 2021

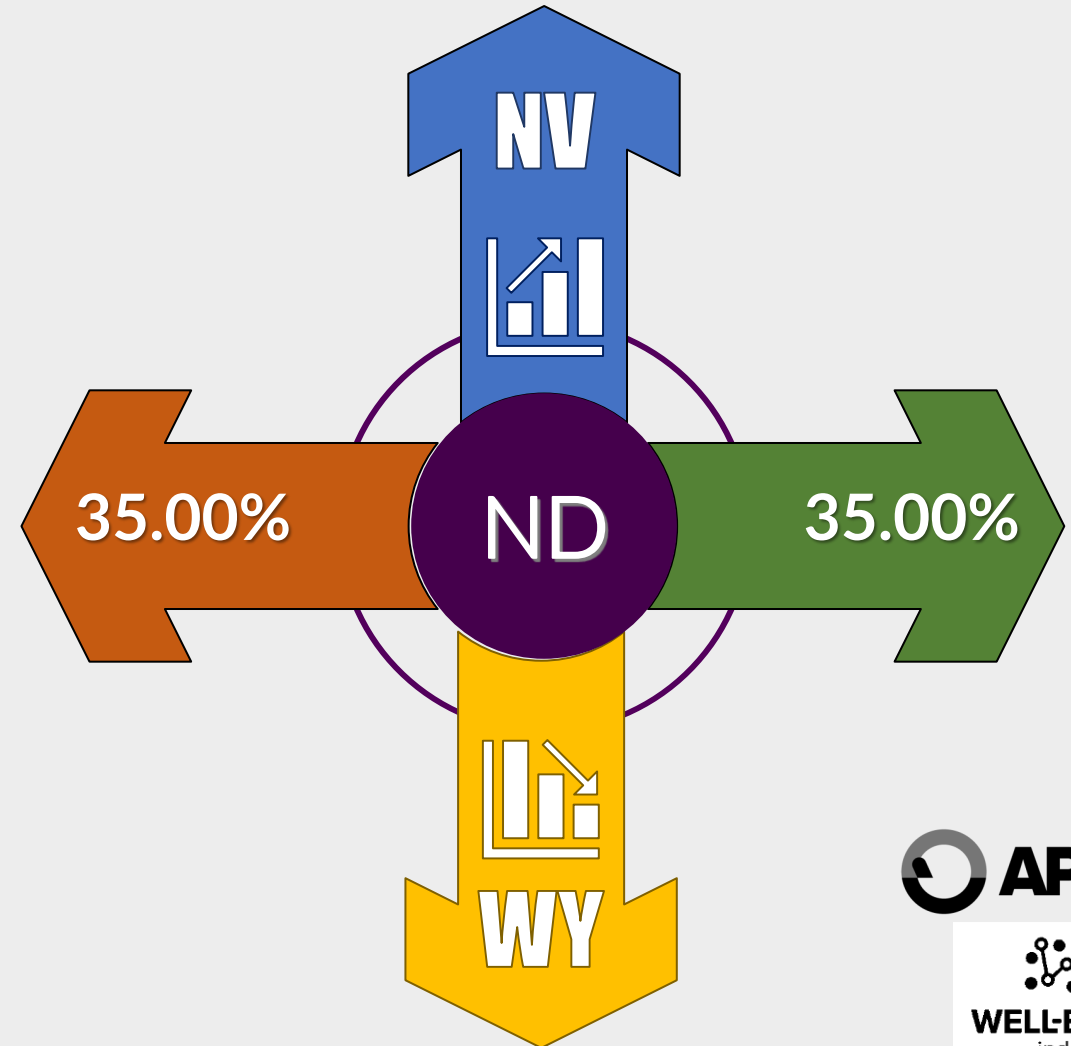
As of December 6, 2021, the North Dakota distress percent was 35.00% (20th highest) with 17 assessors. On this same date, the CDC reported 1,164,030 COVID-19 vaccines administered and 164,702 cases in the state.

State Comparison

As of January 6, 2022

Nevada is the highest at 56.36% (n=23)

Wyoming has the lowest 18.18% (n=15)



*Distress Percent is the percentage of individuals with a Pharmacist Well-Being Index (WBI) score ≥ 5 . It measures the percent of individuals that are at a high level of distress.

PHARMACISTS WELL-BEING INDEX

State Distress Percent*

January 2022

As of January 6, 2022, the South Dakota distress percent was 25.88% (6th lowest) with 47 assessors. On this same date, the CDC reported 1,627,435 COVID-19 vaccines administered and 185,284 cases in the state.

