



Identifying and planning to mitigate burnout in podiatrists

...whose job is it?

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MONASH UNIVERSITY recognises that its Australian campuses are located on the unceded lands of the people of the Kulin Nations, and pays its respects to their Elders, past and present.

I acknowledge the research I do, and where I live is on the lands of the Bunurong People of the Kulin Nations. I pay my respects to any First Nations people in the audience today



Conflicts, funding, acknowledgments

Podiatry Board of Australia

National Centre for Healthy Ageing

Medical Research Future Fund

Research team: Anna Couch, Dan Bonanno, Terry Haines, Hylton Menz, Belinda O'Sullivan

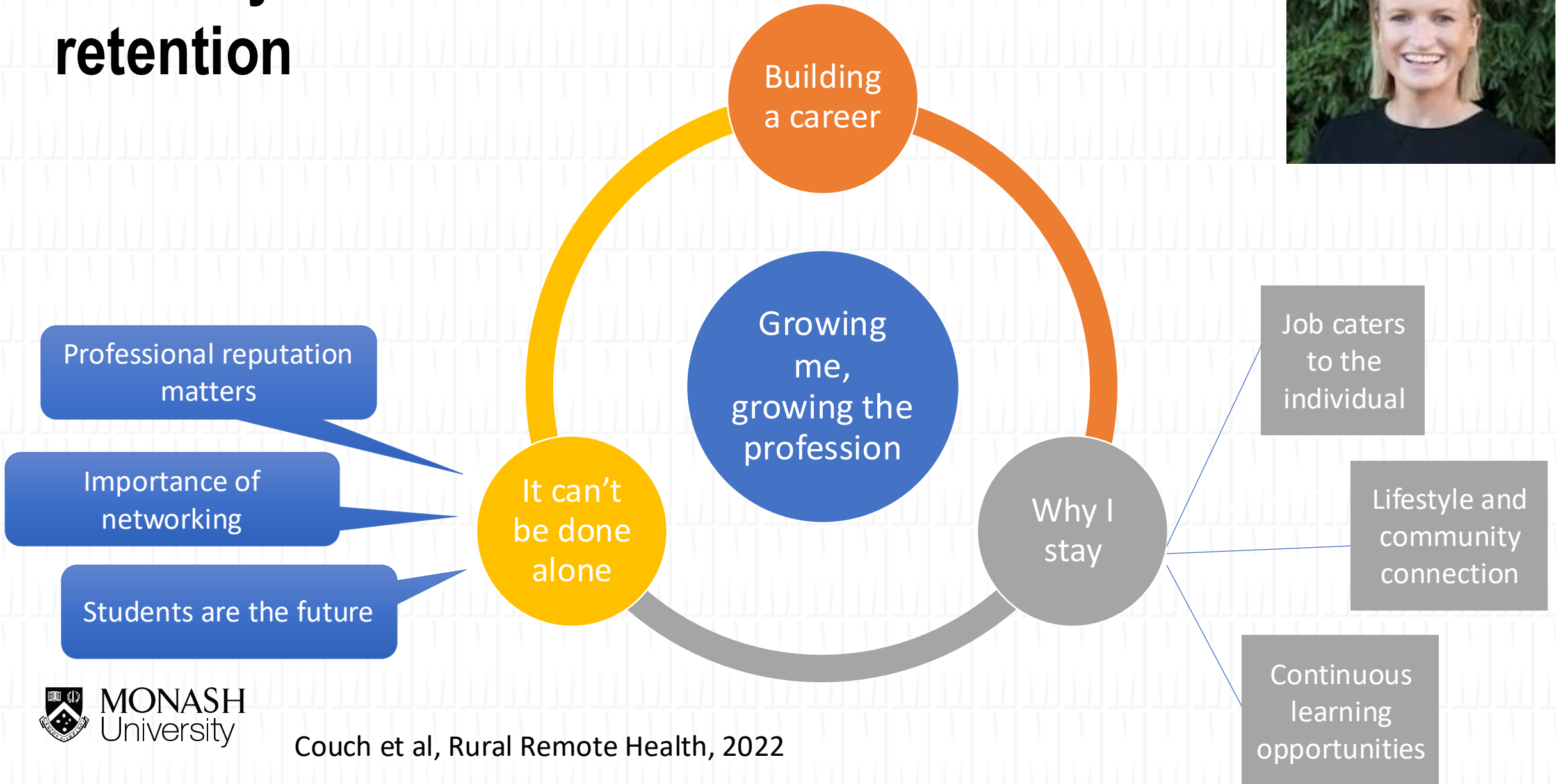
Pictures: Shutterstock

Disclaimer: Not psychology trained, just passionate about safety and looking after each other

