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Institute for Studies of  
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# Work-home interface stress through 10 years

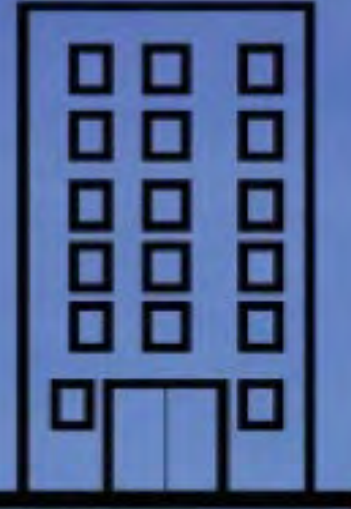
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**ICPH 2018**

**INTERNATIONAL CONFERENCE ON PHYSICIAN HEALTH<sup>®</sup>**

AMA  
CMA  
BMA



**I leave work  
too early,**



**and arrive  
home too late  
- every day**

# The medical professional



- Increasingly a woman
- Increasingly married to/living with partner with full-time career (often a doctor)
- Wants to be a «good doctor» – fulfilling duties at work  
(Hertzbert et al 2016)
- Reports increase in unacceptable work pressure and stress related to reorganizations  
(4 major reorganizations plus local changes from 2001-2014)  
(Aasland & Rosta 2011, 2013)
- More often help-seeking in early career  
(Reports from counselling services in Norway)

- Conflicts between professional and private role – increase risks for health consequences and relational problems

(Hertzberg et al 2016, Dyrbye et al 2014)

- Reduction of work-home stress gives less burnout prospectively

(Isaksson Rø et al 2010)

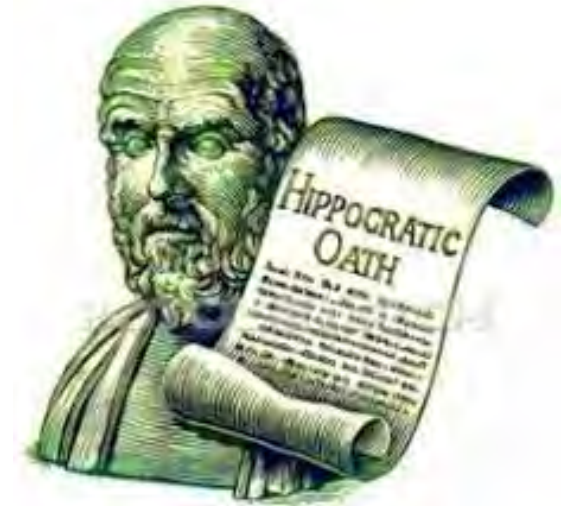
- Specifically - pressure at work compromises the private sphere and increases risk of BO, especially among women

(Langballe et al 2011)

# Increasing awareness of the importance of physician health and work-home balance

- I WILL ATTEND TO my own health, well-being, and abilities in order to provide care of the highest standard

(2017 revision of the Declaration of Geneva, Parsa-Parsi)



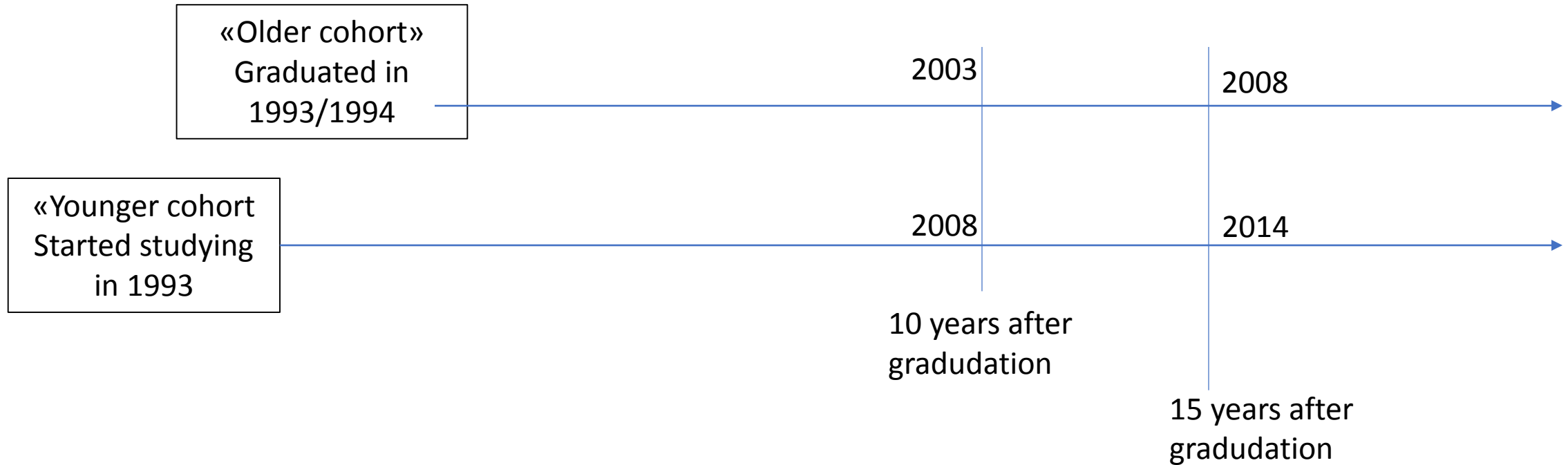
- Strike among hospital doctors in Norway 2016 – longest ever - for work-home balance

# We wanted to study:

- Changes in work-home stress among doctors in Norway 2003-2014?
- Associations between work-home stress and other factors
  - like cohort and gender

# Methods

NORDOC - 2 cohorts of doctors w/ 20 year follow-up



- Work-home interface stress (Cooper's JSQ) – 3 items
- Cohort, gender, age, relationship status, work hours, job position, children, support from partner and colleagues
- Comparison between cohorts, and comparison between genders in each cohort
- Studied predictors for work-home interface stress

