

# Burnt out? It's more common that not.

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## Acknowledgement of Country

We acknowledge First Nations peoples as the Traditional Owners and ongoing custodians of the land on which we meet, and pay our respects to Elders past and present, and extend that respect to all First Nations people present today.

# Conflict of interest declaration

The authors have no conflicts of interest to disclose.

# Sensitive content



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# Burnout

Emotional  
exhaustion<sup>1</sup>

Withdrawal,  
cynicism

Lower performance

- Burnout is an ‘occupational phenomenon’<sup>1</sup>
  - unrelenting workplace demands
  - unmeetable goals
- Burnout is common in GPs around the world<sup>2,3</sup> including GP registrars<sup>4</sup>
  - Stressful, high pressured environments
  - High workload and long hours
  - Emotional strain<sup>5</sup>
- Burnout occurs when one’s ‘wellbeing reservoir’ is depleted<sup>4</sup>

# Aim

To explore the wellbeing and selfcare of GP supervisors in Australia.

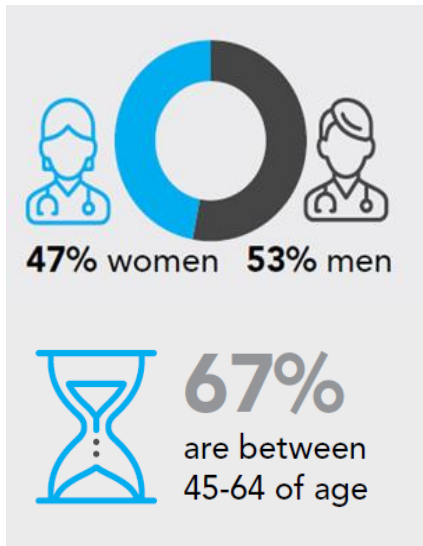


# Method

- Materials
  - 16-item Oldenburg Burnout Inventory
    - Disengagement
    - Exhaustion
- Procedure
  - Monash Human Research Ethics Committee approval (#19442) Feb 2022
  - GPSA members completed the GPSA National Supervisor Survey in March-April 2022
  - Socio-demographics, GP supervision experience, leave, burnout, and selfcare



