Reducing Documentation & Administrative Burden for Clinician Well-Being

January 31st, 2022
Virtual Meeting
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
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
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
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
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!
bit.ly/NAMlistserv