

Healthcare Worker Burnout: Taking the pulse of the workforce

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SCHOOL OF **MEDICINE**

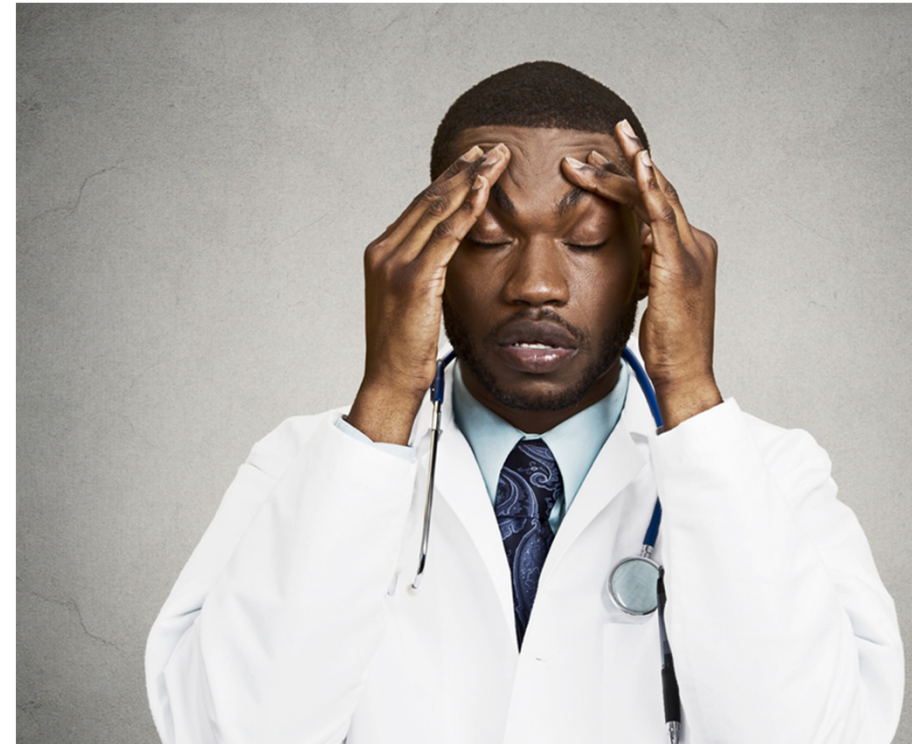
What is “Burnout”?

Loss of enthusiasm for work

Feelings of cynicism

Low sense of personal accomplishment associated with:

- Early retirement
- Alcohol use
- Suicidal Ideation



Leading causes of “Burnout”



- Paperwork and administrative
- Lack of appreciation and res
- Heavy patient loads
- Inadequate staffing
- Verbal abuse from patients
- Increasing expectations
- High stress levels

The Fallout from “Burnout”: Missing the target

Lower patient safety

Lower quality of care

Lower patient satisfaction

Higher turnover rates

Fosters negative culture



Magnitude of the Problem

AHRQ reported estimates ¹

- 10-70% of nurses
- 30-50% of physicians, nurse practitioners, and physicians assistants

