

System or Student? Analysing factors leading to junior doctor burnout and mitigating strategies during transitions of practice

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Declarations

- ▶ There are no actual or potential conflicts of interest to declare amongst authors.

The beginning of every doctor



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Physician burnout costs US \$4.6bn a year, study finds

Owen Dyer

THE LANCET

EDITORIAL | [VOLUME 394, ISSUE 10193, P93, JULY 2019](#)

Physician burnout: a

[The Lancet](#)

Published: July 13, 2019 • DOI: [https://doi.org/10.1016/S0140-6736\(19\)31573-9](https://doi.org/10.1016/S0140-6736(19)31573-9)



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The Unspoken Causes Of Physician Burnout

WHO
Definition:
ICD-11, May
2019

Burnout is a syndrome conceptualized as resulting from **chronic workplace stress** that has **not been successfully managed**. It is characterized by three dimensions:



feelings of **energy depletion** or exhaustion;

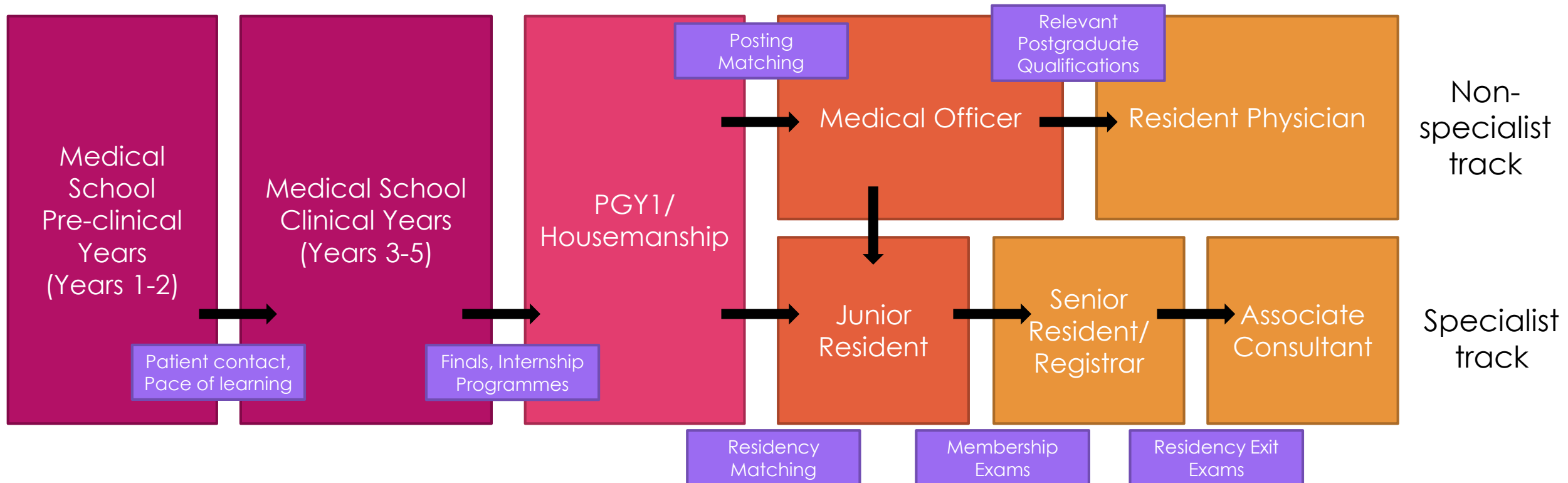


increased mental distance from one's job, or feelings of **negativism or cynicism** related to one's job; and



reduced professional efficacy

Medical Education in Singapore



Burnout amongst trainee doctors



45-80%

Implications



Patient safety



Patient satisfaction



Interpersonal relationships

Our study's focus



Quantify
burnout before
practising



Identify causative
factors



Develop
mitigating
strategies



Methodology



Local tertiary
hospital



PGY1
doctors



Anonymous
questionnaire



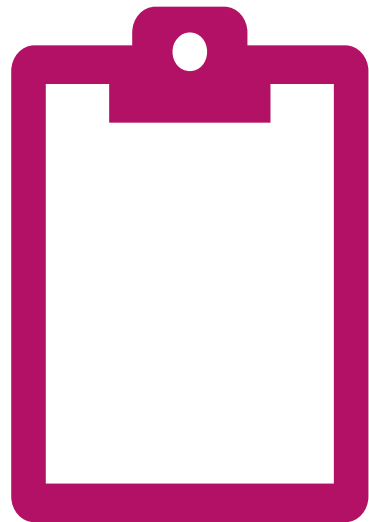
Experience in Medical
School:
Within 2 weeks of starting
PGY1

