

SUMMARY OF KEY DISCUSSIONS

- Facility Engagement Working Group (FEWG) Terms of Reference Amendments
- Physician Health Program (PHP) Update
- Vancouver Acute/ Vancouver Community Wellness Physician Wellness Committee

Facility Engagement Working Group (FEWG) Terms of Reference Amendments

The [FEWG Terms of Reference \(TOR\)](#) were amended to reflect the evolution of the FEI program, and presented for decision, and passed. No substantive changes:

- The mandate of the FEWG continues to oversee the implementation of the MOU. The FEWG focus is on governance functions, activities, program progress, opportunities and successes, and sustainability and spread of medical staff engagement.
- The FEWG TOR was amended to update staff titles and voting members of the current membership.

Physician Health Program (PHP) Update

Service utilization of the PHP by BC physicians increased during COVID-19:

- 58% increase in services sought
- 37% increase in case complexity

The PHP is expanding services to include:

- **10 Week CBT skills training for physicians** – content development by UBC; prototyping to begin Fall 2021.
- **Provincial physician peer support network** – a consistent provincial delivery approach and matching component; prototyping to begin Fall 2021.
- **Doctors for doctors connection service:** Increased capacity to attach physicians to their own family physician through Divisions of Family Practice; increased support for complex emerging mental health needs (slowed during COVID-19).

PHP is consulting with divisions of family practice and MSAs for:

- recommendations around CBT training and peer support.
- an environmental scan of physician health activities.
- how to coordinate across the province, bridge gaps and align with existing activities.

- **A suggestion of having a consistent provincial survey was discussed.** A caution was raised, noting that surveys are not always neutral and may trigger individuals. Requires strong objective and plan. (No decisions)

It was noted that Facility Engagement can help to cultivate organizational relationships that address unwellness.

Vancouver Acute/ Vancouver Community (VA/VC) Physician Wellness Committee

- The VA/VC Physician Wellness Committee presented the results of a physician wellness survey conducted from October through November 2020 among 1949 physicians. 24% responded with a range of participation from departments.
- The VA/VC Physician Wellness Committee selected the Stanford Professional Fulfillment Index to assess burnout.
- The wellness survey assessed physician burnout levels and contributing factors, psychological safety, and the effect of Covid-19 on the mental and physical health of physicians.
- Burnout rates as well as factors for burnout, and themes for action were identified.
- **An overall process for next steps includes:**
 - **Step 1:** Meetings with department heads to discuss department specific survey results (ongoing)
 - **Step 2:** Identification of wellness champions in each department/division (ongoing)
 - **Step 3:** Collection of additional data to form department-specific interventions (focus groups, key informant interview, internal survey, etc.)
 - **Step 4:** Submission of further proposals for QI projects (where applicable)

A 'next steps' approach is underway in the Vancouver General Hospital Emergency Department

- Met with physician department heads to review survey results.
- Identified Wellness Champions within the department.
- Created an interdisciplinary Wellness Team (including both physician and nursing leadership).
- Additional data collection - internal survey sent to physicians addressing the [Mayo Clinic drivers of burnout framework](#).
- Preparation of an inventory of existing and future projects to address the Mayo Clinic drivers.
- Review of internal survey results and preparation of actionable items and plan for future interventions.