PAIGE: Podiatrists in Australia: Investigating Graduate Employment

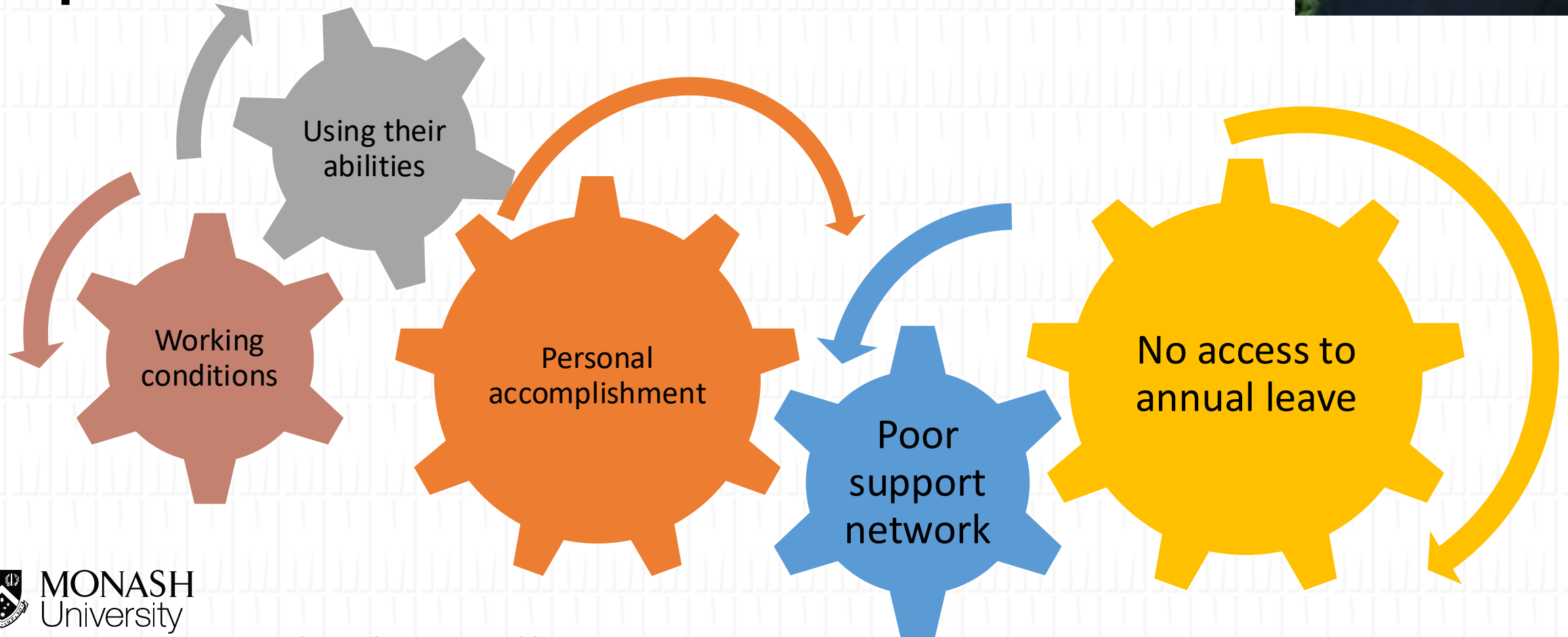
Domain	Wave 1	Wave 2	Wave 3	Wave 4
Demographics	✓	✓	✓	✓
Job satisfaction	✓	✓	✓	✓
Industry lead career education and progression	✓	✓	✓	✓
Work setting	✓	✓	✓	✓
Family & Social	✓	✓	✓	✓
Finances	✓			
Discrete choice experiment on job choices	✓			
Brief Resilience Scale		✓	✓	✓
Burnout		✓	✓	✓
Personality		✓	✓	✓
Personal life events		✓	✓	✓
Mental distress		✓	✓	✓
Risk taking behaviour		✓	✓	✓
Lifelong learning attributes				✓
Social media use				✓
Coronavirus pandemic impact on practice				✓

