

**Session 2: Good practice and shared learning: initiatives from across Europe to support the mental health and wellbeing of healthcare workers**

# PAIMM AND GALATEA FOUNDATION

Mental Health Program for Physicians  
and Other Healthcare Professionals



Fundació  GALATEA

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Barcelona Medica Council and Galatea Foundation

Barcelona January 31st, 2025



# PAIMM AND THE GALATEA FOUNDATION



## 1998 Creation of the PAIMM (Comprehensive Care Program for Sick Physicians)

- Aimed at Catalan doctors who suffer from mental disorders and/or addictive behaviors: Assure adequate treatment so that they are fit to practice
- By the Col·legi de Metges de Barcelona (Barcelona Medical Council)
- Healthcare Administration support

## 2001 Creation of the Galatea Foundation

- Includes all other HC professionals (pharmacists, nurses, veterinary, psychology, dentists, social workers, physical therapists)
- Extends its role to other initiatives others than therapy for mental illness
  - Research
  - Training
  - Emotional support

# PAIMM AND THE GALATEA FOUNDATION

PROGRAMA DE  
ATENCIÓN INTEGRAL  
AL MÉDICO ENFERMO

**PAIME**

MÁS INFORMACIÓN



PROGRAMA DE  
ATENCIÓN A  
ENFERMERAS Y  
ENFERMEROS

**RETORN**

MÁS INFORMACIÓN



PROGRAMA DE  
ATENCIÓN AL  
VETERINARIO  
ENFERMO

**ASSÍS**

MÁS INFORMACIÓN



PROGRAMA DE  
ATENCIÓN AL  
FARMACÉUTICO  
ENFERMO

**ITACA**

MÁS INFORMACIÓN



PROGRAMA DE  
ATENCIÓN A  
TRABAJADORES Y  
TRABAJADORAS  
SOCIALES

**SUPORTS**

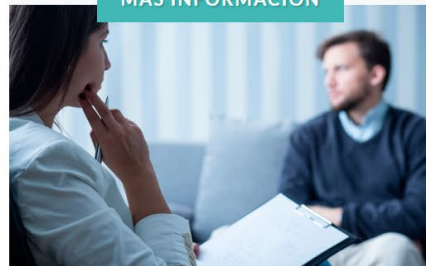
MÁS INFORMACIÓN



PROGRAMA DE  
ATENCIÓN AL  
PSICÓLOGO ENFERMO

**PSYQUE**

MÁS INFORMACIÓN



PROGRAMA DE  
ATENCIÓN AL  
ODONTÓLOGO  
ENFERMO

**APOL·LÒNIA**

MÁS INFORMACIÓN



PROGRAMA DE  
ATENCIÓN AL  
FISIOTERAPEUTA  
ENFERMO

**AFÍ**

MÁS INFORMACIÓN



# GALATEA FOUNDATION'S RESEARCH



Estudi de salut, estils de vida i condicions de treball de les treballadores socials de Catalunya

DESCARGAR



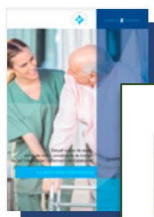
Estudi longitudinal sobre la salut, estils de vida i condicions de treball dels MIR de Catalunya

DESCARGAR



La salut dels dentistes. Estudi de salut, estils de vida i condicions de treball dels odontoestomatòlegs i odontoestomatòlogues de Catalunya

DESCARGAR



Estudi sobre de salut, estils de vida i condicions de treball



Estudi de salut, estils de vida i condicions de treball dels



Estudi sobre la salut, estils de vida i condicions de treball



Estudi sobre la mortalitat dels metges a Catalunya

DESCARGAR



Estudi sobre la salut, estils de vida i condicionants acadèmics dels estudiants de medicina de Catalunya

DESCARGAR



Estudio sobre la salud, estilos de vida y condicionantes académicos de los estudiantes de medicina de Cataluña

DESCARGAR



Salut, estils de vida i condicions de treball dels metges i metgesses de Catalunya

DESCARGAR



Estudi de necessitats dels professionals de la medicina relacionades amb el moment de la jubilació

DESCARGAR



Estudi sobre la salut dels residents de Catalunya

Breu descripció informe

DESCARGAR



# YOUNG PROFESSIONALS' HEALTH JOURNEY

Longitudinal study on the health, lifestyles, and working conditions of medical residents in Catalonia. 2018

- Depressive and anxiety disorders are the most visible indicators in epidemiological studies.
- Both disorders tend to be more prevalent among medical professionals.
- High frequency of addictive disorders also noted.



