



# Burnout in Women in Orthopaedics

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## Aim

To assess the degree of burnout in female orthopaedic trainees and surgeons in comparison to the whole trauma and orthopaedic workforce, with identification and explanation of any differences detected.

## Method

**Online survey** for all members of BOA were invited to participate between 20/1/21 – 09/02/21.

Copenhagen Burnout Inventory (CBI) questions for measuring ethnic group, national identity, gender and sexual orientation.

- **CBI score** defined as:

- < 25 = no burnout
- 25-50 = risk of burnout
- 50-75 = burnout
- > 75 = severe burnout

- **Trust satisfaction score** defined as satisfaction in relation to place of work was a score between 0 to 10 (0 = least satisfied, 10 = most satisfied)

## Results

**1268** respondents

- **15%** females (n=193)
- Majority of white ethnicity
- **71%** consultants
- **90%** in full time employment
- Risk of burnout > in junior doctors
- **ALL** foundation trainees and **78%** CSTs had CBI >50
- Burnout **greater in BAME females** (64% vs 50% in white female)
- **75%** LGBTQ+ females suffer from burnout/severe burnout
- **43%** LGBTQ+ males CBI > 50

### Average burnout score by gender

- **Average burnout score in females was 50.1 vs 44.2 in males**
- **53% of females** (37% of men) had CBI scores of **over 50** → females more likely to suffer with burnout ( $p=0.0000004$ )
- **40% of females** had CBI scores of between threshold **25-50**

### Work & Training related factors

- **More females** had a **CBI >50** in relation to **night shifts** (55%) and **on-call commitments** (50%)
- **Both genders** had **similar average burnout score** in relation to **exams** (CBI 45 in males and 43 in females)

