

Burnout among Veterinary Anaesthesia Diplomates and its worklife determinant factors

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Burnout, a work-related phenomenon, is experienced by 42.6% of veterinary anaesthesia Diplomates (Tayari et al. 2024). This study investigated worklife areas that might be predictive of Diplomates' burnout.

Using a cross-sectional internet-based survey, 530 veterinary anaesthesia Diplomates were canvassed, 286 responded. The survey included: a socio-demographic questionnaire, the Maslach Burnout Inventory-Human Service for Medical Personnel, and the Areas of Worklife Survey (AWS). The AWS includes 28 questions, each scored on a 5-point Likert scale, which quantifies the alignment between an employee and six worklife areas - workload, control, reward, community, fairness, and values. AWS scores were analysed using uni- and multi-variate linear regression ($p < 0.05$) to determine their impact on the three domains of burnout: emotional exhaustion (EE), depersonalisation (DP) and personal accomplishment (PA). Free-texts from an open-ended question "Please enter your views on any aspect of your workplace" were analysed.

All worklife areas affected Diplomates. However, their impact differed according to whether Diplomates were at high risk of burnout (EE scores $\geq 27/54$ & DP scores $\geq 10/30$) or achieved the criteria for burnout (as above plus PA scores $\leq 33/48$). The six worklife areas had a strong significant collective effect on the burnout domain of EE ($R^2 = 0.53$, $p < 0.001$), a moderate effect for PA ($R^2 = 0.47$, $p < 0.001$), and a weak effect on DP ($R^2 = 0.28$, $p < 0.001$). Free-text analysis results are displayed in Fig. 1.

Burnout among American and European Diplomates is driven by modifiable worklife factors; many of which (as exemplified in the word cloud) can be mitigated by a change in organisational policies.

Figure 1 Word cloud gathered from 110/286 responders (34%). Font size is proportional to frequency of word or phrase used by responders.



References

Maslach C, Leiter MP (1997) *The Truth About Burnout: How organizations cause personal stress and what to do about it*. San Francisco, CA: Jossey-Bass.

Tayari H, Flaherty D, Dugdale A, et al. (2024) Burnout among veterinary anaesthesia specialists: time to “rock the boat” (Part 1). *Veterinary Anaesthesia and Analgesia*.

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