

OMA Burnout Task Force Top 5 System-Level Solutions to Physician Burnout

1



Streamline and reduce required documentation and administrative work.

- Assess laws, regulations, policies, standards and documentation requirements collaboratively, regularly and systematically to evaluate the burden, complexity, redundancy and value to patient care of administrative requirements.
- Use medical scribes, particularly in relation to electronic documentation requirements.
- Explore technological innovations to reduce and simplify administrative demands, including billing administration.

2



Ensure fair and equitable compensation for all work done.

- Fairly compensate documentation and administrative work where it cannot be streamlined and reduced.
- Make remuneration equitable, particularly in light of the identified gender pay gap in medicine in Ontario.

3



Increase work-life balance by making organizational policy changes.

- Normalize flexible work arrangements for physicians who seek them, including options for part-time work, job-sharing, float pools and modified schedules.
- Enhance supports for medical student and resident work-life balance.
- Explore innovative strategies to enable work-life balance, such as time banking.

4



Promote the seamless integration of digital health tools into physicians' workflows.

- Implement interoperability standards so physicians can access patient records seamlessly and share patient health information among care providers.
- Involve physicians as key partners from the start in the procurement, design, implementation and ongoing optimization of digital health tools to ensure usability.
- Provide physicians with comprehensive and ongoing training on using digital health tools, beginning in medical school.
- Provide physicians with easily accessible and ongoing technical support.

5



Provide institutional supports for physician wellness.

- Support and promote a workplace culture that prioritizes and promotes physician wellness.
- Regularly evaluate levels of physician burnout within organizations using validated tools to understand burnout levels and implement necessary changes.
- Co-ordinate and implement proven individual-level interventions for physicians.