

12TH ANNUAL NJ HEALTHCARE MARKET REVIEW

September 28-29, 2023

Borgata Hotel Casino & Spa Atlantic City, NJ

Physician Burnout

Moderator: Joseph M. Gorrell

Member, Brach Eichler LLC

Shannon Carroll, Esq.

Member

Brach Eichler LLC

Hugo N. Lijtmaer, MD

Managing Partner

Neurology Group of
Bergen County

James Matera, DO, FACOI

Senior VP Medical Affairs

Chief Medical Officer
CentraState Healthcare
System

Gary Price, MD

President

The Physicians Foundation

MODERATOR



Joseph M. Gorrell, Esq.
Member, Brach Eichler LLC

A recognized advocate for numerous clients in the health care field, for more than 40 years Joseph Gorrell has provided legal services to physicians, hospitals, medical staffs, and nursing homes. He provides a wide variety of representation, ranging for corporate matters, such as sales and leases of medical practices to litigation in defense of physicians before the New Jersey State Board of Medical Examiners and insurance fraud defense. Known for his deep experience in transactional and litigation work, Joseph provides legal advice to hospital medical staffs on a variety of subjects and advises physician practice groups in regulatory and corporate matters.

In addition to other accomplishments, Joseph served during law school as the Managing Editor of the Law Review, spent a year as an Appellate Division judicial clerk, and then served more than seven years as a Deputy Attorney General representing the State Division on Civil Rights, the New Jersey State Board of Medical Examiners and the University of Medicine and Dentistry of New Jersey. In recent years, in addition to his advocacy, he has served as a Hearing Officer and as an Arbitrator in disputes between physicians.

A frequent lecturer, Joseph addresses health care organizations, medical schools, and the Institute for Continuing Legal Education on a variety of legal topics. Currently, Joseph is a sought-after speaker for his extensive knowledge of the opioid crisis and its effect on physicians and other prescribers.

PRESENTERS



Shannon Carroll, Esq.
Member, Brach Eichler LLC

Shannon Carroll's practice focuses on healthcare litigation, complex commercial litigation, compliance, and healthcare fraud. She has experience in all aspects of litigation from the client intake process through trial.

Shannon represents doctors and other healthcare providers in civil and administrative actions involving fraud allegations, reimbursement issues, and contract disputes. She has also successfully represented healthcare clients in disputes involving restrictive covenants, shareholder oppression, and unfair competition. Additionally, Shannon represents individuals and institutional clients in special, limited, and full guardianship proceedings. In fact, she has been appointed by the court to represent incapacitated and alleged incapacitated individuals on numerous occasions.

Previously, Shannon served as the law clerk for the Hon. Peter E. Doyne, A.J.S.C. While in law school, she interned for the Hon. Joseph S. Conte, J.S.C. and served as a graduate assistant for the Summer Institute for Pre-Legal Studies.

PRESENTERS



Hugo N. Lijtmaer, MD *Managing Partner, Neurology Group of Bergen County*

Managing partner of a single specialty neurology group in Ridgewood, Northern New Jersey. Group consists of 14 adult neurologists, 3 pediatric neurologists, 4 APP's (2 NP's and 2 PA's)

Medical School 1968 University of Buenos Aires, Argentina

Neurology residency Albert Einstein and Montefiore Bronx NY, 1971-74

Medical staff at The Valley Hospital 1975 until present.

Board certified Neurology 1976

Director Department Neuroscience The Valley Hospital 1985-1992

PRESENTERS



James Matera, DO, FACOI

Sr. VP Medical Affairs and Chief Medical Officer, CentraState Healthcare System

Born in Staten Island, but raised in central NJ, Dr. Matera has been practicing nephrology in NJ since 1992 and has won numerous awards during that time including NJ Top Docs several times. Dr. Matera is proud to be the Chief Medical Officer at CentraState Medical Center in Freehold since 2019, where he started in practice back in 1992. He frequently lectures in National Conferences, and edits Consultant 360 Nephrology. Coming out of the pandemic, he remains keenly focused on physician resilience and limiting clinical variation in medicine.

The COVID-19 pandemic started one year to the day that Dr. Matera took this administrative position and challenged his leadership right from the start. Gathering like-minded physicians, nurse practitioners and even doctors from other parts of the country, he helped create a successful COVID-19 team. This team met the pandemic head on, combining science, research, compassion and collaboration to navigate through uncertain times. His leadership helped this team immerse themselves in the task at hand, and daily meetings, frequent emails and phone calls, and a presence out on the floors often calmed uncertainties. Mixing a little fun through use of inspirational song lyrics, he kept the team moving forward through the never ending days. Always asking, like Elvis Costello does in “What’s So Funny About Peace, Love and Understanding,” “Where are the strong? And who are the Trusted?” Dr. Matera rallied the team to keep the work in front of them, focusing on patient care and quality.

PRESENTERS



Gary Price, MD
President, The Physicians Foundation

Gary Price is a Board Member and the current President of The Physicians Foundation. As a board-certified plastic surgeon, he has served as an attending surgeon and clinical assistant professor of surgery at Yale-New Haven Hospital. Additionally, he is affiliated with numerous local and national medical associations and societies and is a past President of the Connecticut State Medical Society and the Connecticut and New England Societies of Plastic and Reconstructive Surgeons. He has served on numerous committees of national surgical organizations, as well as a delegate to the American Medical Association. Dr. Price holds an MBA from the Yale School of Management.

