

Family Physician Well-Being

Clif Knight, MD, CPE, FAAFP
Senior Vice President for Education
Cknight@AAFP.org

@ClifKnight



@4FPWB



Learning Objectives:

AAFP.cnf.io

- ✓ Understand how improving family physician well-being fits into the AAFP strategic plan
- ✓ Know several contributing factors to physician professional satisfaction, well-being, and burnout
- ✓ Utilize the family physician ecosystem framework when developing a plan to improve family physician well-being
- ✓ Be able to state the components of the AAFP plan to improve family physician well-being

AMERICAN ACADEMY OF FAMILY PHYSICIANS

Disclosure:

AAFP.cnf.io

- No conflicts to disclose
- I am employed by the AAFP

AMERICAN ACADEMY OF FAMILY PHYSICIANS

Outline

- Burnout Data – Prevalence and Impact
- What is well-being?
- Tying this to AAFP priorities
- The Family Physician Ecosystem
- AAFP plan and next steps
- ? Phase 2
- Your Input and Suggestions

4

AMERICAN ACADEMY OF FAMILY PHYSICIANS

MEDPAGE TODAY

Kevin, M.D.

I Have to Admit It: I Don't Love Being a Doctor Any More

— I'll never leave, but the joy is gone, says Jordan Grumet, M.D.

I no longer love being a physician.

I have a breathtakingly difficult confession to make. A confession that on its face seems rather innocuous but in many ways shakes the foundations of who I always thought I was, and how I identify myself.

I no longer love being a physician.

Depression in Physicians

- 12% of males
- 19.5% of females
- Under reported and hidden due to stigma
- Higher rate of successful suicide attempts
 - Female >> Male
- ~ 400 physician suicides annually

AMERICAN ACADEMY OF FAMILY PHYSICIANS

Original Investigation

December 6, 2016

Prevalence of Depression, Depressive Symptoms, and Suicidal Ideation Among Medical Students A Systematic Review and Meta-Analysis

Lisa S. Rotenstein, BA^{1,2}; Marco A. Ramos, MPH^{1,2}; Matthew Torre, MD^{1,2}, et al.
> Author Affiliations | Article Information
JAMA. 2016;316(21):2214-2236. doi:10.1001/jama.2016.17324

1 in 4
1 in 10
15.7 %

Key Points

Question Are medical students at high risk for depression and suicidal ideation?

Findings In this meta-analysis, the overall prevalence of depression or depressive symptoms among medical students was 22.2%, and the overall prevalence of suicidal ideation was 11.1%. Among medical students who screened positive for depression, 15.7% sought psychiatric treatment.

Meaning The overall prevalence of depressive symptoms among medical students in this study was higher than that reported in the general population, which underscores the need for effective preventive efforts and increased access to care for medical students.

The Worst Thing You Can Do Is Look the Other Way



MEDPAGE TODAY AT 10 SPECIAL REPORT

— Progress and new goals

Burnout: Is it Real? If Yes, Can it Be Codified?

— This MedPage Today at 10 report separates truth from fiction



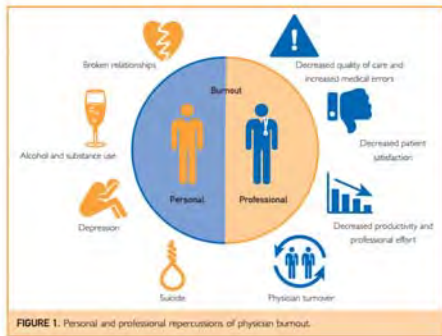
Syndrome characterized by:

- Loss of enthusiasm for work (emotional exhaustion)
- Feeling of cynicism (depersonalization)
- Low sense of personal accomplishment

Burnout

- A work related phenomenon
- Can impact personal life as well
- Can be burned out at work, but overall happy

AMERICAN ACADEMY OF FAMILY PHYSICIANS



Mayo Clinic Proceedings 2017

FIGURE 1. Personal and professional repercussions of physician burnout.

