

“What’s Up Doc?”

Following a junior doctor with depression

A skills based workshop

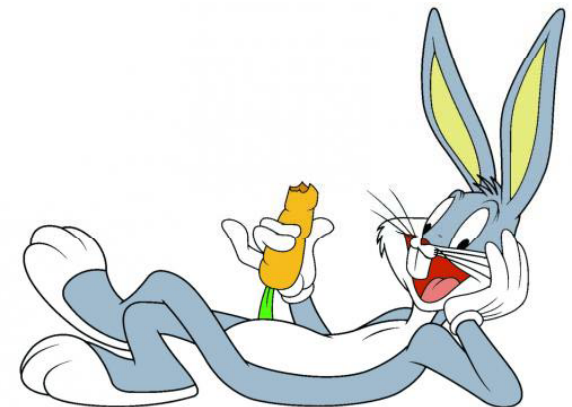
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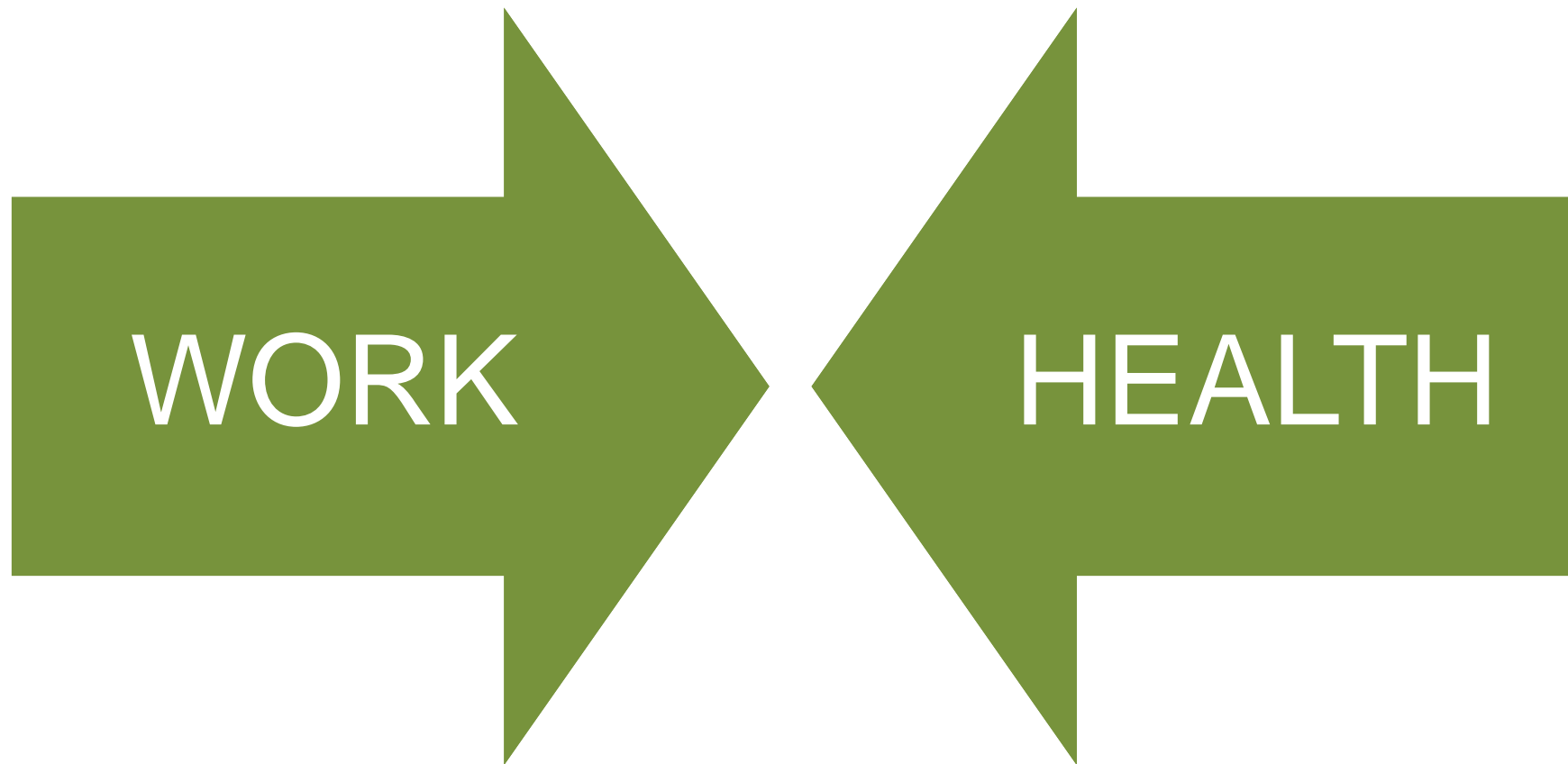


Workshop objectives

- Experience workplace health assessment tools including stress risk assessment
- Learn skills based strategies to improve physician health and promote personal resilience including the use of cognitive behaviour therapy techniques
- Understand the role of Occupational Medicine in case management and work place rehabilitation

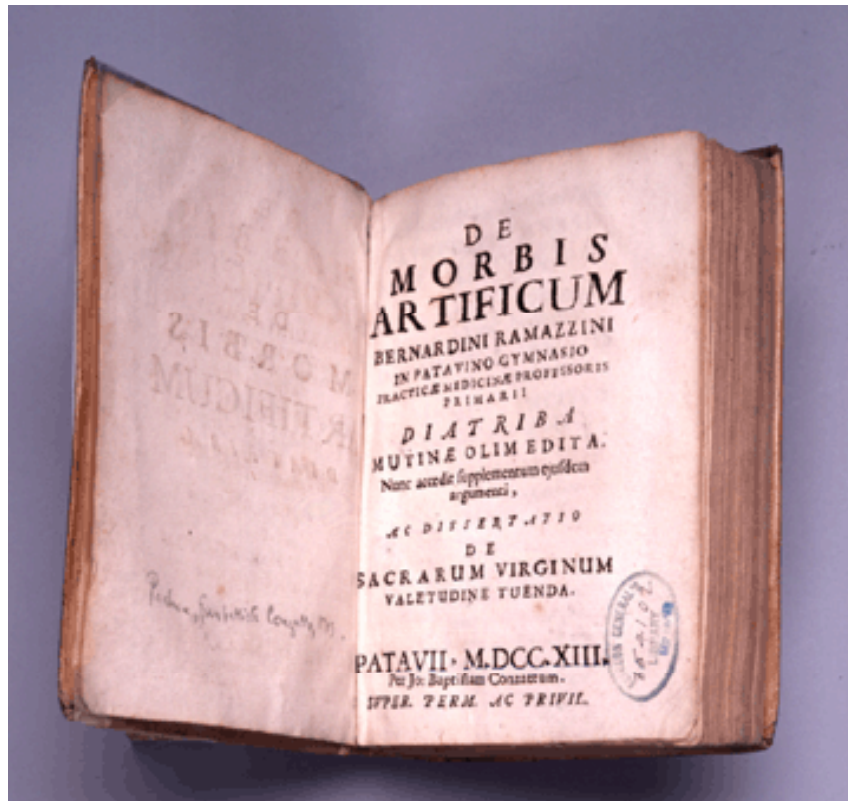


What is Occupational Medicine?





De Morbis Artificum Diatriba



All sedentary workers ... suffer from the itch, are a bad colour, and in poor condition ... for when the body is not kept moving the blood becomes tainted, its waste matter lodges in the skin, and the condition of the whole body deteriorates...

