

Burned Out?



**A Halachic
Perspective**

***Or
Fired Up?***

Rabbi Aaron E. Glatt, MD



Presenter Disclosure

Presenter Name: Rabbi Aaron E. Glatt, MD

Affiliations: Mount Sinai South Nassau &

 The Young Israel of Woodmere

Conflict of interest: None

LEARNING OBJECTIVES

1. At the conclusion of this presentation, participants will be able to appreciate the complexity of physician burnout
2. At the conclusion of this presentation, participants will be able to understand causes of physician burnout
3. At the conclusion of this presentation, participants will be able to understand how halacha deals with physician burnout

*Why is Glatt Giving
Such a Different
Presentation?*

Is Burnout Caused By A Virus?

**This
is a
real
issue!**



***A Medical
shailah with
Halachic
Answers!***

SECOND OPINION

BY ROB ROGERS



WE OFTEN TAKE FOR GRANTED
THE VERY THINGS
THAT MOST DESERVE OUR GRATITUDE

CYNTHIA OZICK

*Professional &
Emotional Happiness*



*So, what does
science say
about
burnout?*



What is Physician Burnout

- **A state of emotional, mental, and physical exhaustion...**
- **Prolonged / chronic workplace stress**
- **Feelings of detachment, cynicism, ineffectiveness**
- **Reduced personal accomplishment**
- **Exhaustion, depersonalization, reduced job satisfaction**

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- **Increases medical errors**

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- Exhaustion, depersonalization, reduced job satisfaction
- Impacts well-being, patient care, and all of healthcare
- Increases medical errors
- **Requires attention and support**

Dissatisfaction is inevitable.
Collecting unhappiness is a choice.



What makes physicians unhappy?

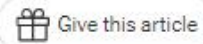
A cartoon illustration of a doctor and a patient. The doctor, on the right, is a balding man with a large nose, wearing a white lab coat over a blue shirt and green tie. He has a concerned expression. The patient, on the left, is a woman with long brown hair, wearing a white lab coat over a purple top. She is holding a very thick, tall stack of papers labeled 'REPORT' at the top. She looks stressed and is looking at the doctor. A speech bubble from the doctor says, 'I'M THINKING OF CUTTING MY HOURS DOWN TO 24/7.' The background is a light blue wall with a framed picture of a landscape on the left and a green bush on the right. A large, faint watermark 'CARTOONSTOCK' is overlaid across the center, with 'A CARTOON COLLECTIONS COMPANY' written below it.

*I'M THINKING OF CUTTING
MY HOURS DOWN TO 24/7.*

CARTOONSTOCK
A CARTOON COLLECTIONS COMPANY

According to Medical Guidelines, Your Doctor Needs a 27-Hour Workday

Some doctors say that however reasonable guidelines may seem, their cumulative burden causes “constant frustration” to medical practice.



A study last year found that a doctor following all the major guidelines for preventive, chronic and acute disease care would need nearly 27 hours per day with their patients. Maddie McGarvey for The New York Times

Original Research | [Published: 01 July 2022](#)

Revisiting the Time Needed to Provide Adult Primary Care

[Justin Porter MD](#) , [Cynthia Boyd MD, MPH](#), [M. Reza Skandari PhD](#) & [Neda Laiteerapong MD, MS](#)

[Journal of General Internal Medicine](#) **38**, 147–155 (2023) | [Cite this article](#)

6947 Accesses | **7** Citations | **755** Altmetric | [Metrics](#)

Abstract

Background

Many patients do not receive guideline-recommended preventive, chronic disease, and acute care. One potential explanation is insufficient time for primary care providers (PCPs) to provide care.

Objective

To quantify the time needed to provide 2020 preventive care, chronic disease care, and acute care for a nationally representative adult patient panel by a PCP alone, and by a PCP as part of a team-based care model.

Key Results

PCPs were estimated to require 26.7 h/day, comprising of 14.1 h/day for preventive care, 7.2 h/day for chronic disease care, 2.2 h/day for acute care, and 3.2 h/day for documentation and inbox management. With team-based care, PCPs were estimated to require 9.3 h per day (2.0 h/day for preventive care and 3.6 h/day for chronic disease care, 1.1 h/day for acute care, and 2.6 h/day for documentation and inbox management).

Conclusions

PCPs do not have enough time to provide the guideline-recommended primary care. With team-based care the time requirements would decrease by over half, but still be excessive.

***“Suffice it to say
that what has been incentivized
isn’t always what delivers
the most health or benefit.”***

**Dr. Michael Pignone, a former member of
the Preventive Services Task Force**

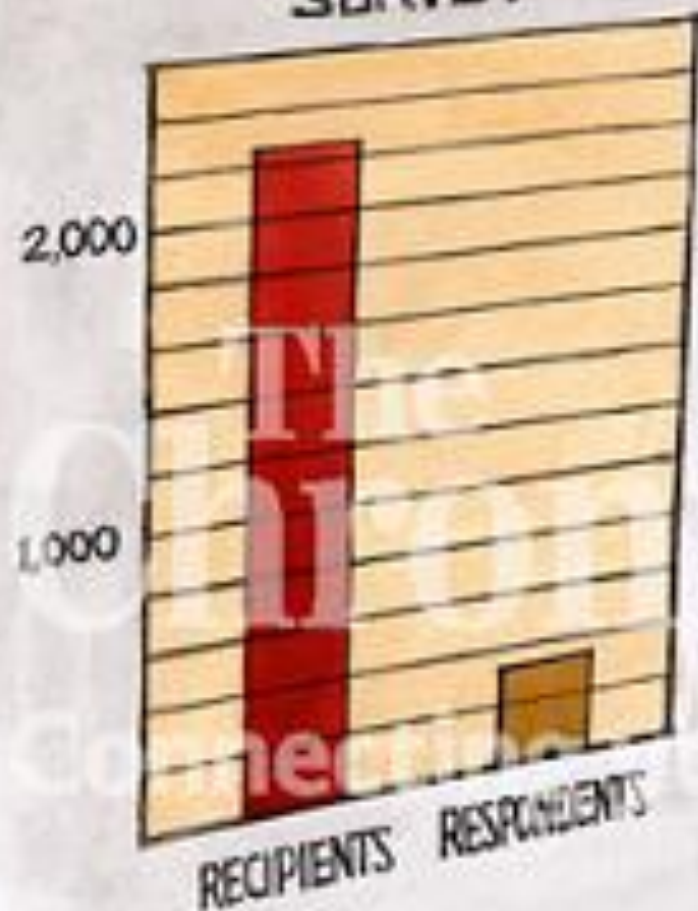
Medscape®

US Physician Burnout & Depression Report

2023



NOVA SCOTIA
PHYSICIAN BURNOUT
SURVEY



... IT SEEMS THE
MAJORITY OF DOCTORS
WERE TOO BURNED OUT
TO COMPLETE THE
SURVEY...

