

Well-Being Resources

A guide to resources for supporting doctors

Introduction

This document has been compiled as a source of support for doctors to help them to look after their well-being. There are many resources available but anecdotally rotating doctors are often unaware of them or how to access support.

This list will not be exhaustive and there has been no deliberate inclusion or exclusion of resources. If there are any suggestions for additions, please get in touch!

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SURVEY

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Global resources for doctors

Tea and Empathy

<https://www.facebook.com/groups/1215686978446877/permalink/1384844538197786>

- An online forum community of health practitioners who provide support
- Search Facebook or Twitter for Tea and Empathy

BMA Counselling and advice service

<https://www.bma.org.uk/advice/work-life-support/your-wellbeing/bma-counselling-and-doctor-advisor-service>

- 24 hour a day confidential help line run by counsellors
- Offers up to 6 structured telephone or video counselling sessions

BMA Doctors advise service

<https://www.bma.org.uk/advice/work-life-support/your-wellbeing/bma-counselling-and-doctor-advisor-service>

- Telephone access to speak to a doctor about distress or difficulty. You will be given details and availability of a doctor to telephone. They do not do crisis response or offer diagnosis or treatment

BMA well-being page

<https://www.bma.org.uk/advice/work-life-support/your-wellbeing>

- Range of services and information to support doctors

Doc Health

<https://www.dochealth.org.uk/where-we-can-help>

- A not for profit service offering psychotherapeutic intervention to doctors across the UK
- The service is based in London, but after an initial consultation, appointments can be carried out via Skype or Facetime
- They offer up to six sessions of 1 to 1 support by a consultant psychiatrist. The service is costed based on grade
- At the time of writing a consultation for a trainee of any grade is free with follow up sessions costing £50 each
- At the time of writing a consultation for a GP or consultant is £50 with follow up sessions costing £90 each

Doctors Support Network

<http://www.dsn.org.uk/>

- A charity run by volunteers which provides a peer support network for doctors and medical students with mental health problems including stress, burnout, anxiety, depression, psychosis and eating disorder
- Free service which relies on donations
- They have an online forum, events and online articles available

Medical Forum

<http://www.medicalforum.com/>

- A website with a focus on medical career planning which also covers burnout and exercises to consider our work life balance

Disabled Doctors Network

<https://www.disableddoctorsnetwork.com/contact-us>

- Information and resources for doctors with chronic health conditions, ill health or disability

GP Health Service

<http://gphealth.nhs.uk/>

- Confidential service for GPs or GP trainees which provides mental health support, including stress, depression and addiction
- Does not provide secondary care level mental health support
- Accessed via email or telephone

HOPE

<http://www.hope4medics.co.uk/homepage.php>

- A website for doctors with disability or chronic health conditions

NHS Practitioner Health Programme

<http://php.nhs.uk/>

- A service for doctors and dentists with physical or mental health problems.
- Accessed via telephone
- However, this is a London based service which requires payment for out of London doctors or trainees

The Louise Tebboth Foundation

<http://www.louisetebboth.org.uk/>

- A website which aims to support doctor well-being and families of doctors who are bereaved due to death by suicide

In Health Education England across Yorkshire and Humber

Human Factors

Enhancing human factors one day inter-professional staff training

https://www.yorksandhumberdeanery.nhs.uk/learner_support/generic_skills_courses

- Facilitated by the Faculty of Human Factors
- Available in Sheffield and Leeds
- Can book onto course independently via online site
- Accept bookings from doctors of all grades

Coaching

<http://www.yorksandhumberdeanery.nhs.uk/education/coaching/faqs/>

- Coaches are available across Y&H to support trainees
- This service is appropriate for all trainees, four funded sessions available

Trainee Support Services

Take Time

https://www.yorksandhumberdeanery.nhs.uk/learner_support

- A Leeds based psychological service for doctors which accepts trainees from across Yorkshire and the Humber
- Self-referral

Workplace Well-being

<https://shsc.nhs.uk/working-for-the-trust/workplace-wellbeing/>

- A Sheffield based counselling service for doctors
- Self-referral

Second Victim Support website

<http://secondvictim.co.uk/>

- Collection of short case stories and resources for healthcare professionals involved in a significant incident

Trust resources

In order to access trust-based resources it is advisable to contact occupational health or look on the trust intranet/course booking system.

