

NAMAH: An Innovative Wellbeing Programme for Physician's Mental Health

NAMAH

National Alliance for Mental Health Assistance for Healthcare Providers

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Why

As medical practitioners we are a diverse, group of women and men bound by long tradition, deep insights into life and a common purpose to care for people and communities.

Challenges facing the 21st-century doctor: stress, burnout, mental illness, suicide, substance abuse, bullying, harassment, discrimination, patient-initiated anger and violence, and medical litigation

Prevalence of burn out among 45 countries 25 to 50 % (Rotenstein et al., 2018)

30.1% of the participants had depression, and 16.7% reported suicidal thoughts. About two-thirds of the sample experienced a moderate stress level (67.2%), and another 13% of participants reported a high stress level (Grover et al, 2018)

Solution and Intervention is complex: three levels individual physician, the health system and the professional colleges, and the external regulators (Harvey et al., 2021)

Objectives

1. Development of a comprehensive 12-week content module with a focus on unique needs of doctors

2. Implementation of the module by NIMHANS ECHO model

3. Short term evaluation about the impact on wellness and burnout among participants doctors

Objective 1

Development of the NAMA H ECHO module 12 weeks

Objective 1: Methodology

Development of NAMAH module



ADDIE model followed with focus on *a. recognize the factors that help build resilience b. integrate happiness-enhancing strategies into daily life, c. construct a personalized plan*



Evidence-based practices from different countries and iterating discussions with by the Core team of three psychiatrists and two psychologists: First Curriculum



A survey questionnaire designed focusing on the "meaningfulness of this wellness ECHO", "if the curriculum met the objectives", "overall grading", and "any open-ended suggestions"



Shared with 9268 health care providers for review and feedback

Objective 1: Result

Development of NAMAH module

Domains	Results
Health Professionals	319/2302 (14%) Medical Doctors: 122 Psychologists: 72 Educators: 26 Nurse and others: 99
Scores (Mean and SD)	
Meaningfulness (out of 10)	8.84 (SD= 1.54)
Meeting required objectives (out of 5)	4.41 (SD = 0.71)
Overall design (out of 5)	4.39 (SD= 0.72)

Qualitative analysis : 11 broad themes



“Patient Care and Professional Boundaries”



“Practical Techniques for Daily Professional Routine”



“Stress Relief and Mental Health Awareness”



“Coping Strategies for Challenging Work Environments”



“Holistic Approach and Art-Based Activities”



“Happiness Enhancement and Personalized Plans “

Objective 2: Implementation of NAMAH ECHO

What is NIMHANS ECHO

- Innovative capacity-building programme using Hub-Spoke Knowledge sharing network, led by expert teams from NIMHANS to provide mentoring to healthcare professionals
- Heart and Soul of weekly tele-ECHO clinic/session is anonymized **Case presentation** by the participants anonymized patient case and discussion of the case with peers as well as hub experts
- Accredited Certificate Course & CME points

NIMHANS ECHO

ABCD of Tele-ECHO

Amplification – Use **T**echnology to leverage scarce resources



Share **B**est Practices to reduce disparity



Case Based Learning to master complexity



Web-based **D**atabase to Monitor Outcomes



Live session video clip

UPDATES

Updates & Agenda

Logos: NIMHANS Digital Academy, ECHO, and a circular logo with a lamp and text in Kannada.

Participants (from top to bottom):

- Manjunatha@VKNECHO
- DR.SUDARSAN RAY
- Ms. Nidhi
- Anoop Joby Augustine
- Suraj Sethiya
- Pvbhandary
- Shubreet Shubreet
- Sunhitha Velamala
- Dr.Amit Sachdeva
- Dr AKANKSHA Sharma