Burnout is a...



Workforce / Access Concern

AMERICAN ACADEMY OF FAMILY PHYSICIANS

The Data:

What % of Family Docs are Burned Out?

AMERICAN ACADEMY OF FAMILY PHYSICIANS

Changes in Burnout and Satisfaction With Work-Life Balance in Physicians and the General US Working Population Between 2011 and 2014

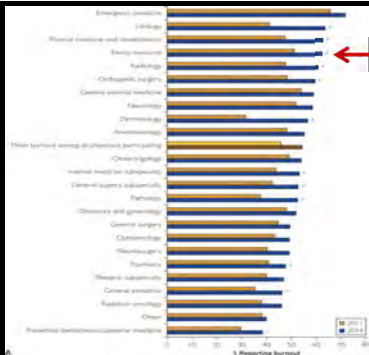
Tait D. Shanafelt, MD, Omar Hasan, MBBS, MPH, Lotte N. Dyrbye, MD, MPE, Christine Sinsky, MD, Daniel Satele, MS, Jeff Sloan, PhD, Colin P. West, MD, PhD

Mayo Clinic Proceedings
Volume 90, Issue 12, Pages 1600-1613 (December 2015)
DOI: 10.1016/j.mayocp.2015.08.023



Copyright © 2015 Mayo Foundation for Medical Education and Research. Terms and Conditions

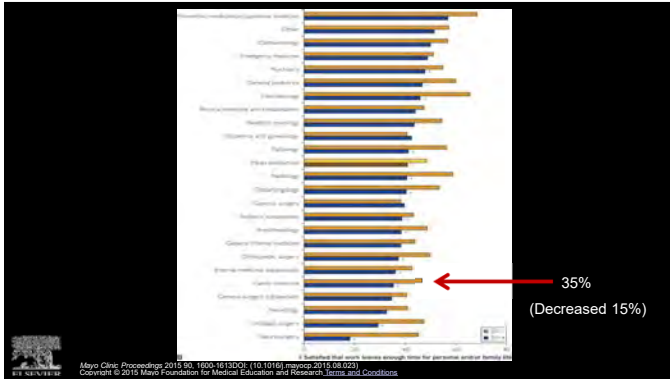
n = 6880
FM = 540

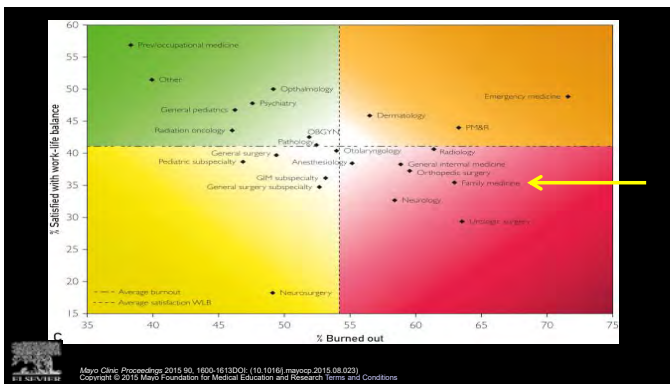


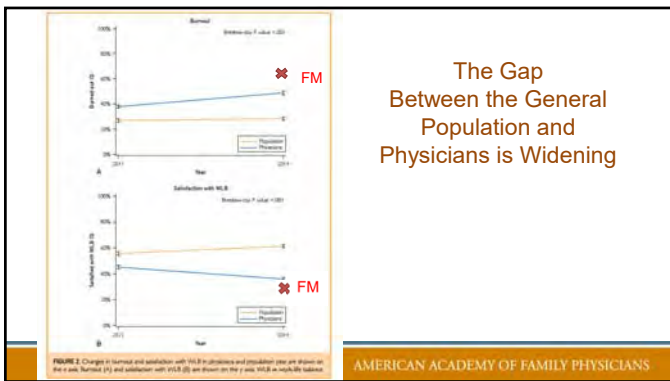
63%
(Increased 12%)

