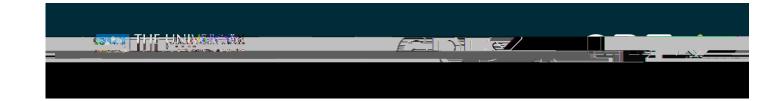


What isburn out?

The most widely used theory of burnout proposes that burnout is as



## The current study

Many studies have examined factors associated with burnout in medical trainees, however these are plagued by inconsistent findings and methodological limitations. By pooling quantitative findings from studies, a meta-analysis improves sample size, statistical power and accuracy of estimates compared with a single study, overcoming some of these limitations. Hence, this study used meta-analytic methodologies to:

- 1. Examine individual and work-related variables associated with burnout in medical trainees
- 2. Examine differences in burnout correlates between:
  - a. Surgical and non-surgical registrars, and
  - b. Medical interns and residents, and medical registrars

Thirty-three independent studies, comprising a total sample of 7,229 medical trainees, were included in the meta-analysis

## What this study found

Burnout Dimension	Protective Factors	Risk Factors	No Significant Correlations
Emotional exhaustion	<ul> <li>Good self-reported general health</li> <li>Good self-reported psychological wellbeing</li> <li>A sense of support from the workplace community (e.g. relationships with colleagues and supervisors)</li> <li>A sense of control over one's job (e.g. receiving regular feedback and high job autonomy); and</li> <li>Finding work to be rewarding (e.g. satisfaction with one's job and specialty)</li> </ul>	<ul> <li>Depressive symptoms</li> <li>Feelingstressed</li> <li>High levels of work/life conflict</li> <li>A high workload (e.g. time demands and working hours)</li> </ul>	<ul> <li>Demographic factors         (i.e. age, gender,         marital status and         parenthood)</li> <li>Daily hours of sleep</li> <li>Emotional         intelligence and         empathy</li> <li>Partner support</li> </ul>



Burnout Dimension	Protective Factors	Risk Factors	No Significant Correlations
Depersonalisation	Satisfaction with one's job	<ul> <li>Depressive symptomatology</li> <li>High levels of stress</li> <li>Regret about one's career choice</li> <li>High working hours</li> </ul>	<ul> <li>Demographic factors (i.e. age, gender, marital status and parenthood)</li> <li>Emotional intelligence and empathy</li> <li>Relationships with colleagues</li> <li>Work/life conflict</li> </ul>
Personal Accomplishment	Being satisfied with one's job	<ul> <li>High levels of stress</li> </ul>	<ul> <li>Demographic factors (i.e. age, gender, marital status and parenthood)</li> <li>Empathy</li> <li>Workload</li> </ul>

Subgroup analyses also identified some variables, including emotional intelligence and income satisfaction, were significantly related to emotional exhaustion for surgical, but not non-surgical registrars. Furthermore, additional analyses suggest that even within the surgical/non-surgical specialty divide, some variables (e.g. partner support) may correlate more strongly with burnout dimensions based on one's specialty.

## What recommendations arise from this study?

- The variables identified as significantly related to burnout in medical trainees were modifiable, hence there is room for interventions to reduce and prevent burnout in medical trainees
- Efforts to prevent or reduce burnout should focus on both individual and work-related factors, as both types of variables are related to burnout in medical trainees
- There is a dear strong association between all burnout dimensions and mental health, especially depression and stress. RTOs should continue to provide accessible support to registrars to promote mental wellbeing.