December 2021

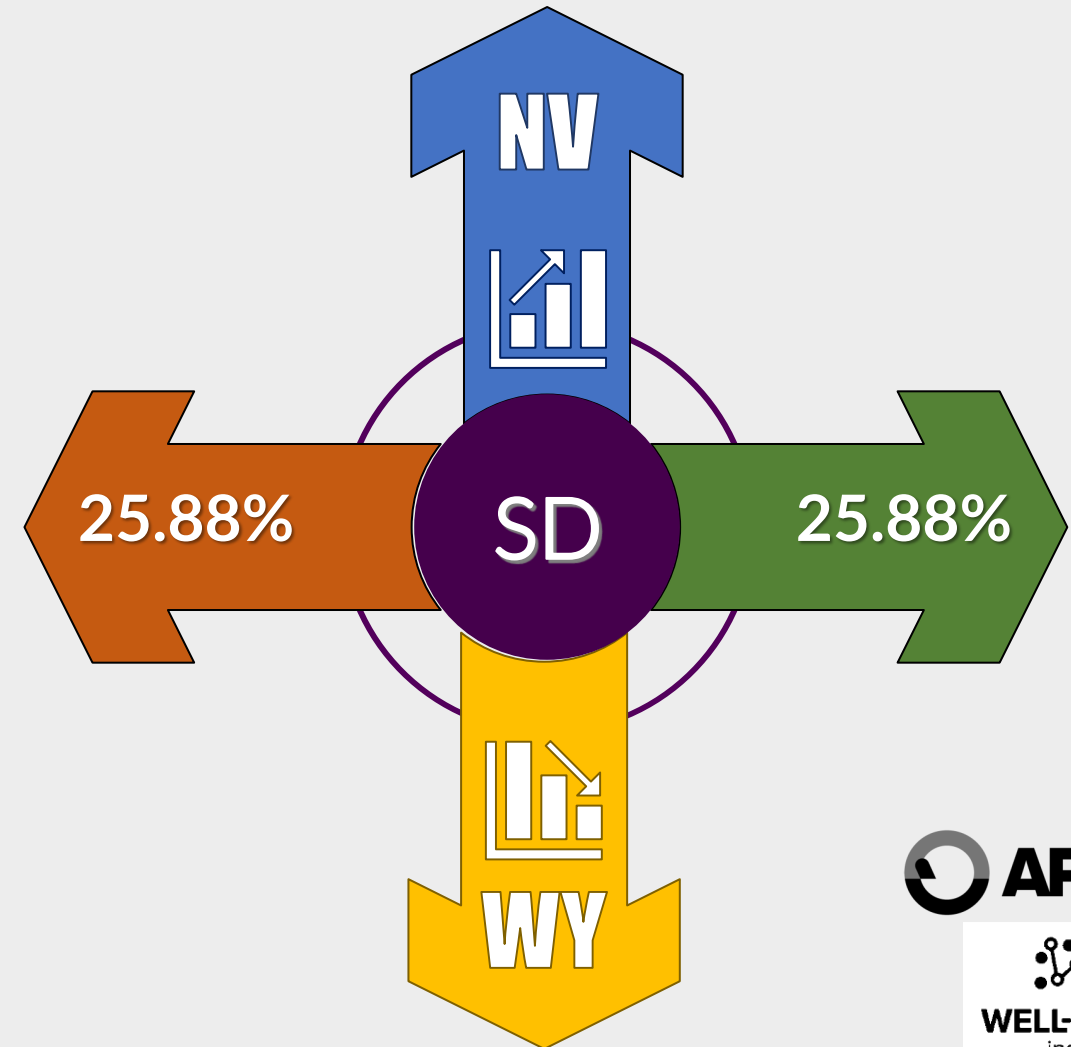
As of December 6, 2021, the South Dakota distress percent was 25.88% (6th lowest) with 47 assessors. On this same date, the CDC reported 1,523,115 COVID-19 vaccines administered and 168,271 cases in the state.

State Comparison

As of January 6, 2022

Nevada is the highest at 56.36% (n=23)

Wyoming has the lowest 18.18% (n=15)



*Distress Percent is the percentage of individuals with a Pharmacist Well-Being Index (WBI) score ≥ 5 . It measures the percent of individuals that are at a high level of distress.

Well-being Resources Promo Slides*

For Your Use in State Social Media and Periodicals

**Please do not change the content of these promotional slides*



Your experiences – positive and negative – tell a powerful story!

Your experience can be the spark that helps change and enhance the pharmacy workplace, pharmacy personnel well-being, and patient safety.

**Submit your experience report to
Pharmacy Workplace and Well-being Reporting.
www.pharmacist.com/pwwr**

Your report is confidential, anonymous, and protected by the Alliance for Patient Medication Safety - a recognized national patient safety organization.

Share the PWWR link with your colleagues!



Burnout is real.

Take advantage of APhA's online screening tool, invented by the Mayo Clinic, to evaluate your fatigue, depression, burnout, anxiety, and stress and assess your well-being.

It takes less than 5 minutes to answer 9 short questions.

It's 100% anonymous, free, and you do not need to be an APhA member.

Resources are available once you submit your assessment.

Well-being Index for Pharmacists, Student Pharmacists, & Pharmacy Technicians

<https://app.mywellbeingindex.org/signup>

Invitation Code: APhA

Or Scan



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We're committed to your well-being.
www.pharmacist.com/wellbeing