

# Residents' health in Catalonia

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**EAPH conference**  
Oslo, 20th and 21st May 2019

**The Doctor, The Patient  
and The Workplace**  
Interactions between  
Quality of Care,  
Professional Satisfaction  
and Organisations



- Longitudinal study about health, lifestyles and working conditions of resident doctors in Catalonia (2013-2017)
- Preventative and health promotion activities for resident doctors
- The Barcelona-PAIMM.
- Clinical data (1998-2018).
- Discussion.

# Who we are

1

2001: Catalan Medical Council with the Autonomous Government of Catalonia.

2

Devoted to enhancing the health and the wellbeing of doctors and other health professionals.

3

Doctors, nurses, veterinarians, pharmacists, psychologists, dentists, social workers and physiotherapists.

4

Caring programmes for health professionals

- Galatea Clinic
- *Servei de Suport Emocional als Professionals de la Salut (SEPS).*

5

Prevention and health promotion programmes:  
Research and training activities

**Resident doctors' health**

*PAIMM***20**anys  
1998-2018

Clínica  GALATEA



# Longitudinal study about health, lifestyles and working conditions of resident doctors in Catalonia 2013-2017

**Anna Mitjans, Lucía Baranda, Manel Salamero, Gustavo Tolchinsky**

In collaboration with the Catalan Society of Occupational Health  
With the support of Fundación para la Protección Social de la OMC

Fundació  GALATEA



# Health, lifestyles and working conditions of healthcare professionals

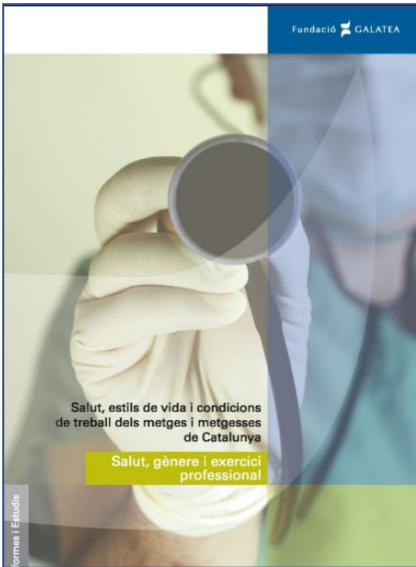
2010



2013-2017



2006



2012



2015-2016



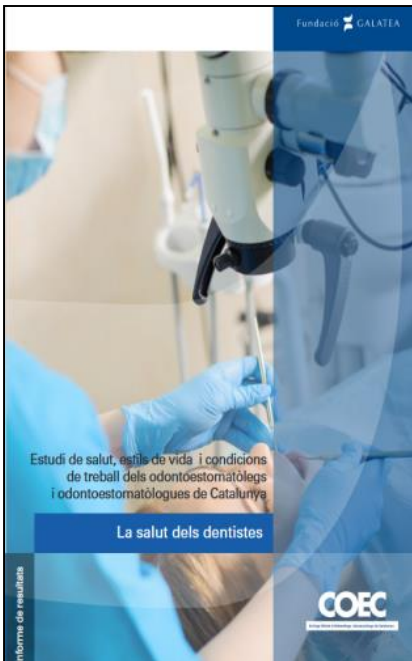
2015-2016



2016-2017



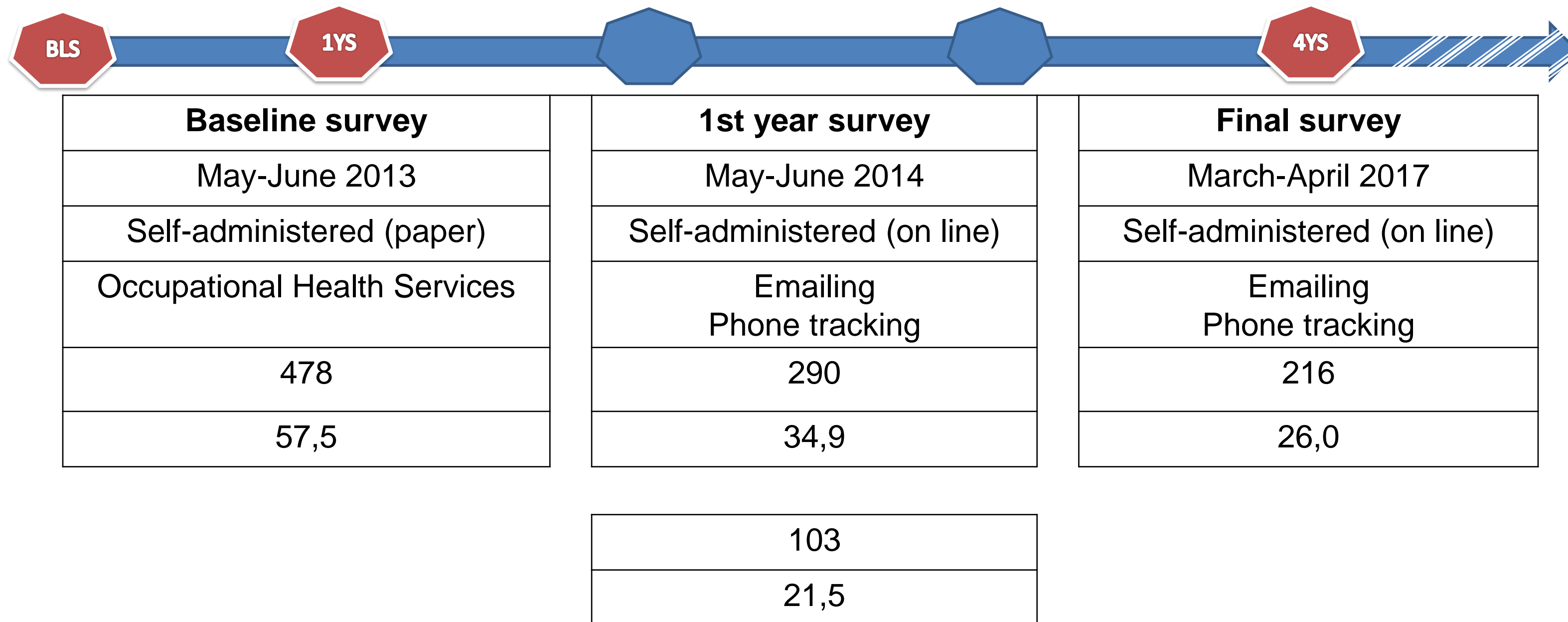
2016-2017



2018-2019



Physio-  
therapists

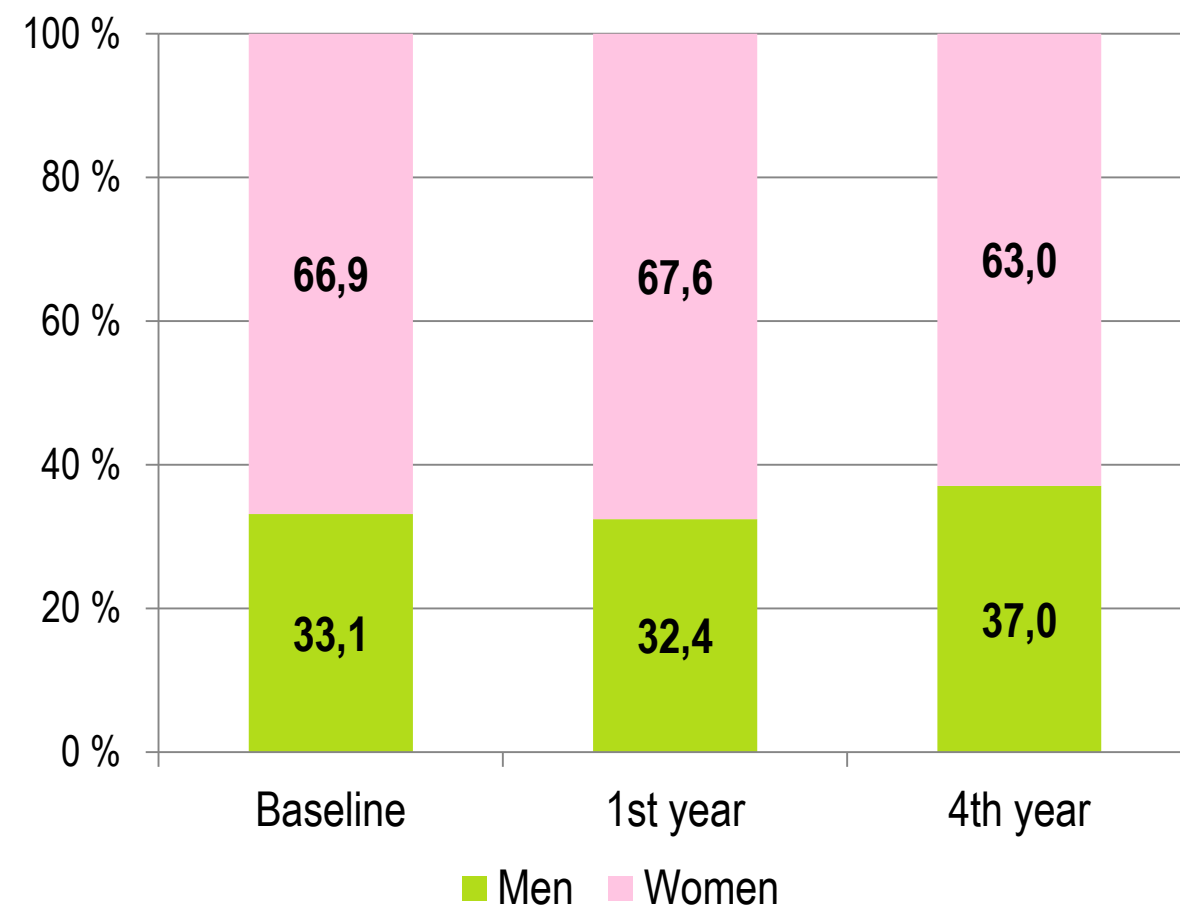


- ✓ Universe: 831 resident doctors affiliated in Catalonia in 2013
- ✓ Final sample: 216 ; 103 linked
- ✓ Response rate: 26%

