



It takes a village:

One model to implement, support and sustain a culture of health and wellness in a large physician group

Dawn R. Clark, MD

Southern California Permanente Medical Group

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ICPH 2018

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Faculty/Presenter Disclosure

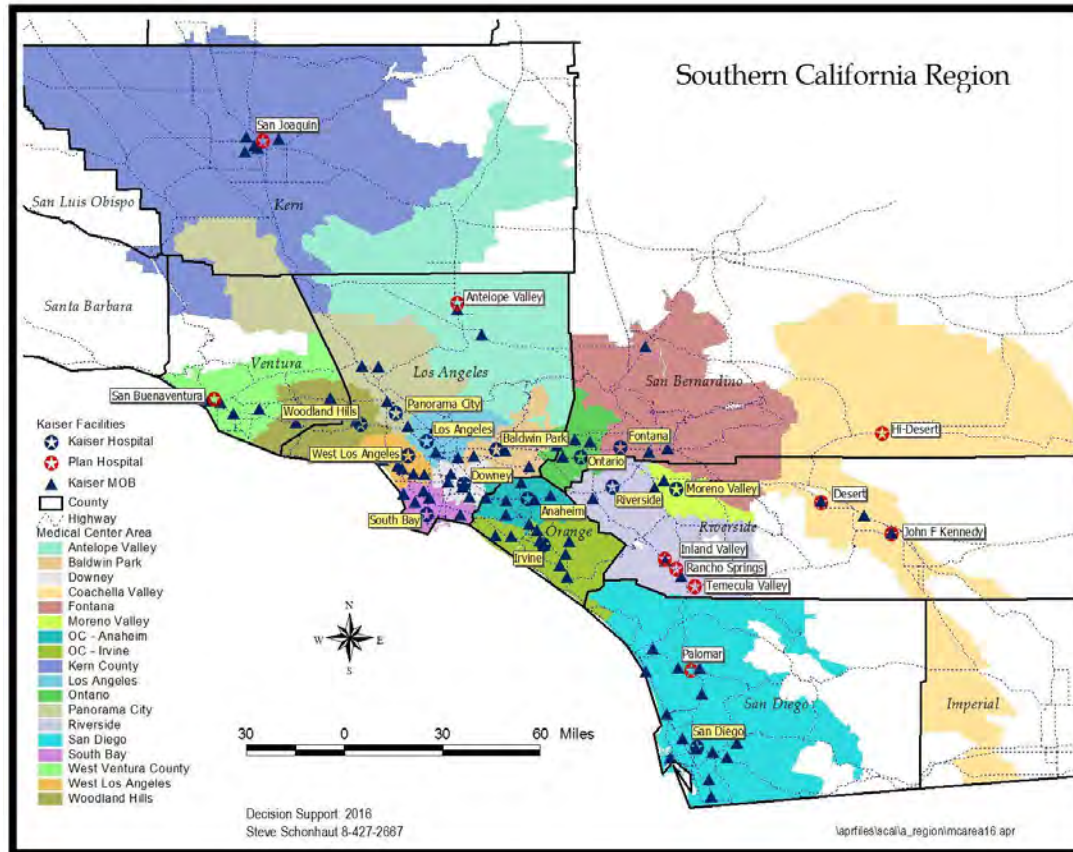
- **Faculty:** Dawn R. Clark, MD
- **Relationships with commercial interests:** None



Objectives for Project

- Create meaningful change to Southern California Permanente Medical Group's Culture of Health
- Ensure change is sustainable





