Burnout in Medical Profession

Dr Anwar Bulbulia
MBBCh (Wits) MFGP (CMSA)
MFAM MED (Wit)
DOH (Wits) Dip HIV (CMSA) Dip Palliative Care (UCT)
HOW TO REDUCE STRESS, RECOGNIZE DEPRESSION AND PREVENT SUICIDES
1 IN 6
SOUTH AFRICANS SUFFER FROM ANXIETY, DEPRESSION OR SUBSTANCE-USE PROBLEMS
(This excludes more serious conditions such as bipolar disorder or schizophrenia.)

3 IN 6
EMPLOYEES TAKE TIME OFF WORK DUE TO MENTAL ILLNESS.

5 IN 6
EMPLOYEES WITH MENTAL ILLNESS SAY THEY ARE NOT COMFORTABLE DISCLOSING THEIR CONDITION TO THEIR MANAGER.
A recent PPS study reflects that burnout is a major issue among South Africa’s top professionals. The study’s finding were collated from a survey of 5,837 professionals across every major job category – these include law, medicine and engineering.
SA STUDY

22% Of all respondents felt that they were overworked – citing long hours and staff shortages.

The data also reflects that this means that professionals often take their problems home with them...

50% of doctors said that they are depressed due to a combination of being overworked, working long hours, and burnout.
MALES VERSUS FEMALES

40% Of males have an underlying mental illness

69% Of females have an underlying mental illness
WHO DEFINITION

“Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.”

“A syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.”
3 SYMPTOMS:

Feelings of energy depletion or exhaustion

Increased mental distance from one’s job, or feelings of negativism or cynicism related to one’s job

Reduced professional efficacy.

Source: https://www.capetownetc.com/news/burnout-is-officially-a-disease/
Burnout is a state of emotional, physical, and mental exhaustion caused by **excessive and prolonged stress**.

It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands.
RISK FACTORS

WORKLOAD  RESOURCES  VALUE

CONTROL  REWARD  COMMUNITY  FAIRNESS
SUICIDE RISK

• 2.5 times that of the general population

• Medical students

• International phenomenon
CONSEQUENCES OF BURNOUT

MEDICAL ERRORS - LEADING TO LITIGATION
FEWER REFERRALS
HPCSA COMPETENCY ISSUES
CHANCES OF REACHING OUT FOR HELP IS DIFFERED
Labeled
Condition worsens
# DIFFERENCES BETWEEN STRESS AND BURNOUT

<table>
<thead>
<tr>
<th>STRESS</th>
<th>BURNOUT</th>
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<tbody>
<tr>
<td>Characterized by over-engagement</td>
<td>Characterized by disengagement</td>
</tr>
<tr>
<td>Emotions are overreactive</td>
<td>Emotions are blunted</td>
</tr>
<tr>
<td>Produces urgency and hyperactivity</td>
<td>Produces helplessness and hopelessness</td>
</tr>
<tr>
<td>Loss of energy</td>
<td>Loss of motivation, ideals, and hope</td>
</tr>
<tr>
<td>Leads to anxiety disorders</td>
<td>Leads to detachment and depression</td>
</tr>
<tr>
<td>Primary damage is physical</td>
<td>Primary damage is emotional</td>
</tr>
<tr>
<td>May kill you prematurely</td>
<td>May make life seem not worth living</td>
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</tbody>
</table>

Source: Stress and Burnout in Ministry California
PHYSICAL SIGNS AND SYMPTOMS OF BURNOUT

- Feeling tired and drained most of the time
- Lowered immunity, frequent illnesses
- Frequent headaches or muscle pain
- Change in appetite or sleep habits
BEHAVIORAL SIGNS AND SYMPTOMS OF BURNOUT

- Withdrawing from responsibilities
- Isolating yourself from others
- Procrastinating, taking longer to get things done
- Taking out your frustrations on others
- Skipping work or coming in late and leaving early
- Using food, drugs, or alcohol to cope
BEHAVIORAL SIGNS AND SYMPTOMS OF BURNOUT

