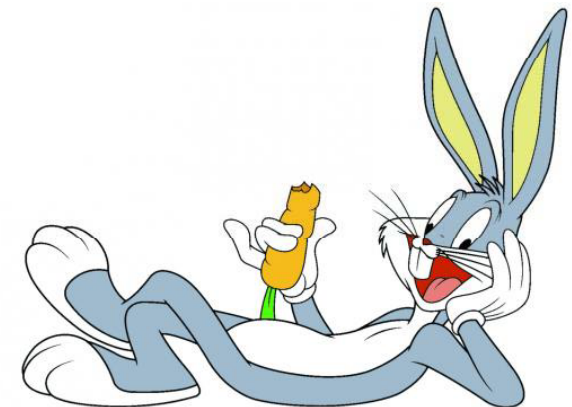


# “What’s Up Doc?”

Development of an Occupational Health and personal resilience program for junior doctors in a UK teaching hospital

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# Learning objectives

- Consider which steps may be helpful when setting up an occupational health and personal resilience training program for junior doctors in a hospital environment
- Consider appropriate content to include in different stages of such a program
- Understand the stakeholders, timing, delivery, costs and efficacy of this program and use this information to help develop your own local interventions

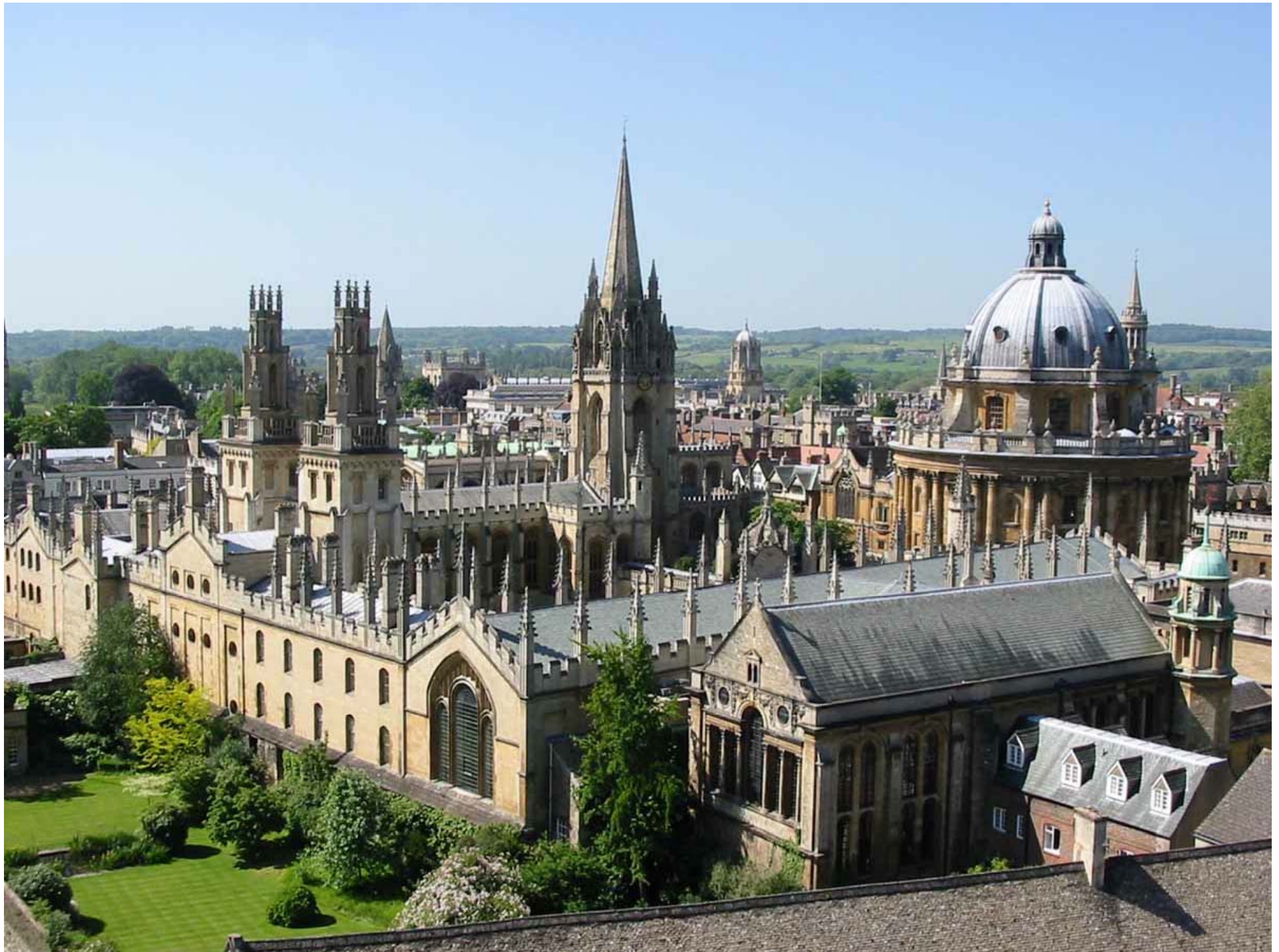


# Oxford University Hospitals

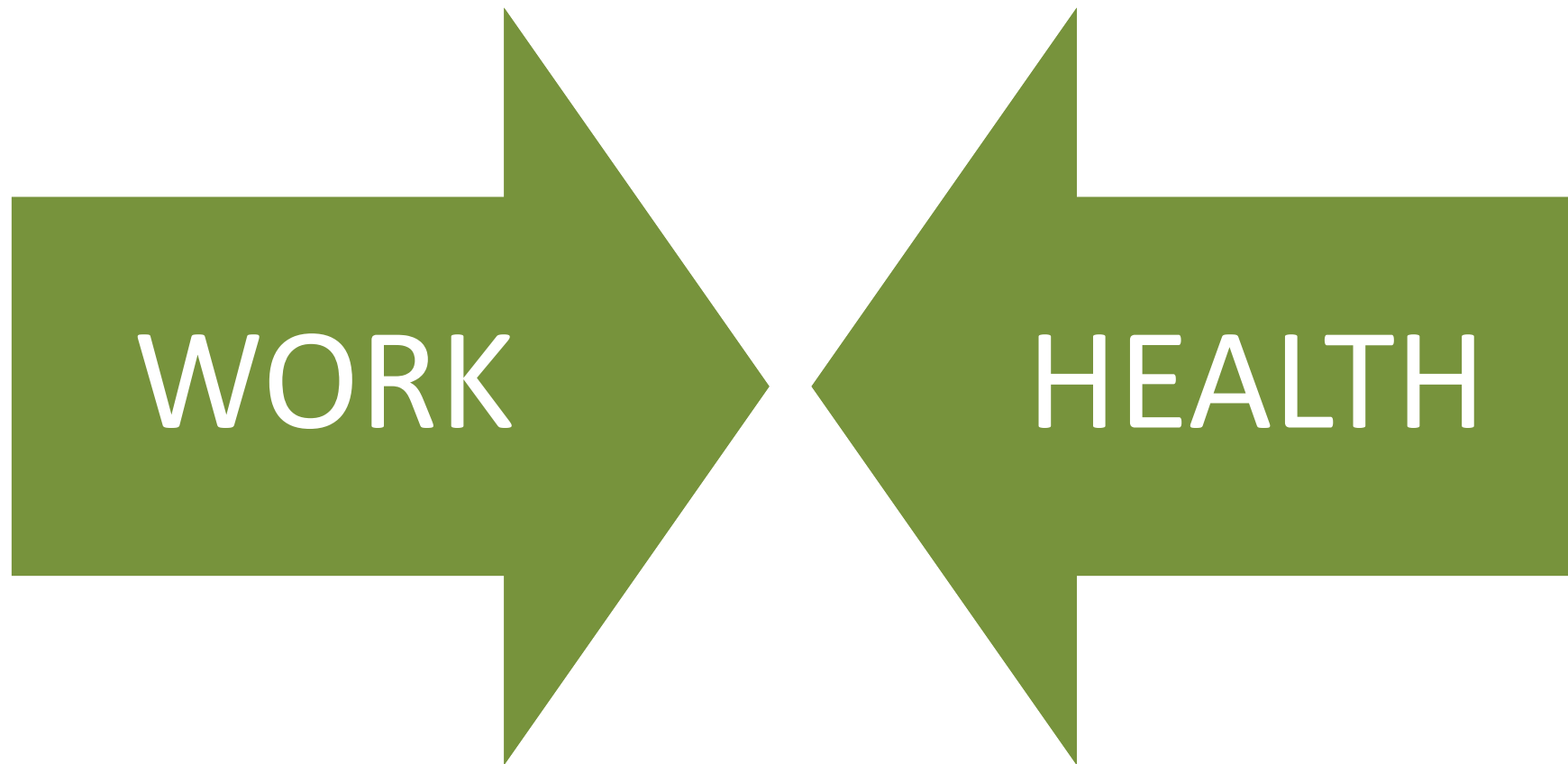
