“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
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

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Diagnostic categories for new consultations

n=356

- Psychological: 41%
- Musculoskeletal: 27%
- Dermatological: 25%
- Other: 7%
### Step 2: Identify doctors

<table>
<thead>
<tr>
<th>Medical School</th>
<th>5 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foundation training FY1/FY2</td>
<td>2 years</td>
</tr>
<tr>
<td>Specialty registrar</td>
<td></td>
</tr>
<tr>
<td>Hospital specialty</td>
<td>6 years</td>
</tr>
<tr>
<td>Specialty registrar</td>
<td></td>
</tr>
<tr>
<td>General practice</td>
<td>3 years</td>
</tr>
<tr>
<td>Consultant/specialist</td>
<td></td>
</tr>
<tr>
<td>General practitioner/family doctor</td>
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</table>

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# Step 3: Link to curriculum

## Foundation Program Curriculum Learning Outcomes

### 3 Safety and Clinical Governance

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

<table>
<thead>
<tr>
<th>FY1 Outcomes</th>
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<tbody>
<tr>
<td>Recognises that fatigue and health problems in healthcare workers (including self) can compromise patient care, and where appropriate must be urgently addressed</td>
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</table>

<table>
<thead>
<tr>
<th>FY2 Outcomes (in addition to FY1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>If applicable recognises fatigue/stress/illness in members of the clinical team and seeks senior guidance to reduce this</td>
</tr>
</tbody>
</table>
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

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

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# Doctors induction

<table>
<thead>
<tr>
<th>Topic</th>
<th>Content</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction to OH</td>
<td>OH services</td>
</tr>
<tr>
<td></td>
<td>Finding GP</td>
</tr>
<tr>
<td></td>
<td>Needlestick prevention</td>
</tr>
<tr>
<td>Signpost help and support</td>
<td>Information on local, regional and national services for doctors</td>
</tr>
<tr>
<td></td>
<td>Medic Support</td>
</tr>
<tr>
<td></td>
<td>Professional Support</td>
</tr>
<tr>
<td></td>
<td>Support Unit (PSU)</td>
</tr>
</tbody>
</table>

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Support for Doctors in Training

The George Pickering Education Centre
The Terence Mortimer Postgraduate Centre

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

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

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Tiger Country
# Feedback 2014

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

## Year Program
<table>
<thead>
<tr>
<th>Year</th>
<th>Number of participants</th>
<th>Content relevant to foundation training (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 1</td>
<td>38</td>
<td>97</td>
</tr>
<tr>
<td>Year 2</td>
<td>53</td>
<td>96</td>
</tr>
</tbody>
</table>
“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

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New referral data

New OUH doctor consultations per year 2005-2012

- All doctors
- Consultants
- Junior Doctors