

# Navigating Workforce Challenges in Healthcare

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# The State of Professional Well-being and Satisfaction Among U.S. Oncologists

ASCO Quality Symposium  
October 26-27, 2023

# 2023 ASCO survey

- Replicated 2013 survey questions (Shanafelt et al) for **10-year comparison**
  - Maslach Burnout Inventory (**MBI**) measures\*
  - **Quality of life, fatigue, satisfaction with work-life integration**
  - **Intentions to reduce clinical care hours**
- Open **January – March 2023**
- Disseminated via direct and public **ASCO channels**

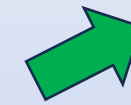
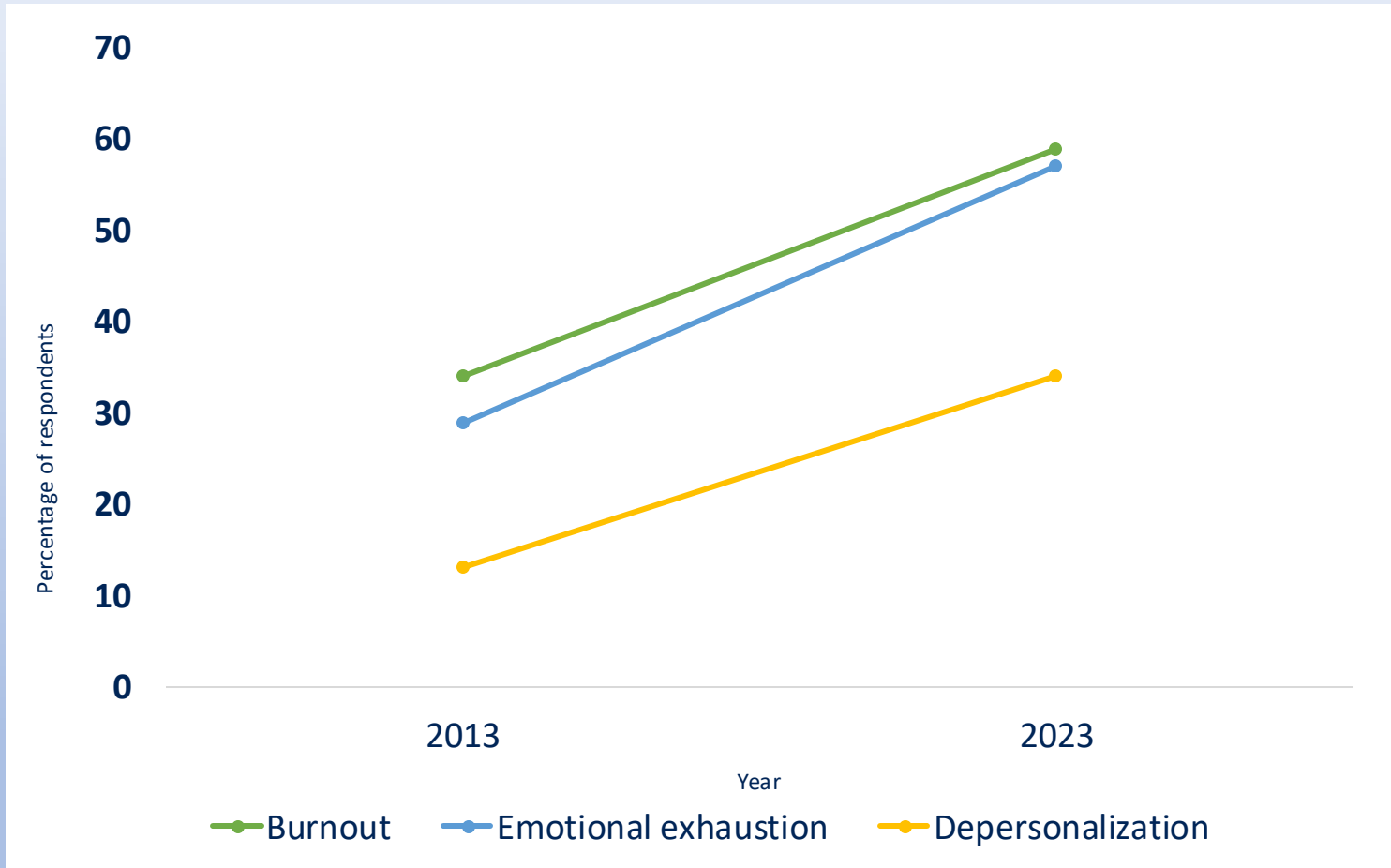
\* Maslach Burnout Inventory - Human Services Survey for Medical Personnel (MBI-HSS [MP]). Copyright ©1981 Christina Maslach & Susan E. Jackson. All rights reserved in all media. Published by Mind Garden, Inc., [www.mindgarden.com](http://www.mindgarden.com)

