DMEC
2026 ANNUAL
CONFERENCE

BURNOUT IS NOT A BADGE OF HONOR

Workforce Strategies to Strengthen Accommodation and Leave Outcomes

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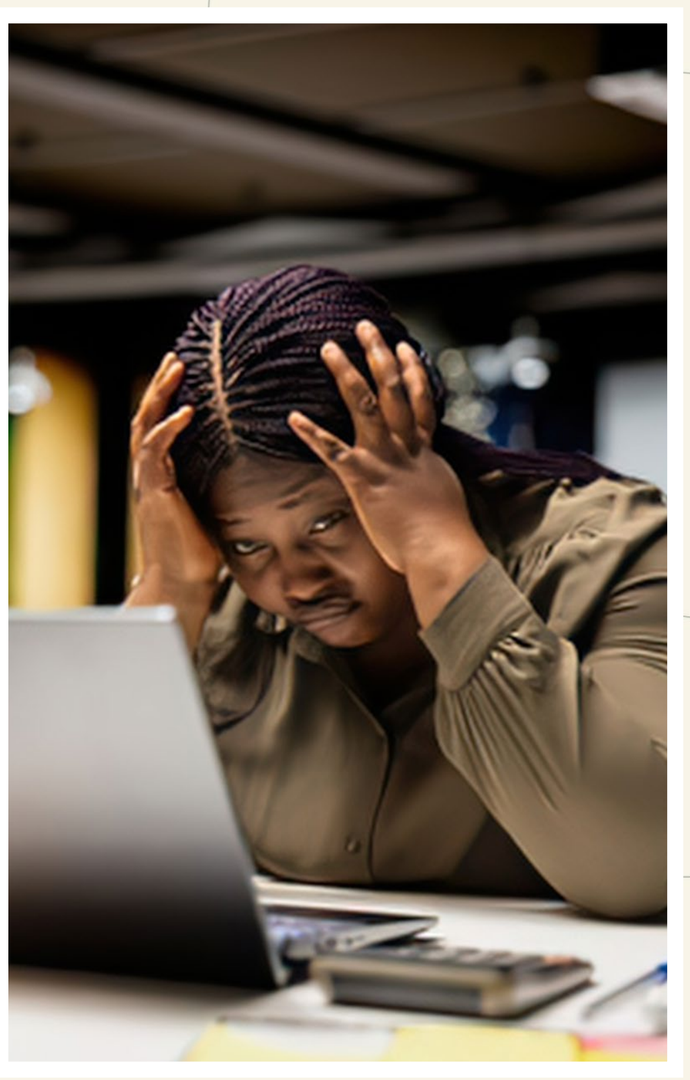
Meet Dr. Renee

- Board-Certified Anesthesiologist
- 26+ Years in Healthcare
- Creator of the REST Framework
- Workforce Performance Strategist



Why This Matters

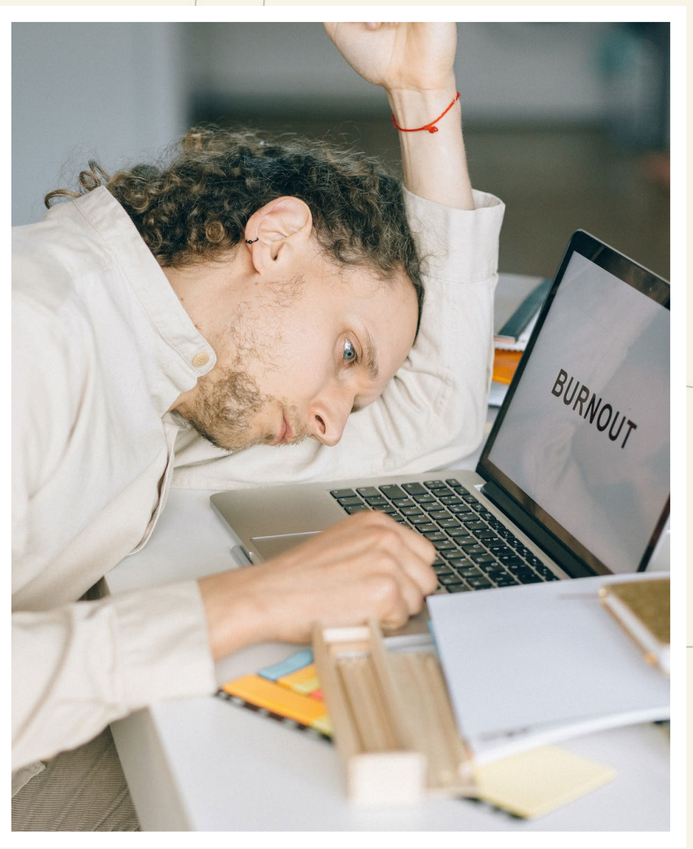
- Rising Stress
- Increased Leave Utilization
- Higher Turnover
- Employee Disengagement
- Accommodation Challenges



The Hidden Cost of Burnout

BURNOUT IMPACTS:

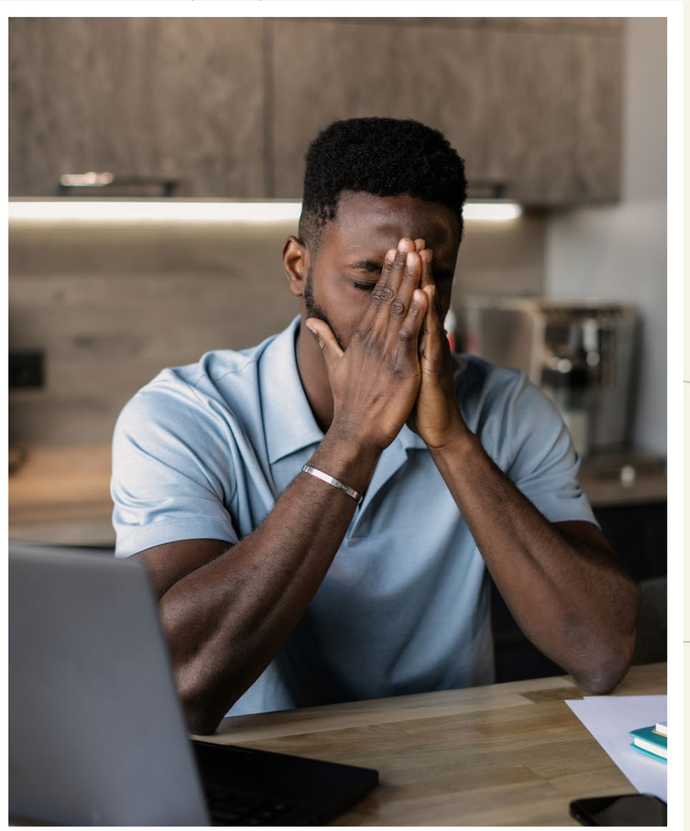
- Productivity
- Attendance
- Decision-Making
- Engagement
- Retention



The Accommodation & Leave Connection

BURNOUT CAN LEAD TO:

- Increased Leave Requests
- Delayed Return-to-Work
- Reduced Engagement
- Accommodation Challenges



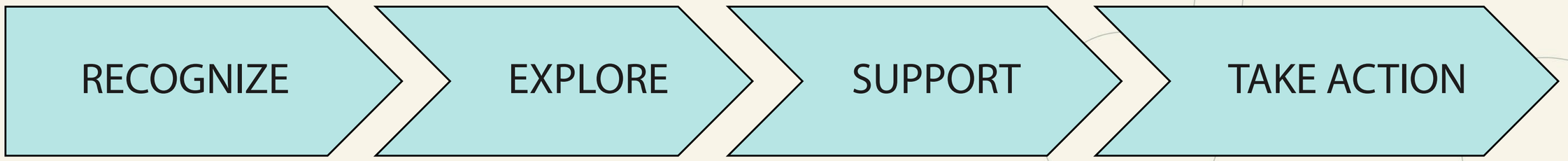
A Different Approach

TRADITIONAL APPROACH

PROBLEM → LEAVE → ACCOMMODATION → RETURN

A Different Approach

REST APPROACH



The REST Framework

R RECOGNIZE

E EXPLORE

S SUPPORT

T TAKE ACTION

The REST Framework

R

RECOGNIZE

BURNOUT CAN LEAD TO:

- Fatigue
- Absenteeism
- Errors
- Withdrawal
- Reduced Focus



The REST Framework

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EXPLORE

ASK:

- What is contributing?
- What barriers exist?
- What support is available?
- What resources are needed?



The REST Framework

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SUPPORT

SUPPORT THROUGH:

- Accommodations
- Resources
- Flexible Solutions
- Communication
- Return-to-Work Planning

The REST Framework

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TAKE ACTION

TAKE ACTION THROUGH:

- Early Intervention
- Follow-Up
- Meaningful Conversations
- Accountability
- Ongoing Support

Strengthening the Accommodation Process

PRACTICAL STRATEGIES:

- Start the Interactive Process
- Individualize Each Accommodation
- Equip Managers to Respond
- Reassess for Effectiveness



Strengthening Leave & Return-to-Work

WHAT WORKS:

- Favor Stay-at-Work First
- Keep Contact During Leave
- Offer Transitional Duty
- Plan a Phased Return-to-Work



A Coordinated, Data-Informed Approach

ACROSS THE SYSTEM:

- Align HR, Leave, and Managers
- Engage Occ. Health and EAP
- Track Leave and Return Rates
- Measure Accommodation Impact



Take the Burnout Checker Assessment

IDENTIFY:

- Your Strongest REST Area
- Your Greatest Opportunity

SCAN HERE



Assessment Reflection

- What surprised you?
- Which REST area needs attention?
- What workplace challenge are you seeing?
- What action is needed?



Key Takeaways

- Burnout Shapes Leave Outcomes
- Early Support Prevents Leave
- Stay-at-Work Beats Time Away
- Coordination Improves Outcomes
- REST Guides Consistent Action



Let's Stay Connected

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Thank you!

