

GLOBAL IMPACT OF COVID-19 ON ONCOLOGISTS

Key findings from the ESMO RTF survey series

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WELLBEING IN ONCOLOGY & COVID-19 PANDEMIC



- **ESMO Resilience Task Force (Dec 2019)**
 - Evaluate burnout, resilience and wellbeing
 - Understand oncology professionals support needs
 - Develop measures and interventions
 - Identify how individual and organizational solutions can be combined to reduce burnout and improve wellbeing
- **COVID-19 Pandemic (Dec 2019)**
 - Over 777 million confirmed cases, over 7 million deaths globally¹
 - The impact of the COVID-19 pandemic on Oncologists has been significant²⁻⁴

1. World Health Organisation (WHO) Accessed 12 Jan 2025

2. S Banerjee, K.H.J. Lim, K. Murali, K. Kamposioras, K. Punie, C. Oing, M. O'Connor, E. Thorne, B. Devnani, M. Lambertini, C.B. Westphalen, P. Garrido, T. Amaral, G. Morgan, J.B.A.G. Haanen, C. Hardy, 2021. The impact of COVID-19 on oncology professionals: results of the ESMO Resilience Task Force survey collaboration. 10.1016/j.esmoop.2021.100058

3. K.H.J. Lim, K. Murali, K. Kamposioras, K. Punie, C. Oing, M. O'Connor, E. Thorne, T. Amaral, P. Garrido, M. Lambertini, B. Devnani, C.B. Westphalen, G. Morgan, J.B.A.G. Haanen, C. Hardy, S. Banerjee, 2021. The concerns of oncology professionals during the COVID-19 pandemic: results from the ESMO Resilience Task Force survey II. 10.1016/j.esmoop.2021.100199

4. K.H.J. Lim, K. Murali, E. Thorne, K. Punie, K. Kamposioras, C. Oing, M. O'Connor, E. Élez, T. Amaral, P. Garrido, M. Lambertini, B. Devnani, C.B. Westphalen, G. Morgan, J.B.A.G. Haanen, C. Hardy, S. Banerjee, 2022. The impact of COVID-19 on oncology professionals—one year on: lessons learned from the ESMO Resilience Task Force survey series. 10.1016/j.esmoop.2021.100374

Survey I^{1,2}
(16th Apr – 3rd May 2020)
N= 1520, 101 countries

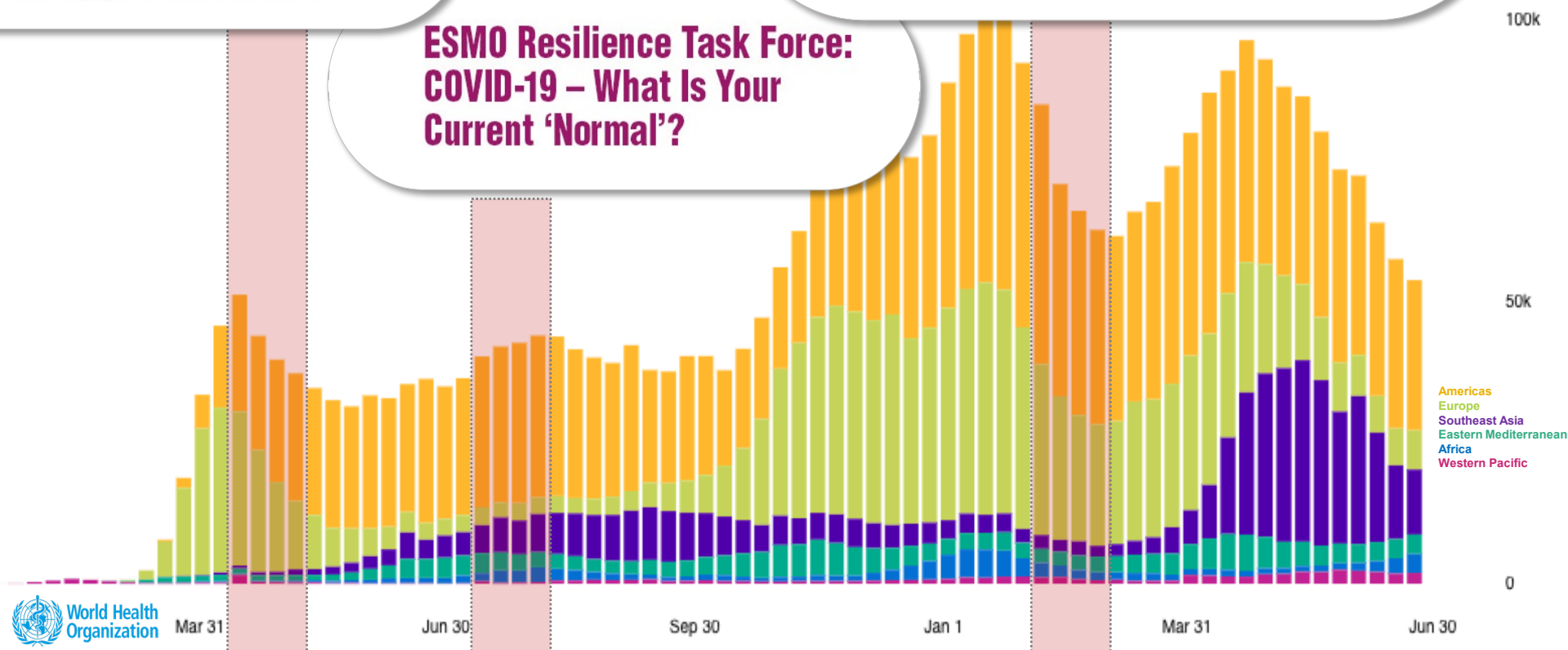
Survey II³
(16th Jul – 5th Aug 2020)
N = 942, 99 Countries