# 2023 survey respondents

## **328** MDs/DOs in active patient care:

- Work in an academic setting: **64%**
  - 34% in 2013
- Female: **52%**
  - 50% in 2013
- White: **55%**
- Married or partnered: **85%**
- Caregiver: **68%**
- Median age: **47** [IQR=39-54]
  - 52 in 2013

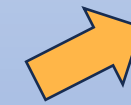
# Burnout has increased significantly since 2013



**Burnout:**  
34% to **59%**



**Emotional Exhaustion:**  
“I feel burned out from my work”  
29% to **57%**



**Depersonalization:**  
“I have become more callous towards people since taking this job”  
13% to **34%**

# Factors associated with burnout in 2023



**Caregiving responsibilities: 65%** (vs. 47% of those without)



**Age < 50: 64%** (vs. 51% of those  $\geq$  50)



**Non-white-identifying: 65%** (vs. 54% identifying only as white)

# Other measures of well-being have worsened over time

Compared to 2013:

- Mean **quality of life decreased** from 7.3 to 7.1\*
- Mean **fatigue increased** from 5.8 to 6.1\*\*
- **% satisfied with work-life integration decreased** from 35% to 24%

\* 0-10 scale, higher scores favorable

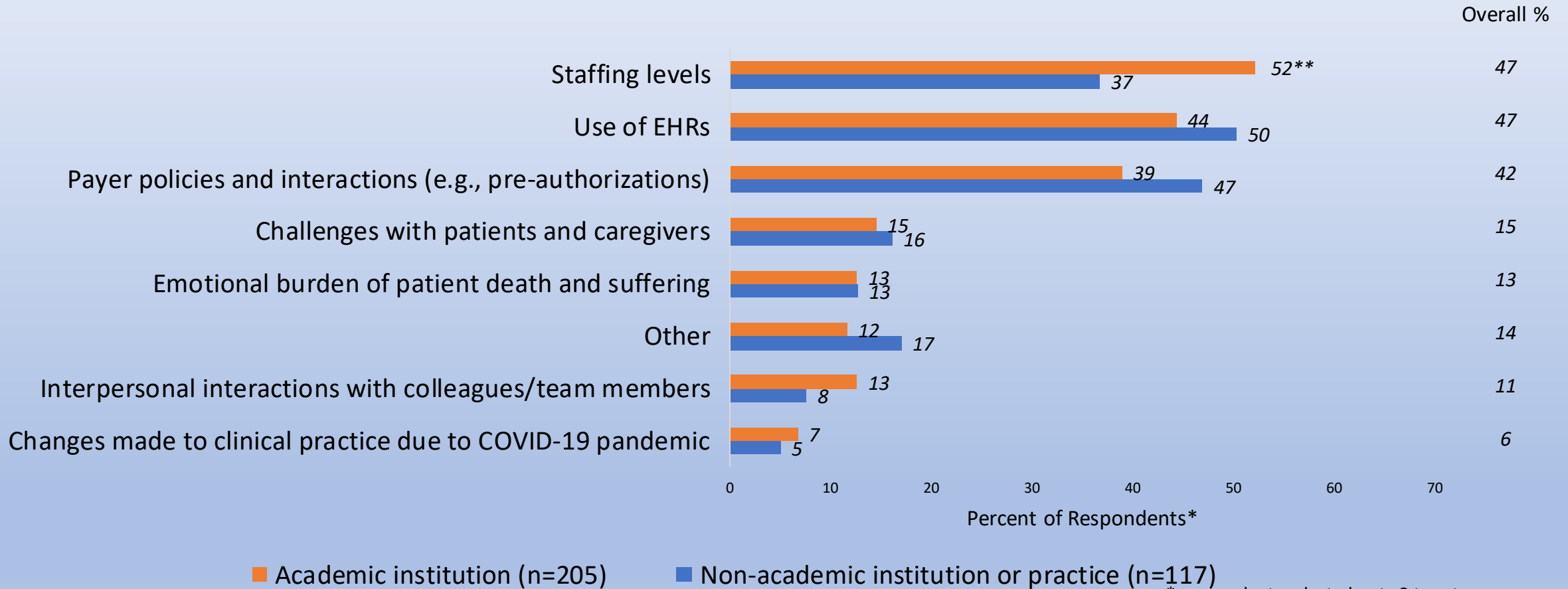
\*\* 0-10 scale, higher scores unfavorable

