

MAYO
CLINIC



Structural Interventions for Physician Burnout: What Do Evidence-Based Approaches Tell Us

September 26, 2017

Moderator:

Colin P. West, MD, PhD

Division of General Internal Medicine

Division of Biomedical Statistics and Informatics

Mayo Clinic

Colin P. West, MD, PhD

No disclosures

Methods

- Systematic review on interventions for physician burnout, commissioned by Arnold P. Gold Foundation Research Institute (West et al. 2016, Lancet):
 - Conducting according to PRISMA reporting outline
 - Comprehensive search strategy developed by experienced medical librarian (MEDLINE, Embase, PsycINFO, Scopus, ISI Web of Science, ERIC), inception to 1/2016
 - All decisions made independently and in duplicate

Methods

- Systematic review on interventions for physician burnout, commissioned by Arnold P. Gold Foundation Research Institute (West et al. 2016, Lancet):
 - Included all studies offering comparative data on the effect of an intervention affecting physician burnout
 - Physician-specific data obtained by author contact when needed
 - Excluded medical students, non-physicians
 - Required burnout metric satisfying standard validity criteria
 - No language restrictions

Methods

- Systematic review on interventions for physician burnout, commissioned by Arnold P. Gold Foundation Research Institute (West et al. 2016, Lancet):
 - Outcomes:
 - Overall burnout rate
 - Rate of high emotional exhaustion
 - Rate of high depersonalization
 - Emotional exhaustion score
 - Depersonalization score

The Evidence in Total

- Overall summary:
 - 15 RCT's:
 - Structural/organizational: n=3
 - Shorter attending rotation length, modified clinical work processes, shorter resident shifts
 - Individual-focused: n=12
 - Facilitated small group curricula, stress management training, MBSR, communication skills training

The Evidence in Total

- Overall summary:
 - 37 cohort studies:
 - Structural/organization: n=17
 - US duty hour requirements, practice delivery changes
 - Individual-focused: n=20
 - Facilitated and nonfacilitated small group curricula, stress management training, MBSR, communication skills training

The Evidence in Total

- **Emotional exhaustion (EE):**
 - -2.7 points, $p < 0.001$
 - Rate of High EE: -14%, $p < 0.001$
- **Depersonalization (DP):**
 - -0.6 points, $p = 0.01$
 - Rate of High DP: -4%, $p = 0.04$
- **Overall Burnout Rate:**
 - -10%, $p < 0.001$

Benefits similar for individual-focused and structural interventions
(but we need both)

Thank You!

- Email: west.colin@mayo.edu
- Twitter: @ColinWestMDPhD