# YOUNG PROFESSIONALS' HEALTH JOURNEY

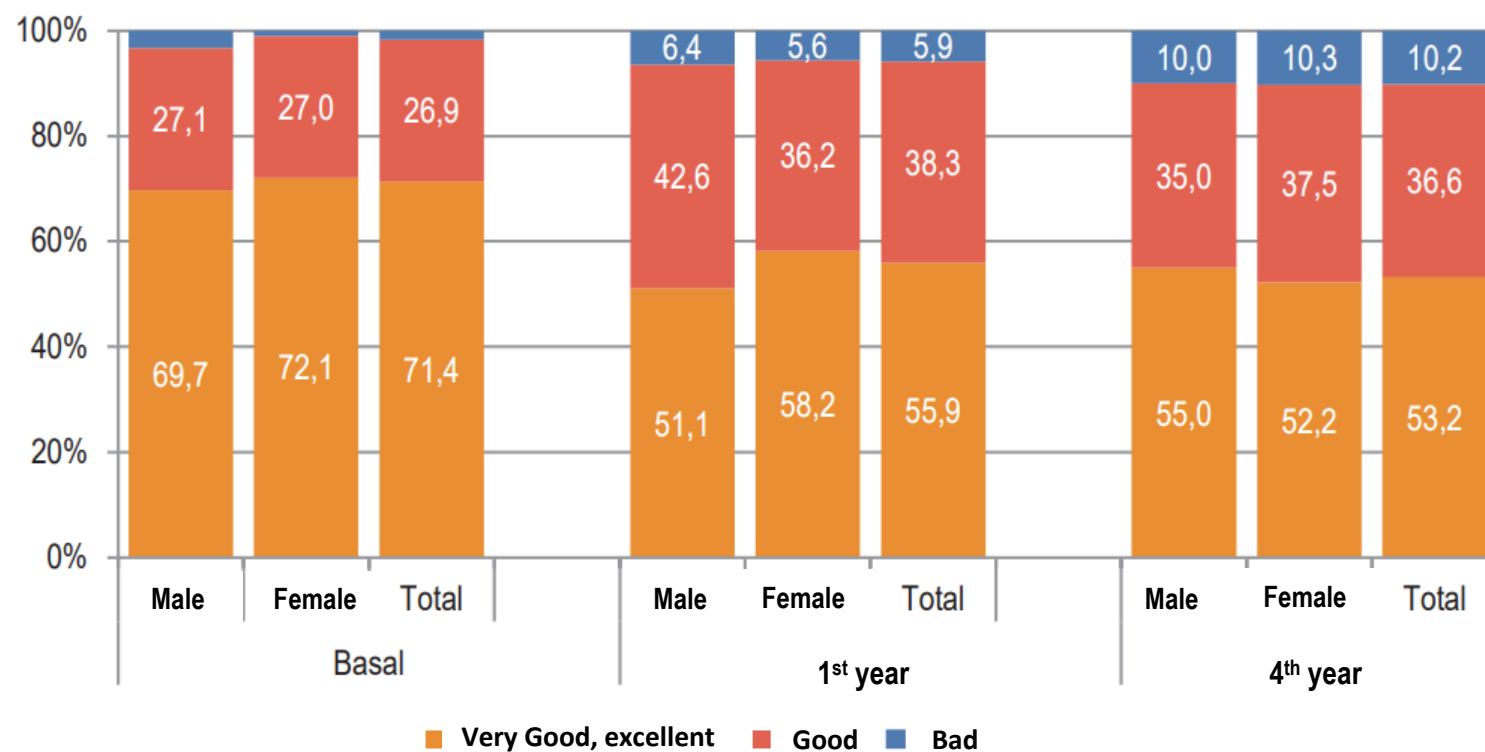
- Early studies by the Galatea Foundation showed psychological distress in:
  - 16% of male doctors
  - 21% of female doctors
- These figures were higher than the general population and align with studies from other countries.
- Emotional disorders often emerge:
  - In the early years of medical practice
  - Especially during residency
- In 2008 Galatea Foundation study reported:
  - 30% prevalence of emotional distress among medical residents in Catalonia.



Longitudinal study on the health, lifestyles, and working conditions of medical residents in Catalonia. 2018

# YOUNG PROFESSIONALS' HEALTH JOURNEY

Self-perceived health status by sex: Comparative data from the baseline survey, 1st-year survey, and 4th-year survey

