

Submission Id: 3679

Title

Prevalence of moral injury, burnout, depression, and anxiety among healthcare workers during COVID-19

Priority 1 (Research Category)

Behavioral, psychosocial, and mental illness

Presenters

Robert Lennon, MD, FAAFP, JD, JD, Sneha Mantri, Simon Talbot, MD, David Rabago, MD, Shouhao Zhou, PhD, Emily Wasserman, Makayla Lagerman, BS

Abstract

Context: A Moral Injury (MI) inventory (MISS-HP) has been validated for physicians and been used to demonstrate a stable burnout prevalence with increasing moral injury during the COVID-19 pandemic. However, that instrument relies on the Duke Religiosity Index, which may undercount healthcare workers, who have lower religiosity than their peers.

Objective: We sought to identify burnout and moral injury across healthcare workers of all types in a large healthcare system using a more inclusive MI survey.

Methods: Study Design: Cross-sectional online survey. Setting: Healthcare workers affiliated with a large academic medical center in a mid-Atlantic state. Population: All employees. Instrument: The survey screened for depression (PHQ-9), anxiety (GAD-7), burnout (CBI), and moral injury using the MISS-HP, and a novel, more inclusive inventory, the Inclusive Moral Injury Inventory (IMII). Outcomes: Prevalence of conditions based on their respective screening tools.

Results: Response rate was 11.4% (n=1,945 completed surveys). Respondents primarily self-identified as white (92.3%), non-Hispanic (97.8%), and female (76.9%). They worked in rural (22.8%), suburban (71.5%), and urban (5.7%) settings, in academic (56.0%) and non-academic (44.1%) roles. Respondents included physicians (21.5%), licensed independent practitioners (8.0%), nurses (25.4%), administrators (11.1%), and support staff with (14.1%) and without (11.0%) direct patient contact. Overall, 25.4% screened positive for major depressive disorder (PHQ-9 \geq 10); 24.8% screened positive for generalized anxiety disorder (GAD-7 \geq 10); and 8.1% had been bothered by thoughts they would be better off dead or of hurting themselves "several days" or more frequently. CBI scores (mean \pm SD) were 53.2 \pm 22.7 for personal burnout, 51.4 \pm 24.6 for work-related burnout, and 36.1 \pm 26.0 for patient-related burnout. (CBI score 50-74 is moderate burnout; 75-99 is high burnout). Significant impairment from moral injury was reported by 40.6% (MISS-HP \geq 36).

Conclusions: Our results paint a grim picture of healthcare workers' well-being, with the average worker in this sample experiencing moderate burnout in personal and work life, about 25% having anxiety and/or depression, and many experiencing moral injury to a level of moderate or greater functional impairment. Most disturbing, nearly 1 in 12 respondents regularly had thoughts that they would be better off dead or of hurting themselves.