

**Resident
Doctors
of Canada**



**Médecins
résidents
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Acting on What we Already Know: Supporting Resiliency Among Resident Physicians in Canada

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Introduction



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Disclosure statement

- ▶ I have no actual or potential conflicts of interest to disclose in relation to this presentation.

Background

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- ▶ Residents want to talk about systemic barriers to care - beyond strengthening individual resiliency
- ▶ RDoC set out to explore major themes relating to:
 - ▶ Resident wellness
 - ▶ Burnout
 - ▶ Barriers to care
 - ▶ Potential solutions

Methods

Methods

- ▶ Qualitative study with three focus groups
 - ▶ Total of 14 resident participants
 - ▶ Two focus groups took place in Calgary with RDoC's newly-trained resiliency peer trainers
 - ▶ One focus group completed via teleconference with RDoC Board members
- ▶ Semi-structured interviews with 6 questions
- ▶ Data was analyzed using thematic analysis

Methods

- ▶ Compared data to RDoC's 2018 National Resident Survey
 - ▶ 70 questions based on 3 comprehensive dimensions: residency training, wellness, and medical practice
 - ▶ Administered in April 2018
 - ▶ Completed by 833 residents (response rate 8.3%)
 - ▶ Responses were weighted to reflect population characteristics of RDoC membership

Results

Results - 2018 National Resident Survey

51.9%

of Canadian residents self-screened positive for burnout

N=8,725 (weighted)



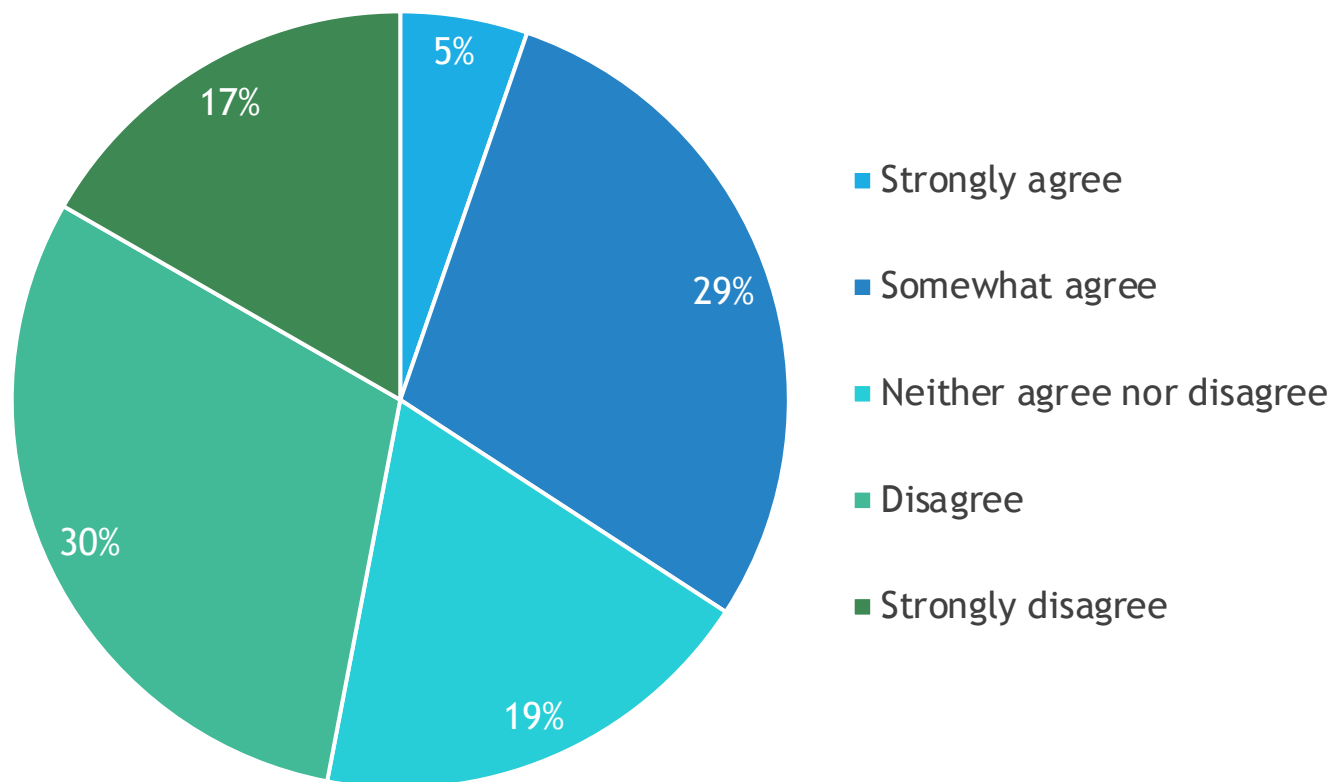
Results - Focus Groups

- ▶ Themes on burnout:
 - ▶ Lack of empathy
 - ▶ Extreme sense of responsibility
 - ▶ Sacrifice
 - ▶ Lack of balance
- ▶ Supporting quotes:
 - ▶ “We all went into medicine because we want to help people [...] and when we’ve lost that part of us, such a big part of our identity, I think that’s a huge red flag. Something really bad is going on.”
 - ▶ “In this field if our work is not up to par... people die.”
 - ▶ “There’s this idea of self-sacrifice and the more you’re willing to give up yourself [...] the better physician you are.”

Results - 2018 National Resident Survey

Self-Assessment of Work/Life Balance:

“My work schedule leaves me enough time for my personal/family life.”