Methodology

Survey Method

Physicians were invited to participate in a 10-minute online survey.

Screening Requirements

Respondents were required to practice in the United States.

Sample Size

9175 physicians in 29+ specialties met the screening criteria and completed the survey; weighted to the American Medical Association's physician distribution by specialty and state.

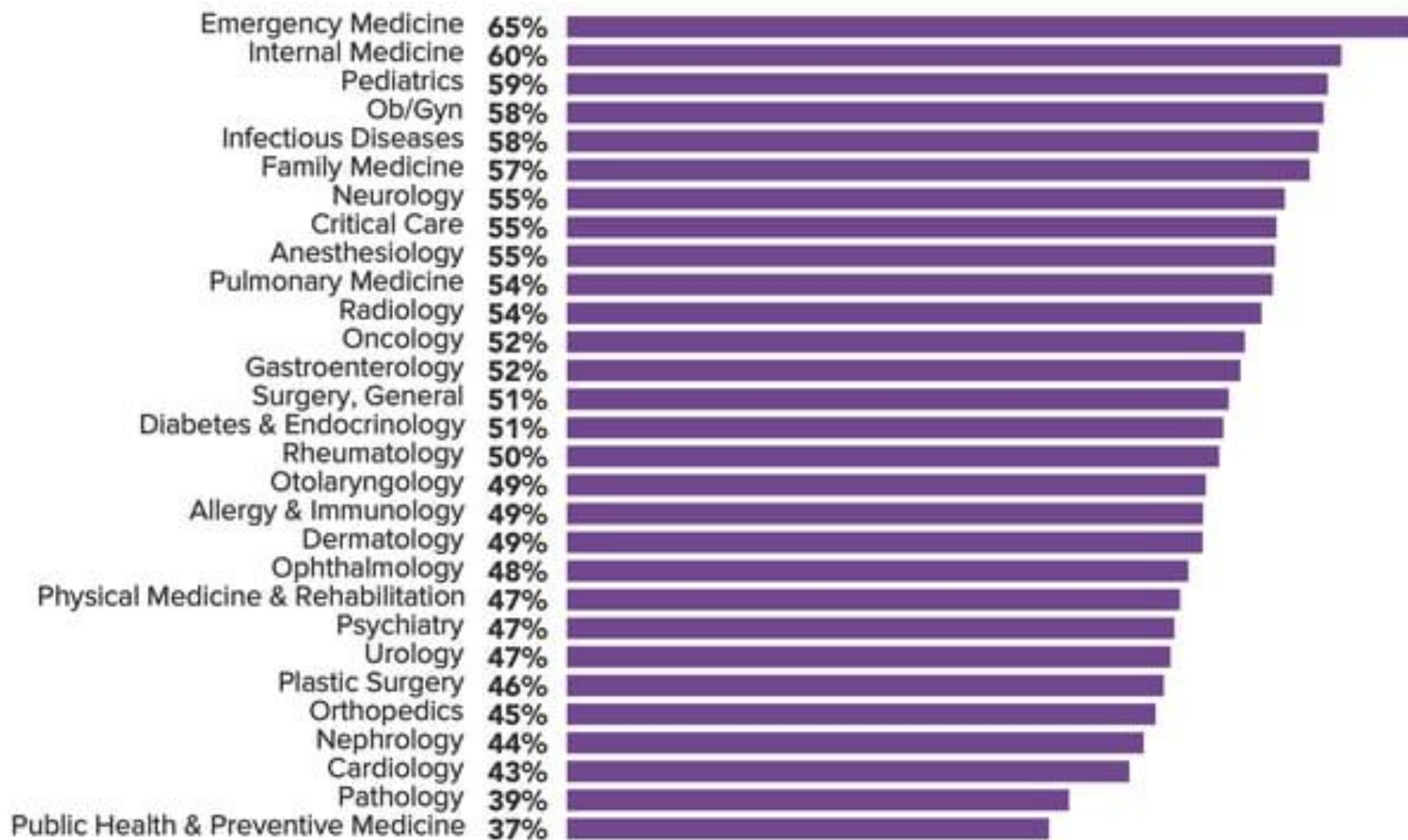
Recruitment Period

June 28, 2022 through October 3, 2022

Sampling Error

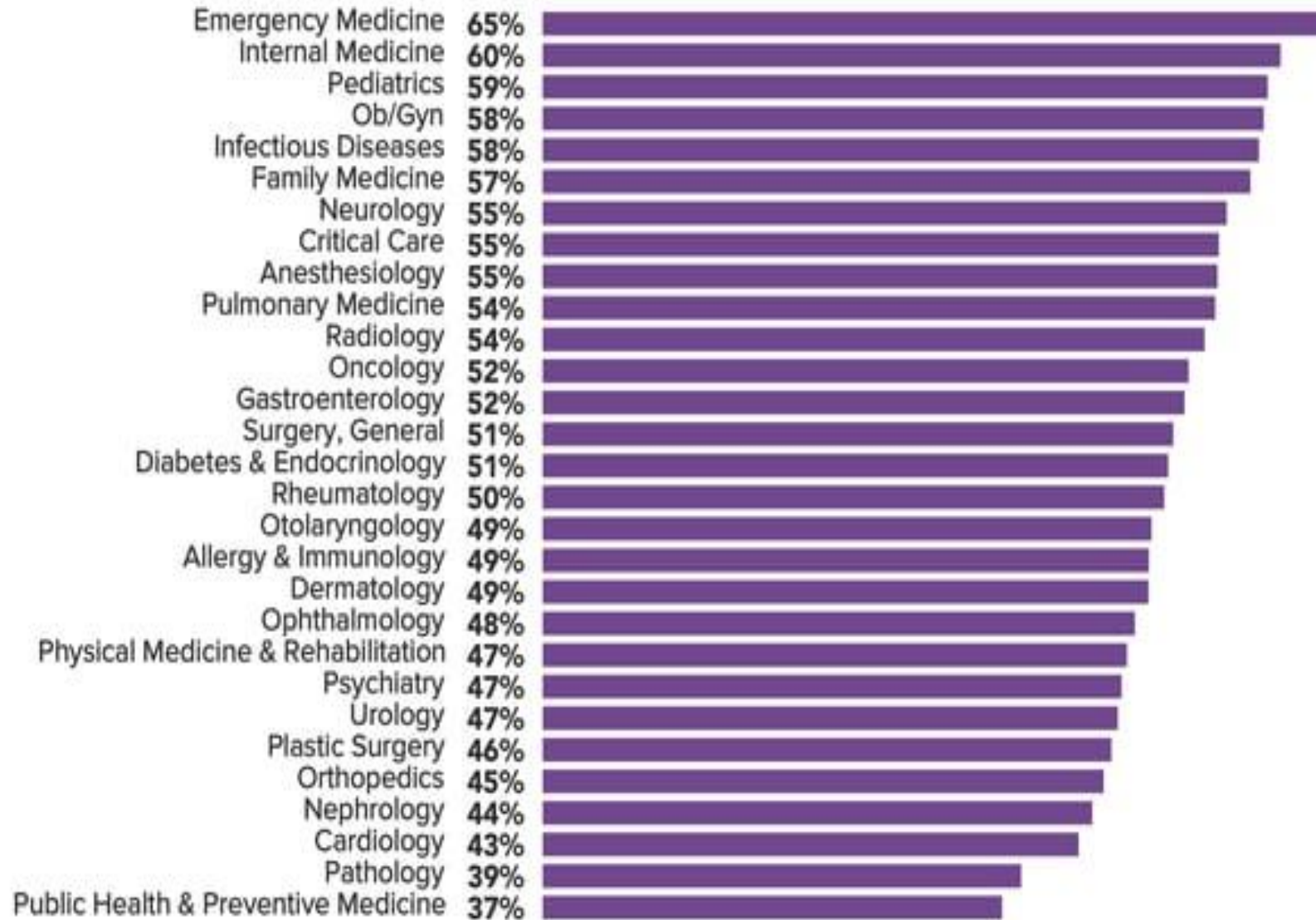
The margin of error for the survey was $\pm 1.02\%$ at the 95% confidence level using a point estimate of 50%.

Which Physicians Are Most Burned Out?

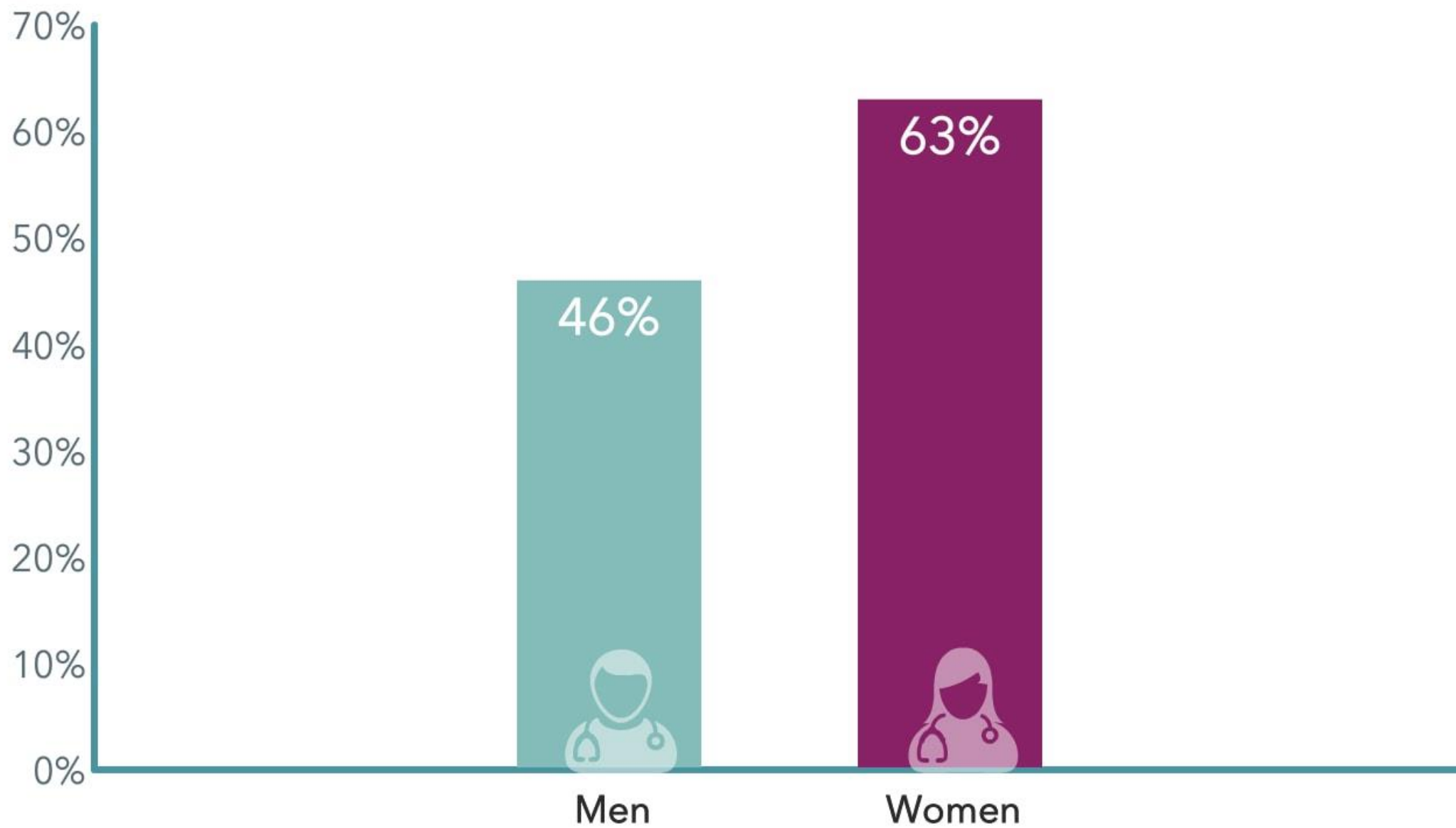


Primary Care!

