

 #CHAIR2019

11TH ANNUAL
CHAIR SUMMIT

CME
Outfitters 

Master Class for Neuroscience Professional Development

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What's New in the Burnout Literature?

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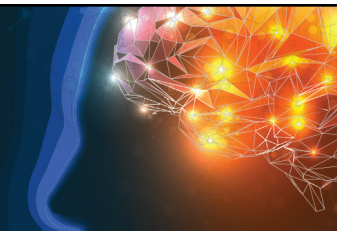


Learning Objective

Examine recent findings on effective strategies to prevent and/or treat burnout

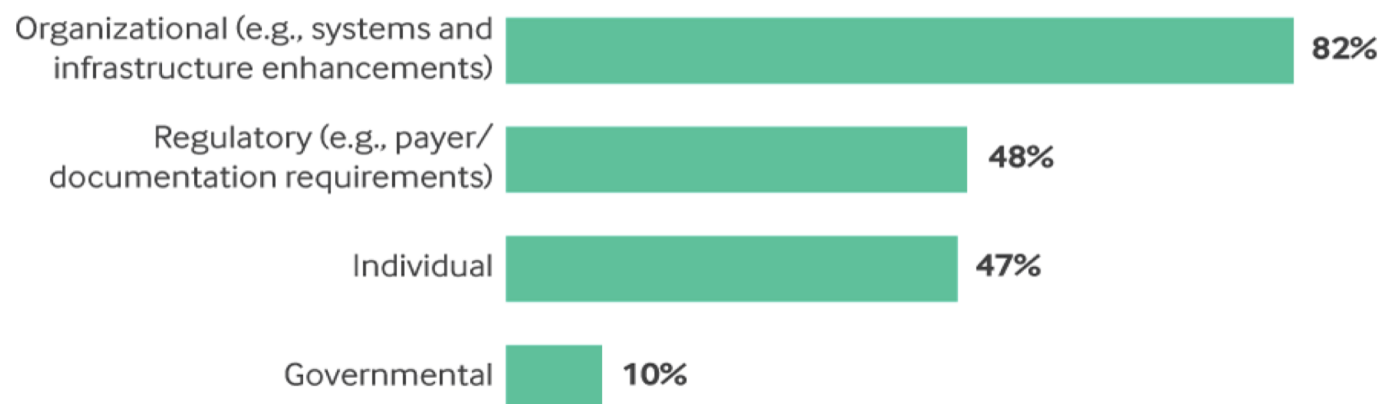


Treat the Person, the System, or BOTH



Organizational Interventions Are the Key to Reducing Burnout

Where should interventions to reduce burnout be targeted?



Base = 703 (multiple responses)

NEJM Catalyst (catalyst.nejm.org) © Massachusetts Medical Society

Swensen S, et al. 2018.

Interventions



- Measure burnout and depression
- Reduce psychiatric stigma
- Employee assistance program (EAP) and psychiatry services – confidential
- Self-care
- Medicine as a sacred calling
- Increase recognition of practitioners

Interventions (cont.)



- Reduced workload
- Increase appreciation/recognition
- Decrease rules, documentation
- Leadership walk-around
- Hold leadership responsible
- Teams and collegial support
- Scribes
- 15 minute visits
- Empower doctors
- Teach/mentor difficult patient management
- Pay for quality, not quantity

Costs

Multiple Perspectives



Interventions (cont.)



Stanford Time Bank

Colorado APEX
Model

Wright AA, et al. *N Engl J Med*. 2018;378(4):309-311.