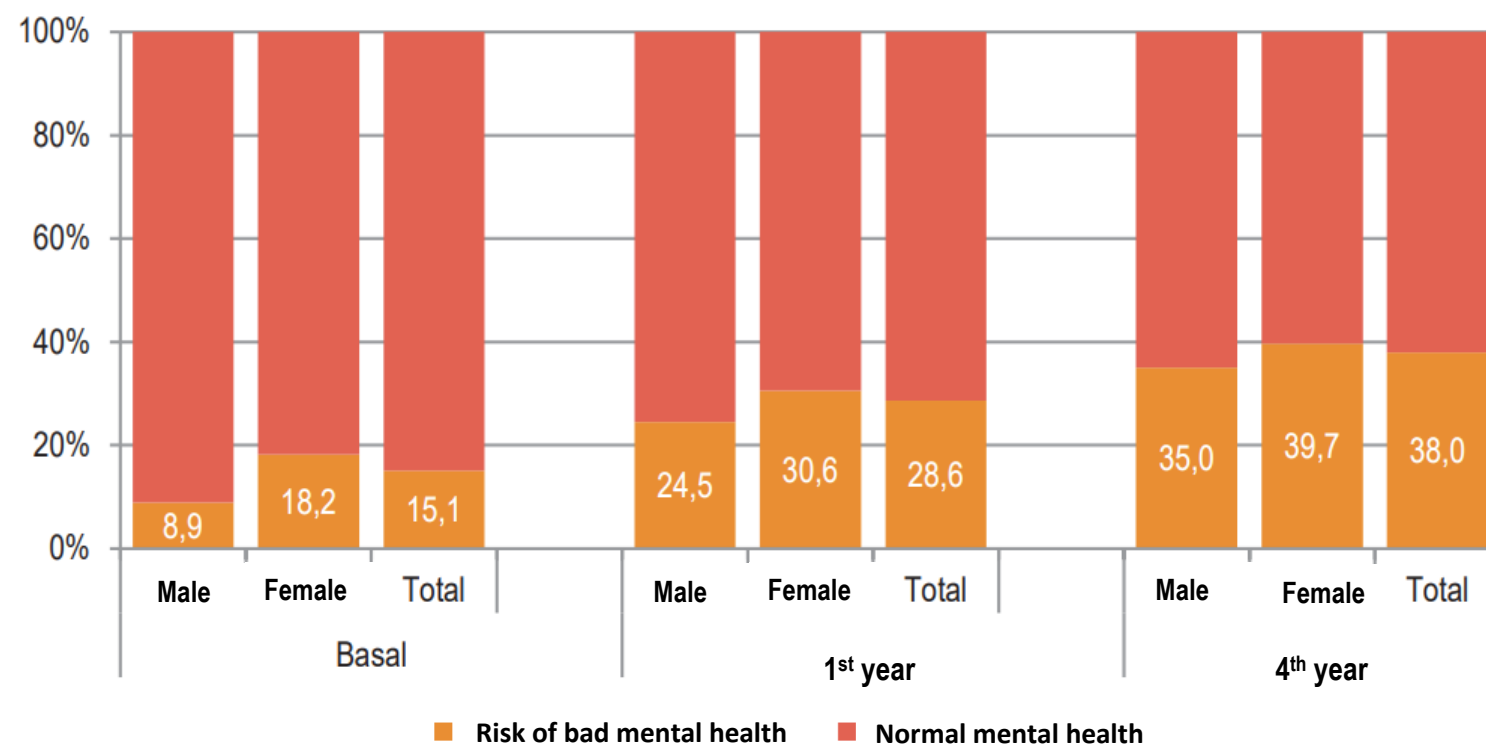


Longitudinal study on the health, lifestyles, and working conditions of medical residents in Catalonia. 2018



# YOUNG PROFESSIONALS' HEALTH JOURNEY

Mental health index by sex: Comparative data from baseline survey, 1st-year survey, and 4th-year survey (GHQ-12)