Survey III
(9th Feb – 3rd Mar 2021) N=1269, 104 Countries

**ESMO Resilience Task Force:
The Impact of COVID-19 on
Oncology Professionals**

**ESMO RESILIENCE TASK FORCE
The Impact of COVID-19: One Year On
Hopes for the Future?**

**ESMO Resilience Task Force:
COVID-19 – What Is Your
Current 'Normal'?**



ESMO RESILIENCE TASKFORCE SURVEY SERIES

- Anonymous, online, disseminated via email and social media, at specific timepoints
- **Collaboration** of key ESMO groups (YOC, W4O, LGP alumni) and OncoAlert Network
- **Key outcome variables:**
 - 1. Risk of poor wellbeing or distress**
 - Expanded Wellbeing Index (eWBI) – 9 items^{1,2}
 - 2. Feeling Burnout**
 - Single-item from eWBI
 - 3. Job performance since COVID-19 (JP-CV)**
 - Standard of care and job delivery compared to pre-COVID-19 – 2 items, 5-point Likert scale

¹Dyrbye et al. *J Occup Environ Med* 2016

²Dyrbye et al. *J Gen Intern Med* 2013

HOW ARE YOU REACTING TO THE COVID-19 OUTBREAK?

1st survey, 16 April 2020: key findings

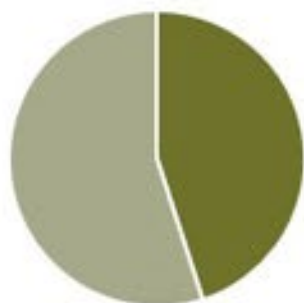


1,520 Respondents



101 Countries

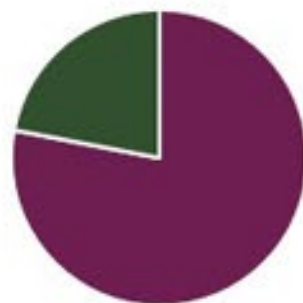
67% reported a change in professional duties since COVID19
66% not able to perform job compared to pre-COVID-19
25% at risk of distress (poor wellbeing) and 35% feeling burnout
Only 51% reported access to wellbeing support services