## NHS Trust







# What is Occupational Medicine?



# Occupational Health at OUH





# Doctors Health and Wellbeing OUH



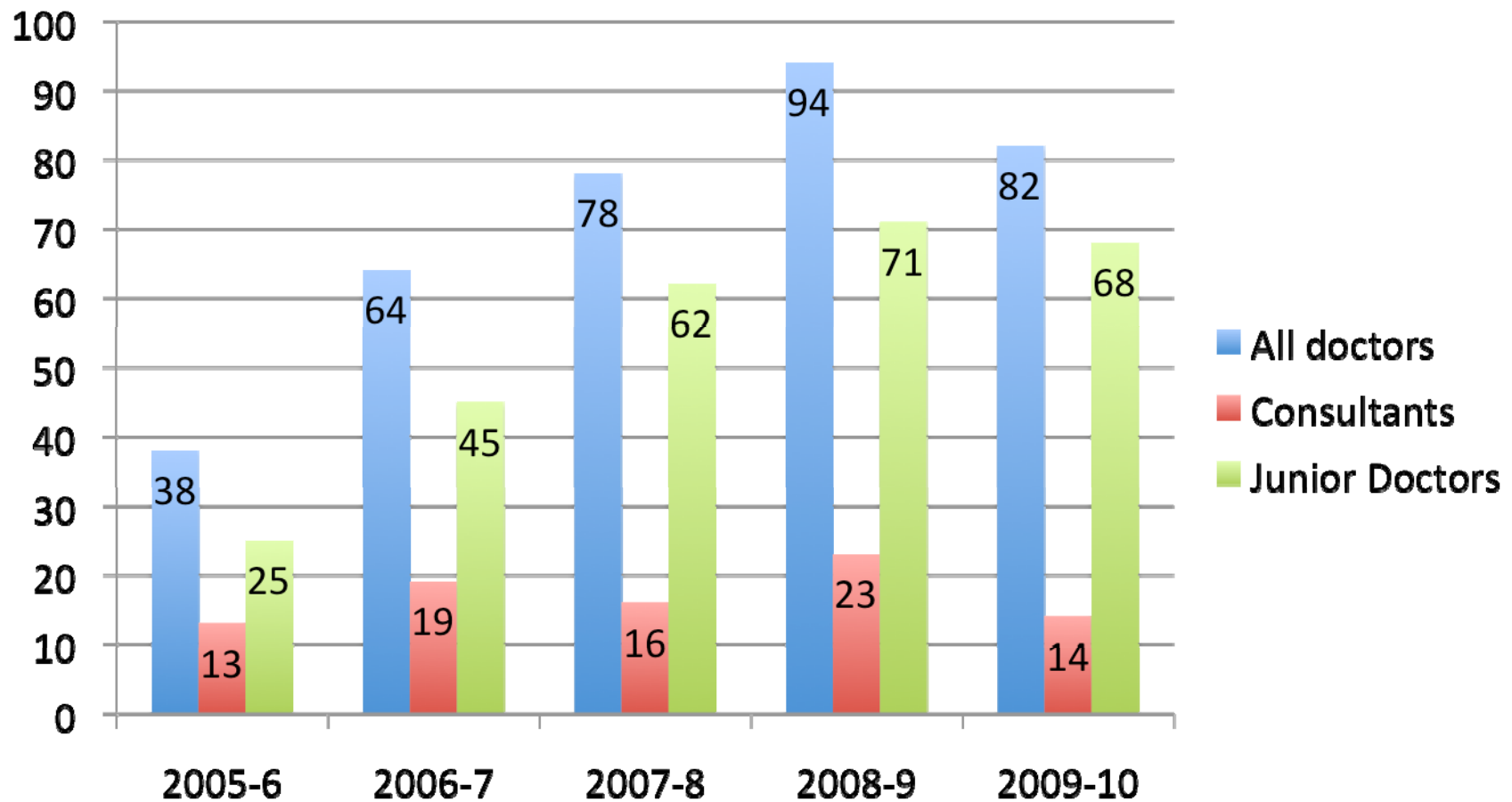
# Step 1: Get data

- Retrospective audit
- April 2005 to April 2010
- COHORT data base
- Code for diagnosis
- Code for work relatedness
- Exclude immunisation and needlestick appointments