Principles

- Confidential
- Independent
- Support for employee
- Advice for manager organisation and individual



Oxford University Hospitals NHS Trust



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Cognitive behaviour therapy



A way of talking about how you think about yourself, the world and other people, and how what you do affects your thoughts and feelings.

CBT can help you change how you think (cognitive) and what you do (behaviour). These changes can help you to feel better.

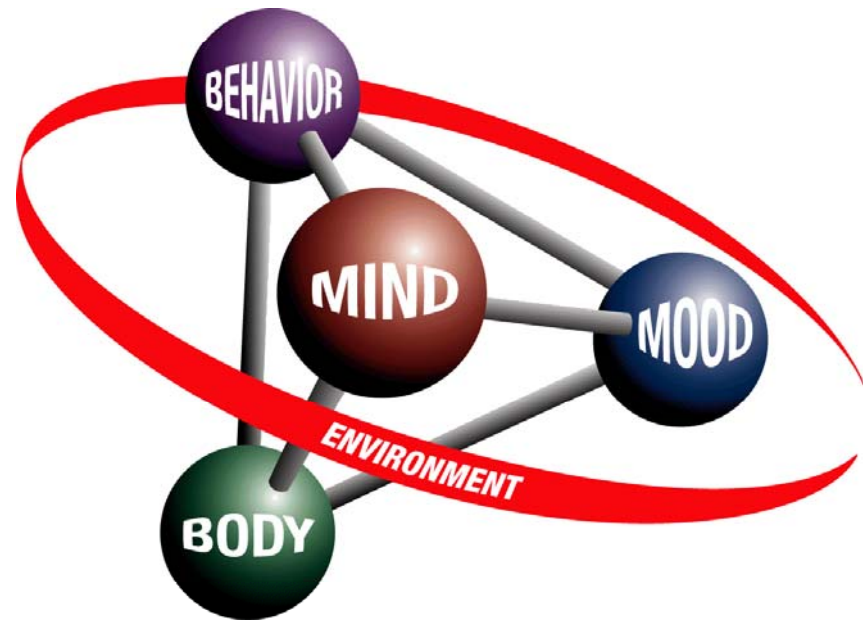
Underlying Principles

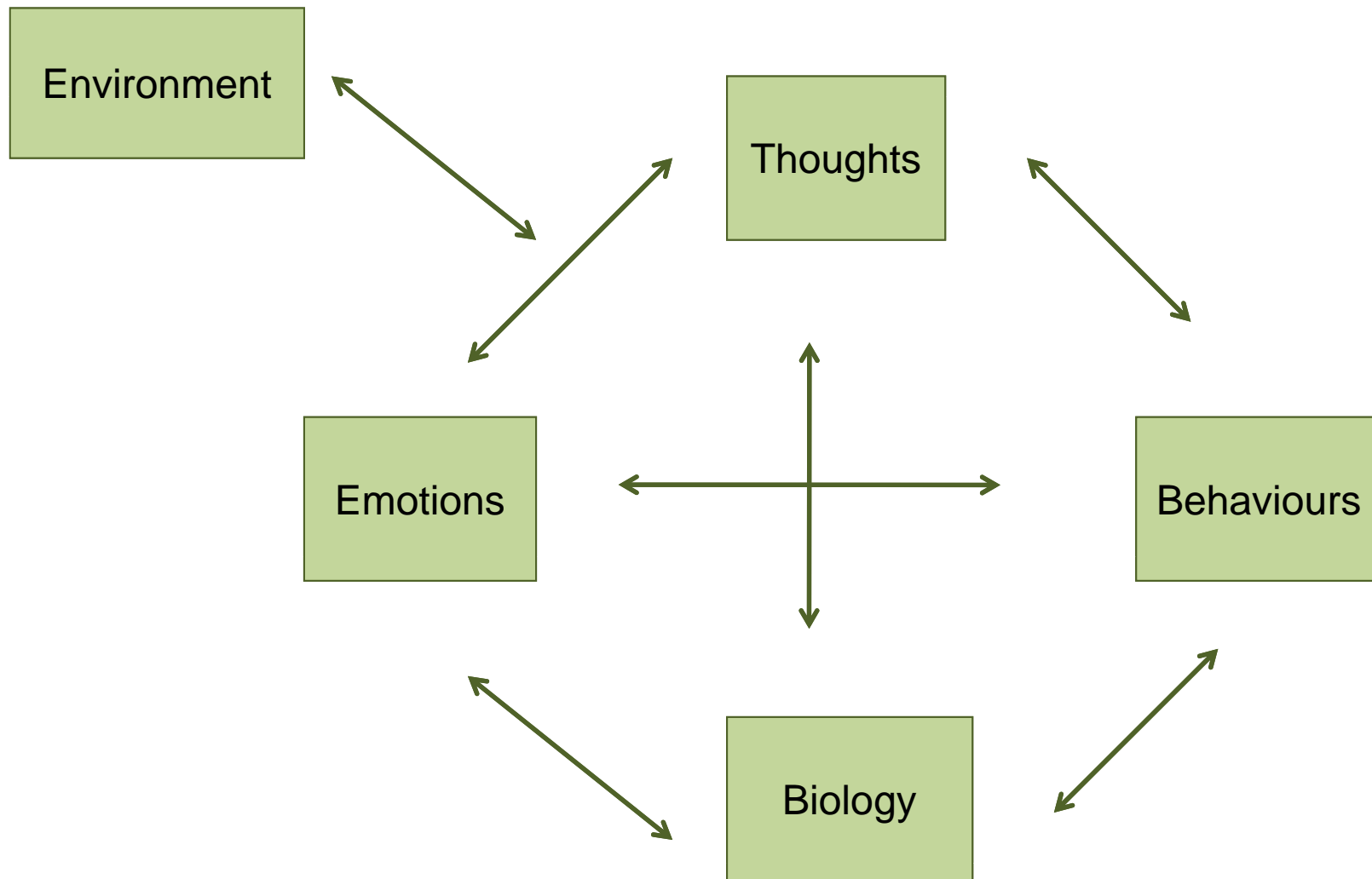
- Initial emphasis on present
- Collaboration and active participation
- Techniques to change thinking, mood and behaviour
- Based on evolving formulation



5 Area Formulation

- Altered thinking (cognitive)
- Behaviour
- Biological response
- Emotions
- Environmental factors







Dr X: background information

- F/T junior doctor
- Age 30
- Married to another doctor
- 2 small children



Last straw.....