The below list does not include all trusts, the lists given are not exhaustive and available resources are likely to change regularly.

Please see these lists as possible available resources.

South Yorkshire

Sheffield Health and Social Care Trust

- Alcohol Support through START services
- Chaplaincy Service - chaplains@shsc.nhs.uk
- Employee Physiotherapy Service - physiotherapyreferral@shsc.nhs.uk
- Mental health and wellbeing support through IAPT Service
- Schwartz Rounds – contact Diane Crooke
- Smoking Cessation advice - smokefree@shsc.nhs.uk
- Staff Mental Health Support Group
- BME support
- Coaching Service
- Physical health initiatives e.g. boot camp, running groups, body balance
- Mindfulness sessions available

Sheffield Teaching Hospitals Trust

Access the Health and Well-being Intranet page on a trust computer.

- Employee Psychological support service (EPSS)
- Staff physiotherapy service
- Health checks in occupational health
- Free access to the headspace app for all staff (contact staffengagement@sth.nhs.uk)
- Mindfulness sessions run by the chaplains

- Financial wellbeing support through Sheffield Credit union
- Staff benefits at some local gyms
- Bikes on salary sacrifice
- Salary sacrifice for child care fees.
- Introduction to personal resilience talks – i.e tips to help staff look after themselves
- Preparing for retirement talks (enrol on ESR)
- Alcohol and drug support
- Sleep hygiene advice
- Chaplaincy service

Rotherham NHS Foundation Trust

- Mindfulness sessions weekly in the hospital library
- One day mindfulness compassion course
- Cycle to work scheme
- Staff exercise classes such as Zumba and Yoga
- Intermittent staff financial well-being sessions
- Courses such as anxiety management, self-esteem, self-care and mindfulness.

Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust

- A health and well-being policy for staff
- A health and wellbeing service
- A health and wellbeing library
- Offer specific training to staff on conflict resolution, dealing with violence and aggression and dealing with difficult phone calls.

HELP Health and Wellbeing Service

www.dbh.helpeap.com

www.dbh.wellbeingzone.co.uk

- A unique web based and mobile app health management resource
- Self-referral
- Sign up and enter code: DBH1
- Contact Details 0800 028 8761

Doncaster Health and Well-being Library

<https://www.dbth.nhs.uk/services/library-services/health-wellbeing-library-services/>

- A library of books helpful for health and well-being
- At Doncaster Royal Infirmary

Rotherham Doncaster and South Humber NHS Foundation Trust (RDASH)

<https://www.rdash.nhs.uk/about-us/work-for-us/why-work-for-us/professional-support-for-you/>

- Multi-professional preceptorship programme
- Structured transition for newly registered practitioners requiring a period of support

Barnsley Hospital NHS Foundation Trust

<http://www.barnsleyhospital.nhs.uk/health-professionals/occupational-health/>

- Occupational Health Department including occupational health nurses and counsellors trained in stress management and PTSD
- Eye Movement Desensitization Reprocessing (EMDR) available for PTSD
- Workplace meditation

West Yorkshire

Leeds Teaching Hospitals NHS Trust

- Employee Assistant Programme (24/7 counselling) 0800174319
- LTHT Wellbeing Zone www.ltht.wellbeingzone.co.uk
- Staff counselling via self-referral on occupational health page of intranet or calling 01132065515
- Physiotherapy via occupational health page of intranet
- Podiatry services via telephone ext 64375 or 65524
- Gym on site available at reduce rates (leedsth-tr.healthandfitness@nhs.net)
- Health Trainer on site each Wednesday at St James Hospital (Saskia.fisher@healthforall.org.uk)
- Staff wellbeing team care.services@nhs.net or 0113 206 4060

South West Yorkshire Partnership NHS Foundation Trust

- Occupational health service, including fast track physiotherapy and support for work related stress
- Staff retreats
- Urban retreats (one day including mindfulness)
- Mindfulness lunch time sessions
- Trust confidential staff counselling service available by self-referral.

