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

8 workshops devoted to burnout
In total confidentiality
Based on voluntary service

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Why

- **Series of doctors’ suicides** in the Centre Loire Valley Region
- Regional Union of Private Practioners decides on experimentation.

**Objectives:**
- Concrete prevention measures
- Evaluation
- Sustainability
How?

- 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

- 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

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

- 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

- **1st workshop:**
  - collection of MBI scales, expectations of participants
  - presentations and actions proposed by the expert

- **2nd workshop:**
  - Collection of MBI scales
  - The actions put in place

- **MBI scale 2 months after the 2nd workshop**
Results: characteristics of the 58 participating physicians

- **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%

- 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.
<table>
<thead>
<tr>
<th></th>
<th>Professional exhaustion</th>
<th>Depersonalization</th>
<th>Accomplishment</th>
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</thead>
<tbody>
<tr>
<td><strong>Before the 1st meeting</strong></td>
<td></td>
<td></td>
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<tr>
<td>Low Burnout</td>
<td>38%</td>
<td>44%</td>
<td>31%</td>
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<tr>
<td>Moderate Burnout</td>
<td>12%</td>
<td>31%</td>
<td>19%</td>
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<tr>
<td>Severe Burnout</td>
<td>50%</td>
<td>25%</td>
<td>50%</td>
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<tr>
<td><strong>After the 2nd meeting</strong></td>
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Discussion

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

- 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)
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 sustainability.