



European  
Association for  
Physician Health



**'Co-doctors' support their colleague GP's.**

**Breaking the taboo of the 'omnipotent' doctor:  
a Belgian pilot project of D4D**

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- » 1. What's D4D ?
- » 2. What's a co-doctor ?
- » 3. Can we change the culture of medicine by promoting and training collegiate solidarity ?

**Take home message ...**



## Is it epidemic ?

I have a burn-out!

That's me ...

Me too. You'd better go to the doctor on call ...

QUIRiT



# **[www.doctors4doctors.be](http://www.doctors4doctors.be)**



- » Non-profit organisation
- » Visible and approachable point of contact
- » Medical profession
- » Multidisciplinary collaborative network



## » Goals:

- > Outlining a vision for **providing care** to physicians
- > To make a **cultural change** to the image of “omnipotent” physicians to physicians who are allowed to be vulnerable and human
- > To **educate and train** physicians to seek help when necessary
- > **Preventive actions** by giving lectures about various topics
- > Good physical and mental **health promotion**
- > Promoting a **healthy mindset** (self-care, self-awareness)
- > Promoting **healthy workplaces** (GP's, hospitals)







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2015 -2016 -2017**

# Co-Doctor

- » GP's are organized in **on-call groups** consisting of tens of GPs working in the **same region**.
- » They take the same **in-service training**, so they are **familiar** with each other.
- » **Hypothesis:** Introducing this new course at this level would be ideal to achieve our D4D-goal in a local, low-threshold manner.
- » **Q:** Could D4D motivate GPs to attend a course to become a “co-doctor”: “**a GP delivering peer-support and changing the cultural view on self-care of GPs in general?**”



# Co-Doctor

- » September 2015, a one-day course, 38 GPs.
- » Topics:
  - > Interactive reflection on the barriers to prevent them from seeking help as a GP,
  - > Training on nonjudgmental listening
  - > Construction of a social map of caregivers to whom they can refer
  - > The attendees were stimulated to draw up a list of their own tasks as co-doctors.
- » After two additional days of training 2016, 31 co-doctors left with a clear job description.
- » Drop-out of 7 GPs:
  - > They did not feel ready with the role of co-doctor
  - > No spare time
- » The co-doctors are offered additional education and intervision two times a year.





- » Financial support:
  - > King Baudouin Foundation
  - > National Lotery
  - > Flemish Gouvernement
  - > Domus Medica
- » Media attention
- » Positive respons of the field



# Co-Doctor

- » GPs are convinced of the advantages of being or having a co-doctor.
- » The project has been expanded in January 2017.
- » Moreover, the project will be implemented at hospitals, so specialists who suffer from the same hesitation and fear, will receive help.



# What's a 'Co-Doctor'?

A word cloud centered around the term 'Co-arts'. The words are arranged in a cross-like pattern. The central word is 'Co-arts' in large orange letters. Other words include 'Compagnon-de-route' (dark red), 'Confidence' (yellow), 'Comfort' (dark green), 'Compassie' (orange), 'Connectie' (orange), 'Collega' (orange), 'Confirmatie' (dark green), and 'Content' (orange). The words are of varying sizes and orientations, creating a dynamic visual effect.

**Co-arts**

Compagnon-de-route  
Confidence  
Comfort  
Compassie  
Connectie  
Collega  
Confirmatie  
Content





An abstract painting featuring a central circular motif composed of concentric rings of color. The colors are vibrant and varied, including shades of yellow, orange, red, pink, purple, blue, and green. The brushstrokes are visible and expressive, creating a textured, layered effect. The overall composition is dynamic and energetic.