Mid Yorks NHS Trust

- Schwartz Round
- Trust well-being service (contact occupational health)
- A "Tell Sarah" email process for reporting on good and bad aspects of the job.
- A Consultant led mentorship scheme with mentors available to trainees (contact Andrew Jackson)

North Yorkshire & East Coast

Hull and East Yorkshire Hospitals NHS Trust

Developing resilience (replaced "I'm not stressed")

- 1-day face to face course
- Available to all staff
- Self-enrol via hey247 portal

Meditation

- 1- or 2-hour lunch time session
- At Hull Royal Infirmary or Castle Hill hospital Hull
- Available to all staff
- Self-enrol via hey247 portal

Mindfulness based stress reduction (MBSR)

- 8-week online course
- Requires attendance at 1 face to face session of 2-4 hours
- Available at Hull Royal Infirmary or Castle Hill hospital Hull
- Self-enrol via hey247 portal

Royal College Resources

Royal College of Psychiatry

Psychiatric Support Service

<https://www.rcpsych.ac.uk/members/psychiatristssupportservice.aspx>

- A free service for psychiatrists of all grade accessed via telephone in office hours

Royal College of Physicians

Mentor service

<https://www.rcplondon.ac.uk/education-practice/advice/want-be-mentored>

- A free mentor service for members of the Royal College of Physicians

Royal College of Surgeons

Surgeon to surgeon helpline

<https://www.rcseng.ac.uk/careers-in-surgery/csas/surgeon-to-surgeon-helpline/>

- A free point of contact with another surgical colleague who can provide advice or signposting

Royal College of Obstetrics and Gynaecology

Assertiveness at work

<https://www.rcog.org.uk/en/careers-training/resources--support-for-trainees/advice-and-support-for-trainees/assertiveness-at-work-advice-for-trainees-on-dealing-with-undermining/>

- RCOG have produced guidance for trainees relating to undermining/bullying in the workplace
- This is relevant to all trainees

Advice for working during pregnancy

<https://www.rcog.org.uk/en/careers-training/resources--support-for-trainees/advice-and-support-for-trainees/working-during-pregnancy-advice-for-trainees/>

- RCOG have produced guidance for trainees working while pregnant. This is relevant to all trainees

School based Resources

Anaesthetics

Sheffield Committee of Anaesthetists in Training

<https://sites.google.com/site/northtrentcat/>

- Provide social and educational welfare

Paediatrics

M-PATHY

<https://www.medicaleducationleeds.com/jdf/m-pathy/>

- Mentoring service in Leeds offers mentors for paediatric trainees working in paediatrics via the junior doctor forum
- Offer Resilience training day for all ST1 and as an optional course for higher trainees

Public Health

Buddy System

https://www.yorksandhumberdeanery.nhs.uk/public_health/school/support_during_training

- Each new registrar is paired with an existing registrar at a later stage of training who will act as a buddy or mentor

Global resources

IAPT (Improving access to psychological therapies)

Each area will have an IAPT service or similar. Below are details of services in Leeds, Sheffield and Hull and examples of the type of support they can offer. To get details of other local services simply google 'area name' followed by IAPT, e.g. Barnsley IAPT. IAPT is available, often via self-referral, across the region for all (not just health care staff).

Yorkshire-wide

Silver Cloud health

<https://www.silvercloudhealth.com/uk>

- An online therapy programme designed to help with stress, anxiety, low mood and depression
- Self-referral via telephone. Must have a telephone appointment with an IAPT worker to ensure this is suitable

IAPT Sheffield

Self Help resources

<http://iaptsheffield.shsc.nhs.uk/how-can-i-access-self-help/>

- Access via the webpage
- Includes stress management and poor sleep booklets

Stress Control Course

<http://iaptsheffield.shsc.nhs.uk/stress-control/>

- 6 sessions (each lasting 1.5 hours)
- Self-register online via IAPT website

IAPT Leeds

Online resources

<https://www.leedscommunityhealthcare.nhs.uk/iapt/resources/>

- Including relaxation exercises such as abdominal breathing and muscle relaxation.