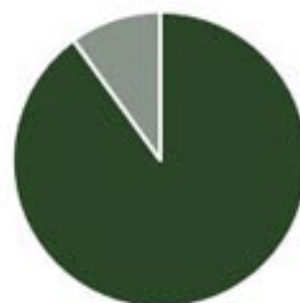
45% < 40 years old
55% > 40 years old



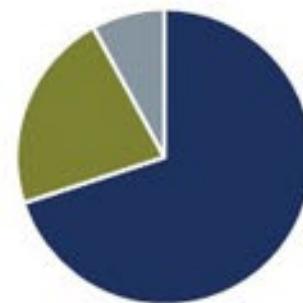
51% women
49% men



78% non-trainees
22% trainees



90% ESMO members
10% non members



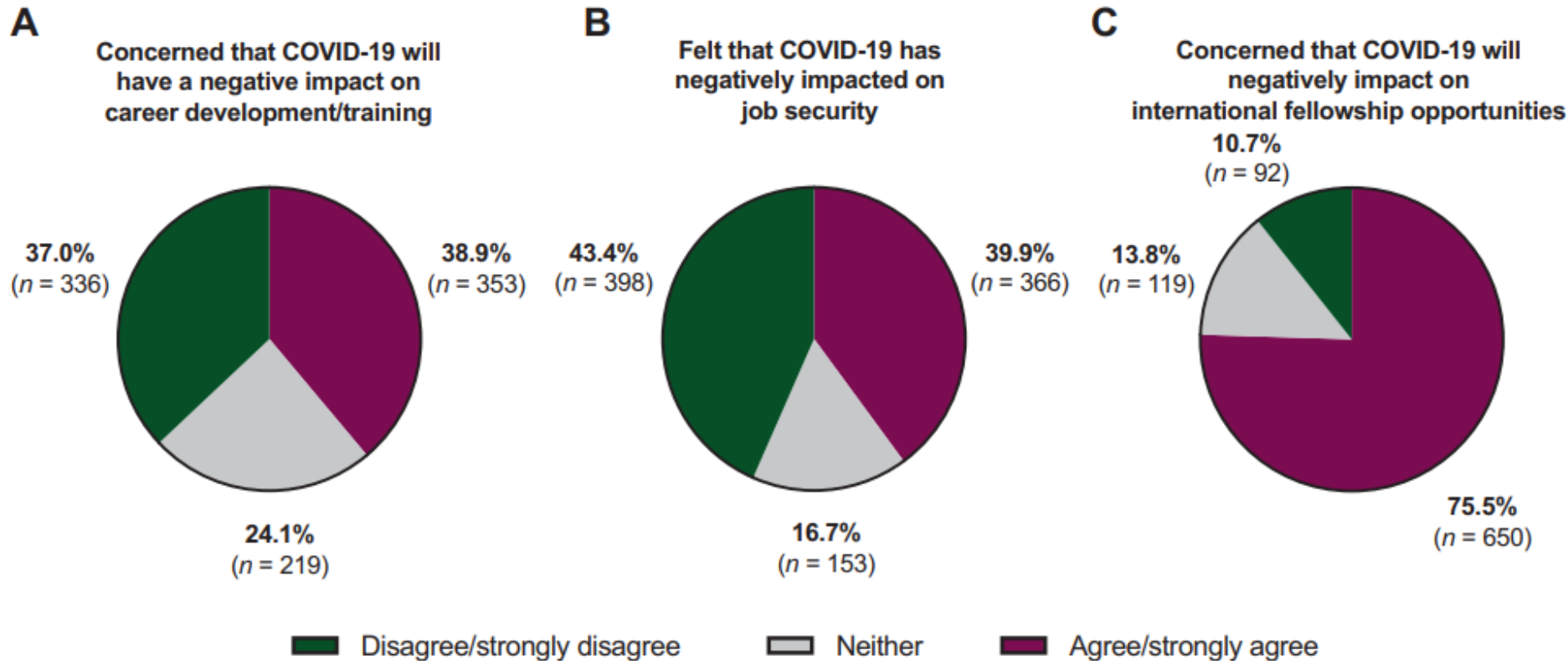
70% medical oncologists
22% clinical & radiation oncologists
8% others

COVID-19 WHAT IS YOUR CURRENT NORMAL?

