

## WELLNESS CORNER

Hello GAACP members!

**Available evidence suggests burnout is primarily a system-level problem driven by excess job demands and inadequate resources and support, NOT an individual problem triggered by personal limitations.**

**Why do you think your organization should care about physician wellness initiatives?**

Did you realize that there is an important case to be made for the financial return on investment (ROI) when it comes to physician well-being? When discussing physician wellness at your organization, financial principles can be applied to determine the economic cost of burnout and guide the appropriate initial and ongoing investment to address the problem.

Your organization should care because:

- Physician turnover results in substantial expense to health care organizations due to:
  - Direct costs related to physician recruitment
  - Lost revenue during recruitment and onboarding a new physician
  - Time it takes for a new physician to reach optimal efficiency
- Various health systems report costs of \$250,000 to \$1,000,000 to replace a physician depending on specialty
- Physician burnout impacts overall physician productivity. This effects the organization's bottom line.
- Physician burnout affects quality of care and patient satisfaction.

(Excerpts from "The Business Case for Investing in Physician Well-being", JAMA, September 2017)

Click the link below/paste in your browser to read further about the research regarding the financial impact of physician burnout as well as ways health care organizations can address this issue.

[https://medschool.ucsd.edu/som/hear/resources/Documents/jamainternal\\_Shanafelt\\_2017\\_sc\\_170009.pdf](https://medschool.ucsd.edu/som/hear/resources/Documents/jamainternal_Shanafelt_2017_sc_170009.pdf)