Stress control course

<https://www.leedscommunityhealthcare.nhs.uk/iapt/what-can-i-expect1/stress-control-courses/>

- A 2-hour class to learn about stress and coping strategies

Let's Talk Hull

Stress control group

<http://www.letstalkhull.org.uk/pages/stress-control>

- 4-week psychoeducation course
- Self-referral via telephone or email

Assessment appointment

<http://www.letstalkhull.org.uk/>

- Can self-refer for an appointment which will direct you to various services in the region i.e. bereavement support, CBT, sleep advice etc.

Self Help Online Resource bank

www.nth.nhs.uk/selfhelp

Northumberland, Tyne and Wear NHS Foundation Trust offer free self-help resources for the following:

- Controlling anger
- Depression and low mood
- Sleeping problems
- Stress
- Depression and low mood: a guide for partners
- Domestic violence
- Eating disorders
- Food for thought
- Health anxiety
- Panic
- Self-Harm
- Obsessions and compulsions
- Hearing voices and disturbing beliefs
- Post-traumatic stress disorder
- Postnatal depression

My Cup of Tea (Sheffield)

<https://www.sheffieldmentalhealth.co.uk/support/my-cup-of-tea-mcot/>

- An informal meet up group for professionals with mental health problems

Cruise bereavement Services

<https://www.cruse.org.uk/>

0808 808 1677

- National Charity providing bereavement support
- They have a helpline, online information and face to face services with local branches across Yorkshire and Humber

Andy's Man Club

<http://andysmanclub.co.uk/where-we-meet/>

- Supporting male mental health with meet ups
- Meetings held once per week across Yorkshire

E-Learning resources

E-Learning via HEE

Building assertiveness in the workplace (30 - 60 minutes)

http://www.nwyhelearning.nhs.uk/elearning/yorksandhumber/shared/Assertiveness/PREVIEW/a001_introduction_instructions.html

Managing Stress in the Workplace (30 - 60 minutes)

<https://www.nwyhelearning.nhs.uk/elearning/yorksandhumber/shared/ManagingStress/HTML/index.html>

RCGP Well-being

<http://elearning.rcgp.org.uk/course/info.php?id=133>

- An e-learning resource produced by the Royal college of GP for all healthcare professionals which covers stress, alcohol, nutrition, exercise and substance misuse

Resilience for doctors

<http://resiliencefordoctors.com/>

- Mixture of free and paid for webinars to support resilience for doctors

Future Learn

<https://www.futurelearn.com/courses/professional-resilience>

- Professional Resilience: Building Skills to Thrive
- This course introduces the capabilities, skills and self-care practices that contribute to resilience

BMJ Learning

<https://learning.bmj.com/learning/course-intro/.html?courseId=10063157>

- Range of modules on wellbeing offered by the BMA
- Topics include workload and time management, understanding resilience in the workplace and dealing with pressure in your foundation years

I-resilience

<http://www.robertsoncooper.com/iresilience/>

- Free validated personality questionnaire that provides an understanding of personal resilience
- It gives examples how this could impact on users' responses to demanding work situations

Addiction resources

Alcoholics Anonymous

<https://www.alcoholics-anonymous.org.uk/>

- Free support service

British Doctors and Dentists Group

<http://www.bddg.org/>

- A free support service for doctors and dentists with addiction, and their families

Cocaine Anonymous

<http://www.cauk.org.uk/index.asp>

- Free support service

International Doctors in Alcoholics Anonymous

<https://www.idaa.org/>

- A free support service for doctors with alcohol addiction, and their families

Medical Council on Alcohol

<http://www.m-c-a.org.uk/Home/home>

- An independent charity of health professionals from all medical specialties dedicated to improving the understanding and management of alcohol-related health harm

Sick Doctors Trust

<http://sick-doctors-trust.co.uk/>

- A service for doctors with alcohol or drug addiction which is accessed via helpline (0370 444 5163)

Financial resources

Tax relief on exams and training costs

<https://www.rcog.org.uk/en/careers-training/resources--support-for-trainees/useful-resources-for-trainees/tax-relief-on-exam-and-training-costs/>

- The RCOG have produced guidance and example documents for claiming tax

BMA Charities

<https://www.bma.org.uk/about-us/who-we-are/bma-charities>

- Two funds for supporting medical professionals in financial difficulty

Help me, I'm a doctor!

