

## Health & Wellness

S E L F C A R E

Sleep Exercise Love & Laughter Food Compassion Awe Resilience Engagement

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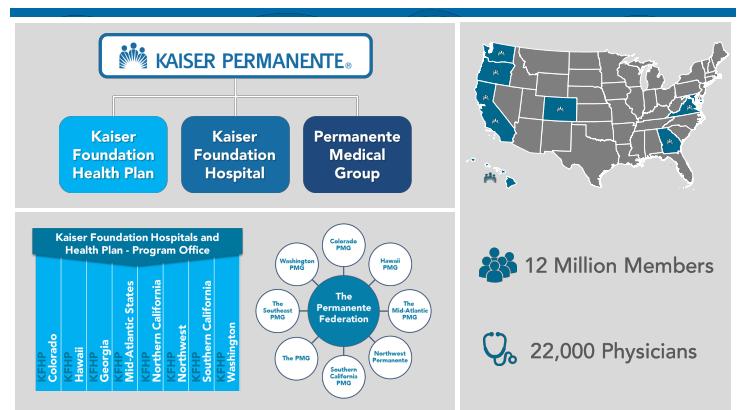
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## Best Place to Work, Deliver, and Receive Care

A place where you can do great things  
Leading & Delivering World-Class Care • Improve the Standard of Care  
while having a great time  
Autonomy, Mastery, Purpose • Compassion + Innovation + Excellence  
with others who want the same  
Collegiality & Partnership • Healer + Leader + Partner

Eri Shimizu, MD Hospitalist  
Scott Hoskinson, MD Infectious Disease  
Errol Buntulan, MD Family Medicine

Occupational Health

Greater than half the MDs in our workforce are experiencing burnout	Greater than 50% of medical students are experiencing burnout, with 10% contemplating suicide	Vacant Spots in British Medical Schools
		
<b>Dr. Andrew Gurman</b> Immediate Past President of the American Medical Association	<b>Dr. Granger Avery</b> Past President of the Canadian Medical Association	<b>Dr. Pali Hungin</b> Past President of the British Medical Association



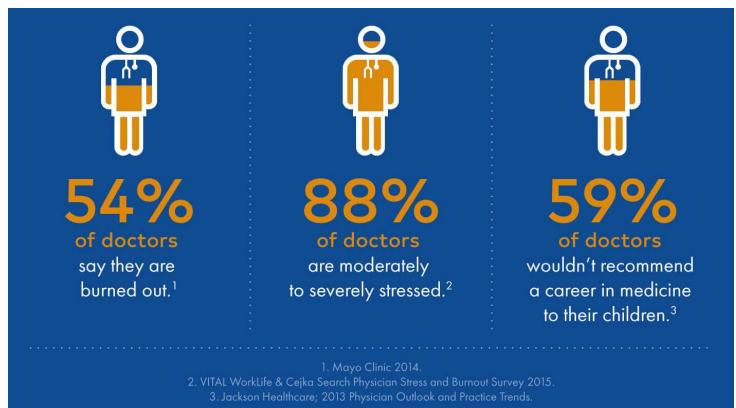
### Global Issue....

**Physician burnout has reached epidemic levels, as documented in national studies of both physicians in training and practicing physicians**

**The consequences have negative effects on....**

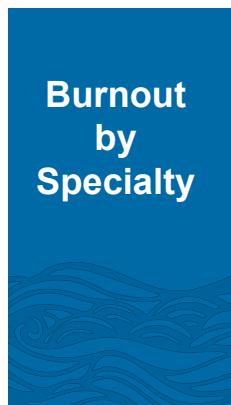
- ▶ Patient care (increase medical errors, decrease patient satisfaction, decrease empathy)
- ▶ Professionalism (Depersonalization, erodes calling)
- ▶ Physicians' own care and safety
- ▶ Viability of health-care systems

