

# Burnout prevalence survey and its subtypes at FHEMIG<sup>1</sup>

## Free and Informed Consent Form (TCLE)

You are invited to participate as a volunteer in the research entitled Assessment of the Prevalence of Burnout in Health Professionals at Fhemig Network Units, whose responsible researcher is Richardson Warley Siqueira Luzia.

**RELEVANCE AND JUSTIFICATION:** There is a gap in the literature regarding the relationship between different clinical types of burnout and B.S.'s association with different psychological constructs related to health. A better understanding of these associations can help improve interventions aimed at the specific needs of the population of health professionals.

In the present study, the approach to burnout, from the perspective of its clinical subtypes, will allow us to understand and recognize what the profile of Fhemig employees is like in relation to cases of possible burnout throughout the network, favoring the development of more specific and cost-effective programs of prevention and management of this clinical condition in the institution.

The possibility of evaluating a new intervention in a Brazilian state can allow the development of new effective approaches with broad access aimed at the specific needs of this population of professionals, promoting Public Policies within the Unified Health System (SUS).

**OBJECTIVES:** The main objective of this research is to evaluate the prevalence of burnout among health professionals at Fhemig Network units through questionnaires focusing on the Brazilian version of the burnout clinical subtypes questionnaire, aiming at categorizing and recognizing burnout syndrome between units. The specific objectives consist of associating these subtypes with psychological constructs related to health. This will allow the improvement and proposition of interventions to address the needs and characteristics found in the different clinical subtypes of burnout among professionals in the FHEMIG network.

**PROCEDURES:** You will fill out some questionnaires that will identify participants' socioeconomic information, health conditions, and perceptions about burnout levels. The estimated time it will take to complete all the questions on these questionnaires is forty (40) minutes.

To participate in this study, it is necessary to answer all research forms.

The methodology applied follows studies on the prevalence of burnout. It comprises the application of a sociodemographic questionnaire, the Maslach Burnout Inventory (MBI), and the ProQOL IV-BR, which measures compassion satisfaction (CS), compassion fatigue (CF), and burnout (SB). To identify the clinical subtypes of burnout, the Brazilian version of the Burnout Clinical Subtypes Questionnaire (BCSQ-36 and 12) will be applied. The Holmes

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<sup>1</sup> This is a translated version of the Google Form, applied in Portuguese.

and Rahe Stress Scale will be applied to assess significant events such as divorce, birth of a child, or death in the family and changes at work.

The content of the survey will remain confidential, and your name will not be disclosed. Therefore, the data collected in the research is confidential and will not be used for other purposes. The data and instruments used in the research will be archived with the responsible researcher for a period of five years, and after that time, they will be destroyed. Researchers will treat your identity with professional standards of confidentiality, complying with Brazilian legislation (Resolutions #. 466/12; 441/11 and Ordinance 2201 of the National Health Council and its complements), using the information only for academic and scientific purposes.

**POSSIBLE BENEFITS, RISKS, AND DISCOMFORTS:** This study involves minimal risks to your health as a result of your participation in the research, such as feeling emotionally or physically uncomfortable when answering the questionnaires or embarrassment when faced with a question. Trained professionals will be available for psychological support at the Fhemig Health Promotion outpatient clinic. You will have permanent assistance during or even after, the end or interruption of the study.

In cases of personal injury directly caused by the procedures proposed in the aforementioned study, you will have the right to request legally established compensation, which is restricted to the damage caused.

**VOLUNTARITY:** Participation in the study is completely voluntary, and withdrawal will not imply any loss for you. Participation in the study is not associated with any type of professional or performance evaluation.

**COSTING:** Your participation will not involve personal expenses to participate in any study phase. Also, there is no financial compensation related to your participation. If there are any additional costs, the research budget will cover them.

**RIGHT TO WITHDRAW:** You can withdraw from participating in this study at any time without any consequences.

**PRIVACY:** Researchers are committed to maintaining the confidentiality of their personally identifiable data, and all information obtained in this study may be published for scientific purposes, with the results disclosed in a grouped manner, without identifying the individuals who participated in the study.

**USE OF DATA:** You are guaranteed that all data obtained about you will only be used in this study.

**RIGHT TO ACCESS TO FINAL RESEARCH RESULTS:** You have the right to be kept up-to-date on the results that are known to researchers. When the study is completed, you will be informed about the main results and conclusions obtained in the study

At any stage of this study, you will have access to the professionals responsible for the research to clarify any doubts.

