

Supporting the wellbeing of physicians

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Objectives

By the end of this session you will be able to:

- Identify factors which influence your personal wellbeing
- recognise the impact that small scale interventions can have in improving the wellbeing of you and your team



Activity 1: Quiz

Using the cards provided, raise the appropriate colour of card according to whether you believe the statistic contained within the statement should be higher or lower.

Higher = Red

Lower = Green



Statement 1

In 2018 60% of doctors believed that the NHS workforce is demoralised.

Higher = Red

Lower = Green



Statement 1: Answer

In 2018 60% of doctors believed that the NHS workforce is demoralised.

Answer = Higher **Red**

84% of doctors

(RCP Survey NHS Reality Check)

2018



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Statement 2

In 2017 50% of the NHS workforce have felt unwell due to work related stress

Higher = Red

Lower = Green



Statement 2: Answer

In 2017 50% of the NHS workforce have felt unwell due to work related stress

Answer = Lower Green
38.4% of the workforce

NHS Staff Survey 2017



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Statement 3

Between 5 – 9% of doctors will suffer from depression at some point in their career.

Higher = Red

Lower = Green



Statement 3: Answer

Between 5 – 9% of doctors will suffer from depression at some point in their career.

Answer = higher **Red**
10-20%

(BMA Supporting Health and Wellbeing Oct 2018)



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Statement 4

The proportion of hospital doctors retiring on grounds of ill health in 2008 was 1%.

In 2018 it was 3.2%

Higher = Red

Lower = Green



Statement 4: Answer

The proportion of hospital doctors retiring on grounds of ill health in 2008 was 1%.

In 2018 it was 3.2%

Answer = higher **Red**

5.4% of doctors retired on grounds of ill health in 2018

(BMA Supporting Health and Wellbeing Oct 2018)



Circle of influence and concern

Problems, challenges and issues we face daily fall into two areas:

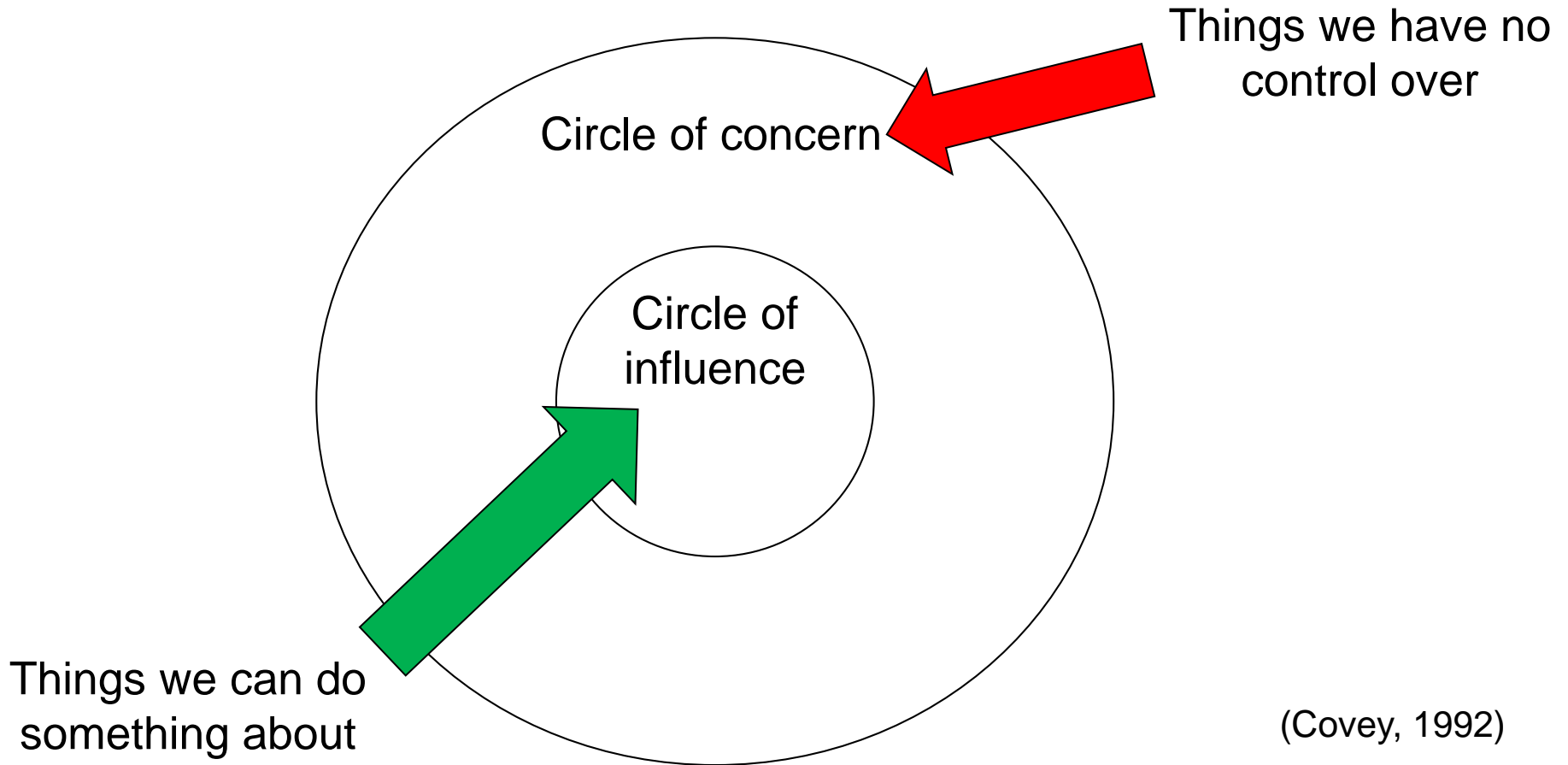
- **circle of concern**
- **circle of influence**