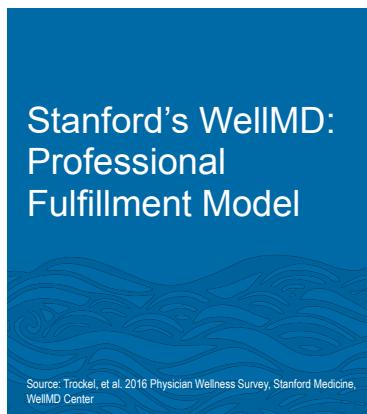
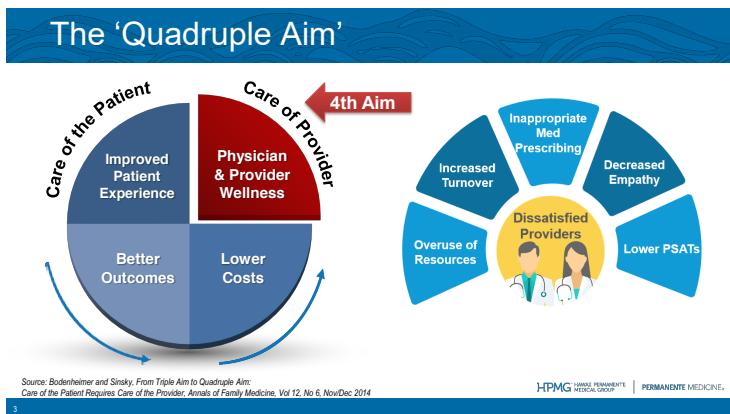
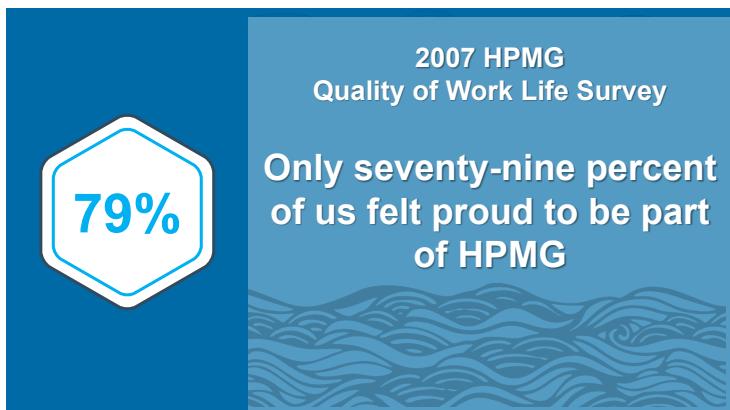
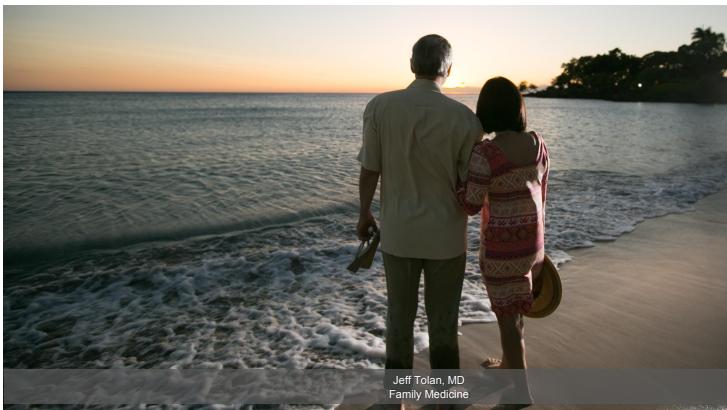
*Interventions to prevent and reduce physician burnout:  
A systematic review and meta-analysis; Lancet September 2016*



### Burnout leads to...

- Reduced patient satisfaction<sup>1</sup>
- Increased medical errors<sup>2</sup>
- Reduction in physicians equates to losing the graduates of seven medical schools annually<sup>3</sup>
- 90,000 physician shortage by 2025<sup>4</sup>
- \$500,000-\$1,000,000 cost to replace one physician<sup>5</sup>





## SELF CARE MODEL

The “**SELF**” model was first developed by **SCPMG** to emphasize **Sleep, Exercise, Love and Laughter, and Food**.



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## Impact of Positive Emotions on Health and Wellbeing

### Pro-Social Emotions

(Emotions that take away us from ourselves. Self-transcended solutions)

- ▶ Awe
- ▶ Compassion
- ▶ Gratitude
- ▶ Elevation
- ▶ Inspiration
- ▶ Love



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## SELF CARE MODEL

HPMG added the “**CARE**” component of **Compassion, Awe, Resilience and Engagement** based on evidence presented at ICPH 2016.



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## Time-Line for Model and Strategy

**ICPH 2016:** Call to arms regarding importance of provider health and wellness. Presentation of proposed strategy to EMD and Exec Committee

**SELF CARE** initiative rolled-out to our medical group

OCT 2016

Introduction of Evidence-based Self Care Model to operational and professional leadership Chiefs. Important to have endorsement and alignment

DEC 2016

Presentation to Health Plan Leadership – LDI

2017

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## System-Wide Initiatives



Professional Development Day – Health & Wellness – Local-Style Activities

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## Annual Day of Service



### Annual Dinner

Under a clear starlit sky, the medical group's physicians, providers, admin specialists, retirees, and their guests come together to celebrate the year's accomplishments and recognize heroes in the areas of quality, affordability, service and access.

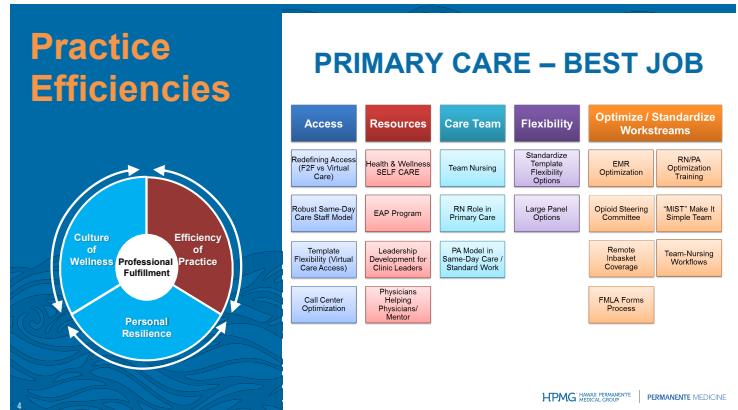


### Family Night at the Water Park

On a balmy evening, the medical groups' physicians, providers, staff, family and friends, gathered for Family Night. The event offered SELF CARE opportunities for exercise, love and laughter, and engagement.



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Stanford's WellMD: Professional Fulfillment Model

