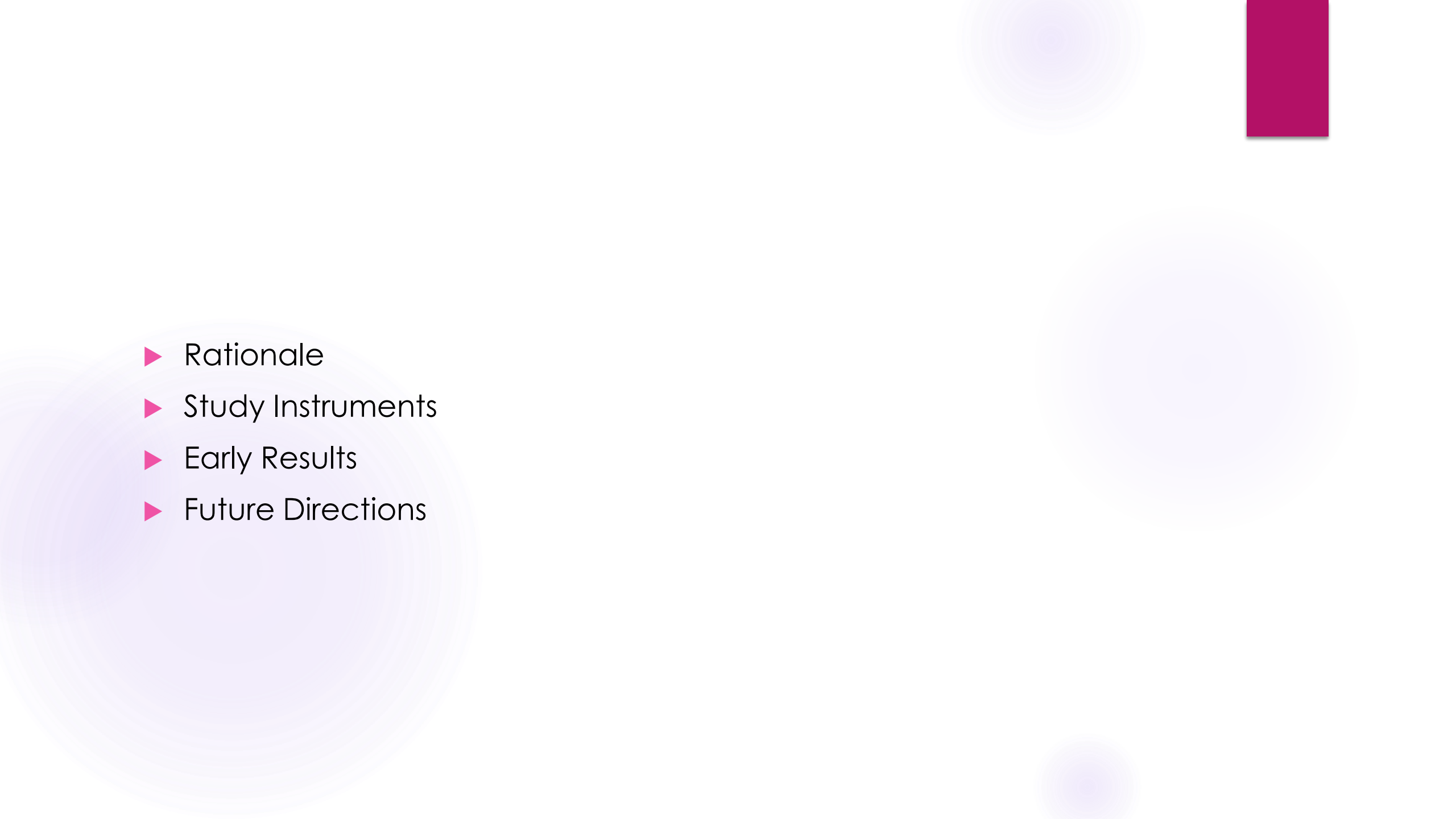


Junior Medical Staff Productivity and Epidemiology of Stress and Burnout: What is the climate and is it changing?