Podiatry recruitment & retention





Leaving direct care versus leaving the profession



How well are those who are doing all the work, and what might change that



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Burn-out an "occupational phenomenon": International Classification of Diseases

“Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- feelings of energy depletion or exhaustion;
- increased mental distance from one’s job, or feelings of negativism or cynicism related to one's job; and
- reduced professional efficacy.







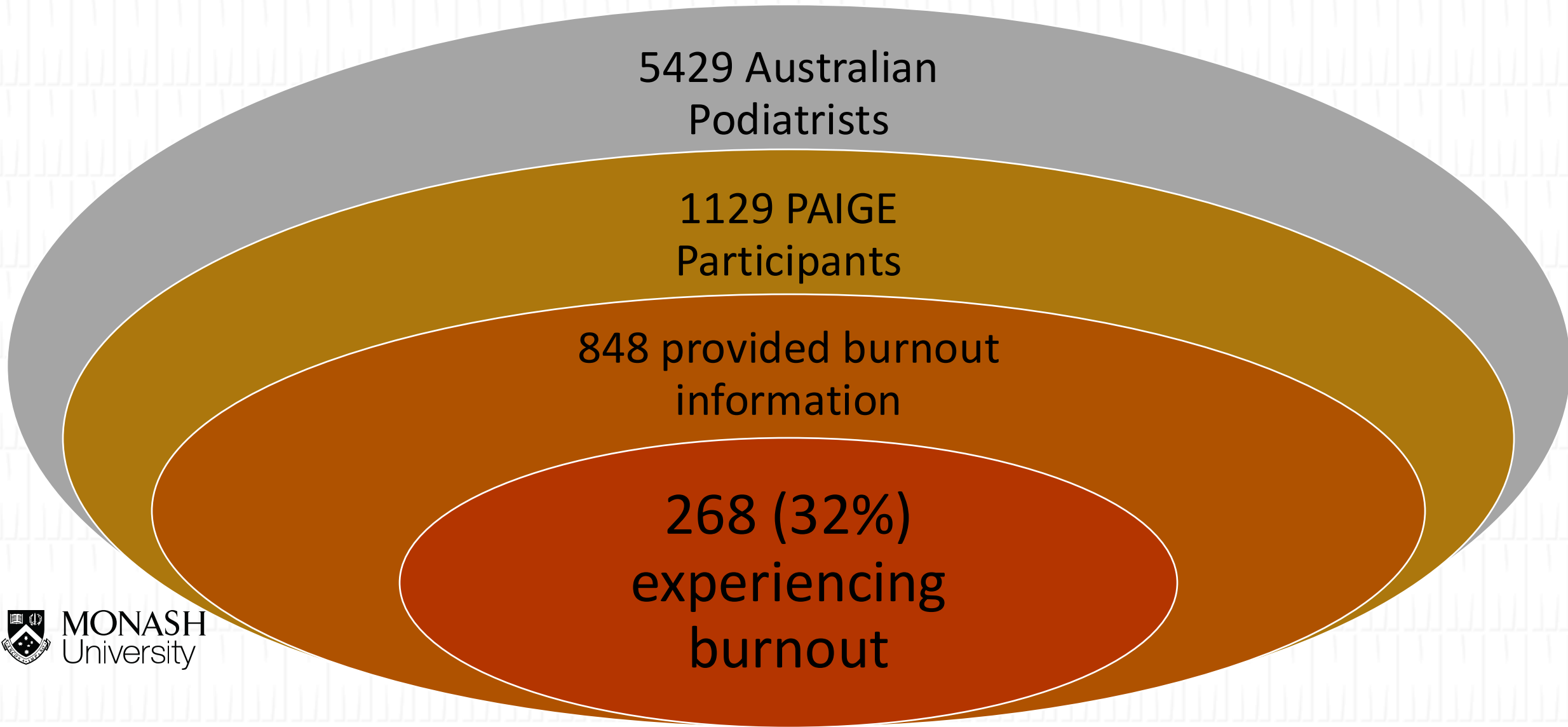
Why should we care about burnout?

lawsuits
suicide
broken relationships
poor care quality
substance abuse
errors
lower patient satisfaction

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- Professional reputation?
- Recruitment into profession?
- Cost of retraining?

Who helped with this research?



Individual factors

- Gender
- Recency
- Business relationship (Owner, salaried, contractor, locum etc)
- Location (metro/rural)
- Who or how many people you worked with
- Number of sites
- Patient waiting times
- Aged care work
- Access to leave
- Intending to leave podiatry workforce
- Additional industry based training
- Personal life events in past 12 months
- Age
- Health status
- Mental distress
- Resilience
- Personality traits
- Risk taking behaviours (financial, clinical, career)

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**>0.05 or individual factors
not significant**

Individual factors and burnout scores

Younger age

Recency of
practice

Overall
health

Mental
distress

Resilience

Personality traits

Risk taking
behaviours

These factors 16.1% of the variance in burnout experience and correctly classified 72.4% of burnout cases

Workplace factors

- Working public or private
- Business relationship (Owner, salaried, contractor, locum etc)
- Location (metro/rural)
- Who or how many people you worked with
- Number of sites
- Patient waiting times
- Aged care work
- Access to leave
- Intending to leave podiatry workforce
- Indirect patient contact hours
- Hours worked per week
- Direct contact hours
- Patient consultation times
- Funder (CDM)
- Access to professional development
- Intention to leave patient care



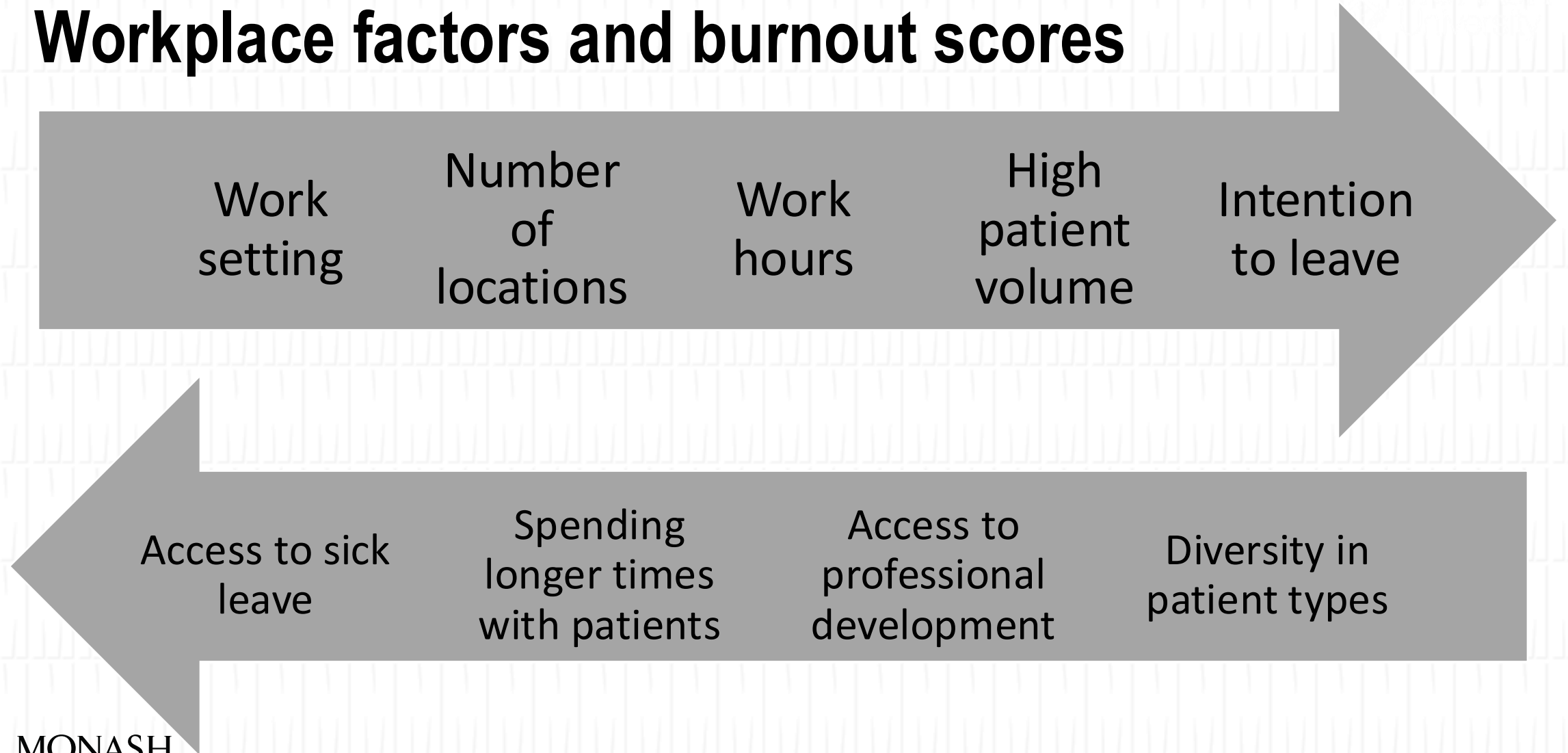
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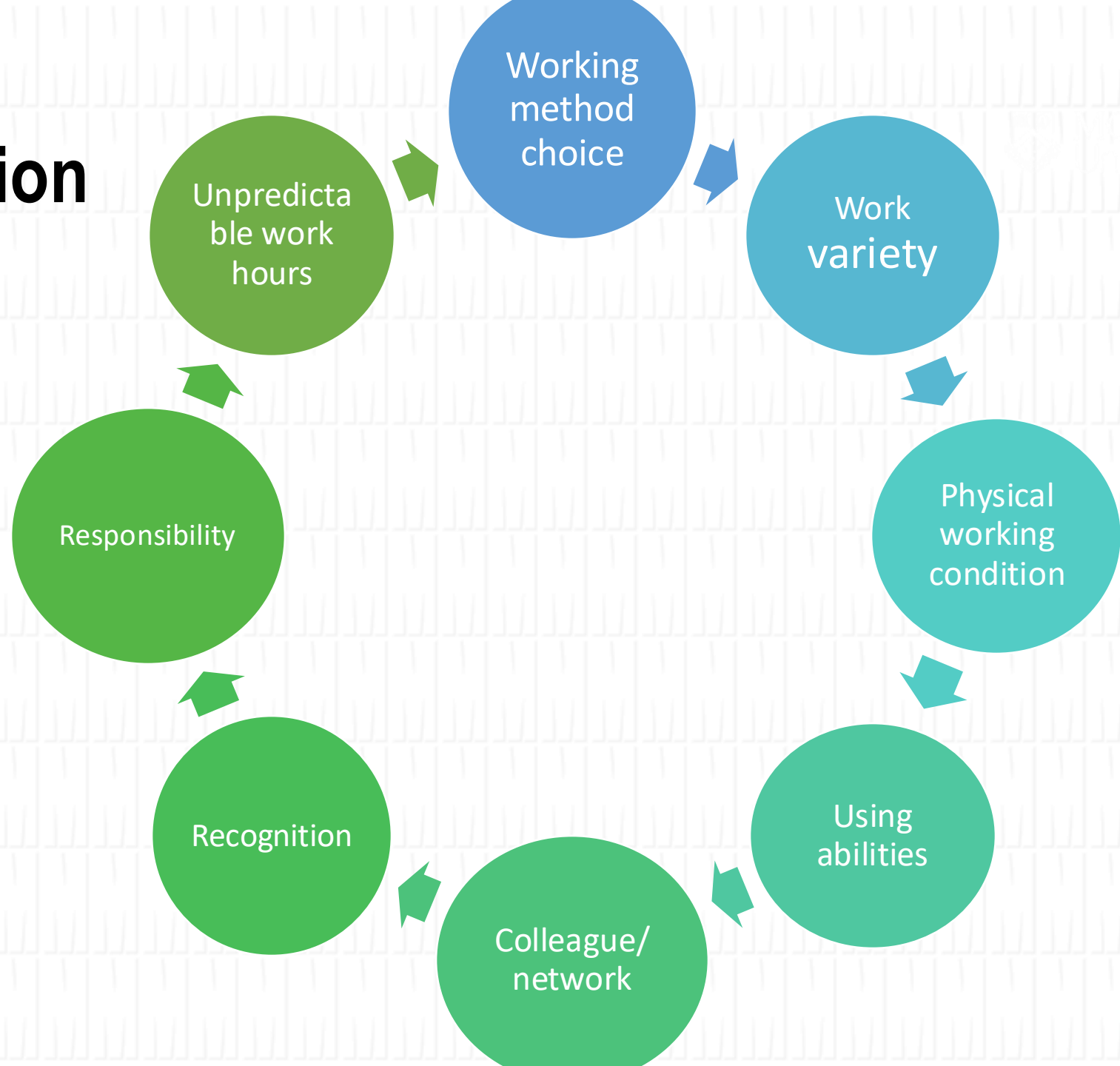
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Workplace factors and burnout scores



