Core Content
Emergency Medicine

• 20.3.4 Wellbeing
  o Fatigue and impairment
  o Time management and organizational skills
  o Work-life balance
  o Work dysphoria (burnout)
Lecture Content

• Physician Burnout
• Fatigue
• Impairment
• Time management and life balance
Physician Burnout

Wellness

Burnout

“It’s a smoke detector. The boss thinks I might be headed for a burnout.”
Table 1. Comparison of first and third year students on depression items

Ludwig et al. BMC Medical Education (2015) 15:141
Impact of EM Residency

Rosen, Acad Med 2006
Impact of EM Residency Training

• Recent studies suggest that burnout is prevalent in EM residents (65 %)

• Factors related to burnout
  – Having a significant other or spouse
  – Poor global job satisfaction
  – Lack of administrative autonomy
  – Lack of clinical autonomy
  – Intolerance of uncertainty

Impact of EM Residency Training

![Graph showing mood changes across PGY levels: PGY-1, PGY-2, PGY-3.](Image)
The Problem Doesn’t End There
400 per Year

http://www.donoharmfilm.com/
Fatigue

Audience discussion:
What effects can fatigue have on you personally and on your ability to provide patient care?
Fatigue: Definition

• A state of exhaustion
• Overwhelming
• Globally affects functioning
• Different than simply being tired
Effects of Fatigue

• Impairs cognition and performance

• As little as 2 hours less sleep has an impact

• After 1 night of no sleep, cognitive performance decreases by 25%

• Multiple studies show sleep deprivation leads to:
  ▪ Increased errors
  ▪ Increase time to perform procedures
  ▪ Propensity toward accidents
Clinical Signs of Fatigue

• Moodiness, irritability
• Impoverished speech or flat affect
• Impaired problem solving
• Sedentary nodding off (e.g. during conference)
• Medical errors
• Micro-sleeps (5-10 second lapses in attention)
• Repeatedly checking work
• Difficulty focusing on tasks
What do you do if you are showing signs of clinical fatigue while working?
If you are showing signs of clinical fatigue, you must stop and alert a senior resident or faculty member.
Fatigue Mitigation

• Get a full period of rest before any shift
• If you are on night float, you must sleep during the day
• Expose yourself to bright light before starting your shift
• If using caffeine, use it only when working and feeling sleepy
• Nap during the call/shift
  – Shorter, more frequent naps help avoid sleep inertia
Sleep Hygiene

- Develop a relaxing routine
- Limit exposure to bright light
- Avoid exercise or computer use
  - Avoid caffeine, nicotine, and alcohol
- Make the room dark
- Insure it is quiet
- Have it cool
- Avoid a heavy meal
Should I Drive When Fatigued?

• NO!
• Residents have been held liable for accidents
• Utilize a call room
• Call a Taxi or Uber
Fatigue Post Test

• Describe at least 3 strategies for mitigating fatigue

• State what to do if you feel you are clinically fatigued while working at UCSF Fresno

• What should you do if you are too fatigued to drive?
Physician Impairment

- Usually thought of with regard to substance abuse
- Also can occur with mental or physical health issues
- Physicians are masters of denial
- Impediments to seeking help
Physician Impairment: Depression

- Rate of Major Depression in general population is 10-20 %
- Residents have a higher rate
- 4-10 residents in this room may have depression
- Treatment is very effective

SIGECAPS
- Sleep changes
- Guilt
- Cognition
- Psychomotor
- Interest
- Energy
- Appetite
- Suicide
Physician Impairment: Addiction

• Addiction in the general public: 14% alcohol and 6% for illicit substances

• Emergency physicians have higher rate

• Top four for physicians:
  ▪ Alcohol
  ▪ Marijuana
  ▪ Opioids (usually prescription)
  ▪ Stimulants (Ritalin, amphetamines)
Physician Impairment: Recognition and Reporting

• It is our duty to our patients and our profession to report colleagues with suspected impairment

• Signs of impairment:
  ▪ Isolation, withdrawal
  ▪ Diminished clinical performance
  ▪ Erratic behavior
  ▪ Recurrent lateness or absences
  ▪ Deterioration in personal hygiene or dress
  ▪ Smell of alcohol on breath
  ▪ Writing prescriptions for stimulants or narcotics for self
Physician Impairment: Resources

• Chief residents are a first line
• Program leadership and faculty have your back
• UCSF Fresno resources-wellness page
  ▪ http://www.fresno.ucsf.edu/wellness/
• Insurance plans coverage:
  ▪ Primary care visits
  ▪ Mental health services
  ▪ Substance abuse treatment
Impairment: Post Test

- List symptoms of depression
- List symptoms of substance abuse
- Describe how to access two resources for treatment of depression or substance abuse at UCSF Fresno
Time Management and Life Balance

- Shifts
- Study
- Research
- Projects
- Committee Work
- Work Events
- Community Outreach
- Paperwork

- Family
- Friends
- House work
- Sleep
- Exercise
- Leisure time
Time Management and Life Balance
Time Management and Life Balance

• Develop a personal mission statement
• Reevaluate regularly
• Live in accordance to your goals
• Learn how to say NO

"My mission in life is to not only survive, but to thrive; and to do so with some passion, some compassion, some humour, and some style."

— Maya Angelou
Future Directions

• Anatomy of burn out
• Compassion fatigue
• Developing resilience in difficult times
• Dealing with difficult situations
• Wellness book clubs
• MOTH