

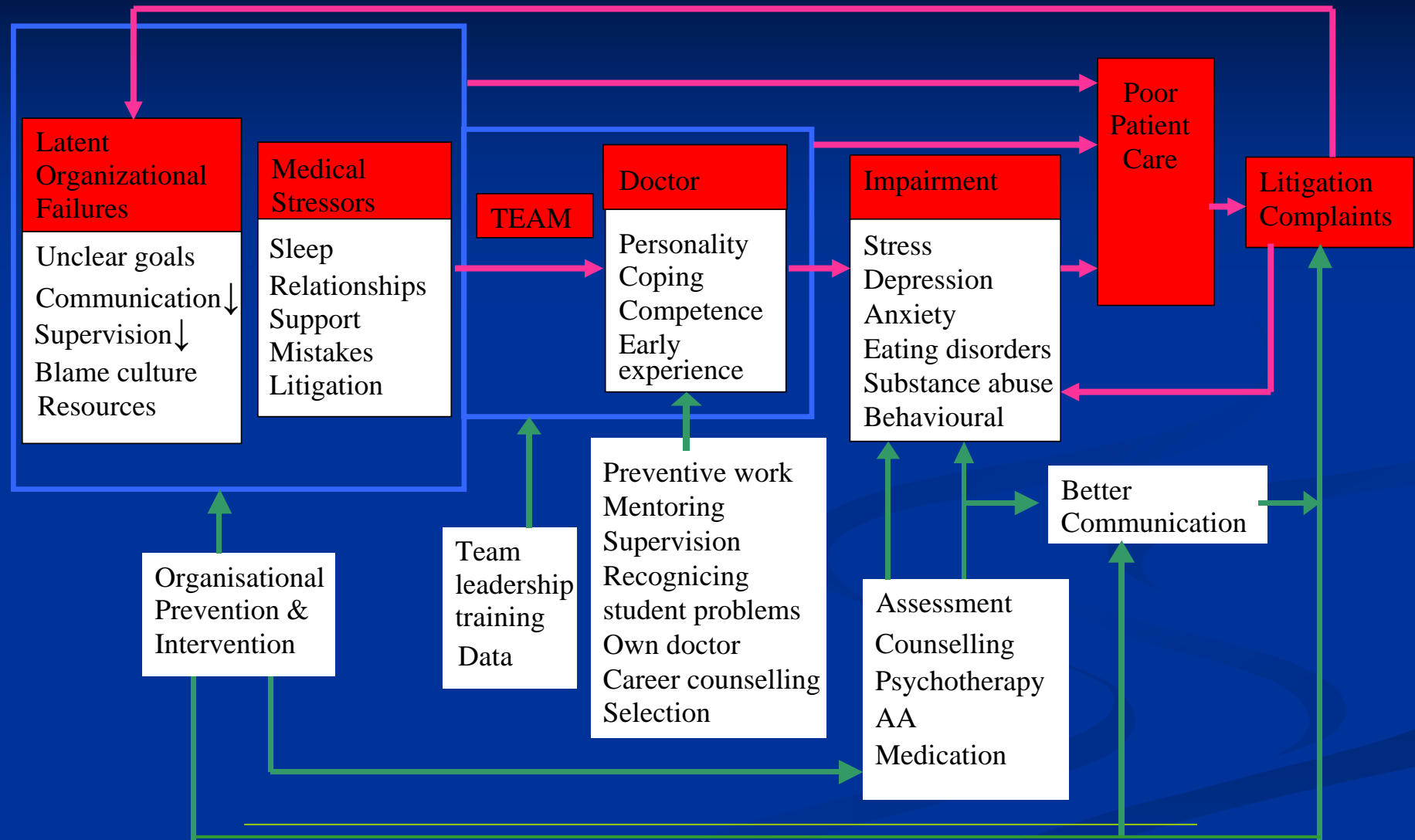
Doctors' Health: Research Old and New

Jenny Firth-Cozens and Olaf Aasland

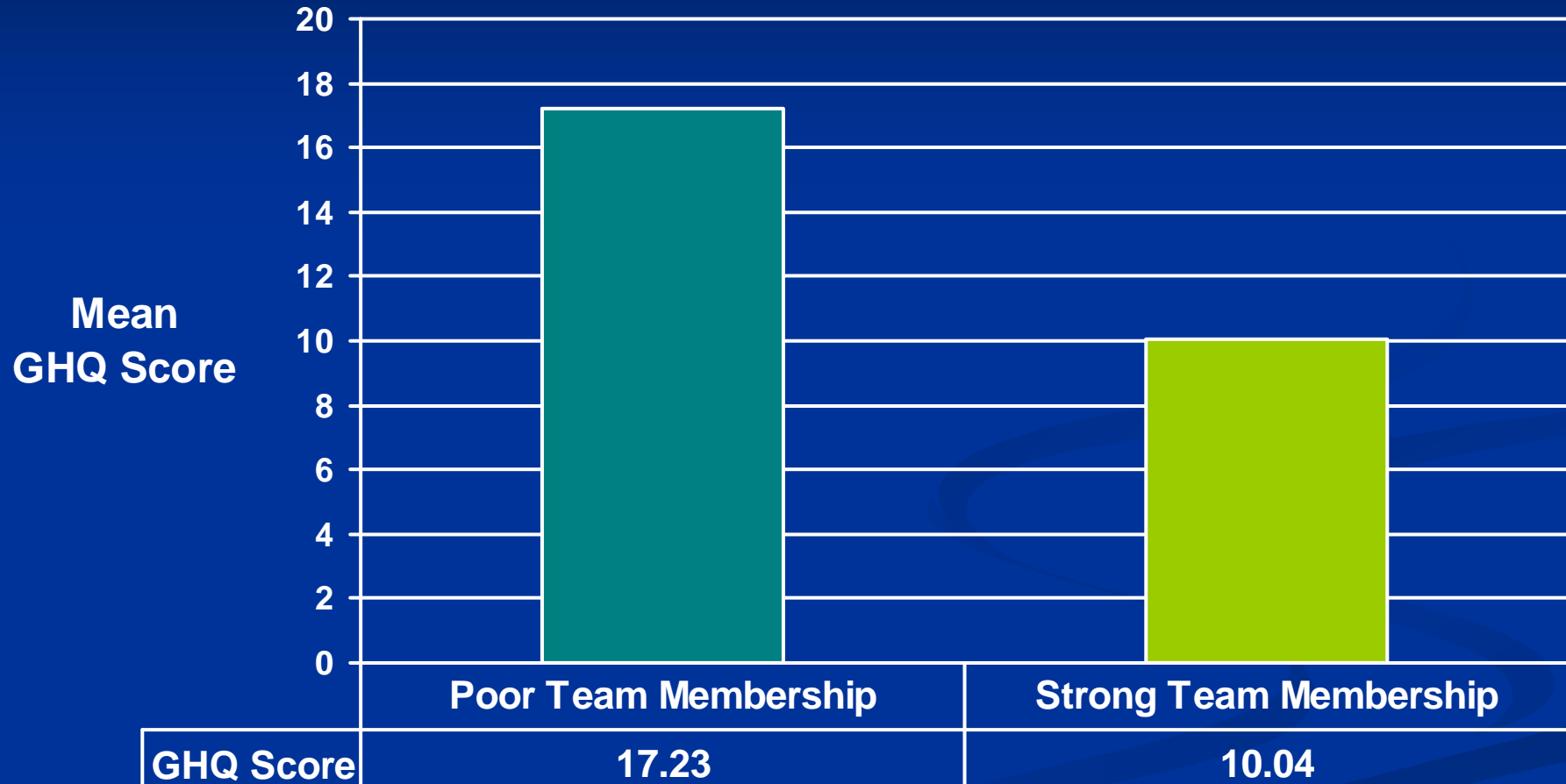
Organisational Risk Factors in Medicine that we know:

- High bed turnover
- Sleep loss/?Longer hours
- Poor teamwork/poor leadership
- Poor job design – (peripatetic, consulting times, roles for older doctors, paperwork)
- Bullying punitive culture – from the top

A systems approach to the causes of poor patient care



Quality of team and stress levels



What we don't know and need to know about the organisation...

