

## Report from the Human Resources Committee

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The recent Canadian Rheumatology Association's (CRA) Workforce and Wellness survey<sup>1</sup> highlighted several challenges in our workforce which threaten optimal rheumatology care delivery including i) a national deficit of full-time equivalent (FTE) rheumatologists to meet the benchmark of 1 rheumatologist per population of 75,000; ii) high numbers of retirements in the next 5-10 years; and iii) over half of the respondents reported burnout. While the survey was conducted over the pandemic, which could have contributed to the high rates of burnout, other studies have also reported high rates of burnout in rheumatologists pre-pandemic.<sup>2</sup>

Beyond the personal impact of burnout, high rates of burnout can impact the workforce in many ways including impacts on the quality of care provided as well as productivity, job turnover, and early retirement.<sup>3</sup> Physician burnout is a public health problem. To address this, the Human Resources Committee is developing recommendations about what strategies may be most effective to address burnout in rheumatologists. For this work, we have conducted a systematic review of published systematic reviews on interventions to address physician burnout based on Cochrane guidance. This work has been led by Dr. Hengameh Kheirkhah and Registered Provisional Psychologist Nicole Hartfeld, and has been submitted to the CRA Annual Scientific Meeting. This endeavor will be supplemented by a review of resources currently available either provincially or nationally to manage physician burnout. The Human Resources Committee will then review available resources and evidence to make recommendations about effective potential strategies to address rheumatologist burnout and identify areas in need of future research. This work will be finalized over the fall and winter months, and results will be shared with the broader CRA community when available through social media, a publication, and on the Human Resources website.

If you or a colleague needs help, please review physician support services available at [cma.ca/supportline](http://cma.ca/supportline).

### References:

1. Kulhavy-Wilbe SC, Widdifield J, Lee JY, et al. Results From the 2020 Canadian Rheumatology Association's Workforce and Wellness Survey. *J Rheumatol*. 2022;49(6):635-643.
2. Tiwari V, Kavanaugh A, Martin G, Bergman M. High Burden of Burnout on Rheumatology Practitioners. *J Rheumatol*. 2020;47(12):1831-1834.
3. Patel RS, Bachu R, Adikey A, et al. Factors Related to Physician Burnout and Its Consequences: A Review. *Behav Sci (Basel)*. 2018;8(11).

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