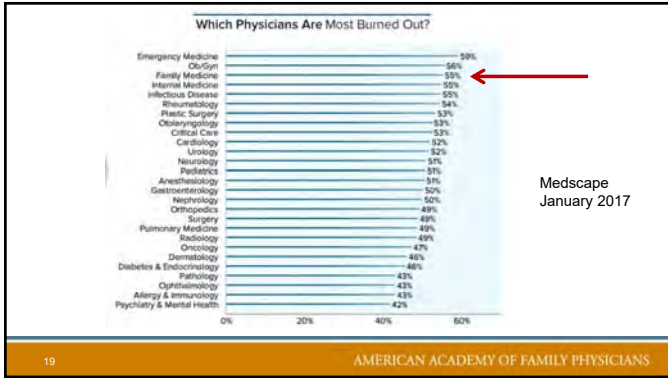


Mayo Clinic Proceedings 2015, 90, 1600-1613 DOI: 10.1016/j.mayocp.2015.08.023
Copyright © 2015 Mayo Foundation for Medical Education and Research. Terms and Conditions

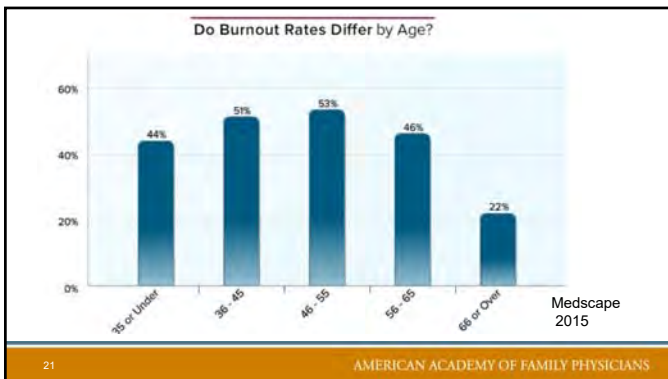


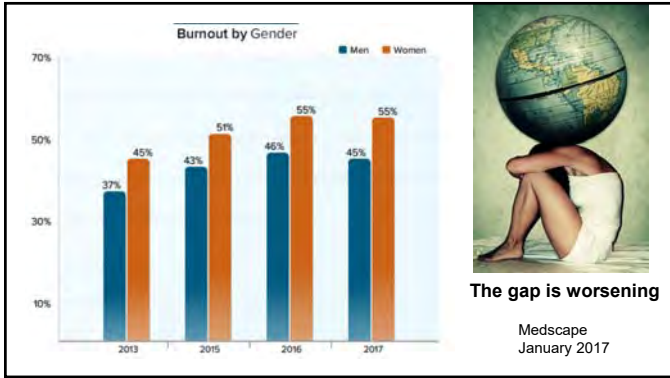


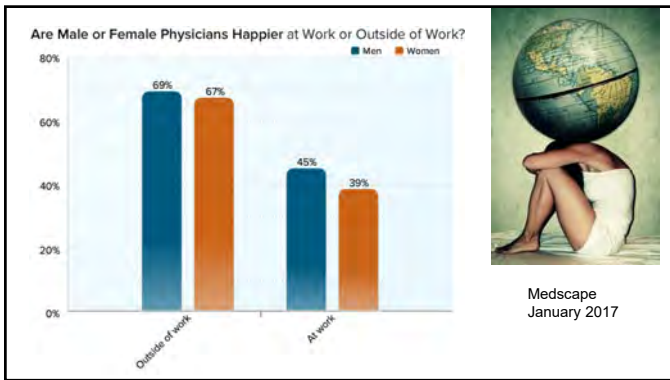






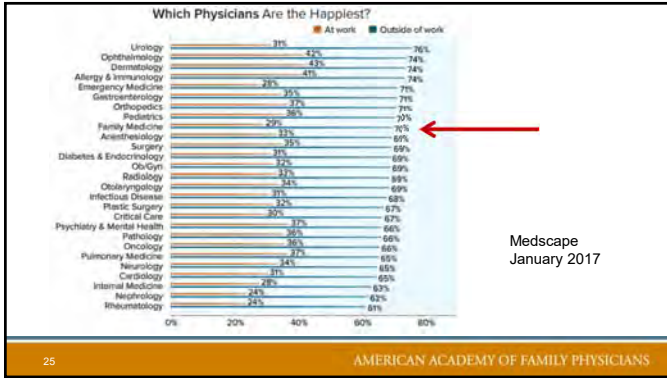


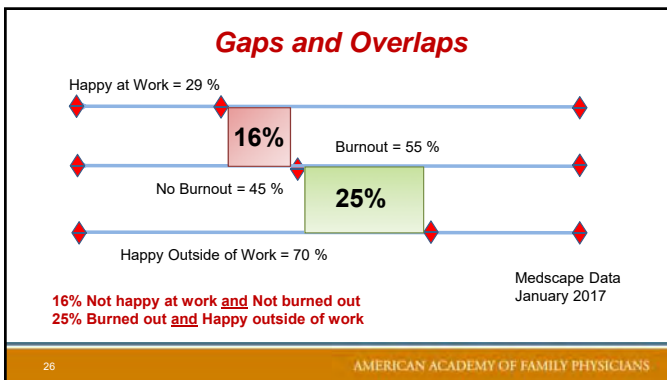




What is Well-being?

24 AMERICAN ACADEMY OF FAMILY PHYSICIANS





Lack of Burnout ≠ Well-being

Let's focus on improving well-being and professional satisfaction, not simply decreasing burnout

Well-being

noun | \well-bee-ing | \wel-dee-ing\

Definition of Well-being
 A good or satisfactory condition of existence; a state characterized by health, happiness, and prosperity. Dictionary.com

Well-being can be described as judging life positively and feeling good.
