



*PAIMM*20 anys  
1998-2018

**Higher risk of mental disorders among  
health professionals than general  
population in Catalonia:  
20 years experience of PAIMM**

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Ms. Anna Mitjans



Col·legi de Metges  
de Barcelona

Fundació  GALATEA

October 12<sup>th</sup> 2018



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# What is the Galatea Foundation?

- 2001: Catalan Medical Council with the autonomous government of Catalonia.
- Devoted to enhancing the health and the wellbeing of doctors and other health professionals.
- Doctors, nurses, veterinarians, pharmacists, psychologists, dentists, social workers and physiotherapists.
- Caring programs for health professionals  
***Galatea Clinic***
- Prevention and health promotion programs

# Caring programs

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## ☛ Mental disorders and addictive behaviours

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Programa d'Atenció Integral al Metge Malalt.



RETORN

Programa d'atenció a infermeres i infermers.



ASSÍS

Programa d'atenció al veterinari malalt.



ITACA

Programa d'atenció al farmacèutic malalt.



SUPORTS

Programa d'atenció a treballadors/es socials.



PSYQUE

Programa d'atenció al psicòleg malalt.



APOL·LÒNIA

Programa d'atenció a l'odontòleg malalt.



AFÍ

Programa d'atenció al fisioterapeuta malalt.



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# Coverage, healthcare data and budget

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- 134,154 health professionals in Catalonia / 40,408 doctors
- 36,274 doctors working, 4.8 doctors/1,000 inhabitants
  
- 1998-2018: 4,000 HP / 2,500 doctors attended
  
- Doctors: 500-530 open medical records / 120-140 new cases per year
- Other healthcare professionals: 400 o.m.r. / 75-80
  
- Galatea Clinic Budget: 1,5 M€ (Health Adm.) +  
+ 0,5 M€ HP Councils



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# Philosophy



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- ✓ Assist deontological rules
- ✓ Non persecutory
- ✓ Non punitive if not absolutely necessary
- ✓ Voluntary access
- ✓ Promote rehab of professionals
- ✓ Anonymous and confidential
- ✓ Free for active healthcare professionals

**Assure the general population that our physicians are “fit to practice”**



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# The dilemma of a regulatory agent-service provider

ORIGINAL ARTICLE



## Medical Licensure Questions and Physician Reluctance to Seek Care for Mental Health Conditions

Liselotte N. Dyrbye, MD, MHPE; Colin P. West, MD, PhD; Christine A. Sinsky, MD; Lindsey E. Goeders, MBA; Daniel V. Satele, BS; and Tait D. Shanafelt, MD

© 2017 Mayo Foundation for Medical Education and Research ■ Mayo Clin Proc. 2017;92(10):1486-1493

[Gen Hosp Psychiatry](#). 2016 Nov - Dec;43:51-57. doi: 10.1016/j.genhosppsy.2016.09.004. Epub 2016 Sep 15.

**"I would never want to have a mental health diagnosis on my record": A survey of female physicians on mental health diagnosis, treatment, and reporting.**

Gold KJ<sup>1</sup>, Andrew LB<sup>2</sup>, Goldman EB<sup>3</sup>, Schwenk TL<sup>4</sup>.

