

Feeling burnt out? You're not alone.

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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.

Sensitive content



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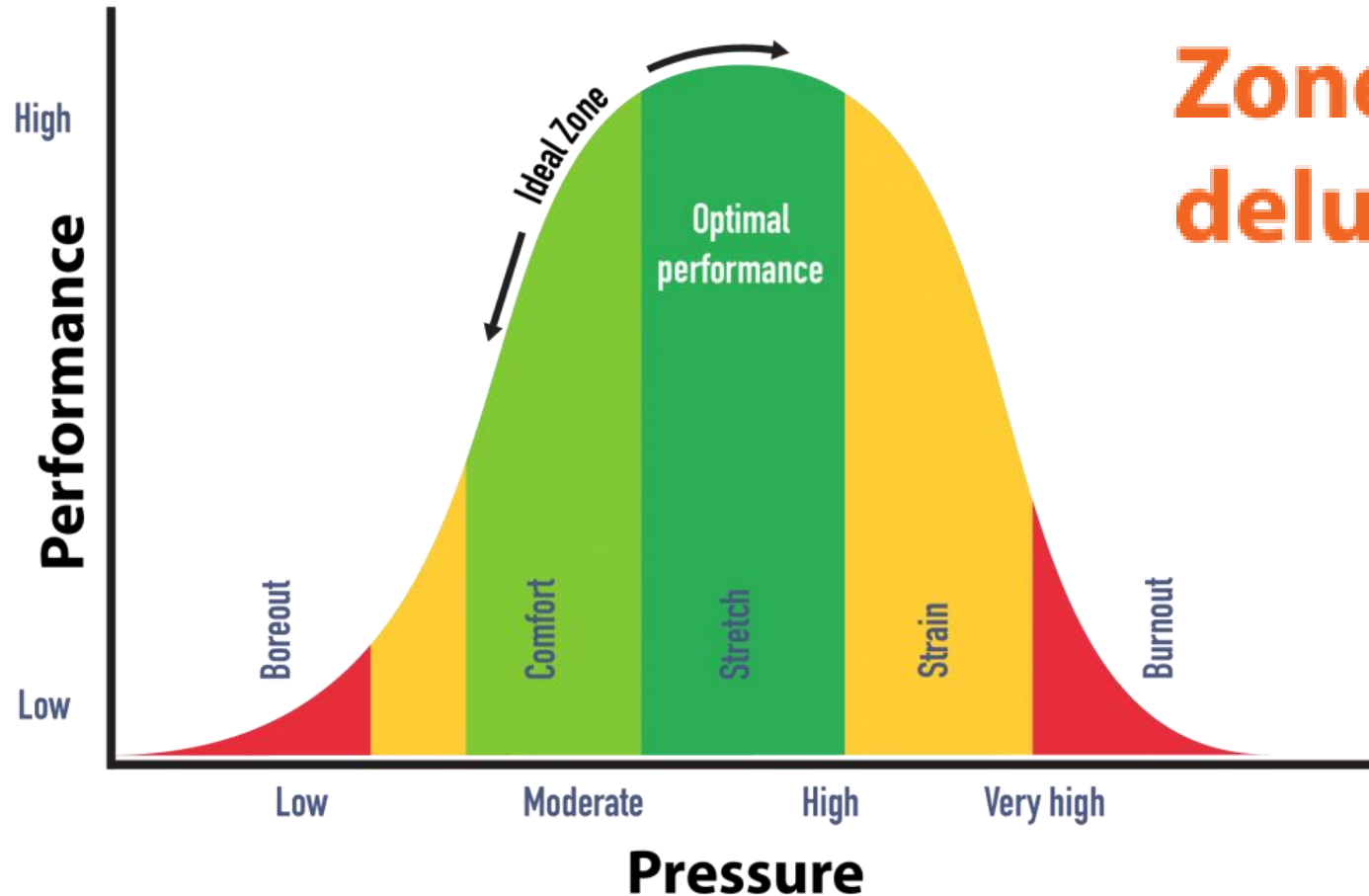
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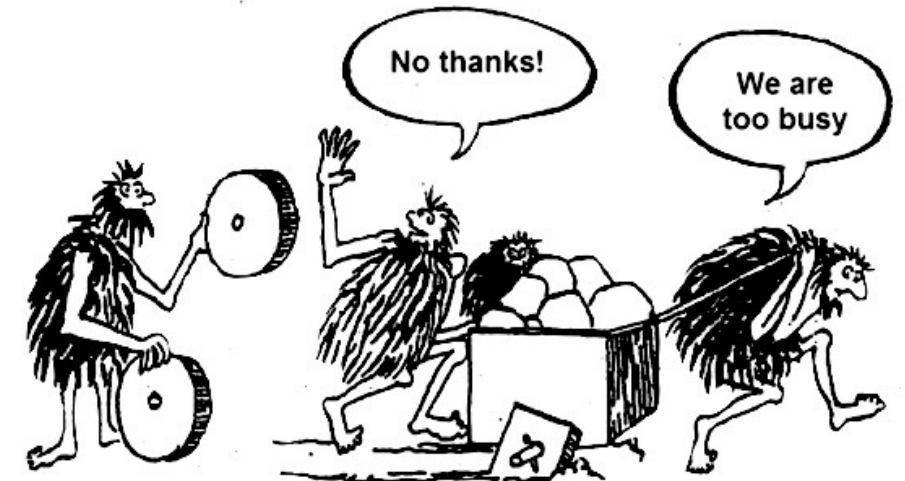
Introduction