I believe I have been sufficiently informed regarding the information that I read or that was read to me describing the project "Assessment of the Prevalence of Burnout among Health Professionals in Fhemig Network Units."

I discussed with the researcher(s) my decision to participate in this study. It was clear to me what the purposes of the study were, the procedures to be carried out, their discomforts and risks, the guarantees of confidentiality, and permanent clarifications. This document will be issued in two copies; one will be in your possession, and the other will be with the researcher. It was also made clear that my participation is free of charge. I voluntarily agree to participate in this study and may withdraw my consent at any time, before or during it, without penalty, harm, or loss of any benefit I may have acquired.



Date: (YY/MM/DD) \_\_\_\_\_

Respondent name: \_\_\_\_\_

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## Sociodemographic and Occupational Characterization Questionnaire

Please answer truthfully. The results of this study should influence decision-making on occupational health policies for professionals in the FHEMIG network through prevention and health promotion programs.

Your answers can contribute to creating more pleasant and healthy work environments.

1. Write down the negative aspects of your work that cause discomfort (for example, relationships in the workplace).

2. Write down the positive aspects of your work that generate well-being (for example, recognition of your work by your colleagues).

3. Your age: \_\_\_\_\_

4. Your gender: \_\_\_\_\_

5. Professional category: (Check your situation.)

☐ AUAS (Elementary Education)

☐ High School

☐ PENF (Nursing)

☐ MED (Medicine)

☐ TOS (General Technicians and Management Assistants)

☐ AGAS (Multiprofessionals (Pyisioterapists, Pharmacists, etc.)

6. Year of completion of the professional category course declared in item 5.

7. Academic training already completed: (Check your situation.)

☐ Graduation

☐ Specialization

☐ Medical Residence

☐ Master's / PhD

8. Maritage situation: (Check)

☐ Has a stable partner

☐ No stable partner

9. Number of children under your responsibility: \_\_\_\_\_

10. Total number of years worked to date: \_\_\_\_\_

11. Name of the FHEMIG unit where you work: \_\_\_\_\_

12. Profession: \_\_\_\_\_

13. Number of years worked in the PHEMIG network: \_\_\_\_\_

14. Number of years worked in the current job: \_\_\_\_\_

15. Current job position: \_\_\_\_\_

16. Employment contract: (Check)

☐ Temporary

☐ Permanent (CLT)

☐ Permanent (public servant)

17. Type of employment contract: (Check)

☐ Full time

☐ Partial time

18. Number of hours per week dedicated to work (including meetings, training activities, and shifts): \_\_\_\_\_ hours

19. Monthly salary range: (Check)

20. Do you have economic difficulties when you reach the end of the month?

- ☐ Never
- ☐ Sometimes
- ☐ Many times
- ☐ Almost always
- ☐ Always

21. In the last few months, have you had to be absent from work because you were sick?

- ☐ Yes
- ☐ No

22. If yes, indicate the approximate number of days that you were absent from work due to health problems during the last year: \_\_\_\_\_ days.

23 – Are you or were you directly involved in assisting patients with COVID-19?

- ☐ Yes
- ☐ No



## **Burnout Clinical Subtypes Questionnaire\* (BCSQ-12) - short version**

The following sentences indicate a series of experiences that can occur in the workplace. Read each sentence carefully and mark with an X the option that best represents how you feel, what you do, and what you think about your work. There are no right or wrong answers. Please DO NOT LEAVE ANY SENTENCE UNANSWERED.

In your answers, use the following scale:

1. **Totally disagree.**
2. **Very much in disagreement.**
3. **Disagree.**
4. **Undecided.**
5. **Agree**
6. **Very much in agreement.**
7. **Totally agree.**

**(B12\_01) I think I invest more than is healthy in my dedication to work.**

**(B12\_02) I would like to dedicate myself to another job that presents greater challenges to my ability.**

**(B12\_03) When things at work don't go as well as they should, I stop trying hard.**

**(B12\_04) I neglect my personal life when pursuing big goals at work.**

**(B12\_05) I feel that my work activities are a brake on the development of my capabilities.**

**(B12\_06) When I encounter difficulties in my work, I surrender.**

**(B12\_07) I risk my health by pursuing good results at work.**

**(B12\_08) I would like to do another job in which I could better develop my talent.**

(B12\_09) When faced with any difficulty in my work tasks, I abandon them.

(B12\_10) I would like to do another job in which I could better develop my talent.