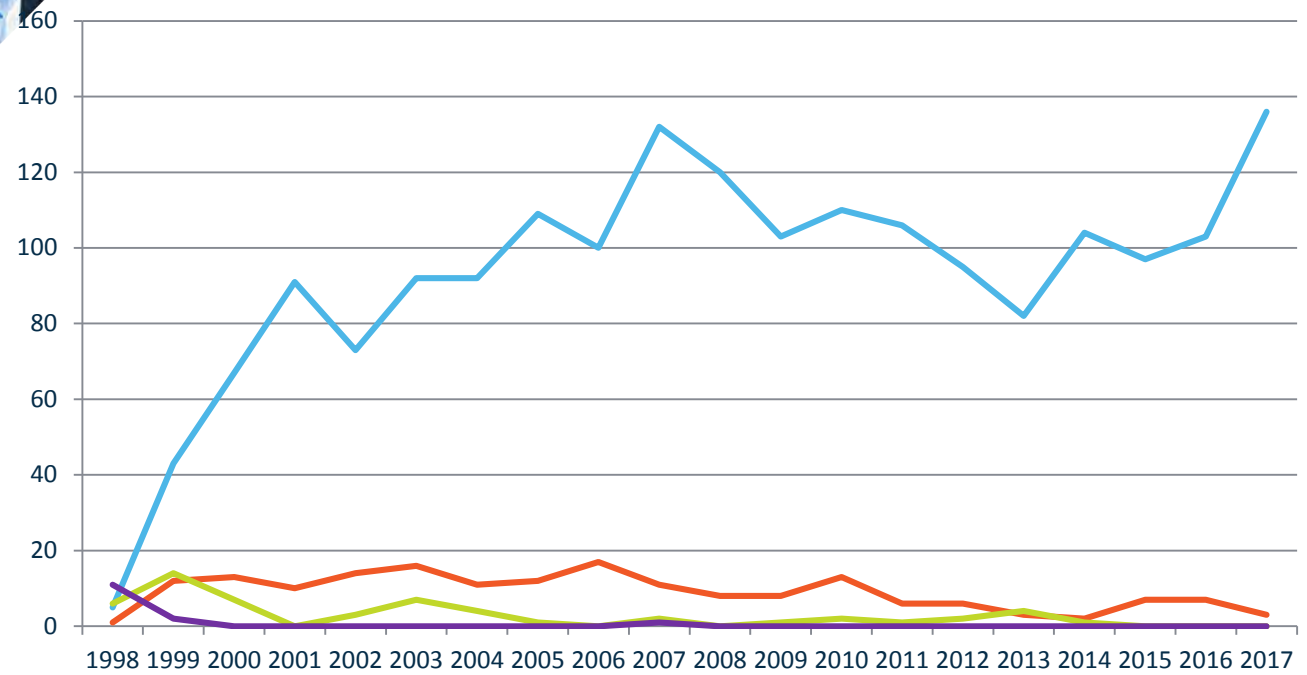
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# Access to

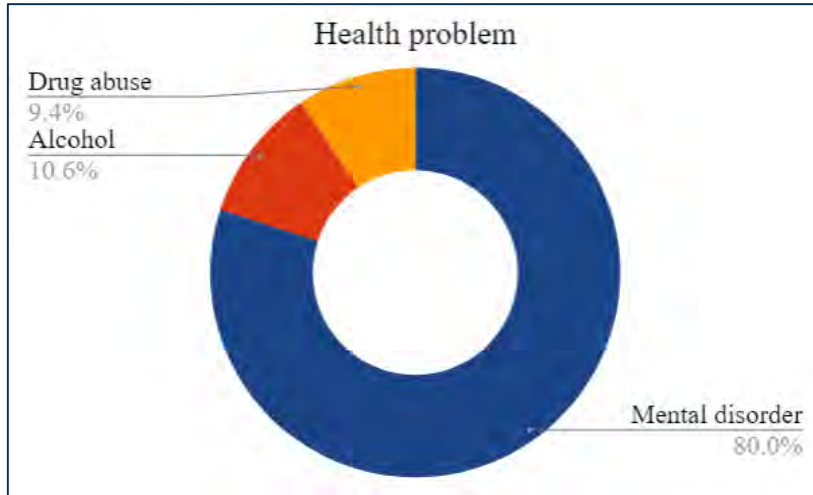
*PAIMM***20** anys  
1998-2018



- VOLUNTARY REFERRAL
- INDUCED VOLUNTARY REFERRAL
- CONFIDENTIAL INFO
- REPORTED

# Access to

*PAIMM***20**anys  
1998-2018







# Caring program conclusion

- Regulating our profession is much more than punitive measures.
- Self-regulation begins with self awareness of wellbeing.
- Programmes promoted by regulating agents can be successful based on clinical decisions.
- Accurate balance between confidentiality and good coordination with therapists is crucial to make regulatory goal effective.

# Research.

Studies on health,  
lifestyles and working  
conditions.

