

Physician Burnout – Healthy Physicians Lead to Healthy Communities

Group Members: Drs. Christine Dipchand, Andrew Lynk, Tanya Munroe, Amy Ornstein, Tobias Witter, Sabina Abidi

Action Challenge:

Identify, recommend and advocate for actionable strategies to address burnout in physicians in our province.

Background:

- Definition: Burnout is characterized by feelings of exhaustion, cynicism and inefficiency when referring to work and the work environment.
- A recent survey of Nova Scotia physicians found that although workload was a factor, physicians also attributed their burnout to disengagement with the system and feeling ineffective.

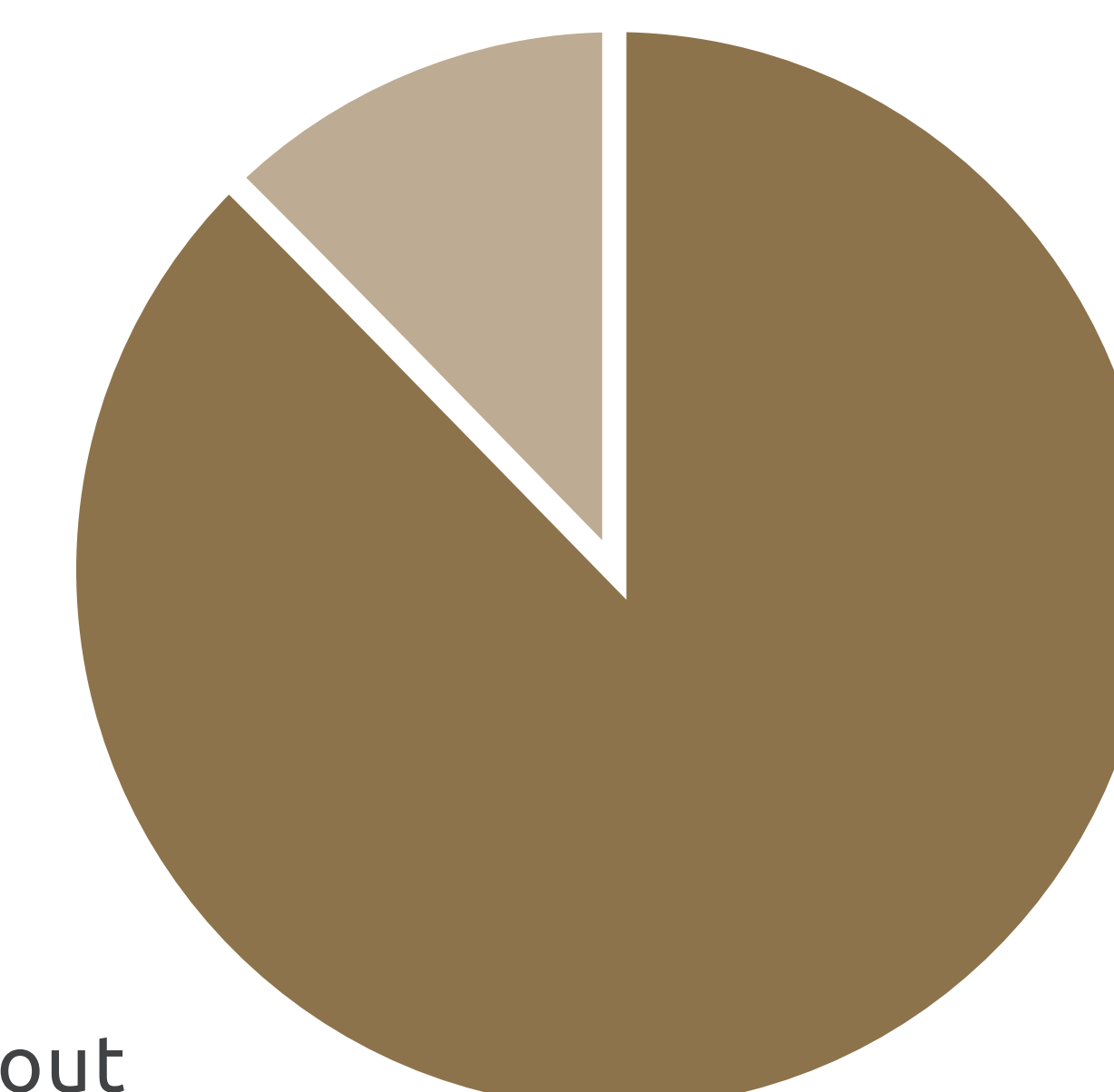
“I have no idea what I can change. I’m simply trying to keep my head above water.”

“...it is difficult not to continue to lose hope and consider leaving the province or profession.”

“I feel unsupported. Implementing system changes when using all my energy to survive.”

Results and Recommendations

This survey had a response rate of 14% of Nova Scotia’s 2,500 physicians. Eighty-five percent of N.S. physicians who responded expressed that they were experiencing some degree of burnout.



- N.S. physicians experiencing some degree of burnout
- N.S. physicians not experiencing burnout

Organizational	DNS	Personal	Community
<ul style="list-style-type: none"> • Acknowledgment of the magnitude of the problem of physician burnout • Implementation of a province-wide EMR as outlined above • Addressing outdated payment structure to ensure adequate compensation for indirect patient care activities • Implement a system to ensure reliable access to locum coverage • Engage front-line physicians in the decision-making processes • Commitment to follow up on impact of these mitigation strategies 	<ul style="list-style-type: none"> • Ongoing stewardship of this issue with follow-up on the effect of any actions taken (repeat surveys, etc.) • Training and support for physicians to promote healthy work environments • Work with NSHA/DHW/IWK on outdated payment structure 	<ul style="list-style-type: none"> • Scheduled time for personal care (exercise, family, sleep) • Protected time to foster connections with peers – for social support, supportive relationships, etc. 	<ul style="list-style-type: none"> • Awareness and support of the issue: Healthy physicians provide the best care and lead to healthy communities

Brought to you by:

