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## Ergonomics in radiology: Preventing radiologist burnout

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### Abstract

Burnout is a global health problem affecting physicians across all medical specialties and Radiologists experience higher than average rates of burnout. With advance in information technologies, Radiologists are accepting and adopting filmless environment efficiently. However, the importance of optimizing workplace ergonomics has received little attention. The ergonomic design of any radiology facility has extremely important to optimizing work performance, comfort and wellbeing of radiologist, and can reducing burnout in radiologist. The main objective of this article is to provide an overview of radiologist burnout and we will review the different areas of ergonomics in radiology promoting health and wellness for radiologist.

**Keywords:** Ergonomics, imaging informatics, radiologists, burnout, wellness

### 1. Introduction

Ergonomics is the science of modifying the concept/structure of products to adapt them for use by humans. The special features of human characteristics like height, weight and properties are taken into consideration, also including the information about human hearing, sight, temperature and many more. Ergonomics is also known to be 'human factors engineering' [1].

Analytic imaging has gotten one of the quickest developing callings regarding innovation and apparatus which requires high specialized abilities for its execution. The journey to satisfy individual vocation objectives and authoritative goals may open representatives to business related conditions that are antagonistic to the wellbeing of the laborer. There has been innumerable number of physical wounds revealed by Radiographers and Radiologists, with lion's share of them whining of inconvenience, strains, and real agonies during and after radiologic techniques. The act of Radiology requires many work serious errands identifying with the conveyance of value quiet consideration. Such exercises incorporate lifting, bowing, pushing and keeping up off-kilter position for a drawn out time of time [2, 3, 4].

### 2. Why is Ergonomics important for Radiologists?

Radiologists are prone to repetitive stress-related or posture-related injuries that may lead to significant pain or a reduced quality of life. The injuries or disabilities are frequently in the neck, shoulder, back and wrists, but not limited to these areas. The incidence of these injuries has increases after the introduction of PACS workstations, resulting in longer hours spent in front of the computers, especially with the pressure of reading more cases. The injuries can be prevented or delayed by appropriate ergonomic set-up of the reading workstations. Informing radiologist of the importance of ergonomics early in their careers increases awareness of the importance of an appropriate ergonomic set-up in the work place. Ergonomic set-up of the reading workstations for radiologists mostly focuses on improving posture and having an appropriate amount of adjustable support while improving comfort.

An ongoing overview of in excess of 1,300 scholarly radiologists found that essentially all (98%) respondents utilized different screens for picture understanding purposes, however almost half (46%) utilize only one non-imaging screen for non-indicative purposes, for example, correspondence, entering RIS request data and work lists, and to get to electronic clinical records [5].

The study, whose outcomes showed up in the Journal of Digital Imaging, was directed by the

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University of Maryland Medical Center (UMMC) in Baltimore to research the impact of varieties in physical and advanced workspaces at scholastic radiology divisions [6]. The UMMC's radiologists and staff have led a lot of examination on the ergonomics of advanced understanding rooms and indicative workstation arrangements. Subsequent to organizing the consequences of the overview, which tried to recognize how much radiology perusing and RIS applications are impacted by workspace setups and different variables, the specialists presumed that equipping analytic workstations with a double non-imaging screen show arrangement may improve radiologists' accommodation and work process profitability in excess of a solitary non-imaging monitor.

The UMMC study faces up the significance of good workspace ergonomics to radiologist wellbeing and prosperity. Insufficient ergonomics focuses on the body by compelling it into off-kilter poses or rehashed developments, prompting inconvenience, weariness, torment and, after some time, musculoskeletal issues. Radiologists can battle these impacts in various manners; among the least demanding and most reduced cost ways is utilize ergonomically planned furnishings and practice ergonomically cordial work propensities.

The objective of rehearsing great ergonomics is to decrease strain on the body, which can be brought about by tedious movement, awkward body positions, hard work, vibration, and different elements. These instruments and tips can enable all radiologists to keep up most extreme proficiency and profitability [8].