# Participants (N = 290)



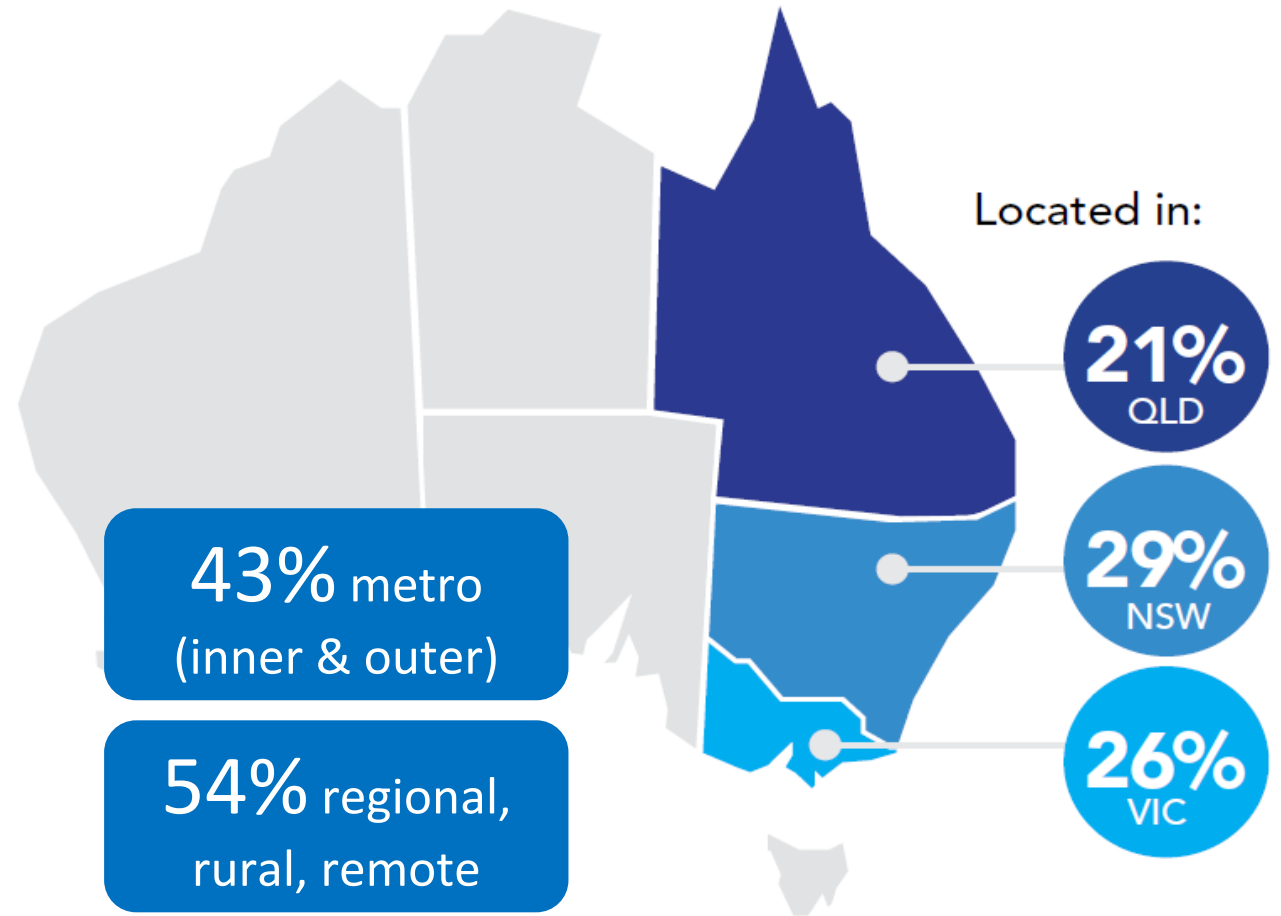
**100%**  
Are active GP supervisors



**67%**  
are between 45-64 of age

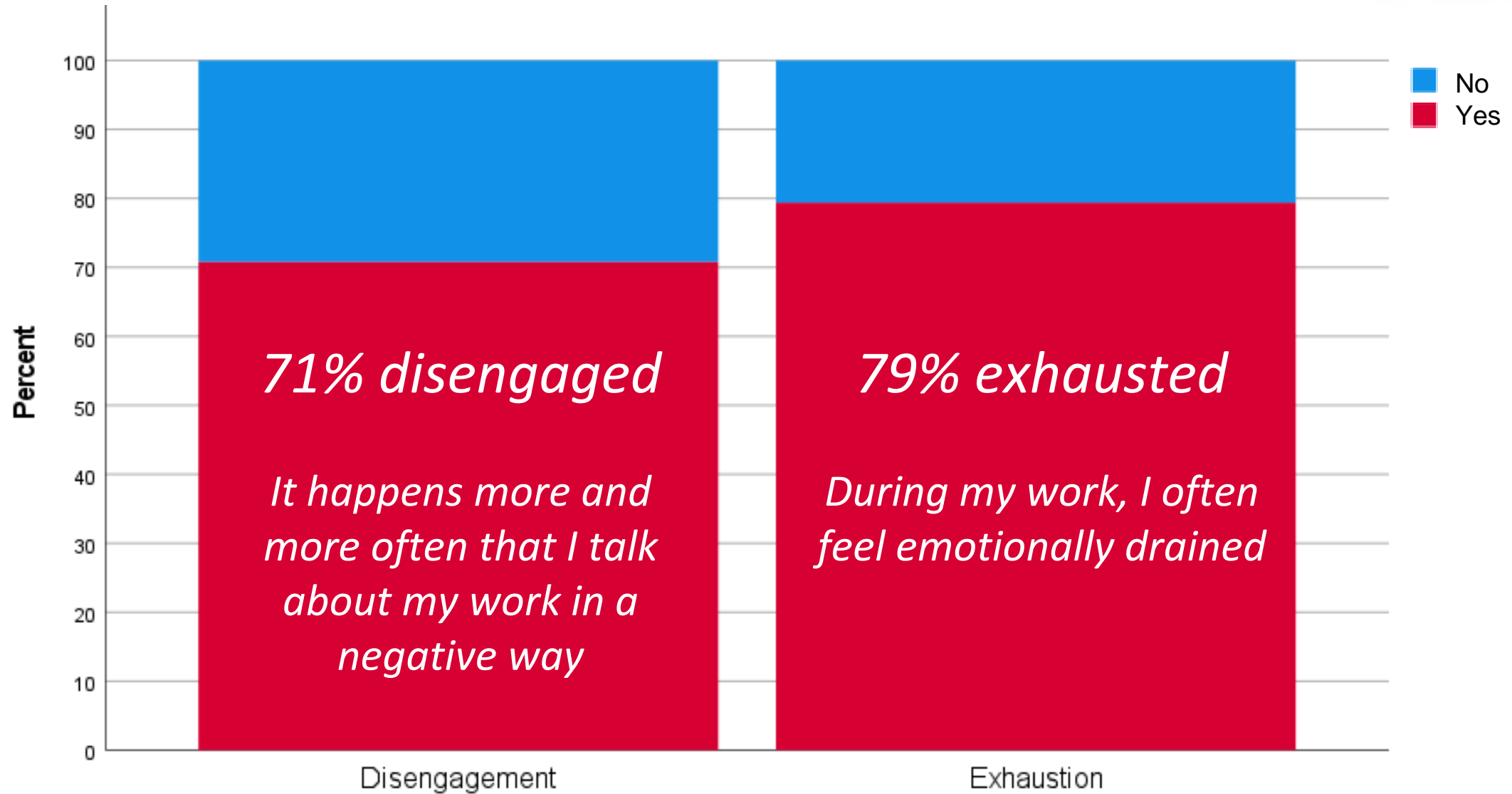


**89%**  
Work in community general practice

