

**Addressing
Provider
Burnout**



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PAOS – Ortho in the Music City 2024

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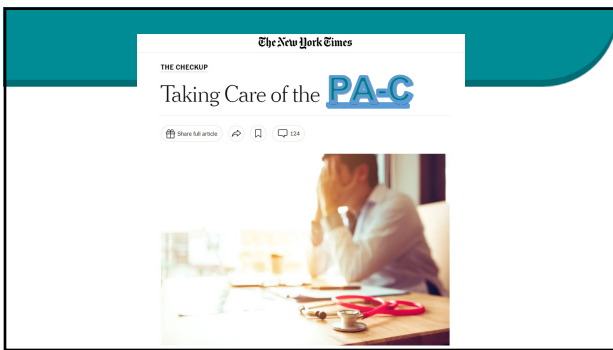
Disclosures

I have no corporate affiliation, interests, or royalties.

The views expressed on this topic are mine alone, and do not represent any employers past/present.

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The New York Times
THE CHECKUP
Taking Care of the **PA-C**
Share 6.4K articles

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What is Provider Burnout?

Characteristics defined:

- emotional exhaustion
- interpersonal disengagement / depersonalization
- decreased personal achievement



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Signs of Burnout?

- Poor quality of work
- Increased medical errors
- Decreased patient satisfaction
- Lack of provider engagement
- Poor retention rates / early retirement



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Provider Burnout



Focus on burnout began long before COVID

- First described in 1974

Prevalence attributed to

- Increased demand
- Increased workloads
- Increased administrative burdens

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Provider Burnout - Measures

<u>Maslach Burnout Inventory</u>	<u>Well Being Index</u>
22 item survey 7-point scale - "Never" to "every day"	Developed by Mayo Clinic 9 question survey
Measures emotional exhaustion, depersonalization, personal accomplishment	Different focused surveys for different levels of medical provider/employee

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Provider Burnout – What causes it?

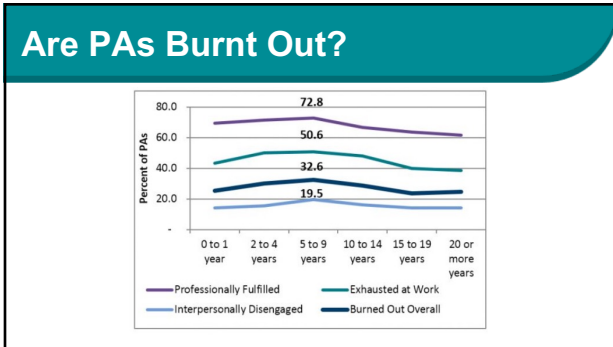
Increased work hours	Value misalignment
Bureaucratic/administrative work	Failure of work-life balance
Decreased perception of autonomy	Increased focus on productivity
	Lack of flexibility/control of work schedule
	Lack of leadership support
Electronic Health Record (screen time)	Decrease in collegial work environment
Lack of 'meaningful' work (significance)	

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Provider Burnout - Incidence

More than 50% of physicians demonstrate signs of burnout	PA rates are similar - between 35-64%
Approximately 40% of physicians report they are not satisfied with work-life balance	(Fewer studies to date focused specifically on PA burnout)

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Which PAs Are Burnt Out?

What subspecialty historically displays the highest incidence of burnout?

Emergency Medicine

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Burn Out By Specialty

	Burned Out	Fulfilled	Exhausted	Disengaged
EM	34.5	72.3	50.8	21.5
Surgical Spec.	25.2	69.9	43.1	14.3
IM	29.9	68.1	48.0	16.4
All Specialties	28.5	68.1	46.2	16.2
Primary Care	29.3	66.7	48.4	16.2

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PA Students? Are they burned out?

Short answer - YES!

UT Southwestern School of Health Professions (2019):
Found 98.37% of PA students displayed a measurable level of depression symptoms

Virginia PA program study (pending publication)
Higher depression/burnout levels

Impact of COVID on clinical learning...