2nd survey 16 July 2020: 942 Respondents, 96 Countries

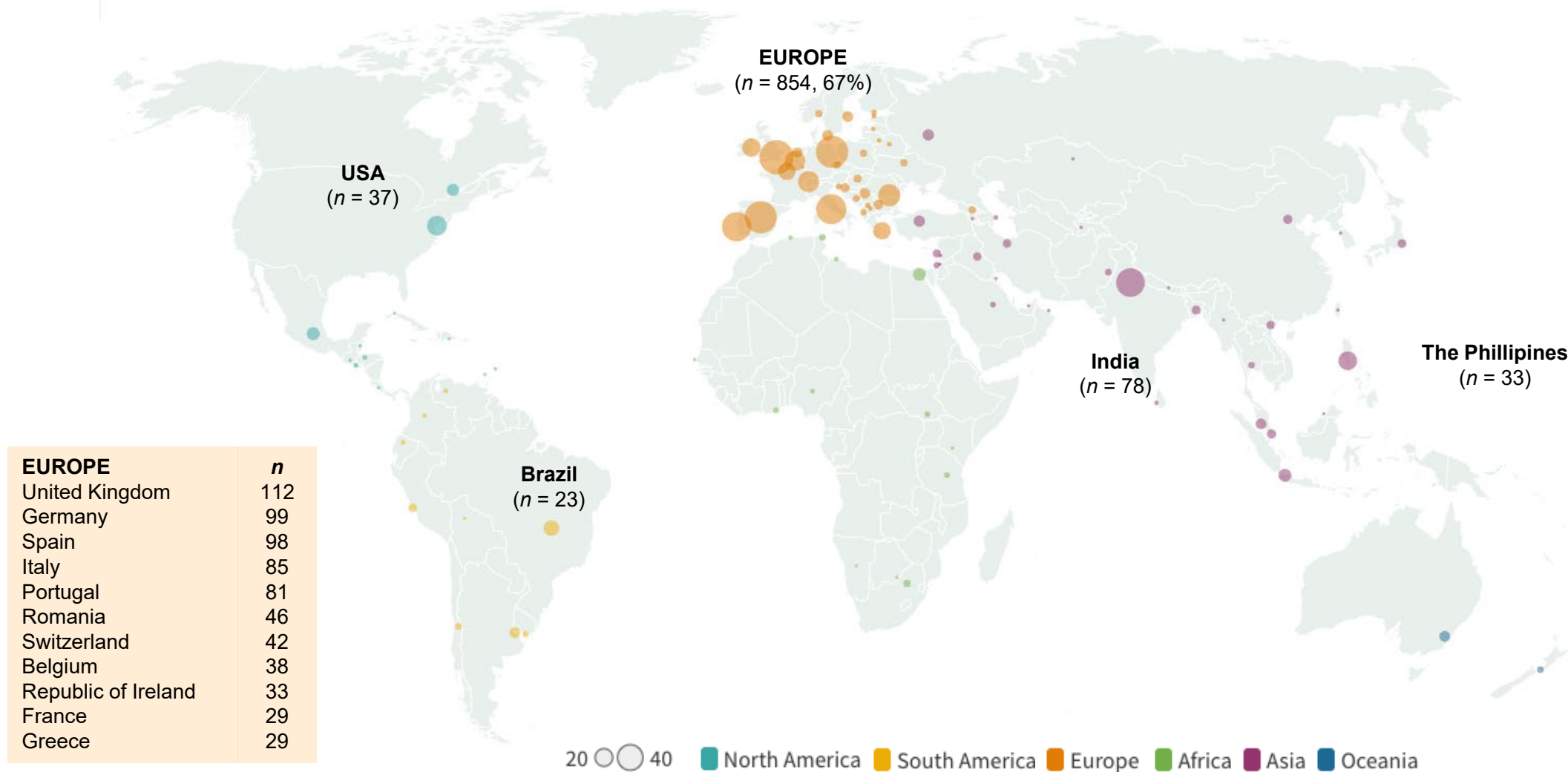
60% reported a change in professional duties with 32% reporting work return to “normal”
49% feeling burnout, 45% having access to wellbeing support services

43% <40 years, 57% >40 years
52% women, 48% men
80% non-trainees
67% medical oncologists



SURVEY III: ONE YEAR ON: IMPACT & LESSONS LEARNED

3rd survey 9 Feb 2021: 1269 Respondents, 104 Countries



SURVEY III: ONE YEAR ON: IMPACT & LESSONS LEARNED

DEMOGRAPHICS SURVEY III (N = 1269)



