AMERICAN MEDICAL ASSOCIATION HOUSE OF DELEGATES

Resolution: 709  
(A-22)

Introduced by: New York

Subject: Physician Well-Being as an Indicator of Health System Quality

Referred to: Reference Committee G

Whereas, Physician well-being is measurable and existing instruments can assess physician wellness at a system level; and

Whereas, The Triple Aim, now adopted as a set of principles for health system reform within many organizations around the world, fails to acknowledge the critical role of physicians in healthcare transformation and ignores the threats of psychological and physical harm that are common in medical practice; and

Whereas, Intimate caregiving relationships have been reduced to a series of transactional demanding tasks, with a focus on productivity and efficiency, fueled by the pressures of decreasing reimbursement; and

Whereas, These forces have led to an environment which exhibits a lack of teamwork, disrespect between colleagues, and lack of workforce engagement from the level of the frontline caregivers, doctors and nurses, who are burdened with non-caregiving work, to the healthcare leader with bottom-line worries and disproportionate reporting requirements; and

Whereas, By ignoring the experience of providing care in our healthcare delivery framework, this has eliminated consideration of human limitations in the delivery of care and this deficit in the framework of healthcare delivery results in unreasonable expectations upon physicians that affects them personally and the patients they serve; and

Whereas, The Triple Aim framework perpetuates the high occupational stress environment currently experienced by physicians when this framework is followed by all decision makers in healthcare, be they hospital leaders, electronic medical record and other medical device vendors, as well as law makers; and

Whereas, Physician burnout can be a drag on health system quality and outcomes; therefore be it

RESOLVED, That our American Medical Association support policies that acknowledge physician well-being is both a driver and an indicator of hospital and health system quality (New HOD Policy); and be it further

RESOLVED, That our AMA promote dialogue between key stakeholders (physician groups, health-system decision makers, payers, and the general public) about the components needed in such a quality-indicator system to best measure physician and organizational wellness (Directive to Take Action); and be it further
RESOLVED, That our AMA (with appropriate resources) develop the expertise to be available to assist in the implementations of effective interventions in situations of suboptimal physician wellness. (Directive to Take Action)

Fiscal Note: Minimal - less than $1,000

Received: 03/22/22