### 3. Radiologist Burnout & its Impact

Burnout is a state that occurs when stress, exhaustion and other factors compound and someone can no longer recover, so they remain in this state. Burnout is a psychological

syndrome that arises in the setting of prolonged work-related stress. Although its specific manifestations are highly variable, the core features of burnout include emotional exhaustion, callousness or apathy towards patients or peers, and feelings of personal inadequacy. Burnout can have profound consequences for the affected radiologist, his or her imaging interpretation. They begin to lose touch with why they became a radiologist to begin with and they may care less and less about the outcome of each case or task.

Working as a radiologist often entails frustration and challenges. Compared with other specialists, radiologists are about in the middle of the pack. In general, all physicians are happier outside of work than at work, including radiologists. About half of radiologists are either very or extremely happy outside of work.

Burnout is a continuous piece of numerous doctors' lives, and for some it can even prompt self-destruction. This piece of Medscape's Lifestyle Report takes a gander at how regularly radiologists experience burnout, just as how glad they are in their own lives and how they invest their energy outside of work [16, 23].

Burnout can affect a radiologist's own psychological and physical wellbeing, which prompts a possible effect on the strength of the patient. At the point when somebody is encountering burnout, they may make more mistakes or not be as gainful as needed [17]. That prompts possible patient injury or misdiagnosis or cost factors for institution. On head of making blunders in persistent treatment, burnout can lead people to: Take part in amateurish conduct, Examine self-destruction or self-hurt, be missing from work more than typical or Resign early or change career [18]. In extreme cases its lead to suicidal tendencies. The Fig 1 and 2 demonstrates the important factors contributing radiologist's burnout and things they do to manage situation respectively.



Fig 1: Factor Contributing Radiologist's Burnout (23)

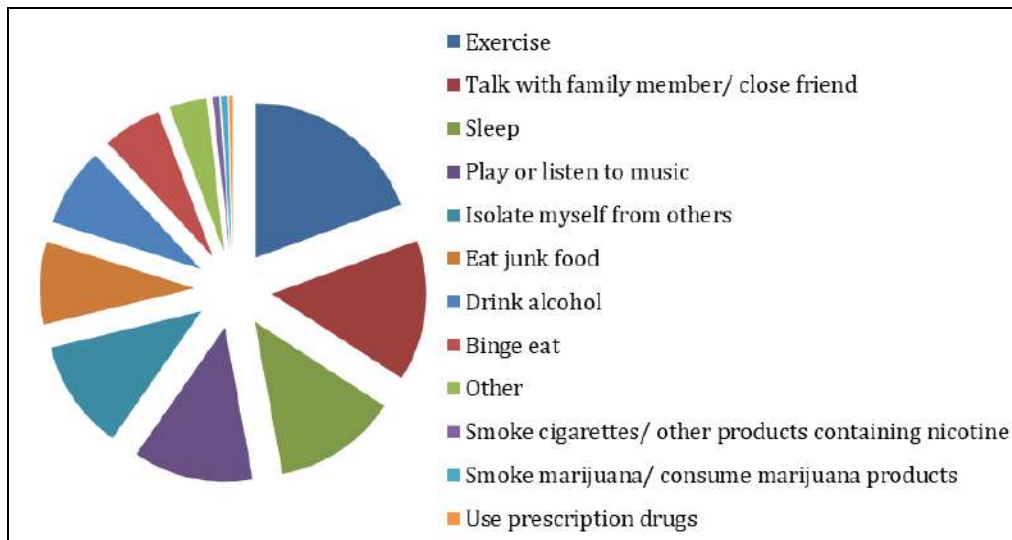


Fig 2: How do radiologists cope with Burnout (23)