54% aged >40 years
55% female
69% white ethnicity

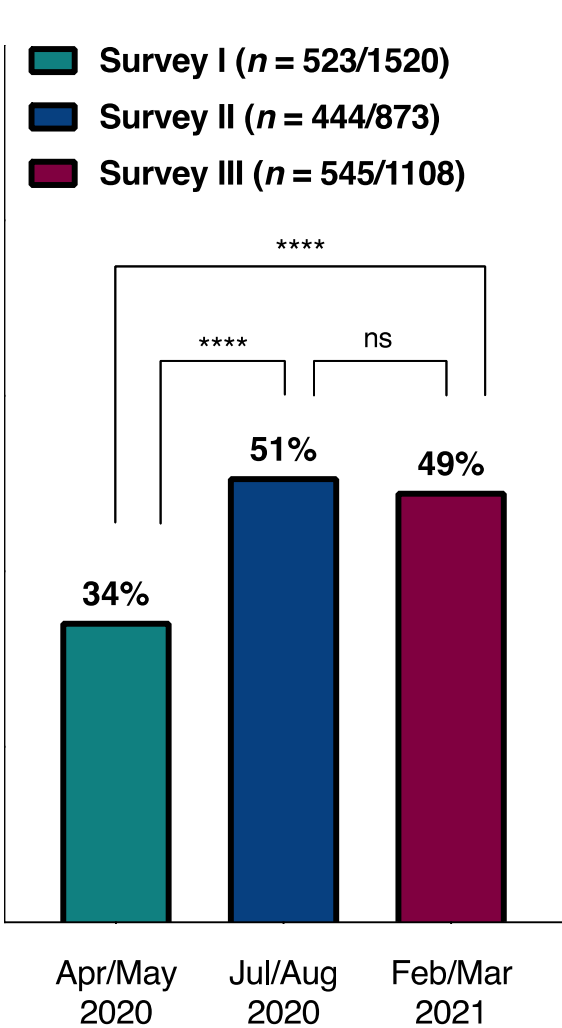


51% general hospital | **37%** cancer centre
73% medical oncologists
22% trainees
21% redeployed (fully/partially)

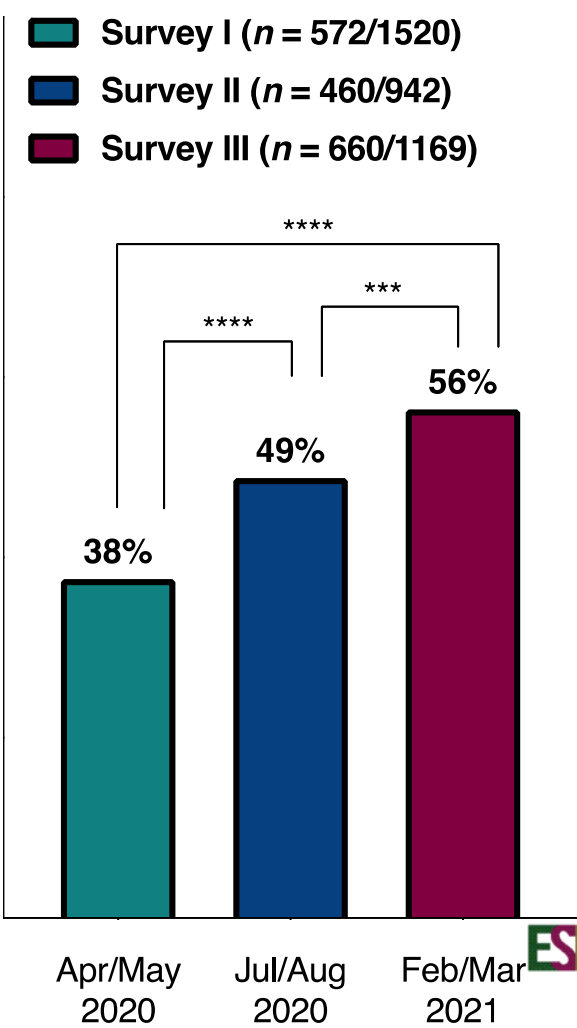
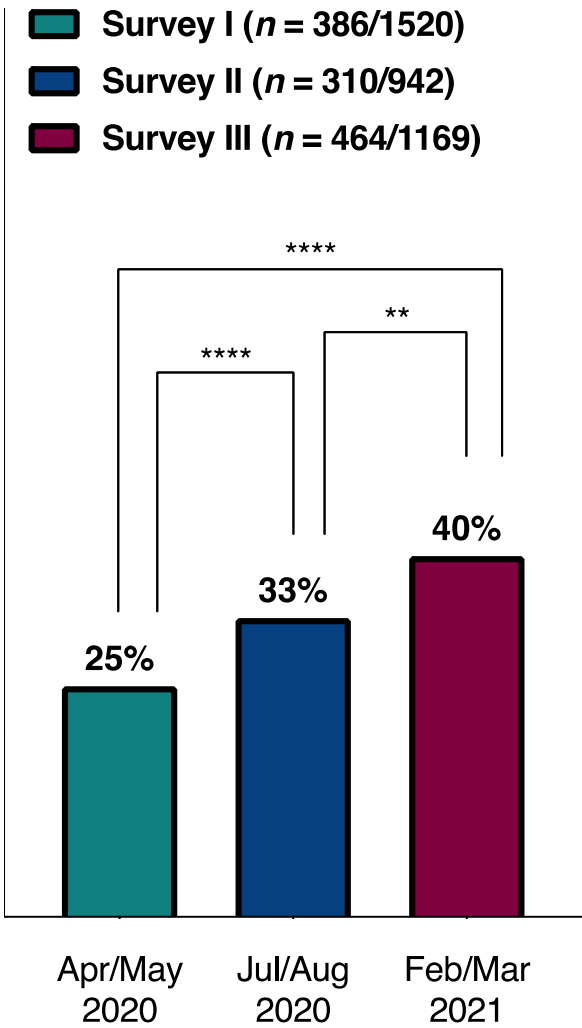
SURVEY III: ONE YEAR ON



