

Care for physicians health guarantees a happier patient

The need of a job specific health surveillance programma to monitor doctors' health

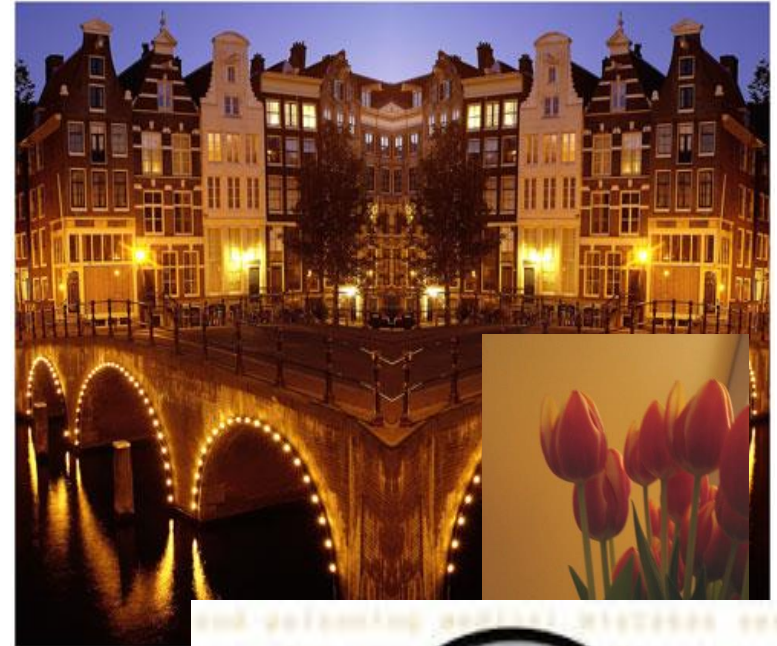
- Gerard Frijstein, occupational health physician UMC Amsterdam (AMC)
former director Occup Health Department
- Hans Rode, psychiatrist, former director Physician Health Program the
Netherlands

EAPH meeting Oslo 21 May 2019

Topics that will be addressed during this workshop

- Your opinion with concern of doctor's health and the need to perform a preventive intervention.
- A brief summary of our findings regarding health hazards among doctors which resulted in a preventive workers health surveillance programme.(WHS)
- Discussion in groups ;
 - do you recognise our findings ?
 - what is your opinion or experience in performing a preventive (WHS) programme at your site; are there obstacles to be taken.
 - organisational vs occupational health involvement is there enough understanding and can this be improved

A cooperation between the research (Coronel) and occupational health section



No conflicts of interest are available



Statement 1

- Have you ever participated in a health check up/ monitoring program? (Workers Health Surveillance ;WHS programme)
- Yes/no

Statement 2

- Would you consult your Occupational Health Physician or GP (general practitioner) in case of work related health problems?
- Yes/ No

Statement 3

- Would you consider your work place as sufficiently safe and ergonomically well designed?
- Yes/no

Statement 4

- Would you know how to act when you detect a health hazard in your work place and how to report this to your superiors (eg along a standard procedure)
- Yes/no

Statement 5

- Once reported to management; do you feel this matter is addressed sufficiently and adequately followed up?
- Yes /No

Statement 6

- Do you support an effective incentive for your decision makers to invest in Physician Wellness/Health
- Yes/No

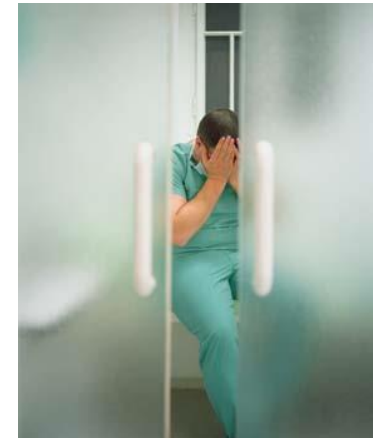
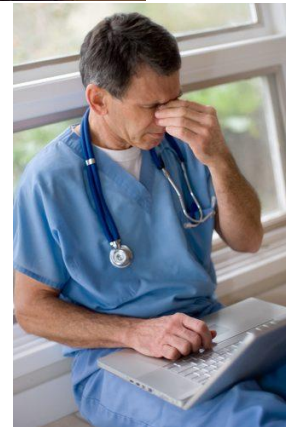
Monitoring doctors' health ;Our approach

