MSSNY Task Force on Physician Stress and Burnout

May 26, 2016 minutes and Report to Council

Reviewed original charge of Task Force previously reviewed by MSSNY Council: Wellness efforts as a way of prevention of the consequences of burnout. Importance of keeping in mind the target audience. Is it just MSSNY members, physicians throughout the state, those employed at institutions, residents, etc.?

As we move forward thinking about partners in this endeavor, the need to pull together a thoughtful and scientifically sound proposal to present. We should focus on wellness as a quality measure, tying into patient safety and quality. Impact issues of physician burnout include: increased malpractice events, early retirement from medicine, changing jobs and increased turnover costs of both physicians and nurses who work with burned-out physicians, leaving medicine; personal toll of increased substance abuse, depression, suicide, heart disease risk that is dose related to severity of burnout, increased risk of being a victim of workplace violence from patients, and divorce.

MSSNY can be a leader and voice for all sectors of physicians in New York State. This could be an effective initiative to increase membership into MSSNY. Partnering with hospital associations (HANYS and Greater New York) regarding reducing the organizational contributions to physician burnout can improve the lives of physicians and trainees at their institutions.

Some concern about the likelihood of having a position statement jointly written with patient advocacy groups was brought up. Focusing on more likely partners now such as liability companies and possibly National Patient Safety Foundation which looks at the safety of patients as well as healthcare workforce would be a good place to start. Then, we could see if we attract more patient advocacy support as we move forward with making the case of risk for patient safety, quality of care, and patient satisfaction. Useful AHRQ article Burnout and Patient Safety: https://psnet.ahrq.gov/perspectives/perspective/190

Partnering with liability companies: Conversations can start now and can mature more in detail as we proceed.
Partnering with state of New York residency education leadership: Conversations can begin now to see areas for future collaboration.

Experience with wellness initiatives at both Maimonides Medical Center and University of Rochester Medical Center were discussed. At the former, survey experience with Mini –Z burnout instrument (public domain) and educational bundles of roll out initiatives were discussed; at the latter, survey experience with 2 question Maslach Burnout Inventory (proprietary) and wellness seminar series with key lessons learned from the evaluations were shared.

Leadership style can have a profound influence on reduction of burnout, so targeting education of middle managers in healthcare systems would reduce stress on physicians and other clinicians. Mark Linzer may be an excellent advisor to us. He has been involved with decades of research on burnout and with ACP. Art Hengerer who is now Chair of BPMC and FSMB has expressed reduction of burnout as his #1 priority. He expressed interest in how we are moving forward with our task force and offered to be a contributing member to the task force if we desire. MSSNY President will be consulted about inviting Dr. Hengerer to participate.

Next steps:

1. Assign a survey subcommittee to review survey options and present to task force
2. Initial reach outs will occur to liability companies by those with contacts to begin discussions on partnering options
3. Initial reach outs will occur to NYS resident education leadership regarding opportunities for collaboration
4. Key papers on burnout impact and reduction will be assembled as a library resource for task force
5. MSSNY Council to comment on task force direction and partnering options

Respectfully submitted,
Michael R Privitera MD
Chairman, MSSNY Task Force on Stress and Burnout

Conference Call Participants: Michael Privitera MD (Chairman), Fouad Atallah MD, Jeffrey Selzer MD, Lou Snitkoff MD, Phil Aliotta MD, William Streck MD, Donald Moore MD, Terrance Bedient, Phil Schuh, CPA

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Tentative Broad Stroke Outline of Plan of Approach

1. **Education of Physicians and Healthcare Systems**. Causes, mechanisms, and overview on reduction. Information to help insist upon improvement at local state and national levels.
2. **Resource development**
   a. **MSSNY Burnout reduction website**—links, information on what to do individually and organizationally
   b. Peer Support development (see Frank Dowling's and Brigham and Woman's models)
   c. Coaching (preventative) work/life balance
   d. Tool kits for individuals use on stress reduction and recharge
   e. Tool kits for organizational use on stress reduction and recharge, key issues on development of healthcare system wellness programs.
   f. Slide sets for local and traveling speaker use