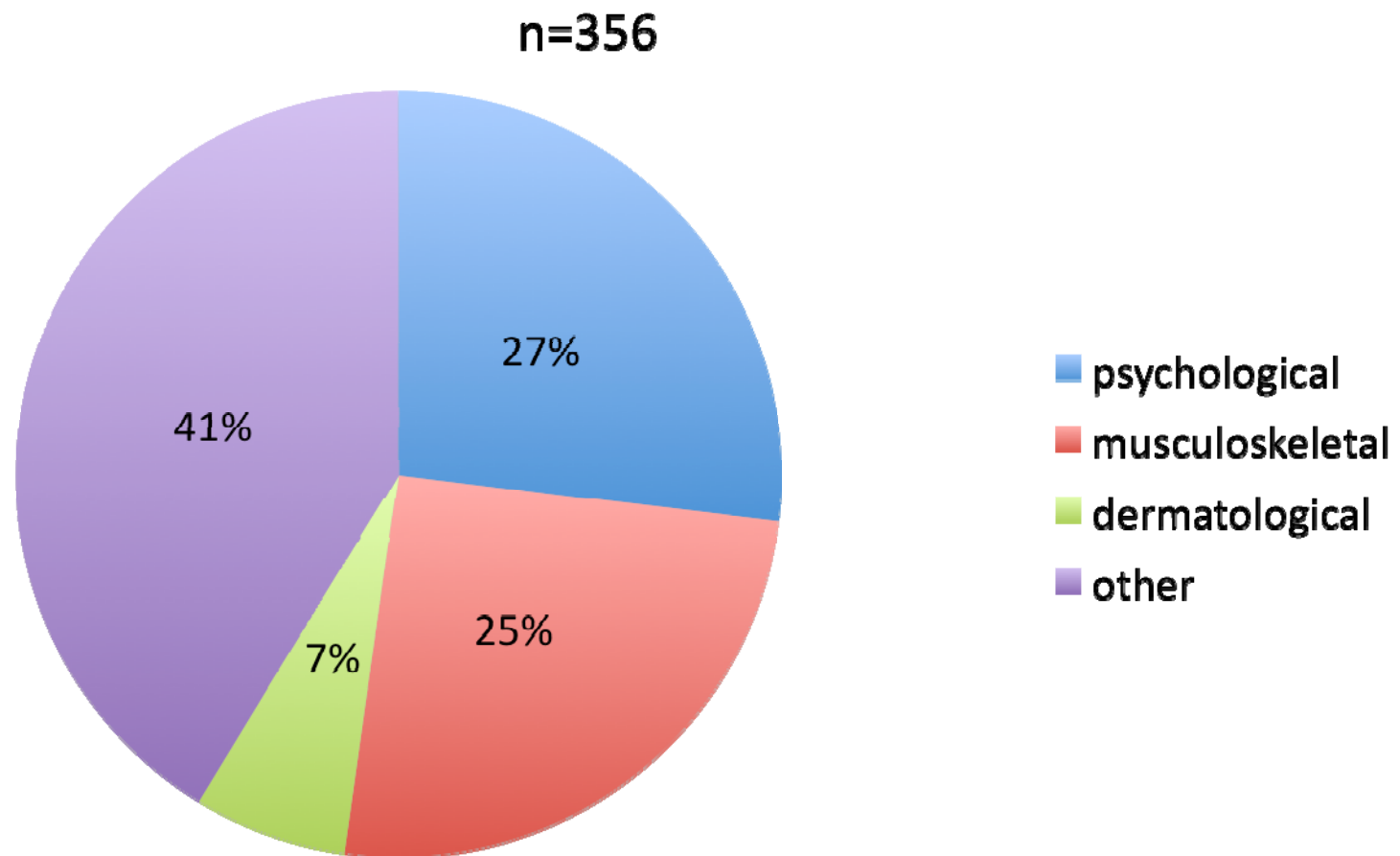




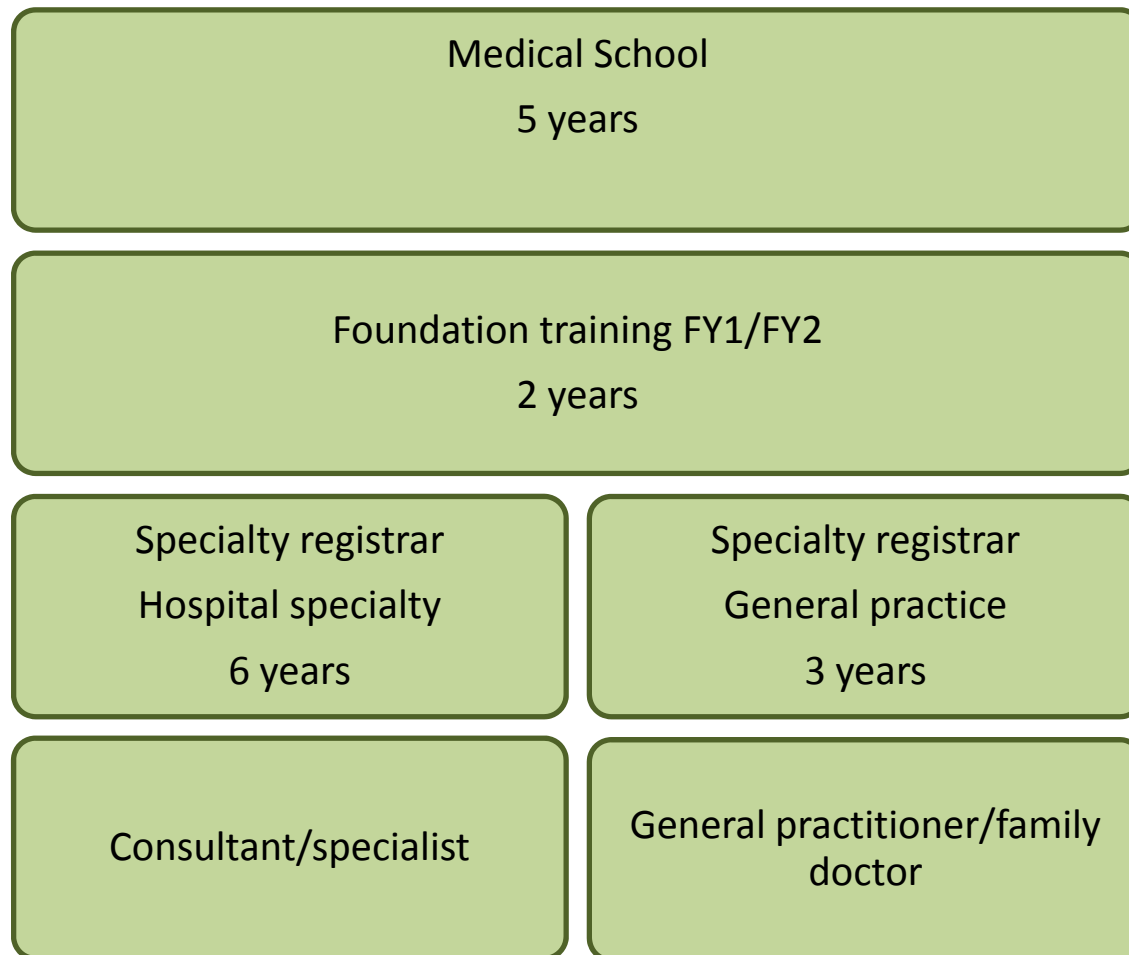
# New doctor consultations per year



# Diagnostic categories for new consultations



# Step 2: Identify doctors



# Step 3: Link to curriculum

## Foundation Program Curriculum Learning Outcomes

### 3 Safety and Clinical Governance

#### 3.1 Risks of fatigue, ill health and stress

##### **FY1 Outcomes**

Recognises that fatigue and health problems in healthcare workers (including self) can compromise patient care, and where appropriate must be urgently addressed

##### **FY2 Outcomes (in addition to FY1)**

If applicable recognises fatigue/stress/illness in members of the clinical team and seeks senior guidance to reduce this



# Summary of competencies

- Health problems must not compromise patient care or expose colleagues or patients to harm
- Understand and minimise effects of stress/fatigue on performance and know how to access help if required
- Keep up to date with immunisations to protect oneself and patients
- Medication can affect performance -seek appropriate OH advice
- Report personal health problems to OH in timely manner
- Recognise the risk to patients from transmission of blood borne virus infection
- Be aware of local and national support services
- Understand when self referral to OH would be appropriate

## Step 4: Review evidence base



van Wyk BE, Pillay-Van Wyk V. Preventive staff-support interventions for health workers. Cochrane Database of Systematic Reviews 2010, Issue 3.