Intervention



2617 Articles

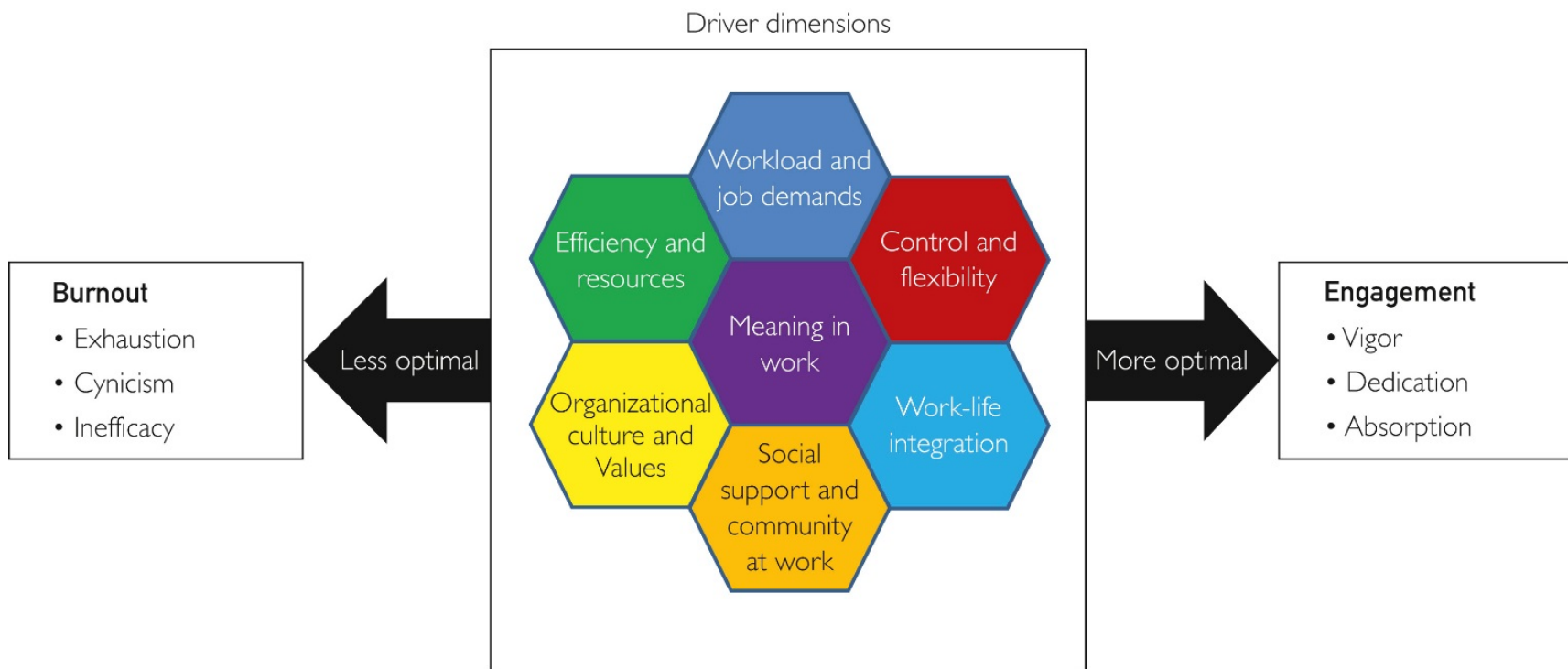
15 Randomized
Trials

Burnout reduction from
54% to 44% ($p < .0001$)

HOPE!

West CP, et al. *Lancet*. 2016;388:2272-2281.

Executive Leadership and Physician Well-being



Shanafelt TD, et al. *Mayo Clinic Proceedings*. 2017;92:129-146.

Costs of Clinician Burnout



- Healthcare Costs

- Cost to replace on physician ranges from hundreds of thousands to more than \$1 million
- Cost to replace RN estimated at 1.2-1.3 times their salary
- More referrals
- Order more tests
- Increase in healthcare expenditures due to higher medical errors, malpractice claims, absenteeism, and lower job productivity

- Personal consequences

- 25% increased odds of alcohol abuse/dependence
- 200% increased odds of suicidal ideation

SMART Goals

Specific, Measurable, Attainable, Relevant, Timely



- Implement both individual- and system-based strategies to reduce the risk of burnout among clinicians

Questions & Answers

Don't forget to fill out your evaluations to collect your credit.