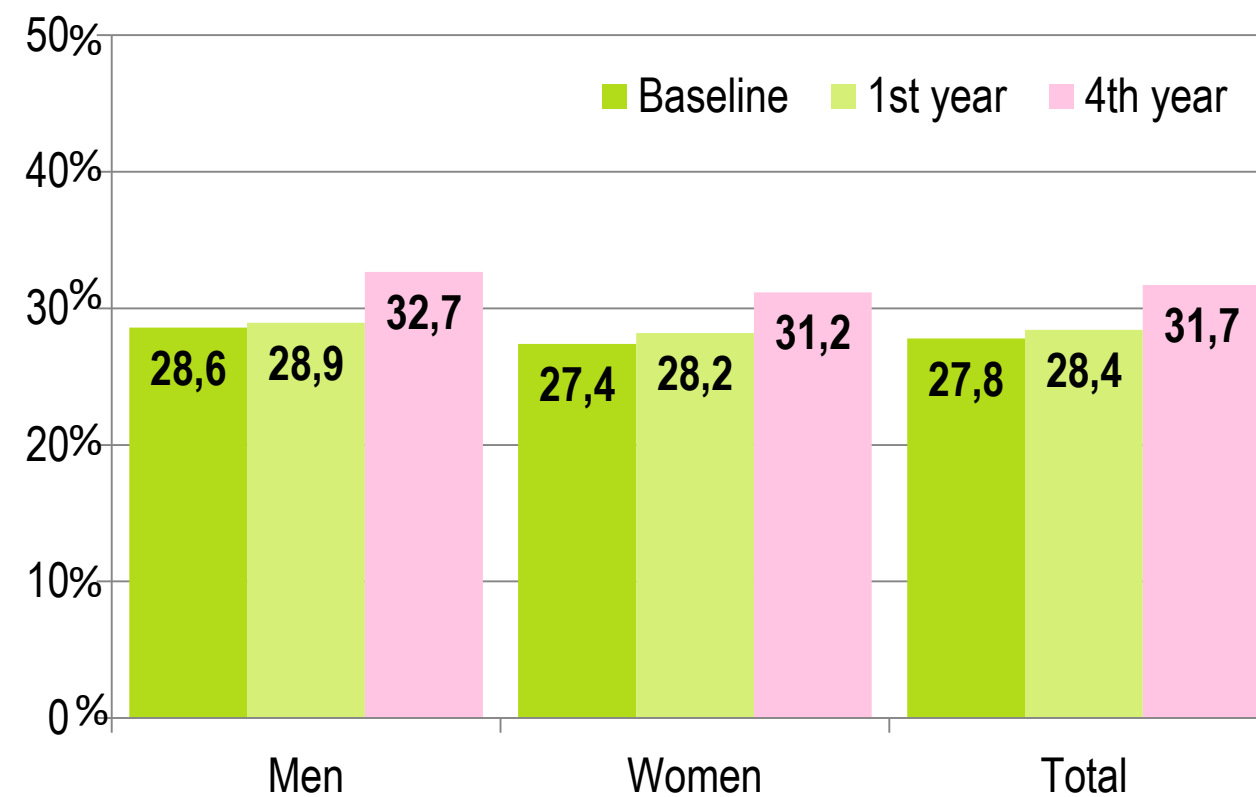
# Sociodemographics I

- 1 male / 2 female resident doctors
- Male doctors are one year older than women in average
- Nearly one third were born abroad