DR NICHOLAS MOORE, DR JENNIFER DAVIDSON,
DR HARI NANDAKOBAN, A/PROF PAUL MIDDLETON




- 
- ▶ Rationale
 - ▶ Study Instruments
 - ▶ Early Results
 - ▶ Future Directions

Rationale

"I don't know what medicine
does to you guys, but the
whole lot of you
are miserable..."

"I honestly don't know"





“ Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- feelings of energy depletion or exhaustion;
- increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
- reduced professional efficacy.

”

WHO, 2019

WHO recently added burnout to ICD-11

Study Design – Key Features

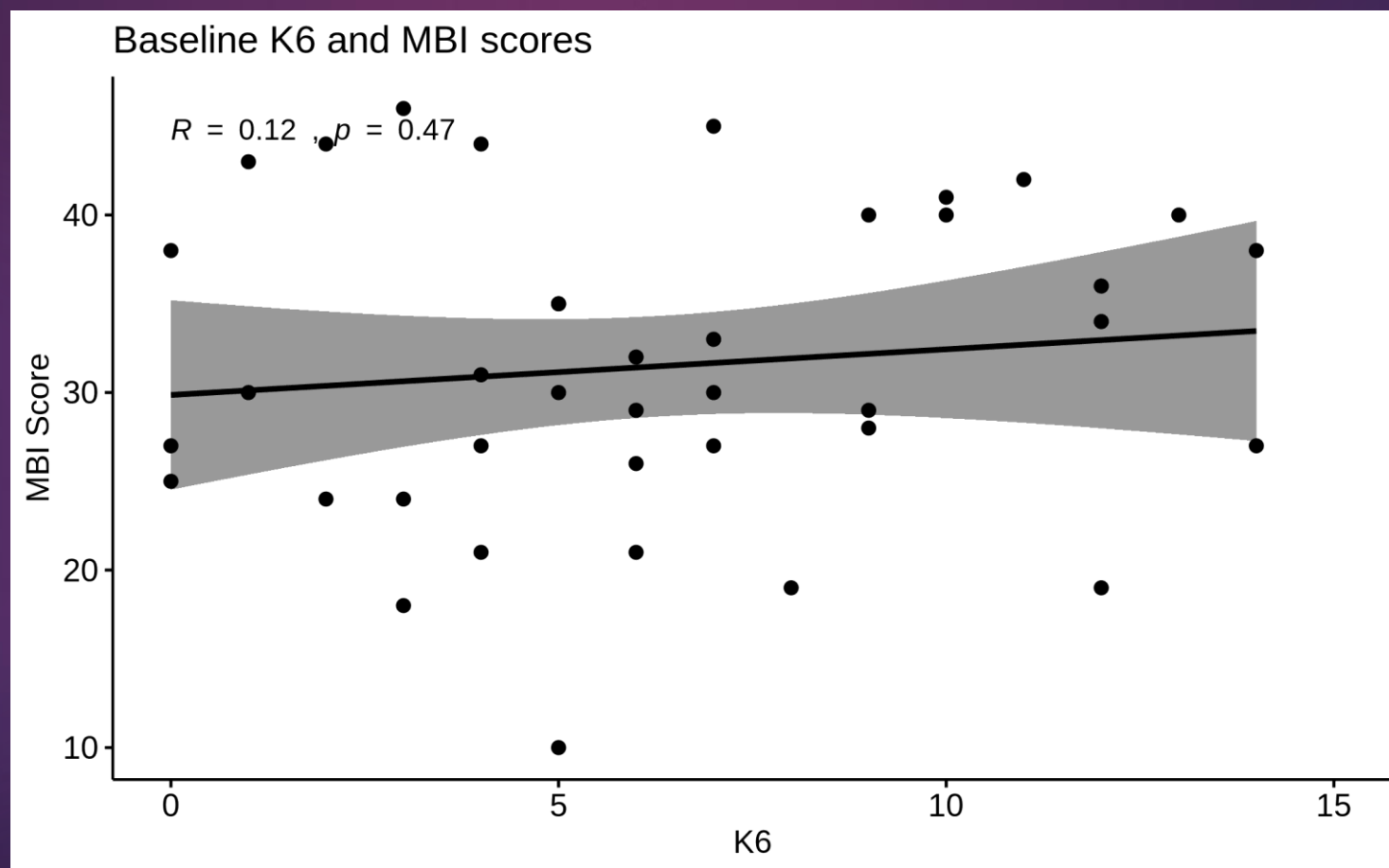
Design Elements

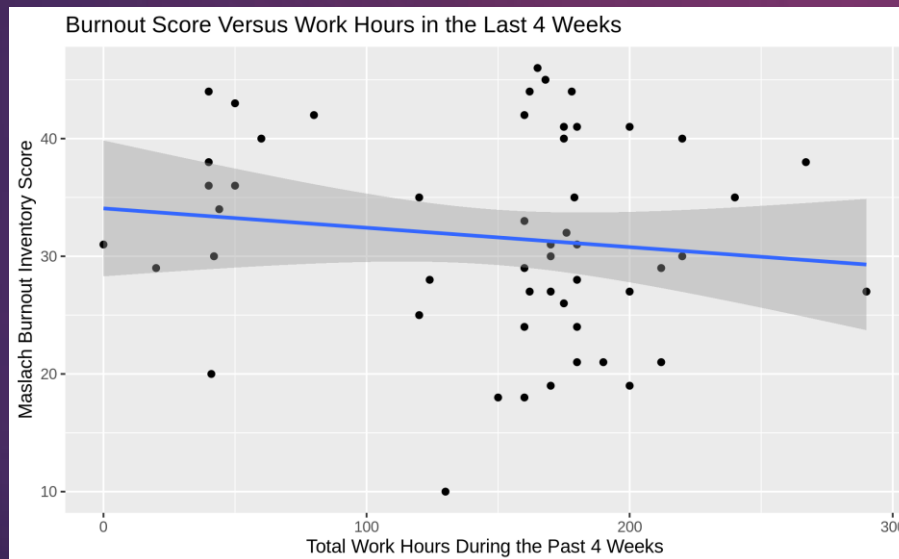
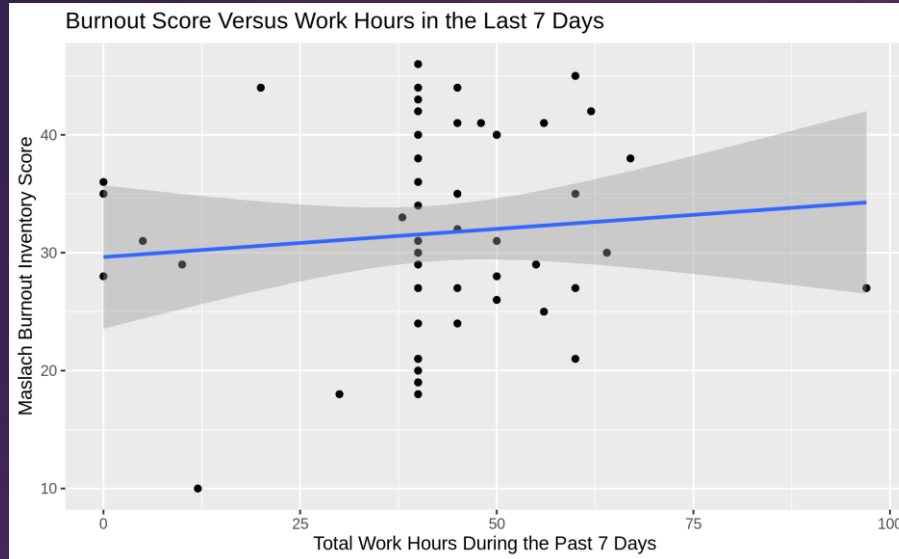
- ▶ Epidemiological Surveillance Study
- ▶ Online survey based
 - ▶ Before and after each rotation
 - ▶ Anonymous
- ▶ Data Linkage:
 - ▶ Demographic data
 - ▶ ED/Hospital activity data
 - ▶ Overtime data

Survey Instruments

- ▶ WHO Health and Work Performance Questionnaire
 - ▶ Absenteeism and presenteeism sections
- ▶ Measuring Quality of Work questionnaire
- ▶ Kessler Psychological Distress Scale (K6)
- ▶ Maslach Burnout Inventory