- Sense of failure and self-doubt
- Feeling helpless, trapped, and defeated
- Detachment, feeling alone in the world
- Loss of motivation
- Increasingly cynical and negative outlook
- Decreased satisfaction and sense of accomplishment
Program on Physician Well-Being

The cost of physician burnout adds more than $3.4 billion annually to the U.S. health care system, and within the Department of Medicine at Mayo Clinic alone it is estimated to cost at least $1.5 to $2.5 million a year in decreased productivity.
PHYSICIAN ENGAGEMENT GROUPS

COMPASS GROUPS

INCORPORATING DISCUSSIONS OF CAREER FIT

ANNUAL REVIEWS

PROVIDING A VALIDATED SELF-CALIBRATION TOOL WITH LINKS TO RESOURCES TO PROMOTE SELF-CARE.
MANAGEMENT

SUBJECTIVE
• Self identification
• Errors identified
  • By self
  • By Colleague
  • By Senior

OBJECTIVE
• Scales
• Report review
• Notes
ASSESSMENT

PROFESSIONAL
APPROPRIATE

Burnout in Medical Profession
**PREVENTION**

<table>
<thead>
<tr>
<th>CARE GIVER STRESS ...RESULTING IN BURNOUT</th>
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<tbody>
<tr>
<td>NEED TO HELP EVERY PATIENT /FAMILY</td>
</tr>
<tr>
<td>PACE YOURSELF</td>
</tr>
<tr>
<td>“MINDFULNESS”</td>
</tr>
<tr>
<td>SITUATIONAL ISSUES</td>
</tr>
<tr>
<td>DO NOT OVER COMMIT</td>
</tr>
<tr>
<td>• Hours</td>
</tr>
<tr>
<td>• List</td>
</tr>
<tr>
<td>AVOID ‘LIVING UP TO THE JONES’</td>
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</table>
MEASURE SO THAT WE CAN MANAGE
APPROACHES TO MEASURE WELL-BEING

Maslach Burnout Inventory questionnaire
Validated Instruments to Assess

- Work-Related Dimensions of Well-Being
- Oldenburg Inventory
- Copenhagen Burnout Inventory
- Prepare Yourself for Retirement
PATIENT HEALTH QUESTIONNAIRE

1. Interest
2. Mood
3. Sleep
4. Energy
5. Appetite
6. Self-worth
7. Concentration
8. Psychomotor slowing or activation
9. Suicidal ideation
Burnout in Medical Profession
Destigmatize depression and psychiatric conditions

Plan

Identify risky coping mechanism

Substance abuse

Put together a strategy

Targeted interventions
DILEMMA'S

- Psychiatrist work with emotional patients and face personal threats.
- Difficulty assessing the differential diagnosis of Depression and Burnout.
- Workplace - Employer and Employee benefits with Insurance companies require objective measures.

Thanks to SAMA and Prof Van Rensburg.
Burnout in Medical Profession

LINKS

• https://www.mayo.edu/research/centers-programs/program-physician-well-being/mayos-approach-physician-well-being/mayo-clinic-well-being-index
• https://www.mayo.edu/research/centers-programs/program-physician-well-being
• https://www.covermagazine.co.uk/cover/news/3077607/axa-ppp-research-finds-burnout-rife-within-small-businesses

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• https://nam.edu/valid-reliable-survey-instruments-measure-burnout-well-work-related-dimensions/#oldenburg
• https://nam.edu/valid-reliable-survey-instruments-measure-burnout-well-work-related-dimensions/#oldenburg
• World Psychiatry : Understanding Burnout experience Recent research and its implication in psychiatry June 2016
• https://www.ncbi.nlm.nih.gov PMC/articles/PMC4911781/#wps20311-bib-0024
THANK YOU