



OPTUMCare Clinician Well-Being Commitment Statement

OPTUMCare is a consortium of medical groups under the umbrella of Optum, which is the care delivery arm of UnitedHealth Group. OPTUMCare medical groups exist in multiple states focused on primary care as well as value-based care. Physician leadership is demonstrated through our Physician Executive Council (PEC), the dyad partner to the Chief Executive Officer.

UnitedHealth Group and Optum recognize the significant negative impact of burnout and understand that the primary drivers of burnout are organizational factors. To help combat burnout and promote a healthy workforce, OPTUMCare launched the Clinician Well-Being Task Force in 2018, comprised of key leaders and stakeholders from across all OPTUMCare Care Delivery Organizations (CDOs).

OPTUMCare is utilizing the model created by the National Academy of Medicine as its framework in approaching reduced burnout and enhanced clinician well-being. Current objectives of the team include:

- To champion joy in practicing medicine
- To re-engage and restore a sense of purpose and meaning within clinicians by focusing on the reasons why they went into practicing medicine in the first place
- To remove non-value work and other barriers preventing clinicians from focusing on patient care
- To foster connection and community, countering professional loneliness
- To break down the fear and stigma associated with showing vulnerability and asking for help

Our approach is to develop a variety and multitude of solutions that addresses external, organizational, and individual drivers with national and local solutions, securing both short and longer-term wins. The Task Force is newly chartered and composed of incredibly passionate and engaged leaders across OPTUMCare. These physician and advanced practice clinician leaders, human capital partners, and administrative leaders have demonstrated an unwavering commitment to champion joy in practicing medicine while fostering exceptional clinician well-being.