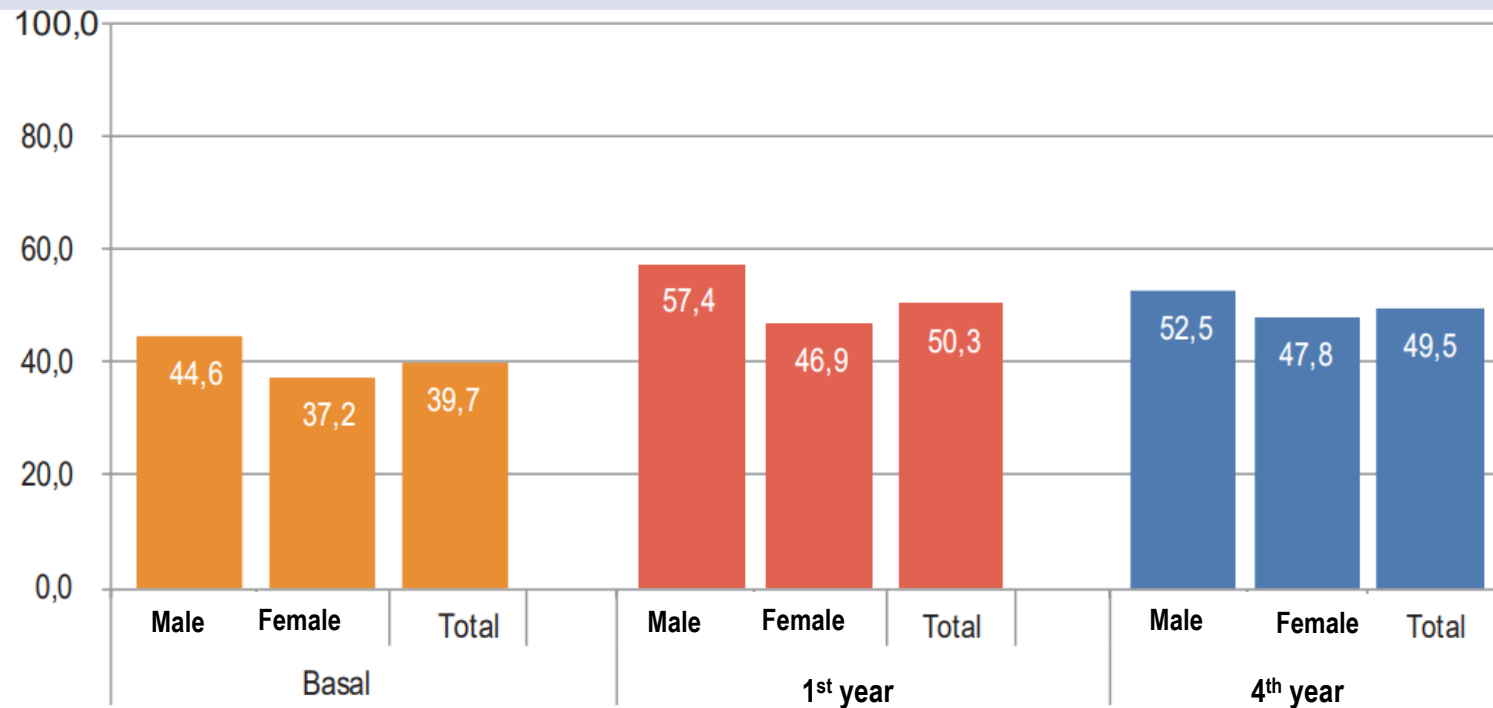
Longitudinal study on the health, lifestyles, and working conditions of medical residents in Catalonia. 2018





# YOUNG PROFESSIONALS' HEALTH JOURNEY

Lifetime drug use by sex: Comparative data from the baseline survey, 1st-year survey, and 4th-year survey