#### 4. Institutional Radiology Workspace & Reading Room ergonomics

Most of us spend hours at our desk every day. Bad habits and incorrect posture can lead to short-term pains and aches that can turn into long-term injuries. The conventional personal computer (PC) working stance is situated and upstanding, presumably since typewriters were the default model for the essential information gadget: the PC console. The current pattern among some human variables experts turns a basic eye toward sitting as opposed to remaining at a PC [9]. Likewise with numerous circumstances throughout everyday life, the response to this polarizing issue lays some place in the center. Offering individuals the decision to sit or on the other hand stand is the way to encounter the different advantages of both. When not fastened in a seat, PC clients have a more prominent scope of movement, implying that they can collaborate with a variety of showcases outside the work zones usually connected with situated PC work. On the other hand, a few kinds of work exercises loan themselves to sitting. Strangely, ANSI PC workstation proposals included leaned back and declined sitting to upstanding sitting [10]. With the alternative to stand, radiology experts consequently gain reward workspace on the vertical plane. Divider mounted, articulating arms are especially appropriate for stacked screens, consoles, tablets, furthermore, video and sound gear.

##### 4.1. Ergonomic workstations

There are a number of useful tips you should follow to avoid this by maintaining good posture at your workstation (Fig 3).

##### A. Good working posture

Regardless of whether representatives are chipping away at the production line floor or in the corporate office, the main ergonomic need is setting up a decent working stance at their workstation. They ought to have the option to sit or remain in a nonpartisan body position with a casual stance that requires no distressing points or over the top coming to finish errands.

Office laborers ought to sit with hands, wrists, and lower arms that are straight, inline, and corresponding to the floor. The head ought to be level, looking ahead with no go to one side or right, and for the most part be in accordance with the

middle. Remaining at the workstation is additionally suggested and conceivably ergonomically stable, accepting representatives stand straight and their arms and wrists stay in the unbiased position. Standing is a decent contrast to sitting for extensive stretches [11].

##### B. Adjustable chairs and desks

To support great stance and the nonpartisan body position, undertakings should buy top notch movable seats, furniture, and gear. The more positions a seat and work area can change in accordance with, the more they can be customized to the individual utilizing them. With regards to ergonomics, one size most certainly doesn't fit all.

##### C. Proper display height and distance

Screens and other presentation gadgets ought to be put at eye level with the individual utilizing them. Review a presentation ought not to require stressing of the neck nor squinting of the eyes. Ergonomics directs that people not be required to turn their neck to one side, right, up, or down to see a showcase. This guideline applies to people with the ordinary single screen and force clients utilizing various shows also.

##### D. Keyboard and mouse position

While regularly ergonomic bits of hindsight, the best possible console and mouse arrangement is similarly as significant as stance with regards to unbiased body situating. On the off chance that people are going after the mouse at a terrible point or need to disregard the inline equal principle for elbows and wrists, they will lose impartial situating. Going after info gadgets can prompt unnecessary exhaustion, and after protracted presentation, injury.

Consoles and mice ought to be set where they can be gotten to without breaking any of the impartial situating rules. Furthermore, the two gadgets ought to be custom fitted for the individual utilizing them. This may require customizable gadgets or maybe various gadgets for various clients. Adaptability is the key [12].

##### E. Standing up and moving around

For office laborers, this is maybe the most significant hint in the rundown - get up and move around. It is only that basic. When 60 minutes, laborers should stand up and take a

couple of moments to stroll a few doors down, get a beverage, glance out the window, anything that gets them out of their seat [13, 14]. Bosses and chiefs who dishearten this ergonomic strategy are completely misguided. Keep in mind, a sound workplace is a gainful workplace.

#### F. Ergonomic accessories footrest, headsets, document holder, and ball

Throughout the years, office hardware providers have created ergonomic assistants to help ventures and people improve their workspaces. Littler people may profit by a

stool when workstation work areas are not customizable, for instance. The individuals who are required to chat on a telephone throughout the day will require a headset to free their hands and take care of them. People required to peruse printed archives are probably going to require a report holder, ideally flexible, and maybe task lighting too. A few people depend on the advantages of a parity ball seat [15]. With regards to office gear, undertakings ought to do whatever is sensible to make workstations as solid and ergonomic as could reasonably be expected.