Stress-performance curve

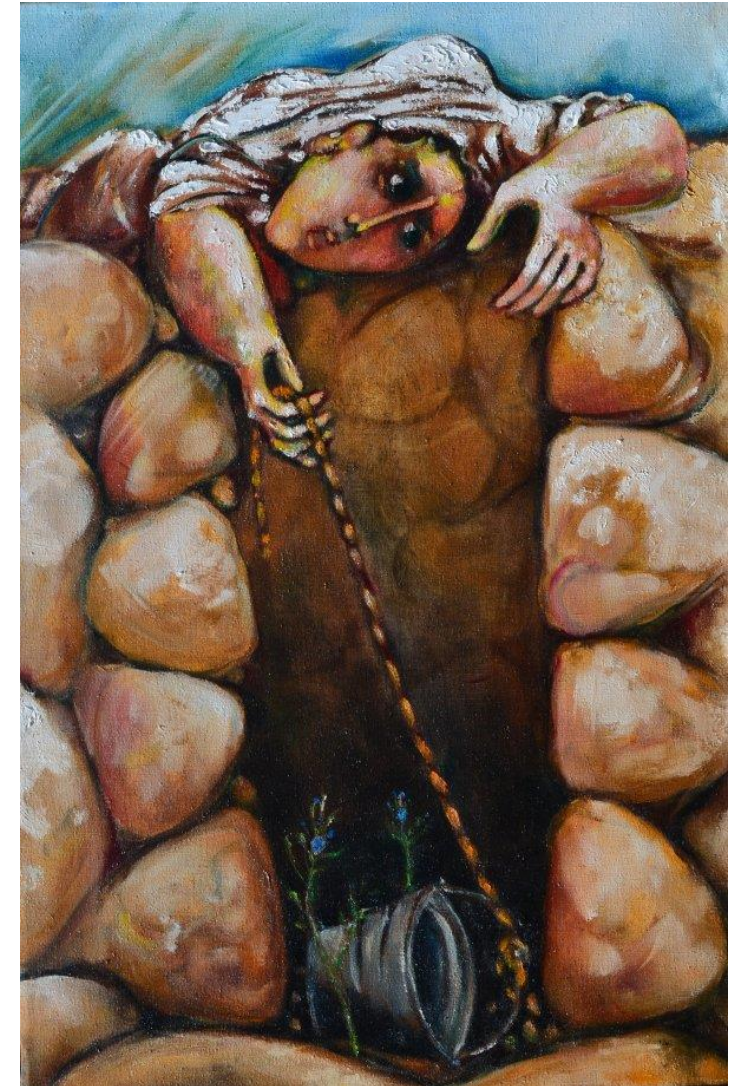


Zone of delusion



Burnout in GPs

- Burnout is common in GPs around the world^{2,3} including GP registrars⁴
 - Stressful, high pressured environments
 - High workload
 - Long hours
 - Emotional strain⁵
- Burnout lies on a spectrum⁴
- Burnout occurs when one's 'wellbeing reservoir' is depleted⁴



Joel Kass. Oil on canvas. The Empty Well.

