

Developed by the Physician Health & Wellness Community of Practice

Key Drivers of Burnout and Engagement in Physicians



Adapted from the Mayo Clinic's
Executive Leadership & Physician Well-being: Nine Organizational
Strategies to Promote Engagement and Reduce Burnout. (2017)

- Physician wellness benefits the whole health care system and is a shared responsibility. [\(CMA, 2026\)](#)
- 42% of all physicians in SH-SS are experiencing burnout, in line with the rest of Manitoba. [\(CSNA Survey, 2024\)](#)
- Burnout is associated with several negative outcomes, including intention to leave the profession. [\(Hodkinson et al., 2022\)](#)
- Interventions can reduce the risk of burnout - those that target the work environment have an even greater impact than those targeting individual physicians. [\(Panagioti et al. 2017\)](#)
- Physicians, Doctors Manitoba and SH-SS leadership are taking a collaborative, evidence-informed approach to improve physician wellness by focusing on physician needs using a Community of Practice model.

- 1 Modernize** - Adopt a holistic and enhanced approach to physician recruitment (across settings).
- 2 Sustain** - Provide retention-related supports to physicians across all stages of their professional careers (across settings).
- 3 Coordinate** - Strengthen coordination of emergency department coverage (emergency departments).
- 4 Enhance** - Support physician navigation of patient transport options and decisions (hospital in-patient).
- 5 Streamline** - Reduce physician administrative burden (esp. RHA clinic setting).

Our journey so far...



Next Steps: *Implement | Evaluate | Adapt | Sustain*