



Corporate Wellbeing and Professional Quality of Life: An Imperative in Nursing Occupational Health

EJON Editorial Board

This November, the Spanish Association of Occupational Health Nursing presented its Corporate Wellbeing Manual, which proposes a renewed framework to promote occupational health nursing as a key agent in fostering corporate wellbeing, integrating health, safety, and productivity from a strategic, evidence-based perspective. This editorial, from the European Journal of Occupational Health Nursing, serves to endorse this latest achievement for Spanish occupational health nursing.

In today's world, characterized by constant acceleration, increasing job demands, and precariousness in some healthcare settings, corporate well-being emerges as an essential pillar for sustaining the professional quality of life of nursing staff.

In the context of occupational health nursing, promoting a healthy work environment is not only an ethical issue but also a strategic one: a well-cared-for workforce directly impacts the safety, productivity, and sustainability of the healthcare system. The professional quality of life (ProQOL) of nurses encompasses both positive aspects—such as compassion satisfaction—and negative aspects—such as compassion fatigue, burnout, or secondary traumatic stress. Recent studies have shown that many nurses operate with moderate to high levels of emotional exhaustion and compassion fatigue, which jeopardizes their mental health and their ability to provide optimal care (1).

A multicenter study conducted in Spain analyzed the professional quality of life of more than 1,500 nurses, finding that levels of burnout and compassion fatigue were high, while compassion satisfaction was below the estimated average (2).

Furthermore, variables such as work shift, care setting, and type of facility were significant predictors of these negative states, highlighting the importance of the work



context as a modulator of professional well-being. Self-compassion and self-care emerge as key factors. Research with nurses in the Balearic Islands identified a structural model in which self-compassion and self-care positively predict ProQOL, which in turn is related to life satisfaction (3).

These dimensions, intrinsic to personal well-being, should not be seen as a luxury; instead, integrating corporate programs that promote self-care routines or compassion training can profoundly transform the work experience.

The COVID-19 crisis has further highlighted these needs. In a longitudinal cohort of Portuguese nurses, perceived stress was negatively associated with professional well-being and physical and psychological quality of life; conversely, resilience, social support, and job satisfaction were consistently protective factors over time (4).

In another study, nursing professionals in hospitals during the pandemic reported moderate levels of work-related stress, along with a significant presence of compassion fatigue (5).

Even in community settings, where work is not performed in intensive hospital units, occupational stress has been identified as a predictor of ProQOL. Research with community nurses indicates a significant positive correlation between work-related stress and professional quality of life, suggesting that even outside the hospital, pressure can undermine their well-being (6).

To promote corporate well-being in occupational health nursing, evidence suggests several key strategies:

1. Systematic assessment of the work environment: Organizations should regularly monitor ProQOL indicators (such as compassion satisfaction, burnout, and compassion fatigue) using validated tools. This allows for the design of specific interventions tailored to the facility's realities.
2. Self-care and compassion training programs: Workshops, coaching, or reflective spaces can help nurses cultivate self-compassion and self-care practices. This not only improves their well-being but can also mitigate the effects of chronic stress.



3. Supportive organizational design: Flexible schedules, justified rotations, supervisor support, and institutional recognition are crucial. For example, the literature in primary care identifies workload, recognition, and autonomy as essential modulators of professional quality of life (7).
4. Strengthening psychosocial resources: Increasing resilience, fostering support networks among colleagues, promoting professional identification, and offering structured supervision are practical courses of action, especially after crises such as the pandemic.
5. Corporate policies focused on well-being: Beyond one-off interventions, organizations must integrate well-being into their culture through policies that promote recovery (rest, disconnection), stress prevention, and mental health.

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