 Centers for Disease Control

AMERICAN ACADEMY OF FAMILY PHYSICIANS

AAFP Priorities

- Payment
- Practice
- **Workforce**
- Clinical Expertise

AMERICAN ACADEMY OF FAMILY PHYSICIANS



AAFP Strategic Plan – Top 4

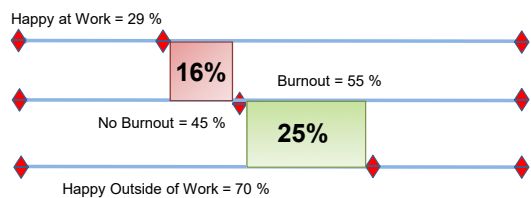
- Payment Reform: Increase spend on Primary Care
- Prepare members for new payment models (including MACRA)
- Leadership role in striving for health equity and addressing social determinants of health
- **Improve Family Physician well-being**

AMERICAN ACADEMY OF FAMILY PHYSICIANS

“The AAFP will assist members in achieving well-being in order to enjoy a sustained career in Family Medicine”

AMERICAN ACADEMY OF FAMILY PHYSICIANS

Gaps and Overlaps



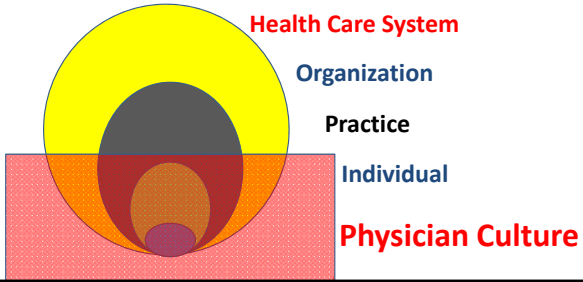
16% Not happy at work and Not burned out
 25% Burned out and Happy outside of work