# Burnout is associated with plans to reduce clinical workload

- **22%** likely/definitely intend to reduce clinical hours within 1 year (vs. 16% in 2013)
- Burnout associated with likely/definitely intending to:
  - Reduce clinical care hours in 1 year (**28%**, vs. 13% not likely/definitely)
  - Leave current practice within 2 years (**28%**, vs. 13% not likely/definitely)

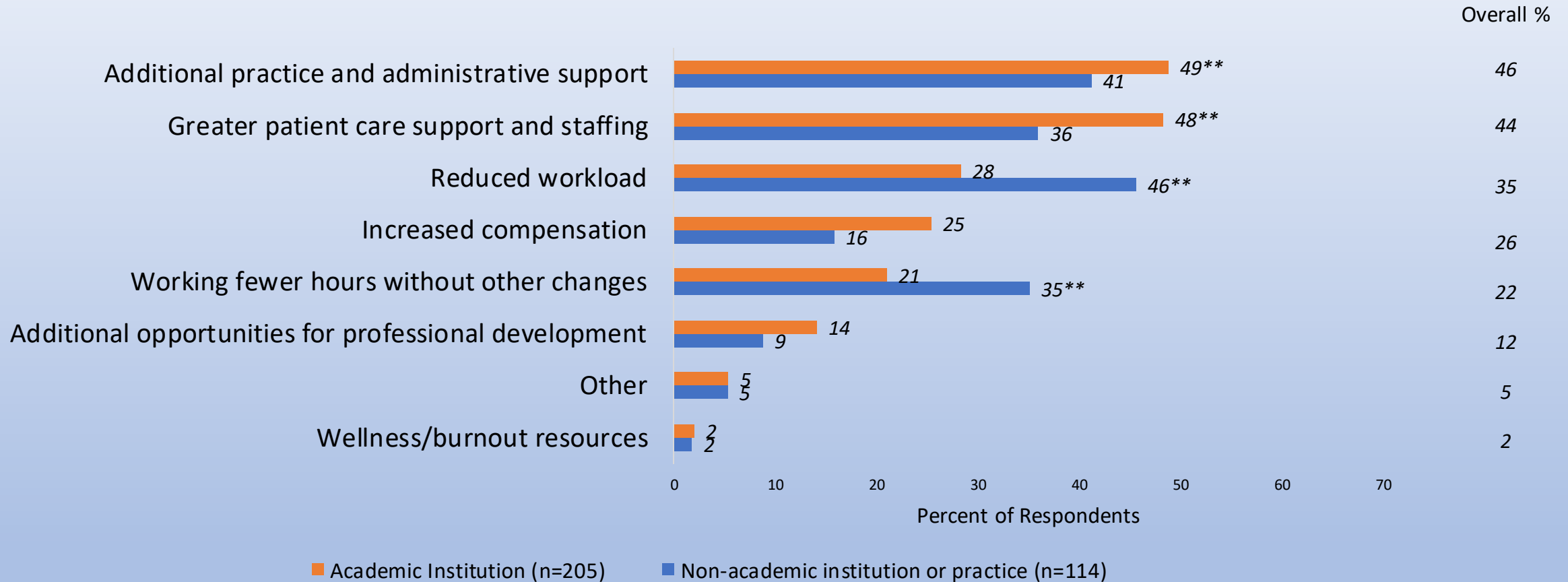


# Top stressors



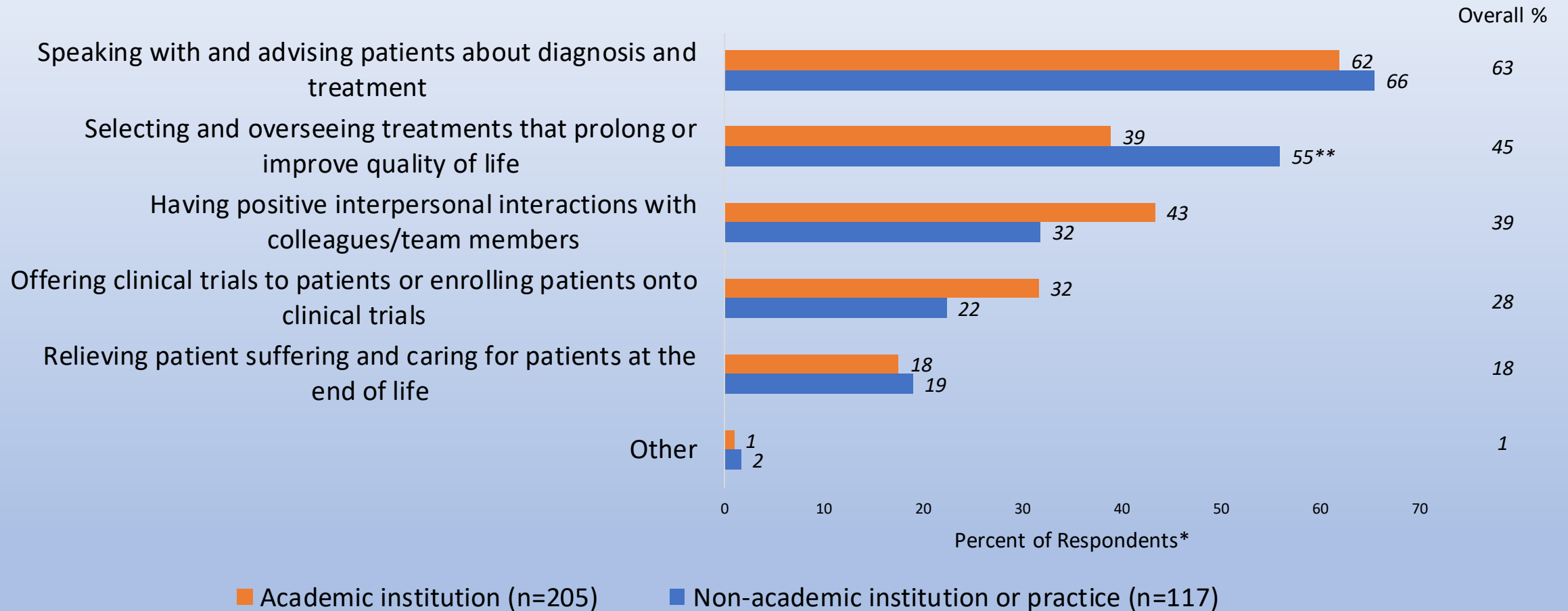
\* respondents selected up to 2 top stressors  
 \*\* p<.05

# Top factors with potential to improve work



\* respondents selected up to 2 top factors  
 \*\* p<.05

# Top sources of joy in work



\* respondents selected up to 2 top sources of joy

\*\* p<.05

# Conclusions

- Oncologist well-being has worsened measurably over past decade
- More oncologists are considering reducing clinical hours
- Enhanced support for administrative and patient care tasks is needed
- Oncologists find joy in patient interactions
- Interventions have implications for the entire care team

# Team-based Staffing and Models of Care

- “Great Retirement”, “Going to Industry” Impact?
- Expansion of APPs, Roles and Collaborative Practice models?
- APPs compensation issues, RVU competition?
- What is driving the support staff shortage/challenges?
- How to best make highly functional teams? The Impact of Communications?
- Impact of Telemedicine and Interstate Medical Licensure Compact?

# Optimizing the Workplace Environment

- Administrative Burdens and Inefficiencies are a big item for physicians and advanced practice providers. What are good administrative solutions?
- LGBTQ+ community increasing numbers identifying. Self-Identities. Clinicians have not been well trained in the complexities. Solutions?
- Disparity: Impact of social determinants of health made a big difference in what is available to many patients. Using social workers, case managers, other ancillary staff earlier? Identifying limitations and barriers?
- Cultural competence is so important. Ethics service interventions to reduce distress and optimize communication?

# Clinician Well-being & COVID Impact Recovery

- **Impact of the COVID-19 Pandemic on Oncologist Burnout, Emotional Well-Being, and Moral Distress: Considerations for the Cancer Organization's Response for Readiness, Mitigation, and Resilience**
- **Occupational and Personal Consequences of the COVID-19 Pandemic on US Oncologist Burnout and Well-Being: A Study From the ASCO Clinician Well-Being Task Force**
- **What is the feasibility and acceptability of an Oncologist Group Peer Support program?**
- **Are there other solutions and pilot programs being explored?**

Thoughts, Concerns, Questions?