



Staff Well-being is a TOP  
priority of Healthcare



26-28 August 2024  
Hong Kong Convention and Exhibition Centre  
Hong Kong



[HOME](#)

[ABOUT](#)

[CALL FOR POSTERS](#)

[PROGRAMME](#)

[REGISTRATION](#)

[ATTENDEES](#)

[SPONSOR/EXHIBIT](#)



S5: Staff wellbeing – methods and approaches



**HONG KONG ACADEMY OF MEDICINE**  
**香港醫學專科學院**

**Summary of Well-being programme  
from HKAM**

**Dr. WC LEUNG, MD**  
**Honorary Secretary, HKAM**

**on behalf of**  
**Task Force on Well-being**

# Task Force on Well-being

**Chairman**

**Dr. Wing-cheong Leung**

**Members**

**Dr. Adrian Wai Chan  
Dr. Albert Kam-ming Chan  
Dr. Chloe Lam Chan  
Dr. Ivy Shui-ying Cheng  
Dr. Siu-ning Chiu  
Prof. Gilberto Ka-kit Leung  
Dr. Hung-to Luk  
Dr. Jerome Lok-tsun So  
Dr. Michelle Hang-wun Tam  
Dr. Kelvin Lap-kiu Tsoi  
Dr. Violet Yee-kei Tsoi  
Dr. Aldo Chiu-lun Wong  
Dr. Clara Wing-yee Wu  
Dr. Stephen Ho-chun Wu**

**Honorary Advisors**

**Dr. Ling Chiu  
Dr. Rosalie Suk-yee Lo**



**HONG KONG ACADEMY OF MEDICINE**  
香港醫學專科學院



**HONG KONG ACADEMY OF MEDICINE**  
香港醫學專科學院

**A S A P**



**Promoting doctors' well-being  
Ensuring quality patient care**

# Well-being of Academy Fellows and specialty trainees: what is the problem?

**WC Leung<sup>1</sup> \***, MD, FHKAM (Obstetrics and Gynaecology), **Rosalie Lo<sup>2</sup>**, PsyD, FHKPS,  
**Jeremy YC Teoh<sup>3</sup>**, FRCSEd (Urol), FHKAM (Surgery), **Aaron Cheng<sup>4</sup>**, MSc, FRSPH, **Martin CS Wong<sup>5</sup>**, MD, MPH,  
**Gilberto KK Leung<sup>6</sup>**, MB, BS (Lon), FHKAM (Surgery); for the **Task Force on Well-being** of the  
**Hong Kong Academy of Medicine**

<sup>1</sup> *Honorary Secretary, Hong Kong Academy of Medicine*

<sup>2</sup> *Honorary Advisor, Task Force on Well-being, Hong Kong Academy of Medicine*

<sup>3</sup> *Chair, Young Fellows Chapter, Hong Kong Academy of Medicine*

<sup>4</sup> *Chief Executive Officer, Hong Kong Academy of Medicine*

<sup>5</sup> *Editor, Hong Kong Academy of Medicine*

<sup>6</sup> *President, Hong Kong Academy of Medicine*

\* Corresponding author: leungwc@ha.org.hk

# Burnout and well-being in young doctors in Hong Kong: a territory-wide cross-sectional survey

HKMJ 2021

Kenny YH Kwan\*, Loretta WY Chan, PW Cheng, Gilberto KK Leung, CS Lau; for the Young Fellows Chapter of the Hong Kong Academy of Medicine

## New knowledge added by this study

- There is a high prevalence of burnout among young doctors in Hong Kong; of 514 survey respondents, 72.6% reported personal burnout, 70.6% reported work-related burnout, and 55.4% reported client-related burnout.
- The prevalence of depression among young doctors (21% in this study) was considerably higher than among the general population in Hong Kong (8.4% in a previous study).
- Overall, 28% of respondents were either “somewhat dissatisfied” or “very dissatisfied” with their present job position.

## Implications for clinical practice or policy

- Changes to the number of working hours per week and extent of clinical responsibilities may help to reduce burnout among junior doctors.
- Efforts to promote stronger social networks among junior doctors and their communities may reduce the risk of burnout, although further studies are needed to validate this hypothesis.
- Although the respondents did not indicate reliance on substance or alcohol abuse, there is a need for greater workplace emphasis on positive health and lifestyle behaviours to reduce the risk of burnout among junior doctors.