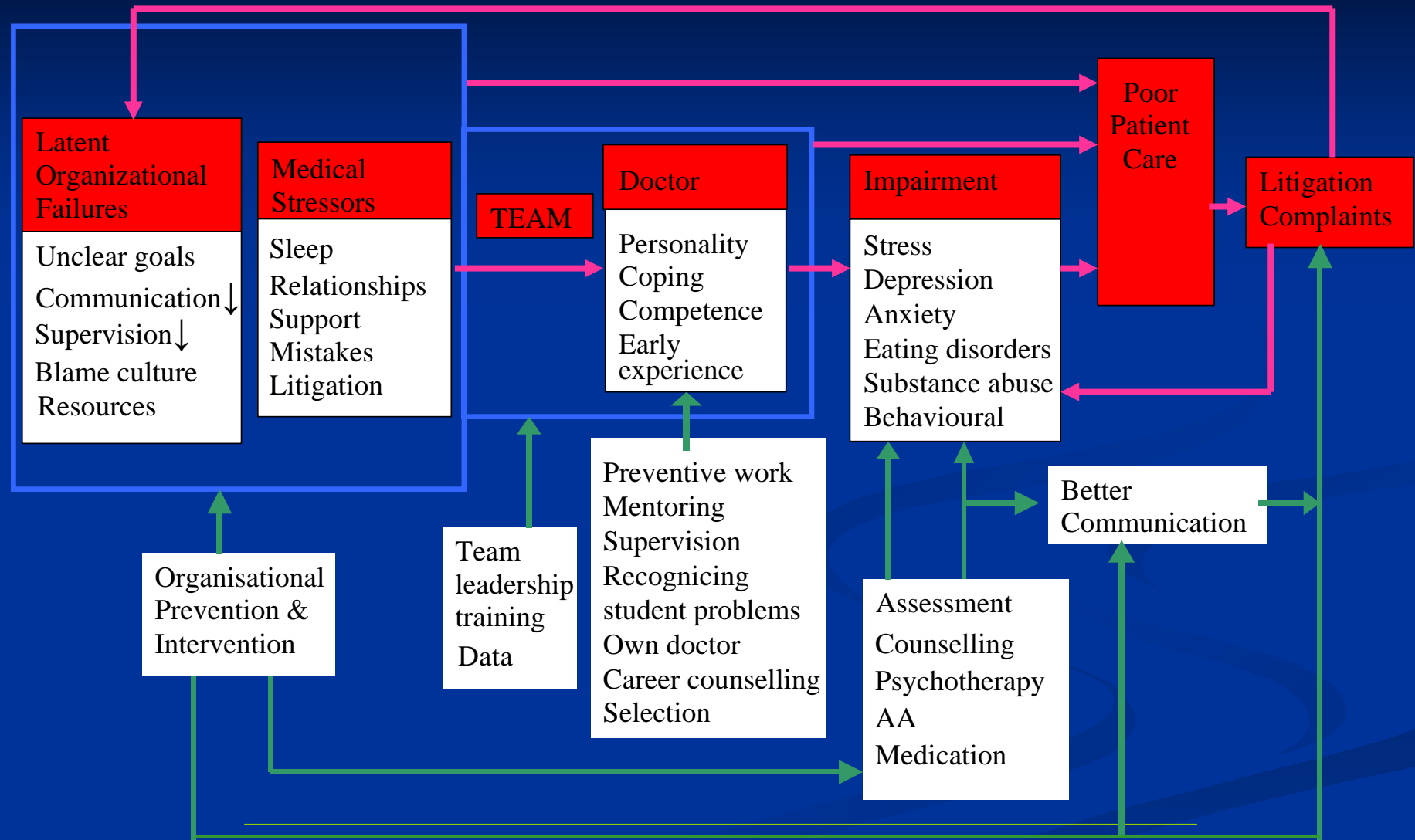
- The cost of stress and other mental health problems in health service staff.
- The cost-effectiveness of preventing and treating mental health problems.
- The effects on staff/patients of new ways of working; for example:
 - The speed of bed turnover
 - The introduction of bank staff / foreign staff
 - More paperwork
- Effectiveness of organisational/team interventions.

What we don't know and need to know about the organisation...

How organisational changes affect the individual:

- Teamwork
- Supervision
- Leadership
- Policy
- Job design – hours, sleep, location etc.

A systems approach to the causes of poor patient care



Individual Risk Factors in Medicine:

- Depression as students (especially males)
- High alcohol use as students (especially females)
- Female hospital doctors with children
- Older fathers (especially males)
- High self-criticism and/or perfectionism
- ? Risky personality
- ? Very high self-esteem/confidence
- Coping by denial or avoidance
- Complaints or litigation

What we don't know and need to know about the individual...

- The role of Emotional Intelligence
- Potential individual risk factors such as:
 - Perfectionist or obsessional traits
 - Risky personality: effects in different specialties
 - High confidence/ very high self-esteem
 - >2 career changes early
- Person-Job fit

What we don't know and need to know about the individual ...

- The extent and long-term effects of
 - Anxiety
 - Personality disorders
 - Serious mental illness
 - Disability
- Ways to recognise problems early

What we don't know and need to know...

The effectiveness and cost-effectiveness
of interventions through good
outcome studies