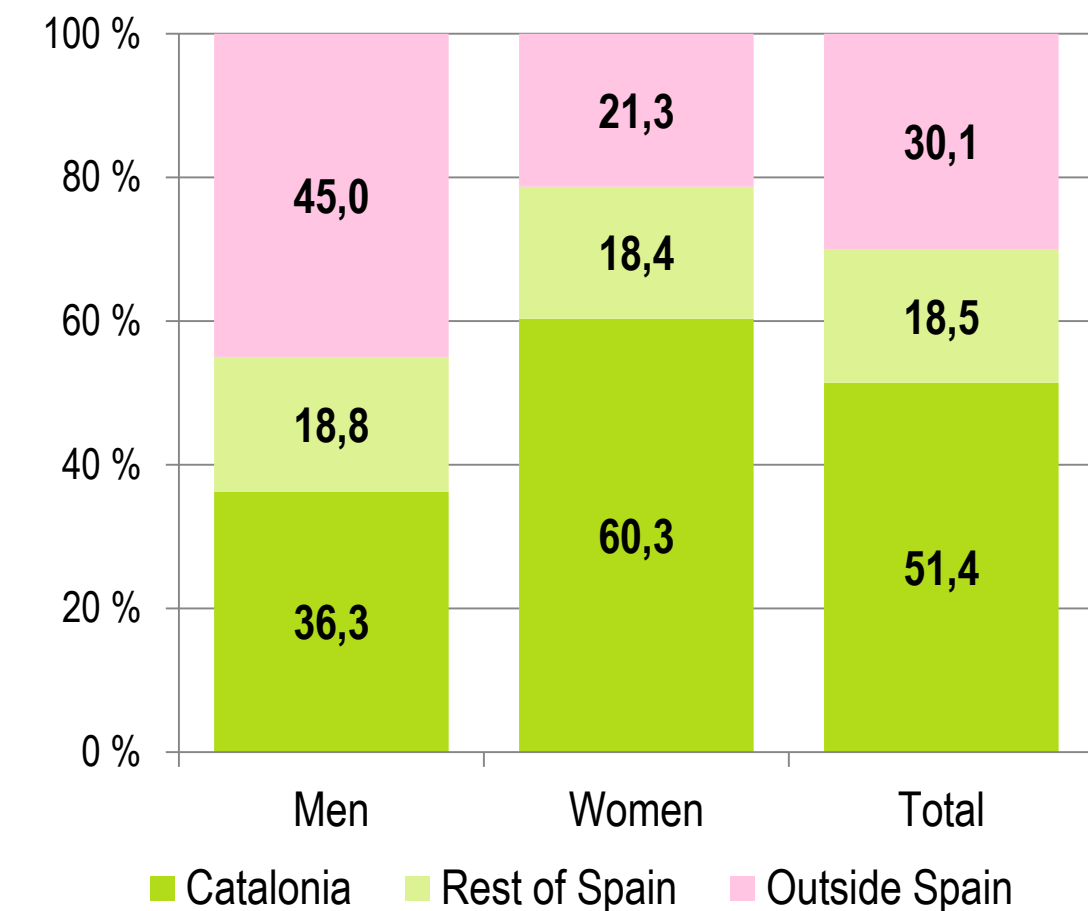
Distribution by gender



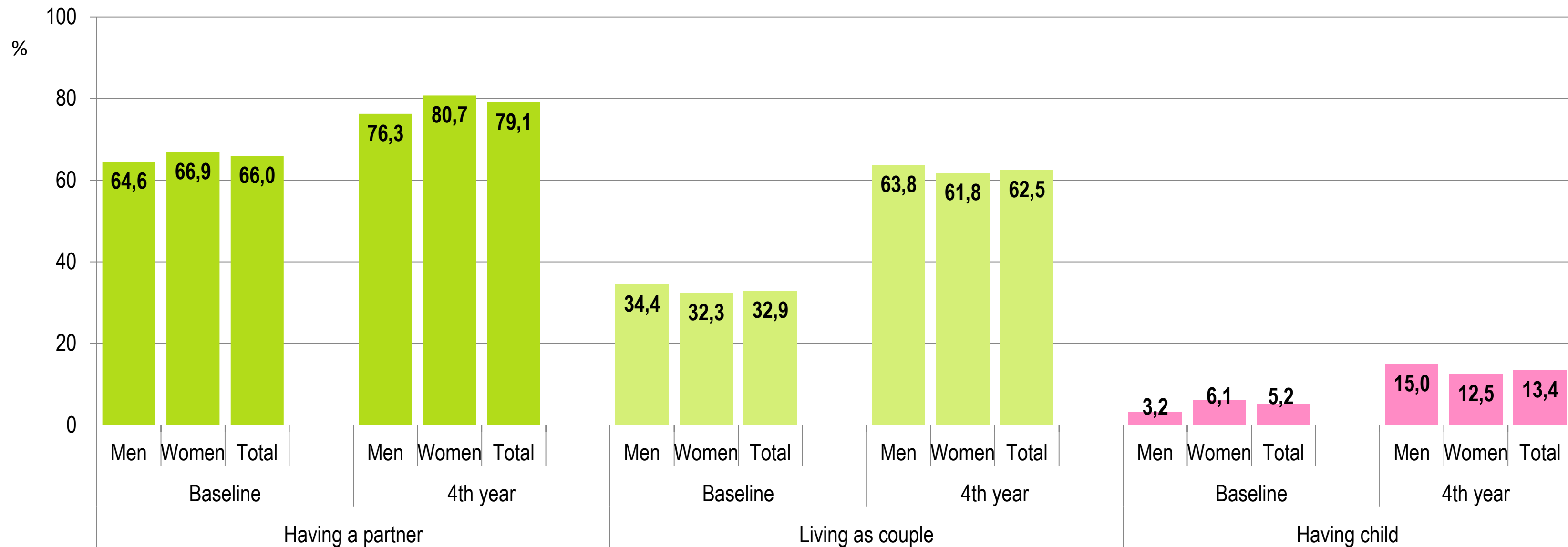
Average age by gender



Place of birth by gender. 4th year



## ➤ Evolution of the situation of living => creation of your own family





# What is residents' health like?

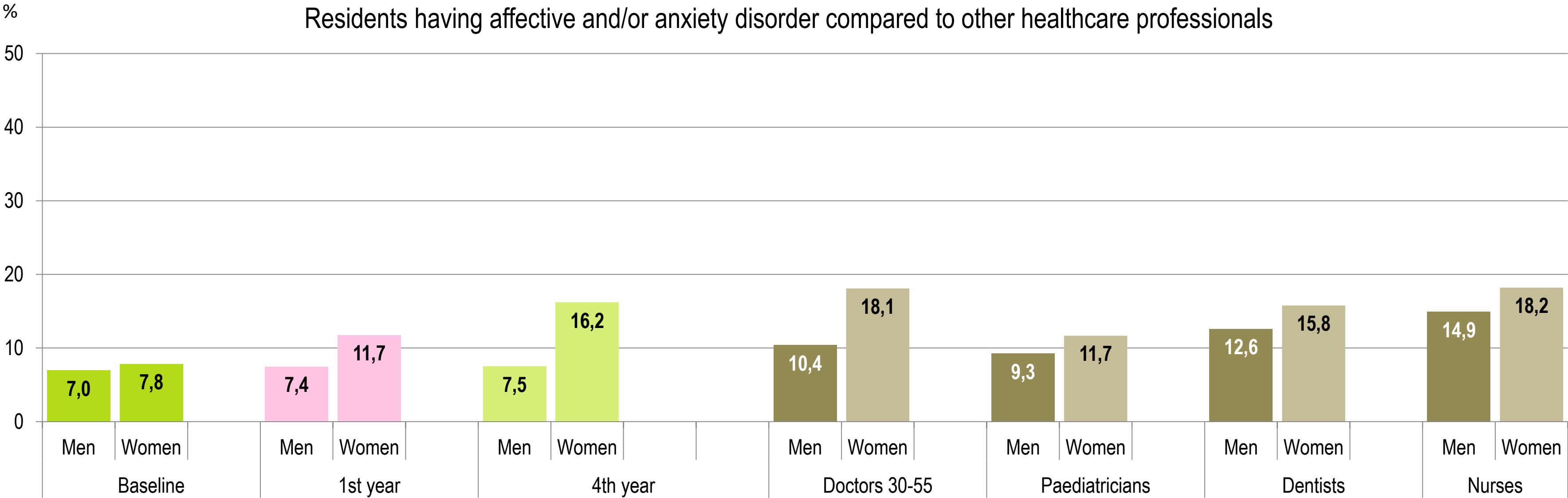
# Self-reported health status

## 📉 Negative evolution of self-reported health status in 3 years



# Health status: depressive disorders and anxiety

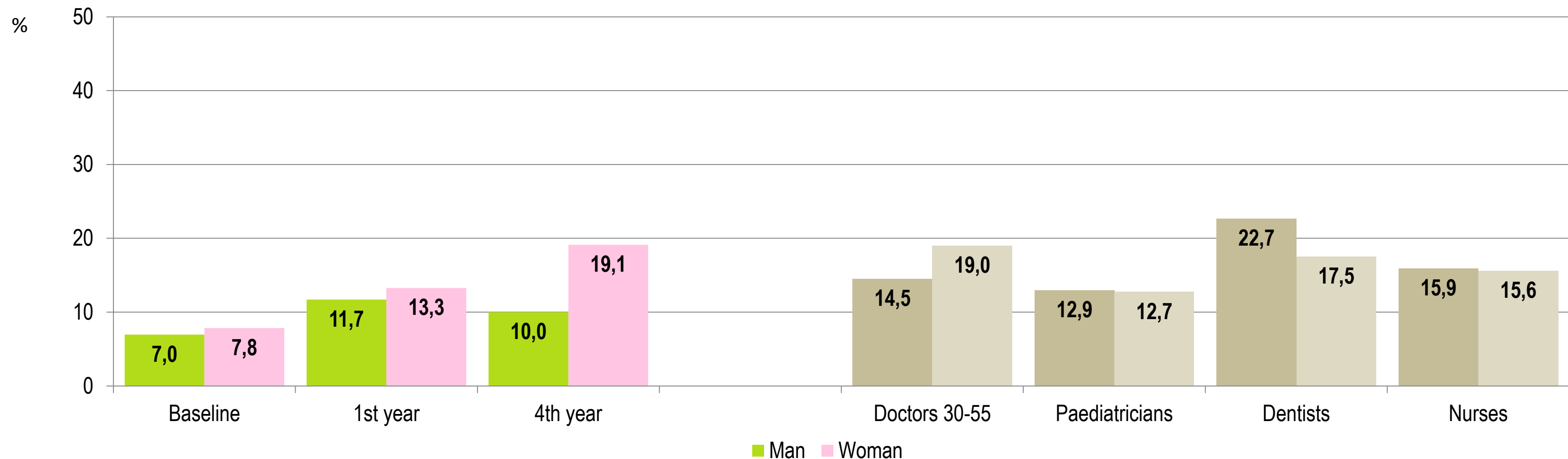
While constant among men along residency, **negative evolution among female residents.**





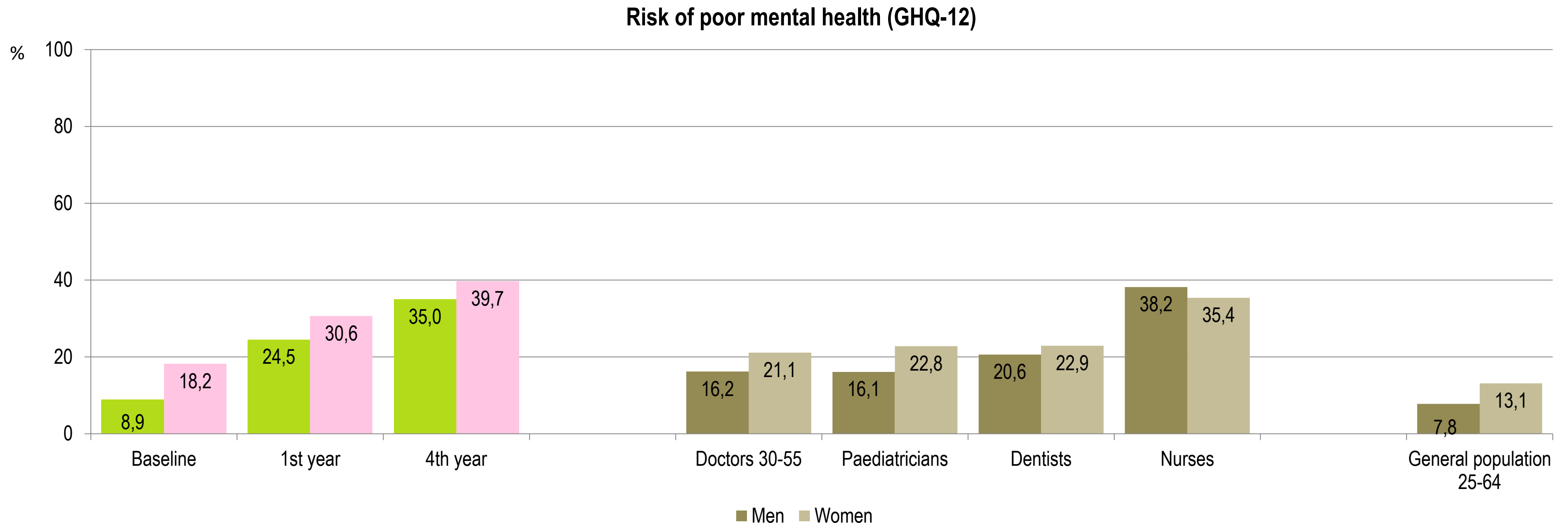
# Health status: psycho drugs consumption (hypnotics, tranquillizers and/or antidepressants)

- **Female residents increase** consumption of psycho drugs along residency period, following the pattern of anxiety disorders
- Female residents consumption is **also higher than other healthcare** female professionals consumption



# Health status: risk of poor mental health

- Increase of risk of poor mental health along the residency period.
- Higher than among doctors and other healthcare professionals.

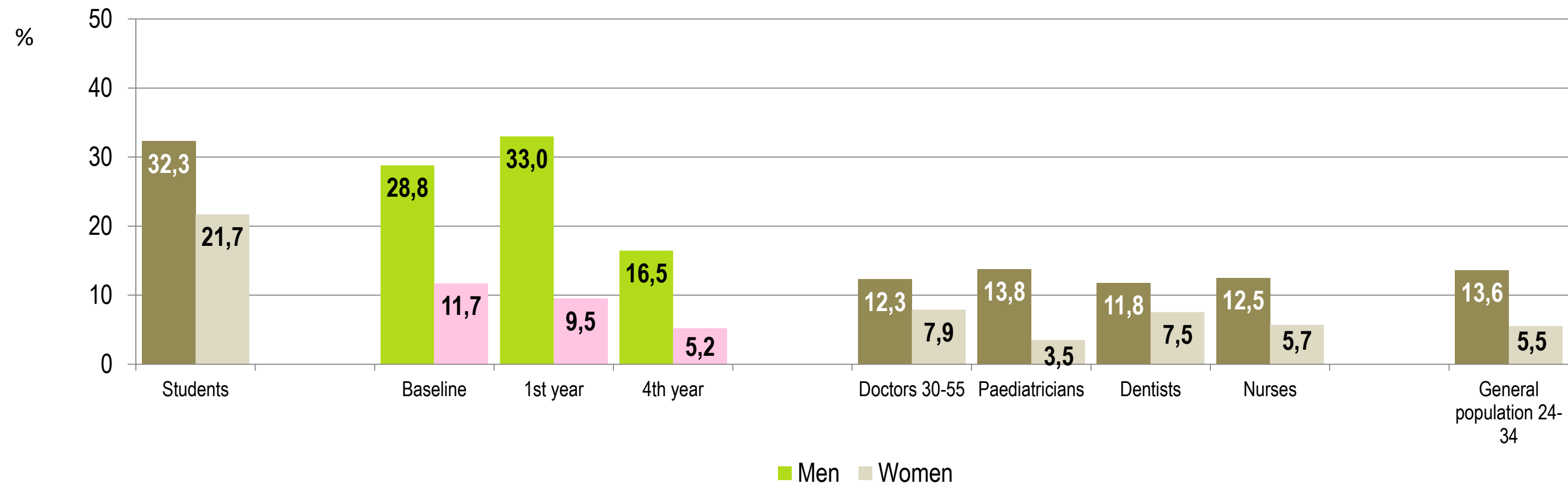


What are residents' lifestyles like?