Dr. Price is a subject matter expert on topics including physician burnout and suicide, social drivers of health, issues facing physician practices, physician wellbeing and more. He has been featured in numerous publications including The New York Times, The Washington Post, Kaiser Health News, The Wall Street Journal, Politico, NBC News and Radio, Health Leaders, MedPage Today, Modern Healthcare and Medscape.

The Physicians Foundation



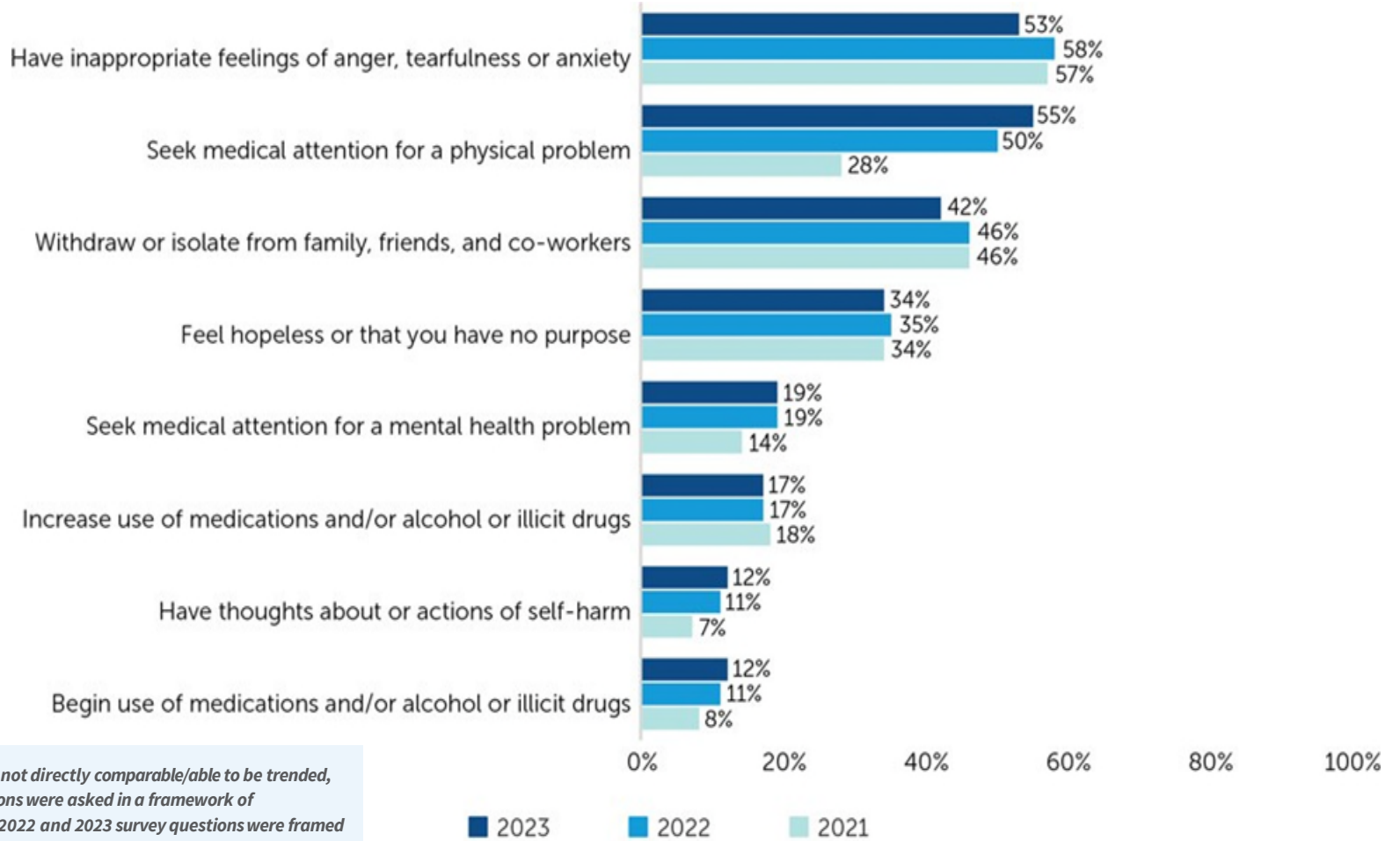
2023 SURVEY OF AMERICA'S CURRENT AND FUTURE PHYSICIANS

Amplifying Physician, Resident and
Student Voices to Drive Wellbeing
and Care Delivery Solutions

Survey completed June 2023.
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The following data is from the survey, *The Physicians Foundation 2023 Survey of America's Current and Future Physicians*. For complete survey results, please visit: <https://physiciansfoundation.org/research/amplifying-physician-resident-and-student-voices-to-drive-wellbeing-and-care-delivery-solutions/>

The Data



Results from the 2021 study are not directly comparable/able to be trended, because the 2021 survey questions were asked in a framework of “since/during COVID” while the 2022 and 2023 survey questions were framed as “in the past year.”