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Associated Costs of Burnout

Decreased productivity

Increased errors

Decreased # of shifts/hours

Decreased perception with regards to errors

Early retirement / transfer

High replacement costs

Increased rates of substance use

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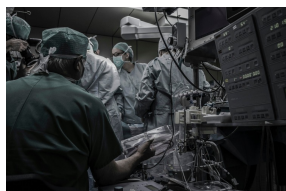
Potential PA Protective Factors

Healthcare Team Model

Teaching Role

PA Expanding Role

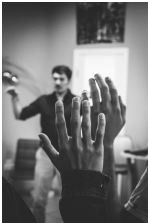
PA Faculty



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Unanswered Questions with Burnout

- Length of training
- Career flexibility
- Practice setting
- Team culture
- Role ambiguity/conflict
- Diversity and inclusion



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So...what do we do?

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Blueprint for Addressing Physician Assistant Well-being and Burnout

REPORT OF THE AAPA TASK FORCE ON BURNOUT

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AAAA Blueprint

System-Level Interventions

- EHR / Administrative Tasks
- Team Communication Skills
- Reconstruction of Team-Based Care




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AAAA Blueprint

Educational Interventions

- ARC-PA requirement on impairment and burnout – implementation TBD
 - One approach
 - incorporate mindfulness/ decentering exercise in 1st year curriculum

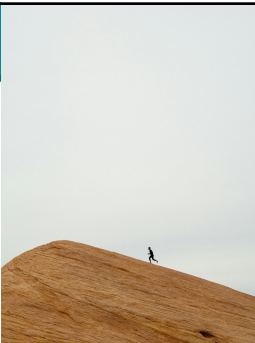


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AAAA Blueprint

Personal Interventions

- Mindfulness-based stress reduction
 - improve gratitude
 - observation of feelings rather than overwhelming from them
- Recognizing positive influences
- Mindful of our limitation
 - Able to say "no"



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Resources

AAAPA CME Central Career Central Member Central Advocacy Central News C

Home / Career Central / Practice Tools / How Mindfulness Can Prevent Burnout

PA, Heal Thyself

By Jane...
What a...
disorder

From my...
of burn...
to help...
manage...
Step or...
Add on...

How to De...
By, serv...
How can...
suggestion...
always be...
prevent p...

UMASS MEMORIAL CENTER FOR MIN

Provider Burnout: Prioritizing Self-Care to Strengthen Patient Care

PA Foundation's Vital Minds Podcast Tackles Healthcare Provider Burnout

April 5, 2023

By Divya Williams

The PA Foundation, AAPA's philanthropic arm, works to provide PAs and PA students with resources to promote better health and wellness. Since 2017, the Foundation has produced the "Vital Minds" podcast, which features conversations between host and early career PA, James Milward and guest experts. As described by Milward, the series "connects the most vital issues in clinical care with the top minds facing them every day."

Learn mindfulness skills to enhance attention, productivity, communication, and more.

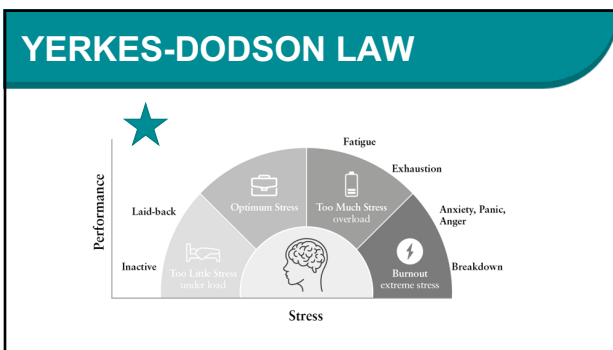
VITAL MINDS

LEARN MORE AND VIEW CLASS SCHEDULES

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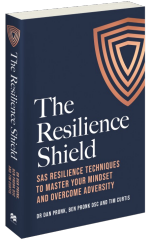


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The Resilience Shield



Four Modifiable "Layers" of Resilience

- Mind
- Body
- Social
- Professional

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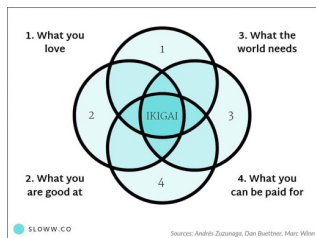
POP QUIZ:

IKIGAI:

a motivating force; something that gives a person a sense of purpose or reason for living

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IKIGAI



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