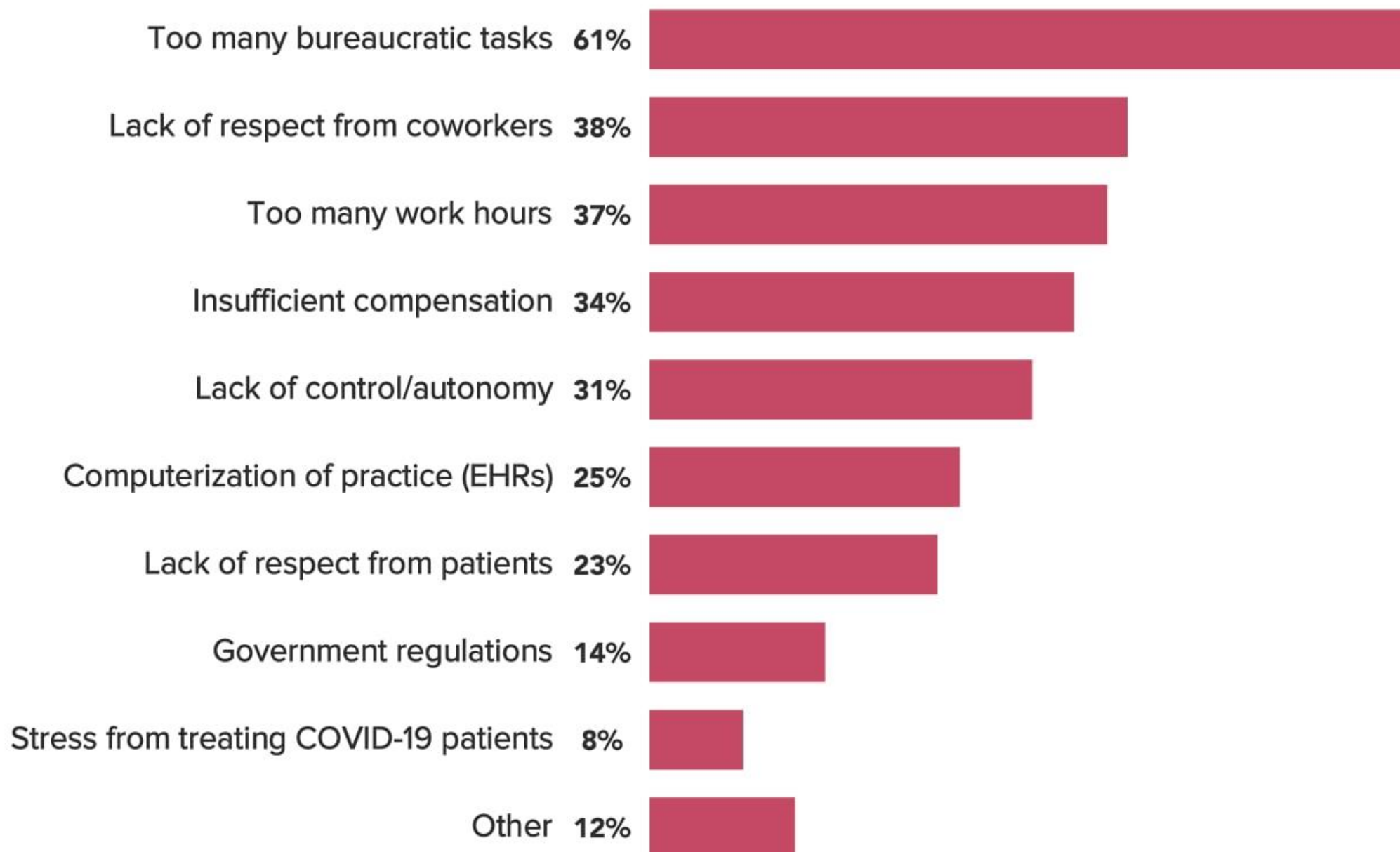
Which Physicians Are Most Burned Out?



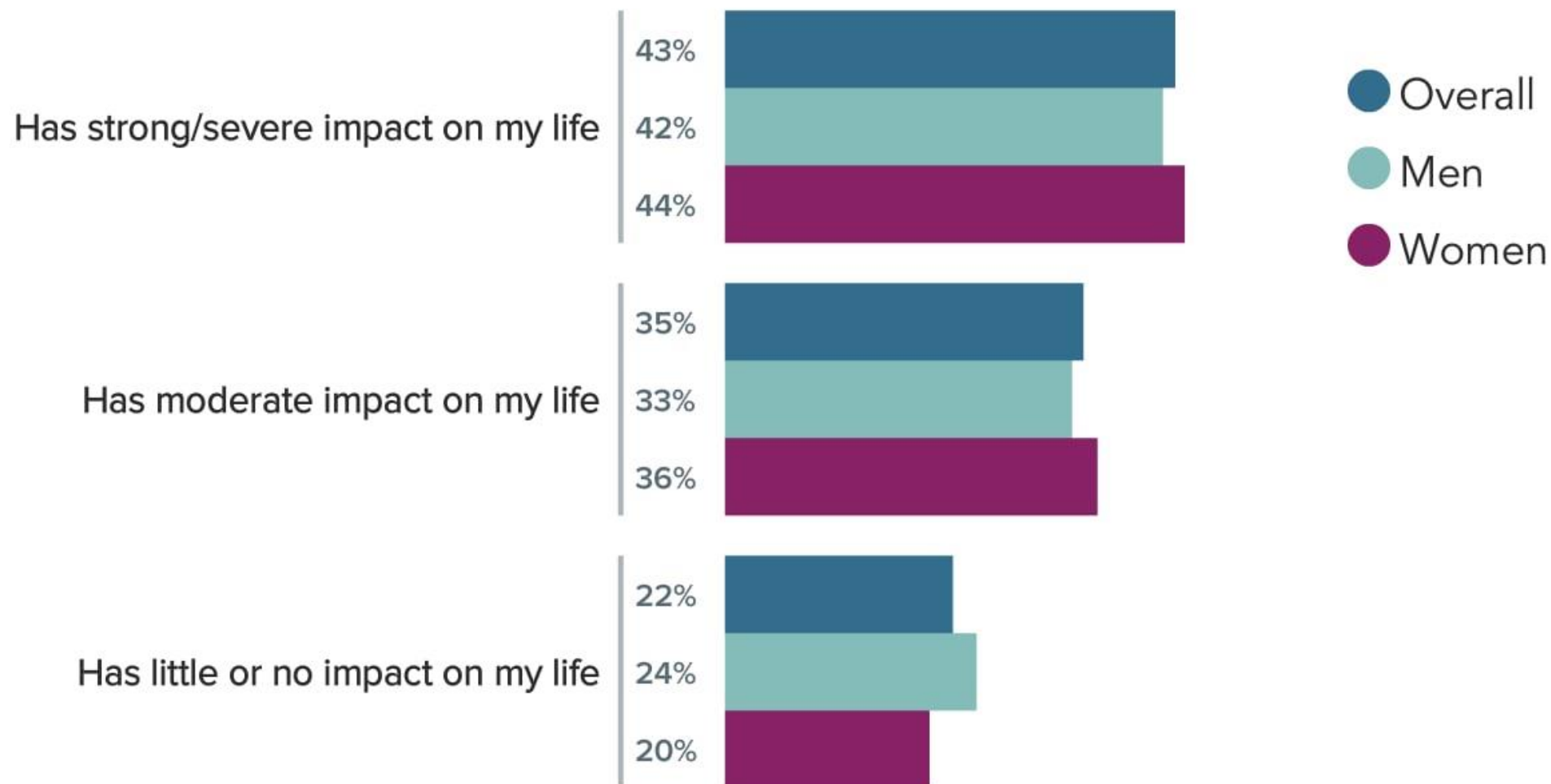
Are More Female or Male Physicians Burned Out?