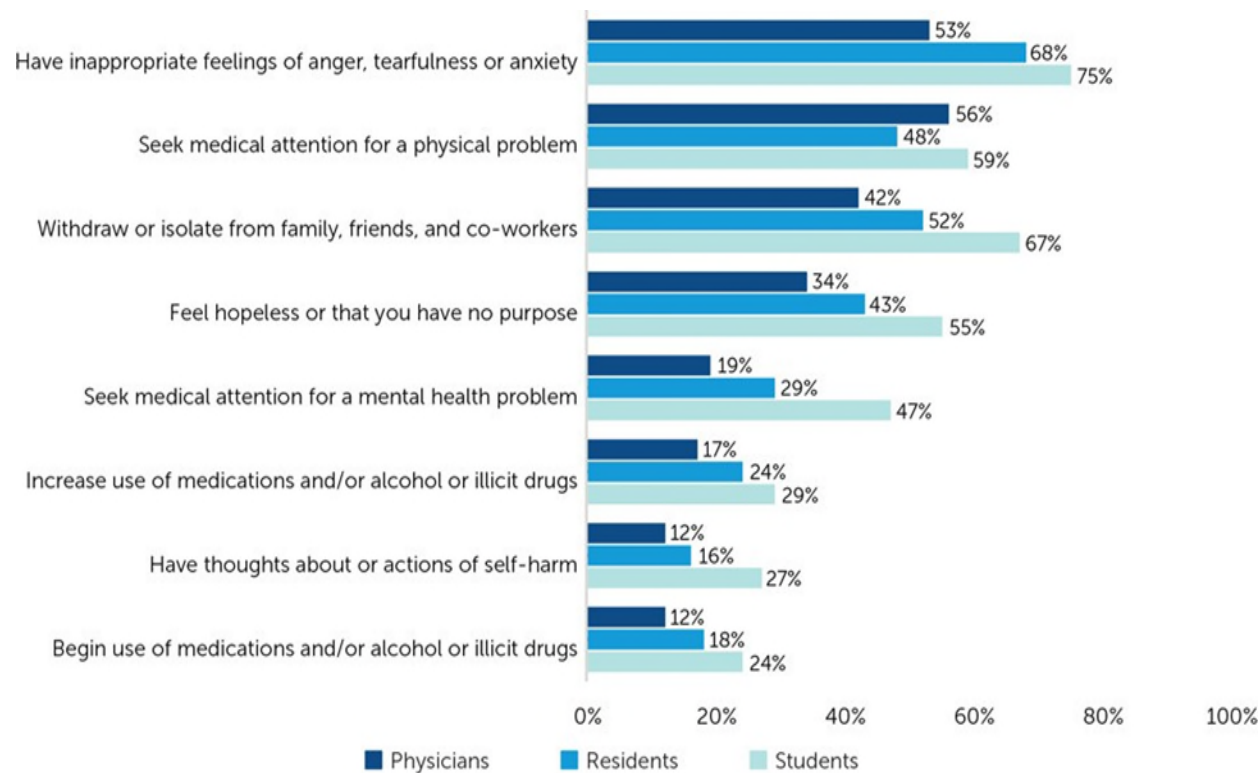
The Data

Nearly six in 10 physicians surveyed (55%) sought medical attention for a physical problem, and half of physicians surveyed (53%) had inappropriate feelings of anger, tearfulness or anxiety in the past year. Approximately four in 10 physicians surveyed (42%) withdrew or isolated from family, friends and coworkers. More than a third of physicians (34%) felt hopeless or that they have no purpose, and one in 10 physicians had thoughts about or actions of self-harm. Even so, only 19% of physicians sought medical attention for a mental health problem.

Proportion of Physicians Who Experienced the following in the Last Year by Practice Type, Age, and Gender

	Employed Physicians	Independent Physicians	Physicians ≤45 Years Old	Physicians 46+ Years Old	Female Physicians	Male Physicians
Inappropriate feelings of anger/ tearfulness/ anxiety	57%	39%	60%	45%	63%	48%
Withdraw or isolate from family, friends and co-workers	45%	34%	51%	34%	48%	39%
Increase use of medications and/or alcohol or illicit drugs	-	-	20%	12%	-	-
Feel hopeless or that you have no purpose	37%	26%	41%	27%	40%	31%
Seek medical attention for a physical problem	-	-	52%	60%	63%	52%
Seek medical attention for a mental health problem	-	-	23%	15%	26%	15%

Percent Experiencing Ever in Past Year



Except for seeking medical attention for a physical problem, students are significantly more likely to have experienced the respective wellness events in the past year with residents significantly more likely than physicians to have experienced each.