There are some things we have no real control over and others we can do something about

Where do you focus your energy?



What's in your circle of Concern/influence?



Activity 2: Circles of concern and influence

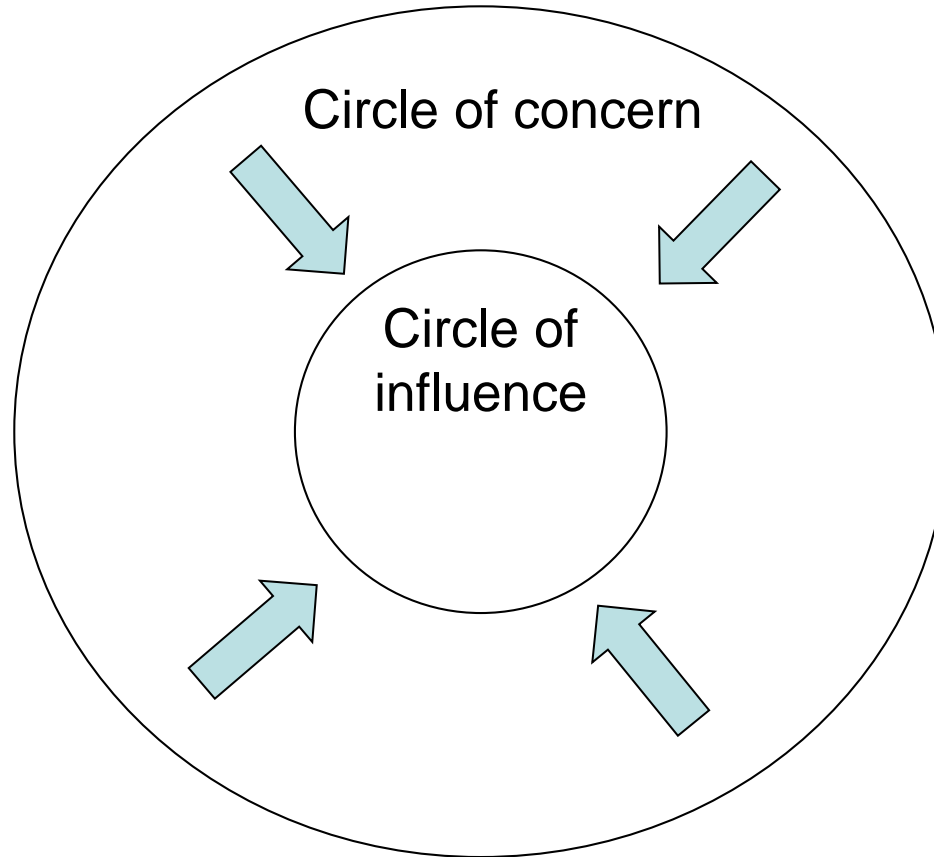
Use the handout to consider what lies within your circle of concern and influence (lets stick to work concerns for now!)