March – June 2022 : Weekly 90 minutes

Introduction & Updates: **Ms. Nidhi**

Didactic: **"Perfectionism: Boon or Bane for Physician"**

Dr. P. Venkataraya Bhandary

Medical Director and Psychiatrist at
A.V. Baliga Memorial Hospital, Udupi

President IMA Udupi-Karavali

Slido: **Ms. Nidhi**

Scenario Discussion

Dr. Johncy James,
Lakshadweep

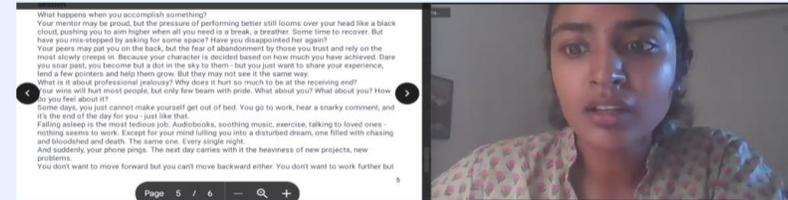
Dr. Sunhitha Velamala,
Karnataka



by **Dr. P. Venkataraya Bhandary**

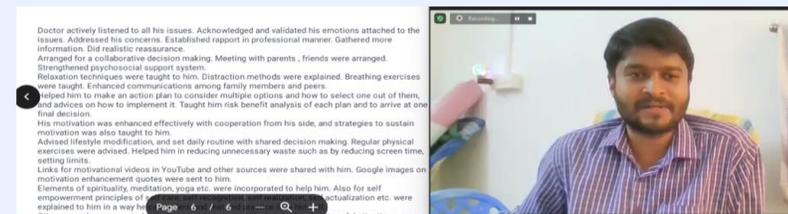
Medical Director and Psychiatrist at A.V. Baliga
Memorial Hospital, Udupi

President IMA Udupi-Karavali



Dr. Sunhitha Velamala

Karnataka



Dr. Johncy James

Lakshadweep

Some snippets of scenarios presented and discussed



*“ My senior residency in the department of gynecology (OBG) at a Govt hospital is something I would never forget in my lifetime. I spent 32 weeks of my first pregnancy working as senior resident. The first reaction of the HOD when I broke the news of my pregnancy was that you should’ve planned later.(I guess this wouldn’t have been the advice she would give her patient who would turn 30yrs old in a few months) “ : **A senior registrar in Obstetrics and Gynaecology***



*““I can't see myself as a MO! I want to be something more.” This thought gave me a drive to continue studying. I want to be a surgeon. It's all I ever wanted to be, even before I could join MBBS, that was the dream. It's been 3 years since I graduated and that dream seems to be a far. With looming responsibilities at home and a Schizophrenic sister, not to mention the lack of emotional support, all led to a spiralling break-down”. : **A medical graduate wishes to join Surgery speciality and finding difficult to get through***



*“What happens when you accomplish something? Your mentor may be proud, but the pressure of performing better still looms over your head like a black cloud, pushing you to aim higher when all you need is a break, a breather. Some time to recover. But have you mis-stepped by asking for some space? Have you disappointed her again? Your peers may pat you on the back, but the fear of abandonment by those you trust and rely on the most slowly creeps in”. **A workplace issue between a junior staff and senior staff***