Percent Experiencing Ever in Past Year

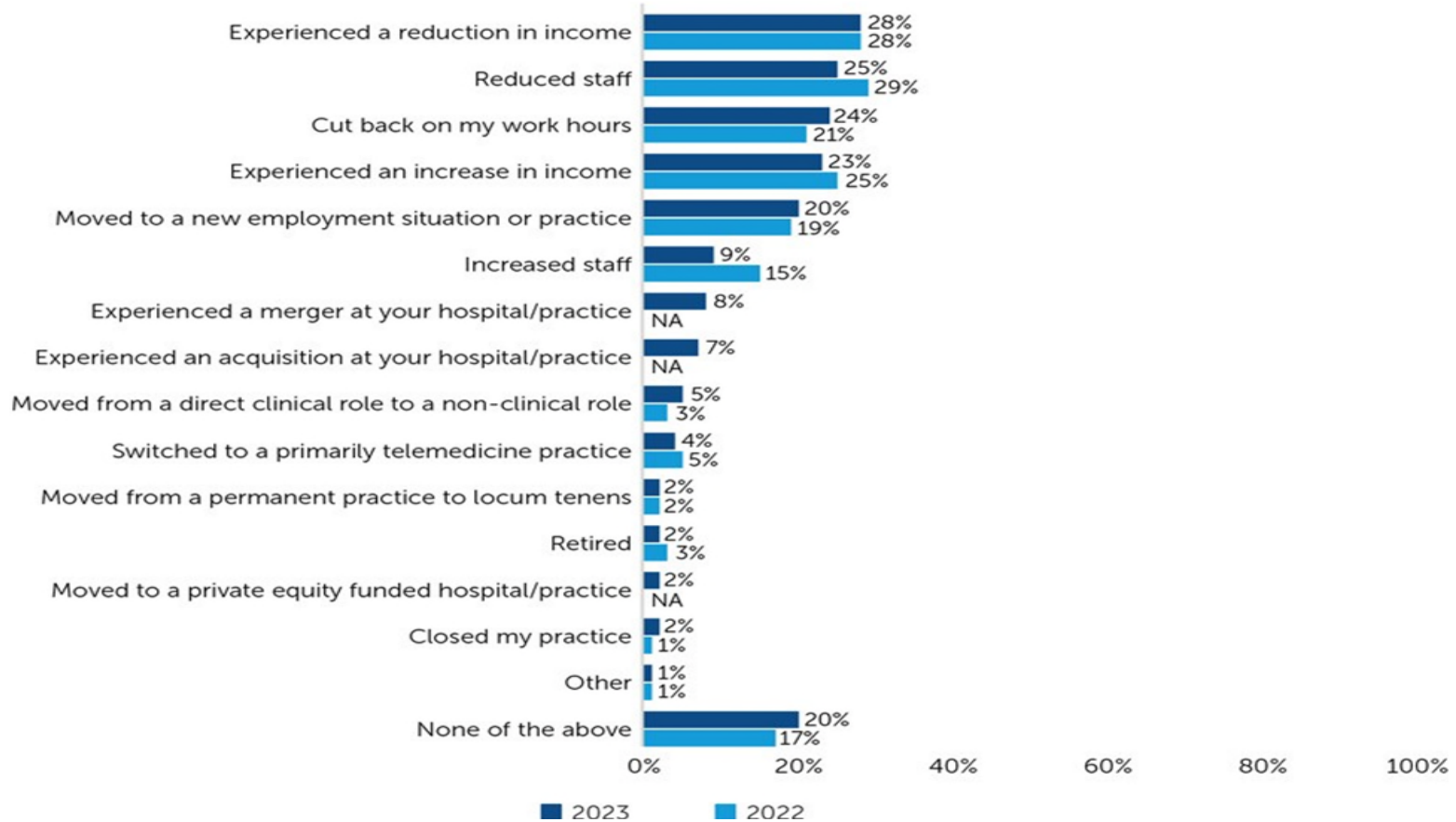
Nearly seven in 10 residents (68%) surveyed had inappropriate feelings of anger, tearfulness or anxiety in the past year.

Approximately half of residents reported seeking medical attention for a physical problem (48%), as well as withdrawing or isolating from family, friends and coworkers (52%). Four in 10 residents (43%) felt hopeless or that they have no purpose, and 16% of residents had thoughts about or actions of self-harm. About three in 10 residents (29%) sought medical attention for a mental health problem.

More urban (22%) than suburban (12%) residents began use of medications, alcohol or illicit drugs. Additionally, more urban (31%) than rural (11%) residents reported seeking medical attention for a mental health problem.



Percent Experiencing the Following Actions Over the Past Year



Percent Experiencing the Following Actions Over the Past Year

In the past year, about three in 10 physicians (28%) reported a reduction in income, while only about two in 10 physicians (23%) reported an increase in income. One in five physicians reported moving to a new employment situation or practice (20%). Approximately a quarter of physicians reported cutting back on their work hours (24%); a significantly greater proportion of female physicians (27%) than male physicians (21%) reported a cut back on work hours.

A quarter of physicians also reported a reduction in staff (25%); a higher proportion of Hispanic (36%) physicians reported a reduction in staff, compared to white physicians (22%). Only 9% of physicians surveyed reported an increase in staff in 2023, compared to 15% of physicians in 2022.

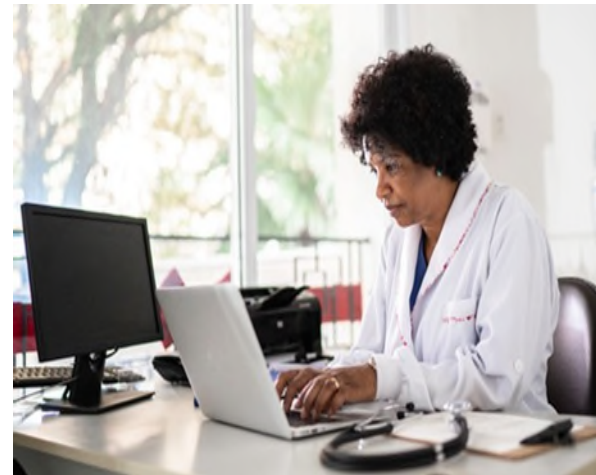
Proportion of Physicians Who Experienced the Following in the Last Year by Practice Type, Age, and Geography

	Employed Physicians	Independent Physicians	Physicians ≤45 Years Old	Physicians 46+ Years Old	Rural Physicians	Suburban Physicians	Urban Physicians
Experienced a reduction in income	23%	44%	20%	37%	35%	32%	23%
Experienced an increase in income	26%	14%	33%	13%	-	20%	27%
Cut back on work hours	20%	34%	17%	31%	32%	26%	20%
Moved to a new employment situation/ practice	22%	14%	27%	13%	15%	18%	24%

NOTE: An empty cell means there is not a statistically significant difference for that demographic.