CV ≥ 3.5)



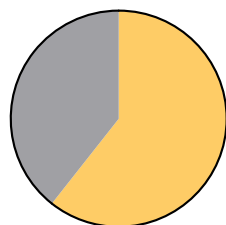
(eWBI ≥ 4)



SUBGROUP OF THOSE WHO RESPONDED TO ALL 3 SURVEYS

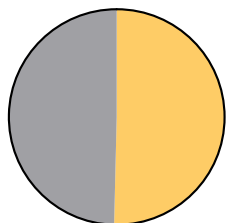
***n* = 127 from 47 countries**

Age



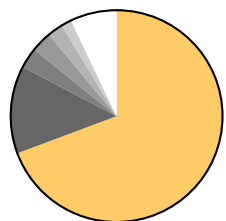
■ >40 years (*n* = 77, 61%)

Gender



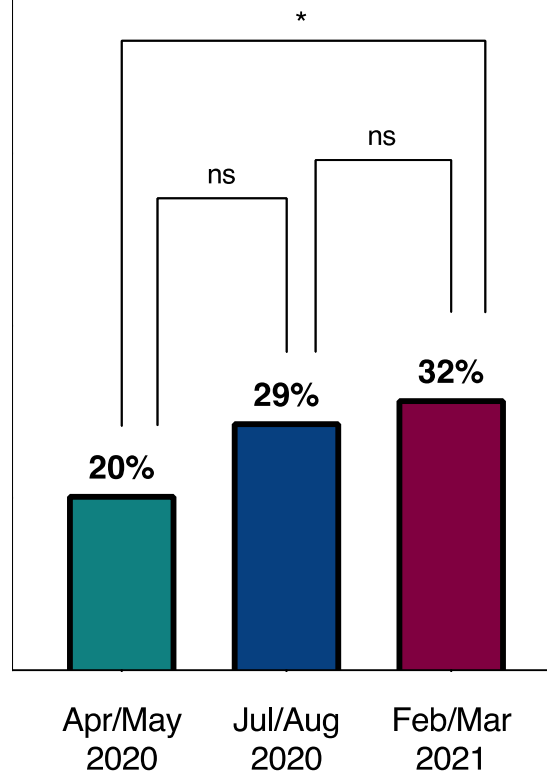
■ Female (*n* = 64, 50%)
■ Male (*n* = 63, 50%)

Ethnicity

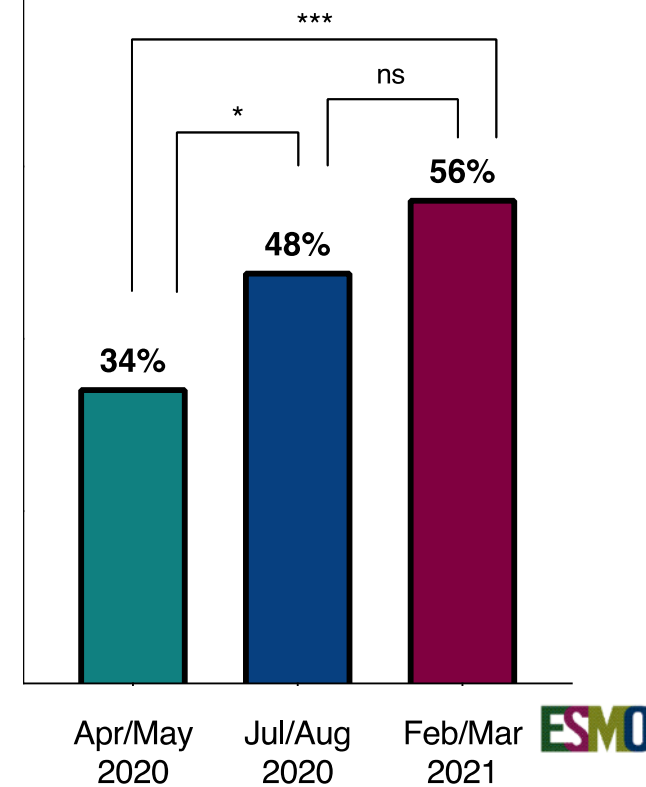


■ White (*n* = 88, 69%)
■ Asian (*n* = 17, 13%)