Symptoms

- Low mood
- Reduced appetite
- Crying
- Guilt
- Poor concentration and memory
- Thoughts of self harm but would not action
- Neck and shoulder pain



Precipitating life events/ongoing stressors -work

- Juggling two careers
- Multiple job and house moves, including year abroad
- Studying for exams
- Work life balance
- Career crisis



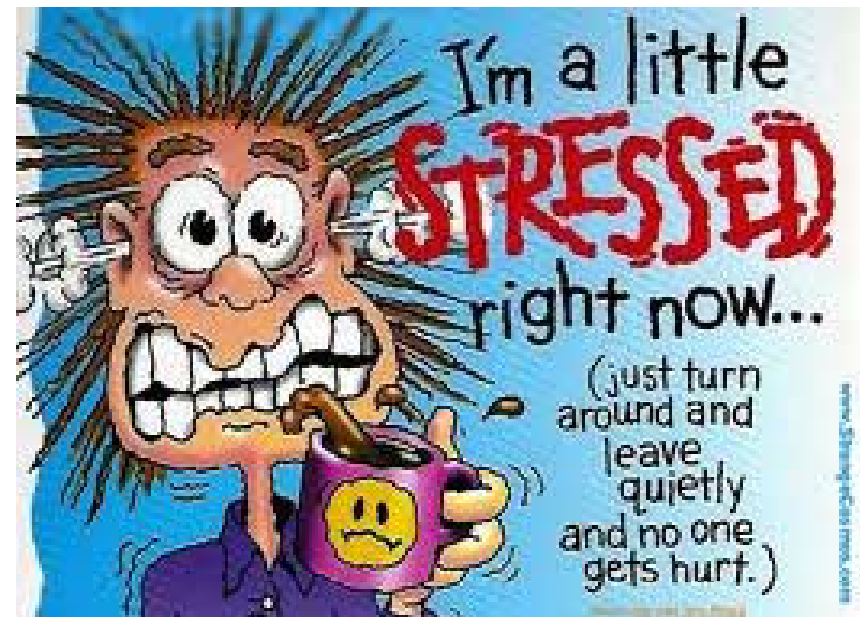
Precipitating life events/ongoing stressors -personal

- Previous infertility and IVF before birth of first child
- Unexpected second pregnancy
- Both children sleeping badly
- Unrecognised and untreated postnatal depression
- Relationship with husband

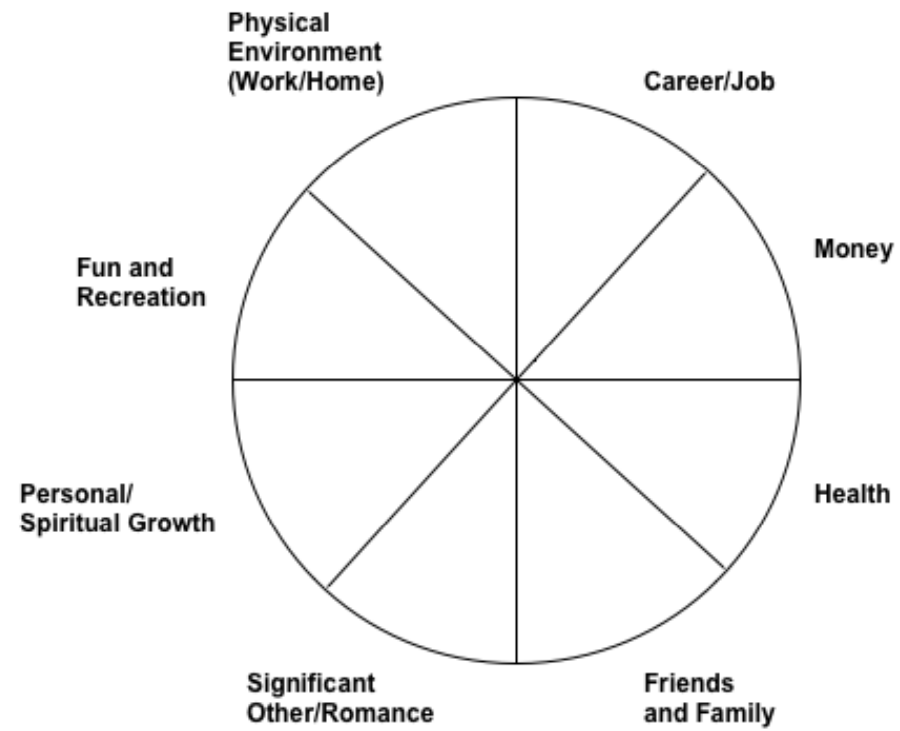


Assessment tools

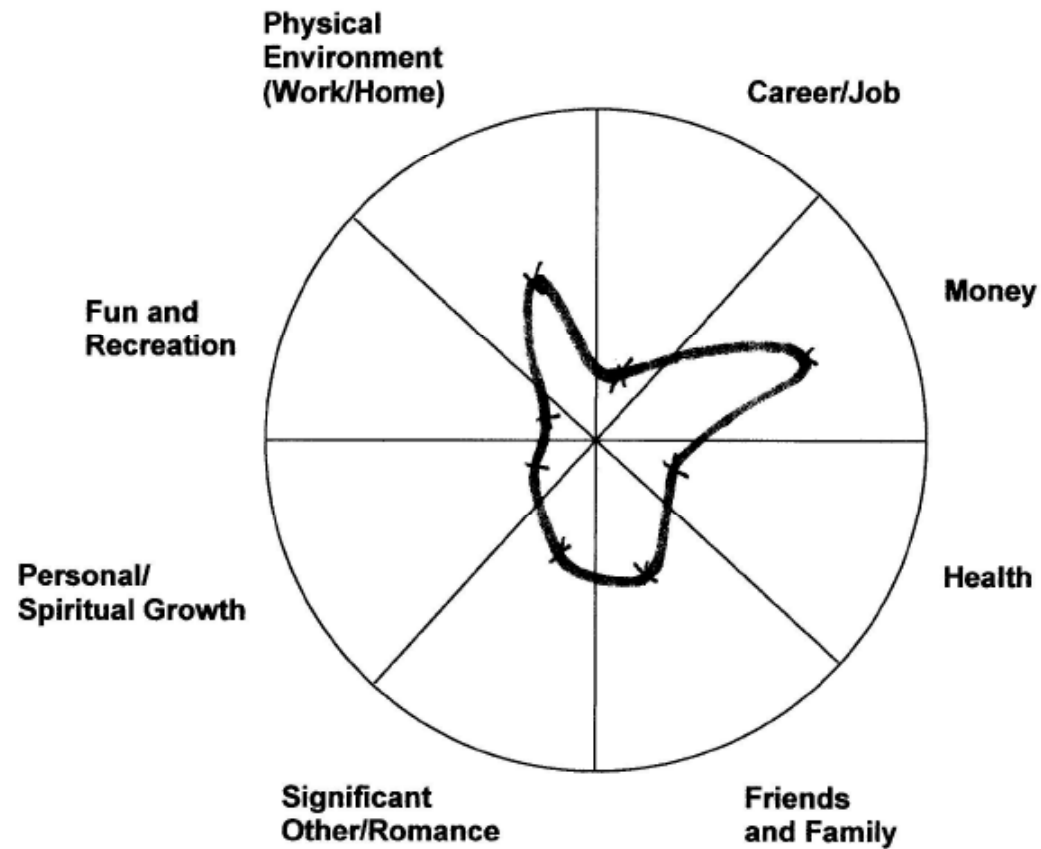
- Psychological assessment questionnaires
- Balance wheel tool
 - Before
 - After
- Stress risk assessment