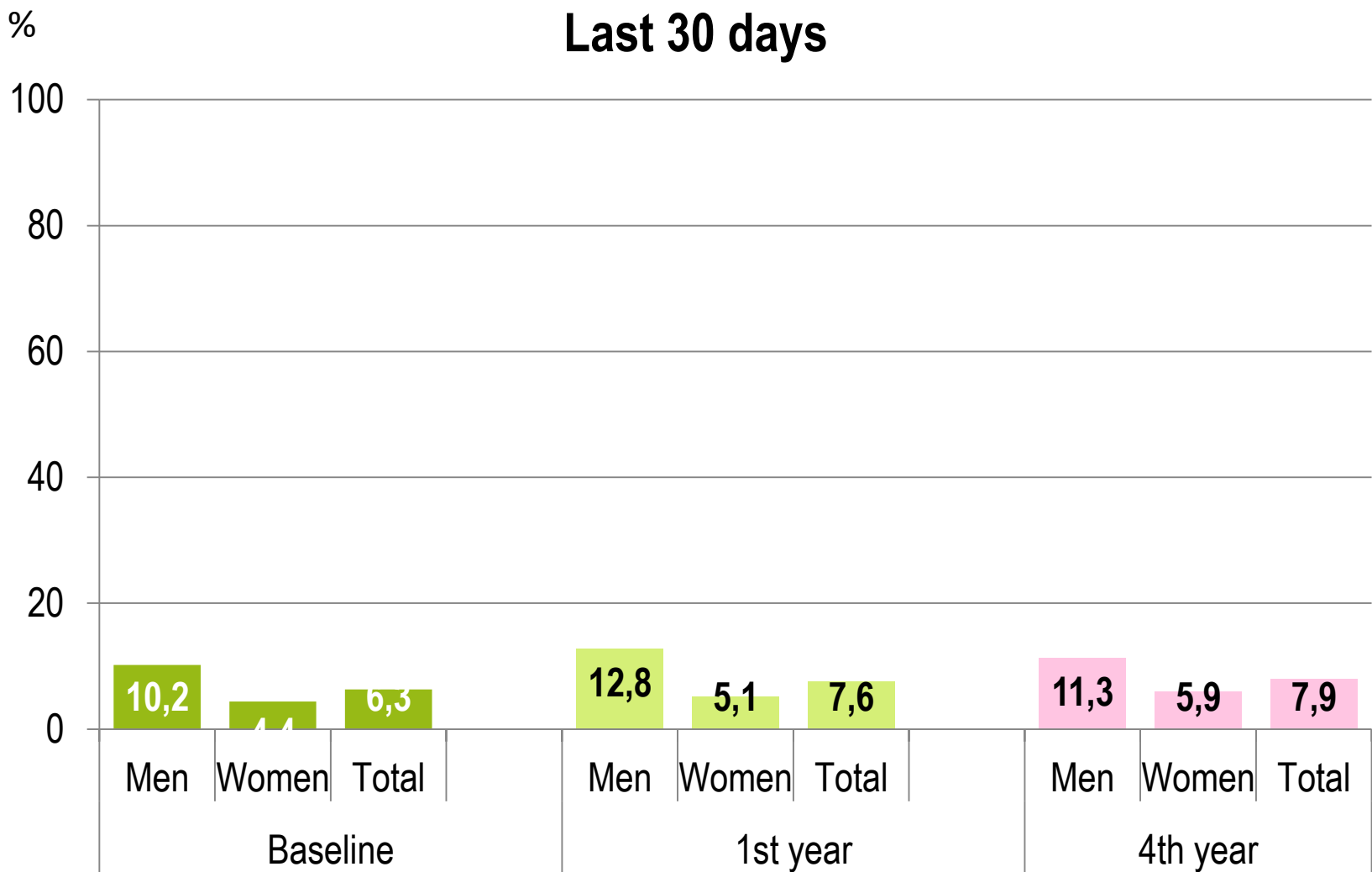
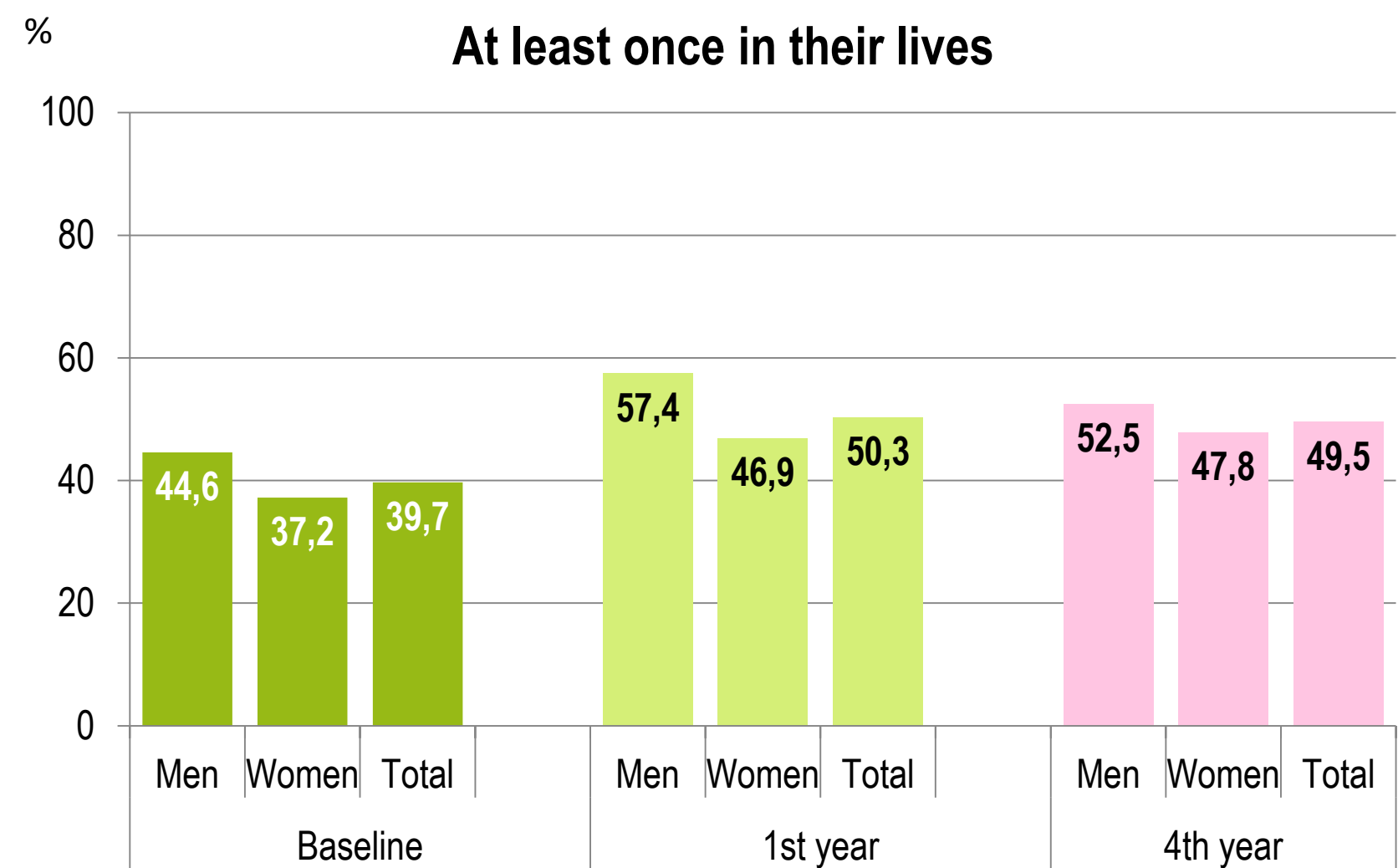
# Lifestyles: alcohol consumption at risk

- Alcohol consumption at risk in men is high but decreasing along residency.
- As time goes by more similar to doctors and other healthcare professionals.
- **Student model vs. Professional model**
- **Binge drinking pattern**



# Lifestyles: drugs consumption

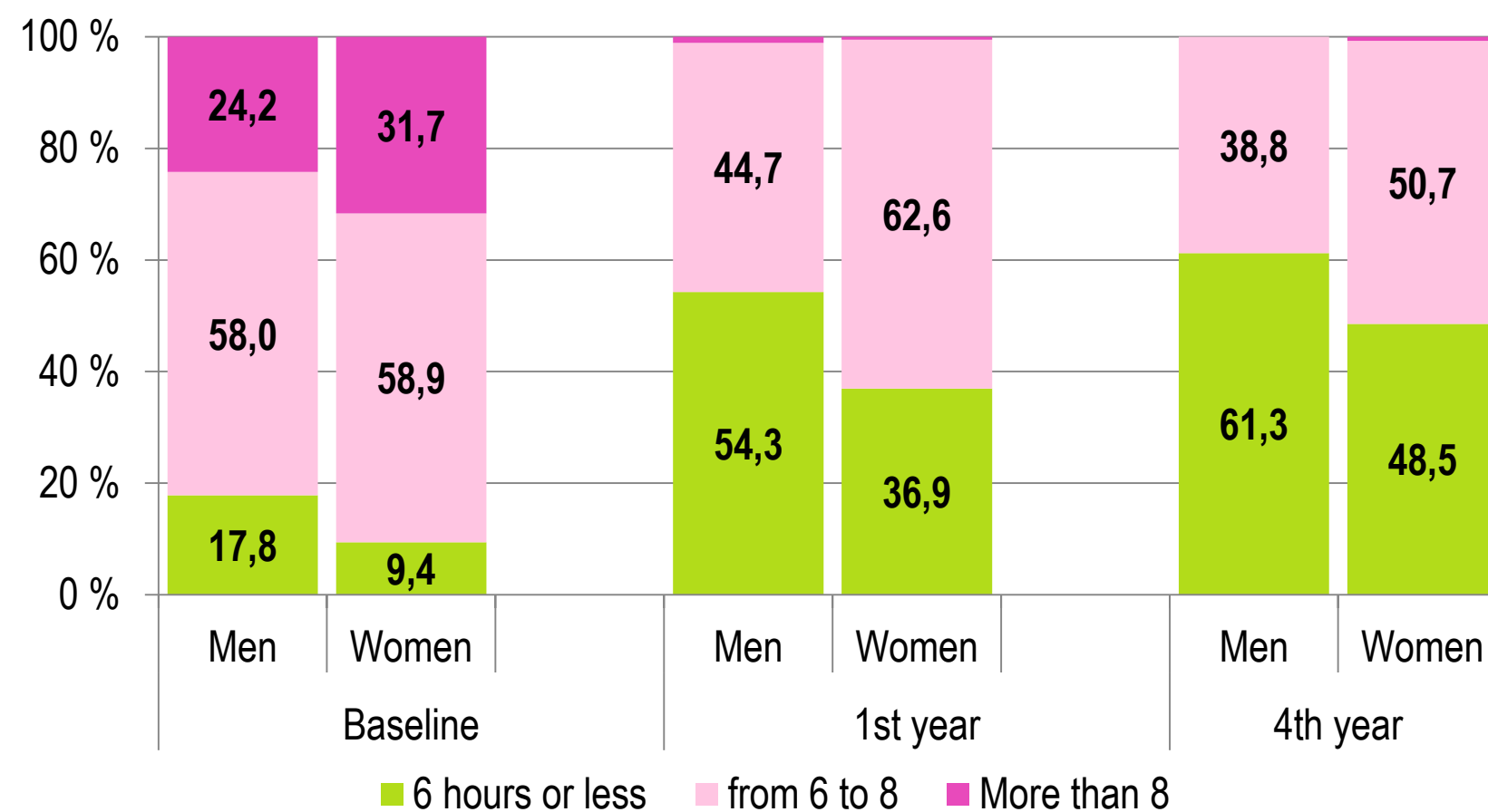
- ☛ Drugs consumption last 30 days is low, men more than women and it doesn't change along the residency period.
- ☛ It is mainly cannabis.