What Contributes Most to Your Burnout?

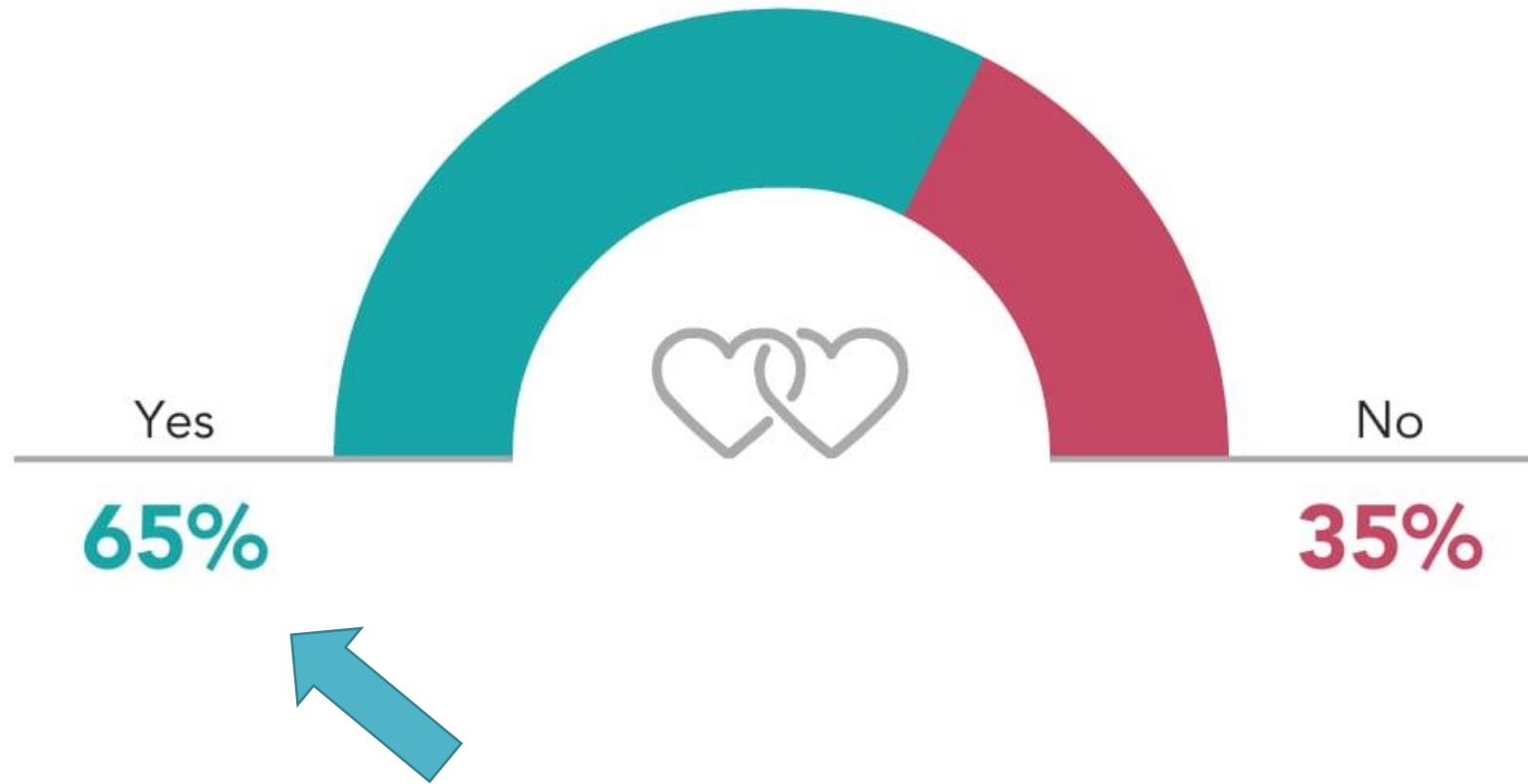


How Severe Is Your Burnout?