Aim

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

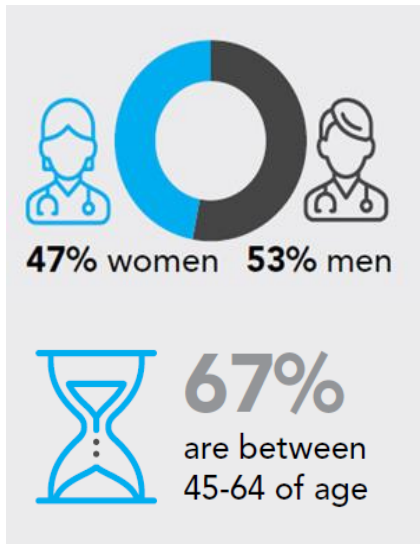


Method

- Participants
 - 290 respondents
 - Good representation by age, gender, state/territory, and metro/non-metro regions.
- Materials and 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



Who were these people?



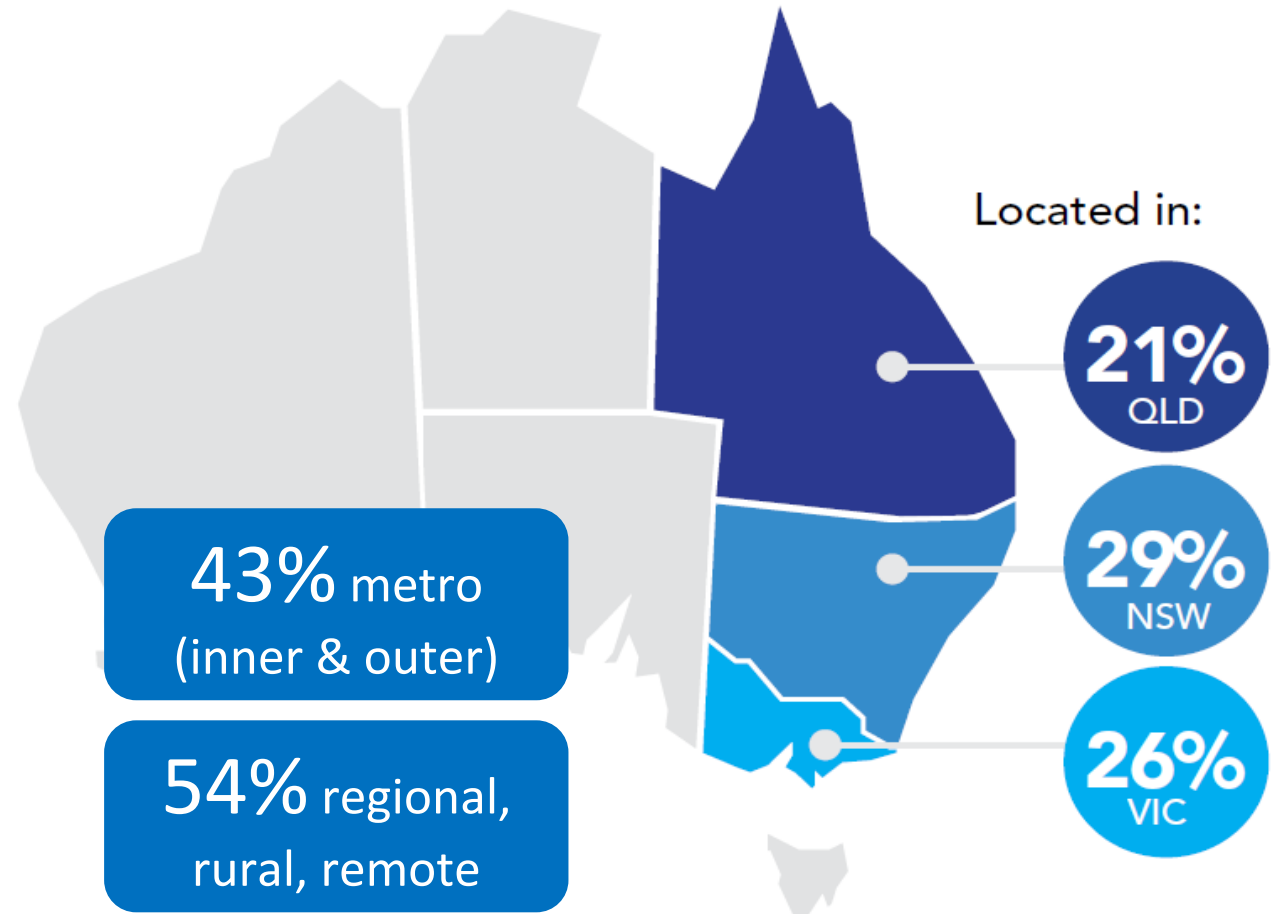
