WELLNESS

Physician Well-Being
Goals & Objectives

• Describe current trends in physician well-being
• Provide resources for recognizing, preventing, and coping with physician burnout, stress, and depression
### Medscape National Physician Burnout & Suicide Report 2020: The Generational Divide

Leslie Kane, MA | January 15, 2020 | Contributor Information

https://www.medscape.com/slideshow/2020-lifestyle-burnout-6012460#1 <accessed 7-6-20>

> 15,000 Physicians from 29 specialties

#### Which Physicians Are Most Burned Out?

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Burnout Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urology</td>
<td>54%</td>
</tr>
<tr>
<td>Neurology</td>
<td>50%</td>
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<tr>
<td>Nephrology</td>
<td>49%</td>
</tr>
<tr>
<td>Diabetes &amp; Endocrinology</td>
<td>46%</td>
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<tr>
<td>Family Medicine</td>
<td>46%</td>
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<tr>
<td>Radiology</td>
<td>46%</td>
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<tr>
<td>Ob/Gyn</td>
<td>46%</td>
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<tr>
<td>Rheumatology</td>
<td>46%</td>
</tr>
<tr>
<td>Infectious Diseases</td>
<td>45%</td>
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<tr>
<td>Critical Care</td>
<td>44%</td>
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<tr>
<td>Cardiology</td>
<td>44%</td>
</tr>
<tr>
<td>Internal Medicine</td>
<td>44%</td>
</tr>
<tr>
<td>Physical Medicine &amp; Rehabilitation</td>
<td>44%</td>
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<tr>
<td>Emergency Medicine</td>
<td>43%</td>
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<tr>
<td>Oncology</td>
<td>42%</td>
</tr>
<tr>
<td>Anesthesiology</td>
<td>41%</td>
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<tr>
<td>Pediatrics</td>
<td>41%</td>
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<tr>
<td>Pulmonary Medicine</td>
<td>41%</td>
</tr>
<tr>
<td>Allergy &amp; Immunology</td>
<td>38%</td>
</tr>
<tr>
<td>Plastic Surgery</td>
<td>37%</td>
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<tr>
<td>Gastroenterology</td>
<td>36%</td>
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<tr>
<td>Dermatology</td>
<td>36%</td>
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<tr>
<td>Pathology</td>
<td>36%</td>
</tr>
<tr>
<td>Surgery, General</td>
<td>35%</td>
</tr>
<tr>
<td>Otolaryngology</td>
<td>35%</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>35%</td>
</tr>
<tr>
<td>Orthopedics</td>
<td>34%</td>
</tr>
<tr>
<td>Ophthalmology</td>
<td>30%</td>
</tr>
<tr>
<td>Public Health &amp; Preventive Medicine</td>
<td>29%</td>
</tr>
</tbody>
</table>

#### 10 Facts About Physician Suicide and Mental Health

1. Suicide generally is caused by the convergence of multiple risk factors—the most common being untreated or inadequately managed mental health conditions.
2. An estimated 300 physicians die by suicide in the U.S. per year.
3. Physicians who took their lives were less likely to be receiving mental health treatment compared with nonphysicians who took their lives even though depression was found to be a significant risk factor at approximately the same rate in both groups.
4. The suicide rate among male physicians is 1.41 times higher than the general male population. And among female physicians, the relative risk is even more pronounced—2.27 times greater than the general female population.
5. Suicide is the second-leading cause of death in the 24–34 age range (Accidents are the first).
6. Twenty-eight percent of residents experience a major depressive episode during training versus 7–8 percent of similarly aged individuals in the U.S. general population.
7. Among physicians, risk for suicide increases when mental health conditions go unaddressed, and self-medication occurs as a way to address anxiety, insomnia or other distressing symptoms. Although self-medicating, mainly with prescription medications, may reduce some symptoms, the underlying health problem is not effectively treated. This can lead to a tragic outcome.
8. In one study, 23 percent of interns had suicidal thoughts. However, among those interns who completed four sessions of web-based cognitive behavioral therapy, suicidal ideation decreased by nearly 50 percent.
9. Drivers of burnout include workload, work inefficiency, lack of autonomy and meaning in work, and work-home conflict.
10. Unaddressed mental health conditions, in the long run, are more likely to have a negative impact on a physician’s professional reputation and practice than reaching out for help early.

#### Sources

AMA honors 22 organizations’ commitment to cutting doctor burnout

- Ascension Medical Group, St. Louis
- Beth Israel Deaconess Medical Center, Boston
- Boston Medical Center
- Cleveland Clinic
- Geisinger Health System
- Gould Medical Group, Modesto, California
- Heartland Health Centers, Chicago
- Icahn School of Medicine Mount Sinai, New York City
- Mayo Clinic, Rochester, Minnesota
- National Capital Region, Bethesda, Maryland
- Northwestern Medicine, Chicago
- Oak Street Health, Chicago
- Ochsner Health System, New Orleans
- Southern California Permanente Group, Pasadena
- St. Vincent Medical Group in Indiana
- Stanford Health Care, Palo Alto, California
- University of Colorado School of Medicine, Aurora
- University of North Carolina Health Care, Chapel Hill
- University of Pittsburgh Medical Center
- University of Rochester Medical Center, Rochester, New York
- Virginia Mason Medical Center, Seattle
- Wake Forest Baptist Health/Wake Forest School of Medicine, Winston-Salem, North Carolina

THRIVE

- UPMC Physician well-being committee
- Numerous resources
- Annual Well-Being Symposium each January

Physician THRIVE: Powered by UPMC

At UPMC, we have a duty to create a setting that fosters both the physical and emotional well-being for us all:

- Our patients
- Our neighbors
- Our families
- Ourselves

Contact Us

Contact the UPMC Physician THRIVE Program at PhysicianTHRIVE@upmc.edu.