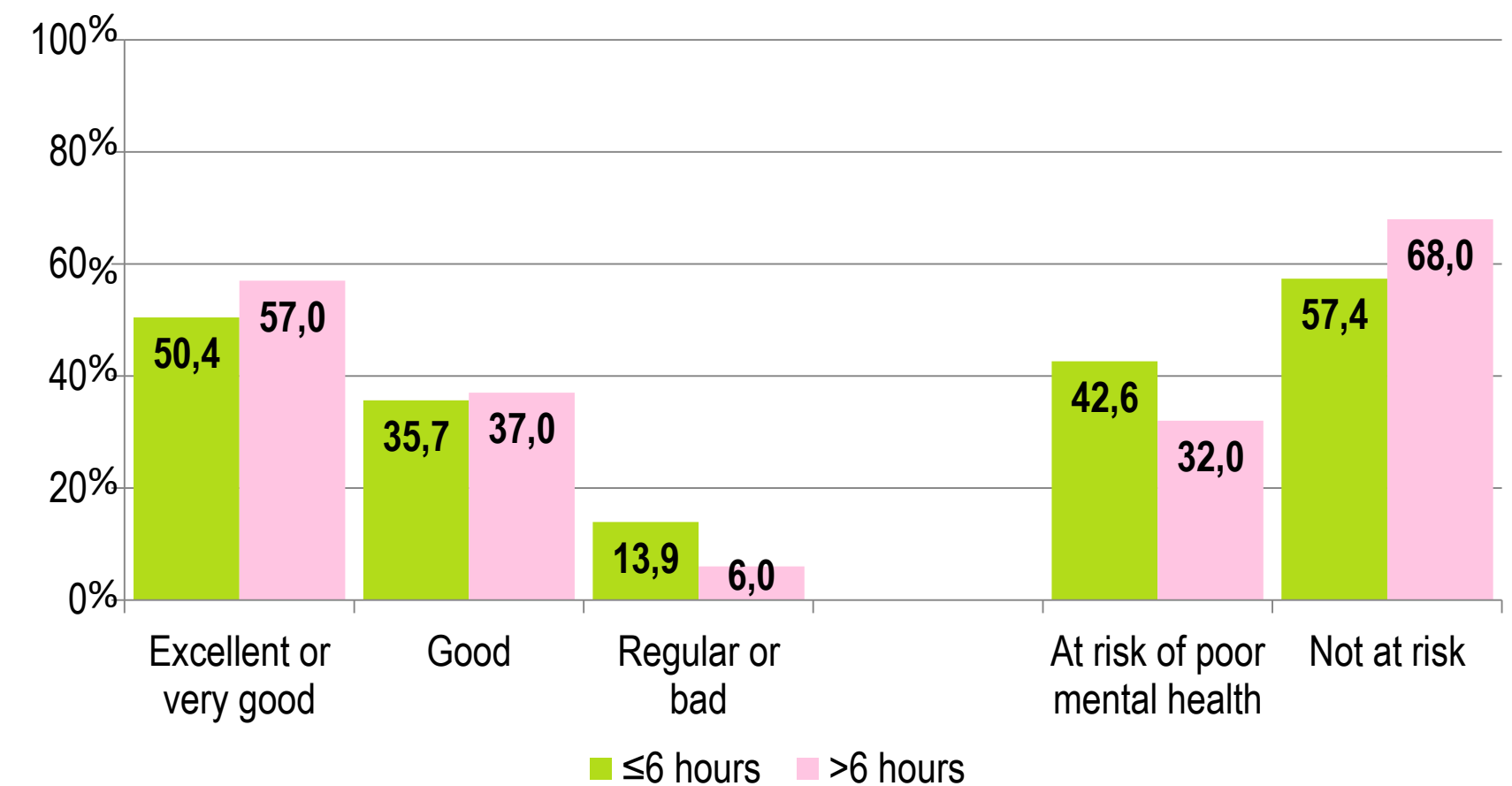
# Lifestyles: sleep hours

- **Very few sleep hours.** Most of the residents sleep 6 hours or less (and related to working hours).
- Sleeping six hours or less is related to an increase of risk of poor mental health.

Sleep hours by gender



Self-reported health status and risk of poor mental health according to number of hours of sleep. 4th year survey





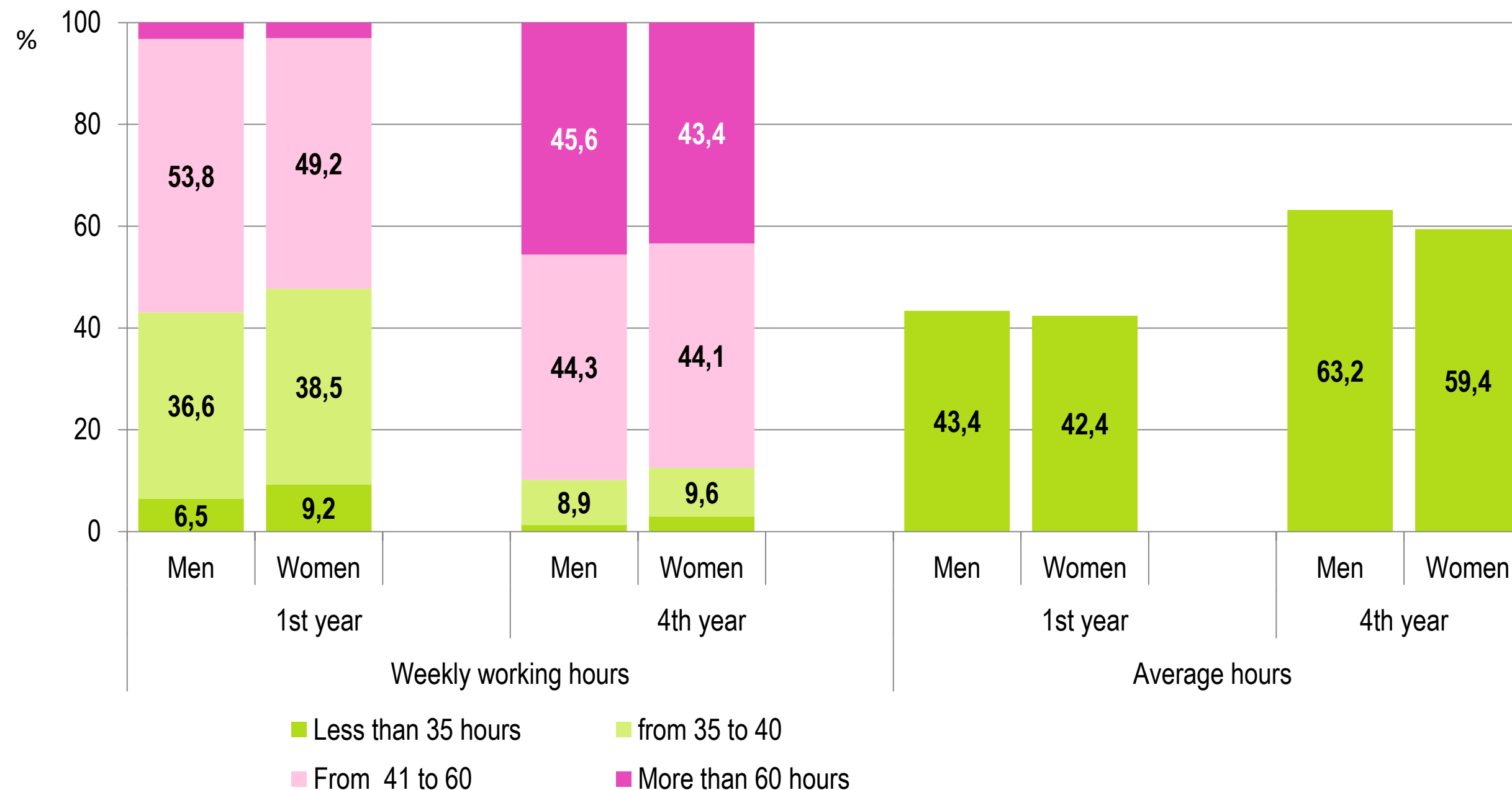
- Satisfaction in several aspects of life (friends, leisure) decreases, but satisfaction related to professional aspects (specialty choice, educational level) is high and maintained along the residency period.



Does the working environment affect their health?