# Studies on health, lifestyles and working conditions of health professionals

2010



2013-2017



2006



2012



2015-2016



2015-2016



2016-2017



2016-2017



Ongoing:

Social workers

Physiotherapists

# Methodology

**Fact sheet**

	Medical students	Residents (baseline)	Residents (1st year)	Residents (4th year)	Doctors 30-55 anys	Paediatricians	Dentists	Pharmacists	Psychologists	Nurses
<b>Data collection date</b>	Feb-June 2011	May-June 2013	May- June 2014	March-April 2017	Dec 2005 - Apr 2006	May - Sept 2013	Sept 2016 - Apr 2017	June-Oct 2015	Sept 2016 - Apr 2017	Nov 2015 - March 2016
<b>Universe</b>	808	831	831	831	22.229	7.425	5.132	6.630	14.296	42.391
<b>Sample</b>	420	478	290	216	762	1.028	597	686	1.115	2.258
<b>Margin of error</b>	±3,4%	±3%	±5%	±5,6%	±3,55%	±2,9%	±3,8%	±3,56%	±2,8%	±2%
<b>Response rate</b>	52%	57,5	34,9	26,0	31,80%	13,8	11,6%,	10,30%	7,8%,	5,30%



# Questionnaire

- **Demographic data:** sex, age, birth place, living situation
- **Profession / Speciality**
- **Lifestyles:** physical activity (IPAQ), alcohol and tobacco consumption (self-declared)
- **Health parameters:** self-perceived health, chronic disorders, height and weight, sleeping, usual hassles, mental health indicator (GHQ)
- **Health habits:** availability of GP, medical history, access to public health services
- **Personality traits (only baseline), personal events and satisfaction with several life aspects (students and residents)**

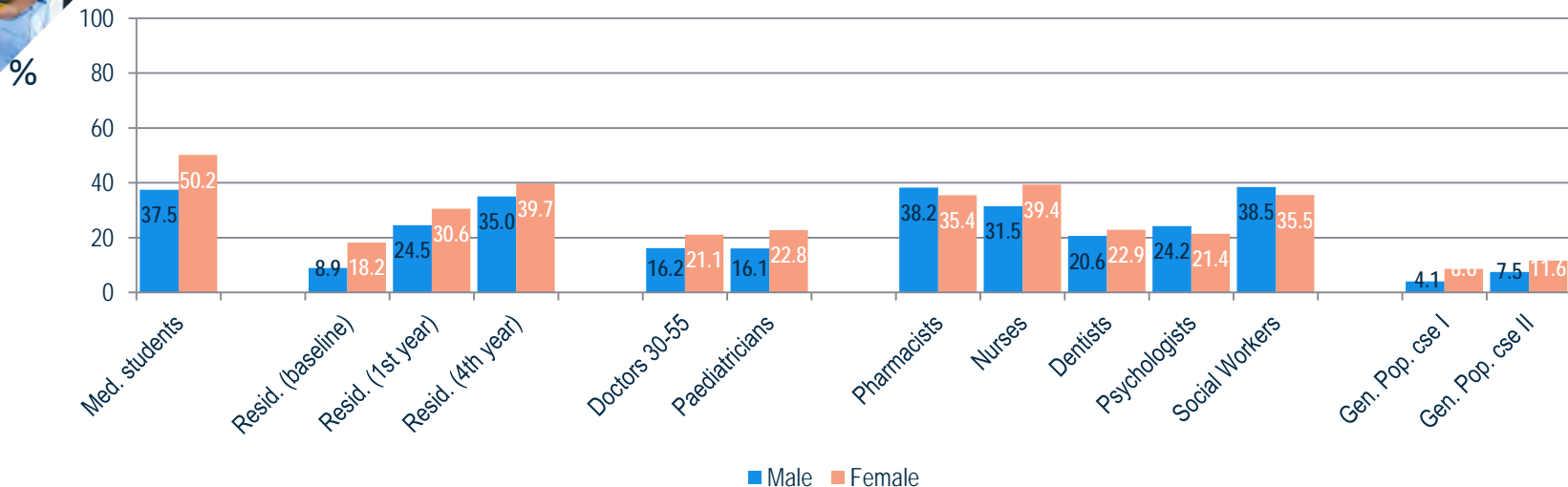
# Questionnaire

- **Working conditions:** schedule, number of on duty hours...
- **Workplace characteristics:** type (primary care, hospital), size, sector (public, private)
- **Psycho-social risks measurement:** Resident Learning Survey, Oldenburg Burnout Inventory (OLBI), job content questionnaire adaptation (Karasek), Maslach Burnout Inventory (MBI)

