# Survey on the Mental Health and Wellbeing of Doctors and Nurses in the 27 European Union countries, Iceland and Norway

Key messages to be used by national associations and professional organizations when contacting doctors and nurses

## Who is conducting the survey and what is its scope?

The WHO Regional Office for Europe, funded by the European Commission under the project “Addressing mental health challenges in the EU countries, Iceland and Norway”, has developed a survey to evaluate the mental health and wellbeing of healthcare workers in the 27 European Union countries, together with Iceland and Norway.

By completing this survey, you can help to shape actions to improve the mental health of doctors and nurses in your country as well as across Europe.

## How much time will it take me to complete the survey?

The survey will take you around 12 minutes to complete.

## What is the survey assessing?

This anonymous survey aims to measure your current mental health and well-being and the factors in your life and workplace that may be helping or harming it.

## How will my responses be used?

All the anonymous survey responses we receive will be collated and analyzed to identify national and regional trends in the mental health of doctors and nurses and the factors impacting mental health and wellbeing. This will then be published in a WHO report.

## When will I hear about the results?

WHO/Europe and its partners will analyze the data in early 2025 and prepare a WHO report for publication by June 2025. We commit to informing you of the survey results through national associations and the published WHO report, regardless of whether you completed it.

## How will data be treated?

This is an observational study with no potential harm to respondents. You will be asked to complete a short, anonymous survey and can choose to withdraw at any time.

No personal information will be collected, so you will not receive reminders or follow-up invitations to complete this or any other survey versions. The dataset will contain fully anonymous data, meaning the General Data Protection Regulation (GDPR) of the EU will not apply.

## Where can I find the survey link?

The survey link will be sent to you directly by [national association].

## When will the survey run?

The survey will be live from 22 October until 31 December 2024.

## I am a medical professional (doctor/nurse) practicing at a private facility/consultant in private practice. Am I eligible to participate?

All working doctors and nurses, including those working in private or public practice or in non-clinical roles, are eligible to participate. Retired doctors and nurses are not eligible to participate.

## Why should I complete this survey?

### Your answers are essential for an accurate picture of working conditions

The more respondents to the survey, the more accurate is our understanding of the mental health of doctors and nurses and the factors affecting it. The more accurate this data, the better it can be used to improve your working conditions.

### Your governments will be able to better protect your mental health and well-being

Your participation in this survey is crucial to creating policies, strategies and programmes that give you what you need.

There is not enough data on which to build effective action right now. While reports of healthcare workers experiencing poor mental health and burnout have been widely reported since the COVID-19 pandemic, few studies have been undertaken to understand the causes or to measure the scale of the problem.

We know that workplace practices and working conditions need to improve. The information you provide can help governments or responsible authorities which areas to prioritize.

### You can help future doctors and nurses

Increasing numbers of doctors and nurses are leaving the profession, and at increasingly earlier stages of their careers. Mental health and wellbeing are important factors. For example, burnout symptoms can negatively impact relationships with other health care workers, including influencing medical students and junior workers.[[1]](#footnote-5)

Action must be taken right away to retain doctors and nurses so that they do not burn out, as well as to attract more people to these valued professions.[[2]](#footnote-6)

Completing this survey will provide relevant data on both the risk and protective factors for poor mental health and well-being, which can help policymakers and hospital management identify ways to improve health care settings for both current and future healthcare workers and ensure health professions retain their attractiveness throughout careers.

1. [https://www.thelancet.com/journals/lanepe/article/PIIS2666-7762(24)00128-5/fulltext](https://www.thelancet.com/journals/lanepe/article/PIIS2666-7762%2824%2900128-5/fulltext) [↑](#footnote-ref-5)
2. <https://iris.who.int/handle/10665/362379> [↑](#footnote-ref-6)