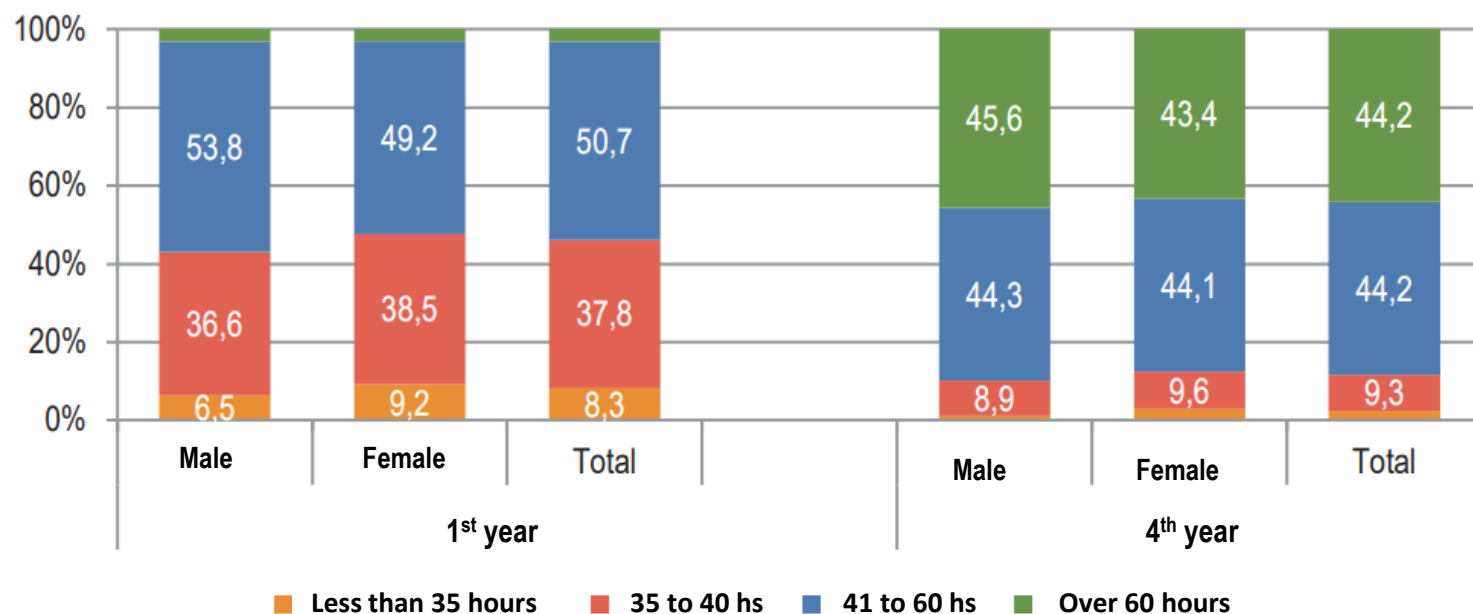


Longitudinal study on the health, lifestyles, and working conditions of medical residents in Catalonia. 2018



# YOUNG PROFESSIONALS' HEALTH JOURNEY

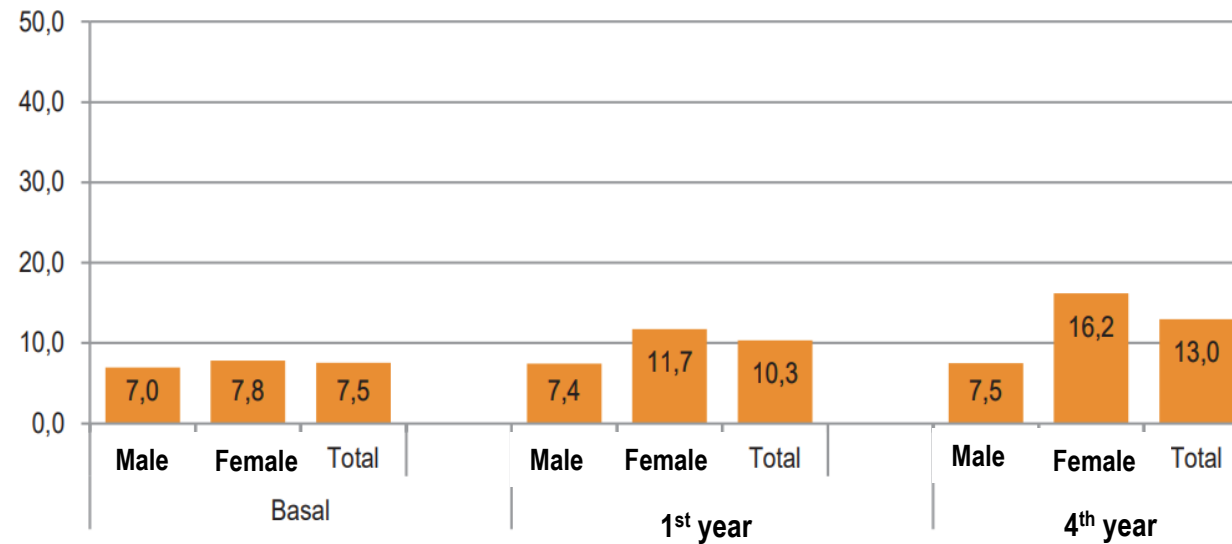
Number of hours worked during the last week: Comparative data from the 1st-year survey and 4th-year survey.



Longitudinal study on the health, lifestyles, and working conditions of medical residents in Catalonia. 2018