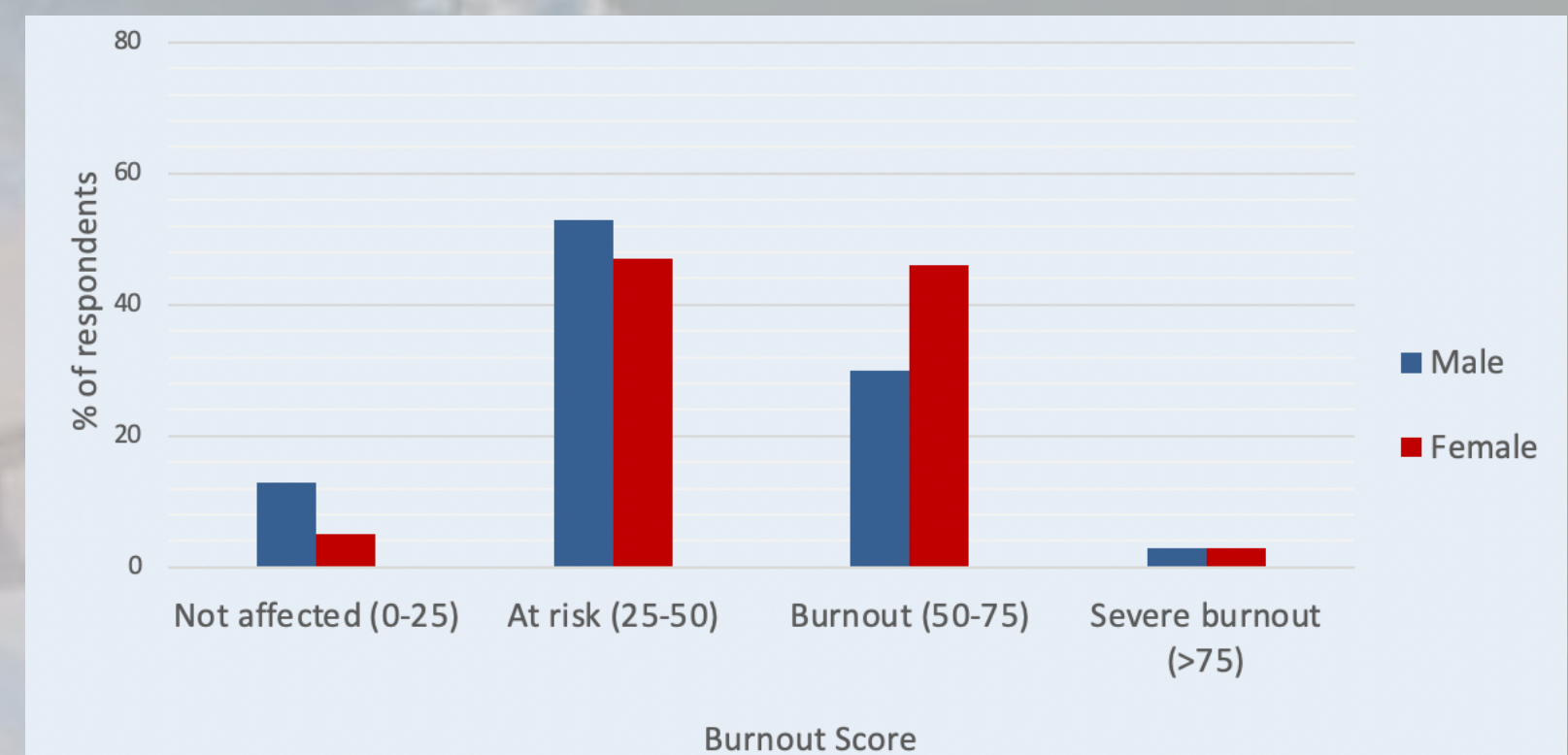
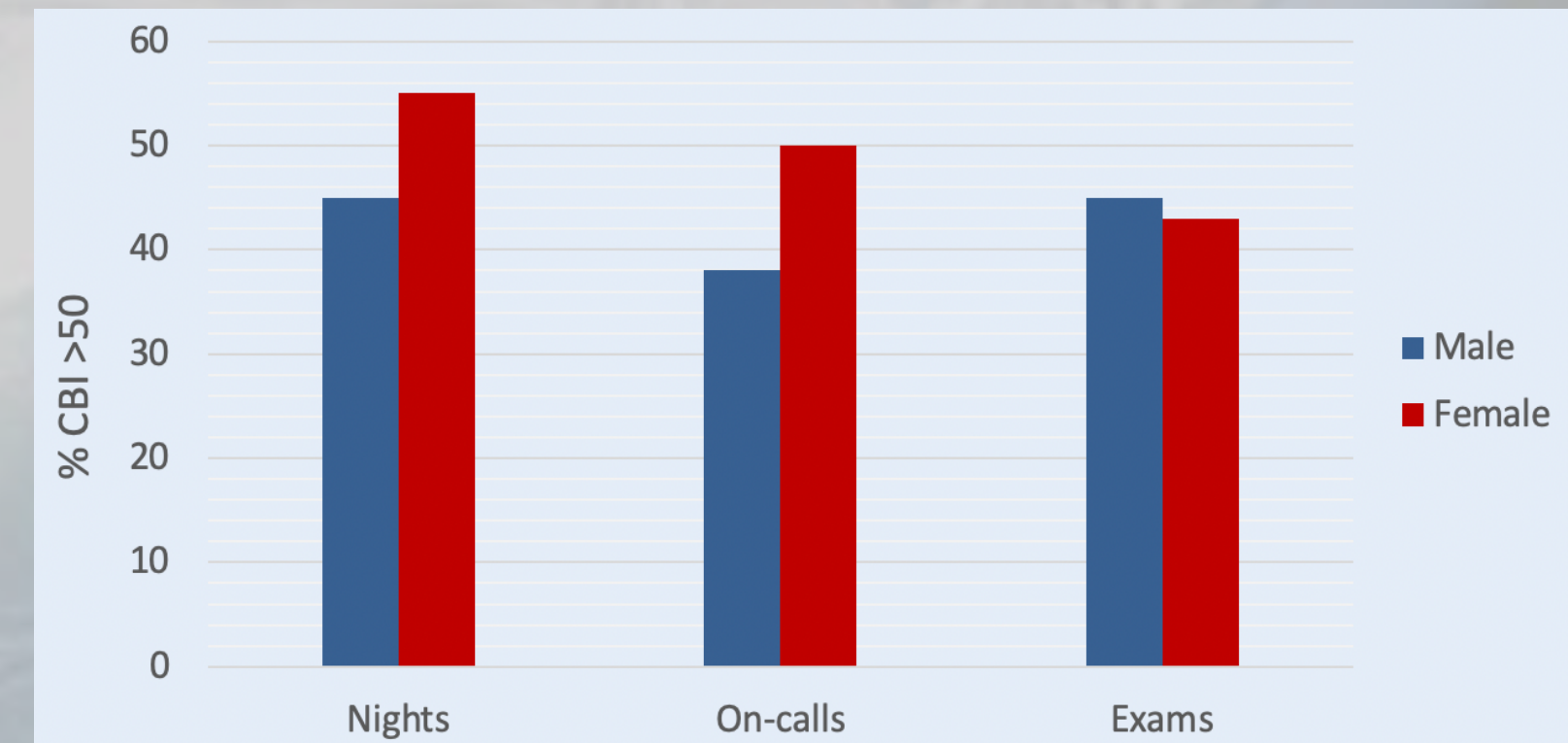
### Primary cause of burnout

Female: **workload & inflexibility** followed by **stress caused by colleagues**.

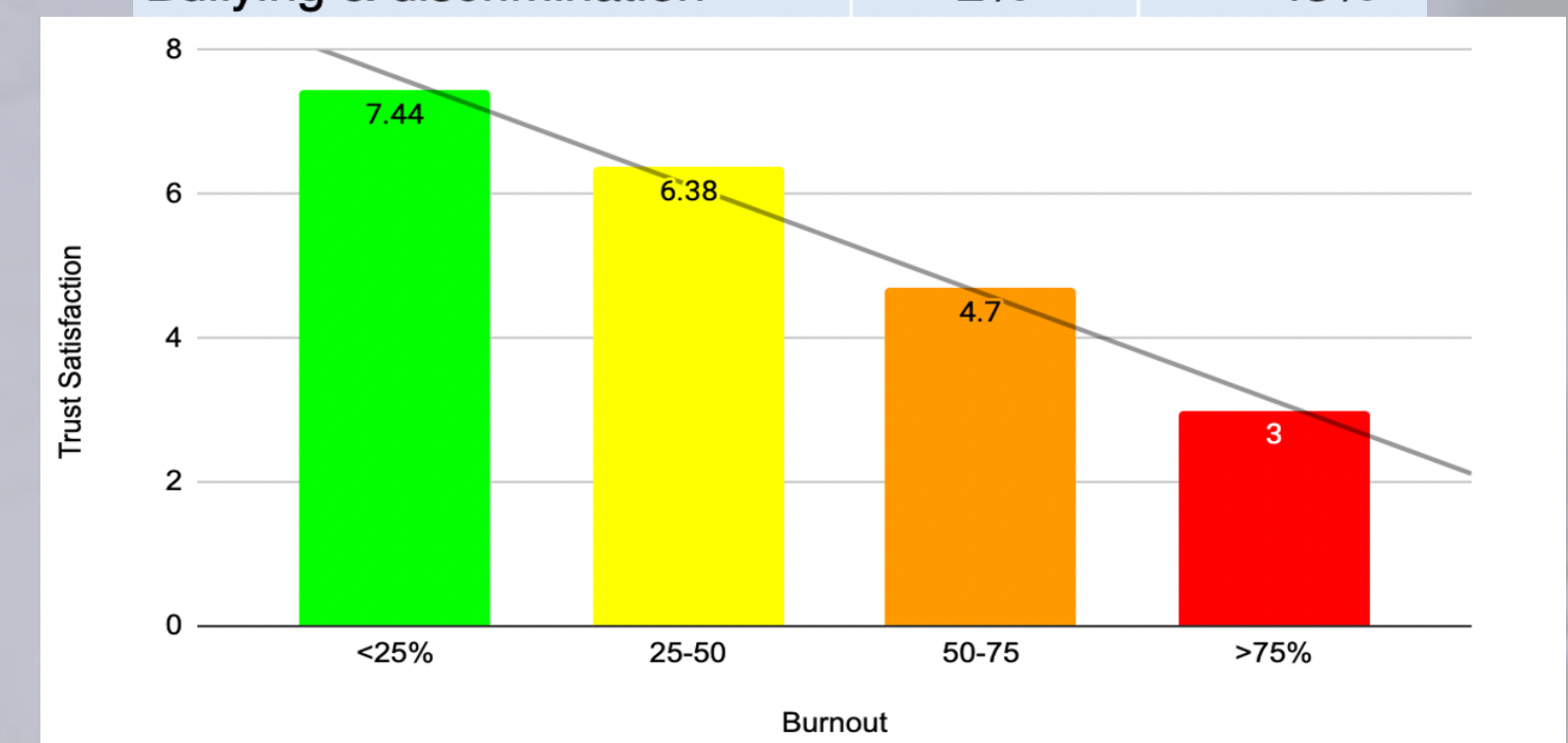
- **43%** reported **bullying & discrimination**
- **37% males** reported **inefficiencies and structural issues** at work as their primary cause of stress

### Trust Satisfaction

- **Direct impact on burnout: the lower the trust satisfaction score the higher the risk of burnout**



Category	Male	Female
Inflexibility & workload	17%	25%
Inefficiency & structure	37%	10%
Staff shortage	8%	1%
COVID	7%	4%
Training	7%	14%
Managerial	21%	21%
Self-perception	3%	2%
Patient factors	4%	3%
Colleagues	7%	20%
Bullying & discrimination	2%	43%



Burnout is a **critical issue** in orthopaedics. **Gender imbalance** within the specialty. Illustrates **causes of burnout** in the **at-risk population** groups including females, BAME and LGBTQ+. Important for organisations to **adapt and provide support** to their surgeons and trainees and **invest in the prevention** of burnout.