100%
Are active GP supervisors



67%
are between 45-64 of age



89%
Work in community general practice



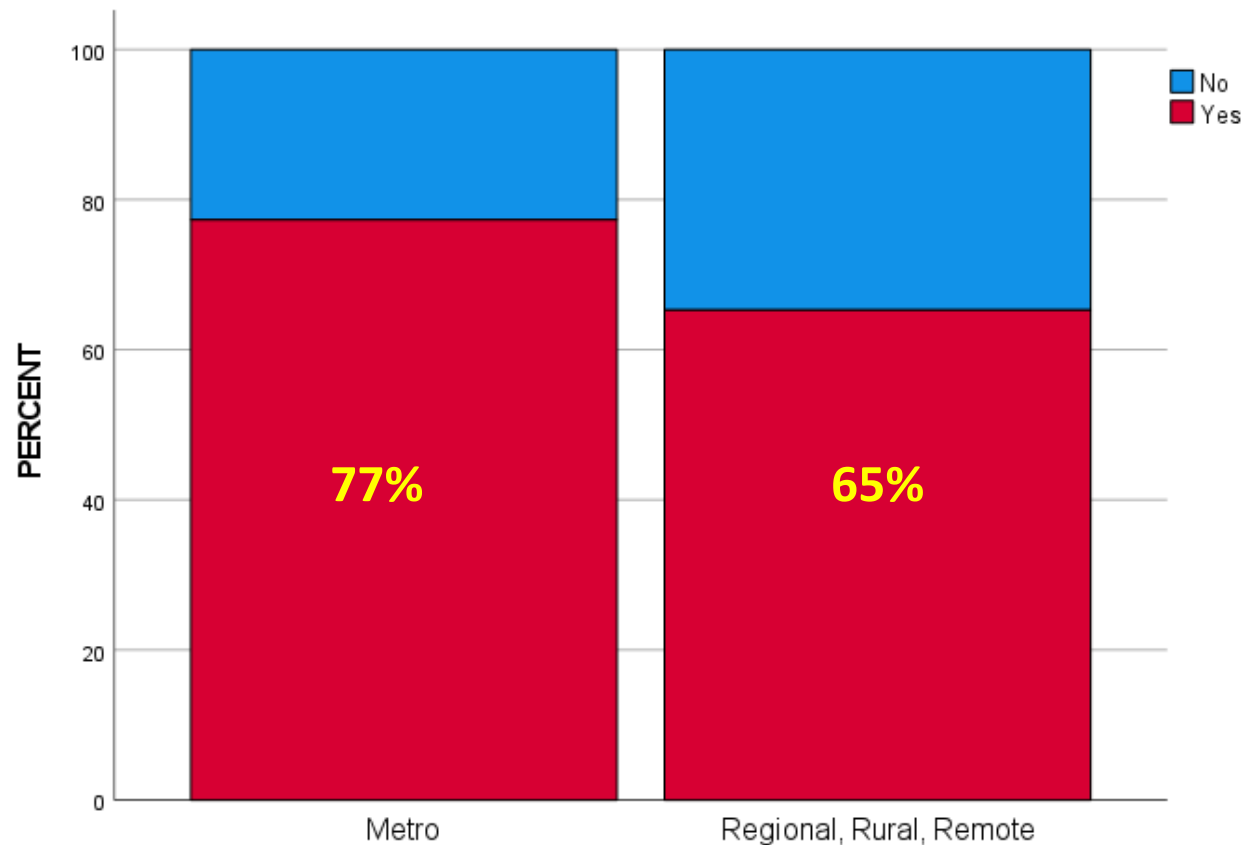
Burnout

- 16-item Oldenburg Burnout Inventory
 - Disengagement
 - Exhaustion
- 4 point Likert-type scale
(1 = strongly disagree,
4 = strongly agree)
- Higher scores indicate higher levels
of burnout