Medscape Data
January 2017

33

AMERICAN ACADEMY OF FAMILY PHYSICIANS

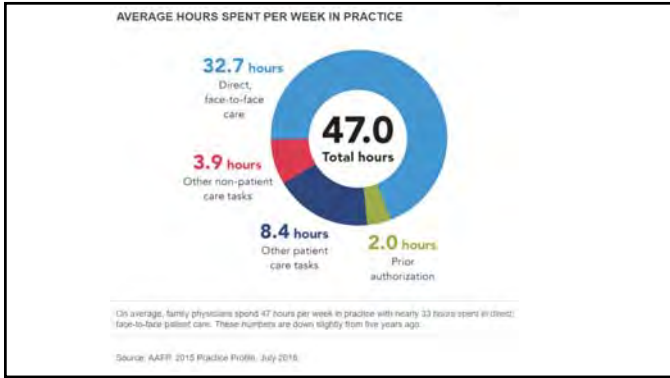
The Family Physician Ecosystem

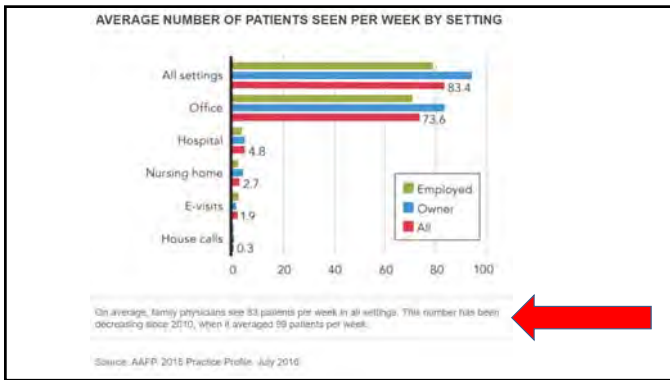


The State of Family Medicine: 2017



"We must reduce the administrative hassle of modern medical practice," said Meigs, pointing to its effects on physician productivity and morale. "I think I am a better physician now than I was 10 years ago. I have that much more years of experience and I know my patients that much better, but I can't see as many patients as I did 10 years ago. It's not because I'm slow. It's just all the other junk I have to do. That is frustrating."





Family Practice Management

Issues
Topics
Toolbox
Departments
CME Quiz
Getting Paid Blog
★ Favorites

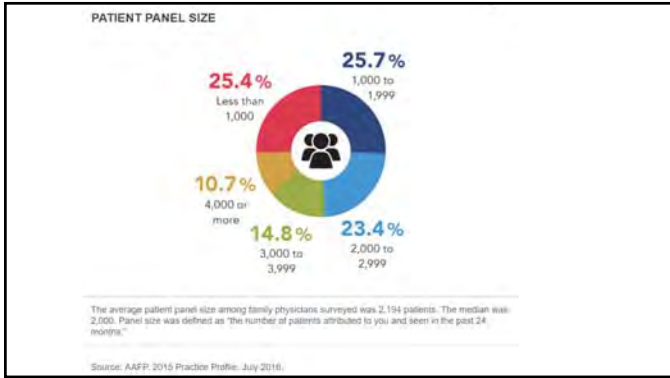
← Why Didl Practicels Fall Job-Find 2017 Issue Top Spels of Office Med. →