# Working environment and work conditions I

- Very long work days
- Great increase of working hours from Y1 to Y4

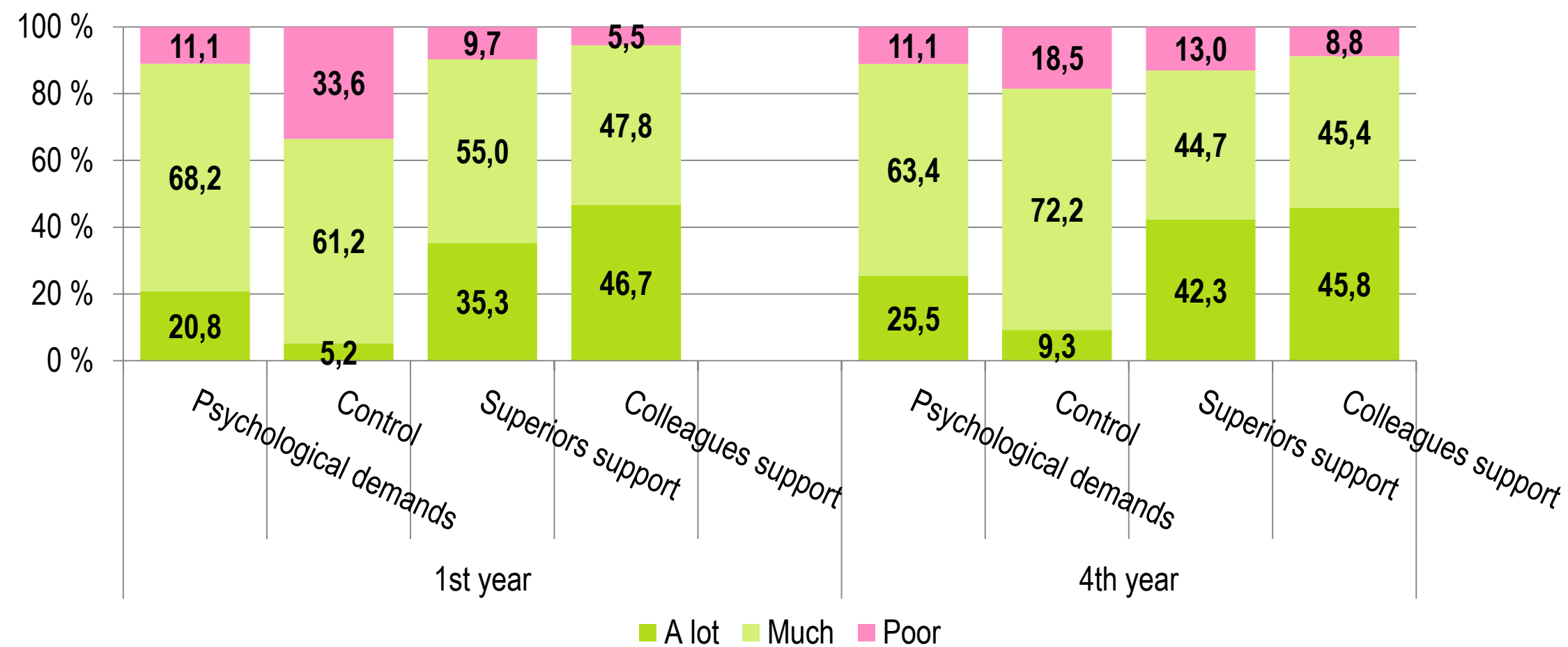




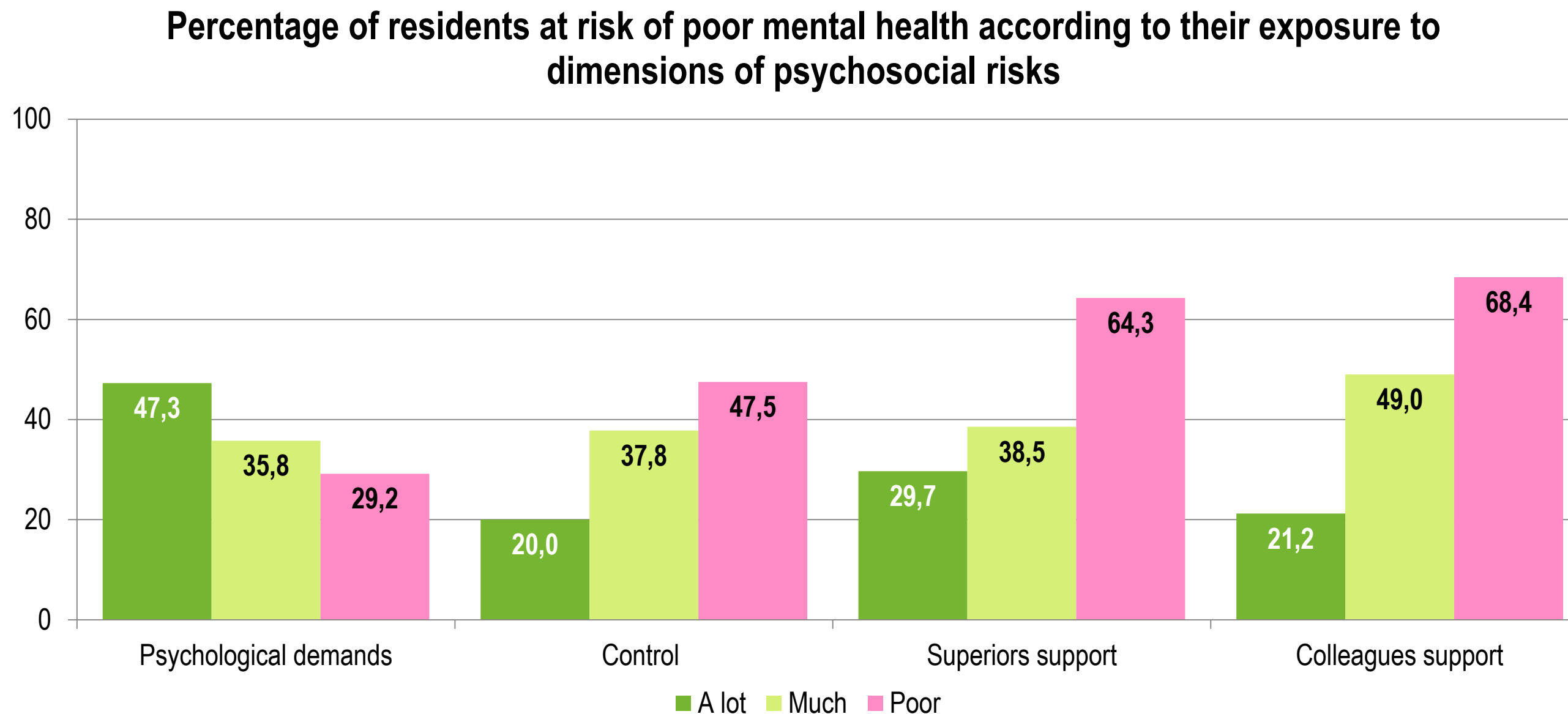
- While satisfaction with the salary increases, satisfaction with work conditions decreases
- Moderate satisfaction in both cases



- Exposure to psychosocial risks remains stable between the 1st and the 4th year (although better control over work)
- High psychological demands compensated for good social support



- Exposure to psychosocial risks is related to a higher probability of poor mental health



# WHAT CAN WE DO FROM THE FOUNDATION?

## Activities for a healthy professional exercise

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1998-2018



# Activities for a healthy professional exercise

1 Training courses

2 Promotion: materials (guides, leaflets, videos...), sessions...



# Training courses

Training team of 5 professionals (doctors and psychologists)

Face-to-face sessions half day / a day for 15-20 professionals

Offered to health professionals councils and health centres

Three lines of training courses:

- Residents' health programme: tutors, residents
- Burnout prevention
- Competencies for a healthy professional: leadership, communication skills, teamwork



# Our training courses offer

## RESIDENTS' HEALTH PROGRAMME

- **Seminar for residents:**
  - Tools for a healthy exercise (face-to-face and on line)
- **Seminars for tutors:**
  - Residents' health (face-to-face and on line)
  - The tutor-resident relationship: what can we do in difficult situations?

## HEALTHCARE PROFESSIONALS' HEALTH

- **Health promotion at work: the healthcare of professionals**
  - For all healthcare professionals in GF (face-to-face and on line)
- **Seminar for Occupational Health Services**  
(on line TBD)

## COMPETENCIES FOR A HEALTHY PROFESSIONAL EXERCISE AND HEALTHCARE QUALITY

- **Leadership of effective and healthy healthcare teams**
- **Communication skills: therapeutic effectiveness and professional wellbeing**
- **Teamwork and healthcare quality: patients and professionals wellbeing** (for existing teams).



# On line training courses

## Aula de Salut i Benestar

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 Nom d'usuari  Contrasenya 

Heu oblidat el nom d'usuari o la contrasenya?

Aula Fundació Galatea

Presentació

Català (ca) ▼

Cerca cursos



**Cursos d'autoformació per  
millorar el benestar dels  
professionals de la salut**

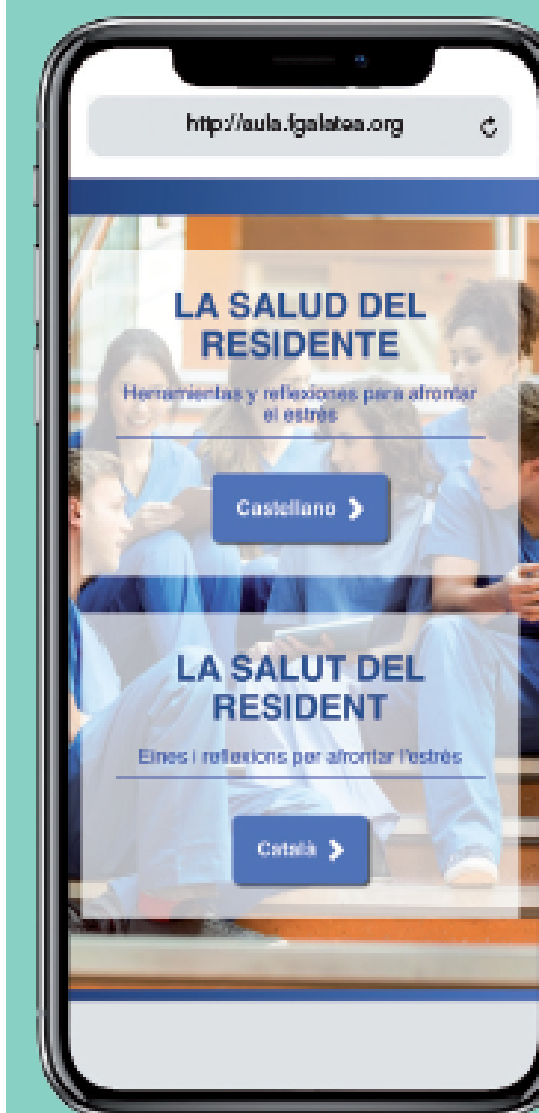


 Navegació



Inici

► Cursos



## La salut del resident. Curs *on line* Eines i reflexions per afrontar l'estrès

El resident s'incorpora al dia a dia del sistema sanitari i viu directament l'impacte de la realitat (pacients difícils, guàrdies intenses, presa de decisions, dilemes ètics, dificultats de comunicació ...) I, de vegades, es troba sense les eines necessàries per a afrontar-la, amb el consegüent malestar que aquest fet pot produir. Preparar-se per a l'exercici professional no és només assolir l'excel·lència tècnica, sinó també l'equilibri personal necessari per fer-ho saludablement. Aquest curs *on line* pretén sensibilitzar els residents sobre la importància de la cura de la pròpia salut i orientar sobre les maneres d'aconseguir-ho.