BALANCE WHEEL EXERCISE



Dr X's balance wheel



Risk assessment

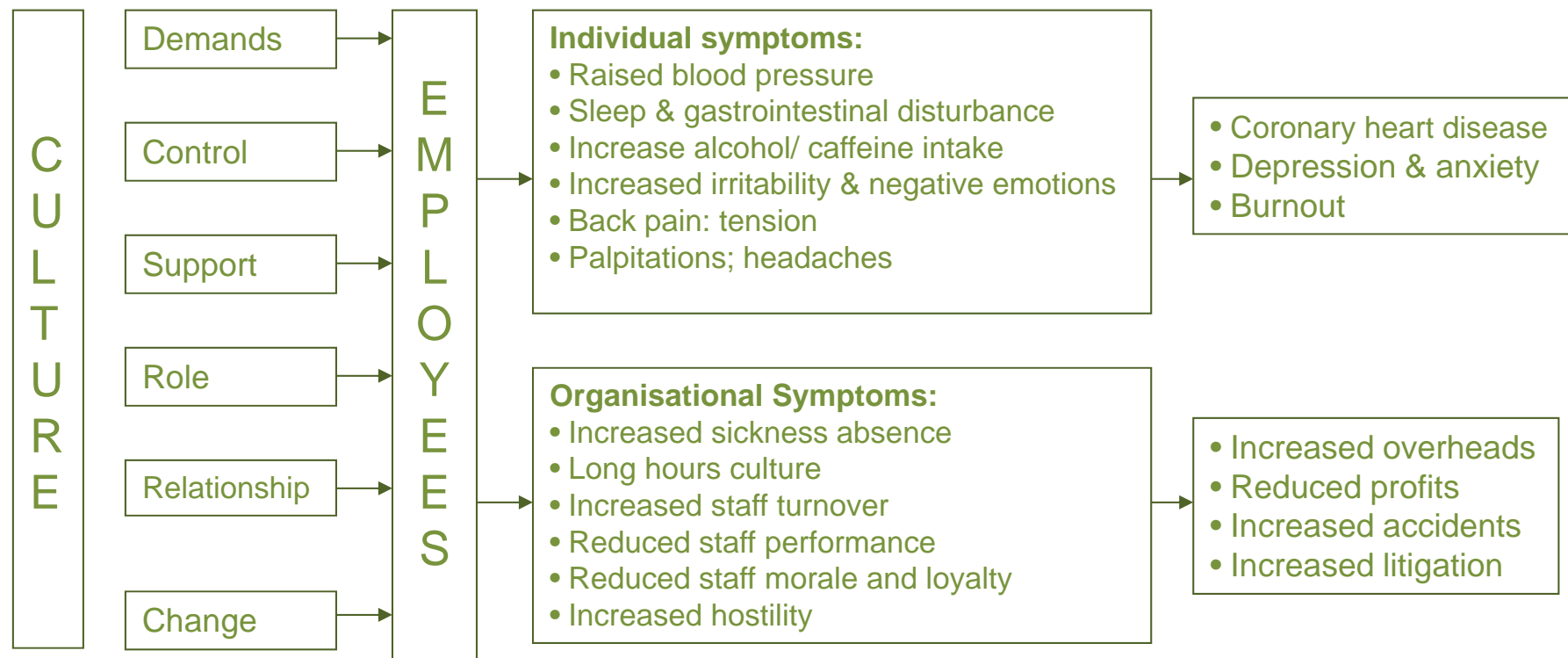


Stress risk assessment: HSE Management Standards

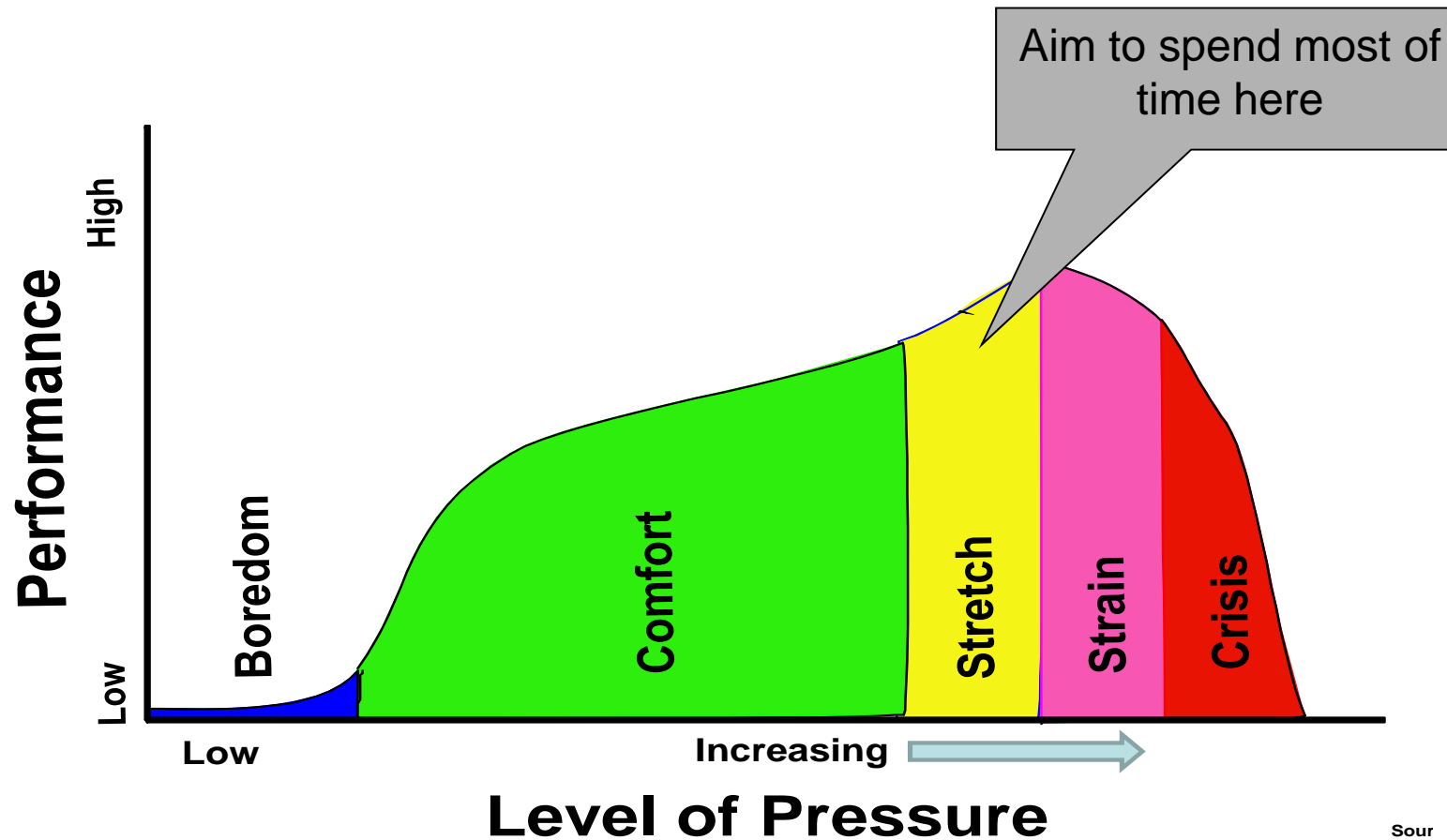
- Demands
- Control
- Support
- Relationships
- Role
- Change