# Some results

# Stress in health professionals is a reality

Risk of poor mental health (GHQ-12)



Criteria: 3 or more

Source: Galatea Foundation studies and Health Catalan Survey (ESCA)

**More risk of poor mental health among health professionals than among general population. More risk among women.**

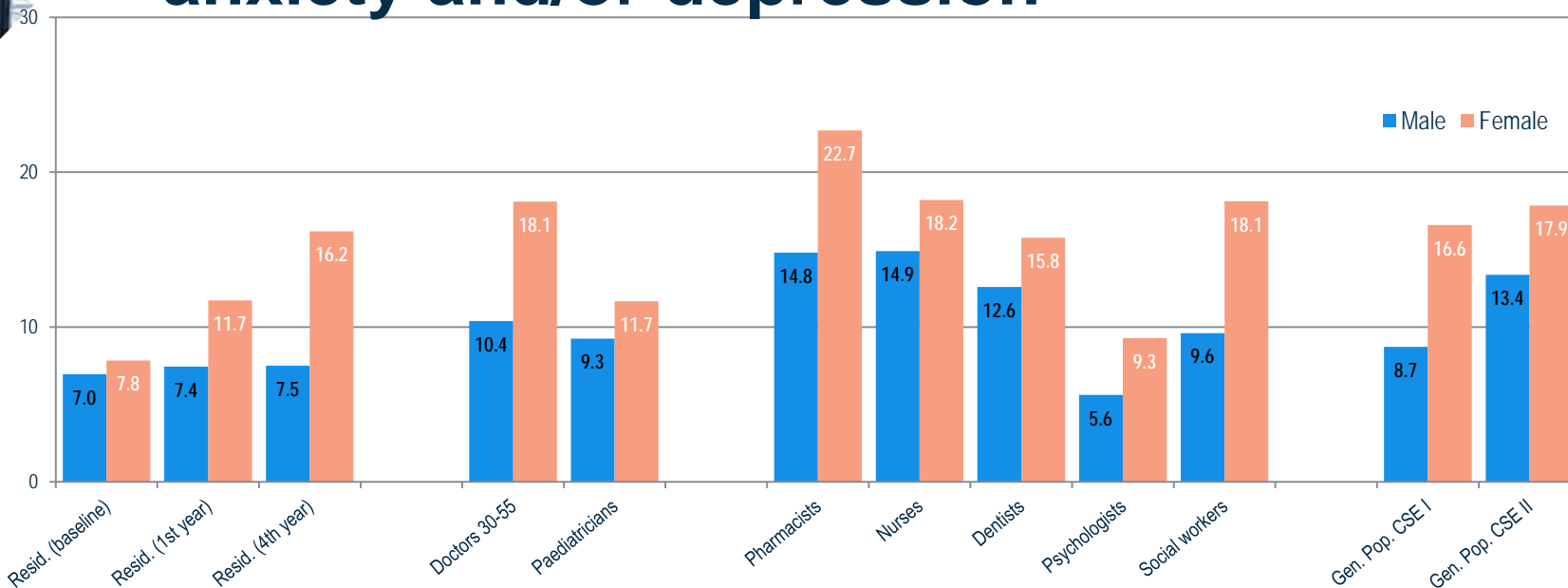
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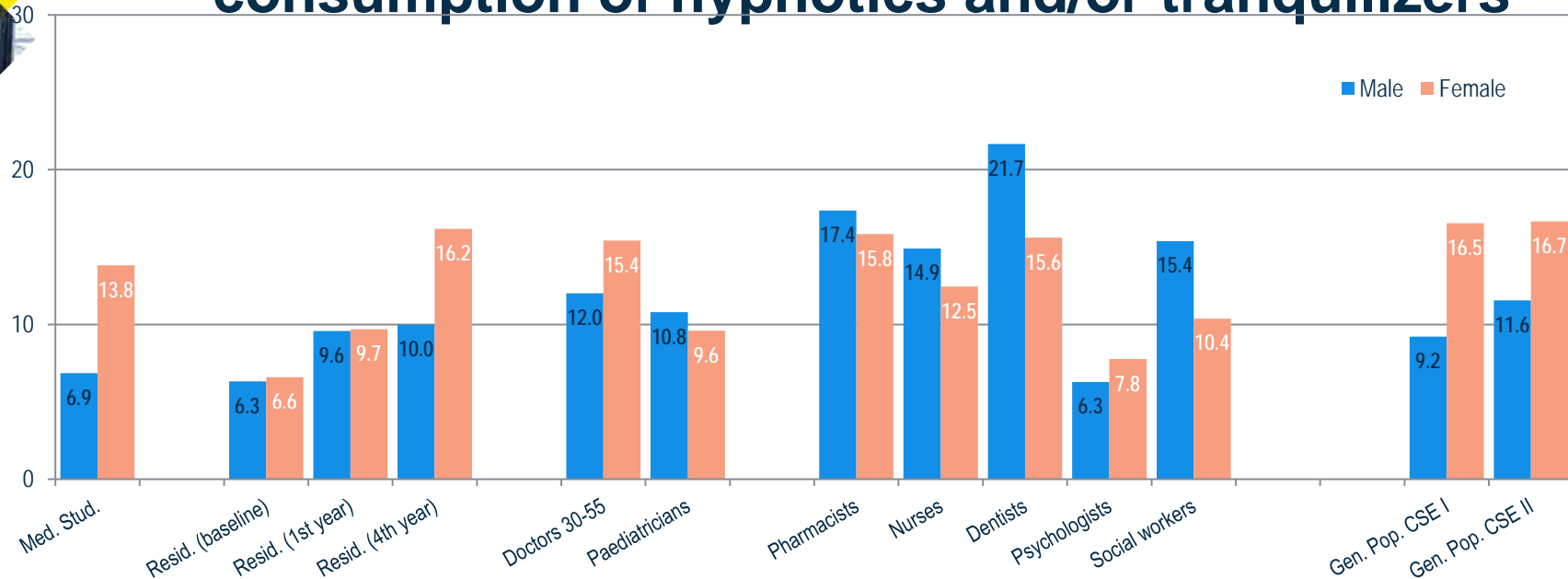
# Stress in health professionals is a reality: anxiety and/or depression