Didactic topics



PHYSICIAN WELLNESS

WORK ASSOCIATED ISSUES

PHYSICIAN MENTAL HEALTH

SUD AMONG PHYSICIANS

PERSEVERANCE

FLEXIBILITY

PERFECTIONISM: BOON OR
BANE

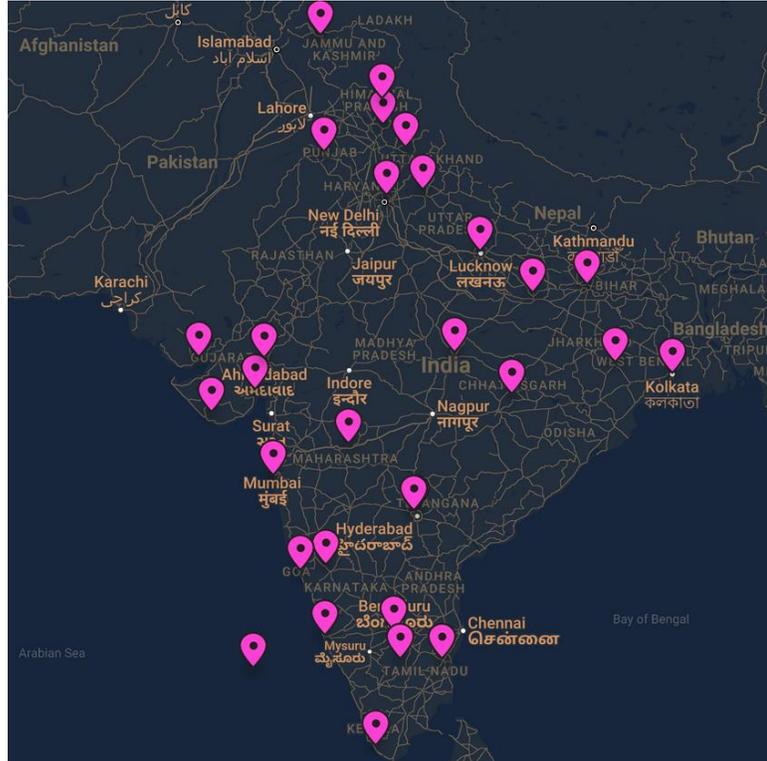
PREVENTING & MANAGING
PATIENT-INITIATED VIOLENCE

SELF REGULATION

POSITIVITY &
SPIRITUALITY

Objective 2: Result

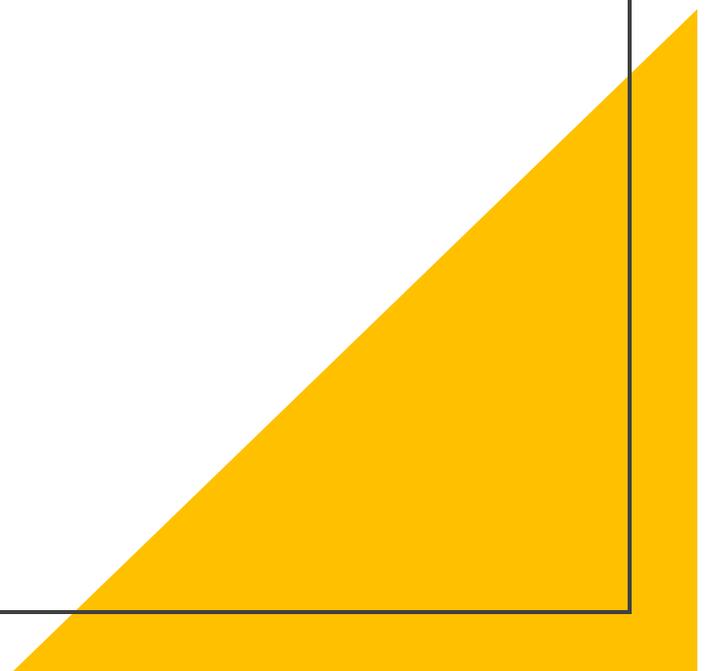
- Total 32 doctors joined and 21 continued till end of 11 weeks
- Three CME points received from Karnataka Medical Council as Professional Development programme



Domain	Frequency	Percentage
Gender	Male: 18	56.3%
	Female : 14	43.2%%
Age group (yrs)	(21-30)	15 46.9%
	31-40	11 34.4%
	41-50	9 18.8%
Qualification	Pursuing MD/MS	8 25%
	Practicing or Academic	24 75%
Working area	Government	21 65.6%
	Private	11

Objective 3: Evaluation

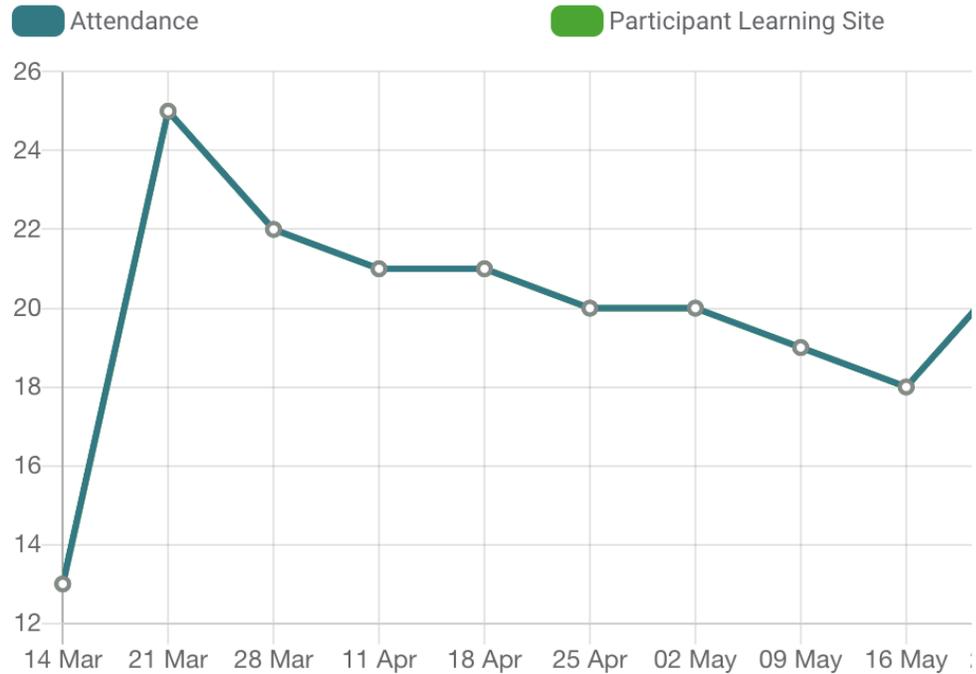
Is there any change in emotional wellness and burnout of participant doctors after 12 weeks of NAMA from Baseline?