Burnout: Disengagement

It happens more and more often that I talk about my work in a negative way



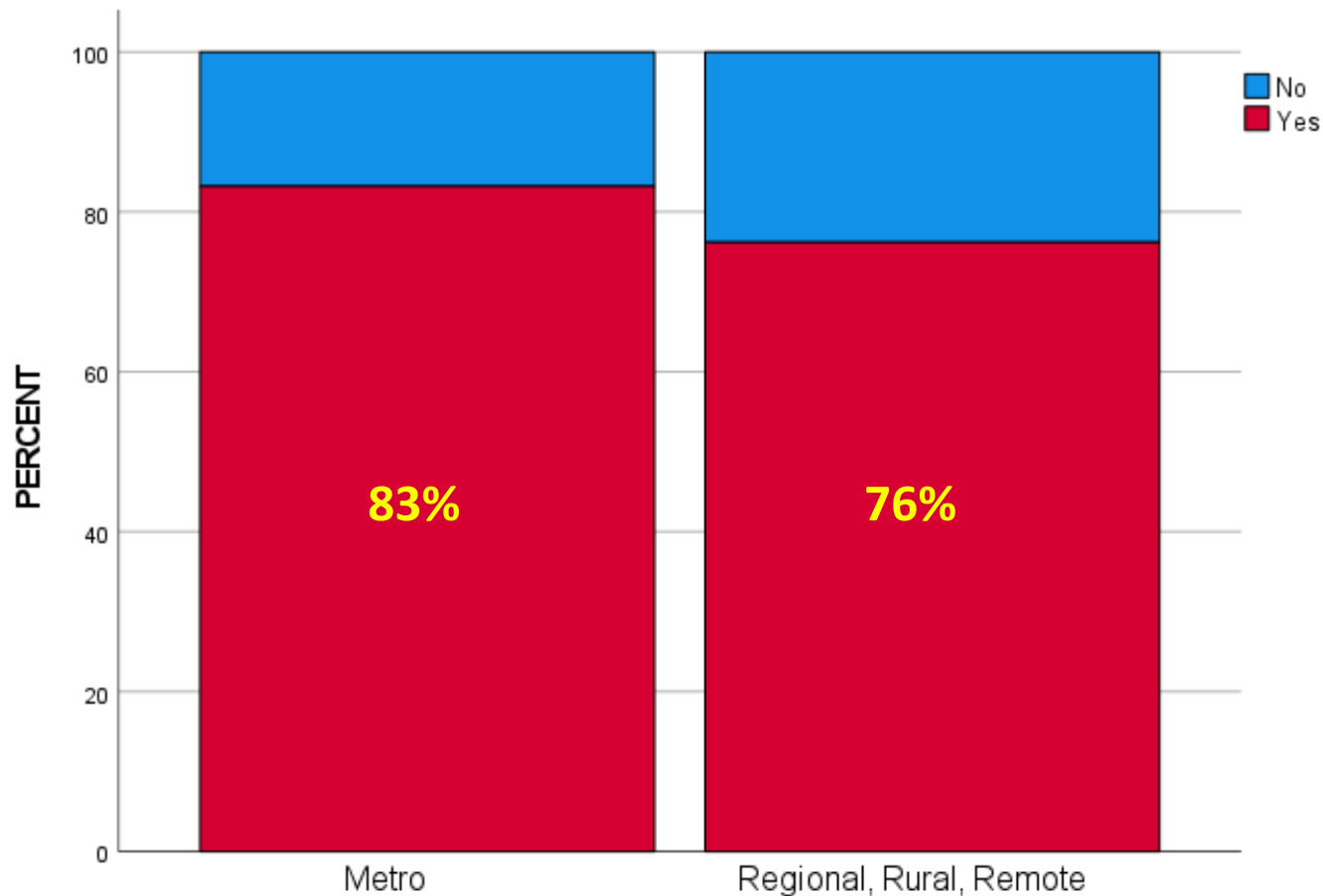
Mean score = 2.29 ± .48

High Disengagement ≥ 2.1