- Dutch guidelines for occupational physicians as framework

to develop a job-specific workers' health surveillance (WHS) for Dutch hospital physicians, to optimize workfunctioning by :

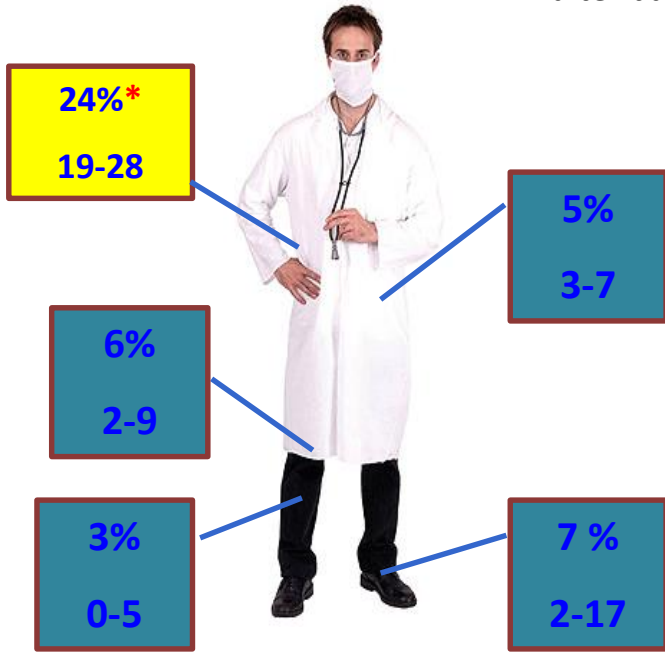
- Signalling and monitor workrelated health complaints in the job
- signalling and monitor of decreased work-ability / work-functioning
- provide individual feedback to worker with appropriate advice / intervention / guidance by Occ Phys

More specific health hazards under doctors; focus on MSD & mental strains



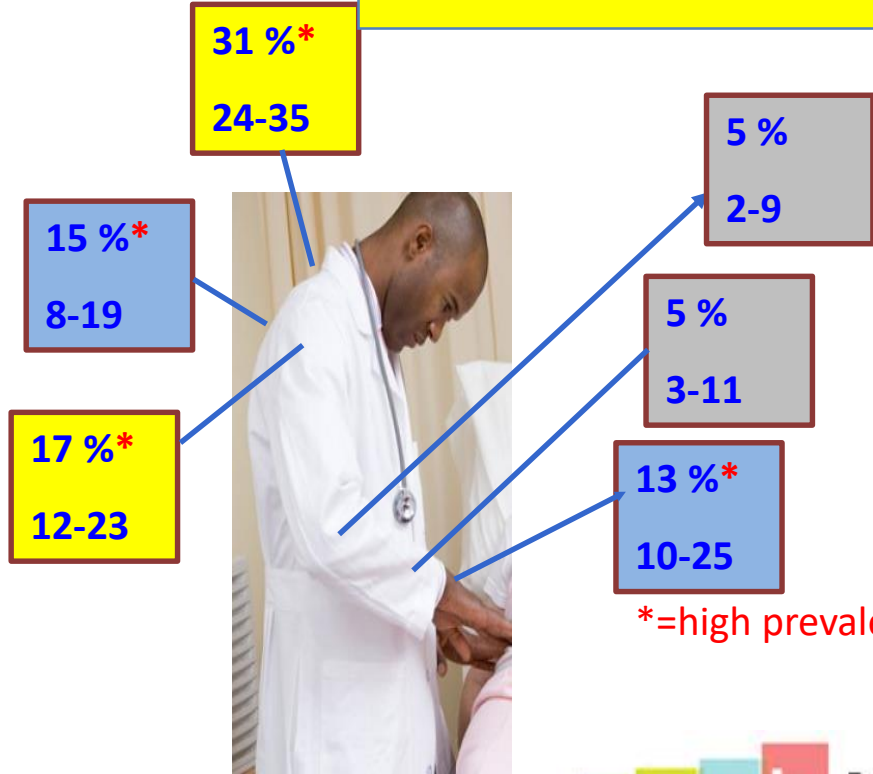
Example MSDs: Longlasting/repetitive musculoskeletal complaints in last 6 months (prev(range))

