



National Academy of Medicine
Action Collaborative on
Clinician Well-Being and Resilience

Reducing Documentation & Administrative Burden for Clinician Well-Being

January 31st, 2022
Virtual Meeting



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Welcome Remarks



Victor Dzau, MD

President, National Academy of
Medicine



Vivek Murthy, MD

U.S. Surgeon General, Department
of Health and Human Services



Tait Shanafelt, MD

Chief Wellness Officer and
Associate Dean, Stanford Medicine



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Mobilizing National Stakeholders Working Group



Christine Cassel, University of California, San Francisco (*co-lead*)

Jeffrey P. Gold, University of Nebraska Medical Center (*co-lead*)

Tait Shanafelt, Stanford Medicine (*co-lead*)

David Baker, The Joint Commission

Alan Balch, Patient Advocate Foundation

Andrea Borondy Kitts, Rescue Lung Society

Kirk J. Brower, University of Michigan

Helen Burstin, Council of Medical Specialty Societies

Chia-Chia Chang, CDC National Institute for Occupational Safety and Health

Robert A. Cherry, UCLA Health System

Michael F. Collins, UMass Medical School

Lotte Dyrbye, Mayo Clinic

Jordyn Feingold, Icahn School of Medicine at Mount Sinai

Susan Forneris, National League of Nursing

Jessica Fried, University of Michigan

Thomas Granatir, American Board of Medical Specialties

Robert E. Harbaugh, Penn State Health

Susan Hingle, SIU School of Medicine and American College of Physicians

Joseph E. Kerschner, Medical College of Wisconsin

Colleen Leners, American Association of Colleges of Nursing

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Michael Maguire, ChristianaCare and Alfred I. duPont Hospital for Children

Beverly Malone, National League of Nursing

Barry Marx, Centers for Medicare and Medicaid Services

Amy Nguyen Howell, Optum

Lois Margaret Nora, Northeast Ohio Medical University

Hal Paz, Stony Brook Medicine

Lauren Peccoralo, Icahn School of Medicine at Mount Sinai

Lewis G. Sandy, UnitedHealth Group

Luke Sato, CRICO

Javeed Sukhera, Institute of Living and Hartford Hospital

John R. Raymond, Sr., Medical College of Wisconsin

Jon Ripp, Icahn School of Medicine at Mount Sinai and CHARM

Margaret (Gretchen) Schwarze, University of Wisconsin

Amy Vinson, American Society of Anesthesiologists

David Weissman, CDC National Institute for Occupational Safety and Health



Goals of the NAM Action Collaborative on Clinician Well-Being and Resilience

- Raise visibility of clinician burnout, depression, moral injury, and suicide
- Improve understanding of challenges to clinician well-being
- Advance evidence-based, multidisciplinary solutions that will improve patient care by caring for the caregiver



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The Clinician Well-Being Collaborative (2017-2022):

From Building a Community around Clinician Well-Being to Creating a National Plan

Raising Visibility of Clinician Burnout, Depression, Moral Injury, and Suicide

- Over 210 Network Organizations and 150+ Commitment statements
- Numerous publications in journals, press, magazines
- Breaking the “culture of silence” via stakeholder meetings, art show, public discourse

Improving Baseline Understanding of Challenges to Clinician Well-Being

- **Conceptual model** to better understand the factors affecting clinician well-being and resilience
- Discussion papers on **drivers of burnout, interventions to address burnout and improve well-being, and research gaps**
- The Clinician Well-Being **Knowledge Hub**

Advancing Evidence-Based, Multidisciplinary Solutions to Improve Patient Care by Caring for the Caregiver

- Engaging **CMS** to better align Evaluation and Management coding and documentation guidelines
- **Federation of State Medical Boards** revamped guidelines for disclosure of physical and mental health conditions
- Engaging **EHR vendors** to make modifications to reduce burden

Laying the Foundation for Long-Term Culture Change

- Case studies providing actionable guidance for organizations to implement well-being initiatives
- Influenced national trends:
 - Chief Wellness Officers
 - Clinician well-being integration into the culture of health professions education
 - Many more organizations are measuring well-being and burnout and plan

We Stand with Our Nation's Health Care Workforce

January 5, 2022

A Letter from the Clinician Well-Being Collaborative



“We can all agree that dedication to caring for others shouldn't come at the cost of one's health and well-being.... We must strive to shift from this reality, to one where every health care worker is able to experience joy in their workplace and knows that they are valued.”

- Steering Committee on behalf of the entire Clinician Well-Being Collaborative



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The Clinician Well-Being Collaborative's Work in 2022



- **Developing a National Plan to support clinician well-being**
 - Build upon the 2019 NAM consensus report, *Taking Action Against Clinician Burnout: A Systems Approach*
 - Be applicable, practical and actionable for national stakeholders in the context of COVID-19 and its effects on the health care system, and other phenomena such as the Great Resignation
- **Deploying available tools to the frontlines now through a Resource Compendium website**
- **Engaging health systems to develop wellness action plans addressing their current challenges and sharing their pathways to solutions with the field**
- **Mobilizing key stakeholders to take up actions in the National Plan**



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Meeting Objectives

The overarching objective of this meeting is to take the principles of implementing the E/M CPT code changes and documentation related administrative burden, and apply them to the broader concept of putting policy change into action.

- Discuss successes and challenges in operationalizing documentation policy change
- Examine the impact of these specific coding revisions on administrative burden
- Identify opportunities to inform the process of policy change on a broader scale



Thank you for joining us!

COMING SOON IN APRIL



HEALTH IT & INNOVATIONS TO REDUCE PROVIDER BURDEN

A convening from the Mobilizing National Stakeholders Working Group

Join our Listserv to get the announcement!

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