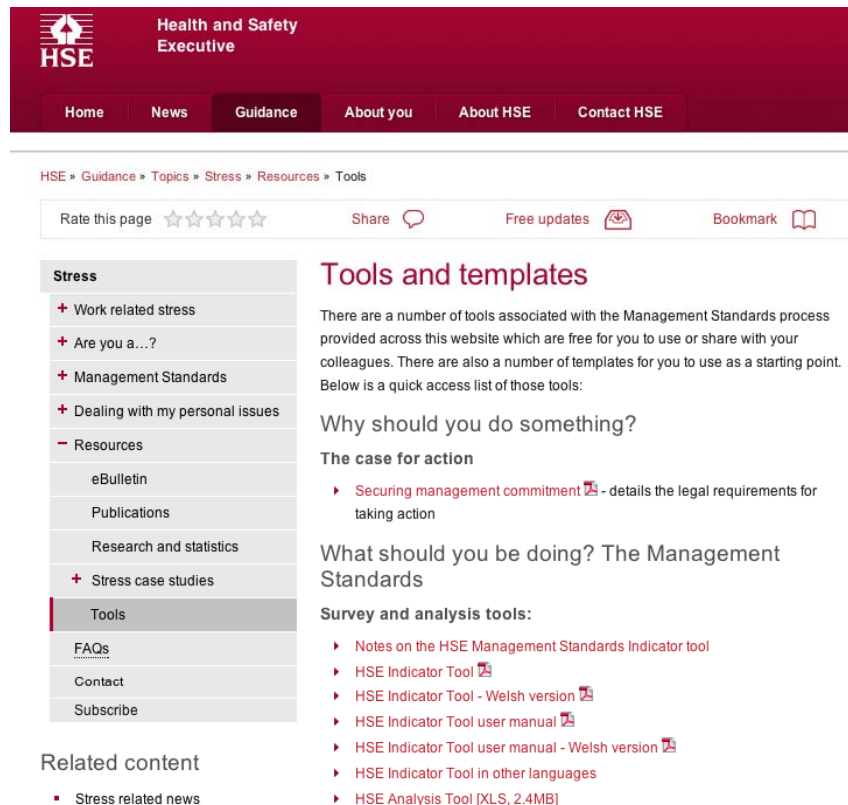
Impact of work on health



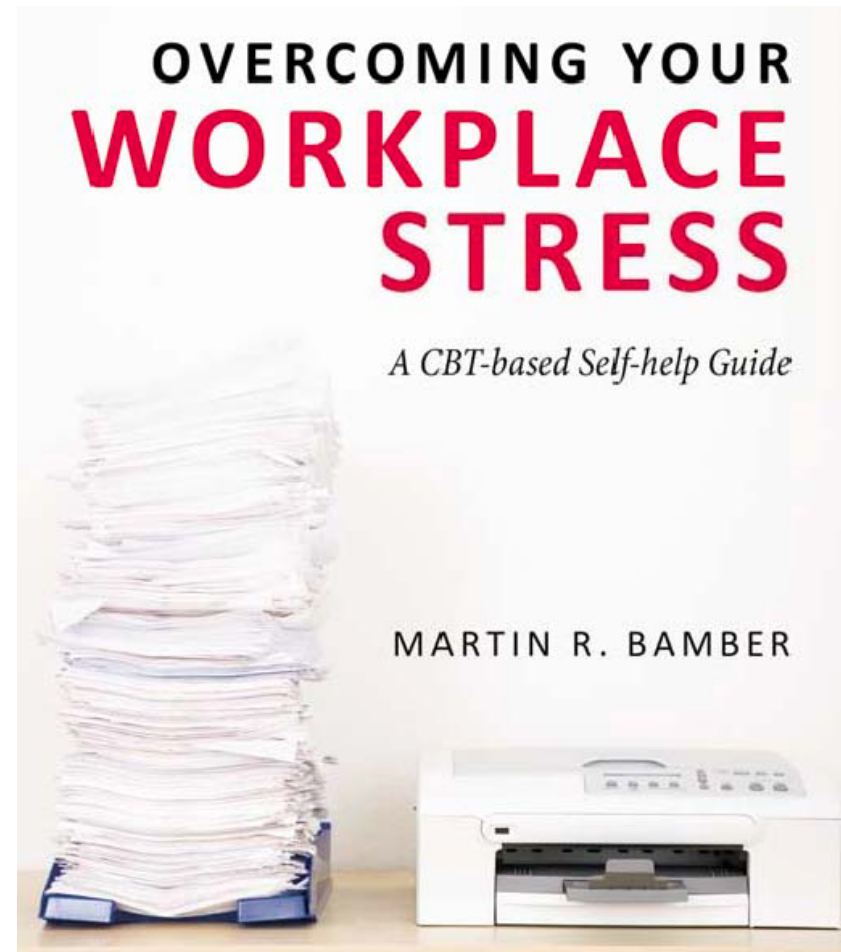
Work related stress



Sources of your work stress questionnaire



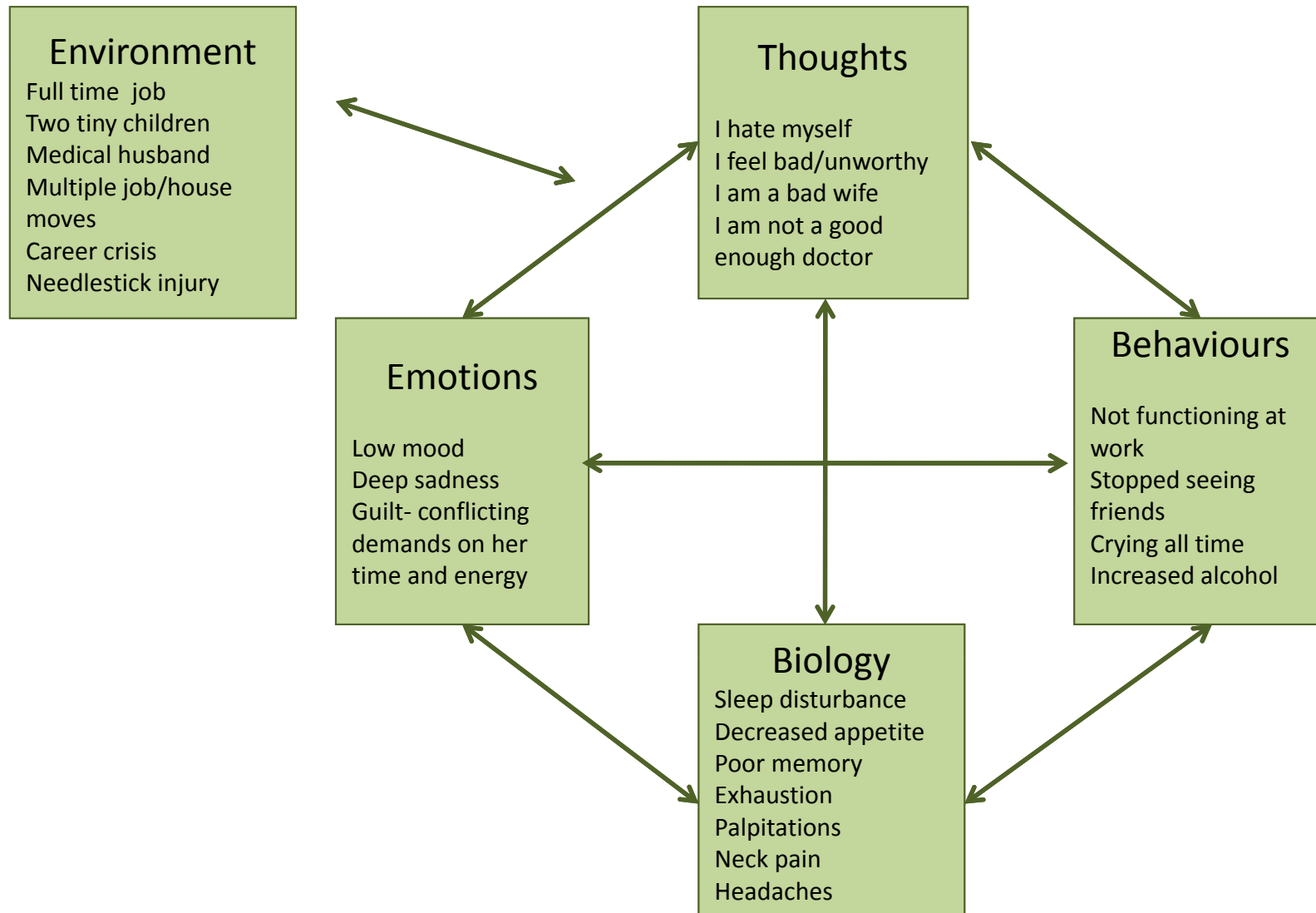
The screenshot shows the HSE (Health and Safety Executive) website. The header is dark red with the HSE logo and navigation links: Home, News, Guidance, About you, About HSE, and Contact HSE. Below the header, a breadcrumb trail reads: HSE » Guidance » Topics » Stress » Resources » Tools. There are links for 'Rate this page' (with star icons), 'Share', 'Free updates', and 'Bookmark'. A left sidebar titled 'Stress' contains a list of links: Work related stress, Are you a..., Management Standards, Dealing with my personal issues, Resources (with sub-links for eBulletin, Publications, Research and statistics, and Stress case studies), Tools (highlighted), FAQs, Contact, and Subscribe. The main content area is titled 'Tools and templates' and includes text about tools associated with the Management Standards process. It lists sections: 'Why should you do something?', 'The case for action' (with a link to 'Securing management commitment'), 'What should you be doing? The Management Standards', and 'Survey and analysis tools:' (with links to 'Notes on the HSE Management Standards Indicator tool', 'HSE Indicator Tool', 'HSE Indicator Tool - Welsh version', 'HSE Indicator Tool user manual', 'HSE Indicator Tool user manual - Welsh version', 'HSE Indicator Tool in other languages', and 'HSE Analysis Tool [XLS, 2.4MB]'). A 'Related content' section at the bottom lists 'Stress related news'.