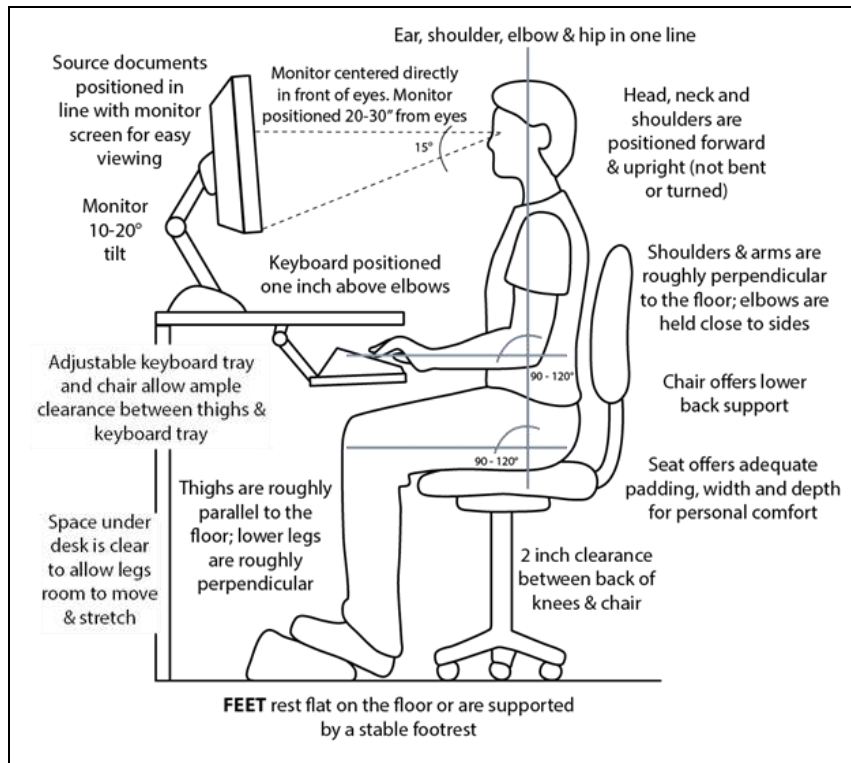


Fig 3: Ergonomic workstations

#### 4.2. Reading Room Design

Reading room / Reading area is a defined space containing one or more areas. Environment designed for image display include spaces other than reading rooms, and these consist of 3D reconstruction and visualization labs, picture archiving and communication system (PACS) displays in the operating room and referring physicians PACS viewing area. Work area is the zone including PACS monitors and computer systems, often refer to a workstations. Radiologists often refer to a workstation specifically as the PACS equipment. Reading workstations may be shared by several individuals of wearing size, shape and age. Thus, each physical element (work surface, chair, monitor, input device, etc.) comprising the workstation should be capable of various adjustments and positions. Even if only one individual uses a given workstation it should be capable of a range of adjustment to prevent fatigue during a work session. Consider reading in a variety of positions including seated, standing and reaching [26].

3 points of contact should be considered when designing an Ergonomics work environment.

- Where the eyes meet the monitor.
- Where the hands and finger contact the input device (the input device is hand operated).

- Where the body rests against the chair.

##### 4.2.1 Educating the Design Team

Be sure your design team understands both the importance of the reading room and the activities that take place therein, as softcopy reading is different from conventional radiology reporting room. Thus, post-construction modifications are more difficult and often less effective than for hardcopy read area. Unified visions amongst the radiologists are required for this process.

##### 4.2.2 Room Enclosure

After determining the preferred reading environment, there is usually a need for both visual and acoustic privacy (spatial separation) while at the same time having a need for extensive collaboration with co-workers (spatial openness). Unlike private offices are desired, consider subdividing the radiology reading room into a moderately sized space into small work area using ergonomically designed fully adjustable modular furniture.

##### 4.2.3 Lighting

Lighting control is the reading room's single most important design consideration. Improper lighting can lead to a fatty headache and other injuries. Each area within reading room



should have individual controls. Room illumination levels should be approximately equal to the illumination level of the primary reading monitor. Reflection of light sources on the monitor's surface (Veiling glare) should be minimized by appropriate lighting.