INSCRIPCIÓ

<http://aula.fgalatea.org/>



# Promotion materials





# Prevention and health promotion: results

Increase of number and type of activities based on our research results to:

- ✓ Raise awareness of healthcare professionals to take care of themselves
- ✓ Early detection
- ✓ Promotion of our caring programmes and healthcare services

Prevention and health promotion – Good complement to healthcare programmes in improving the health and well-being of professionals

# The PAIMM model

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1998-2018

# PAIMM as a Physician Health Program



- **Highly specialized mental health service.**
- **Voluntary admission:** informed consent.
- **Free:** sponsored by **Medical Council-Association** and the Catalonia Department of Health.
- **Highly confidential:** special procedure to mask real identity.
- **Malpractice risk (<5%):** therapeutic contract (mandatory treatment).
- **Ethical guarantees.**

# Caring programmes

## Mental disorders and addictions. Dual Pathology

**PAIMM** 20 anys  
1998-2018

Programa d'Atenció Integral al Metge Malalt.



RETORN

Programa d'atenció a infermeres i infermers.



ASSÍS

Programa d'atenció al veterinari malalt.



ITACA

Programa d'atenció al farmacèutic malalt.



SUPORTS

Programa d'atenció a treballadors/es socials.



PSYQUE

Programa d'atenció al psicòleg malalt.



APOL·LÒNIA

Programa d'atenció a l'odontòleg malalt.



AFÍ

Programa d'atenció al fisioterapeuta malalt.





# PAIMM Treatment Unit

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OUTPATIENT UNIT

INPATIENT UNIT

DAY HOSPITAL





# Inclusion and exclusion criteria PAIMM (Barcelona)

## INCLUSION CRITERIA

*Voluntary acceptance. Informed consent.*

*Physicians registered at the Barcelona Medical Council-Association.*

## EXCLUSION CRITERIA

*Involuntary admission.*

*Severe eating disorders.*

*Mild to severe cognitive impairment.*

*Acute psychiatric conditions with immediate high risk for one-self or others.*

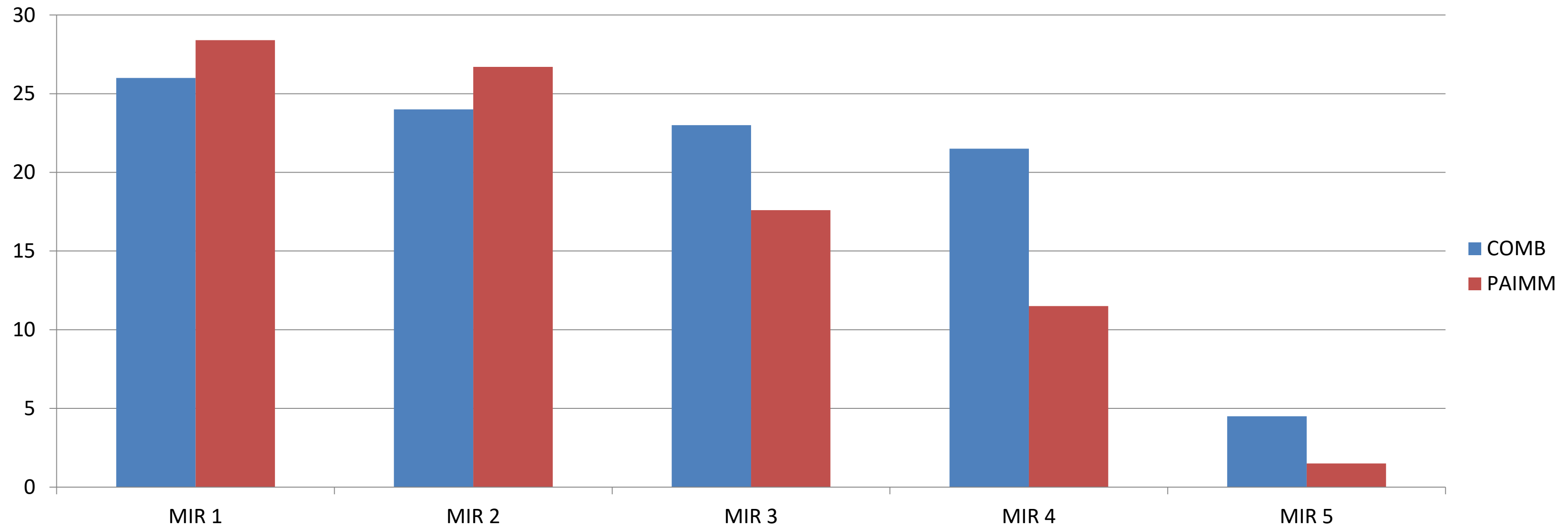
# Clinical Data



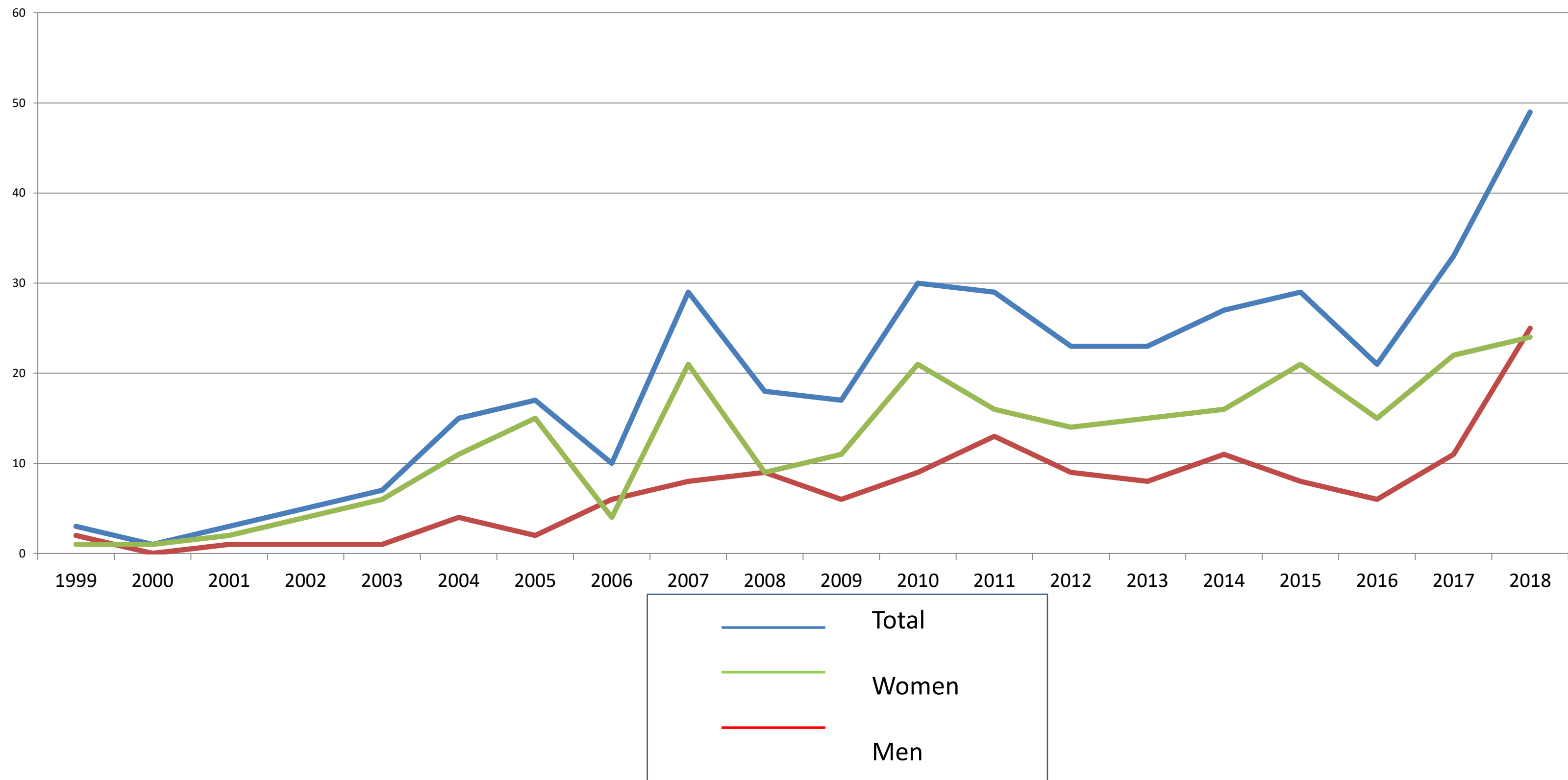
## Clinical Data (N=350 PAIMM Barcelona)

**24.4%** of all admitted **PAIMM** physicians.

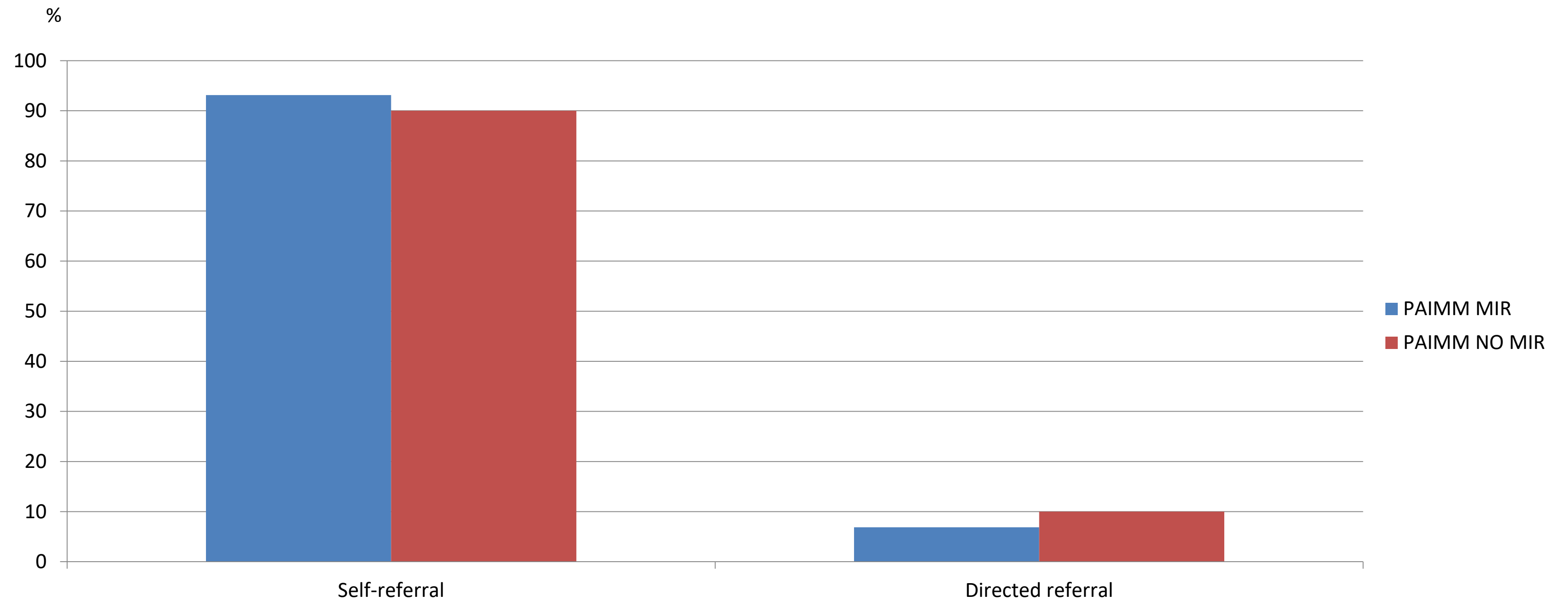
Of all **physicians** registered at the **COMB**: **9.6%** are MIR