Source: Galatea Foundation studies and Health Catalan Survey (ESCA)

**Risk of poor mental health >>> anxiety and depression -> Resilience**  
**Prevention is important**                      **Psychologists OK**

# Stress in health professionals is a reality: consumption of hypnotics and/or tranquilizers

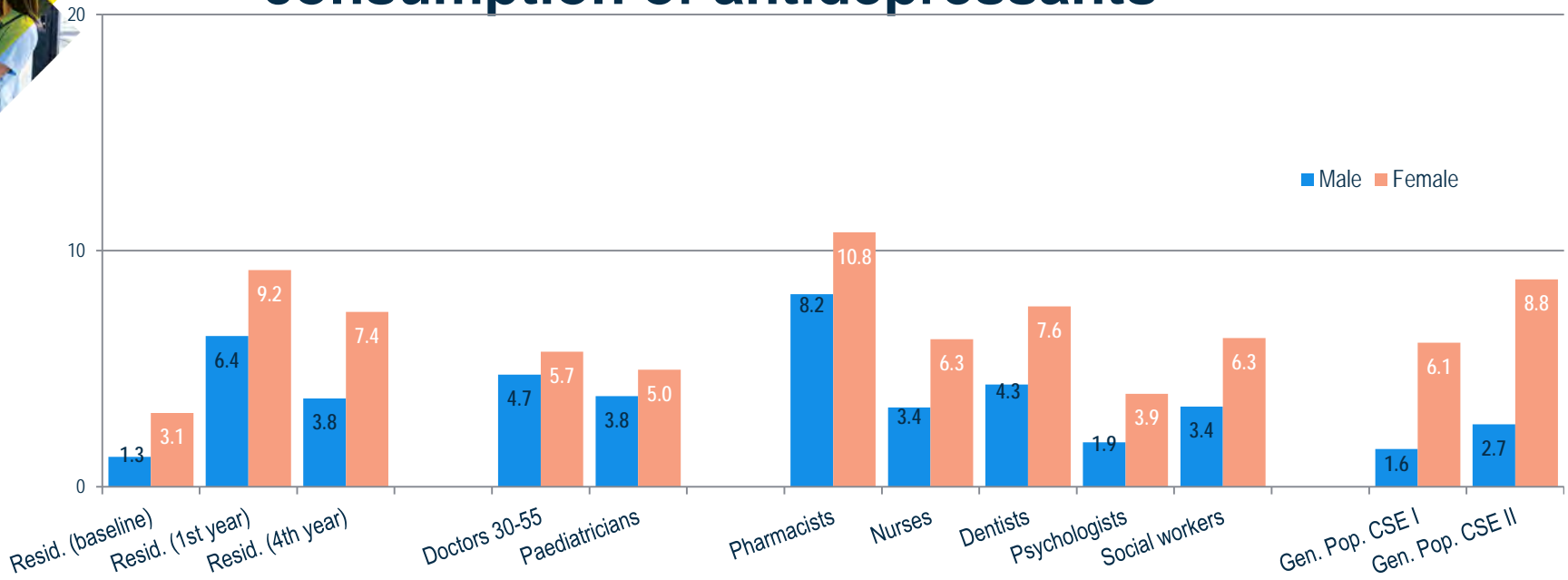


Source: GF studies and Health Spanish Survey

**Consumption increases along residency, reaching the same level of general population in the last year**

**Pharmacists, nurses and dentists: men overall**

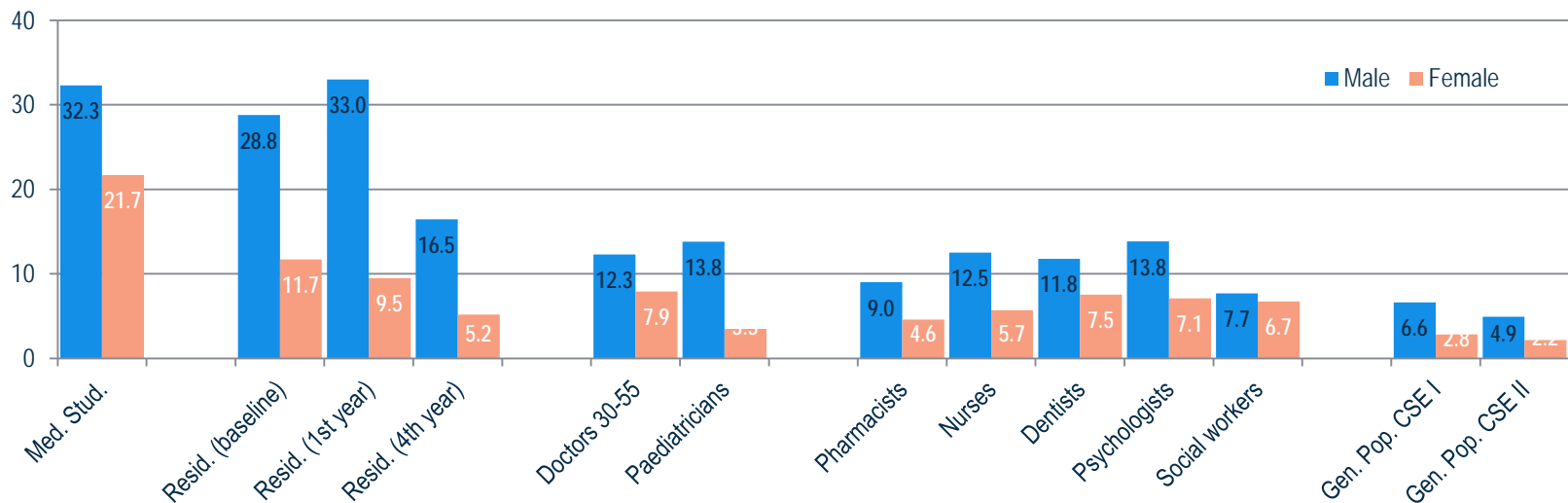
# Stress in health professionals is a reality: consumption of antidepressants