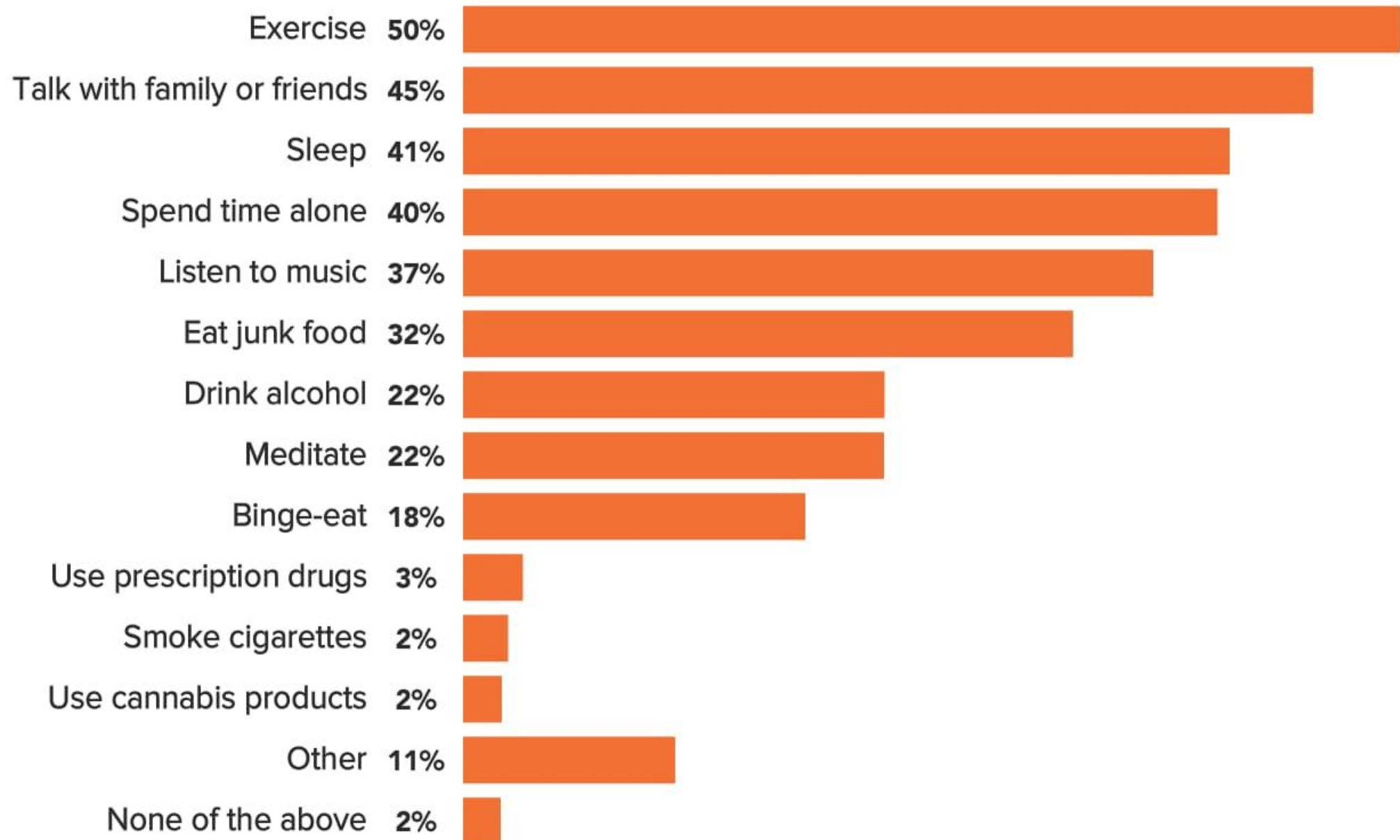


Respondents answered on a scale of 1 (it does not interfere with my life) through 5 (it is so severe that I am thinking of leaving medicine altogether)

Has Burnout Had a Negative Effect on Your Relationships?



How Do Physicians Cope With Burnout?





***InCrowd* US Physician Burnout 2022 Report**

November 18 - December 7, 2022

- **70% feel frustrated by pressure on doctors**
 - ***up from 47% in 2021***
- **30% find medicine rewarding**
 - ***down from 45% in 2021***
- **25% feel appreciated**
 - ***down from 39% in 2021***
- **16% would encourage child to pursue MD**
 - ***down from 30% in 2021***

OPINION
GUEST ESSAY

Doctors Aren't Burned Out From Overwork. We're Demoralized by Our Health System.

Feb. 5, 2023

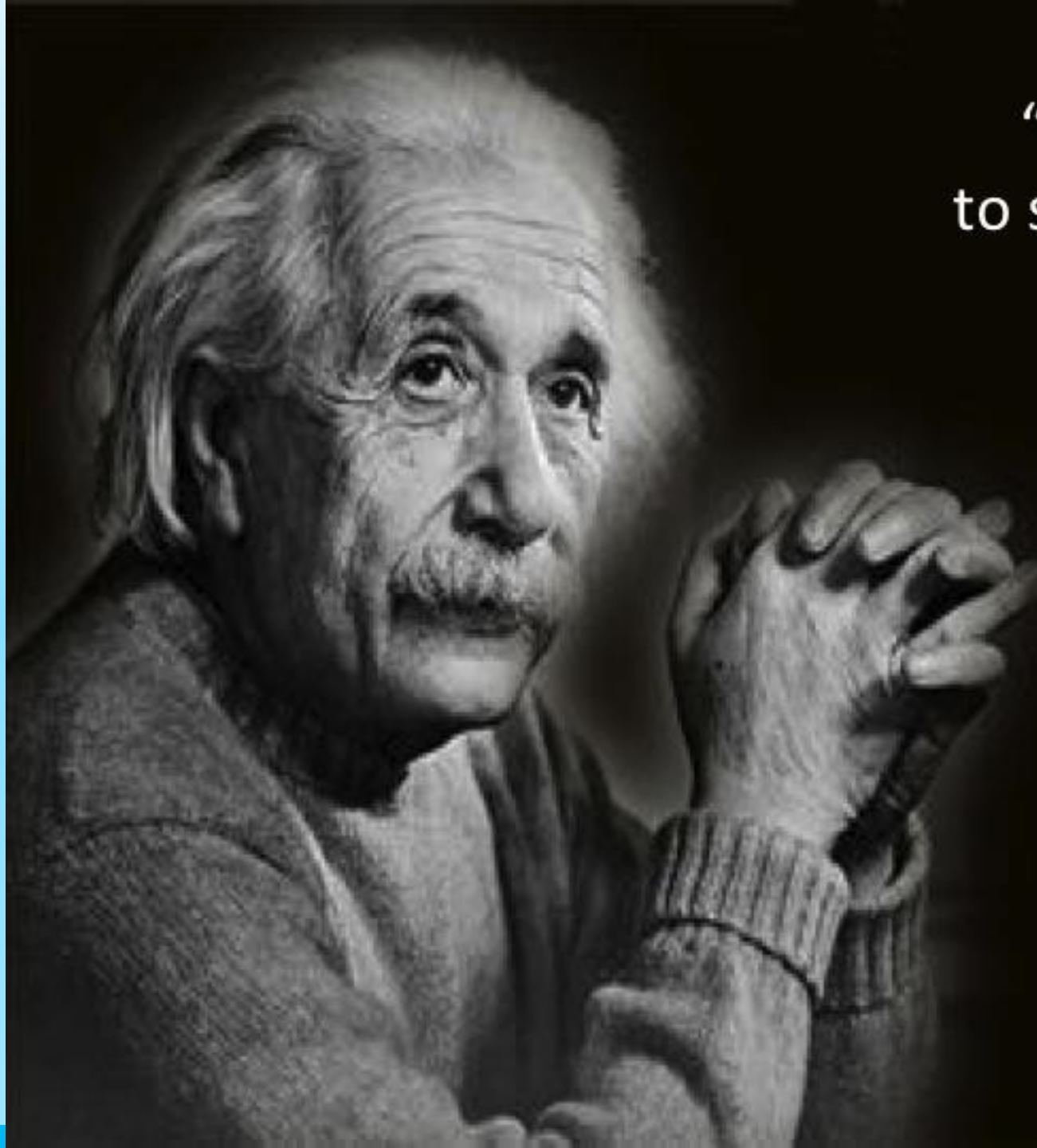


**Is burnout
inevitable?**

**What can
we do to
prevent /
Rx it?**



What Really Works?