Scoring

	Indicates a score in the bottom 20% when compared to the benchmark scores and it indicates that this item is likely to be a significant source of stress to you and requires your immediate attention
	Indicates a score in the lower 50% when compared with the benchmark scores and it indicates that this may be a source of stress to you, there is scope for some improvement on this item and it needs addressing
	Indicates a score in the top 50% when compared to the benchmark score and it indicates a satisfactory/good response on this item at the time of completing the questionnaire

Five area formulation for Doctor X



Plan

- Unfit for work
- Discussion and normalisation of symptoms
- CBT
- Antidepressants
- Alcohol diary
- Home rehabilitation plan



Wish list

- Resolve career crisis
- Improve work life balance
- Improve relationship with husband
- Feel happy again



Challenging Negative Thoughts



Cognitive Errors

Faults in thinking process that help maintain negative thinking

- All or nothing thinking
- Personalising
- Catastrophising
- Jumping to conclusions



Thought Diary/Worksheet for thought “I am not a good enough doctor”

Situation <i>Note thought or memory leading to the unpleasant emotion</i>	Emotion <i>Note type of emotion and intensity (0-100%)</i>	Automatic Thought <i>Note automatic thought, and rate belief in automatic thought (0-10)</i>	Evidence for thought	Evidence against the thought	Alternative thought <i>What's another way of viewing the situation?</i>
On call at work	Sad Anxious	I am not a good enough doctor	Always rushing, not enough time for patients Too slow	Excellent feedback from clinical and educational supervisors Good ARCP Passed exams	Despite juggling many commitments I have managed to adequately fulfill my role as a junior doctor
	Rate intensity of emotion 100%	Rate belief in automatic thought 8/10			Re rate belief in automatic thought 4/10

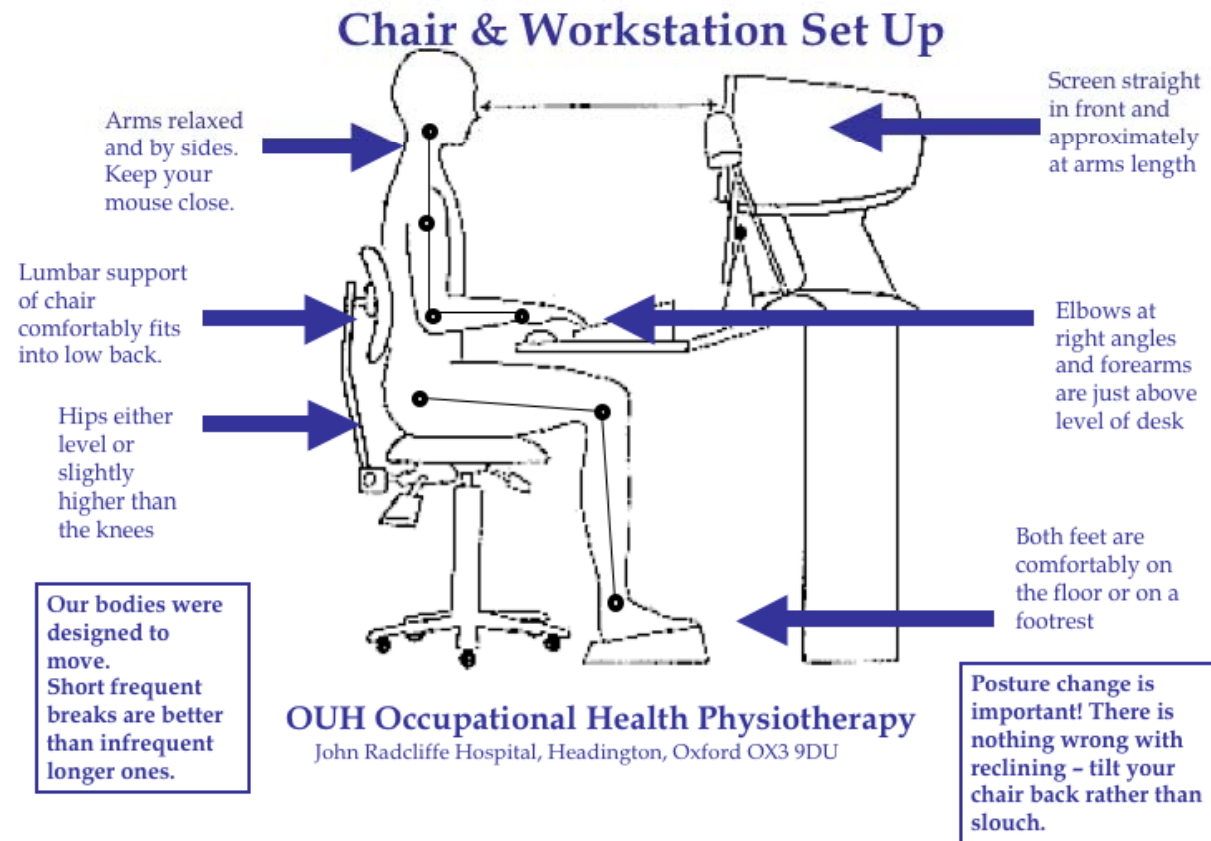
Exercise: challenging negative thoughts

Situation <i>Note thought or memory leading to the unpleasant emotion</i>	Emotion <i>Note type of emotion and intensity (0-100%)</i>	Automatic Thought <i>Note automatic thought, and rate belief in automatic thought (0-10)</i>	Evidence for thought	Evidence against the thought	Alternative thought <i>What's another way of viewing the situation?</i>
	Rate intensity of emotion	Rate belief in automatic thought			Re rate belief in automatic thought