$\chi^2(1, N = 266) = 4.57, p < .05$

Burnout: Exhaustion

During my work, I often feel emotionally drained

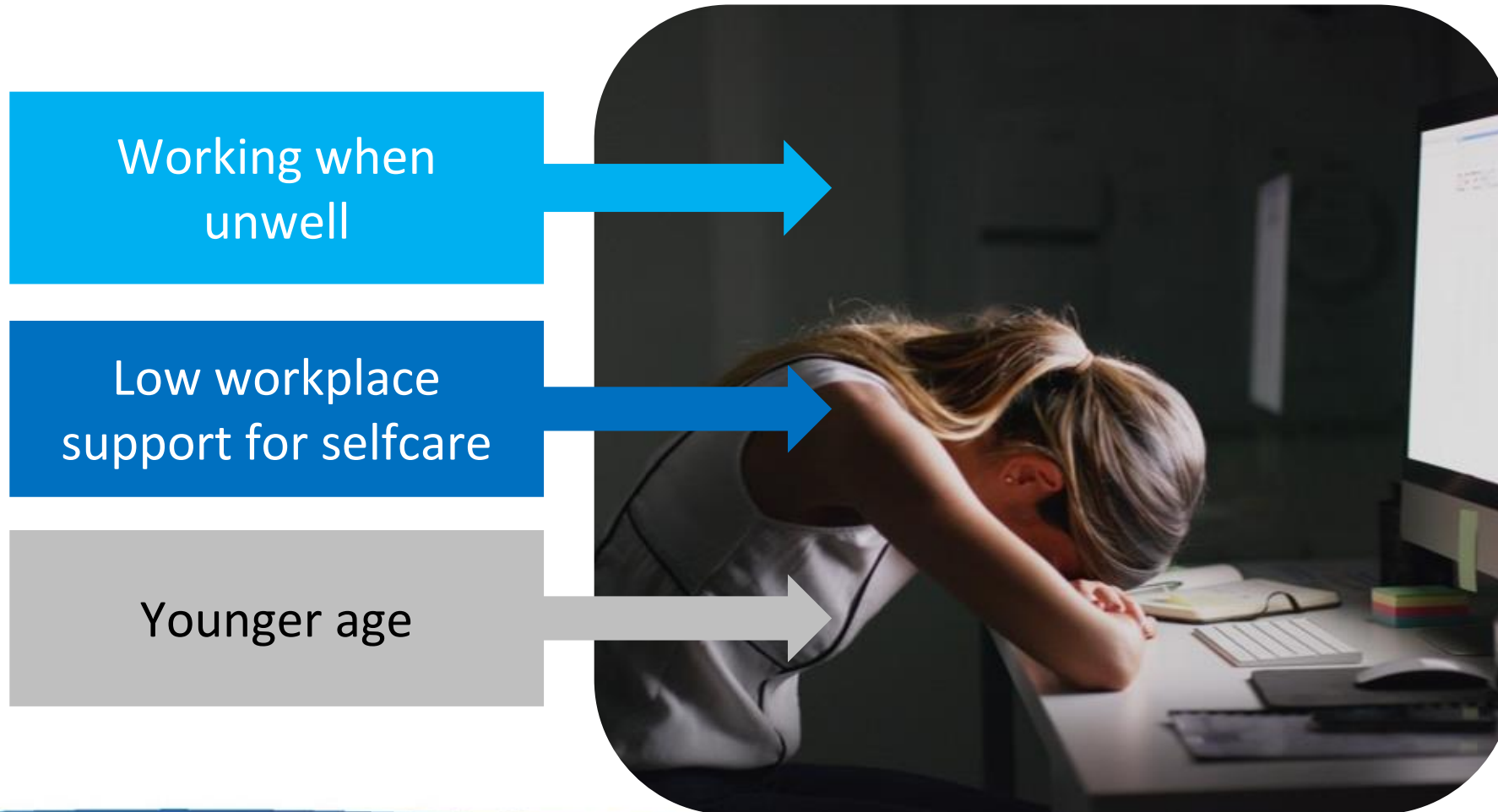


Mean score = 2.59 ± .55

High Exhaustion ≥ 2.25

$\chi^2(1, N = 266) = 1.966, p > .05$

