From admission to discharge: Do physician assistants reduce the workload of vascular trainees in US?

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From admission to discharge: Do physician assistants reduce workload burnout of vascular trainees in US?

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Disclosure

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I have the following potential conflicts of interest to report:

☑ Consulting / Speakers Bureau: Gore Medical, Boston Scientific
☐ Employment in industry
☐ Stockholder of a healthcare company
☐ Owner of a healthcare company
☐ Other(s)

☐ I do not have any potential conflict of interest
"A State of physical, emotional and mental exhaustion caused by long term involvement in emotionally demanding situations"

Burnout

Emotional Exhaustion

Reduced accomplishment

Depersonalization

Maslach, 1996
Vascular Surgery is demanding

Vascular surgeons are top tier for burnout risk

Publish date: January 16, 2018
By Bruce Jancin; MDedge News

EXPERT ANALYSIS FROM THE NORTHWESTERN VASCULAR SYMPOSIUM

CHICAGO – Vascular surgeons are solidly within the top tier of surgical subspecialists in terms of risk for burnout, Joan M. Anzia, MD, observed at a symposium on vascular surgery sponsored by Northwestern University.

Joining them in this unwelcome company with an elevated rate of lower quality of life are trauma surgeons, urologists, and otolaryngologists, according to the results of a 9-year-old
Vascular Surgery Training is demanding

- Long hours
- Competitive environment
- Peer pressure
- Need to maximize OR time
- First respondents in patient care
- Ward rounds – patient talk
- Need to have the work done
- Electronic documentation
The New England Journal of Medicine

SPECIAL ARTICLE

Discrimination, Abuse, Harassment, and Burnout in Surgical Residency Training

Yue-Yung Hu, M.D., M.P.H., Ryan J. Ellis, M.D., M.S.C.I.,
D. Brock Hewitt, M.D., M.P.H., Anthony D. Yang, M.D., Elaine Ooi Cheung, Ph.D.,
Judith T. Moskowitz, Ph.D., M.P.H., John R. Potts III, M.D., Jo Buyske, M.D.,
David B. Hoyt, M.D., Thomas J. Nasca, M.D., and Karl Y. Bilimoria, M.D., M.S.C.I.

N Engl J Med 381;18 NEJM.org October 31, 2019

✓ 1/3 Discrimination
✓ 1/3 Verbal / Physical Abuse ✓ 40% Burnout
✓ 1/10 Sexual harassment
Steps to prevent burnout...

1. Establish a wellness culture within the working environment
   ✓ Start a wellness committee / choose a wellness champion
   ✓ Annual wellness survey
   ✓ Establish wellness as a quality indicator

2. Balance between effort and reward
   ✓ Recognition in person and publicly
   ✓ Acknowledge contributions of families and partners

3. Workload assessment/adjustment
   ✓ Team work
   ✓ Medical / Physician assistants and Nurse practitioners
Rx for physician burnout: Let nurse-practitioners and PA’s do more | Opinion

by David Woods, Updated: July 11, 2019

A recent survey of 15,000 physicians from 29 specialties by the American Medical Association named paperwork and overwork as the leading causes of a serious problem in medicine today: physician burnout.
Advanced Practice Providers (APP) in USA

Advanced Practice providers: licensed health care providers who diagnose and treat patients under the supervision of a physician.

- **Nurse Practitioners:** Nursing school - Patient oriented
- **Physician Assistants:** Medical School – Disease oriented

Promote quality and safety
Reduce length of stay
Reduce Costs
Utilization of Advance Practice Providers

- Manage floor issues
- See new consults
- Develop plans of care
- Place orders
- Write daily notes
- Complete discharges
- See outpatients
- Scrub in OR
APPs are the Residents’ Closest Partner Use them Wisely...
The impact of advanced practice providers on the surgical resident experience: Agree to disagree?

B. Eaton a, *, L. Hessler b, L. O'Meara a, A. Herrera c, R. Tesoriero a, b, J. Diaz a, b, B. Bruns a, b

Optimizing Team Dynamics: An Assessment of Physician Trainees and Advanced Practice Providers Collaborative Practice*

Cortney B. Foster, DO, FAAP; Shari Simone, DNP, CRNP, FAANP, FCCM; Dayanand Bagdure, MD; Nan A. Garber, MD; Adnan Bhutta, MBBS, FAAP

Exploring the effect of PAs on physician trainee learning: An interview study

Maura N. Polansky, MS, MHPE, PA-C; Marjan J.B. Govaerts, MD, PhD; Renée E. Stalmeijer, PhD; Ahmed Eid, MD, MEd, EdD; Diane C. Bodurka, MD, MPH; Diana H.J.M. Dolmans, PhD
APPs and Residents

- Improve continuity of care
- Decrease resident workload
- Enhance resident education
- Allow residents more time in clinically meaningful tasks
- Allow residents more time scrubbed

- May perform procedures that trainees need to learn
- May see patients who provide educational value
- Trainees may be less involved in crucial patient care
- Trainees may be intimidated by experienced PAs

It is the responsibility of the Faculty / Division to fine-tune the dynamics between APPs and Residents
The Pittsburgh UPMC Paradigm

- 7 Hospitals
- 18 Attendings
- 18 Residents & Fellows
- 8 PAs or NPs → 1-2/practice
# Questionnaire on Resident Burnout - Role of APPs

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Respondent #18 ▼  🔁  🔁

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What is your typical 12-hour day patient turnaround (include floor/operating room – not clinic)?

Answered: 18  Skipped: 0

- <20 patients: 22%
- 20-40 patients: 78%
What is the advanced practitioners’ role?

Answered: 17  Skipped: 1

Cover ward/clinic...

Cover OR cases

Both
UPMC Division Questionnaire

PAs are a great relief for my daily schedule allowing me to focus on more important aspects of my training

AGREE 100%

PAs provide a peace of mind and a less stressful working environment

AGREE 80%

NEUTRAL 20%

DISAGREE
UPMC Division Questionnaire

PAs work allows me to finish on time

- **AGREE**: 82%
- **NEUTRAL**: 12%
- **DISAGREE**: 6%

I experience less burnout upon the presence of an PA

- **AGREE**: 64%
- **NEUTRAL**: 24%
- **DISAGREE**: 12%
APPs are an asset to the service

Some APPs are not so independent

Inexperienced ones can be unreliable

APPs are incredibly helpful

Inexperienced ones require more work to train than just do the job
Conclusion

✔ Physician assistants reduce residents’ workload and partly burnout risk

✔ Physician assistants can allow residents’ time for clinically meaningful tasks

✔ It is ultimately an attending Physician’s responsibility to bridge occasional friction and fine tune team dynamics...
Thank you for your attention!
Medical Assistants (MA) & Advanced Practice Providers (APP) in USA

Medical Assistant: entry level administrative and clinical tasks

Advanced Practice providers: licensed health care providers who diagnose and treat patients under the supervision of a physician.

- Nurse Practitioners: Nursing school - Patient oriented
- Physician Assistants: Medical School – Disease oriented

Provide continuity of care
Promote quality and safety
Reduce length of stay
Reduce Costs