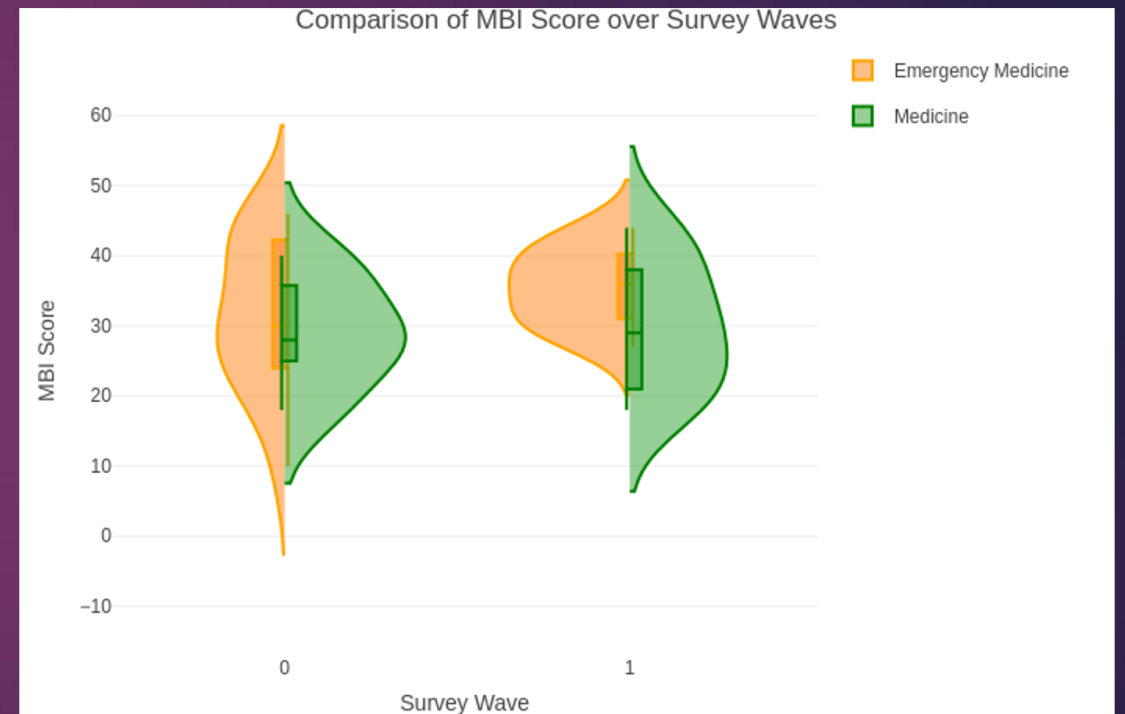
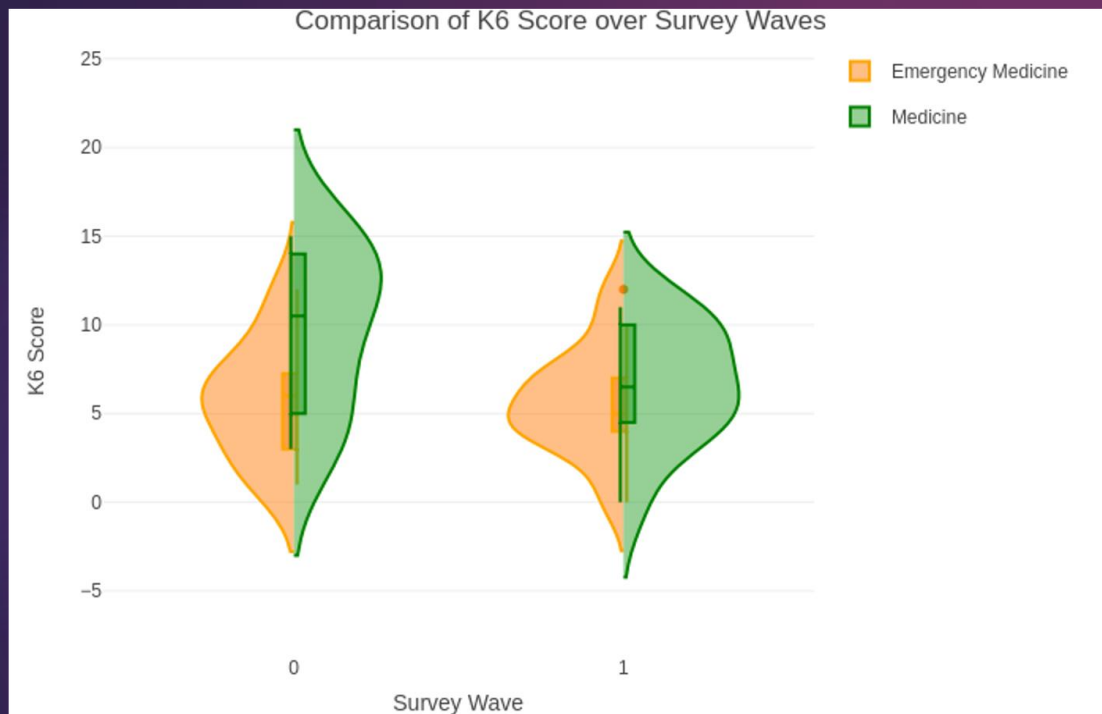
Burnout and Psychological Distress