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



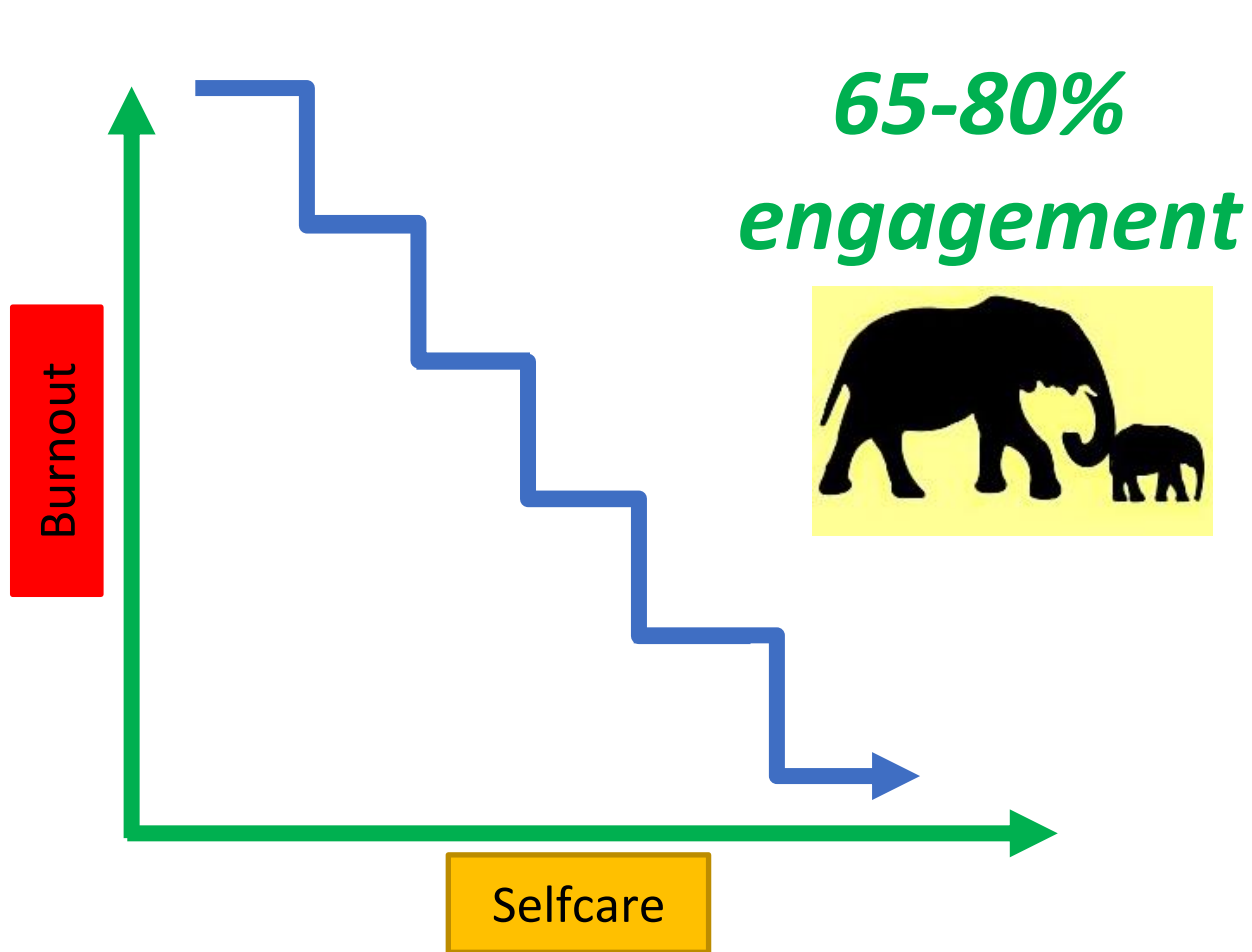
58%
Believe wellbeing and selfcare could be supported better in the workplace

Protective factors?