Source: GF studies and Health Spanish Survey

**Higher in women in all targets**  
**1st year residents**  
**Pharmacists**

# Stress in health professionals is a reality: risk levels of alcohol consumption



Source: Galatea Foundation studies and Health Catalan Survey (ESCA)

**Higher in men in all targets**

**Higher in health professionals than in general population**

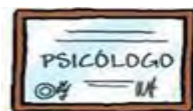


# Support activities to foster wellbeing

# Support activities to foster wellbeing

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- Emotional Support for health professionals.
- Training programs:
  - activities for resident doctors and their tutors,
  - tools and skills to improve burnout prevention,
  - on-line learning platform
- Materials: guides, leaflets, videos...





# Emotional Support for health professionals

- ✓ For healthcare professionals who suffer from stress or burnout, adaptative disorders and cases as a result of environmental factors (professional or personal).
- ✓ Supplied by a network of specially chosen psychotherapists by the GF.
- ✓ Maximum of 5 sessions, 50% funded by the GF
- ✓ Healthcare professionals attended:
  - ✓ April-Dec. 2017 – 99
  - ✓ Jan-Sept. 2018 - 149

# Training

- Training team of 5 professionals including doctors and psychologists
- Half-day / day face to face sessions for 15-20 healthcare professionals
- Offered to health professionals councils and to health care centers
- Three training lines:
  - Junior doctors' health: tutors, residents
  - Burnout prevention
  - Competences for a healthier practice: leadership, communication skills, team working





# Training



The screenshot shows a web browser window displaying the website for Aula Fundació Galatea. The browser tabs include "Programa assistencial", "Aula Fundació Galatea", "Edit Difusió T. Farmacèutics", and "Aula Fundació Galatea". The address bar shows "aula.fgalatea.org/?lang=ca". The website header features the title "Aula de Salut i Benestar" and "Fundació GALATEA". A login form with fields for "Nom d'usuari" and "Contrasenya" is visible, along with a link for "Heu oblidat el nom d'usuari o la contrasenya?". A navigation menu includes "Aula Fundació Galatea", "Presentació", "Català (ca)", and "Cerca cursos". The main content area features a large image of a woman drinking water, with a blue overlay text that reads "Eines per exercir de forma saludable.". Below the image are logos for "COL·LEGI DE FARMACÈUTICS DE BARCELONA", "COVB COL·LEGI OFICIAL DE VETERINARIS DE BARCELONA", "Col·legi Oficial de Podòlegs de Catalunya", and "COL·LEGI DE DE I". A "Navegació" menu is open, showing "Inici" and "Cursos". The Windows taskbar at the bottom shows the date and time as "12:28 07/06/2017".

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# Materials

- Leaflets, videos, guides





# Prevention and health promotion: results

Increasing number and range of activities based on our research to:

- Raising awareness of the importance of taking care of oneself
- Early detection of cases
- Promotion of our caring programs and services

Prevention and health promotion programs as a good complement of our caring programs

# Where do we go from here

- Future research:
  - Further analyses to obtain more in depth conclusions: gender, consumptions, ...
  - Update study among doctors
  - Qualitative studies to learn more about risk and protective factors
  - Burnout
- Future training: teamwork, communication skills
- Burnout self-detection app



# Thank you for your attention



[www.comb.cat](http://www.comb.cat)  
[www.fgalatea.org](http://www.fgalatea.org)  
<http://www.clinica-galatea.com>



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