## Step 5: Get CEO on board



## Step 6: Identify finance





# Step 7: Program content

## “What’s Up Doc?”

Induction

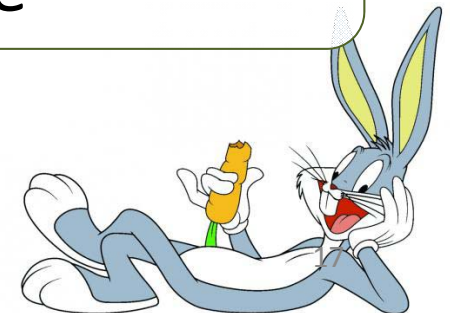
- Introduction to Occupational Health
- Signpost help and support

Year 1  
FY1

- Occupational Health for doctors
- Self care for new doctors

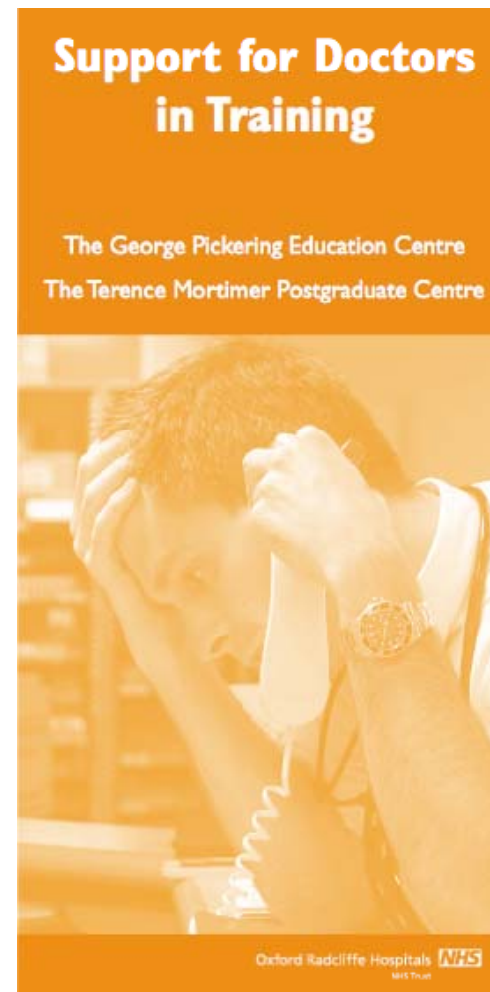
Year 2  
FY2

- Stress busting workshop
- Practical tools to build resilience



# Doctors induction

Topic	Content
Introduction to OH	OH services Finding GP Needlestick prevention
Signpost help and support	Information on local, regional and national services for doctors Medic Support Professional Support Unit (PSU)

