

Impact of a collective action for the prevention of Burnout in the Centre Loire Valley Region

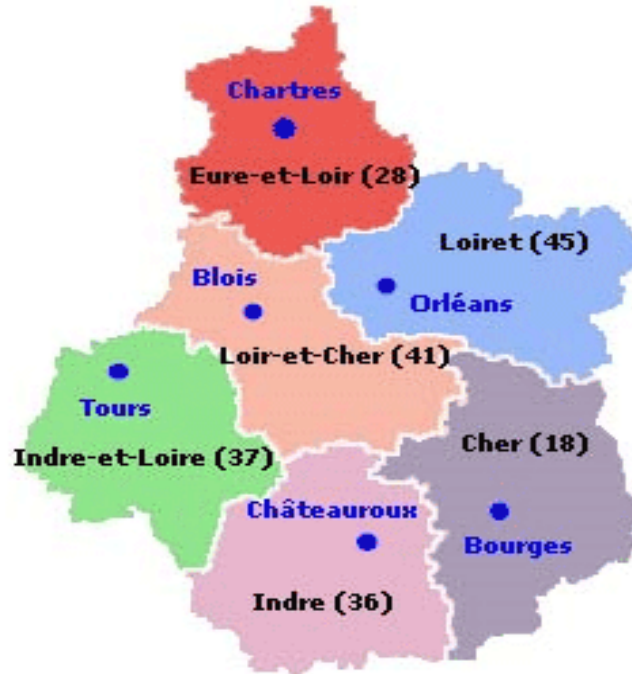
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8 workshops

devoted to
burnout

In total
confidentiality

Based on
voluntary
service



Why

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- **Series of doctors' suicides** in the Centre Loire Valley Region
- Regional Union of Private Practitioners decides on **experimentation.**
- **Objectives:**
 - Concrete prevention measures
 - Evaluation
 - Sustainability

How?

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- A survey in 2 parts (first GPs then specialists)
- Questionnaire of 8 items of priority actions
- Maslach Burnout Inventory scale

The 8 items of the survey

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- ❑ Item 1: Prevention of burnout.
- ❑ Item 2: Improving the organization of medical practice.
- ❑ Item 3: Adapting to new modes of exercise.
- ❑ Item 4: Adapting to new patient behaviour.
- ❑ Item 5: Integrating new Information Technology tools.
- ❑ Item 6: national health service.
- ❑ Item 7: Prevention and management of medical error.
- ❑ Item 8: Relationships with national health services.

Survey

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2086 General practitioners

- **19.7%** (411) rapid responses in 2 weeks
- Items selected:
 - 1- prevention of burnout (35%)**
 - 2 -organization of medical practice (15.9%)

1719 Specialists

- **11.7%** (202) rapid responses in 2 weeks.
- Items selected:
 - 1 - prevention of burnout (29.2%)**
 - 2 - prevention and management of medical error (15.3%)

Experimental protocol

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- Choice of 2 experts
- Dr. Pascal ROUBY behavioural psychiatrist
- Dr. Isabelle SAUVEGRAIN occupational health specialist
- Organization of workshops: in each part of the region, in **groups of 10 physicians, 2 meetings at 2-month intervals**
- Sending an invitation letter: terms, objectives
- **Anonymized MBI scale**

The workshops: step by step

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□ **1st workshop:**

- collection of MBI scales, expectations of participants
- presentations and actions proposed by the expert