Work Hours and Burnout

Study Wave Comparisons



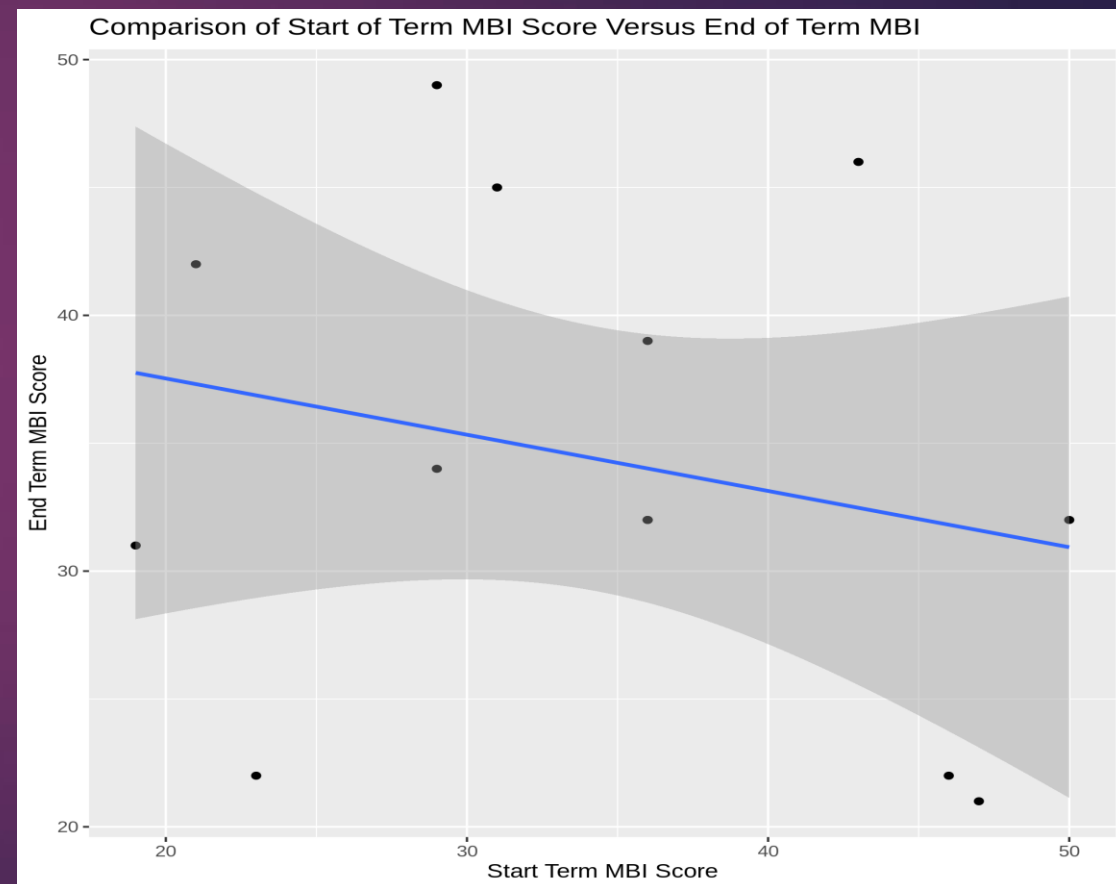
