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For more information, contact:

Beth A. Bortz, President and CEO
Virginia Center for Health Innovation
bbortz@vahealthinnovation.org

FIRST IN THE NATION STATEWIDE COLLABORATIVE LAUNCHED IN VIRGINIA TO ASSIST FIVE ORGANIZATIONS WORKING TO REDUCE CLINICIAN BURNOUT AND INCREASE RETENTION

THE AIM: MAKE VIRGINIA THE BEST PLACE TO PRACTICE MEDICINE AND RECEIVE CARE

Richmond, Virginia, November 4, 2024 – Today, the Virginia Task Force on Primary Care officially launched its statewide, first in the nation, multi-organization partnership to better understand and address the causes of clinician burnout and impediments to well-being, particularly as they relate to the provision of primary care. The collaborative’s objective is to reduce organizational barriers to well-being by aligning efforts on key system drivers, such as enhancing team-based care, reducing administrative burden within workflows, improving EHR-related efficiencies, fostering leadership skill building, and cultivating collegiality.

Instead of seeing retention as a solo enterprise or even a competition across organizations, these organizations have agreed to conduct organizational surveys (known as organizational biopsies) of their clinicians at the same time and with the same set of standard questions so that each organization can understand where it stands in terms of provider well-being and the state can see and respond to data from across the Commonwealth. The Virginia Joy in Healthcare Collaborative is committed to working together to make Virginia the best place to practice medicine and receive care. It includes five large health care entities:

- Ballad Health
- Bon Secours Richmond
- Carilion Clinic
- Children’s Hospital of The King’s Daughters
- Trusted Doctors

The collaborative is staffed by the Virginia Center for Health Innovation, with funding support from the Commonwealth of Virginia.

Each of the five organizations is preparing to participate in the AMA’s Joy in Medicine Health System Recognition Program and will implement programs and policies that actively support well-being so clinicians and their patients can thrive. Ultimately, participants can earn bronze, silver, or gold levels of recognition by fulfilling criteria in assessment, commitment, efficiency of practice environment, leadership, teamwork, and support.

The initiative is designed to complement the ALL IN: Caring for Virginia’s Caregivers program (<https://vhha.com/qp-caring-for-virginas-caregivers/>) and the Safe Haven program

(<https://www.msv.org/programs/safehaven/>). Organizations can participate in all three programs and can use the ALL IN Symphony platform as part of their strategy for building an action improvement plan for the Joy in Medicine program.

If successful, the program will significantly increase the number of Virginia organizations recognized by the AMA's Joy in Medicine Health System Recognition program from 1 (Centra Health) in 2023.

About the Virginia Center for Health Innovation

Incorporated in January 2012 following a recommendation from Gov. Robert McDonnell's Virginia Health Reform Initiative, the Virginia Center for Health Innovation (VCHI) seeks to facilitate innovation by convening key stakeholders and securing the resources to accelerate value-driven models of wellness and health care throughout Virginia. VCHI is the principal trusted convener in the Commonwealth of Virginia leading cross-sector improvement in health care value. We provide transparent and equitable access to research on and the monitoring of indicators tracking the performance of Virginia's health care delivery system and public health system on health care value and wellbeing. We champion policy changes and improvements in Virginia's health care data infrastructure so that those who provide, receive, and purchase health care can make better informed decisions. For more information, visit www.vahealthinnovation.org and follow us on [LinkedIn](#), [Facebook](#), [Twitter](#), and [Instagram](#).

About the Virginia Task Force on Primary Care

The Virginia Task Force on Primary Care (VTFPC) was launched by VCHI in August 2020 in response to the critical needs of front-line primary care providers exacerbated by the COVID-19 pandemic and continuing to challenge the profession, including: record levels of burnout and workforce shortages; inadequate and ineffective resources allocation; burdensome and confusing quality reporting requirements; and insufficient data infrastructure to support timely, high-quality care for Virginians. The Task Force is funded by the Virginia Department of Health and currently has 31 members and an additional 26 subcommittee members, representing front-line providers, health system administration, health plans, employers, patient representatives, state officials, and General Assembly members.

About the AMA Joy in Medicine Program

Representing the AMA's steadfast commitment to advancing the science of physician burnout, the Joy in Medicine™ Health System Recognition Program empowers health systems to reduce burnout and build well-being so that physicians and their patients can thrive. Recognition is based on organizational achievement and effort in six competency areas, evaluated through self-assessment and supporting documentation:

1. [Assessment](#): Measuring physician well-being and burnout is critical to understanding and addressing system issues.
2. [Commitment](#): A cross-cutting organizational commitment to workforce well-being is essential to preventing burnout within an organization.
3. [Efficiency of practice environment](#): Operational efficiency is key to supporting well-being. Workflow and technology inefficiencies – in addition to documentation requirements–play a central role in driving burnout among physicians.
4. [Teamwork](#): Effective teamwork can have a tremendous impact on the overall well-being of physicians and care teams.
5. [Leadership](#): Leadership behaviors set the foundation of organizational culture, a primary indicator of organizational well-being.
6. [Support](#): Cultivating connections at work is an important means to driving professional satisfaction.