The leadership at UPMC recognizes the vital role healthy, passionate, and engaged caregivers play in fulfilling this duty.

We know the unique stressors our practicing modern doctors face and commit to:

- Partnering with UPMC faculty, trainees, and staff to learn the workplace factors that both promote wellness and lead to burnout.
- Advancing our current well-being resources and adding new ones tailored to meet your needs and those of our communities.

To achieve this goal, we started the Physician THRIVE program in 2018.

Physician THRIVE: Supporting Your Health and Well-being

Physician THRIVE is a committee of doctors focused on:

- Learning the challenges you face.
- Expanding current well-being programs and resources.
- Creating new programs to promote your wellness and professional fulfillment.

https://www.upmc.com/healthcare-professionals/physicians/physician-thrive
Well-being, Environment, Learning, and Living
Graduate medical education well-being committee
Great resources available for both trainees as well as faculty

WELL Toolkit

All graduate medical training programs across the United States are now required to meet national standards related to physician well-being. The guidelines are defined by the Accreditation Council for Graduate Medical Education (ACGME) in section VIC of the Core Program Requirements. The WELL Toolkit was created to help academic institutions meet these mandates regarding physician well-being. Version 1.0 of the WELL Toolkit was created in collaboration with >80 clinician educators and content experts from across the nation. While there are many excellent well-being resources already in existence, the WELL Toolkit was designed by physicians for physicians with content that is specific to the practice of medicine.

https://gmewellness.upmc.com/
# Well-Being Resources for UPMC Attending Physicians

## Physicians Assistance Program: 866-918-1594
- www.lifesolutionsforyou.com (Corporate Login: UPMC)
  - Free, 24/7, confidential support for UPMC physicians (and household members)
  - Counseling in person or by phone (6 sessions per issue)
  - Support for stress, depression, anxiety, substance misuse, relationship concerns, domestic violence, etc.
  - Personalized resources (e.g. child- or eldercare, housing, legal, finance, test-taking, career development, etc.)
  - Brain Manager is an app designed to help with stress and anxiety using evidence-based, self-guided activities and techniques. Search “Brain Manager” in Apple App Store or Google Play Store. Enter code calmnow when prompted.

## Confidential Referrals for Behavioral Health: 1-833-231-1575
- Free, discreet, personalized mental health referral service for UPMC physicians and their family members

## CISM ASAP Program: 1-833-823-ASAP (2727)
- Free, 24/7, confidential individual and/or group support for any work-related event by the Critical Incident Stress Management (CISM) ASAP multi-disciplinary team

## P4P Program: 412-647-3669
- Free, 24/7, confidential, 1-on-1 peer support with a UPMC physician for any work-related stressor or adverse event

## Call 1-877-983-8442 or email PSPhysicianRelations@upmc.edu
- Contact HR for support regarding professionalism concerns by an individual or program. Anonymous option available.

## Access RiskMaster via Epic or Cersei
- Report near-misses, medication events, medical errors, etc.

## UPMC Threat Assessment and Response Team
- Call 412-647-4969 or email threat@upmc.edu for support to reduce risk of violence in the workplace
- resolve Crisis Services: 1-888-7-YOU-CAN (796-8226)
- Local, free, 24/7 hotline, mobile team, and walk-in center

## National Suicide Prevention Lifeline
- Call 1-800-273-TALK (8225) or Text HELP to 741-741

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To learn more, please visit: [https://infonet.upmc.com](https://infonet.upmc.com), For more information on UPMC Physician Thrive initiatives please visit: [https://www.upmc.com/healthcare-professionals/physicians/physician-thrive](https://www.upmc.com/healthcare-professionals/physicians/physician-thrive)
Professional Health and Wellness Mini-Portfolio

- Features four, 10—minute micro skills that promote self-care and professional health and wellness
- Focus on:
  - Self-care
  - Managing energy
  - Emotional intelligence
  - Mindfulness-Based Stress Reduction
Instructions:
• Print out this page
• Consider each of the 8 domains and how satisfied/fulfilled you are for each of them with 0 being least satisfied and 10 being most satisfied
• Darken the line corresponding to your score (see example below)
• What areas are you struggling with?
• What can you commit to doing to improve those areas?
Key Administrative Personnel for Any Questions

Phillip Adams, DO
https://www.anesthesiology.pitt.edu/people/phillip-adams-do

• Associate Residency Program Director
• Chair Resident Wellness Committee
• Member UPMC Physician THRIVE Committee
• Member UPMC GME WELL Committee
• adamsp@upmc.edu

• Grand Rounds 10/31/2019 link:
  https://cme.hs.pitt.edu/ISER/app/learner/loadModule?moduleId=21193