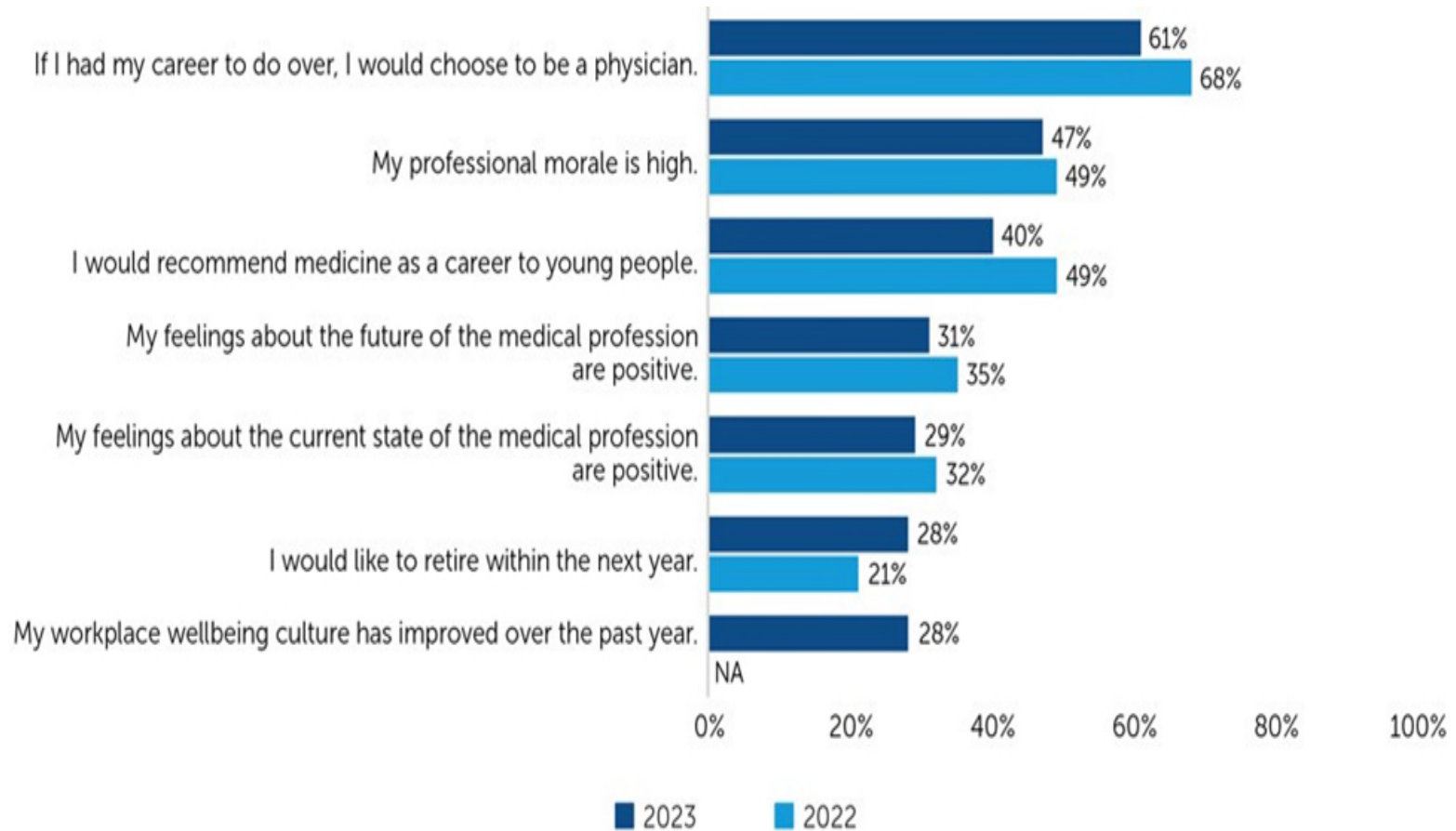
Proportion of Physicians Who Experienced the Following in the Last Year by Practice Type, Age, and Geography

More independent, older and suburban physicians reported experiencing a reduction in income; conversely, more employed, younger and urban physicians reported experiencing an increase in income.



Additionally, more Black physicians (34%) than white physicians (22%) reported an increase in income; there were no other statistically significant differences related to an increase in income based on race/ethnicity.

Percentage of Physicians Who Strongly/Somewhat Agree with the Following Statements

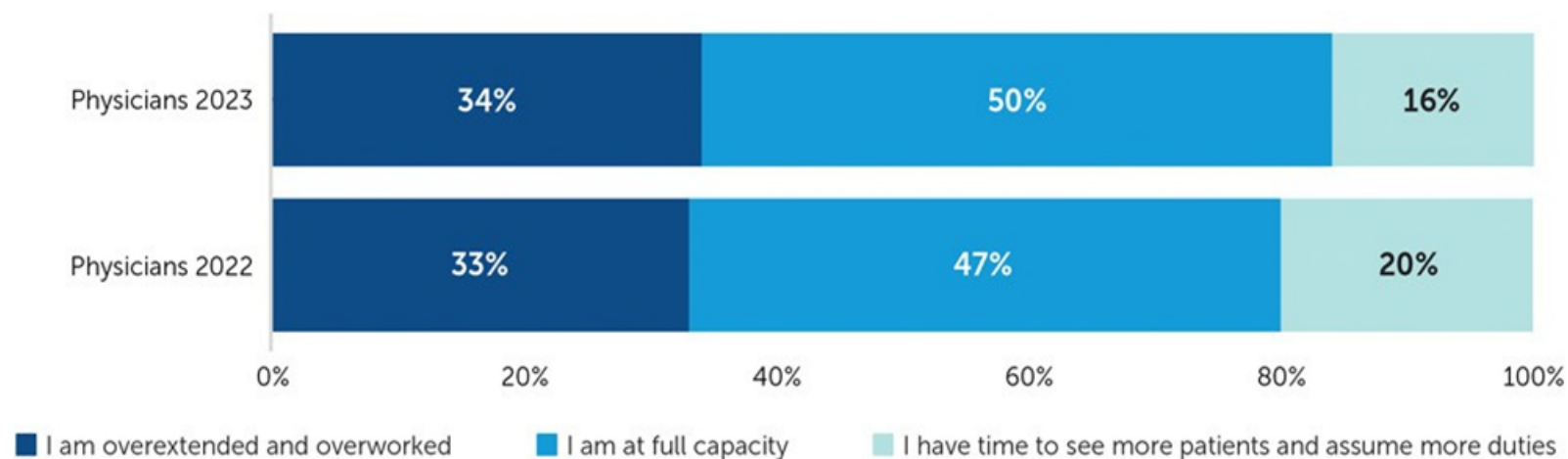


Percentage of Physicians Who Strongly/Somewhat Agree with the Following Statements