Helps to seek

Facilitates

≠ Treatment





Trust

Nonjudgmental  
listening



Oath of secrecy



Balance

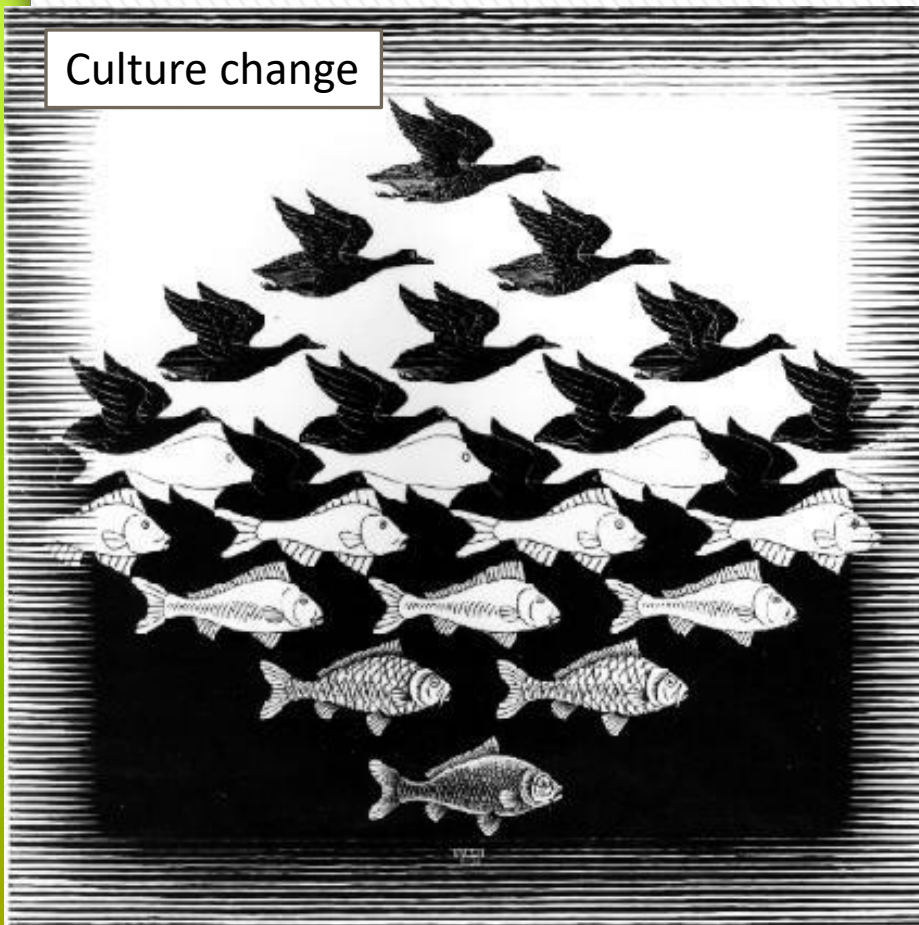


Growth





Culture change



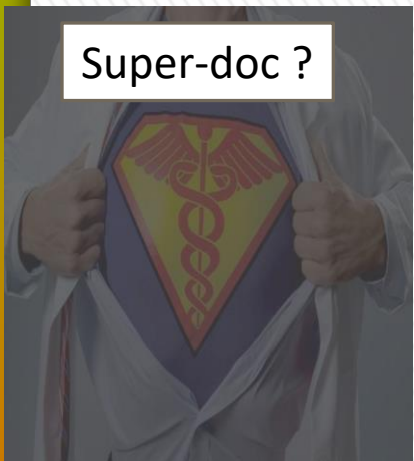
Do you have a GP ?



Physician well-being ... a missing quality indicator (J. Wallace, 2009)



Super-doc ?



Human / vulnerable doc ?



