Wellness Program Update
Overview

- Background Info: Physician Wellness
- Current Projects at McGaw
- Current Usage Statistics
- Future Plans
State of the Union: Physician Wellness
Three Components of Burnout

- Emotional exhaustion:
  - Fatigue that comes from caring too much for too long
- Depersonalization:
  - Depletion of empathy, caring, compassion
- Low sense of personal accomplishment
  - Experiencing work as unrewarding, “going through the motions”
  - Feeling that nothing you do makes any difference
Depression in Resident Physicians

- Signs: diminished interest, low mood, hopelessness, in and out of work
- A recent meta-analysis of medical residents from 1963 – 2015:
  - Estimate of the prevalence of depression or depressive symptoms among resident physicians was 28.8%, ranging from 20.9% to 43.2% depending on the instrument used, and increased with calendar year.
Barriers to Seeking Treatment

- Scheduling
- Confidentiality
  - Fear of documentation in medical or academic record
- Stigma
- Cost
- Insurance coverage concerns
- Licensing concerns
Current Wellness Projects at McGaw
McGaw Wellness: Individual Meetings

- Several calls and e-mails each week
- Provide referral information over the phone or e-mail
- Meet in person to diagnose/ triage situation and provide referrals if needed
- Referrals include:
  - Psychiatry
  - Therapy
  - Couples counseling
  - Intensive outpatient programs/Partial Hospital programs
  - Substance abuse treatment programs
McGaw Wellness: Group Meetings

- Providing education about mental health issues in physicians, burnout, what the local resources are, etc
- Teaching SMART-R (stress management and resiliency training for residents) classes with Todd Junkins LCSW
  - Originally Pediatrics, OBGYN
  - Now also with Surgery, Emergency Medicine, Internal Medicine
McGaw Wellness: Group Meetings

- Debriefing after difficult events or patient adverse outcomes
- Coaching programs that are starting peer support programs
- Facilitating "Difficult Cases Conferences"
  - Cardiology
  - Surgery
Wellness Utilization Statistics at NMH
Wellness Utilization Data

2017-2018
Gender Distribution

Male: 32%
Female: 68%

2018-2019
Gender Distribution

Male: 35%
Female: 65%

2018-2019 Utilization by Gender
Wellness Utilization Data

2017-2018

- 39% Stress/Burnout
- 34% Depression
- 27% Anxiety

2018-2019

- 39% Depression
- 39% Anxiety
- 20% Stress/Burnout
- 2% Substance use

Chief Complaint
Wellness Utilization Data

2017-2018

Utilization Per Year of Training

2018-2019

Utilization by Year of Training
Usage by Program, 2017-2018

Program Distribution

- Medicine
- Peds
- OB/GYN
- Radiology
- Anesthesiology
- Family medicine
- Surgery
- Neurology
- Emergency
- Med
- PM&R
- Psychiatry
- Pathology
- Dermatology
- Radiology Oncology
- Urology
Wellness: Future Needs and Plans
Wellness: Future Needs

- Good problem to have: The volume of phone calls and e-mails into the wellness program is growing
- Problem: We need to grow to accommodate the need
- Plan: Working with several local resources in an attempt to meet the growing needs of our residents
Wellness: Areas of Growth

- Improve individual callback times and in-person availability
- Expand SMART-R classes further
- Improve referral network for psychiatrists and therapists