Compared to 2022, there was a decline in 2023 in the proportions of physicians indicating that they would do their career over again and would recommend medicine as a career to young people; furthermore, fewer physicians have positive feelings about the current and future states of the medical profession. Additionally, 28% of physicians would like to retire within the next year, compared to 21% of physicians in 2022.

In 2023, most physicians (61%) would still choose to be a physician if they had their career to do over again. Furthermore, less than half of all physicians (47%) agree that their professional morale is high, and only four in 10 physicians (40%) would recommend medicine as a career option for young people. Older physicians (45%) were more likely to recommend medicine as a career, than physicians who were age 45 or younger (35%). About three in 10 physicians agree that their workplace wellbeing culture has improved in the past year and that their feelings are positive about the current and future state of the profession.

Percent of Physicians Responses Regarding Workload



About half of physicians (47%) still report being at full capacity in their current practice in 2023, and one in three physicians (33%) are overextended and overworked. More younger physicians (38%) report feeling overextended and overworked, compared to older physicians (29%). Additionally, more non-white (38%) physicians report feeling overextended and overworked, compared to white physicians (30%).

Percent of Physicians Responses Regarding Workload

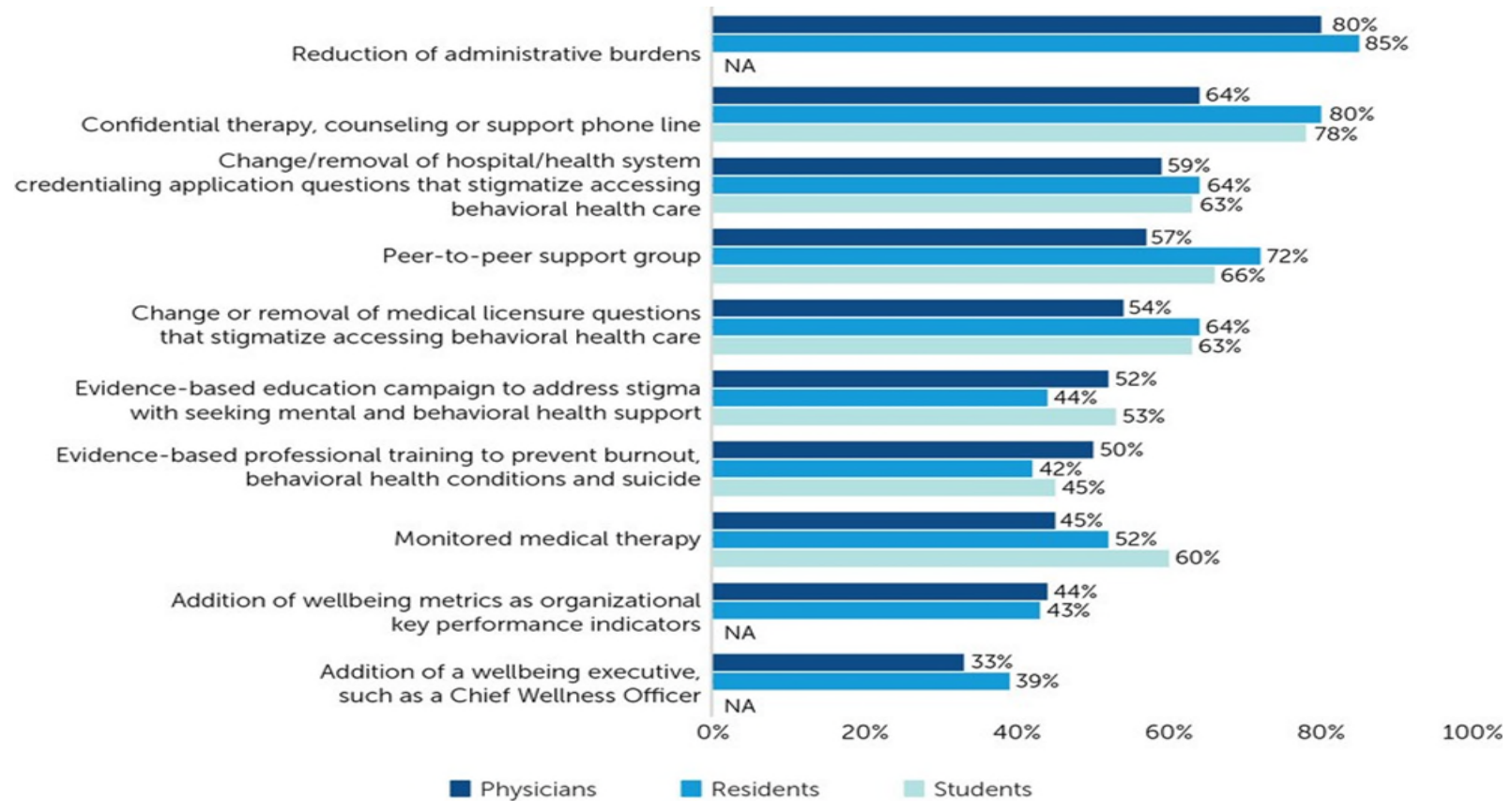


Significantly larger proportions of physicians who are independent, older, male, white, Asian or suburban report having time to see more patients and assume more duties compared to employed, younger, female, Hispanic and urban physicians.