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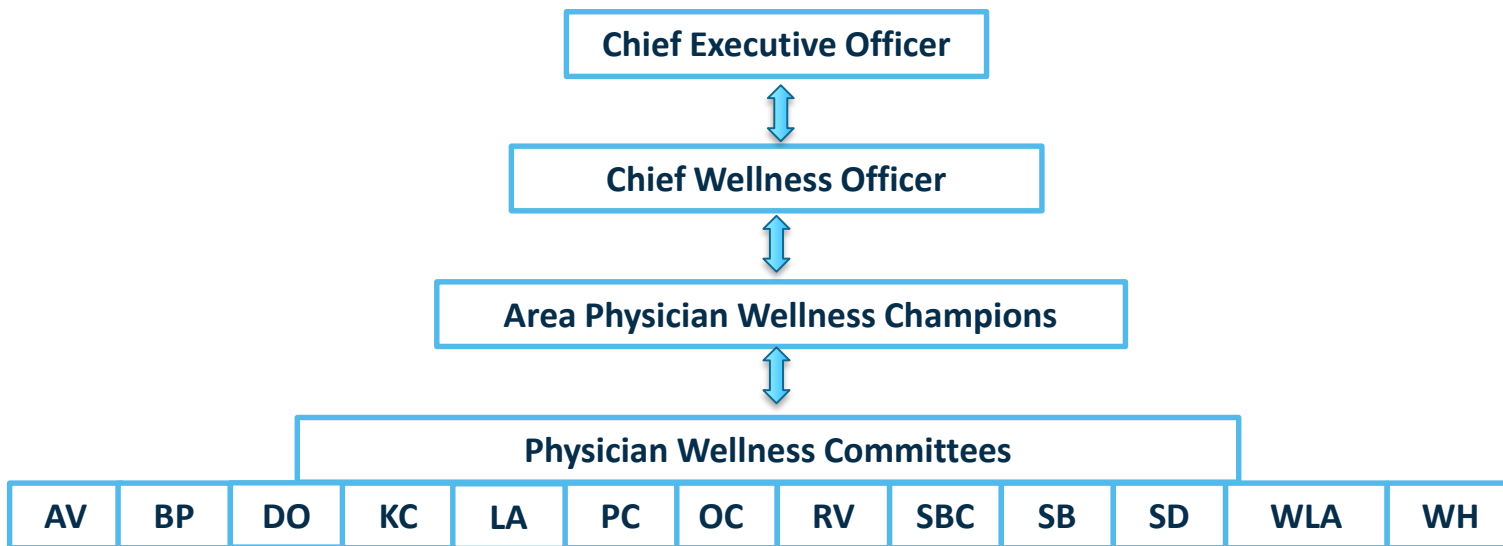
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Background: Physician Wellness Program Architecture (2013)



Background: 5 Pillars Wellness Model

- Prevention
- Professionalism and Continuing Medical Education



- Practice Management

- Collegiality and Community Service
- Healthy Eating, Activity, and Weight



Program Evaluation

- Two Cross Sectional web-based survey 2013 and 2016
- 7 Culture of Wellness questions
 - Likert Scale

Difference between 2013 SCPMG Physician and 2016 SCPMG Physician item means are significant at $p < .001$.
% Favorable = % Strongly Agree + % Agree



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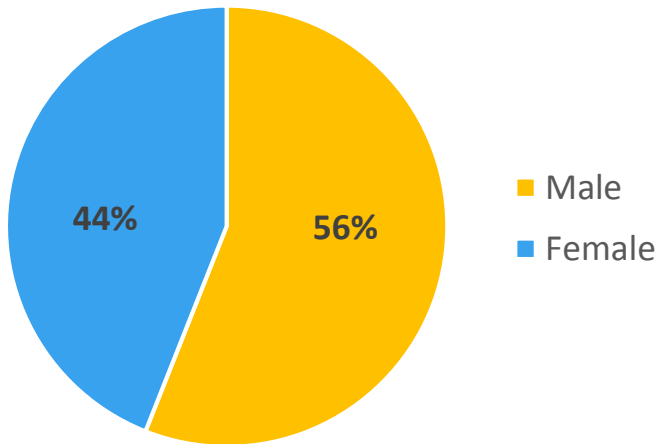


Results

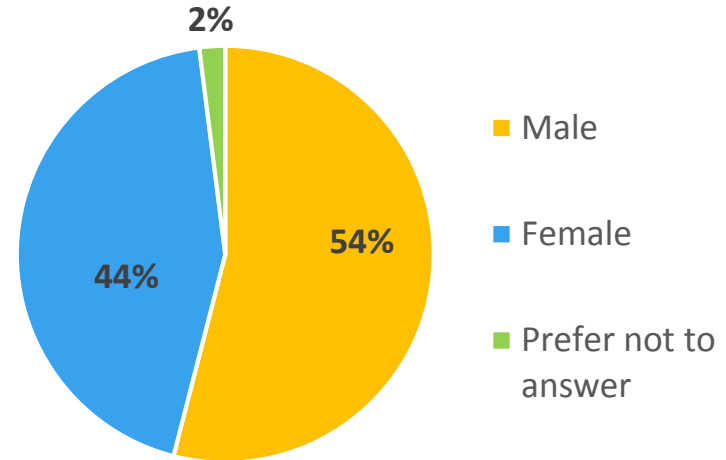
- **2013:**
 - Response Rate: 29%
 - # of received responses: 1,747
- **2016:**
 - Response Rate: 37%
 - # of received responses: 2,781

Results – Gender Demographics:

2013 Survey Gender Demographics

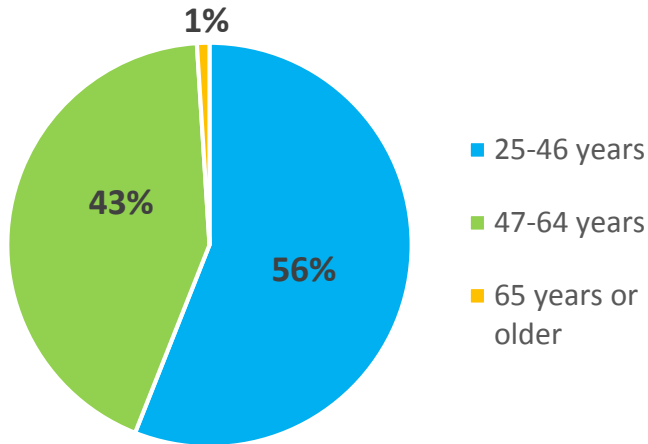


2016 Survey Gender Demographics

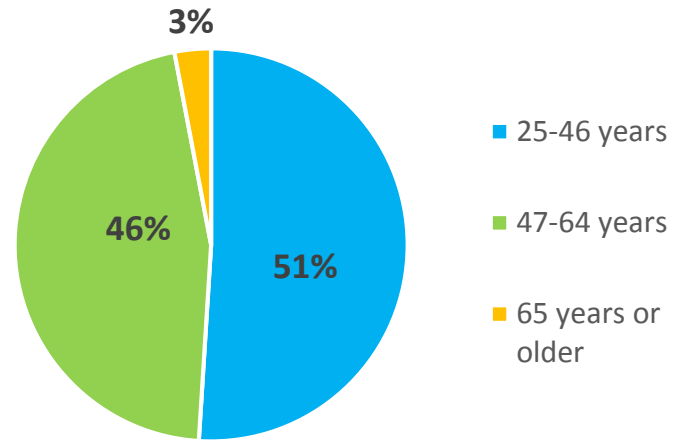


Results – Age Demographics:

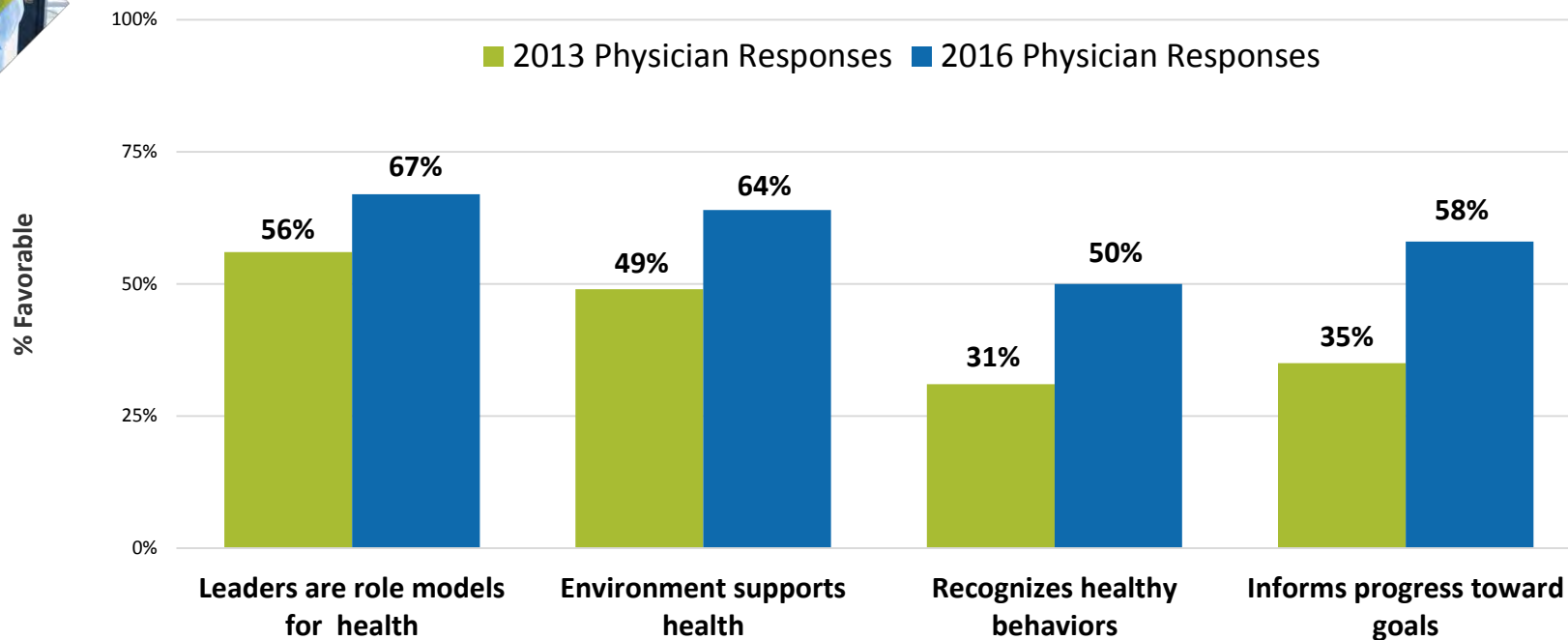
2013 Survey Age Demographics



2016 Survey Age Demographics

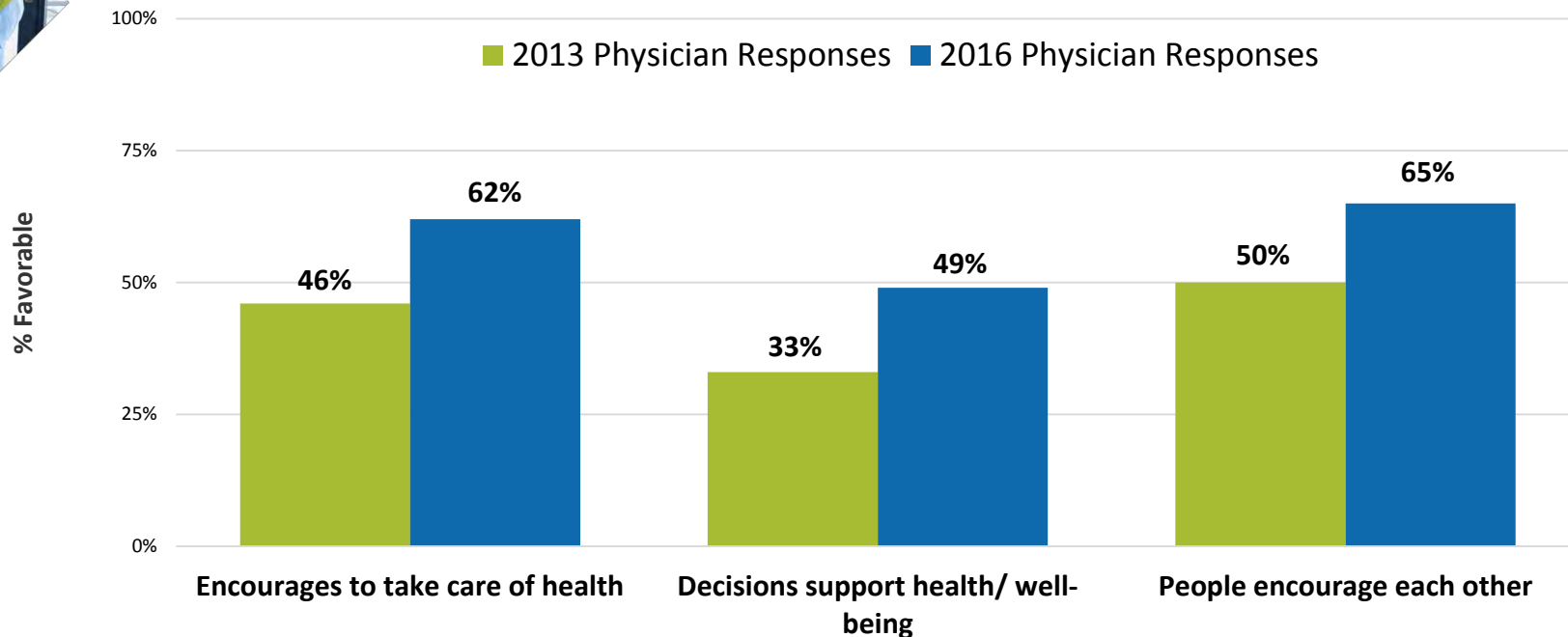


Results – Responses



Difference between 2013 SCPMG Physician and 2016 SCPMG Physician item means are significant at $p < .001$.
% Favorable = % Strongly Agree + % Agree

Results – Responses (cont.)



Difference between 2013 SCPMG Physician and 2016 SCPMG Physician item means are significant at $p < .001$.
% Favorable = % Strongly Agree + % Agree



Limitations

- Unable to determine:
 - Causality due to study design limitations
 - Effects of specific programs implemented
- Limited data available and participants not tracked over time





Conclusion

- Physician's perception improved over a three year period
- Support and engagement is needed from senior leadership
- Implementation, consistency and sustainability of programs are based on local champions/leadership
- Additional evaluation in 2019 will give us more information





Thank you!

Contact:

Dawn.R.Clark@kp.org



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