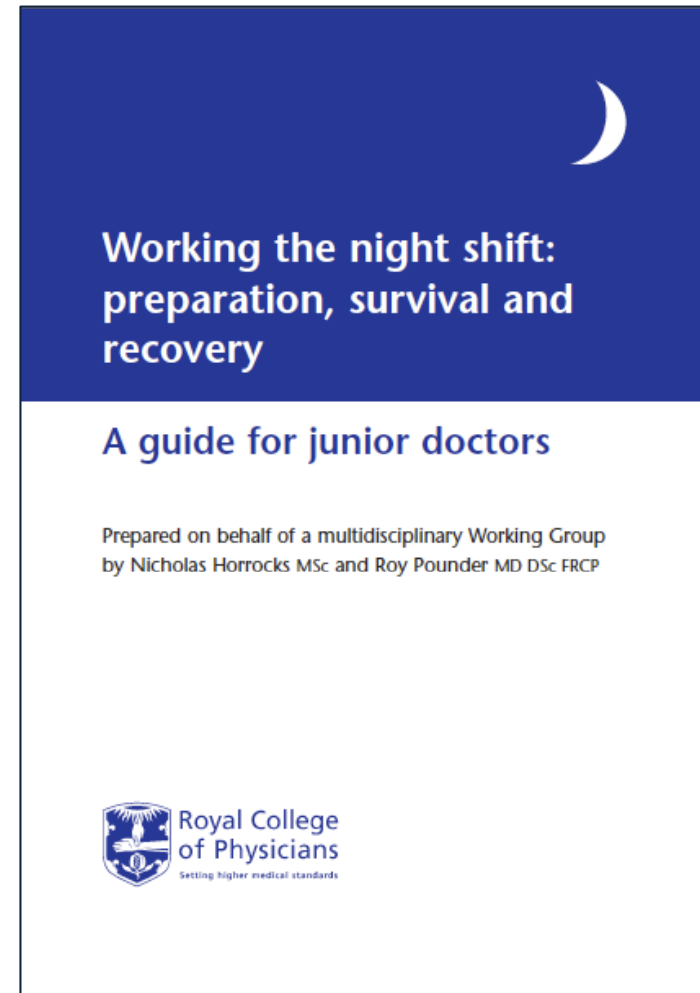


# FY1

Topic	Content
Immunisations	Details of vaccination programs
Needlestick injuries	Prevention, risks, actions Film about Hepatitis C transmission
Psychological wellbeing	Overview of problems in doctors Barriers to seeking help Impact of health on work and work on health including when/how to seek help Sources of support including free confidential counseling and PSU
Musculoskeletal problems	Manual handling, computer issues
Dermatological problems	Hand care, glove advice, dermatitis
Pregnancy and breastfeeding	Risk assessment and support
Self care for new doctors	Shift work, sleep, food, toilet, exercise, hobbies, relationships, support systems

# Shift work

<http://bookshop.rcplondon.ac.uk/contents/pub36-6d1189d-8a60-43f2-92af-5a4b0ffec2c7.pdf>

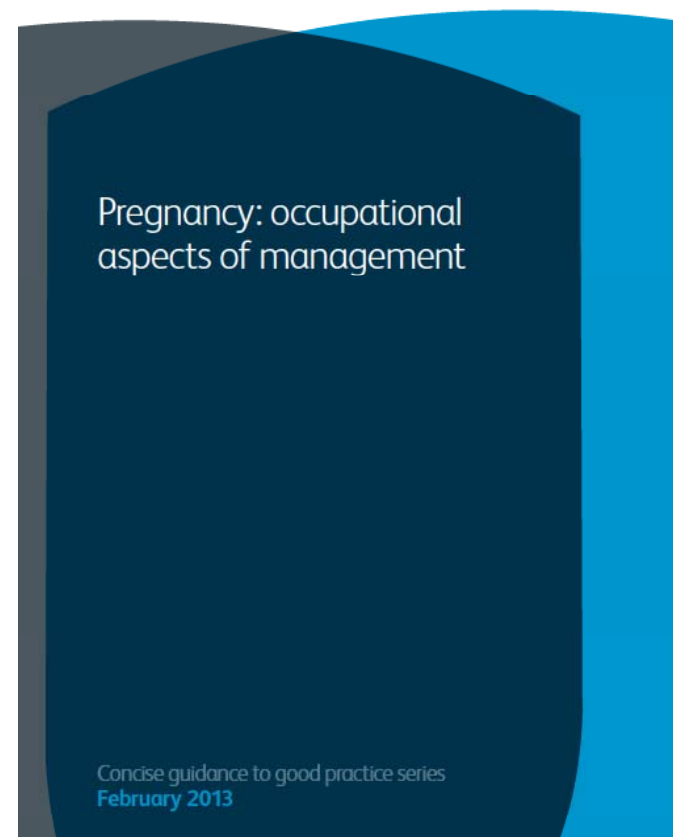




# Pregnancy

- Five work factors
  - Heavy physical effort
  - Lifting (10-20kg)
  - Prolonged standing
  - Working >40 hours per week
  - Shift work
- Five pregnancy outcomes  
(miscarriage, pre-term delivery, SGA, low birth weight, preeclampsia)

Risk to pregnancy very  
small & health advantage  
to staying active



# Musculoskeletal Problems

- Manual handling training

- DSE assessment

<http://www.hse.gov.uk/risk/office.htm>

- OH physiotherapy services



# Self Care- Toilet



# Beware unhealthy behaviour....





# FY2 Stress Busting Workshop



# FY2 Stress busting workshop

Topic	Content
Introduction	Background information -is there a problem?
Stressors in doctors	Stress questionnaire, small group work identifying stressors with discussion
Health and wellbeing in doctors	Early signs of stress, barriers to seeking help, sources of help. Tips on stress management Drama 'Tiger Country'
Practical tools to build resilience	Breathing exercises Challenging negative thinking using CBT tools
Personal plan	Balance wheel exercise and reflection



# Tiger Country



# Feedback 2014

Program	Number of participants	Quality of session (% good/excellent)
Induction	306	97