Objective 3: Methodology- Evaluation

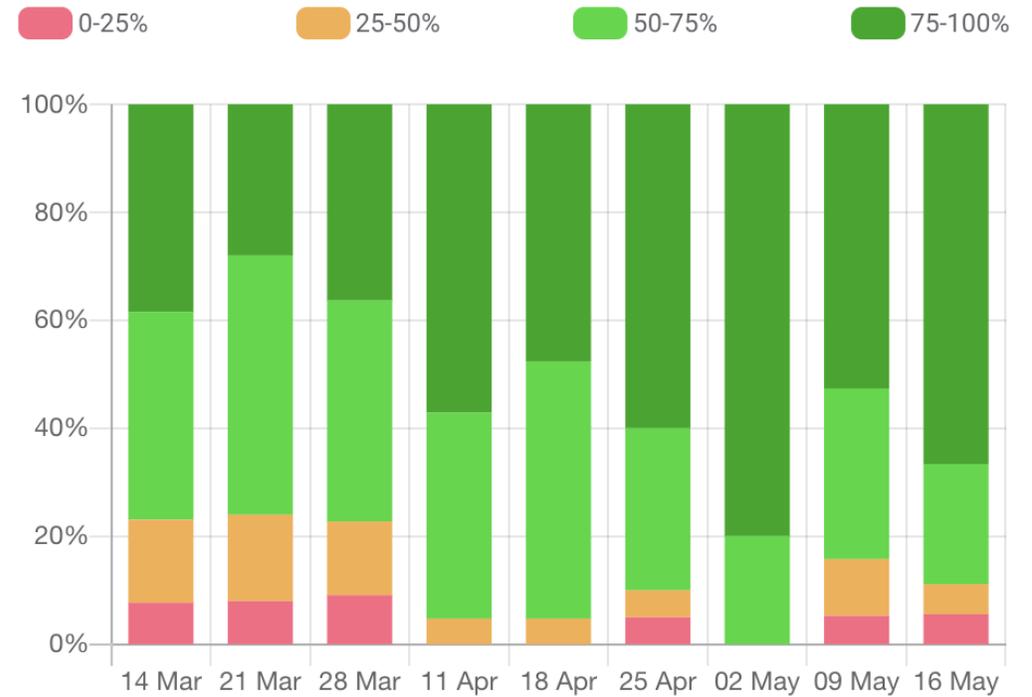
- Mixed method design (Quantitative and Qualitative)
- Baseline and after 12 weeks of NAMAH
 - K10 : 10-item measure of psychological distress based on questions about anxiety and depression signs a person has had in the past four weeks)
(KESSLER et al., 2002)
 - Maslach Burnout Inventory-Human Services Survey (MBI-HSS) for Medical Personnel (MP). : 22 items Emotional exhaustion, Depersonalization, and Personal accomplishment (Maslach & Leiter, 2008)