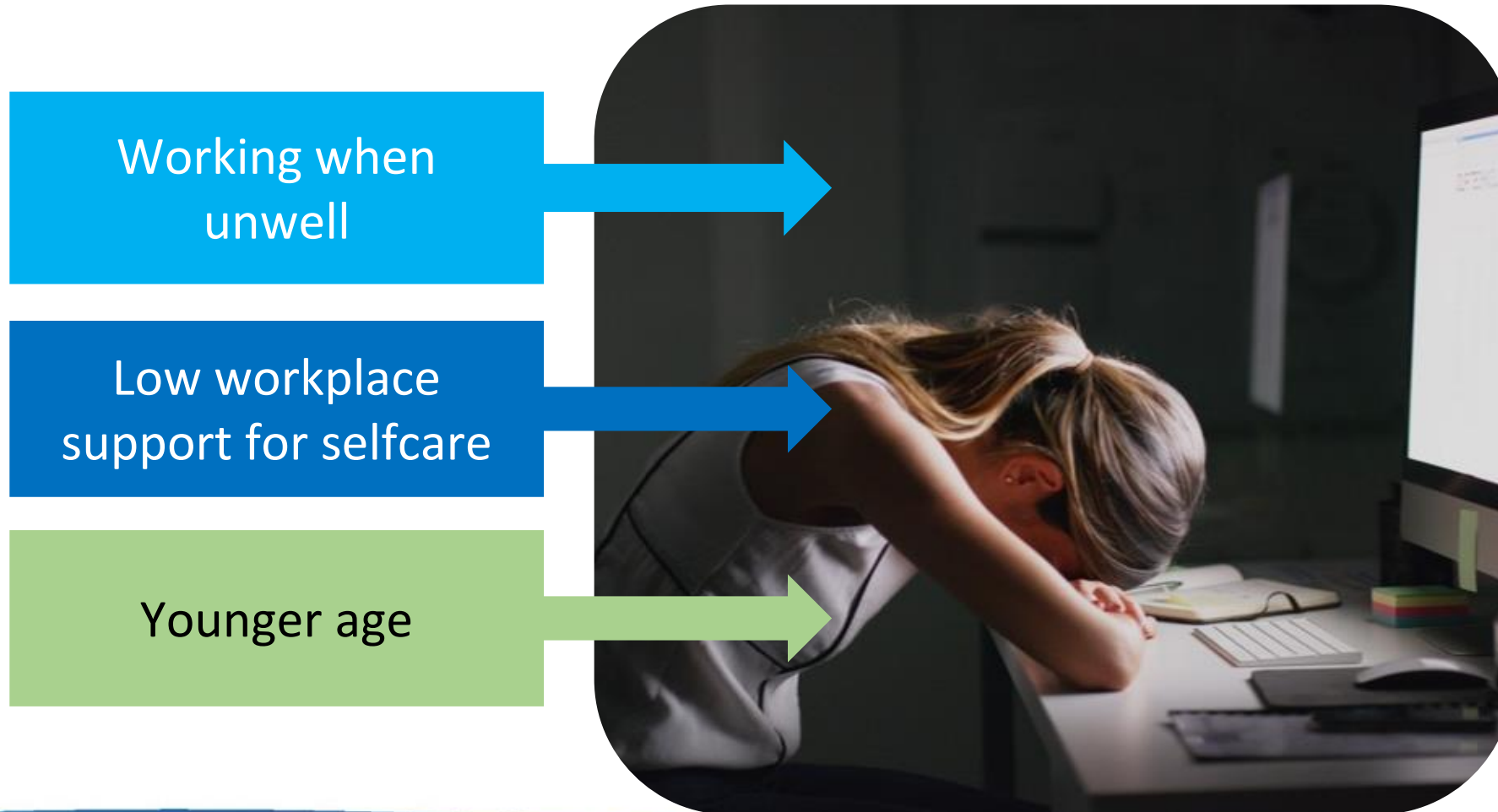




# Burnout



# Who's at risk?



Working when unwell

Low workplace support for selfcare

Younger age



**42%**  
Have worked in the past 12 months while unwell

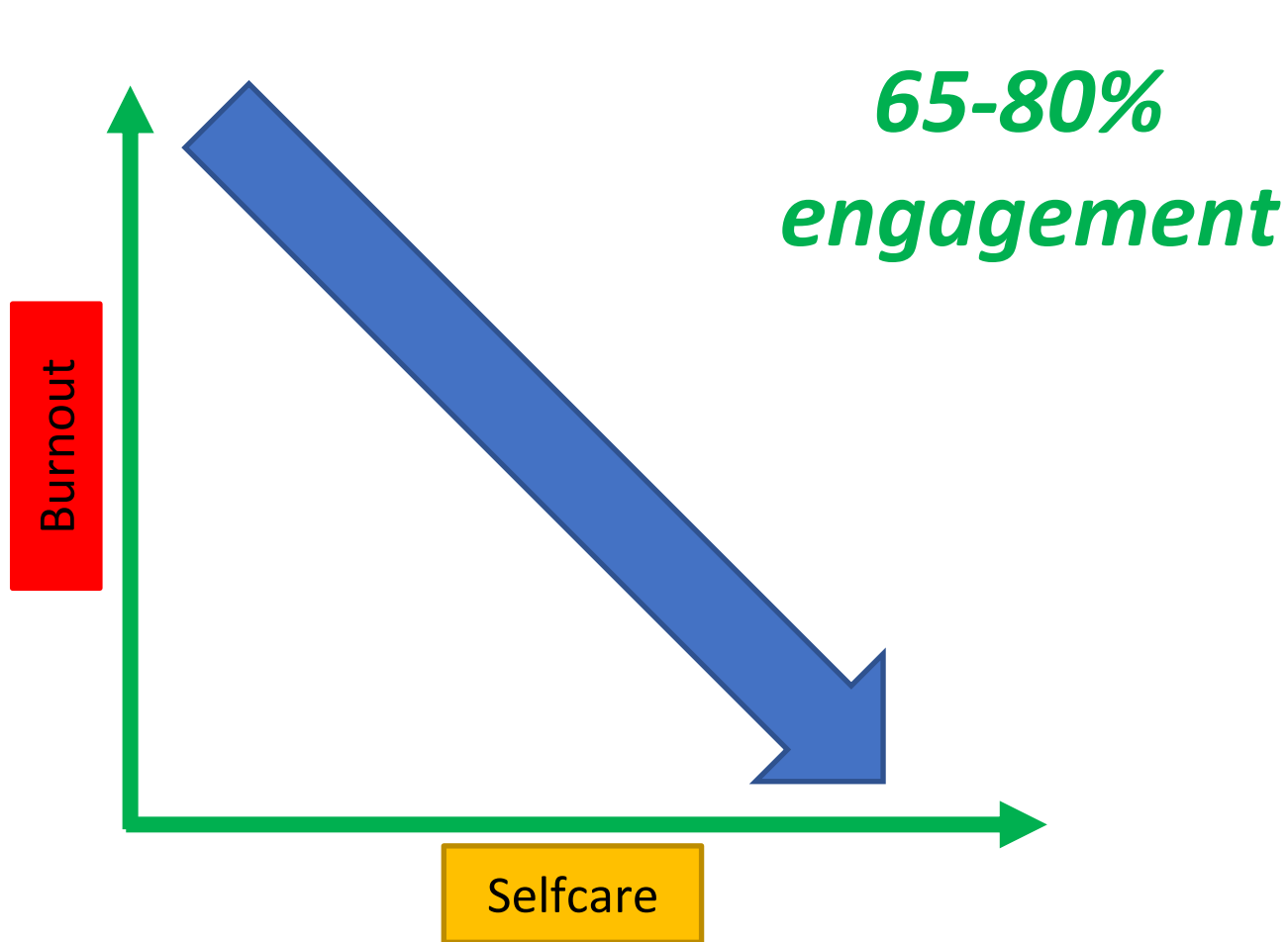


**20%**  
Do not have a GP



**58%**  
Believe wellbeing and selfcare could be supported better in the workplace

# Selfcare








- Professional support ✓
- Professional development ✓
- Life balance ✓
- Cognitive awareness ✓
- Daily balance ✗