(B12\_11) I ignore my own needs to meet work demands.

(B12\_12) When the effort invested in work is not enough, I give up.

## **MBI - General Survey**

The objective of this survey is to find out how team members perceive and react to their work

Below are 16 statements about feelings about work. Please read each statement carefully and consider whether you feel this way about your job. If you have never felt this way, mark "0" (zero) in the space below the statement. If you have this feeling, indicate the frequency by marking a number (1 to 6) that best describes it. An example is shown below:

### **Scale:**

- 0 - Never**
- 1 - A few times in a year.**
- 2 - Once a month or less.**
- 3. A few times in a month.**
- 4. Once a week.**
- 5. A few times a week.**
- 6. Every day.**

**(MBI\_01) My job leaves me emotionally drained.**

**(MBI\_02) I feel exhausted after a day of work.**

**(MBI\_03) I feel tired when I wake up and face another day of work.**

**(MBI\_04) Working all day is too hard for me.**

**(MBI\_05) I can effectively resolve problems that arise in my work.**

**(MBI\_06) I feel exhausted by my work.**

**(MBI\_07) I feel like I am contributing effectively to what this organization does.**

**(MBI\_08) I have become less interested in my work since I started this job.**

**(MBI\_09) I am losing enthusiasm for my work.**

(MBI\_10) I do a good job at this company.

(MBI\_11) I feel accomplished when I finish something at work.

(MBI\_12) I have accomplished many worthwhile things in this job.

(MBI\_13) I just want to do my job without being disturbed.

(MBI\_14) I don't think my work contributes to anything.

(MBI\_15) I doubt that my work is of any importance.

(MBI\_16) I am confident that I get things ready efficiently at my job.

## **Holmes and Rahe Social Readjustment Rating Scale**

Answer which of the events below you have experienced in the last year. There are no right or wrong answers. The scale has 43 items and takes approximately 2 minutes to complete.

**in this section, answer each item with (0) No or (1) Yes.**

(HR\_01) Death of spouse.

(HR\_02) Divorce.

(HR\_03) Separation or divorce.

(HR\_04) Imprisonment.

(HR\_05) Death of a close family member.

(HR\_06) Serious accident or illness.

(HR\_07) Marriage.

(HR\_08) Loss of job.

(HR\_09) Loving reconciliation.

(HR\_10) Retirement.

(HR\_11) Significant change in a family member's health or behavior.

(HR\_12) Pregnancy.

(HR\_13) Sexual difficulties.

(HR\_14) A new member in the family (e.g. birth, adoption, moving an older family member to care in your home).

(HR\_15) Significant business change.

(HR\_16) Significant change in financial situation (for better or worse).

(HR\_17) Death of a close friend.

(HR\_18) Change of professional area.

(HR\_19) Significant change in the number of couple arguments (much more or much less, related to children's education, personal habits, etc.)

(HR\_20) Loan application (home loan, personal credit, company financing, etc.).

(HR\_21) Foreclosure of a mortgage or credit.

(HR\_22) Significant change in professional responsibilities (promotion, demotion, etc.)

(HR\_23) Son/daughter who leaves home (to live alone, get married, go to study or work abroad, etc.).

(HR\_24) Problems with in-laws.

(HR\_25) Significant personal achievement.

(HR\_26) Spouse started or stopped working outside the home.

(HR\_27) Beginning or end of academic activity (studies).

(HR\_28) Significant change in living conditions (new house, renovations, new neighborhood, etc.).

(HR\_29) Change in personal habits (dietary regime, stopping smoking, personal presentation, new circles of friends or professional networking, etc.)

(HR\_30) Problems with the boss.

(HR\_31) Significant changes in the number of hours worked or working conditions

(HR\_32) Change of residence.

(HR\_33) Change to another school.

(HR\_34) Significant change in the type or amount of free time.

(HR\_35) Significant change in spiritual or religious activity (change in belief, greater or lesser dedication).

(HR\_36) Significant change in social activities (types of activities, circles of interest, etc.).

(HR\_37) Taking out personal credit (loan)

(HR\_38) Significant change in sleeping habits (many more hours of sleep or much less, bedtime, etc.)

(HR\_39) Significant change in the number of family gatherings.

(HR\_40) Significant change in eating habits (more or less intake, change of diet or schedule, etc.).

(HR\_41) Vacation away from home.

(HR\_42) Important holidays.

(HR\_43) Minor infractions of the law (e.g., traffic fines or disturbing).

