



PUBLIC SAFETY PERSONNEL & BURNOUT

Causes of Burnout

Burnout

is a occupational phenomenon that may occur when someone experiences chronic workplace stress. Symptoms include: overwhelming exhaustion, increased cynicism, feeling ineffective and detached from the job, and/or does not find work rewarding.



The following include organizational, situational, and individual risk factors associated with burnout among Public Safety Personnel (PSP):

Organizational Risk Factors

Long shifts lasting 12-24+ hours

Too few people on the job

Stigmatizing vulnerable emotions and appearing weak

Poor organizational attentiveness and responsiveness to what employees need

Insufficient amounts of safety equipment

Not enough downtime between calls

High job demands and low resources

Too many shifts

Situational Risk Factors

Increased weekly call volume

Experiencing vicarious trauma

Direct exposure to COVID patients

Constantly under time pressure to make important decisions and perform life-saving interventions

Physical fatigue from heavy lifting, forceful exertions, and excessive reaching

Individual Risk Factors

Having 5-15 years of work experience

Younger age

Burnout is a product of multiple factors occurring within the workplace.

Workplace-specific interventions must occur to effectively target burnout.



Sources

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