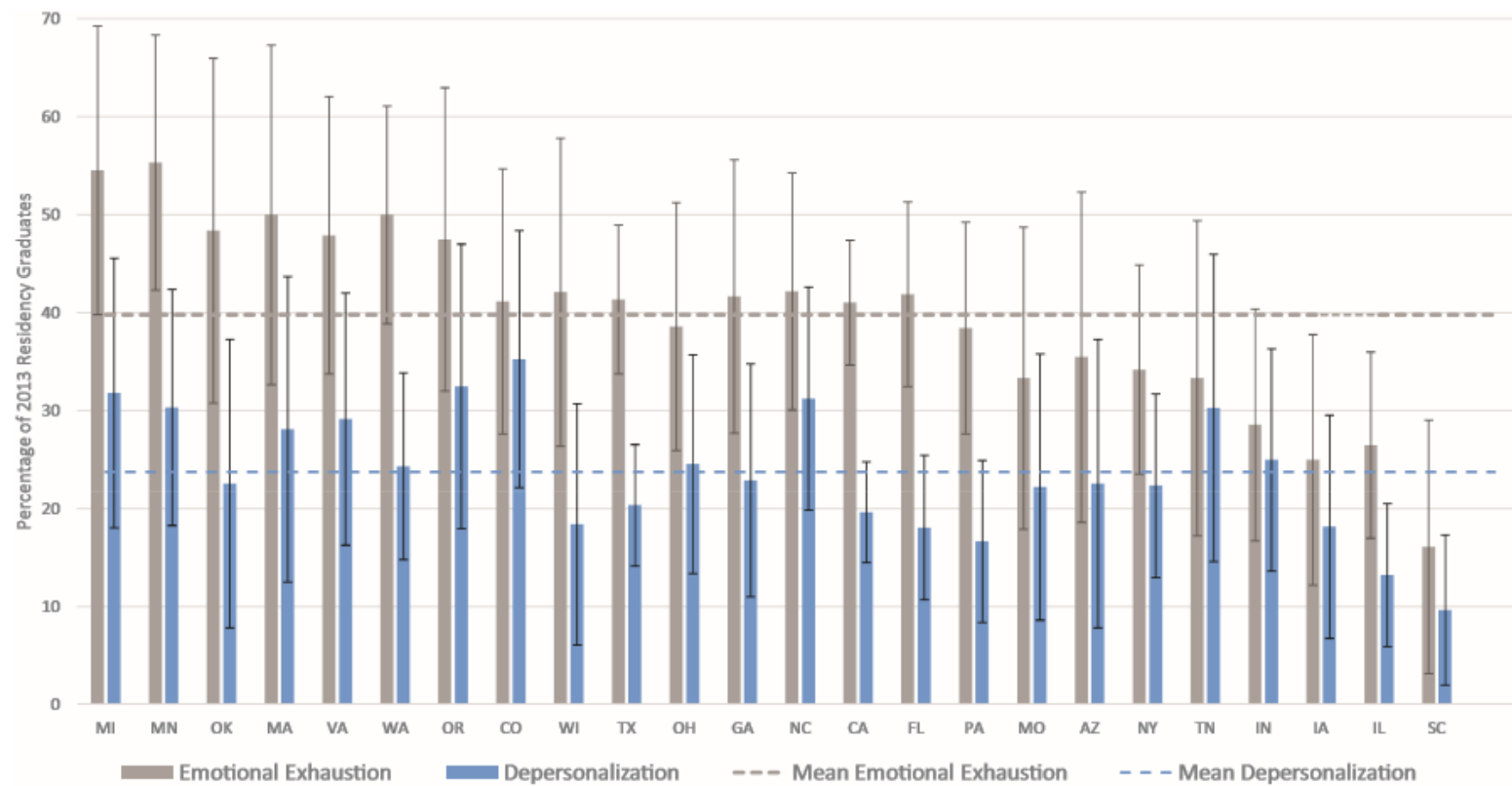
Healthcare employer survey ²

- 60% of healthcare staff report burnout
- 34% report plans to seek other employment

www.aahrq.gov/perspectives/perspective/190/burnout-among-health-professionals-and-its-effect-on-patient-safety
[healthcareworkforcebuilder.com/share/aboutus/pressreleasesdetail.aspx?sd=4%2F30%2F2013&id=pr754&ed=12%2F31%2F2013](http://www.healthcareworkforcebuilder.com/share/aboutus/pressreleasesdetail.aspx?sd=4%2F30%2F2013&id=pr754&ed=12%2F31%2F2013)

Magnitude of the Problem: Family Medicine by State

Figure 1. Emotional exhaustion and depersonalization rates of 2013 family medicine residency graduates by state of practice in 2016 ($n = 1551$).



Source: <http://www.jabfm.org/content/31/1/7.full.pdf+html>

How does “Burnout” affect Indiana?

Contribute to or exacerbate workforce shortages

- Reduce working hours
- Leave healthcare
- Retire early
- Transition to different sector

Increase cost of health care

- Errors
- Turnover