<https://www.doctorshelp.org.uk/>

- Financial support for doctors and their families

Royal Medical Benevolent fund

<http://www.rmbf.org/health-and-wellbeing/>

- Health and well-being area including information on careers, finances, practical help etc.

Royal Medical Foundation

<http://www.royalmedicalfoundation.org/>

- Support for doctors and their dependants

The Cameron Fund

<http://www.cameronfund.org.uk/>

- A financial support fund specifically for GPs and their families

Career Resources

Health Careers

<https://www.healthcareers.nhs.uk/>

- Information about the range of careers available in healthcare

Medical Forum

<http://www.medicalforum.com/>

- An independent career support service for doctors and dentists

Royal Colleges

Many specialities have career guidance via their royal college

Mindfulness Resources

E-Learning for Healthcare

<https://www.e-lfh.org.uk/programmes/introduction-to-mindfulness/>

- Introduction to Mindfulness

Future Learn

<https://www.futurelearn.com/courses/mindfulness-wellbeing-performance>

- Mindfulness for Wellbeing and Peak Performance
- Learn mindfulness techniques to reduce stress and improve your wellbeing and work/study performance

Bangor centre for mindfulness

<https://www.bangor.ac.uk/mindfulness/audio/index.php.en>

- Free web access guided mindfulness sessions

Headspace

<https://www.headspace.com/headspace-meditation-app>

- Daily mindfulness app
- 10-minute guided meditations
- Free sessions available

Mobile Applications

Virtual Hopebox

<https://psyberguide.org/apps/virtual-hope-box/>

- Multi-media coping skill app designed for individuals with depression (particularly military service members)
- Includes distraction techniques, inspirational quotes, relaxation clips and anxiety management
- Free to access

SAM app

<https://sam-app.org.uk/>

- Anxiety management app
- Free to access

Medisafe

<https://www.medisafeapp.com/>

- A medication reminder app which can support doctors to look after their physical health while working long or erratic shift patterns

Super better

<https://www.superbetter.com/>

- A game-based application developed to build resilience by boosting physical and emotional wellbeing
- It allows you to input and track personal goals

10% Happier

<https://www.tenpercent.com/mindfulness-meditation-the-basics/>

- Mindfulness meditation app and online podcast series

TED talks

Getting stuck in the negatives (and how to get unstuck)

Alison Ledgerwood

<https://www.youtube.com/watch?v=qbXtaIYRICE>

The power of believing that you can improve

Carol Dweck

https://www.youtube.com/watch?v=_X0mgOOSpLU

How to fall up

Gregg Steinberg

<https://www.youtube.com/watch?v=WKLy71DO6CQ>

From stress to resilience

Raphael Rose

<https://www.youtube.com/watch?v=Q7vYuKvpneM>

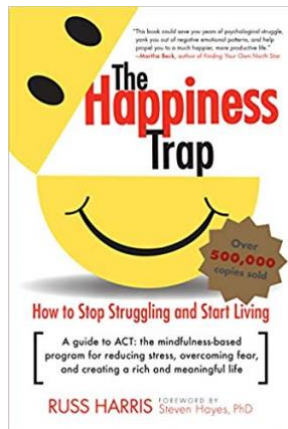
Our healthcare systems are making doctors mentally ill

Zeshan Qureshi

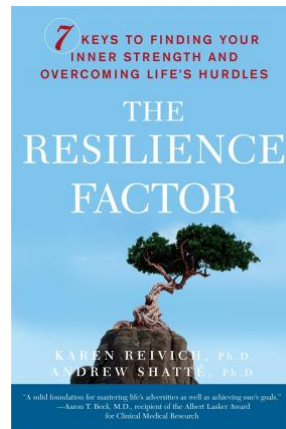
<https://www.youtube.com/watch?v=uctoTk64GVM>