**514 doctors completed the survey; 284 were doctors within 10 years of their specialist registration, while 230 were residents-in-training. There were 277 women (54%); among all respondents, the mean age was 33.7 ±**

# BMJ Open Prevalence and severity of burnout in Hong Kong doctors up to 20 years post-graduation: a cross-sectional study

2020

Amy Pui Pui Ng <sup>1</sup>, Weng Yee Chin <sup>1,2</sup>, Eric Yuk Fai Wan <sup>1,3</sup>, Julie Chen,<sup>1,2</sup>  
Chak Sing Lau<sup>4</sup>

## 496 Doctors who graduated from the University of Hong Kong between 1995 and 2014

**Results** Response rate was 30.9% (496/1607). Prevalence of CBI burnout was 63.1% (personal), 55.9% (work-related) and 35.4% (patient-related). The mean CBI subscale scores were 57.4±21.4 (personal), 48.9±7.4 (work-related) and 41.5±21.8 (client-related). Factors associated with personal and patient-related burnout included age (coeff -0.437, 95% CI -0.779 to -0.095 and coeff -0.596, 95% CI -0.965 to -0.228, respectively), practice setting (coeff -5.759, 95% CI -10.665 to -0.853 and coeff -5.317, 95% CI -10.602 to -0.032, respectively) and regular exercise (coeff -6.855, 95% CI -11.102 to -2.608 and coeff -6.769, 95% CI -11.333 to -2.205, respectively). Gender (coeff 5.1, 95% CI 1.382 to 8.818), average hours of sleep per night (coeff -5.200, 95% CI -7.139 to -3.262) and work hours per week (coeff 0.226, 95% CI 0.099 to 0.353) were associated with personal burnout only. No factors were significantly associated with work-related burnout.

**Conclusion** Burnout is highly prevalent among Hong Kong medical graduates. Younger doctors, women and those working in the public sector appear to be at higher risk for burnout and may benefit from targeted interventions. Policymakers and healthcare authorities should consider measures to help reduce burnout by enabling adequate sleep, reducing work hours and encouraging exercise.

# Burnout among public doctors in Hong Kong: cross-sectional survey

HKMJ 2012

Christina FY Siu 蕭鳳兒  
SK Yuen 袁仕傑  
Andy Cheung 張潔影

**Objective** The stressful life of doctors makes them prone to burnout. We evaluated the prevalence of burnout among Hong Kong public hospital doctors and correlated burnout with job characteristics, working hours, stressors, and stress-relieving strategies.

## New knowledge added by this study

- 31.4 % of the responding Hong Kong public doctors suffered from high burnout.
- Young but moderately experienced doctors who need to work shifts appeared most vulnerable.

## Implications for clinical practice or policy

- Corporate initiatives directed towards reducing stress-related global workload, recognition of junior doctors' contribution, and provision of good job security are possible strategies to protect public doctors from burnout.
- Stressors identified in this study need targeting to protect our doctors from burnout.

**One thousand doctors were randomly sampled from the Hong Kong Public Doctors' Association registry.**



# HONG KONG ACADEMY OF MEDICINE 香港醫學專科學院

## Well-being Charter 身心健康約章

Hong Kong Academy of Medicine (the Academy) is mandated and empowered to promote and advance healthcare for Hong Kong citizens and foster a spirit of co-operation among medical and dental practitioners.

香港醫學專科學院（醫專）的宗旨包括促進香港市民的健康護理水平，及提高醫生及牙醫業界的合作精神。

Quality patient care and doctors' well-being go hand in hand, and the Academy assuming a leading role in cultivating and promoting the well-being of Fellows, trainees of its constituent Colleges as a shared responsibility among individual employing institutions, and policy makers.