N=8,778 (weighted)

Results - Focus Groups

- ▶ Themes on barriers to wellness:
 - ▶ Stigma, expectations and the hidden curriculum
 - ▶ Fear of repercussions
 - ▶ Lack of available resources and role models
- ▶ Supporting quotes:
 - ▶ “Stigma around putting yourself first, around [seeking help for] mental health in the healthcare profession, and [not knowing] what resources exist or how to access them.”
 - ▶ “When you think about job opportunities and not wanting to show you're weak by asking for time off.”
 - ▶ “Trying to balance service vs. educational needs vs. being a human and a person.”

Results - 2018 National Resident Survey

Which of the following is the most significant barrier to seeking mental health care?

59.4% Lack of control over your own schedule

24.9% Culture of medicine (e.g. stigma, perception that seeking help reflects weakness)

7.0% Unavailability of resources that ensure confidentiality

N=8,607 (weighted)

Results - Focus Groups

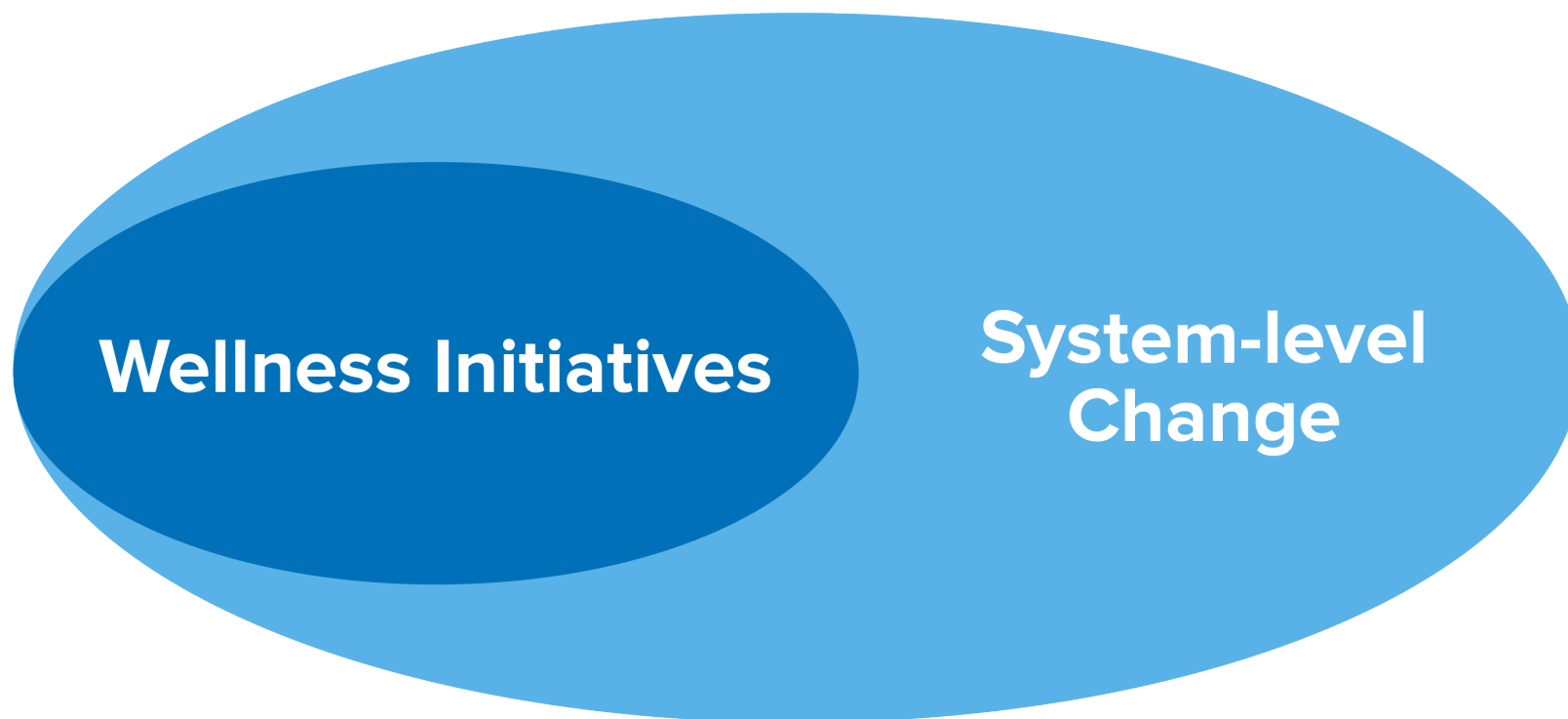
- ▶ Themes around building solutions:
 - ▶ More confidential, accessible resources
 - ▶ Wellness champions
 - ▶ Culture change
- ▶ Supporting quotes:
 - ▶ “Having a third party who residents can approach [...] that will protect their confidentiality and their privacy with either their concerns for jobs in the future or for competitive subspecialties in the future.”
 - ▶ “Just as we have preceptors who are teaching us to be good clinicians, we should also have preceptors who are champions of [being well].”
 - ▶ “Creating an environment where wellness is pointed out, celebrated and people feel like they can be advocates for themselves.”

Conclusion

Conclusion

- ▶ Final quotes from focus group participants:
 - ▶ “I think there’s a general feeling that the profession of medicine will not be able to continue the way it is. It’s unsustainable [...] and I think patients are losing trust in the medical system.”
 - ▶ “Resident burnout is being talked about more and more. It’s on people’s minds, I think people recognize it and see that it’s important.”
 - ▶ “It’s a little bit alarming because we have some staff at our university that will address it openly in evaluations and say, I wish you looked like you were still enjoying yourself.”

Conclusion



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