+



Experience in PGY1:
After completing
PGY1

Components of the questionnaire



Maslach
Burnout
Inventory



Scoring of
stressors and
relievers



Strategies to
alleviate
burnout

MBI

Emotional
Exhaustion

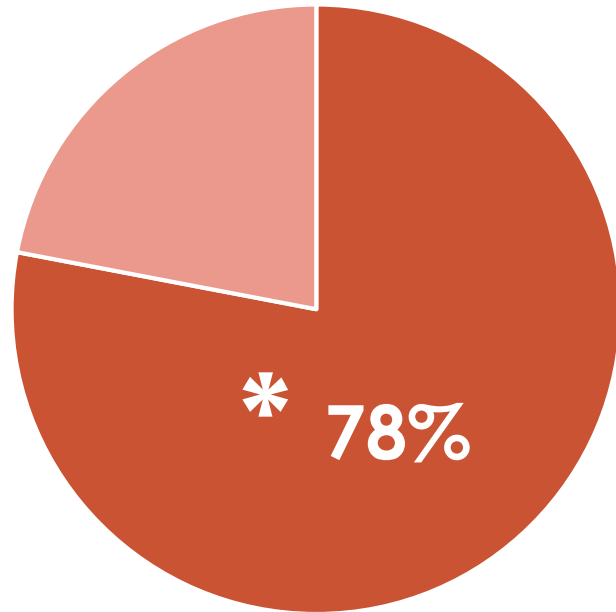
Depersonalisation

Reduced Personal
Accomplishment

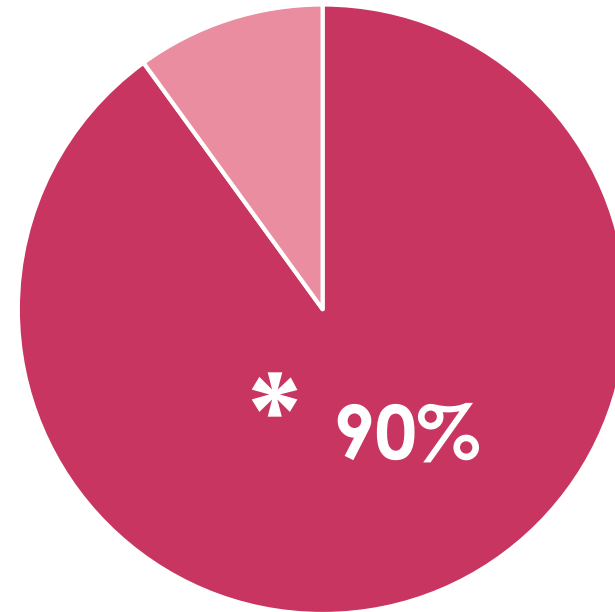
Findings

* = burnout as defined by high scores in EE or DP

Pre-Survey (n=28)
Freshly graduated from medical school



Pre-Survey (n=10)
Completion of PGY1



Findings

Survey period:	Pre-PGY1 (n=28)			Post-PGY1 (n=10)		
Score category	High	Moderate	Low	High	Moderate	Low
Emotional Exhaustion (%)	67.9	14.3	17.9	80	10	10
Depersonalisation (%)	57.1	28.9	14.3	80	10	10
Personal Accomplishment (%)	10.7	42.9	46.4	10	20	70

What makes you burnt out?

Pre-PGY1



Working hours



Workplace relationships

Post-PGY1



Working hours



Personal health



Preparing for professional exams

How can we help? (In medical school)



STUDENT
GUIDANCE



EXPOSURE TO
CLINICAL WORK



AVENUES TO
COPE WITH STRESS

How can we help? (In medical school)



STUDENT GUIDANCE

**"clinical mentors who ...
mentor students personally"**

**"reach out to students [and]
help set realistic expectations"**

How can we help? (In medical school)



EXPOSURE TO
CLINICAL WORK

“encourage more calls”

How can we help? (In medical school)



AVENUES TO COPE
WITH STRESS

"anonymous avenues for
psychological help"

"find out what problems they
may be facing ... in the
clinical setting "

"mindfulness teaching"

How can we help? (In the workplace)



MANPOWER
POLICIES



INFRASTRUCTURE



WORKPLACE
CULTURE

How can we help? (In the workplace)



MANPOWER POLICIES

"better welfare"

"more manpower"

"give them more rest"

"less admin work"

How can we help? (In the workplace)



INFRASTRUCTURE

"basic things that make our day easier - IT infrastructure especially"

How can we help? (In the workplace)



WORKPLACE CULTURE

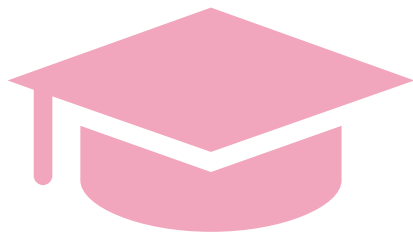
"scolding is expected, but it would be great if it could come with some teaching as well"

"a sense of compassion and understanding within the team would go a long way"

"stresses can come from higher ups ... fostering fear of asking for help by being aggressive/snappish"

Limitations

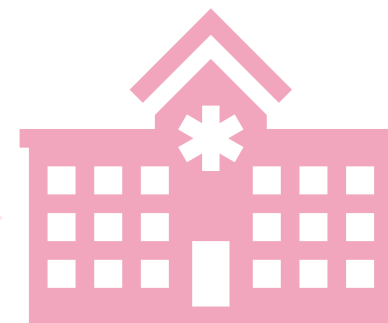
- ▶ Sample size and population studied restricted by PGY1 postings
- ▶ Potential for scope to survey existing final year undergraduate students (Year 5s) on top of fresh PGY1s



Medical School



The Competent
Doctor



Workplace

Thank you