病人護理的質素和醫生的身心健康質素是相互影響。醫專銳意擔當領導角色，致士及專科培訓學員之身心健康，這亦是每位醫生、僱用醫護人員的機構，以及政



# Our incremental approach

Manage stress and avoid burnout

A S A P

Awareness

Self-care

Ask for  
help

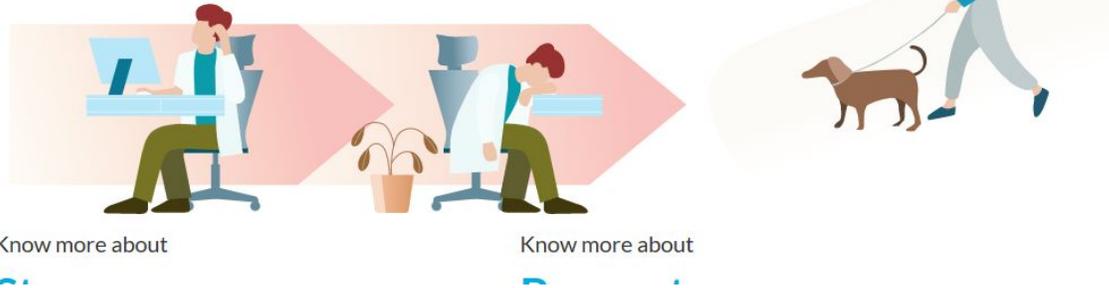
Promotion  
of  
well-being





## Awareness

*Helping you understand and recognise the causes, signs, and symptoms of burnout, stress, and other mental well-being issues*



## Self-assessment tools – Burnout, Anxiety and Depression

Take the following online tests for mental health self- assessment

Copenhagen Burnout Inventory (CBI)  
Assessment of burnout

Generalised Anxiety Disorder-7 (GAD-7) Screening for generalised anxiety disorder<sup>13</sup>

Patient Health Questionnaire-9 (PHQ-9) Assessing the severity of depressive disorders<sup>14</sup>



# Self-assessment tool

- Copenhagen Burnout Inventory questionnaire page developed by in-house Tech Team



<https://well-being.hkam.org.hk/cbi/>

- over 1600 individuals (increased by ~16%) viewed the questionnaire page with 970 of them (increased by ~19%) completed the self-assessment (as of Jun 2024, when comparing with the number in Mar 2024)



# S

## Self-care

Providing practical advice for enhancing well-being and managing stress

Physical<sup>15</sup>

Intellectual<sup>16</sup>

**Financial<sup>17</sup>**

Occupational<sup>16</sup>

Interpersonal/Social<sup>16</sup>

Emotional<sup>16-17</sup>

Environmental<sup>17</sup>

Spiritual<sup>16</sup>

Suggested readings



► Be mindful of your financial decision making





# Viewing rate of designated webpage

- over 6,730 views since the webpage launch  
*(as of June 2024 - an average of approx. 217 views monthly)*

[well-being.hkam.org.hk](http://well-being.hkam.org.hk)





# Peer Support Scheme

- on-going recruitment
- 48 Peer Supporters (formerly 34) with names published on webpage
- 26 Fellows to attend / complete training

| Age Group | No. of register | No. of completed |
|-----------|-----------------|------------------|
| 30-39     | 25              | 14               |
| 40-49     | 24              | 15               |
| 50-59     | 11              | 8                |
| 60-69     | 12              | 11               |
| 70-79     | 2               | 1                |
| 80-89     | 1               | 0                |
|           | <u>75</u>       | <u>49</u>        |



# A

## Ask for help

Facilitating a peer support network and providing information on getting professional help



Peer support



Professional help

[Enroll as a Peer Supporter Now](#)

# Professional help

- [List of Clinical Psychologists](#) working in Non Government Organisations and Private Practicing (*published by the Hong Kong Psychological Society*)
- [List of Private Psychiatrists practicing in Hong Kong](#) (*published by the Hong Kong College of Psychiatrists*)
- [Oasis Centre for Personal Growth and Crisis Intervention](#)

## Support hotline services

- Caritas Family Crisis Support Centre : 18288
- Hospital Authority Psychiatric Hotline : 24667350
- Social Welfare Department : 23432255
- Suicide Prevention Services : 23820000
- The Samaritan Befrienders : 23892222
- Tung Wah Groups of Hospitals - CEASE Crisis Centre : 18281