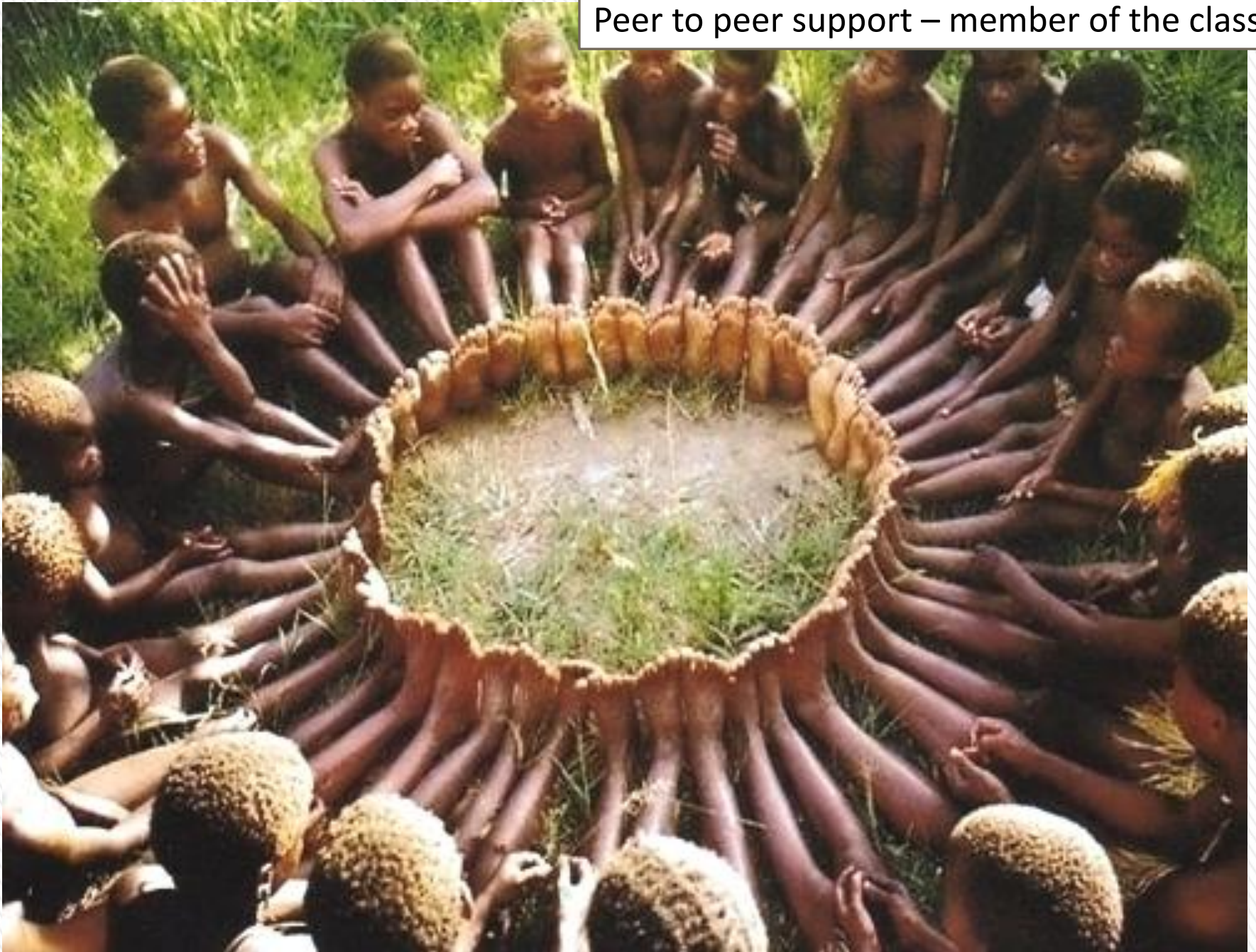
**Co-doctor** can facilitate or initiate courses, training, interactive groupdebates about e.g. :

- + Regional social map (referral addresses of specialised care)
- + Work / life balans
- + Learn to set bounderies
- + Time management
- + Stress symptoms
- + Addiction
- + Depression / Suicide
- + Burn-out
- + .....





Peer to peer support – member of the class





**Take home message ...**





A word cloud centered around the term "Co-arts". The words are arranged in a cross-like pattern. The central word "Co-arts" is large and orange. Surrounding it are several other words in various colors and orientations: "Confidence" (yellow, horizontal), "Compagnon-de-route" (dark red, horizontal), "Comfort" (dark green, horizontal), "Connectie" (orange, vertical), "Collega" (orange, vertical), "Compassie" (orange, horizontal), "Confirmatie" (dark green, vertical), and "Content" (orange, horizontal).