Unpublished Data:

**Demographics, work hours, work-home stress, support and position**

	10 yrs after graduation		
	Older cohort (2003) N=248	Younger cohort (2008) N=197	
Gender (% women)	58%		
Age	38 (2.9)		
Number of Children	15% - 0, 13% - 1, 45% - 2, 26% >= 3		
Have a partner %	85 %		
<i>Weekly work hours</i>	44 (7.7)	42 (9.2)	**
<i>Work part time %</i>	10	19	**
<i>Work-home stress</i>	2.6 (1.0)	2.2 (1.0)	***
Support from colleagues	4.9 (1.2)		
Support from partner	3.8 (0.7)		
Position % GP	19% GPs, 21% Consultants, 46% Residents		



# Women vs Men in younger cohort 10 years after graduation

- worked less hours 40 (SD 8) vs 44 (10) \*\*
- higher percentage of residents 56% vs 38% \*\*
- more perceived partner support 3.9 (0.6) vs 3.6 (0.6) \*\*

## Unpublished Data:

### Significant predictors for work-home stress 10 years after graduation in Norwegian doctors

	Adjusted $R^2 = 0.34$
	Unstandardised beta
Cohort – older cohort predicted more stress	-.35***
Gender – being a woman predicted more stress	-.43***
Increasing number of children predicted more stress	.16***
Increasing work hours/week predicted more stress	.03***
Colleague support – less support predicted more stress	-.15***
Partner support – less support predicted more stress	-.65***

# Discussion

- Through a period with increased stress at work, younger generations of doctors report less work-home interface stress
- Why does the younger generation of doctors (especially women) work less hours/week (and more part-time?)

# Better work-home balance?

## Norwegian well-fare state

- maternity leave (also for men)
- right to work reduced hours
- kindergarten for all

## Changes in professional identity?

- from «lifestyle» to «job»
- acceptance from colleagues and leaders?

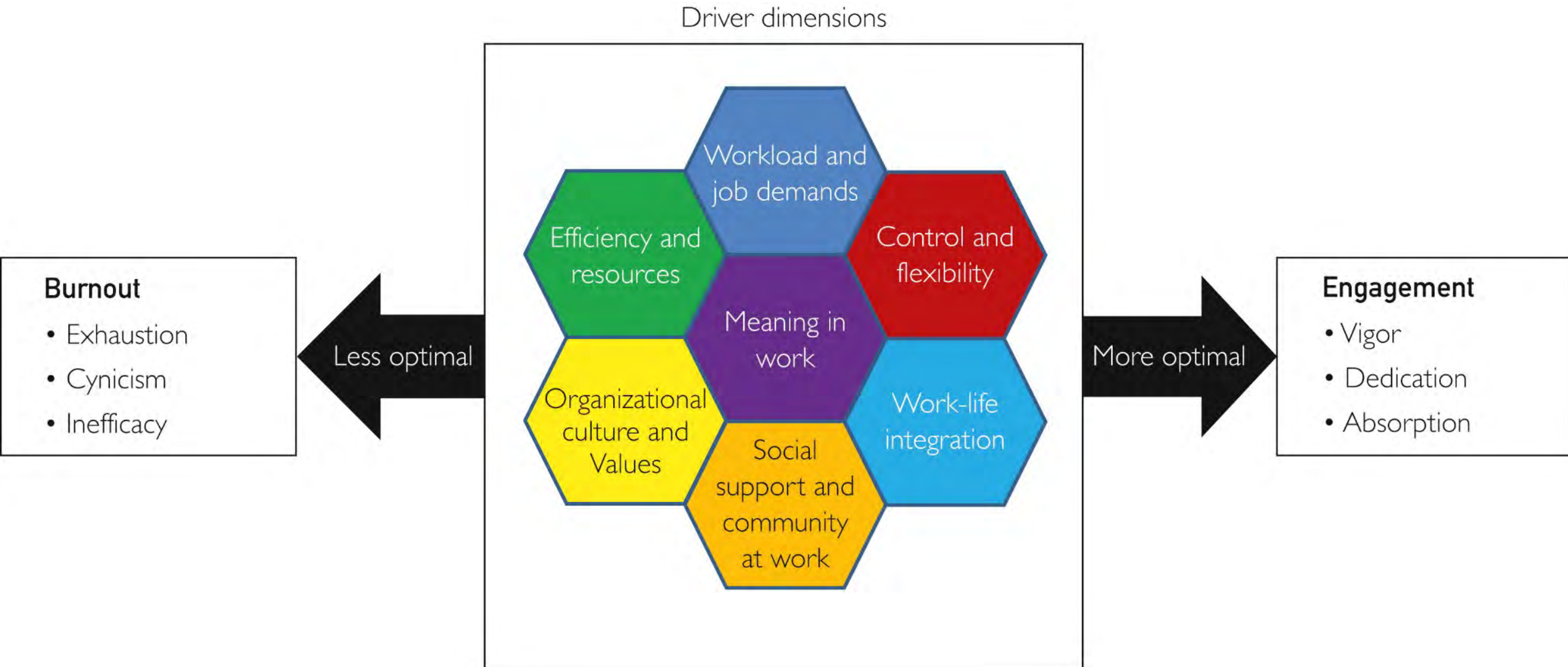
(Hertzberg et al 2016)

## Increased awareness of the importance of physician health and reduced barriers to asking for help?

(counselling services for doctors; started new study)



# Work-home balance – one important dimension



Shanafelt and Noseworthy 2017, Executive Leadership and Physician Well-being: Nine Organizational Strategies to Promote Engagement and Reduce Burnout

# Thank you!

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