Program	Number of participants	Content relevant to foundation training (%)
Year 1	38	97
Year 2	53	96

# Feedback

“Excellent, very relevant, nice to go to a non boring lecture that’s not a waste of my time”

“Important to help doctors lead healthy (mental and physical) lives inside and outside of work”



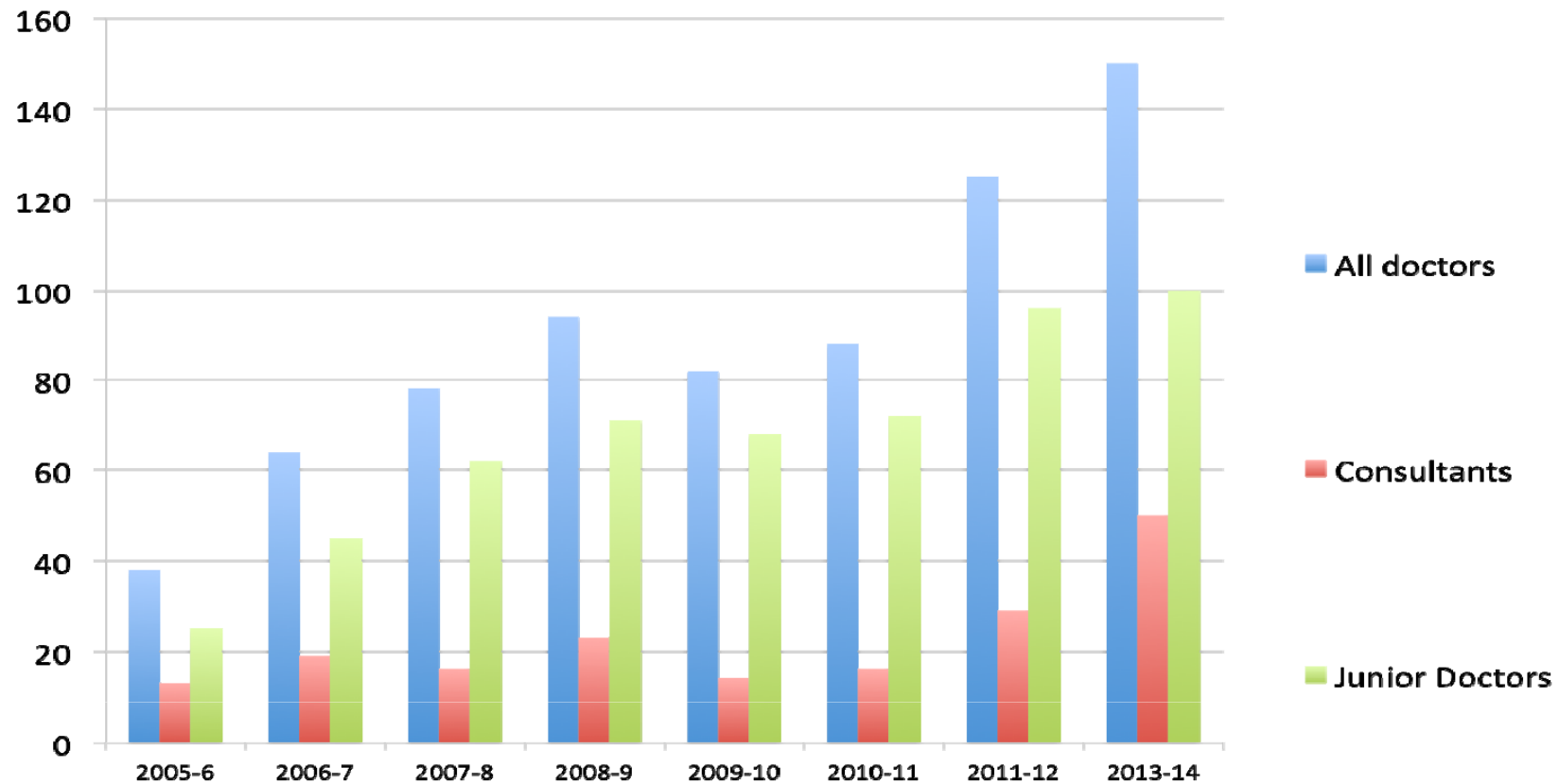
# Personal conclusions

- Enjoyment
- Content
- Timing
- Delivery
- Costs
- Efficacy
- Future plans





# New referral data



New OUH doctor consultations per year 2005-2012

