
Mindfulness-based intervention program for medical professionals: The OLVG experience

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OLVG Hospital Amsterdam anno 1898



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OLVG Hospital Amsterdam anno 2018



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OLVG Hospital Chapel

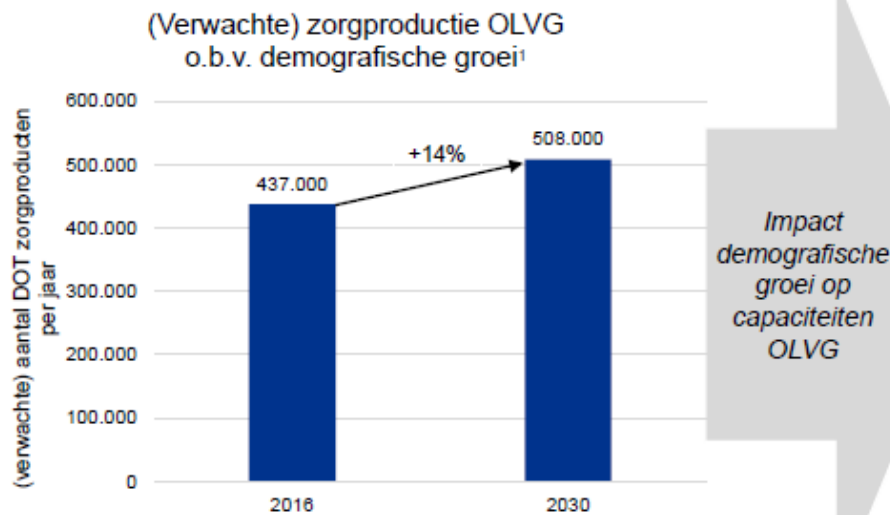


Amsterdam

- 850.000 inhabitants
- Per day 1.2 – 1.4 million people in the city
- Per year 17.3 visiting tourists (growth 8-10%/yr)



Demographic growth – increased demand for care



Δ Verrichtingen 2016-2030	Passendheid huidige capaciteit
OK minuten + 339.000 (18%)	OK's + 5
Verpleegdagen + 40.000 (21%)	Bedden kliniek + 149
Dag VPD + 6.400 (18%)	Bedden dag + 13
IC dagen + 2.600 (26%)	IC bedden + 8
HCK minuten + 162.000 (26%)	HCK kamers + 1
Bevallingen - 270 (-6%)	Verloskamers - 2
Poli bezoeken + 111.000 (16%)	
SEH bezoeken + 8.500 (13%)	

¹ Op basis van demografische kenmerken (geslacht, leeftijd en gemeente) is de zorgproductie van 2016 geëxtrapoleerd naar een verwachte zorgproductie in 2030

Vitality of employees has become top priority

- People are getting older with increasing number of co-morbidities
- Digital transformation of health care is on going
- Shortage of nurses in the big cities
- Pressure on health care professionals is high (workload/emotional stress)
- Depression and burn-out rates of medical professionals are on the rise

Karp JF, Levine AS. N Engl J Med 2018;379:1196-1198

Program “Strength and balance at work”

- Started by HRM department in 2017
- Focus on five different domains:
 1. Work values
 2. Talent and unique qualities
 3. Balance
 4. Personal development
 5. Personal health

Start of in company mindfulness program in 2017

- Mindfulness interventions are evidence-based. It has been proven to reduce levels of stress and anxiety as well as relapses of depression in health care professionals.
- Mindfulness has been proven to increase resilience of employees.
- Collaboration with Center for Mindfulness Amsterdam to start an incompany program for OLVG Hospital.

Daya Z, Hearn JH. Med Teach 2018;40:146-153



OLVG mindfulness program in 2017

- The program was started in 2017 for 24 employees (n=24 in 2018)
- 8 weeks course
- Each week 2.5hr group practice
- Body scan, breathing meditation and counseling
- One silent retreat day as a group
- Daily practice at home



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OLVG mindfulness program in 2017



OLVG mindfulness program in 2017

- Questionnaire prior to start of the course and 8 weeks after the program
- Outcome variables measured prior and post training
 - 1) Ability to cope with external stressors
 - 2) Ability to regulate attention
 - 3) Level of resilience
 - 4) Joy and enthusiasm at work
 - 5) Effectiveness of inter-personal communication

Results OLVG mindfulness program in 2017

- I learned something new, which I find usefull in daily life and at work: 69%
- I learned something new, but I find it difficult to implement it at work: 12%
- I learned nothing new, I was already familiar with mindfulness: 19%

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Results OLVG mindfulness program in 2017

- I practiced for 20 minutes 2 times or less than 2 times per week: 18%
- I practiced for 20 minutes 3 or 4 times per week: 50%
- I practiced for 20 minutes 5 or more times per week: 32%

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Results OLVG mindfulness program in 2017

- How often did you practice during workday (mindful walking, mindful breathing, taking a mindful break)?

- Once a day: 55%
- 2-3 times a day: 38%
- 4-6 times a day: 7%
- >7 times a day: 0%



Conclusion

- 1) Continued training with Center for Mindfulness Amsterdam
- 2) Mindfulness trainers OLVG are training employees
- 3) Implementation of mindfulness techniques in meetings (stand-up week start, mindful lunch programs)
- 4) The organization is becoming more values driven
- 5) Employees reported increased levels of focus, concentration, and resilience.