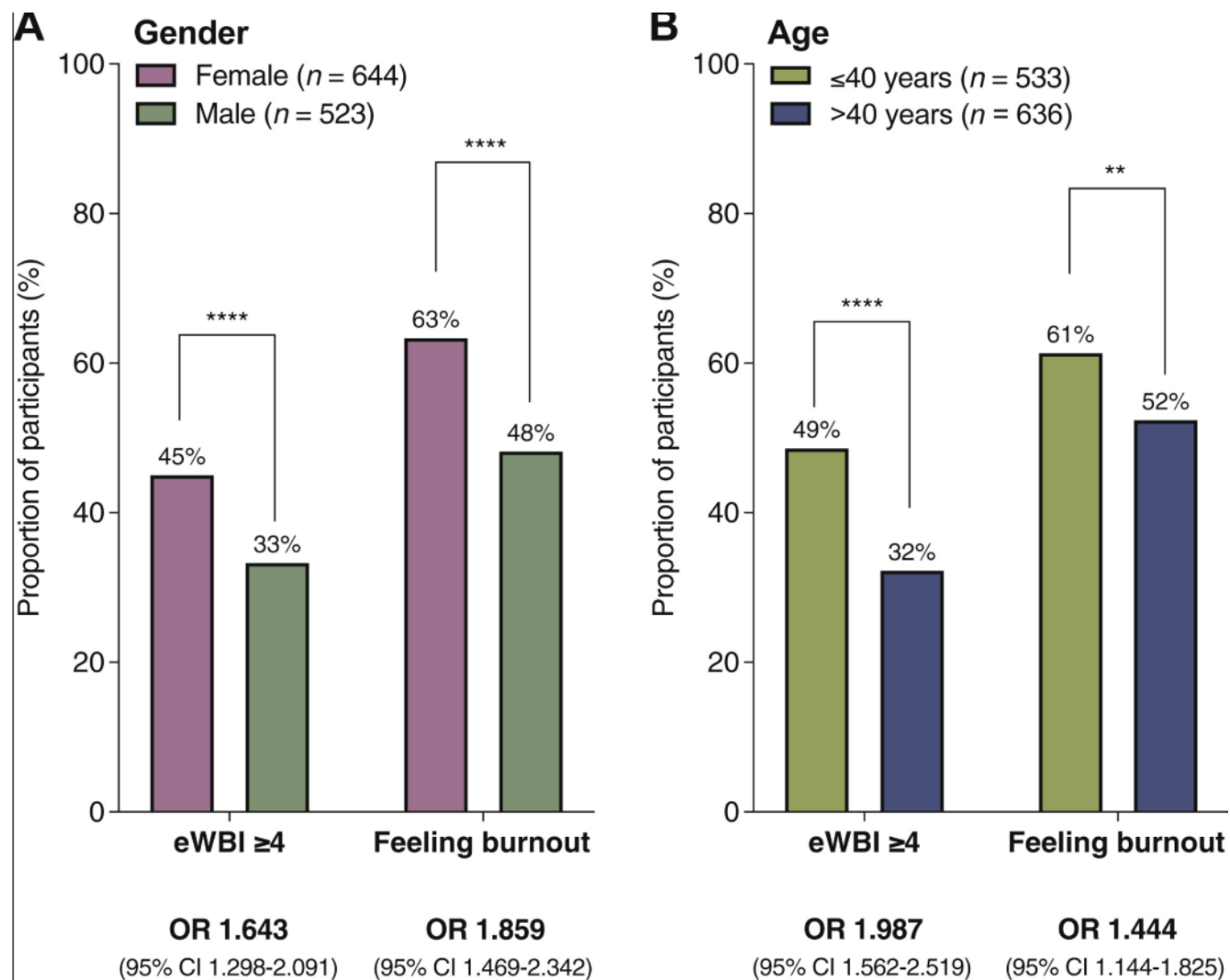
■ Survey I (*n* = 25/122)
■ Survey II (*n* = 35/121)
■ Survey III (*n* = 37/117)



■ Survey I (*n* = 42/122)
■ Survey II (*n* = 58/121)
■ Survey III (*n* = 66/117)