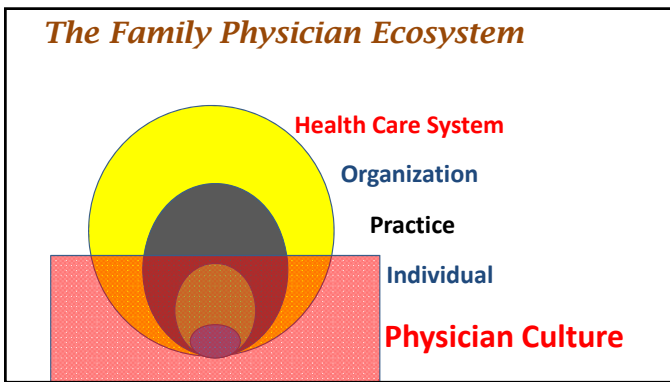
The State of Family Medicine: 2017

PDF PRINT COMMENTS ADD TO FAVORITES SHARE

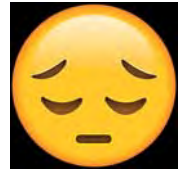
With tremendous change taking place in health care, the mood among family physicians is anxious, but there are reasons to be hopeful.

"We must reduce the administrative hassle of modern medical practice," said Meigs, pointing to its effects on physician productivity and morale. "I think I am a better physician now than I was 10 years ago. I have that much more years of experience and I know my patients that much better, but I can't see as many patients as I did 10 years ago. It's not because I'm slow. It's just all the other junk I have to do. That is frustrating."





Formula for Distress

$$\frac{\text{EMR} + \text{RVU}}{\text{I M SAD}}$$


AMERICAN ACADEMY OF FAMILY PHYSICIANS

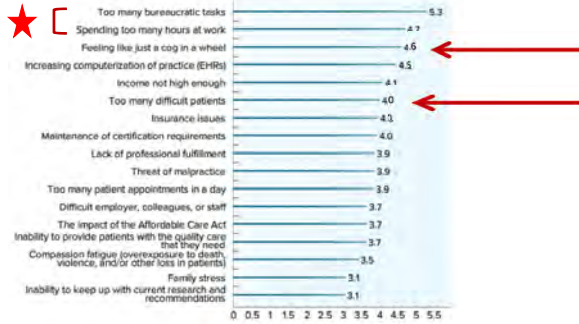
1. The Health Care System Level

- Payment Reform
 - Transition from Fee for Service to Pay for Quality
- Help members prepare for MACRA implementation
- Administrative Simplification
 - Advocate for swift and widespread leaning of reporting / documentation requirements that do not result in improved health outcomes
 - Quality measures harmonization
- EMR
 - Hold the vendors responsible for improved functionality and interoperability

AMERICAN ACADEMY OF FAMILY PHYSICIANS

What Are the Causes of Burnout?

2017



Average wait time for prior authorization responses

Question: In the last week, how long on average did your practice need to wait for a PA decision from health plans?



37 Prior Authorizations / Week

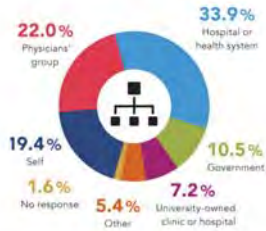


2. Organizational Level

- Influence organizations to systemically implement well-being support
 - Encourage a Clinician Well-Being / Satisfaction / Burnout Scorecard for the Organization
 - Hold senior leadership accountable
- Leadership Development
 - Know who has influence – direct your concerns appropriately, positively, and offer solutions

AMERICAN ACADEMY OF FAMILY PHYSICIANS

DISTRIBUTION OF FAMILY PHYSICIANS BY PRIMARY EMPLOYER



Thirty-four percent of family physicians consider their primary employer to be a hospital or health system, followed by 22 percent whose primary employer is a physicians' group. Nineteen percent consider themselves to be their primary employer (self-employed, medical practice owner, independent contractor, etc.). Compared with data from five years earlier, the hospital/health system segment has grown 4 percentage points while the self-employed segment has decreased 2 percentage points.

Source: AAFP Member Census, Dec. 31, 2015.

To what extent is physician burnout a problem in ...



Base = 570

NEJM Catalyst (catalyst.nejm.org) © Massachusetts Medical Society

December 2016

3. The Practice Level

- Joy in Practice bundle
 - Team based care and documentation
 - Work flow efficiencies
 - In-box filtering
 - Co-location, huddles, verbal communications
- Scribes
- Direct members to high quality resources

AMERICAN ACADEMY OF FAMILY PHYSICIANS

Why Don't EHRs Help?