Photos provided from the RMA website with permission from ACRRM

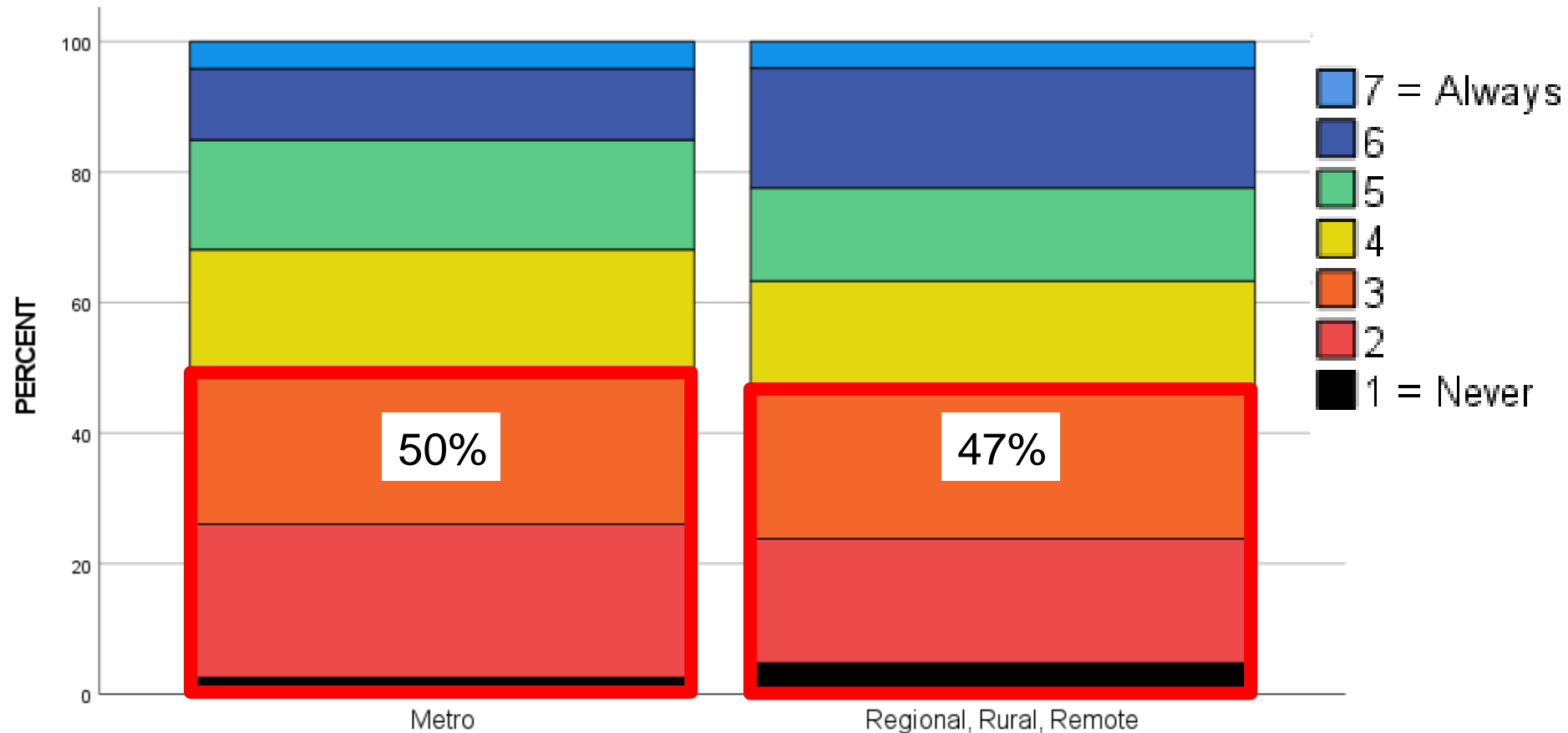
Selfcare



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

Selfcare: Daily balance

I avoid over-commitment to work responsibilities








$t(264) = .930, p > .05, 95\% \text{ CI } [-.556, .199]$

Discussion

- Burnout impacts over 70% of GP supervisors
 - Metro = non-metro locations
- Modifiable personal risk factors
 - Working when unwell
 - Selfcare - daily balance
 - Self-awareness and mindfulness
 - Increase agency to set boundaries

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



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Discussion

- Burnout represents a systemic workplace and workforce problem
- 58% of GP supervisors believe their selfcare could be better supported in their workplace

OPPORTUNITY!

Discussion


Practice level

- supportive culture (e.g., empathy, trust, inclusion, and support)
- supportive policy (e.g., flexible workloads, reward peer-support, PD)
- supportive tools


Developing a workplace mental health strategy
A how-to guide for health services



Heads up
Better mental health in the workplace



Discover how to care for your team at work



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Discussion

Sector level

- Urgent and increased government investment in general practice and workforce training
- Increased recognition and funding
 - increase in Medicare patient rebates
 - increase to the bulk-billing incentive
 - indexation for MBS items

REFORM!

Transition to College-led training



References

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4. Prentice et al. Burnout, wellbeing and how they relate: A qualitative study in general practice trainees. *Med Educ.* 2022; 1-13.
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Acknowledgements

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Thank-you



Who are the first responders for GP registrar wellbeing?

