**Who’s Looking Out for Canadian Healthcare Workers? REVEL’s Blueprint for Systemic Wellbeing**

The COVID-19 pandemic has intensified mental health challenges among Canadian healthcare workers, with 3 in 4 physicians experiencing burnout and over 20% of healthcare workers meeting criteria for PTSD, general anxiety, or depression. Traditional resilience-focused approaches have proven insufficient; the crisis calls for systemic, organization-wide change. The REVEL framework offers a multi-level, evidence-based approach to address wellbeing at the organizational, leadership, team, and individual levels, grounded in principles of implementation science to foster sustainable improvements.

Piloted across three Ontario sites—St. Joseph’s Health Care London, the Department of Psychiatry at Schulich School of Medicine & Dentistry, and The Royal Ottawa Hospital—REVEL’s implementation showcases the power of tailored, organization-wide interventions. Key strategies included asset mapping, executive engagement, dedicated role creation, and establishing wellbeing committees and communication channels. Each site adapted REVEL’s resources to fit its unique needs, demonstrating the framework’s flexibility and impact across diverse healthcare environments.

REVEL’s early results highlight the effectiveness of involving a broad range of stakeholders—from front-line staff to executive leaders—in co-designing solutions, a principle of implementation science that enhances engagement and sustainability. Participants emphasized the value of continuous feedback loops, which allowed iterative adjustments and kept interventions responsive to organizational needs. However, common barriers, including time constraints, limited resources, and role clarity, underscore the need for strong leadership commitment and context-specific adaptations. These lessons reinforce that a systemic approach, rather than individual-level interventions, is essential to address burnout and enhance organizational resilience.

By shifting the responsibility for wellbeing from individuals to the organization, REVEL redefines healthcare resilience. This framework not only enhances workforce resilience but also builds a supportive environment where healthcare workers feel engaged, valued, and empowered—establishing a foundation for long-term improvements in healthcare worker wellbeing. Through the lens of implementation science, REVEL illustrates that sustainable change in healthcare requires continuous stakeholder engagement, adaptability, and leadership support, offering a scalable model for addressing the mental health crisis in healthcare settings.