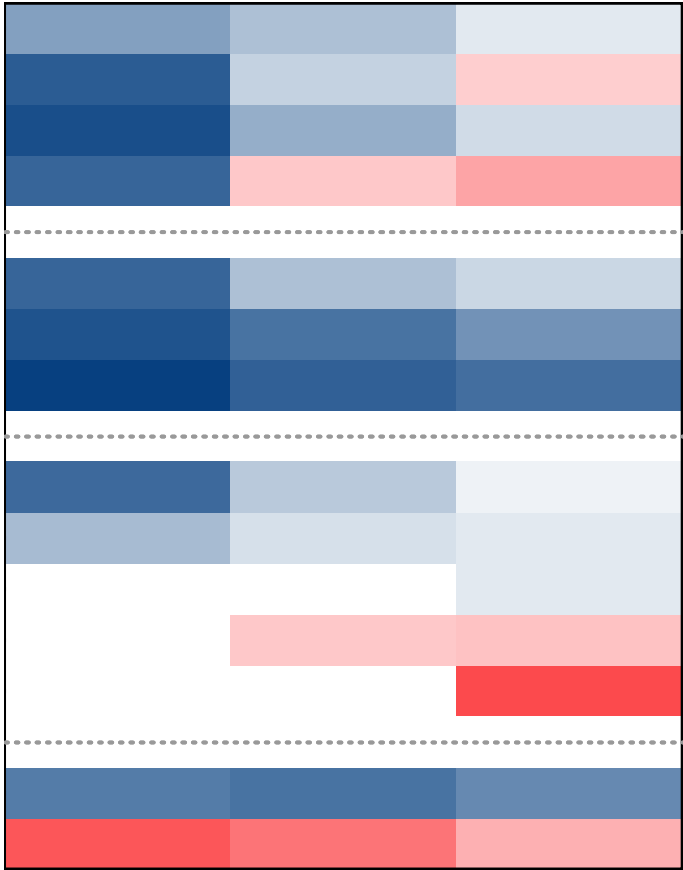
Survey III: Female and younger (≤ 40 years age) colleagues at higher risk



Contributing factors a) job demands



2 *n* = 1269



40% 60% 80%

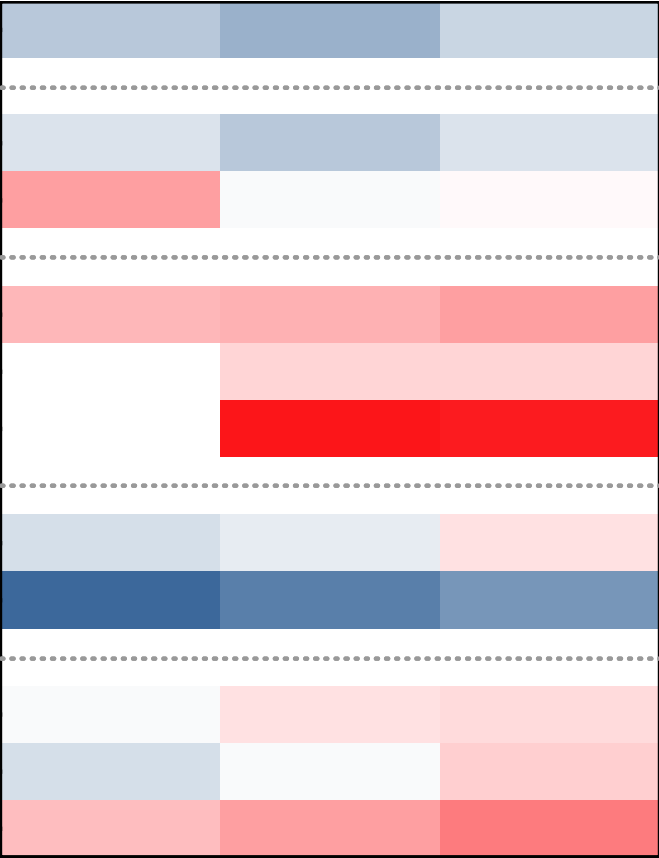
Contributory factors b) job resources



Job control [

Job security

Support at work [



SERIOUS CONCERNS FLAGGED RE WORKFORCE ATTRITION IN THE FUTURE



25%

(n=266/1086)
considering changing
their future career



38%

(n=100/266)
contemplating leaving
the profession

IN CONCLUSION



- COVID-19 resulted in **increased job demands**:
 - Increased workload and working hours
 - Reduced resources, including inability to take adequate rest and annual leave
- **Female** and **younger (≤40 years)** colleagues are at increased risk of poor wellbeing and burnout
- Marked increase in risk of poor wellbeing/distress (40% v 25%) and burnout (57% v 38%) despite improved job performance and sustained resilience
- One in four participants considering changing their future career direction

ACKNOWLEDGMENTS



All survey participants

Collaboration Groups

- ESMO Young Oncologists Committee
- EESMO Women for Oncology Committee
- SMO Leaders Generation Programme Alumni Members
- OncoAlert Network

ESMO Staff

Francesca Longo & Colleagues