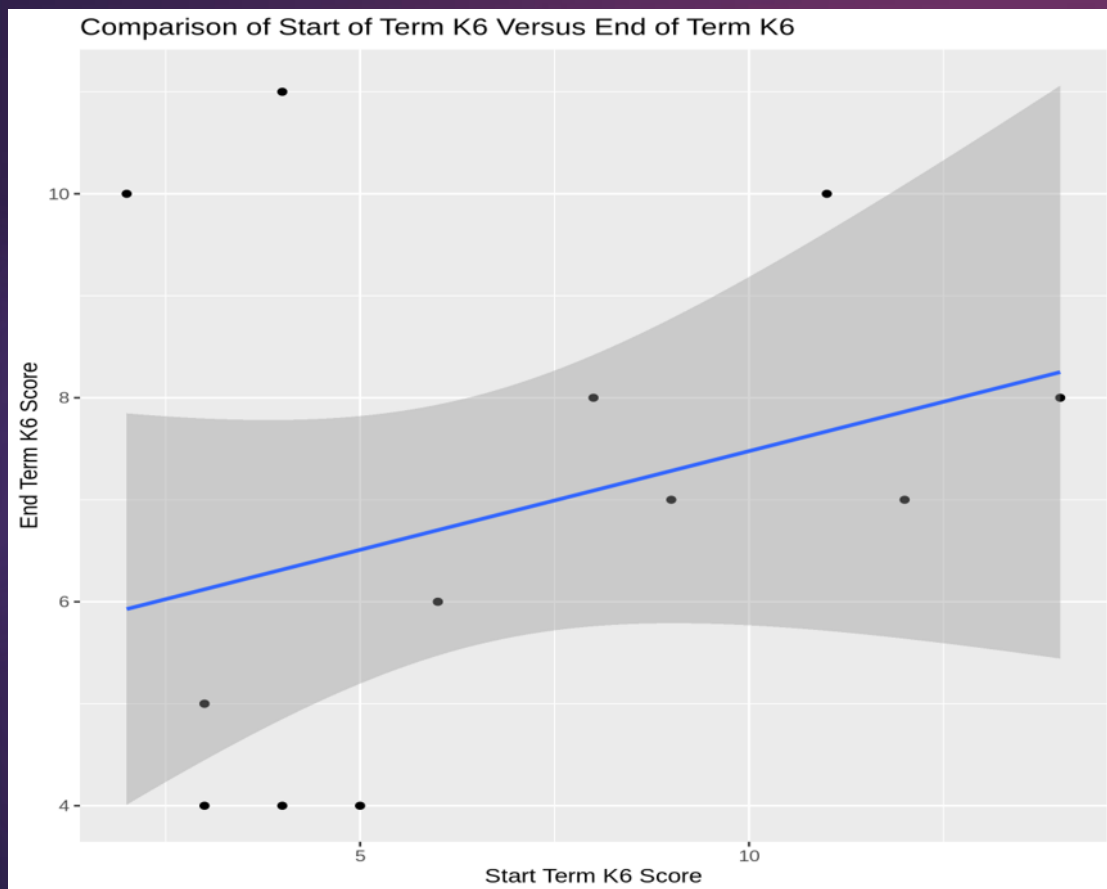
Comparison of K6 Score over Survey Waves