Reading resources

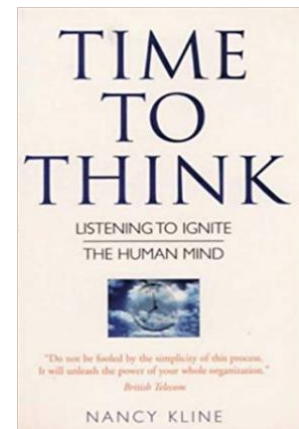
The Happiness Trap
Russ Harris



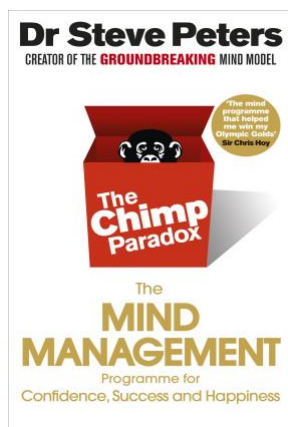
The Resilience Factor
Karen Reivich



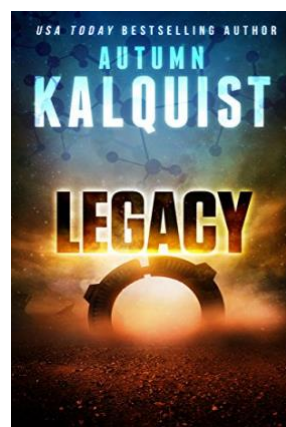
Time to Think
Nancy Kline



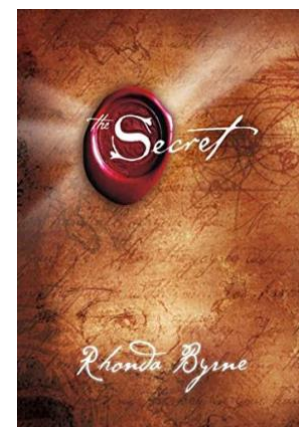
Chimp Management
Steve Peters



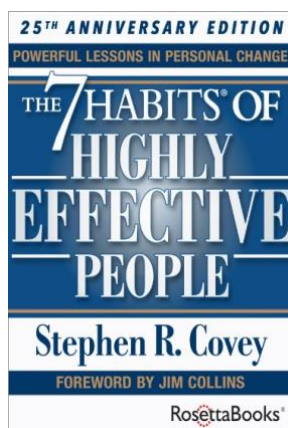
Legacy
Autumn Kalquist



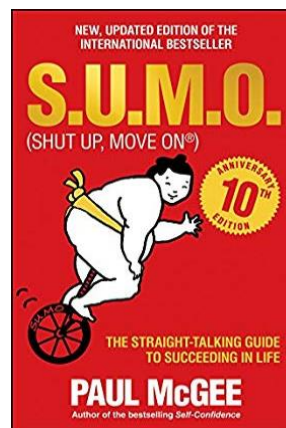
The Secrets
Rhonda Byrne



The 7 Habits of Highly Effective People
Stephen Covey



S.U.M.O (Shut Up and Move On)
Paul McGee



First Do No Harm: Being a Resilient Doctor in the 21st Century
Leanne Rowe



Podcasts

Available through podcast apps (iOS and Android) as well as <https://player.fm/>

Outperform

Martin Soorjoo, mental performance coach

- This focuses on the proven strategies, tactics and insights of the world's elite performers and experts to enable you to perform at your best

Resilience unravelled

Russell Thackeray

- Wide range of topics discussed to help you get the most from life and work

The cut the crap show

Ryan Caligirui

- This podcast breaks down best-selling books including those on resilience into a “handful of golden nuggets”
- They aim to help you save time, present new information that can spark change in your life and help you to build resilience

More than just mindfulness

Robert Mitchell

- A collection of weekly training sessions on meditation, mindfulness and resilience

The tougher minds podcast – build better habits to be your best

Jon Finn

- Training through podcasts to help improve resilience, well-being and personal/team performance
- Covers all aspects of work, education and general life

Meditation station

Stin Hansen

- Guided meditation covering a wide range of topics

The resilience podcast

Simon Maguire

- Series of interviews with inspirational individuals to find out how to strengthen our character and build resilience

This document has been compiled as a resource for signposting support services to doctors. It has been produced by the foundation school. If you have any suggestions for improvement or addition to this resource, please contact foundation.yh@hee.nhs.uk

Your feedback would be appreciated; please complete the 3 questions [SURVEY!](https://www.surveymonkey.co.uk/r/NFSZWRJ)
<https://www.surveymonkey.co.uk/r/NFSZWRJ>