Job satisfaction



Changing work satisfaction is key



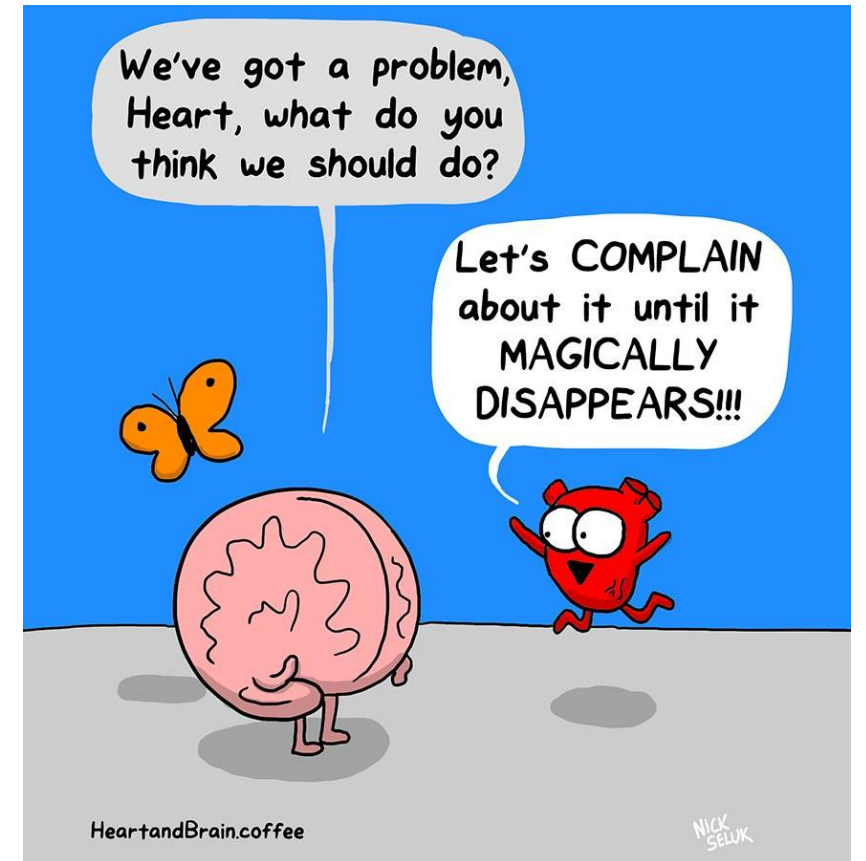
Low work satisfaction
highest prediction



Low work satisfaction
greatest variance in
burnout score

The change is in your hands

- Burnout strategies commonly founded behaviour change
- Workplaces have an equal role
- If you have staff or even just manage yourself, consider:
 - What can be delegated
 - How to negotiate hours that work for everyone
 - The “cost” of improving job satisfaction will usually be less than recruiting or retraining
- If you are unsatisfied with your work, now is the time to reflect, be part of a solution, be considerate and have a conversation



Action

Unsure if you have symptoms of
burnout



Mental health supports

