

CMA National Physician Health Survey: Behavioural and Occupational Predictors

ICPH, October 2018

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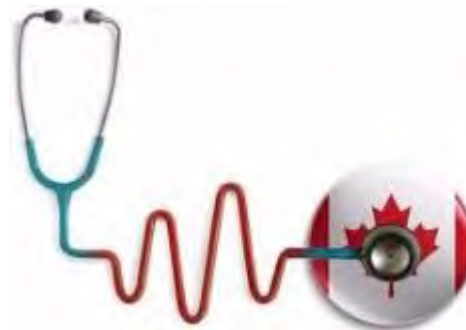
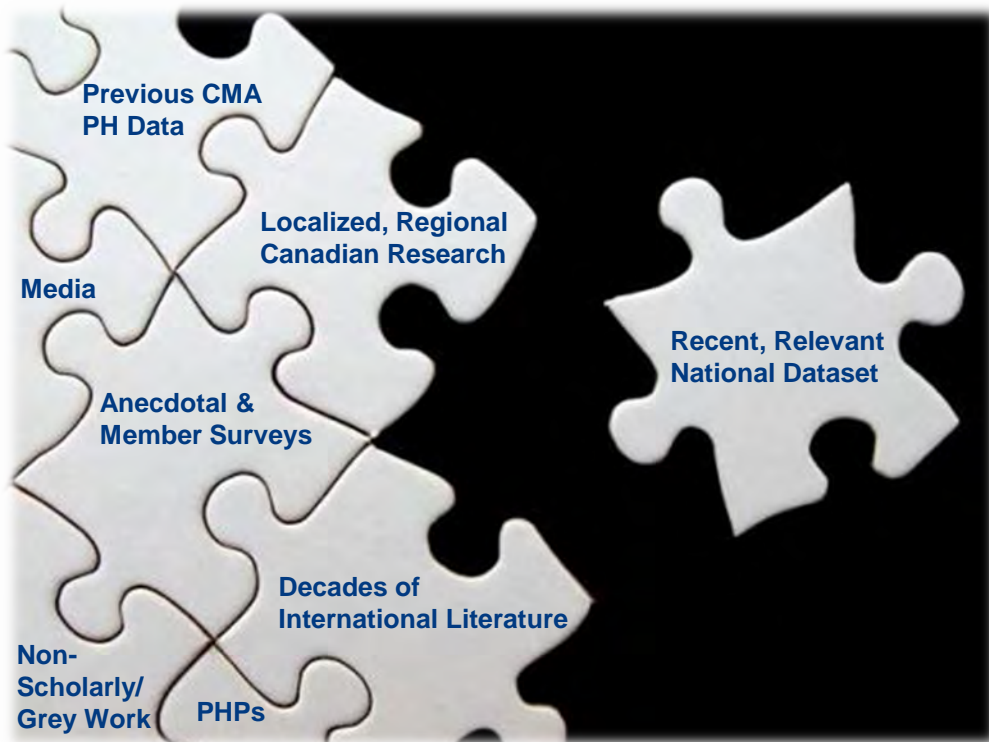
Physician Health & Wellness: What we know

Individual	Patient Care	Health Systems	Medical Culture
<ul style="list-style-type: none">• Decreased personal and professional satisfaction• Higher rates of burnout• Increased risk of suicide + ideation	<ul style="list-style-type: none">• Negative impact on quality of care• Increased risk for medical errors	<ul style="list-style-type: none">• Quality indicator: Wellness → 'Quadruple Aim'• Reduced productivity, absenteeism; early retirement	<ul style="list-style-type: none">• Physicians among lowest users of health services• Tend to delay/avoid seeking treatment• 'Hidden Curriculum'• Stigma = Barrier

Physician health & wellness: What we know

- Range of individual, socio-cultural, occupational and system factors:
 - *Shift from 'individual problem' → Shared responsibility*
- Increasingly voicing distress + calling for resources/support/action.
- CanMEDS (non-medical competencies) Professional Role:
 - *Demonstrate commitment to own health + support for colleagues*

What we don't know: National (Canadian) data



CMA National Physician Health Survey (NPHS)

- Recent, relevant national data:
 - ✓ *Establishing baselines for major behavioural and occupational indicators (knowledge gap in Canada)*
- CMA: Inform/target/refine initiatives and advocacy efforts.



