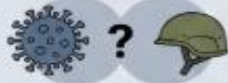


Nurses as Essential Workers in Dual Emergencies: Gaps in Policy and Organizational Support

Dr. Nurit Zusman and Dr. Caryn Scheinberg Andrews, Hebrew University of Jerusalem

BACKGROUND

Addressing the Knowledge Gap



Lack of Data on Dual Crisis (Pandemic + Combat):
Challenges for Service Continuity & Retention

The Central Conflict: Dual Identity & Loyalty



GOALS

Research Goals



- Examine nurse experiences regarding moral conflicts, professional loyalty, and burnout
- Inform health service organization during dual emergencies

RESEARCH METHODS

Interpretive Qualitative Approach

Hermeneutic Phenomenology



Semi-structured in-depth Interviews (10 nurses from central/southern Israel)

FINDINGS

Theme 1: Moral Tensions & Professional Identity



High-stress environments create deep friction within professional duty

Theme 2: Dilemmas of Responsibility



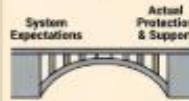
Nurses face difficult choices regarding responsibility to patients versus personal risks.

Theme 3: Use of Practical Wisdom (Phronesis)



Relying on moral virtues & "phronesis" in the absence of clear policy guidelines

Theme 4: Erosion of Organizational Support



Widening gap between system expectations and actual protection provided

CONCLUSIONS AND RECOMMENDATIONS



Treat Nurses as "Moral Subjects"

Policies must move beyond treating nurses as mere operational resources, acknowledging personal & moral agency

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Policies must move beyond treating nurses as mere operational resources, acknowledging personal & moral agency

Essential Policy Pillars

- Prioritize Physical Protection
- Occupational Flexibility
- Emotional Support
- Clear Organizational Communication



Building System Resilience

Incorporating insights reduces burnout, strengthens commitment, & improves overall system stability

For more information: Dr. Nurit Zusman Email: nurit.zosman@mail.huji.ac.il