□ **2 nd workshop:**

- Collection of MBI scales
- The actions put in place

□ **MBI scale 2 months after the 2 nd workshop**

Results: characteristics of the 58 participating physicians

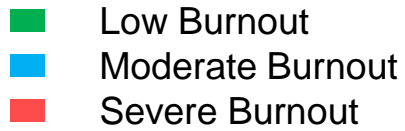
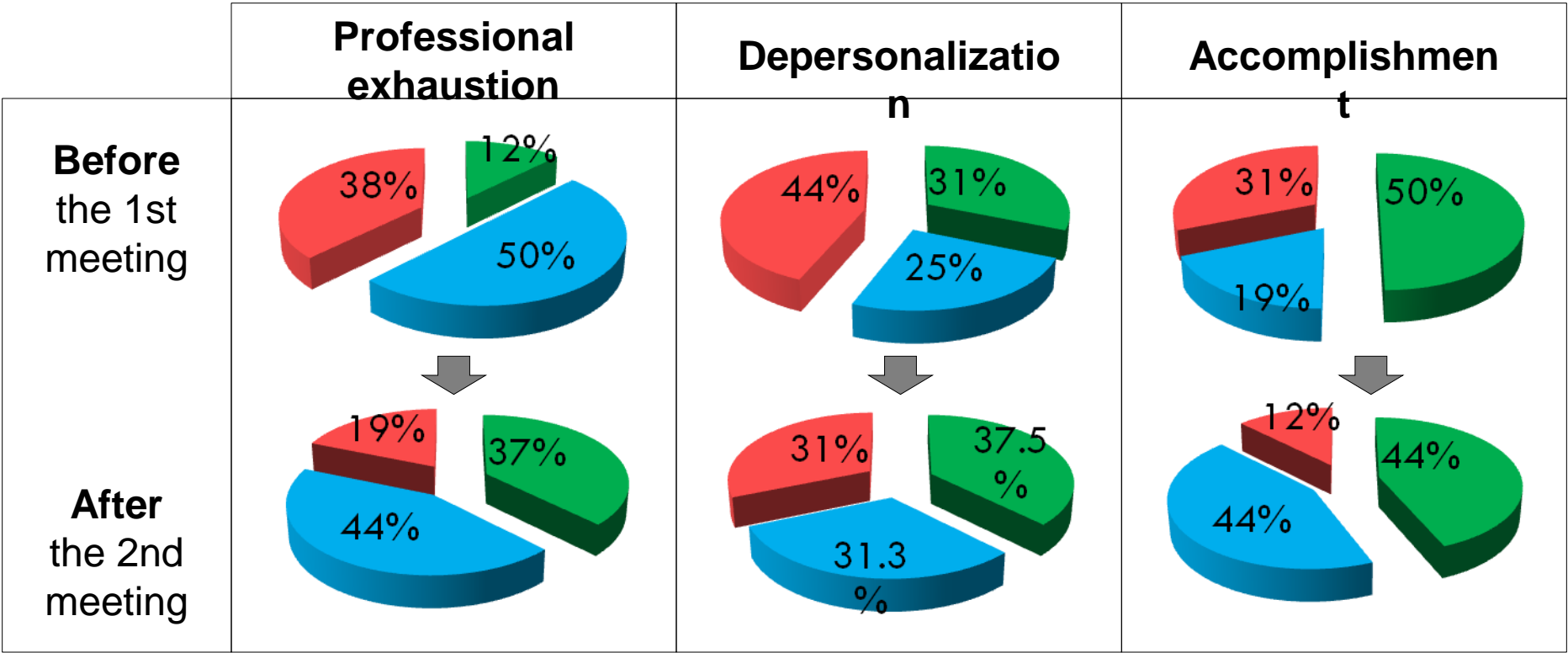
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- **Average age:** 52.2 years (F :49.3 years, M: 55.3 years)
- **Extremes:** 33 and 66 years old
- **70%** had a moderate or severe burnout score
- **Very high Exhaustion** in both sexes (43%)
- **Depersonalization** twice as high in women (37%)
- **Accomplishment relatively preserved**, especially in men

Results of participants who completed the 3 MBI scales: 31%

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- Overall results: the 3 items of the scale are improved
- but remain in **moderate burnout** except accomplishment which passes in low burnout.
- **Exhaustion is the most improved item.**



Discussion

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Positive points

- ❑ **Relevance of experimentation**
- ❑ **Improvement of MBI scores**
- ❑ **Confraternity, Trust**
- ❑ **Quality of exchanges (verbatim)**
- ❑ **Awareness**
- ❑ **Dynamics triggered**

Negative points

- ❑ **Low participation**
- ❑ **MBI scales not filled in**
- ❑ **Defections**

The sustainability of actions

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- ❑ Shorter evenings on practical themes
- ❑ Training of 170 medical secretaries to date
- ❑ Forum with workshops : “prevention of burnout” on May 17, 2014 and “time management” on Nov 05,2016
- ❑ Media communications
- ❑ membership of a burnout management association on April 14, 2016
- ❑ Participation in the new inter university diploma "caring for caregivers“ (Paris VII-Toulouse)

Conclusion

- The survey showed the needs and expectations of physicians in the Centre Loire Valley Region
- The workshops have demonstrated their relevance and effectiveness: both quantitative and qualitative.
- The positive impact on the quality of life of caregivers has allowed dynamics of