Two distinct types of lighting are needed in reading room. Primary is Dimmable ambient lighting which provides low level of evenly distributed background illumination for image interpretation, and which can be adjusted for higher illumination for maintenance and housekeeping activities. Indirect ambient lighting that bounces off a surface such as the ceiling is generally preferred over direct lighting where the source elimination can be seen. A ceiling height of 9' 6" or higher may be required for proper installation of indirect lighting. Second, Supplemental task lighting as additional local lighting that enables manual tasks such as writing and paperwork without disturbing other radiology colleagues. It should be narrowly focused may be mounted to workstations or be portable fixtures.

#### 4.2.4 Acoustics

Acoustic control within the reading room has always been an important issue with advancement of speech recognition and structure reporting. Two types of sound should be addressed are Noise from computers and Discernable Conversation. It can be controlled by using sound absorbing materials for wall, floor and ceiling finishes along with sound-absorbing partitions. Sound masking systems should be placed. The reading room configuration and its furniture should accommodate future developments in reading processes and technology. Virtual reality and visual immersion studios, while in limited use today, may become more common in the future.

### 5. Things to do to prevent radiologist burn-out

Burnout is something that must be tended to by both individual experts and the associations that utilize them. Instead of tending to burnout after it happens, most specialists state the best methodology is proactive. By figuring out how to perceive side effects of approaching burnout and acting to lessen pressure and reconnect somebody with their activity, you can help decrease the occasions of burnout in radiology [19]. That underpins a reliably increasingly positive result for radiology experts, their patients and medicinal services associations.

#### 5.1 Combating radiologist burnout on a Organizational level

The workplace can positively impact burnout in a number of ways and should be done in tandem with individual

physician efforts [24]. Its largely depends on culture of the radiology work environment along with organizational leadership and practices. Following are the things that can be encourage by institution for wellbeing of their radiologists.

- **Change assessment structure for Radiologists** which is not just depends on production numbers, but includes participation in hospital committees, respect from referring clinicians and teaching activities as well.
- **Decreasing administrative work and bureaucratic tasks which prevent radiologists** feelings like a cog in the wheel. Encouraging **ergonomic** reading rooms for multiple radiologists, where they can interact with their peers personally and professionally.
- **Strengthen team relationships** by scheduling fun activities outside the workplace, amongst their colleagues and referring physicians.
- **Give meaningful work by providing** the types of images they prefer to read, they'll be more engaged with the work.
- **Radiology Institutions having good leaders and manager**, the followers will have less burnout and more resilience.
- **Increase independence and control** over minor changes which can increase morale.
- **Engaging national meetings and curricula** by sharing best practices and research within peers, and to show the importance on a national level.
- **Creating proactive appraisal strategies** that permit caring authority to decide when a human services proficient might be battling and offer proper help [20].

#### 5.2 Combating Radiologist Burnout on a Personal Level

A radiologist can lessen their own possibility of burnout by creating positive psychology within. Like all health problems, identifying issues of stress and burnout early and taking appropriate actions are key to resolving them. The methods like mindfulness meditation, music, aikido, yoga, running and spending time with friends and family, are effectiveness in reducing depression, anxiety, and stress; thereby improving quality of life, physical functioning and improved well-being among radiology professionals. Radiologist can create solid self-care propensities, getting much needed rest and working with others to make a positive group cultures that enables all wellbeing. One may need to stay flexible and be open-minded to try different things in order to find what works for each individual radiologist to achieve a healthier work environment and resilience as an end goal (Fig 4).



**Fig 4:** Diagram illustrates strategies that may help in building resilience against burnout [25].

## 6. Conclusion

The ergonomic design of any radiology facility has extremely important to optimizing work performance, decrease burnout, increase comfort and wellbeing of radiologist. Establishing positive practice environments across radiology suite is essential for radiologist's wellbeing and productivity. The authors highlight recognized stressors in the contemporary radiology workplace and offer practical suggestions for mitigating burnout, improving professional engagement, and promoting wellness. Radiologist wellness is recognized as a critical component of enhancing the quality of medical imaging and health care. Optimization of workplace ergonomics should be considered in the basic design of any modern radiology suite and will bring radiologists closer to professional happiness.

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