# YOUNG PROFESSIONALS' HEALTH JOURNEY

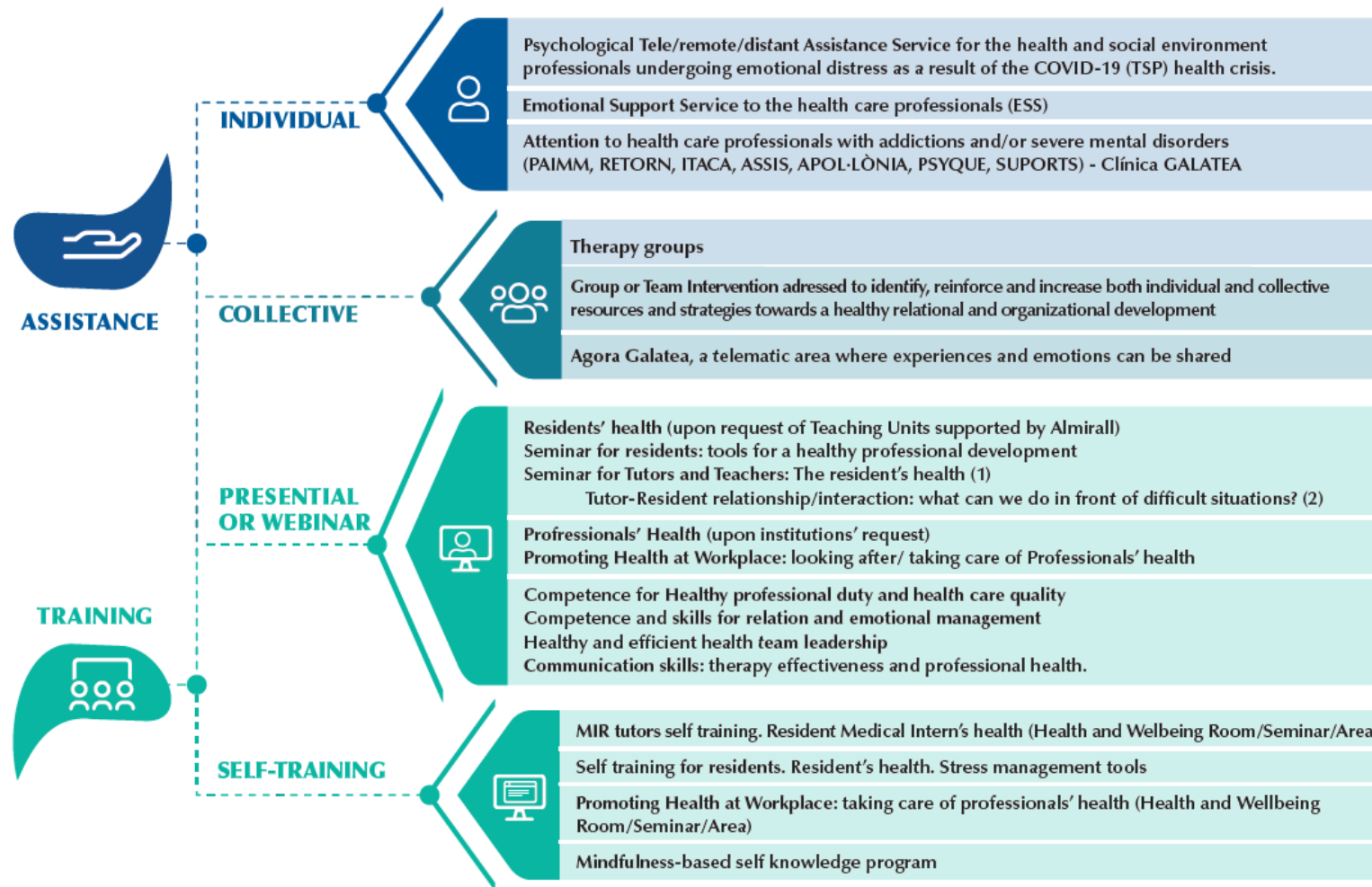
Residents with affective and/or anxiety disorders by sex:  
Comparative of baseline, 1st-year, and 4th-year survey.



Longitudinal study on the health, lifestyles, and working conditions of  
medical residents in Catalonia. 2018