**Co-arts**

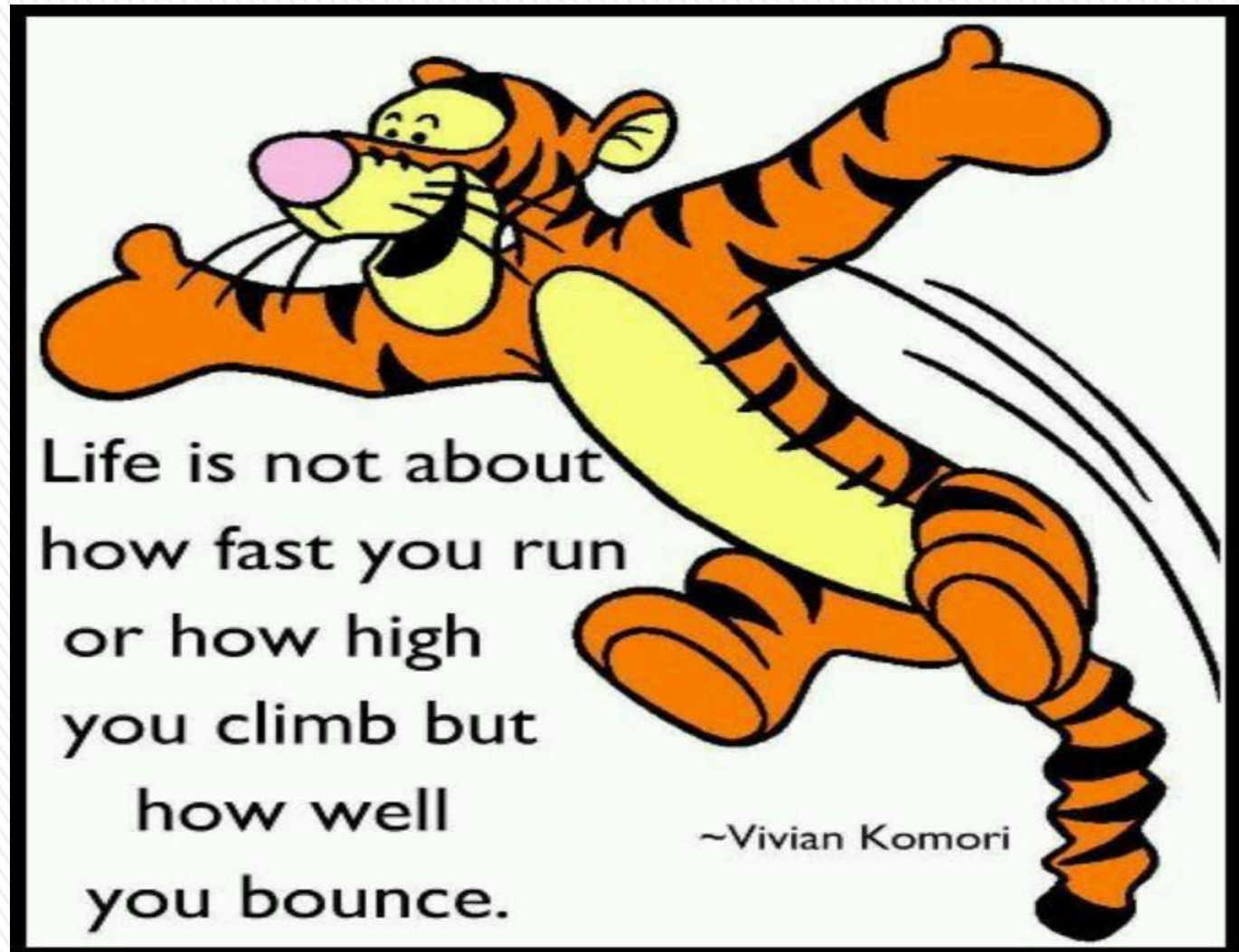
Confidence  
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**Take home message ...**





Can we change the culture of medicine by promoting and training collegiate solidarity ?



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