Musculoskeletal problems



DSE assessment



Upper body exercises

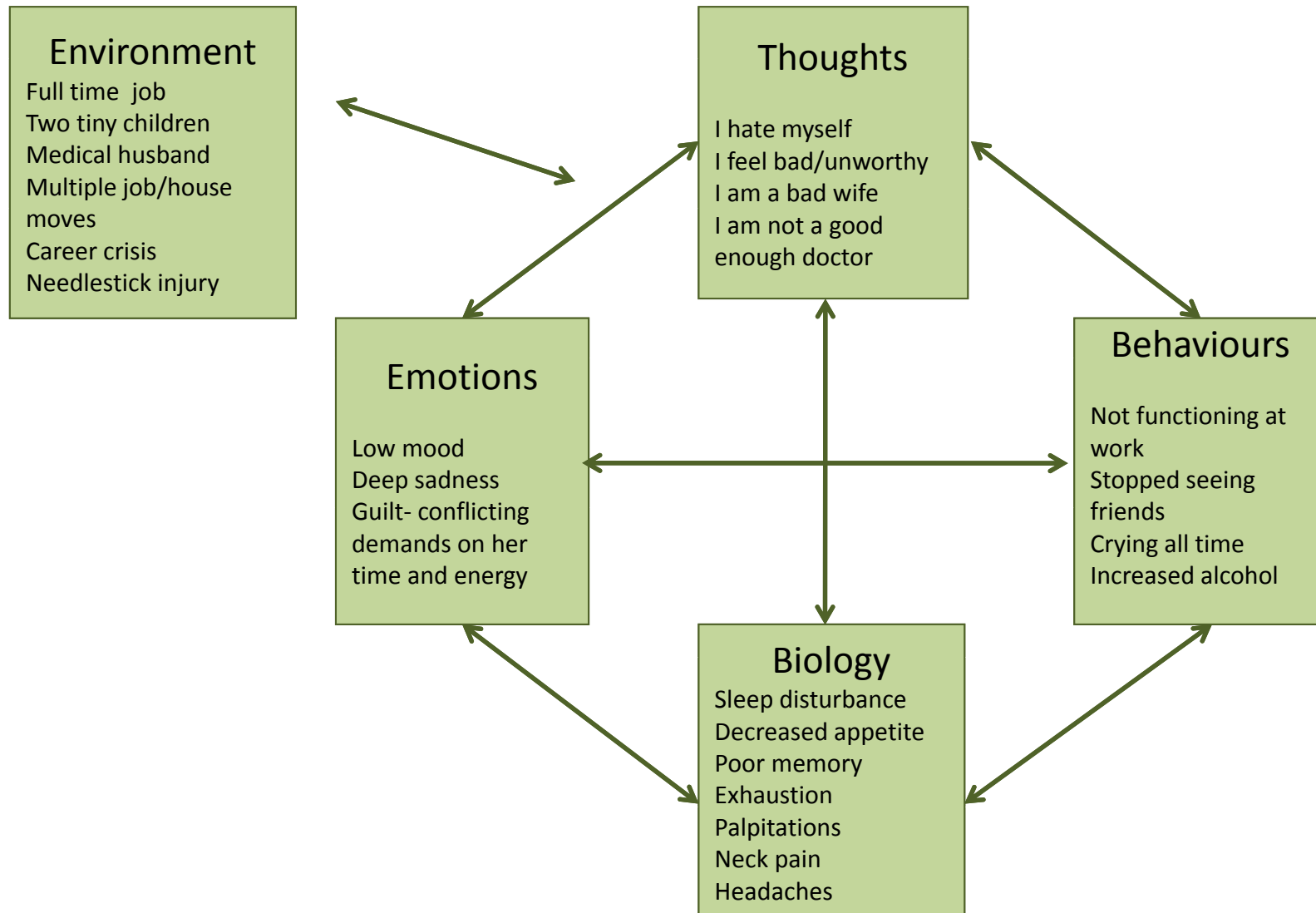


Home rehabilitation plan

- Bio-psycho-social approach
 - Increasing activities
 - Normalizing sleep patterns
 - Restarting hobbies
 - Exercising
 - Increasing cognitive activity
 - Enhancing coping strategies
 - Nurturing relationships
- Diary
- Health visitor



Five area formulation for Doctor X



Career reevaluation
Ideal working week exercise

[illegible]

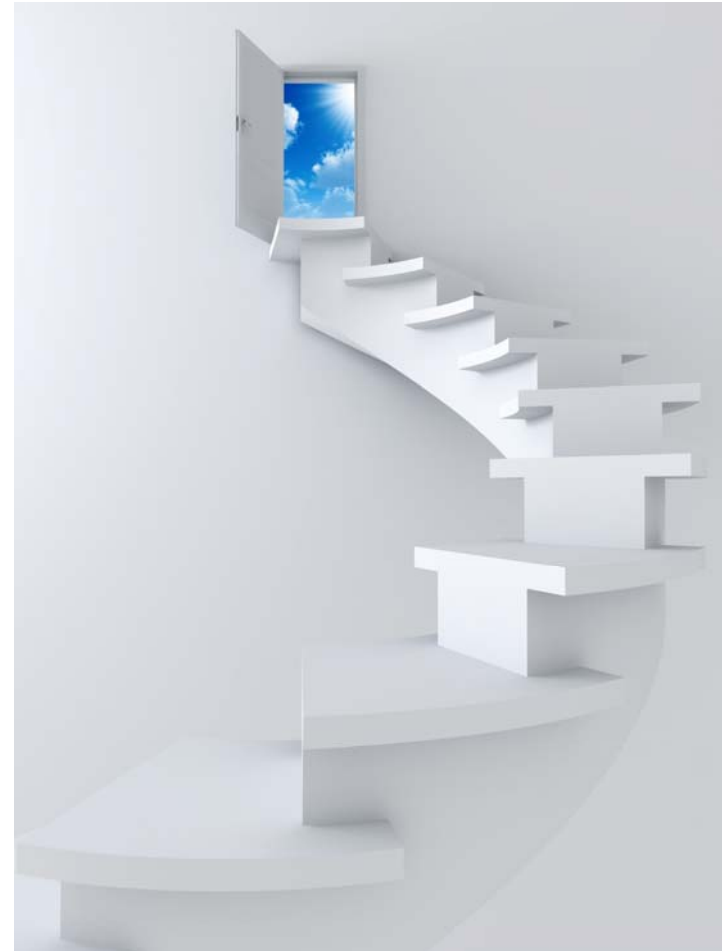
Workplace rehabilitation plan

- Fitness to RTW
- Return to work plan
 - Less than full time trainee 50%
 - Part-time supernumerary phased return to work for 6 weeks
 - Regular meetings for support
 - Delay exams
 - OH follow up at 4 weeks
 - Relapse prevention plan