# PAIMM AND THE GALATEA FOUNDATION



2020 - COVID

2017

1998

2012-2020

2018

2020

2009

2012

2018

2017

2020



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## CARING PROGRAMMES



PAIMM-CLINICAL ACTIVITY

PSYCHOLOGICAL SUPPORT



# ASSISTANCE SERVICES FOR HEALTH PROFESSIONALS

## ACTIVITY 2024



PHYSICIANS	570
NURSES	397
VETERINARY	28
PHARMACYST	13
PSYCHOLOGY	42
DENTISTS	3
SOCIAL WORKERS	33
PHYSICAL THERAPY	63



PHYSICIANS	282
NURSES	188
VETERINARY	6
PHARMACYST	6
PSYCHOLOGY	24
DENTISTS	5
SOCIAL WORKERS	12
PHYSICAL THERAPY	17

# PSYCHOLOGICAL SUPPORT: REASONS FOR CONSULTATION

45,1%

DIFFICULTIES RELATED TO  
THE WORK ENVIRONMENT



DIFFICULTIES IN THE  
PERSONAL AND WORK-  
RELATED SPHERES

21,7%

21,4%

DIFFICULTIES RELATED TO  
THE PERSONAL/FAMILY  
SPHERE



GRIEF FOR THE LOST OF  
LOVED ONES

5,0%

3,8%

WORK/FAMILY BALANCING  
CHALLENGES



SYMPTOMS RELAPSE

1,8%

0,6%

WORK REINTEGRATION



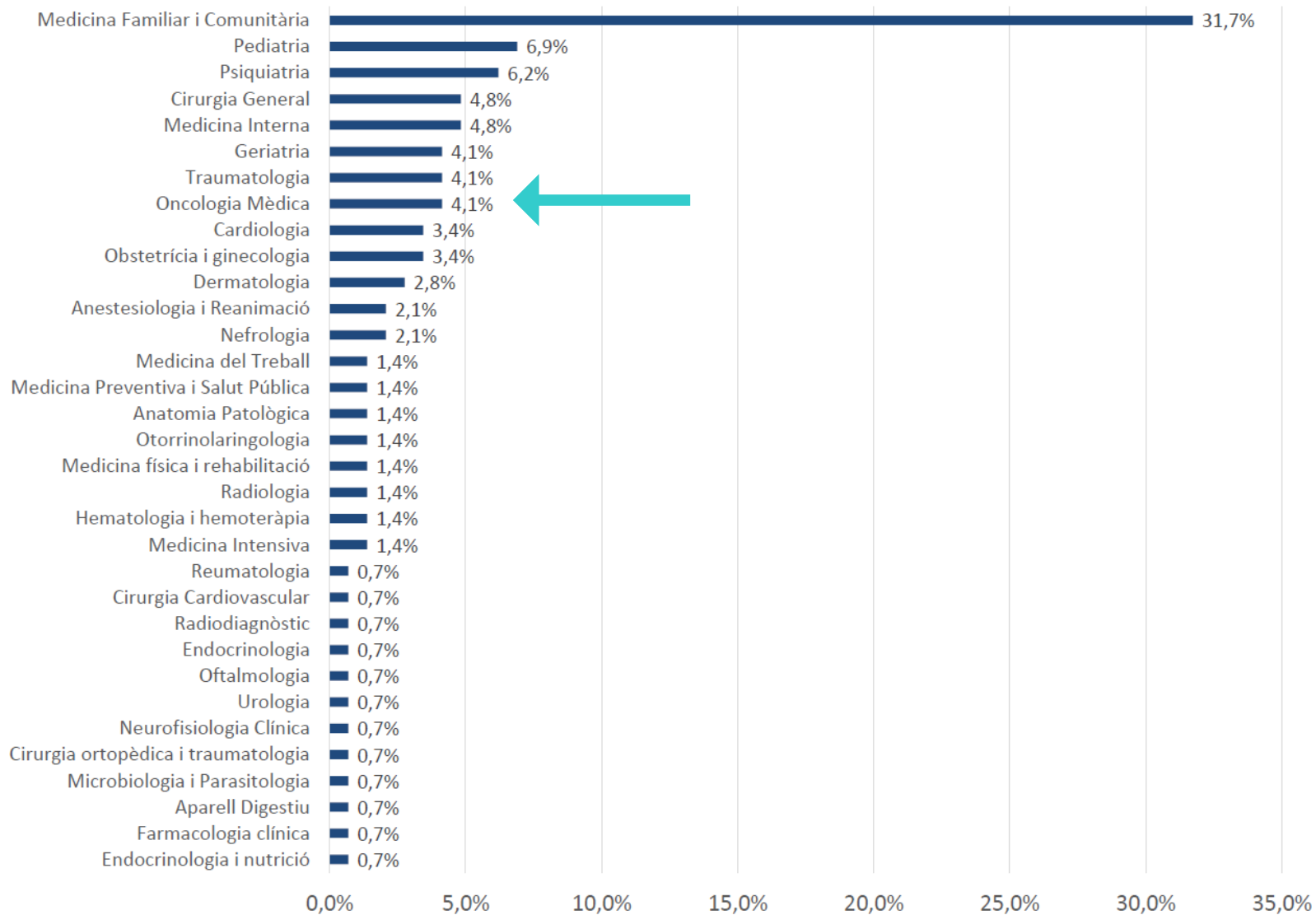
LONG COVID

0,3%



# PSYCHOLOGICAL SUPPORT

RESIDENTS



2024

DIAGNOSTICS

FIRS VISITS

ADAPTATIVE  
DISORDERS

32,2%

21,8%

DEPRESSIVE  
DISORDER

ANXIETY  
DISORDER

19,1%

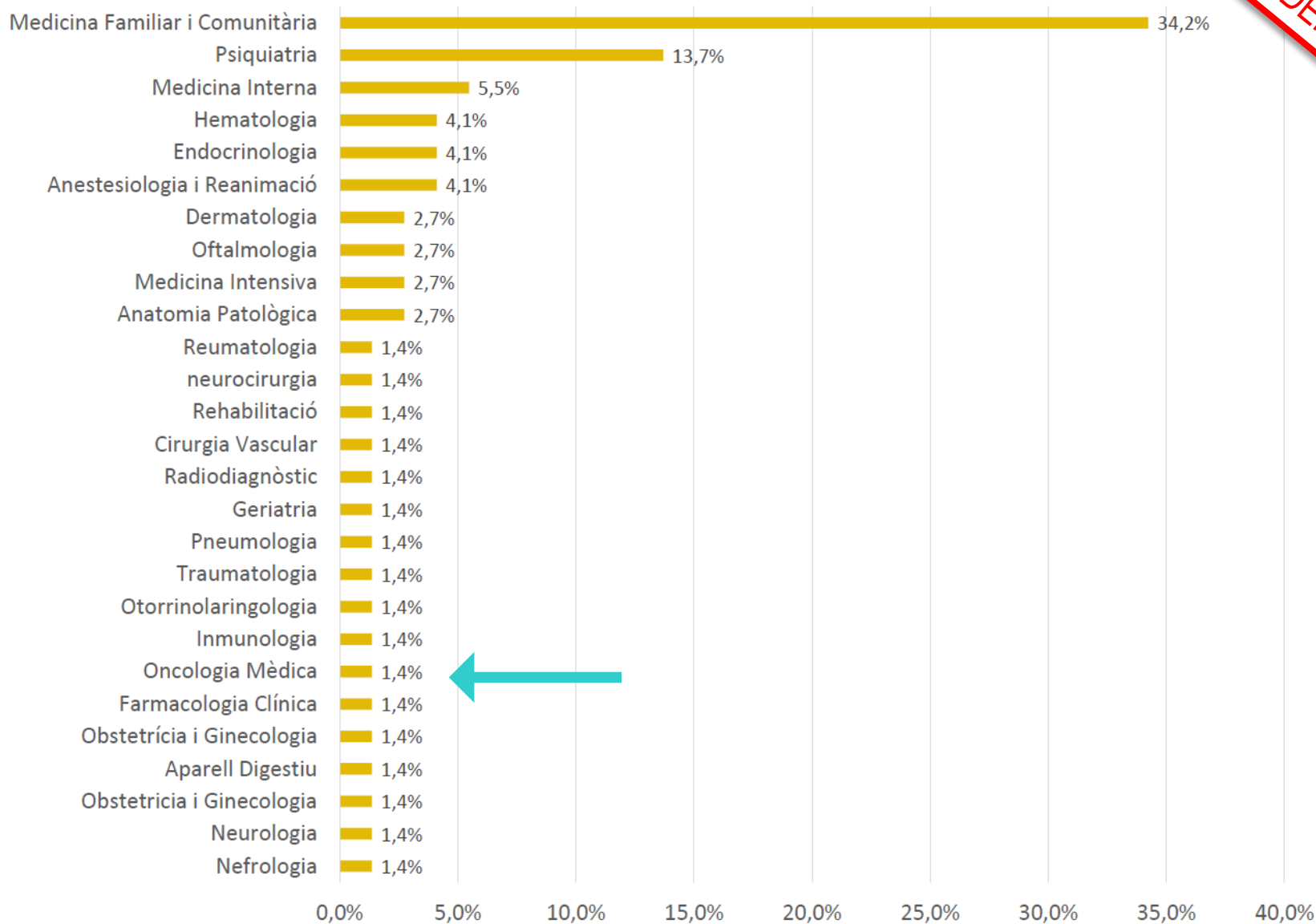
26,9%

ALCOHOL ABUSE	9,1 %
OTHER DRUGS	8,2 %
BIPOLAR DISORDER	2,3 %
PERSONALITY DISORDER	2,7 %
PSYCHOTIC DISORDER	1,4 %
OTHER	3,2 %

SEVERE MENTAL  
DISORDER

# MENTAL DISORDER TREATMENT

RESIDENTS