Session wise Attendance



Sessions - 14 Mar 2023 - 06 Jun 2023

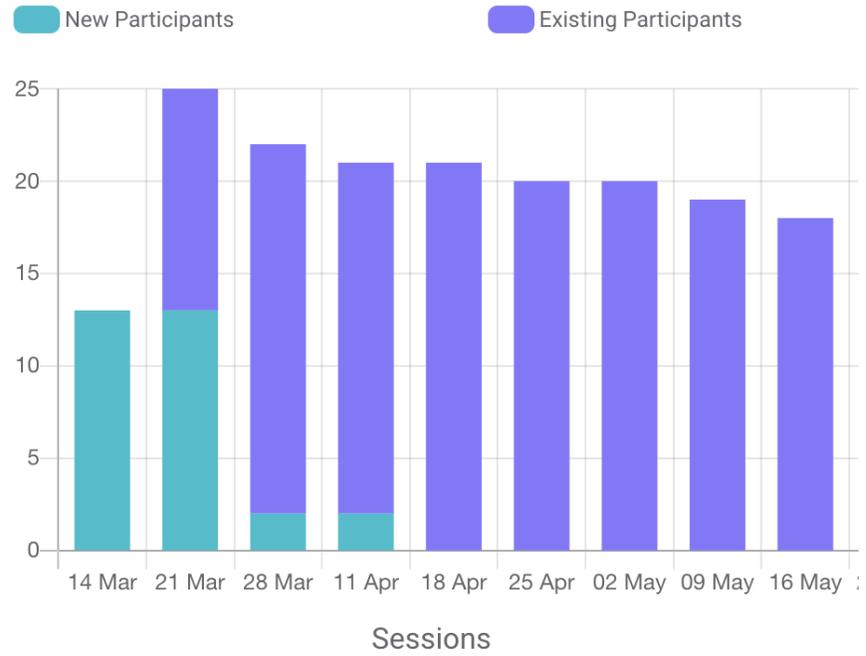
Participant Engagement Rate ⓘ



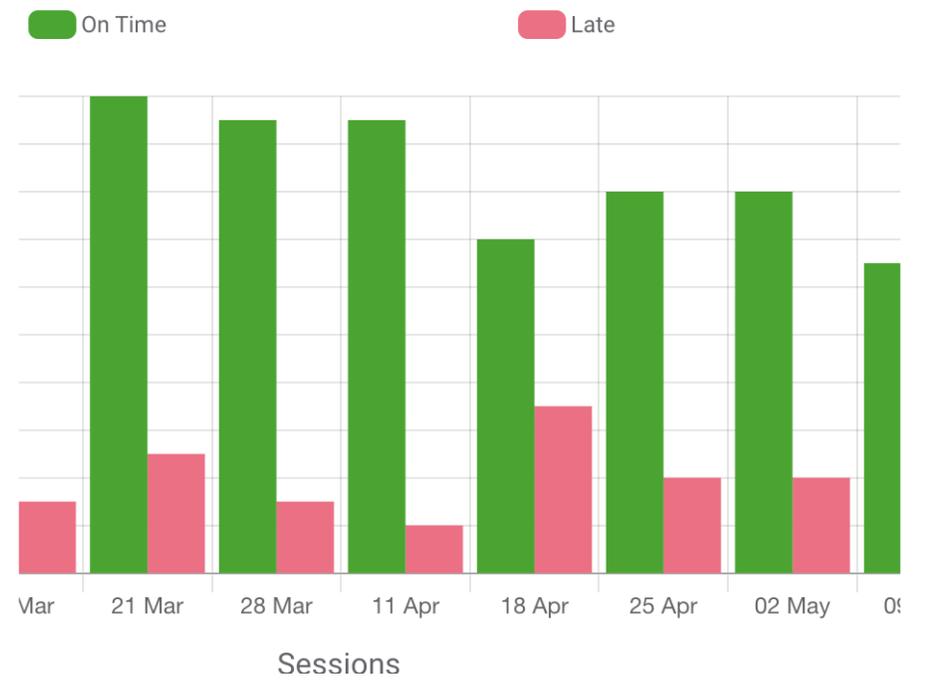
Sessions

Engagement

New vs Existing Participants ⓘ



Participants Join Time ⓘ



Engagement



Objective 3: Result- Evaluation-Quantitative: ITT

	Emotional Wellness and Burnout	Pre-NAMAH	Post-NAMAH	P-value
	Kessler Psychological Distress (K10)	19.5 ± 6.27 : Mild distress	17.38 ± 6.23 (well)	0.013 (Significant)
	Maslach Burnout Inventory Medical Personnel (MBI HSS)			
	MBI- HSS Emotional Exhaustion	15.38 ± 11.16 (low)	10.22 ± 8.19 (low: further decrease)	<0.001 (Significant)
	MBI- HSS Depersonalization	7.81 ± 7.45 (moderate)	3.84 ± 4.65 (low)	<0.001 (Significant)
	MBI - HSS Personal Achievement	36.25 ± 11.93 (moderate)	38.41 ± 8.86 (moderate)	0.078 (Non-significant)

Objective 3: Result-Evaluation-Qualitative

- Case transcripts were analyzed to find out common themes of the case scenario presentations
- The common themes and subtheme were

1. Emotional and Mental Well-being

Feeling of loneliness and lack of support
Experiencing feelings of anxiety, depression, guilt, or inadequacy
Impact of professional challenges on mental health
Dealing with emotional turmoil and stress due to professional demands