# New cases per year



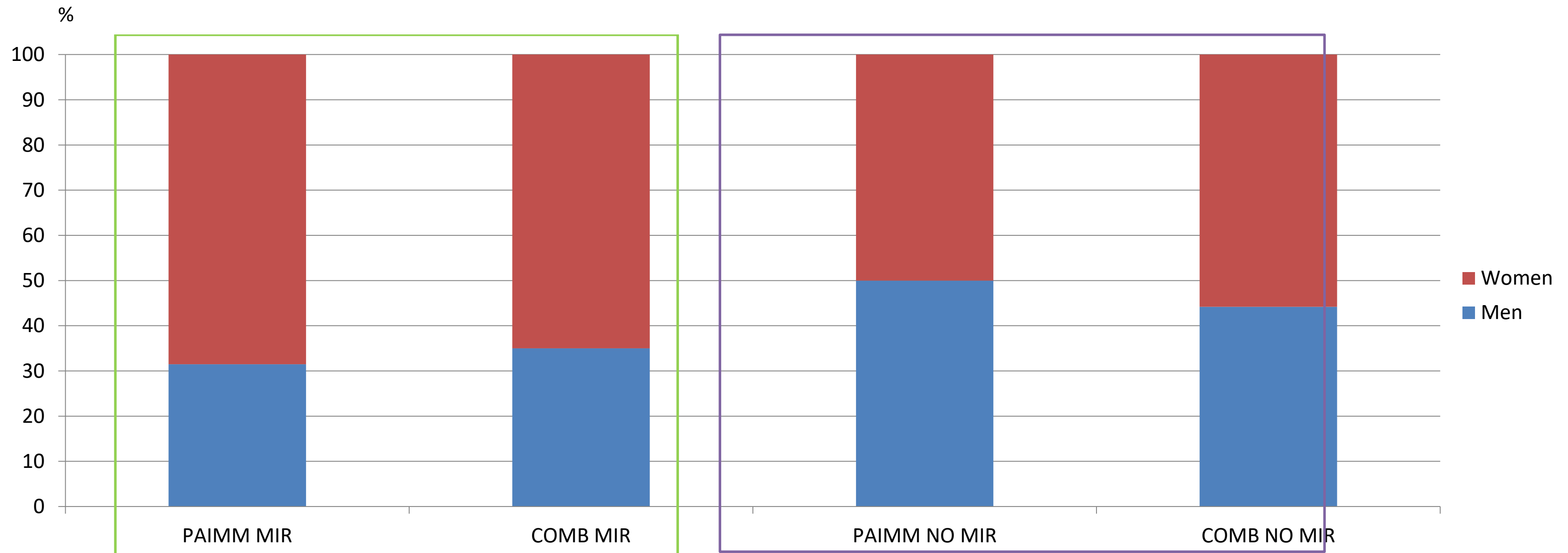
# Type of referral



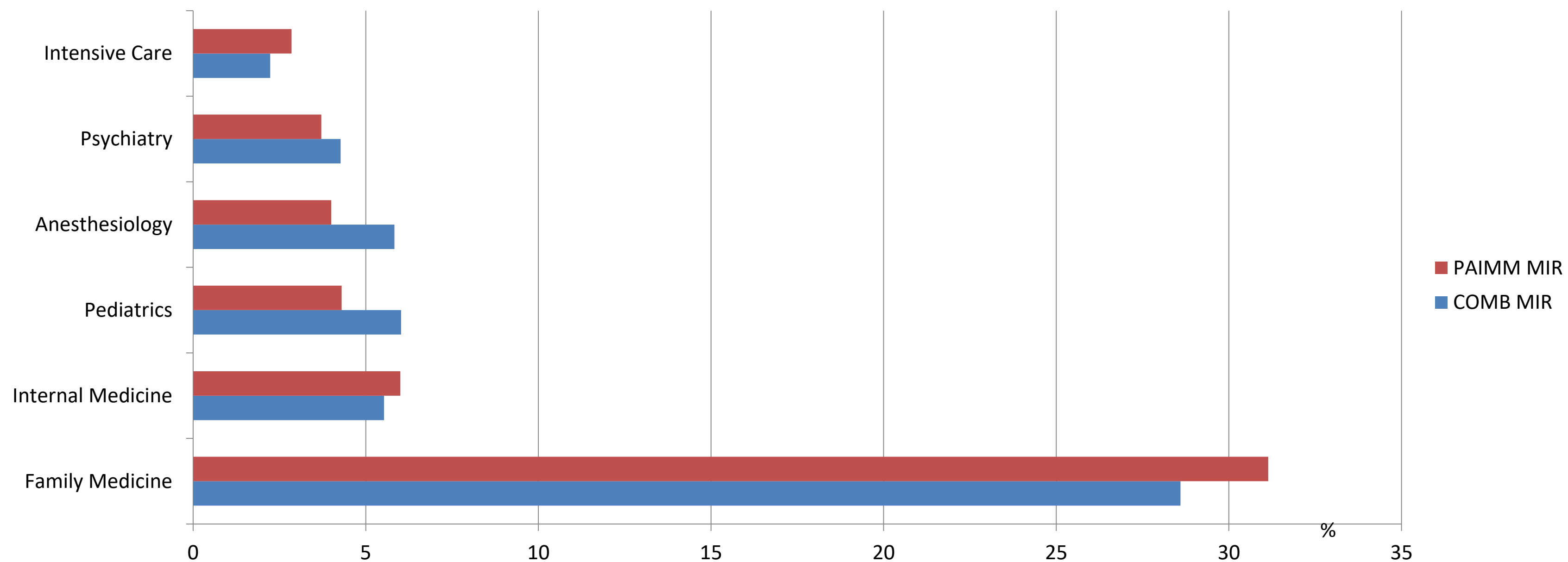


# Sex Distribution

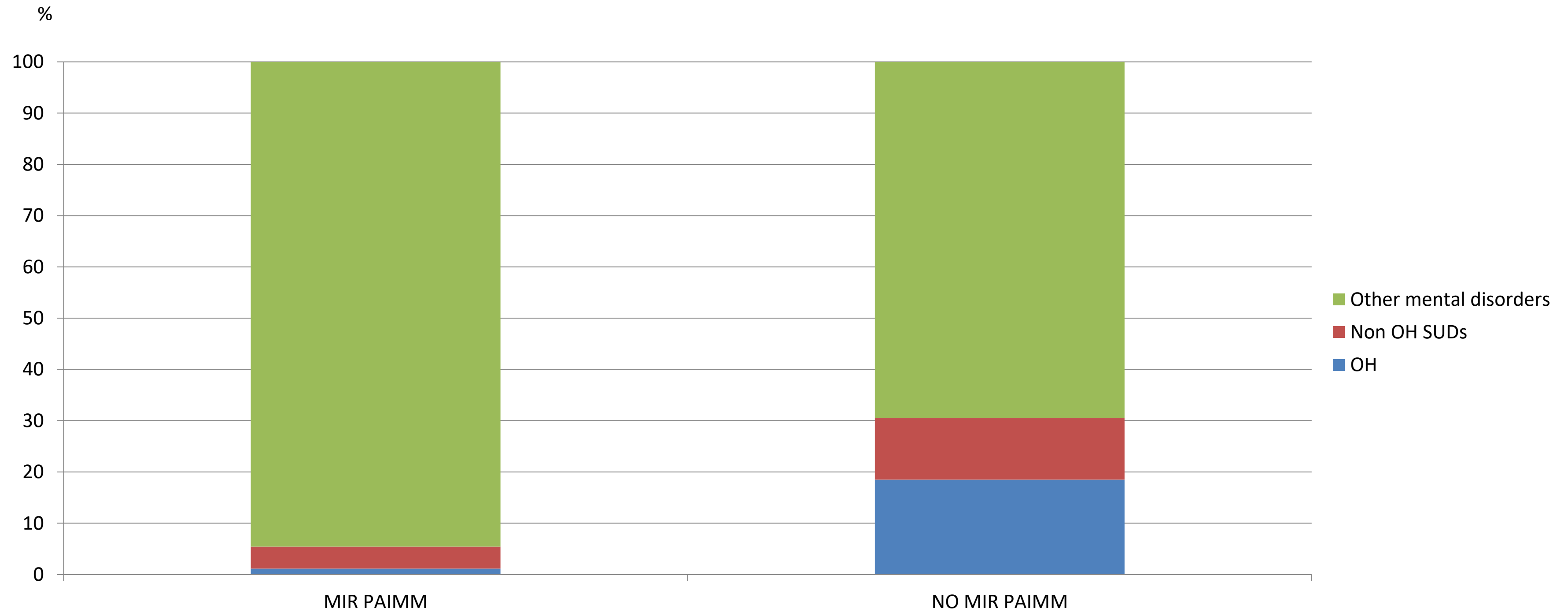
(Age: <30 years: 54.8%; 30-39 years: 38.9%; >40 years= 6.28%)



# Medical speciality



# Main DSM-IV diagnosis at admission



# Mandatory treatment (BCN Medical Council-Association & PAIMM)

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**1998-2018**

## Therapeutic contracts

**118** physicians have signed **310** therapeutic contracts

## MIR

**16** MIR signed **35** therapeutic contracts:

**9** OK; **4** Permanent Disability; **2** sanctioned; **1** left Medicine



# Our team











# Thank you

[www.fgalatea.org](http://www.fgalatea.org)

<http://www.clinica-galatea.com>

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