# PAIMM AND THE GALATEA FOUNDATION



## HEALTH PROMOTION AND PREVENTIVE PROGRAMMES



TRAINING AND SENSIBILIZATION ACTIVITIES

TEAM AND ORGANIZATION INTERVENTIONS

Fundació  GALATEA





# HEALTH PROMOTION & TRAINING



+ 325% attendees

+ 116% programmed activities

+ 30% hours



# TEAMS AND ORGANIZATION INTERVENTIONS



## TYPE OF ORGANITZATION

### 10 organizations:

Primary care: 0  
Hospitals: 4  
Hospice : 1  
Social care: 3  
Other: 2

20 TEAMS  
(13 new teams)

Mean interventions: 8  
128 professionals

## DEMAND

Many different consultations  
100% self-funded



# MEDICAL LEADERSHIP TRAINING



1. Medical professionalism in the 21st century
2. Competencies to lead transformation
3. Adding value to the doctor-patient relationship
4. Shaping the future
5. Building flexibility and adaptation to change
6. Commitment

# CONCLUSIONS



- ❖ **Mental health issues are present early** in our HC professionals and increase through the first years of training.
- ❖ **Different approaches** are needed to face treatment AND prevention.
- ❖ **Trustful institutions** are capital for successful programs.
- ❖ **Prevention and education** must be part of the strategy
  - ❖ Working conditions and environment
  - ❖ Clinical leaders
  - ❖ Health care system and culture



Thank you for your attention

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