Proportion of Physicians Who Selected That They Have Time to See More Patients and Assume More Duties

	2023
Independent Physicians	23%
Employed Physicians	14%
Physicians ≤45 Years Old	13%
Physicians 46+ Years Old	20%
Female Physicians	13%
Male Physicians	18%
Asian Physicians	17%
Hispanic Physicians	7%
White Physicians	18%
Suburban Physicians	20%
Urban Physicians	13%

Percentage of Respondents Rating the Following Strategies and Resources as Very/Somewhat Helpful



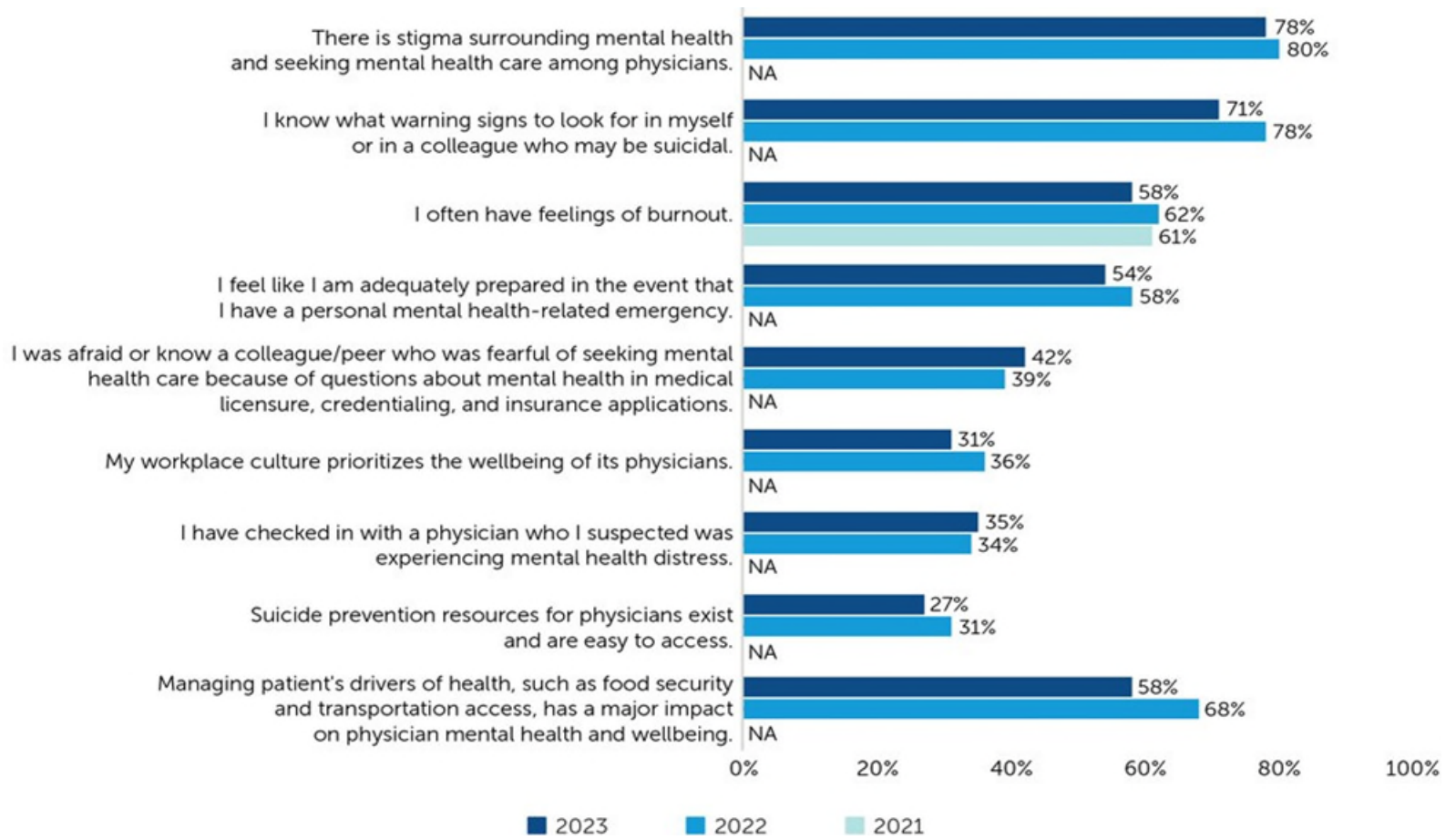
Percentage of Respondents Rating the Following Strategies and Resources as Very/Somewhat Helpful

While most physicians assign high ratings, residents and students who have experience assign even higher ratings for confidential therapy, change/removal of credentialing application questions and peer-to-peer support groups. This question was only asked of respondents who had experience with the respective strategies/resources.

Physician Responses

Reduction of administrative burdens (80%), confidential therapy (64%), change/removal of credentialing application questions (59%) and peer-to-peer support groups (57%) were identified as the most helpful of the respective resources and strategies among physicians. Physicians who are ages 45 and younger (63%) were significantly more likely to consider change/removal of credentialing application questions as helpful, compared to older physicians ages 46 and above (54%).