# Discussion

- Burnout impacts over 70% of GP supervisors
- **Modifiable personal risk factors**
  - Working when unwell
  - Selfcare
    - increase daily balance
    - self-awareness and mindfulness
- **Increase personal agency to set boundaries: empowerment and choice**

## Mentally healthy workplace

-  Go home on time
-  Take a lunch break
-  Set realistic deadlines
-  Take your holiday leave
-  Allocate time to do the things you enjoy



Proudly supporting

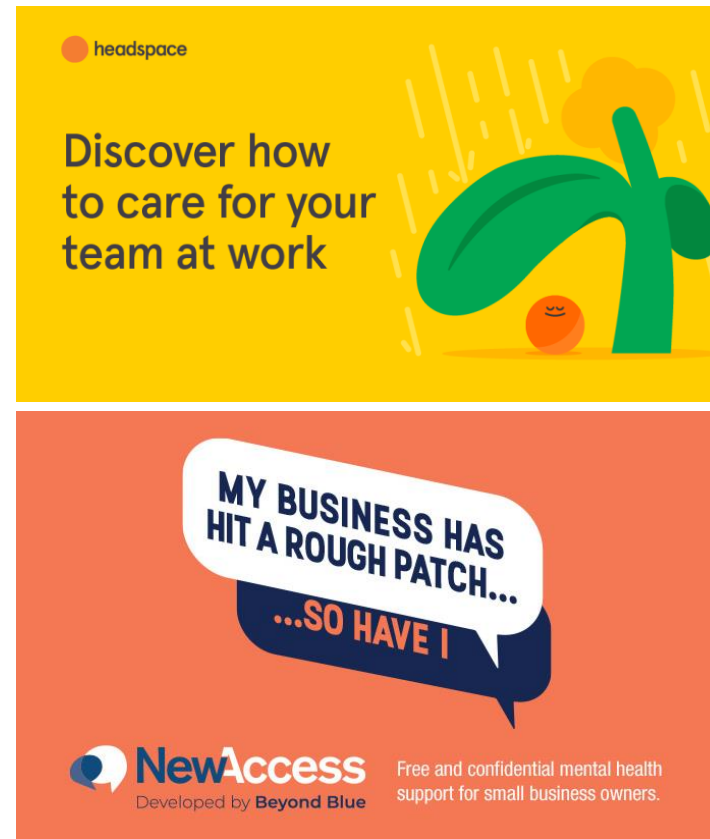
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# Discussion

Burnout represents a systemic workplace and workforce problem

- *Create resilient workplaces, not just resilient workers<sup>6</sup>*
  - supportive culture
  - supportive policy
  - supportive tools



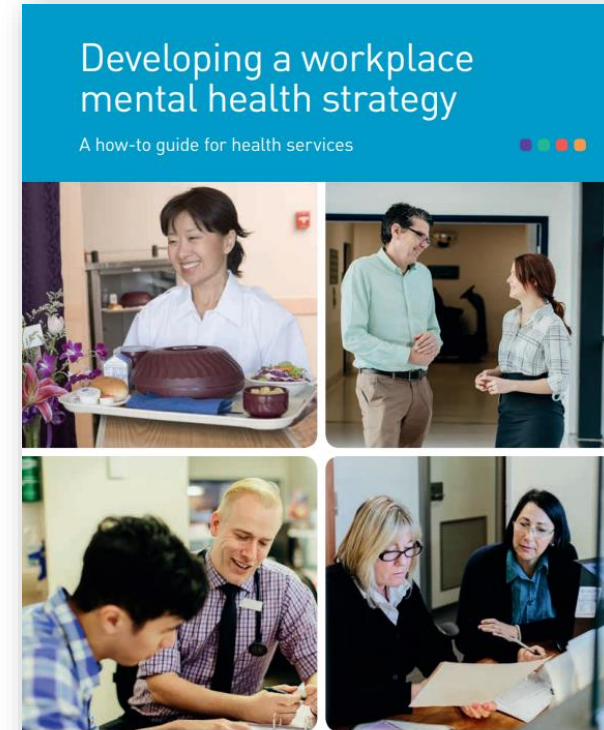
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# Discussion

- Change at the sector level
- Requires a systems and government response<sup>7</sup>
- Urgent and increased government investment in general practice and workforce training
- National guidelines and organisational policies to prevent healthcare worker burnout<sup>7</sup>
  - Model Work Health and Safety Regulations (as at 14 Apr 2022)<sup>8</sup>
    - 55A Psychosocial hazards
    - 55B Psychosocial risks
    - 55C-D Control measures

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# Thank-you



**Who are the first  
responders for GP  
registrar wellbeing?**