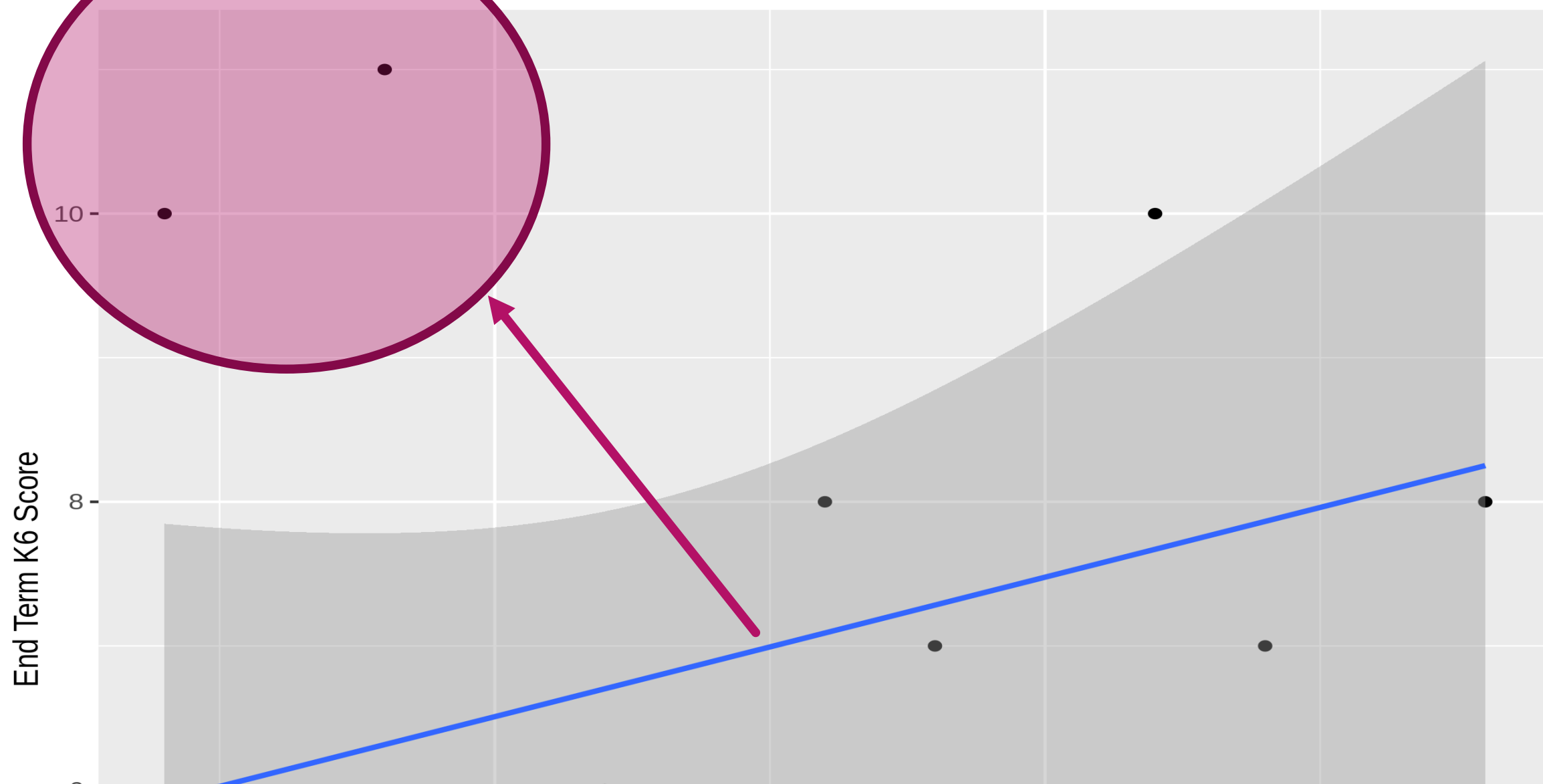
Comparison of MBI Score over Survey Waves



Effect of Rotations



Comparison of Start of Term K6 Versus End of Term K6



Future Directions



Currently aiming for 12 months of data. Extend longitudinally to examine multiple years and cohorts.



Multi-centre study



Extend to more departments



Other cohorts:

Prevocational
Early career specialists

So what is the climate and is it changing?

- ▶ Unlike the climate science, the data is not clear
- ▶ We really need some basic descriptive epidemiology
- ▶ My call to arms:
 - ▶ We need to understand the problem before we can really look to develop and evaluate solutions

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