Percent of Physicians Who Strongly/Somewhat Agree with Statements



Percent of Physicians Who Strongly/Somewhat Agree with Statements

For the second year in a row, approximately eight in 10 physicians (78%) agree there is stigma surrounding mental health and seeking mental health care among physicians; a greater proportion of female physicians (83%) agreed that this stigma existed compared to male physicians (76%).

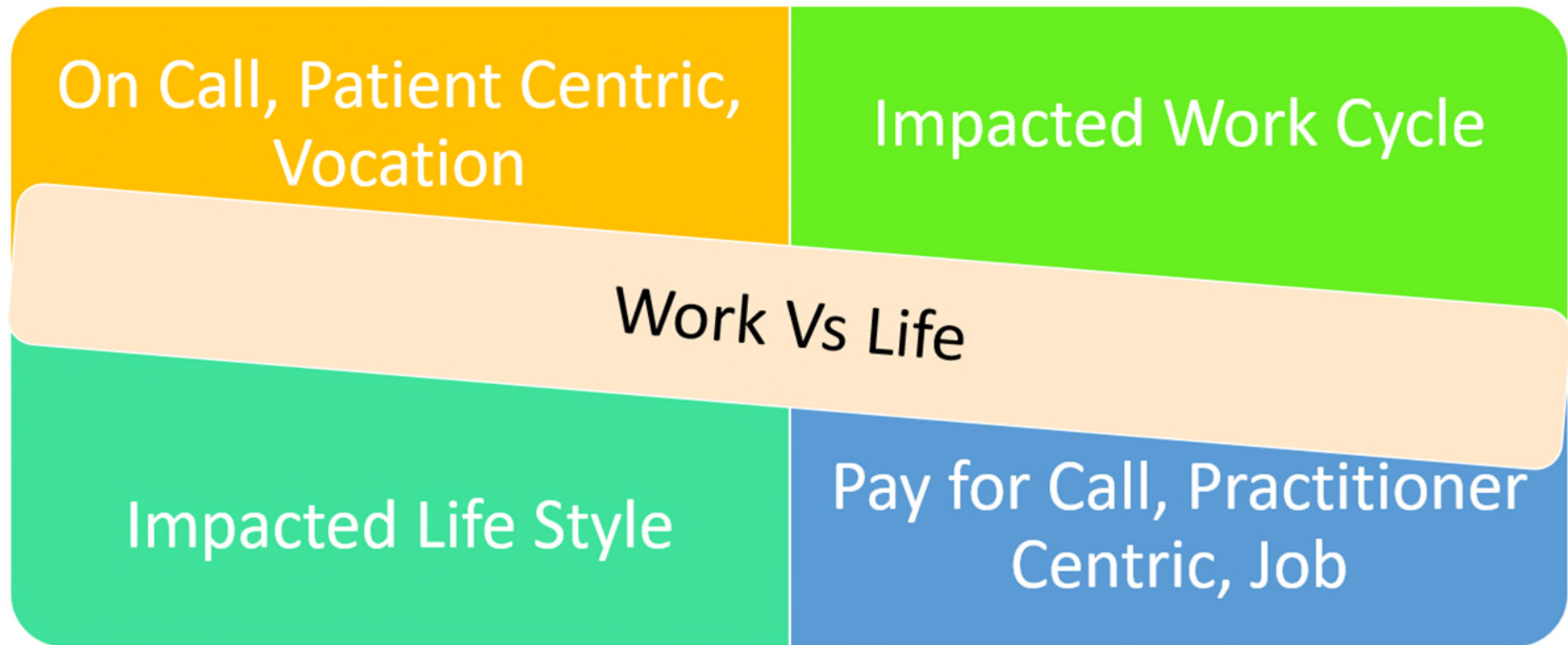
For the third year in a row, approximately six in 10 physicians (58%) often have feelings of burnout. Also, only 31% of physicians agree that their workplace culture prioritizes physician wellbeing, declining from 36% a year ago. A greater percentage of primary care physicians (34%) reported that their workplace culture prioritizes physician wellbeing, compared to specialist physicians (29%).

The portion of physicians who know the warning signs to look for in themselves or colleagues that may be suicidal also decreased with 71% of physicians knowing the signs, compared to 78% in 2022.

Summary Data

	Employed Physicians	Independent Physicians	Physicians ≤45 Years Old	Physicians 46+ Years Old	Female Physicians	Male Physicians
I often have feelings of burnout	-	-	62%	55%	68%	54%
I have checked in with a physician who I suspected was experiencing mental health distress	37%	29%	42%	28%	41%	31%
I was afraid or know a colleague who was fearful of seeking mental health care because of questions about mental health in medical licensure, credentialing and insurance applications	43%	36%	47%	36%	47%	37%
My workplace culture prioritizes the wellbeing of its physicians	34%	30%	35%	27%	-	-
Managing patients' drivers of health (DOH) has a major impact on physician mental health and wellbeing	60%	50%	62%	22%	64%	53%

Work Life Balance, Then and Now



Resources

<https://npsaday.org/toolkit/>

Materials for individuals and organizations with practical suggestions as part of the "All In" Campaign and National Physician Suicide Awareness Day sponsored by the Physicians Foundation

QUESTIONS?



This presentation is intended to provide general information. It is not intended as a form of, or as a substitute for legal advice and analysis. Legal advice should always come from in-house or retained counsel. Moreover, if this presentation in any way contradicts advice of counsel, counsel's opinion should control over anything written herein. No attorney client relationship is created or implied by this presentation. No reproduction or dissemination without prior written consent from Brach Eichler, LLC. ©2022 Brach Eichler. All rights reserved.