“If I had an hour
to solve a problem
I'd spend
55 minutes
thinking about
the problem
and 5 minutes
thinking about
solutions.”

– Albert Einstein

SOLUTIONS EXIST

Just Don't Give Up!

There are effective ways to
address these very real issues!

(Note – I did not say *easy* ways...)

Eruvin 54a

What does the Torah say about Burnout?

חַזַּק בְּרָאשׁוֹ — יַעֲסֹק בְּתוֹרָה

Addressing Physician Burnout: Halachic Solutions, Yoma 75a

- ▶ "דאָגה בלב איש ישחנה", רבי אמי ורבי אסי
- ▶ (Rashi) דאגה - פחד שדואג על הפסד שום דבר פן יבואהו
- ▶ (ראוי לו להסיח דעתו מדאגתו) חד אמר: ישחנה מדעתו
- ▶ (יספר אותה לאחרים, ויוקל לו) וחד אמר: ישחנה לאחרים
- ▶ (Rashi) ישיחנה לאחרים - שמא ישיאוהו עצה
- ▶ Ben Yehoyada: נראה לי בס"ד מאן דאמר יסיחנה מדעתו דמפיק לקרא מפשטיה משום דתקנה זו אי אפשר להיות בכל הענינים שיש לו דאגה לפעמים שלא יוכל לגלותה לאחרים בשום אופן

Addressing Physician Burnout

Halachic Solutions

עֲבֹדוּ אֶת־יְהוָה בְּשִׂמְחָה בָּאוּ לִפְנֵי בְּרִנָּה (100:2) תהלים

Worship the LORD in gladness; come into His presence with shouts of joy

וְלֹא שָׁמְעוּ אֶל־מֹשֶׁה מִקֶּצֶר רוּחַ וּמִעֲבֹדָה קָשָׁה (6:9) וארא

But when Moses told this to the Israelites, they would not listen to Moses, their spirits crushed by cruel bondage

וְקוֹנֵי יְהוָה יַחֲלִיפוּ כָח יַעֲלוּ אֲבָר כַּנְּשָׁרִים יִרְוּצוּ וְלֹא יִיגָעוּ יֵלְכוּ וְלֹא יִי־עָפוּ (40:31) ישעיהו

They who trust Hashem shall renew their strength. As eagles grow new plumes they shall run & not grow weary, they shall march & not grow faint

הַשִּׁלָּךְ עַל־יְהוָה | יִהְיֶה וְהוּא יִכְלֹכְלָךְ לֹא־יִתֵּן לְעוֹלָם מוֹט לַצַּדִּיק (55:23) תהלים

Cast your burden on the LORD and He will sustain you; He will never let the righteous man collapse

דָּאָגָה בְּלִב־אִישׁ יִשְׁחָנָה וְדָבָר טוֹב יִשְׁמַחָנָה (12:25) משלי

If there is anxiety in a man's mind let him quash it, and turn it into joy with a good word

Addressing Physician Burnout: Halachic Solutions

Finally, and most importantly:
Why did we become physicians?



Higher Calling



Every moment of our careers
is an opportunity to

“Do a Mitzvah”

The reward is priceless!

קידושין מ, א

מחשבה טובה

מצרפה למעשה

אמר רב אסי: אפילו

חשב אדם לעשות מצוה,

ונאנס ולא עשה,

מעלה עליו הכתוב

כאילו עשה

Addressing Physician Burnout: *Specific Solutions*

Addressing physician burnout requires a multifaceted approach

EXERCISE

PROMOTING WORK-LIFE BALANCE

REDUCING ADMINISTRATIVE BURDEN

ENHANCING COMMUNICATION

IMPROVING WORKFLOW

Exercise

Exercise can improve physician burnout by:

- Reducing stress levels and promoting relaxation
- Boosting mood and overall mental health
- Increasing energy levels and reducing fatigue
- Improving cognitive function and concentration
- Enhancing physical health and reducing risk of chronic diseases
- Providing a healthy outlet for stress and negative emotions.



BMJ Sports Medicine Published Online February 16, 2023

Review



Effectiveness of physical activity interventions for improving depression, anxiety and distress: an overview of systematic reviews

 Ben Singh¹, Timothy Olds¹, Rachel Curtis¹,  Dorothea Dumuid¹, Rosa Virgara¹, Amanda Watson¹, Kimberley Szeto¹, Edward O'Connor¹, Ty Ferguson¹, Emily Eglitis¹, Aaron Miatke¹, Catherine EM Simpson¹, Carol Maher²

Correspondence to Dr Ben Singh, University of South Australia, Adelaide, South Australia, Australia; ben.singh@unisa.edu.au

- Searched 12 electronic databases for studies
- Included 97 reviews
- Comprised 1,039 trials
- 128,119 total trial participants

BMJ Sports Medicine

Results Ninety-seven reviews (1039 trials and 128 119 participants) were included. Populations included healthy adults, people with mental health disorders and people with various chronic diseases. Most reviews (n=77) had a critically low A MeaSurement Tool to Assess systematic Reviews score. Physical activity had medium effects on depression (median effect size=-0.43, IQR=-0.66 to -0.27), anxiety (median effect size=-0.42, IQR=-0.66 to -0.26) and psychological distress (effect size=-0.60, 95% CI -0.78 to -0.42), compared with usual care across all populations. The largest benefits were seen in people with depression, HIV and kidney disease, in pregnant and postpartum women, and in healthy individuals. Higher intensity physical activity was associated with greater improvements in symptoms. Effectiveness of physical activity interventions diminished with longer duration interventions.

BMJ Sports Medicine

Conclusion and relevance Physical activity is highly beneficial for improving symptoms of depression, anxiety and distress across a wide range of adult populations, including the general population, people with diagnosed mental health disorders and people with chronic disease. Physical activity should be a mainstay approach in the management of depression, anxiety and psychological distress.

PROSPERO registration number CRD42021292710.

<http://dx.doi.org/10.1136/bjsports-2022-106195>

Time Away - *even short amounts!*



Addressing Physician Burnout: Specific Solutions

Promoting Work-Life Balance

- ▶ Encouraging flexible work schedules
- ▶ Promoting self-care and wellness
- ▶ Take paid time off!
- ▶ Make time for G-d!