Pair up with someone and challenge each other – do we have absolutely no influence of the items in our circle of concerns?



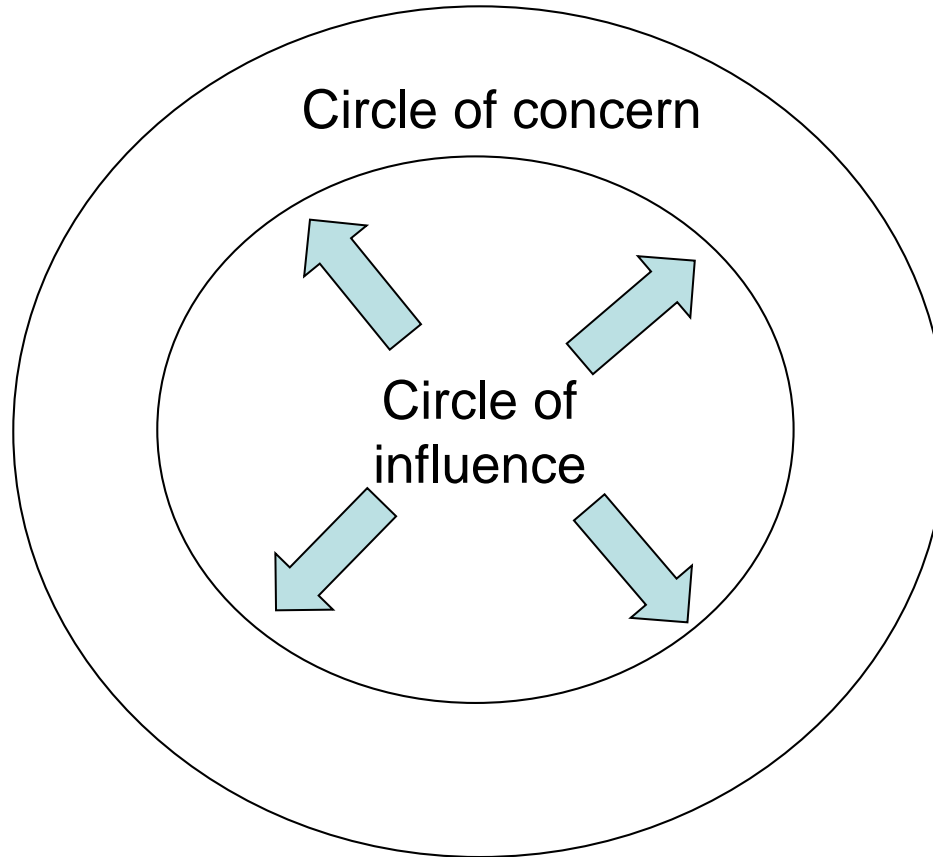
Reactive focus

Negative energy reduces the circle of influence



Proactive focus

Positive energy enlarges the circle of influence



Circles of influence

Looking at your circles of influence/concern:

- What aspect do you have the most influence over?

YOURSELF!



Activity 3: Mayo Clinic Wellbeing Index

Take a few moments to look at the Mayo Clinic Wellbeing Index. Consider the questions being asked. Share your thoughts with the person next to you. Are there any questions you would change or would like to be included?

www.mywellbeingindex.org



Mayo Clinic Wellbeing Index

- A validated tool to evaluate fatigue, depression, burnout, anxiety/stress, and mental/physical quality of life in medical professionals
- Validated > 13,000 physicians and medical students
- Individual's scores compared to normative data from a large national (US) sample
- Evidence indicates is useful at identifying physicians in distress and those whose degree of distress places them at risk of adverse consequences e.g. medical error



Using the Wellbeing Index – a small intervention

Attending at the University of Buffalo, NY working on the Paediatric Critical Care Unit introduced the following:

- Residents completed the Mayo Wellbeing Index
- Journal Club introduced with focus on publications about wellbeing
- Residents encouraged to write reflections of their experiences on the unit
- One hour open ‘discussion forum’ held monthly



Using the Wellbeing Index – a small intervention

Results after four months:

- Potential burnout in one resident spotted with appropriate support being provided
- Growing attendance at the ‘open discussion forum’ via word of mouth
- Residents keen to lead future forum discussions
- Mid-point evaluations demonstrated an increased feeling of wellbeing



Using the Wellbeing Index – a small intervention

Small interventions can make a difference – for you and your team!



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Questions



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