CMA NPHS: Constructs assessed

Psychological Variables:

- Burnout
- Depression (screening)
- Suicidal Ideation
- Mental Health
- Resilience
- Health Services

Behavioural Variables:

- Physical Activity
- Diet Habits
- Substance Use
- Alcohol Use
- Sleep Hours
- Primary care physician

Occupational Variables:

- Work Hours
- Career Satisfaction
- Collegiality
- Efficiency/Resources
- Work-Life Integration
- Presenteeism

CMA NPHS: Participant Demographics

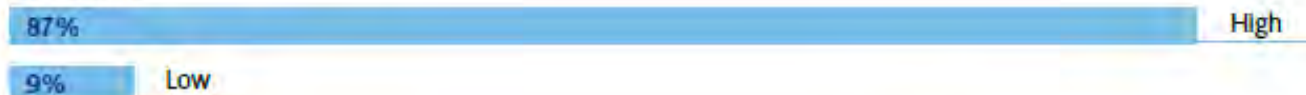
	Resident		Physician	
	%	n	%	n
Gender				
Men	34.5	138	47.3	1,206
Women	65.3	261	52.2	1,329
Years in residency				
1 st	31.9	125	-	-
2 nd	30.9	121	-	-
3 rd	11.0	43	-	-
4 th	11.0	43	-	-
5+	15.3	60	-	-
Years in practice				
≤ 5	-	-	19.6	498
6–10	-	-	12.8	326
11–15	-	-	11.5	292
16–20	-	-	10.5	266
21–25	-	-	9.7	245
26–30	-	-	11.7	298
≥ 31	-	-	23.6	599

- Random, representative sample:
 - Sample ($N = 34,517$)
 - Responses ($n = 2,947$)
 - 8.5% response rate

CMA NPHS: National Snapshot

WELL-BEING (N = 2693):

Emotional:



Social:



Psychological:



Resilience (n = 2693):



CMA NPHS: National Snapshot

BURNOUT (HIGH) (N = 2744):

26% High emotional exhaustion

15% High depersonalization

30% Overall

DEPRESSION (SCREENING) (N = 2740):

34%

SUICIDAL IDEATION (N = 2735):

19% Lifetime

8% Last 12 months

CMA NPHS: National Snapshot



Reported being either aware or somewhat aware of what Physician Health Program services are available to them.



Reported accessing a Physician Health Program in the last 5 years

TOP REPORTED BARRIERS TO SEEKING HELP:

- 1 Believing situation is not severe enough
- 2 Ashamed to seek help

CMA NPHS: National Snapshot

Interpretations:

- ✓ High levels of burnout, despite high levels of resiliency
 - ✓ *Suggests the issue is broader than individual factors and extends to other systemic factors*
- ✓ Relatively few differences across demographics
 - ✓ *Suggests health and wellness issues transcend the profession*
- ✓ Barriers to seeking help are related to stigma
 - ✓ *Suggests stigma needs to be addressed and eliminated to normalize help-seeking*

CMA NPHS: Ongoing analyses

- Occupational and behavioural descriptives
- Occupational and behavioural predictors



CMA NPHS: Constructs assessed

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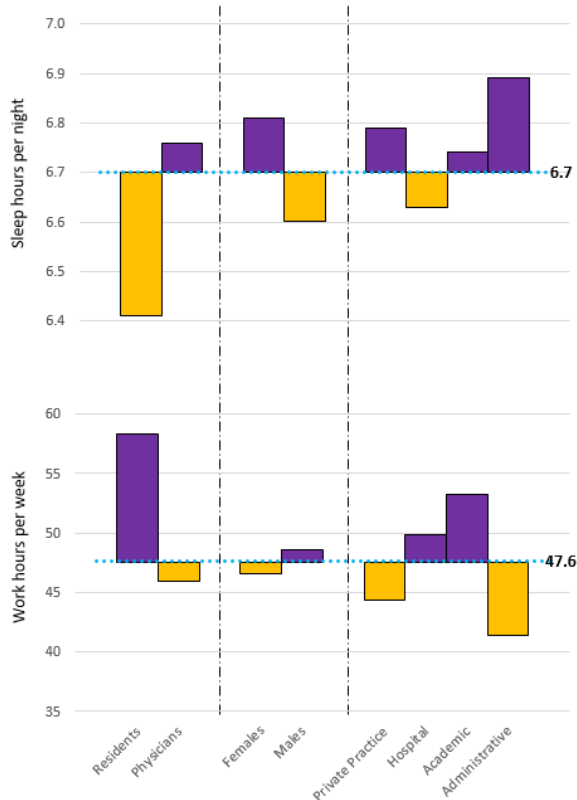
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Occupational Variables:

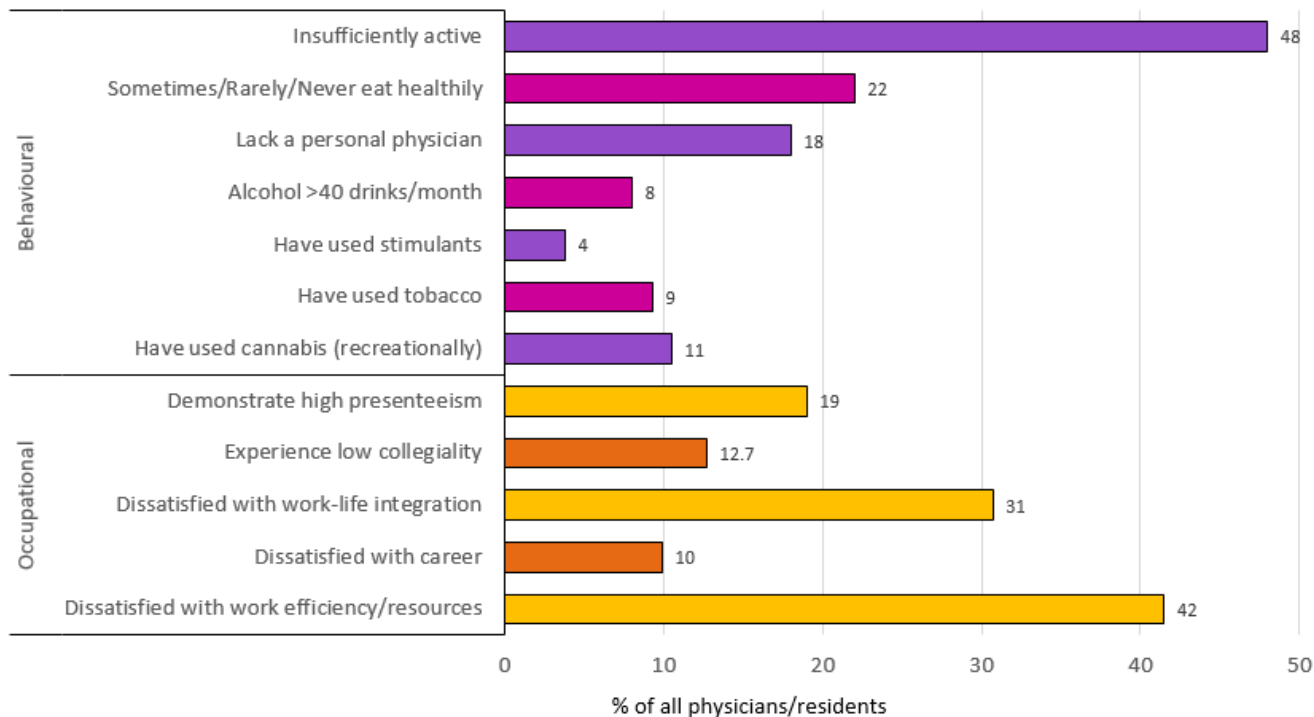
- Work Hours
- Career Satisfaction
- Collegiality
- Efficiency/Resources
- Work-Life Integration
- Presenteeism

CMA NPHS: Behavioural and Occupational Descriptives



- ✓ Average sleep hours per night = 6.7 hours
- ✓ Average work hours per week = 47.6 hours
- ✓ Average on-call hours per month = 110.5 hours

CMA NPHS: Behavioural and Occupational Descriptives



CMA NPHS: Behavioural and Occupational Predictors



CMA NPHS: Behavioural and Occupational Variables

Emerging Interpretations:

- ✓ Physicians and residents are the most dissatisfied with work efficiency/resources and work-life integration
- ✓ Career satisfaction and presenteeism were the strongest predictors
- ✓ Both behavioural and occupational variables significantly predict physician health and wellness

Where we are: Physician health and the CMA



- ✓ Promoting a vibrant and engaged profession (CMA 2020 Vision)
- ✓ CMA Policy on Physician Health
- ✓ CMA Statement on Physician Health
- ✓ CMA Student Wellness Ambassador Initiative
- ✓ International and Canadian Conferences
- ✓ New VP + Department in physician health and wellness



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