Addressing Physician Burnout: *Specific Solutions*

Reducing Administrative Burden

- Streamlining administrative tasks
- Automating administrative tasks as possible
- Outsourcing non-clinical administrative tasks

Addressing Physician Burnout: *Specific Solutions*

Fight Together



Addressing Physician Burnout: *Specific Solutions*

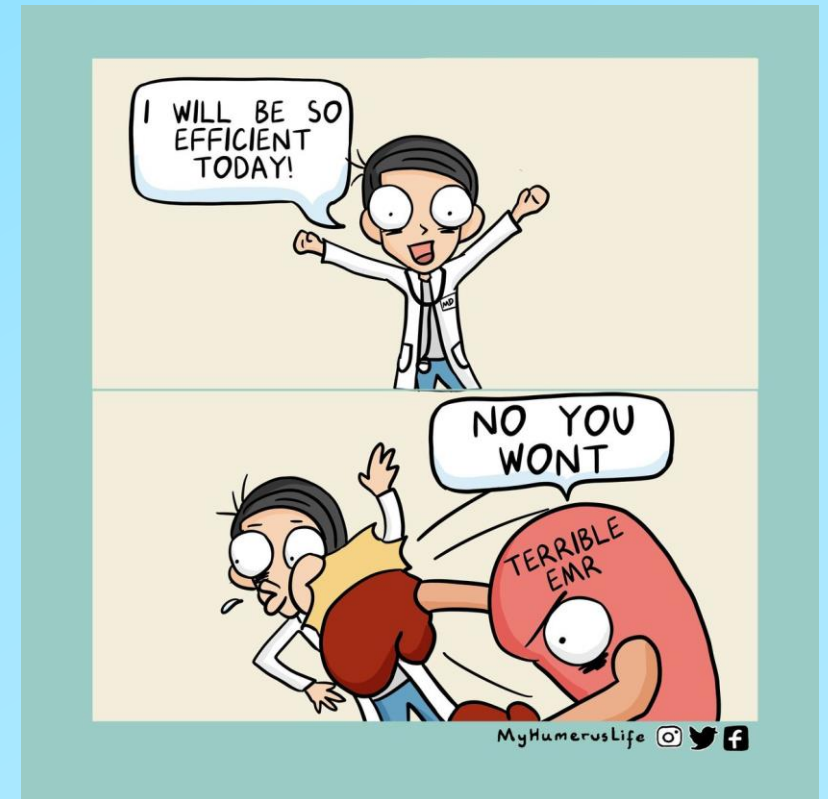
Enhancing Communication

- Encouraging better communication between physicians
- Facilitating patient-centered communication
- Promoting team-based care
- Tefillah works too!

Addressing Physician Burnout: Specific Solutions

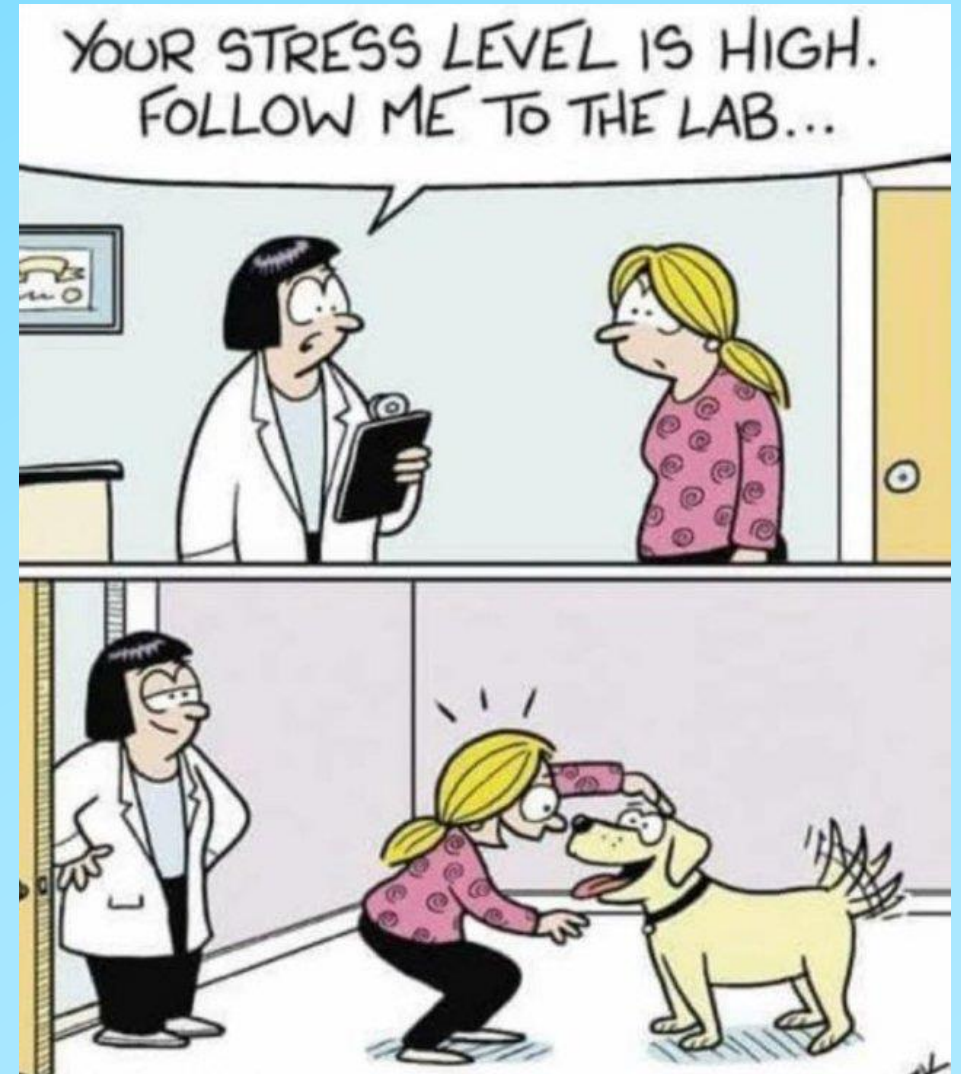
Improving Workflow

- ▶ Reducing administrative burden
- ▶ Streamlining EMR
- ▶ Optimizing patient flow



Addressing Physician Burnout: Specific Solutions

*What
Relaxes
YOU !*



Thanks For Listening

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Baldwin



Search ID: mban1591

"He's complaining of chest pain, shortness of breath, cramps and dizziness. Do you sell **earplugs?**"

