Wellness of Doctors

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SAMA Conference 2016
Universal Access to Healthcare
As doctors, we went into this profession because we prioritize the health of others above all else.

But what about our own health?

- When doctors are unwell, the performance of health-care systems can be suboptimum.
- Doctor wellness does not only benefit the individual doctor, it is vital to the delivery of high-quality health care.

Dr Wellness | A fundamental priority

DOBCTOR WELLNESS: FUNDAMENTAL FOR DOCTORS, VITAL FOR PATIENTS
Jarring statistics prompt renewed concerns about doctors' mental health

**Burnout, depression hurts patients too**

10:59 AM - August 27, 2015

- “Physicians have traditionally neglected their own health in favor of their many professional and personal obligations”
- “They are often subject to prolonged sleep deprivation, and many neglect their own health care and do not take appropriate preventive measures”
- In promoting healthy lifestyles, physicians, patients, and the health care system as a whole stand to benefit

- “Doctors and medical students are facing a mental health crisis, experts say, with high levels of burnout, depression, and suicide.”
- “amounting to one of the highest suicide rates of any profession”

**Physician health: A review of lifestyle behaviors and preventive health care among physicians**

Issue: BCMJ, Vol. 54, No. 8, October 2012; page(s) 419-423 MDs To Be
Katie Wiskar, BSc

Physicians have traditionally neglected their own health in favor of their many professional and personal obligations. The culture of medicine promotes the belief that physicians are never ill, doctors are typically very independent, competitive, and high achieving, and they often view attention to their own needs as a sign of weakness.
Dr Wellness | In the news

SA's shortage of medical doctors – a bleak picture

OCTOBER 19TH, 2016  |  A FOCUS, HEALTH POLICY

News24 reports that a comprehensive study produced by Econex after a request from the Hospital Association of SA paints a bleak picture, especially in light of the planned National Health Insurance (NHI) scheme.

An Econex study for the Hospital Association of SA paints a bleak picture of the lack of medical professionals, especially in light of the planned National Health Insurance scheme. Up to 17% of newly qualified doctors might be emigrating, while up to 80% doctors prefer not to work for the state because of poor working conditions.

**Figure 1:** Regional comparison – All doctors per 100,000 citizens (2010 or latest year available)

- Developing Sub-Saharan Africa: 0.3
- South Africa (2012) - Econex: 0.9
- Developing Middle East & North Africa: 1.0
- World: 1.1
- Developing East Asia & Pacific: 1.5
- Developing Latin America & Caribbean: 1.9
- Developing Europe & Central Asia: 2.6
- OECD members: 2.7


**Will SA experience shortage of newly qualified doctors in 2017?**
Dr Wellness | Why is it so important to change behavior & focus on wellness

**TODAY**

4 main risk factors
- Physical inactivity
- Unhealthy diet
- Smoking
- Excessive alcohol intake

Lead to 4 main NCDs
- Respiratory disease
- Diabetes
- Cancer
- Cardiovascular disease

Responsible for 60% Of all deaths worldwide

**BY 2030**

17% Increase in deaths caused by chronic conditions

20% Increase in deaths in Africa
Dr Wellness | The economic impact of NCDs

Projected non-communicable diseases cost by income level based on economic growth forecasts.

The cost of treatment for NCD’s over the next two decades is estimated at USD $30 trillion.

Every 10% rise in NCD’s is associated with a 0.5% decline in economic growth rate.

Physicians turn to exercise prescriptions to prevent and treat chronic condition

Just like medicine, it works best when patients know how much and how often they need to stay healthy

http://www.thestar.com/life/health_wellness/fitness/

There’s a powerful medicine gaining favour these days that can’t be found in a tablet or on pharmacy shelves.

This potent remedy, which can reduce blood pressure, cholesterol and the risk of heart attack, is good old-fashioned exercise.
Premier Practice GPs have significantly higher levels of Vitality take up than other GPs –39.3% vs 27.0% for non Premier Practice. Across all doctors Vitality take up is slightly higher than Health take up.

All Doctors on Discovery Health have significantly higher levels of Vitality take up than non-doctors, with Premier Practice GPs being the highest at 90.4%.
Premier Practice GPs are significantly more engaged than others – comparing their Vitality status distribution to that of the general Vitality base reveals a 19% decrease in members on Blue and a 158% increase in members on Gold and Diamond.
Policies with a Premier Practice GP as a member have the highest take up rate for all three HealthyLiving benefits, with over two thirds of them belonging to HealthyFood.
Over 200 peer-reviewed studies were evaluated to arrive at the 10 individual risk factors that go into Vitality Age.

- Body Mass Index (BMI)
- Total Cholesterol
- Systolic Blood Pressure
- Diastolic Blood Pressure
- Fasting Blood Glucose
- Nutrition
- Physical Activity
- Psychological Distress
- Smoking
- Alcohol Consumption

For example, a Vitality Age 2 years older than actual age places you in the 70th percentile of GPs.