**Ask for  
help**

# P

## Promotion of well-being

# Mindfulness



- 5<sup>th</sup> session of training programme “Mindfulness Induction Group” scheduled for 1 & 15 September 2024.
- Registration opened on 19 July 2024.
- approximately 100 participants attended the programme since 2021



Free mental health training

HONG KONG ACADEMY OF MEDICINE  
香港醫學專科學院

### Mindfulness Induction Group

Register now  
<http://page.hkam.org.hk/mindfulness>  
Deadline: 21 August 2024

**Course dates** (2 sessions per course)  
1 September and 15 September 2024

**Time**  
2:45pm - 4:00pm

**Venue**  
Hong Kong Academy of Medicine Jockey Club Building

**Target participants**  
Academy Fellows and specialist trainees

**Format / language** CME/CPD accreditation results pending  
Onsite training / Cantonese to be supplemented by English

**Dr. Ling Chiu** Consultant Psychiatrist  
A certified Mindfulness Based Stress Reduction (MBSR) programme teacher with vast experience in offering professional consultation services to individuals with mental problems and conducting mindfulness training programme to manage stress in the workplace and personal life

**ASAP** an approach to manage stress and avoid burnout  
Promoting doctors' well-being  
Ensuring quality patient care

well-being.hkam.org.hk



P

Promotion  
of  
well-being



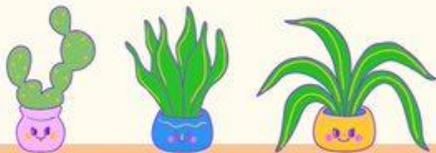
# P

## Gardening Workshop on Soil Regeneration

Promotion of  
well-being



26 November 2022





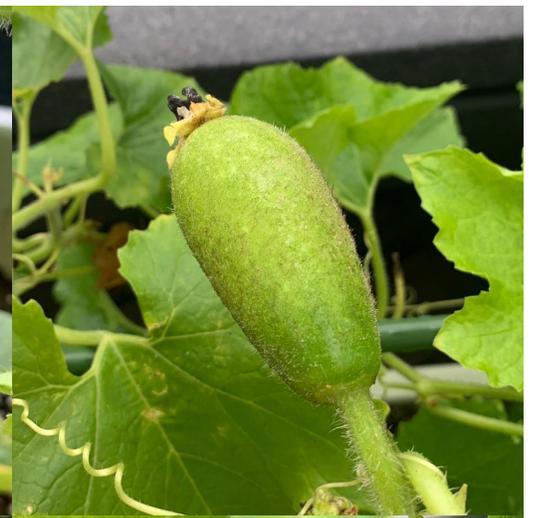
P

Promotion of  
well-being



Grow your own  
plants in our  
Academy  
Garden 3/F





**Grow your own  
plants in our  
Academy  
Garden 3/F**



**Promotion of  
well-being**

# HKAM Fun Day – Medicine in action

## 3<sup>rd</sup> Mar 2024





# AM F.C. 醫專足聯



3

P

Promotion of well-being

**Captain:**

Dr Matthew TSUI (EM)

**Vice-captains:**

Dr CHAN Wai Lam (OS)

Dr Fergus WONG (OT)

**Registered team members:** 75



Monthly training session led by coach



Friendly match on 8 June 2024 vs Chinese International School Alumni



## Past activities

### Sharing Session by Architect and Visit to the Hong Kong Palace Museum, 28 July 2024

- Speaker: Mr. Freddie Hai (Director of Arup Architecture Team)
- Successfully held with 21 participants



# P

Promotion of  
well-being

## Mid-Autumn Festival Get-together

- BBQ event with band performance
- co-organise with HKU Medical Alumni Association (HKUMAA)
- target to achieve a breakeven budget and would try to minimise expenses but maintain standard of Academy's activities

*Photos  
of 2019:*

P



**Promotion of  
well-being**



# Promoting doctors' well-being Ensuring quality patient care

Be kind to yourself and you are not alone.

*We are here to offer support and are  
committed to doing so.*



HONG KONG ACADEMY OF MEDICINE  
香港醫學專科學院

A S A P