- Definition of a tool
- Mis-guided "meaningful use"
 - "The 5 page EHR fax"
 - HIPPA, Mediterranean Decent, Flu Shot in 2014
 - ???
- Usability, Interoperability, Practicality

AMERICAN ACADEMY OF FAMILY PHYSICIANS



AMERICAN ACADEMY OF FAMILY PHYSICIANS

Medical Scribes

- Increased Patient Satisfaction
- Increased Physician Satisfaction
- Cost Neutral at ~2 Additional Patients per Half Day
- Decreases the W.A.C.

AMERICAN ACADEMY OF FAMILY PHYSICIANS

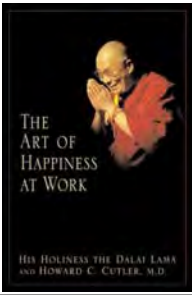


4. The Individual Level

- Promote concept of "Well-being is not simply the absence of burnout"
- Emphasis on well-being and personal planning
 - Acknowledge the high rates of burnout and stress
 - Encourage members to prioritize their self-care
- Work-life integration vs. work-life balance
- Self-care techniques
 - Mindfulness and meditation
 - Intentional gratitude
 - Nature deficit disorder
- Career planning
 - Personal values aligning with organizational values

AMERICAN ACADEMY OF FAMILY PHYSICIANS

The Art of Happiness at Work

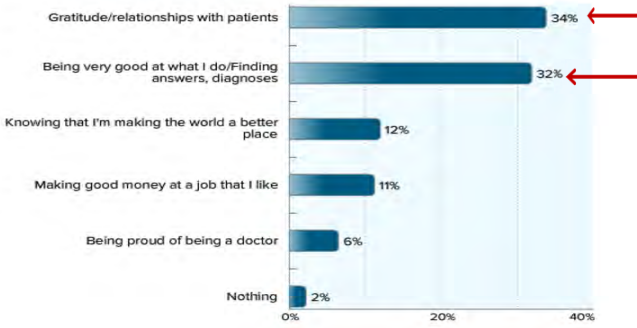


Job...

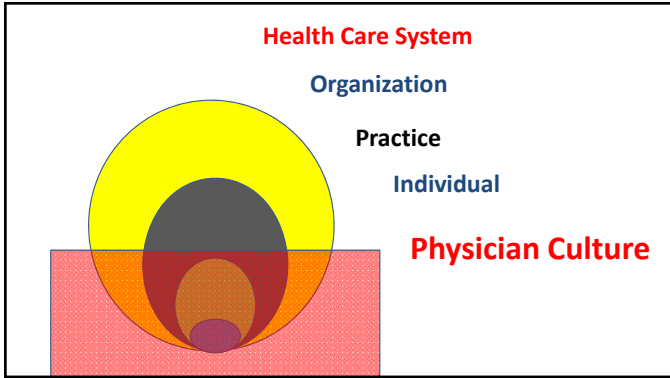
...Career...

...Calling

What is the Most Rewarding Aspect of Your Job?







We are essentially programmed to accept the effects of self-sacrifice as the honorable price of admission to the Medical profession

AMERICAN ACADEMY OF FAMILY PHYSICIANS

Physician Culture

- *"The Soul-Crushing Medical Education Experience..."*
- Self-Sacrifice, rather than self-care
 - Noble, but mis-guided – UNSUSTAINABLE
- "Young doctors are all wimps"
- Self-care as an indulgence rather than a professional responsibility
- AAFF – Promoter of a healthy physician culture
 - Encourage self-care
 - Encourage professional peer caring and support
 - Challenge the status quo
 - Share examples of best practices
 - I'M SAFE – The culture of professional fitness to perform