2. Work-Life Balance

Juggling between family responsibilities, personal life and professional commitments
Challenges of living away from family, impact of work commitments on family time and relationships

3. Career Progression, Aspirations and Decision making

Struggles in achieving desired career goals and specialization
Pressure and challenges faced during academic and professional growth

4. Interpersonal and Relationship Challenges

Managing conflicts and disagreements in personal and professional relationships
Navigating through misunderstandings, lack of support, or empathy

Discussion

- Feasible to develop and implement a wellness and resilience ECHO module for doctors
- 21 out of 32 doctors (65%) retained at end of 12 weeks
- There was a significant decrease in psychological distress and two domains of burnout, as reflected in post-intervention scores
 - Kessler Psychological Distress Scale (K10) scores
 - Maslach Burnout Inventory-Human Services Survey (MBI-HSS) domains like emotional exhaustion and depersonalization.



Discussion

- The NAMAH ECHO model's uniqueness lies in its
 - Embrace of real-life case discussions,
 - Facilitating a collaborative learning environment and
 - Enabling a mutual exchange of experiences and strategies among peers.
 - Results emphasized the need for structured mental health programs in enhancing doctors' resilience and psychological wellness, reinforcing the findings from previous research (West et al., 2018)(Harvey et al., 2021) .
 - Need to expand to trainee after understanding the need
-

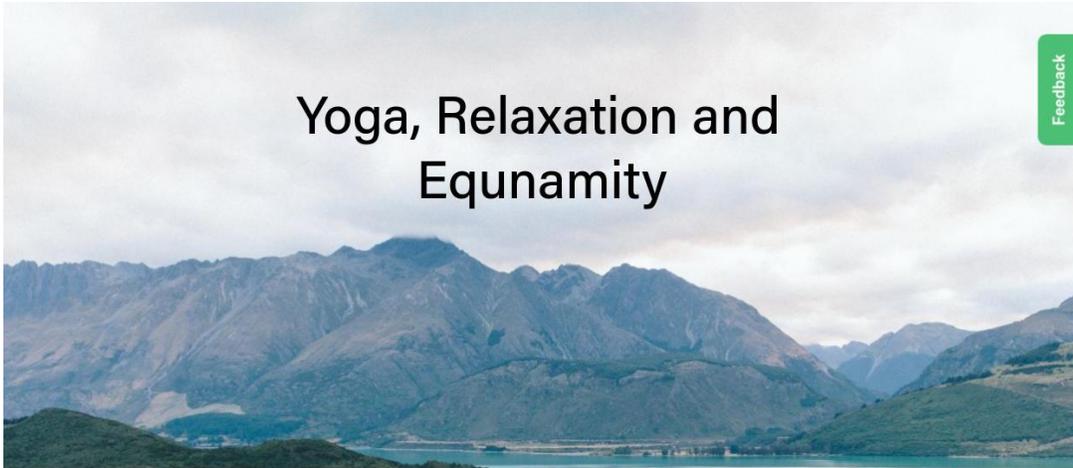
Plan in 2024

- Have a need assessment among residents across discipline
- Improve the content and focus on need
- Improvise on a dedicated web portal on “Narratives”, “challenging scenarios” and “discussion”
- Having a team of NAMAH coaches and NAMAH Cell in medical institutions
- Integrate with Toll-free Tele-Manas exclusively for Doctors (14416)



<https://www.namahnimhans.in/>

National Alliance for Mental Health Assistance for Healthcare Providers



Yoga, Relaxation and Equanimity

Feedback

Quick Grounding
Exercise: Brief Mindful



[Home](#) [About](#) [Serenity](#) [Narratives](#) [Discuss](#)

Narratives

On the Frontline: Navigating Workplace Stress and Maintaining Balance

Feedback

In the midst of a routine day, a doctor's commitment to patient care is tested by an attempt at coercion, escalating quickly into chaos. Amidst the confrontation and demands, the boundaries of professionalism and personal well-being blur. This encounter serves as a stark reminder of the delicate balance between duty and self-care in the face of workplace stress

8/28/19

Behind the White Coat: A
Doctor's Journey Through
Grief and Resilience



Thank you



**Department of Psychiatry, NIMHANS
Bangalore and AIIMS, Deoghar**

**National Assistance in Mental-health for
Health providers and Administrators 1.0**



**Thanks, everyone, for participating in the 4th Tele-
ECHO session held on 11th April from 2.30 to 3.30 PM**