Ruitenburg, Plat, Frings-Dresen & Sluiter, 2012



Work-induced:
 Low back: 42%
 Hip: 5%
 Knee: 17%
 Lower-leg: 25%
 Ankle/foot: 25%

Work-induced:
 Cervical spine: 71%
 Thoracic spine: 73%
 Shoulder: 60%
 Elbow-wrist-hand:> 50%



*=high prevalence

Example: psychological health hospital physicians,

Physicians have to be alert, stay awake, being able to make good judgements....	Prevalence	Range	F / M	Sr / Med Res	Age	Type of med spec
Posttraum.stress*	15 %	5 – 19	F	=	=	Surgeon
High stress screener*	15 %	10 – 19	F	MR	=	Interns
Burnout screener	6 %	2 – 10	F	=	Old	=
Work-related fatigue* Need for recovery after work	39 %	35 – 48	F	MR	Young	Interns
Depression screener*	29 %	25 – 34	=	=	=	=
Anxiety screener*	24 %	16 – 30	F	MR	=	Interns

* = high prevalence

Ruitenbunrg, Plat, Frings-Dresen & Sluiter, 2012

Examples WHS advice/interventions (3)

Problem screened or signalled	Intervention/advice from occupational physician
High work-related fatigue or high stress complaints	Discuss interventions at work to increase recovery opportunities
Musculoskeletal problems, work-related	Discuss and advice ergonomic measures for specific work environment
High psychological complaints, non-specific	Start more in-depth diagnostics for depressive disorder, anxiety disorder and burnout
High, more specific psychological complaints	Start self-help module E-physicianhealth.com: <ul style="list-style-type: none">- Resiliency- Burnout- Disruptive behaviour- Posttraumatic stress disorder
Risk factors for cardiovascular disease or substance use	Start self-help module E-physicianhealth.com: <ul style="list-style-type: none">- Substance use- Weight, nutrition and fitness

www.ePhysicianHealth.com

canadian medical association

The screenshot shows a web browser window displaying the ePhysicianHealth.com website. The browser's address bar shows the URL <http://ephysicianhealth.com/>. The website's header includes the logo and the text "ePhysicianHealth.com". Below the header is a "Program Menu" section with two columns of buttons. The left column contains buttons for "Carpe Diem Resilient physician communities", "Substance use disorders", "Weight, nutrition, and fitness", "Depression, burnout, and suicide", "Anxiety", "Resilience", and "Relationship with self". The right column contains buttons for "Boundaries", "Primary care", "Disruptive behaviour: Physician leaders", "Disruptive behaviour: Medical students", "Disruptive behaviour: Healthcare teams", "Disruptive behaviour: Residents", and "Disruptive behaviour: Practising physicians". Below the "Program Menu" is a section titled "Other useful modules" with a button for "eWorkplaceHealth.com". At the bottom of the page, there is a circular help icon with the text: "For clinical help, click on the physician." and "For technical help, click on the wrench." The browser's taskbar at the bottom shows various application icons and the system tray with the date and time "21:25 21-5-2014".

Money Talks; a cost benefit analysis



€1

**Return On
Investment**



€11

Absenteeism & presenteeism

a similar study among other HCW, not specific doctors'

To discuss in groups

- With respect of the reported health hazards do you recognise these in your own situation?
- Performing a WHS programme what do you encounter in your working environment which obstacles to overcome
- Is there a need to improve the acceptance with policymakers (HR) or directors

Conclusions

- Invest in physicians health is valuable and worthwhile and shows a good employer behavior.
- Introducing a preventive job-specific WHS for hospital physicians was feasible and shown to be relevant and necessary.
- Hospital policy makers are advised to offer this WHS to hospital physicians moreover a positive business case for WHS on work functioning under HCW eg nurses more recently was shown.