AMERICAN ACADEMY OF FAMILY PHYSICIANS

Fitness as a Professional Responsibility

PILOT FITNESS CHECKLIST

I'M SAFE Checklist
Illness - Symptoms
Medication - Prescription or OTC
Stress - Job, Financial, Health, Family
Alcohol - 8 Hrs? 24 Hrs?
Fatigue - Adequately rested
Eating - Adequately Nourished

**I LLNESS
M EDICATION
S TRESS
A LCOHOL
F ATIGUE
E MOTION**

**Why not us?
Culture!**

AMERICAN ACADEMY OF FAMILY PHYSICIANS

Editorial
December 6, 2016

**Medical Student Mental Health
Culture, Environment, and the Need for Change**

Stuart L. Safran, MD, MEd¹
Author Affiliations: 1. American Academy of Family Physicians
JAMA. 2016;316(23):2311-2312.

... student mental health outcomes must be viewed as critical program outcomes, as important as board scores and residency placements.

The meta-analysis by ... highlights that the mental health of medical students is a global concern or significant problem. Based on data from 167 cross-sectional studies (n=116,628) and 16 longitudinal studies (n=5728) from 43 countries, the estimated overall pooled prevalence of depression or depressive symptoms was 27.2% and ranged from 9.3% to 55.9%.

**National Academy of Medicine
(Formerly the IOM)**

Action Collaborative on Clinician Well-Being and Resiliency

"Promote an environment to advance solutions to reverse trends in clinician stress, burnout, and suicide, which will ultimately improve patient care and outcomes"

- Multiple organizations represented
 - All addressing burnout separately
 - All feeling we aren't getting significant traction
- Goals:
 - Public Awareness and Call To Action
 - Change the culture in medical education
 - Identify and promote best practices and evidence based interventions
- AAFP is an inaugural co-sponsor of a 2 year effort
- First meeting in January 2017

AMERICAN ACADEMY OF FAMILY PHYSICIANS

400 FP in specialty training
2X more specialty training
24% of GPs never tested positive for symptoms of depression
39% Physician rates of depression
23-31% Prevalence of emotional exhaustion among primary care providers

How can we protect the health of the people who protect our own?
 National Academy of Medicine
 Action Collaborative on Clinician Well-Being and Resilience
 Learn more at nam.edu/ClinicianWellBeing

AMERICAN ACADEMY OF FAMILY PHYSICIANS

AAFP Resources in Development

- Member access to the MBI (2017)
- Web based well-being planning tool (2017) } Grant funded by the AAFP Foundation
 - Based on the 5 levels of the FP Ecosystem
- Annual FP Well-being and Renewal Conference (2018)
- State Chapter Workshop Series (2018)
- Articles in journals (Ongoing)
- CME tracks / workshops at FMX (Ongoing – Expand)
- Family Medicine Certification activity to promote FP well-being (2018)
 - Grant funded by the ABFM Foundation
- Inaugural co-sponsor of NAM Action Collaborative on Clinician Well-Being and Resiliency (Kicked off January 2017)

AMERICAN ACADEMY OF FAMILY PHYSICIANS

Consider for Phase 2

- Communities in AAFP Higher Logic Site
- Research
 - Study implementation and outcomes
 - Study well-being measurement tools
- Expanded student and resident resources
- Webinars, Enduring materials
- Leadership Academy
- Advocacy for sharing EMR best practices

AMERICAN ACADEMY OF FAMILY PHYSICIANS

It All Boils Down to:
Meaning and Purpose
Ability to Make a Difference
Respect
Relationships

AMERICAN ACADEMY OF FAMILY PHYSICIANS

“These are the duties of a physician:
**first... to heal his mind and to give
 help to himself** before giving it to
 anyone else.”

from the epitaph of an Athenian physician, 2 AD

Family Physician Well-Being

Clif Knight, MD, CPE, FAAFP
 Senior Vice President for Education
 Cknight@AAFP.org

@ClifKnight



@4FPWB