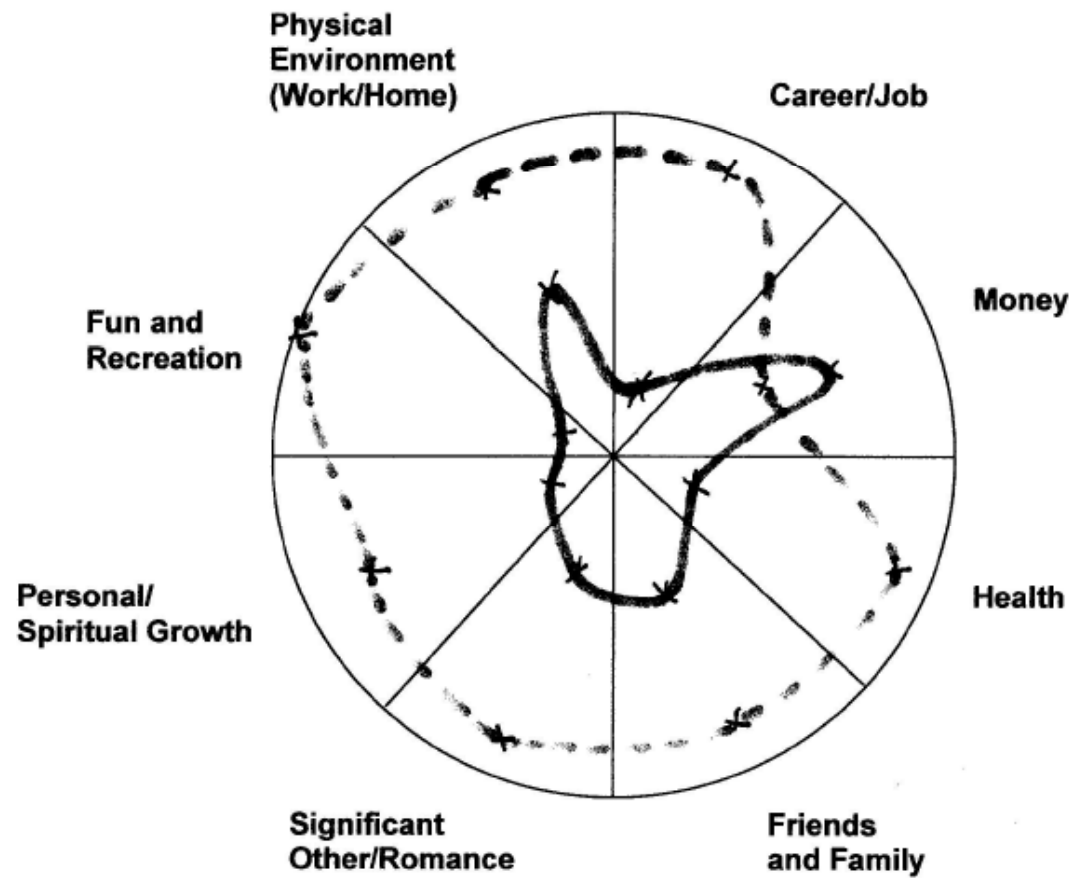


4 week review: wish list

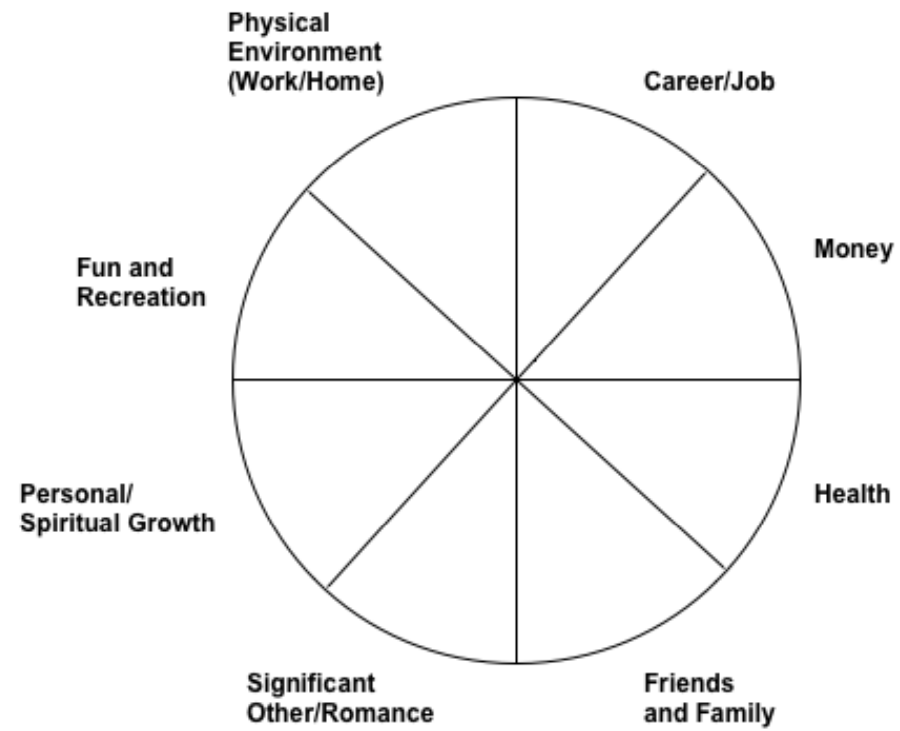
- Resolve career crisis
- Improve work life balance
- Improve relationship with husband
- Feel happy again



4 week review: balance wheel



BALANCE WHEEL EXERCISE



CBT for doctors

- problem oriented approach
- mutual engagement
- time efficient therapy
- restoration of control

The Physician as Patient –a clinical handbook for mental health professionals. Myers and Gabbard 2008





Risk of blood borne viruses

- Hepatitis B: 30% risk transmission
Rx: booster dose of vaccine
- Hepatitis C: 3% risk transmission
Rx: early treatment may clear virus and prevent chronic liver disease
- HIV: 0.3% risk transmission
Rx: post exposure prophylaxis, ideally < 1hr



Needlestick Injuries

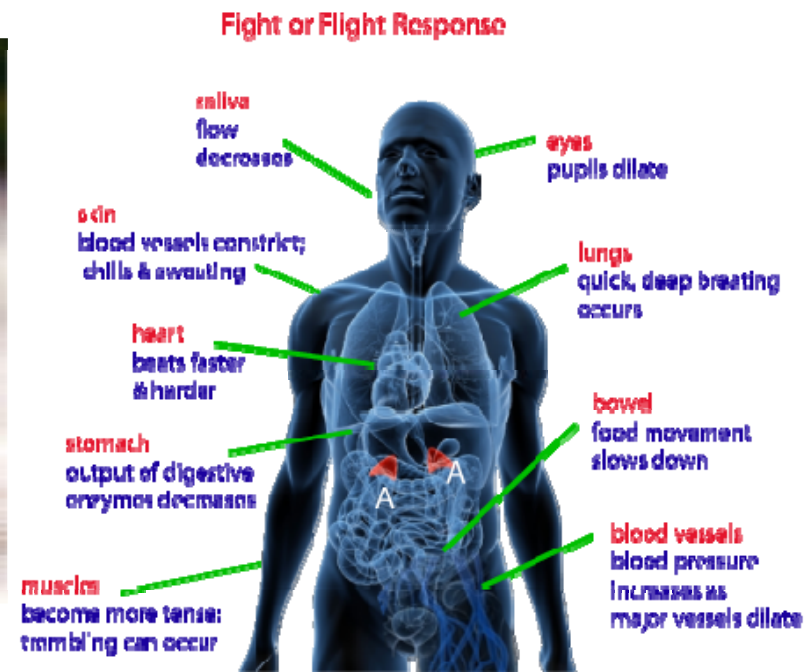
- Always report needlestick injuries
- Needle safe devices
- Immediate disposal of sharps
- NEVER re-sheath needles





Physiology of stress

Fight or flight



Coping in a panic

4-7-8 Breathing

Weil, Andrew, M.D. 1999. Breathing: The Master Key to Self Healing. Boulder, CO: Sounds True.



Laugh more often