VITALITY AGE DIFFERENTIAL FOR GPS

CUMULATIVE % OF GPs

VITALITY AGE – ACTUAL AGE

EVERYONE ELSE

PREMIER PRACTICE

GP NETWORK

OTHER GP

SPECIALIST

NON-CLAIMING DR

OLDER | SAME | YOUNGER
Amongst members that earned points in 2014, Premier Practice GPs had the highest average — 25 660 vs 18 359 for the non-doctors.
5.9% increase in patients with a Vitality Age greater than their actual age from the best Doctor percentile (Doctors with a Vitality Age the same as or less than their actual age) to the worst (Doctors with a Vitality Age 3 or more years greater than their actual age).

2.8% increase in overweight and obese patients from the best Doctor percentile (Doctors with a Vitality Age the same as or less than their actual age) to the worst (Doctors with a Vitality Age 3 or more years greater than their actual age).
3.4% decrease in non-smoking patients from the best Doctor percentile (Doctors with a Vitality Age the same as or less than their actual age) to the worst (Doctors with a Vitality Age 3 or more years greater than their actual age).

Doctors that have ever smoked have twice as many patients that smoke.
Doctors are more physically active over weekends and when there’s a little competition

*Inspiring healthier doctors to support healthier lifestyle choices in their patients*

From September to November 2015, Discovery Health and Vitality ran the *Healthy Doctor Challenge* in collaboration with Fitbit. Supporting Discovery's broader vision to make people healthier, the challenge aimed to motivate doctors to get active and provided weekly and monthly challenges to get them to their fitness goal.

“During this challenge, we saw doctors increased their physical activity over time and that, when they received their ranking, it increased even further,” said Dr Maurice Goodman, Discovery Health’s Chief Medical Officer.

The challenge was developed with a link to a study conducted by Drs Derek Yach and Cother Hajat, in conjunction with Discovery Vitality, which showed doctors have more influence on patients’ lifestyle choices than they realise. Data indicated that a doctor’s health image affects the lifestyles of their patients. “Our research showed this relationship and influence: inactive doctors, for example, had more physically inactive patients compared with doctors who were highly active” said Dr Goodman.
Dr Wellness | Human beings are not rational

Behavioural Economics is the idea that people don’t always make strictly rational decisions.

People have emotions, imagination and are unpredictable and hence do not make perfectly rational, economic decisions.
**Dr Wellness | Principles of behavioural economics in health and wellness**

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<tr>
<th>PRINCIPLE</th>
<th>EXPLANATION</th>
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<tr>
<td><strong>OVERCONFIDENCE AND OPTIMISM</strong></td>
<td>Individuals are <em>generally overconfident in their own abilities</em> and prospects, including their health</td>
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<td><strong>LOSS AVERSION</strong></td>
<td>Individuals generally <em>dislike losing something twice as much as they like gaining something</em>. This makes health behaviour changes that require loss particularly challenging</td>
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<td><strong>FREQUENT EVENT MISCALCULATION</strong></td>
<td>Individuals tend to pay little attention to the small but cumulative consequences of repeated decisions, and <em>frequently ignore the impact of repeated risky behaviours</em></td>
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<td><strong>HYPERBOLIC DISCOUNTING</strong></td>
<td><em>Future rewards</em> of a healthy lifestyle are <em>significantly undervalued</em> relative to cost today</td>
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<td><strong>NUDGE THEORY</strong></td>
<td>Positive reinforcement and indirect suggestions can influence the motives, incentives and decision making of individuals to positively impact on their health and wellness</td>
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<td><strong>STATUS QUO BIAS</strong></td>
<td>People continue to follow the path of least resistance when it comes to decisions about their health and wellness</td>
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<td><strong>FINANCIAL INCENTIVES</strong></td>
<td>Rewards through financial incentives have been proven to be successful in incentivising healthy behaviour</td>
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Dr Wellness | Vitality

Getting Healthy

- 250,000 Vitality Health Checks
- 10 million discounted gym visits
- 20 million HealthyFood baskets bought
- Over 10,000 Team Vitality members

Getting Rewarded

- R1 billion HealthyFood cash back
- 1 million discounted flights booked
- 2.5 million discounted movies
- 1.8 billion Discovery Miles earned

Living Longer

- 63 yrs
- 67 yrs
- 81 yrs
- 87 yrs

- South Africa
- SA insured population
- Vitality members
- Gold & Diamond Vitality members

Getting Healthy | Living Longer | Getting Rewarded
Young doctors face many challenges in their working conditions

- One challenge which Discovery can address immediately is the interns’ safety on the roads – late night driving and driving when tired are related to higher accident rates. Discovery SafeTrip will give medical interns the option to take a free trip home following a long shift.

- Discovery is currently running a pilot with 5 hospitals to gather feedback on the benefit and how it can be enhanced

- Intern doctors who activated this benefit with Discovery will receive free Uber trips from the hospital where they work, up to a maximum amount of R750 per calendar month*. 

*Intern doctors who activate this benefit will be responsible for paying for any trips once the benefit amount has been reached. It will be each individual intern doctor’s responsibility to monitor the rand value of trips from the hospital in a month.
Thank You

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