



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**

Andy De Witte, MD, Psychiatrist, President D4D

April, 24th 2017 - Paris

- » 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 ...



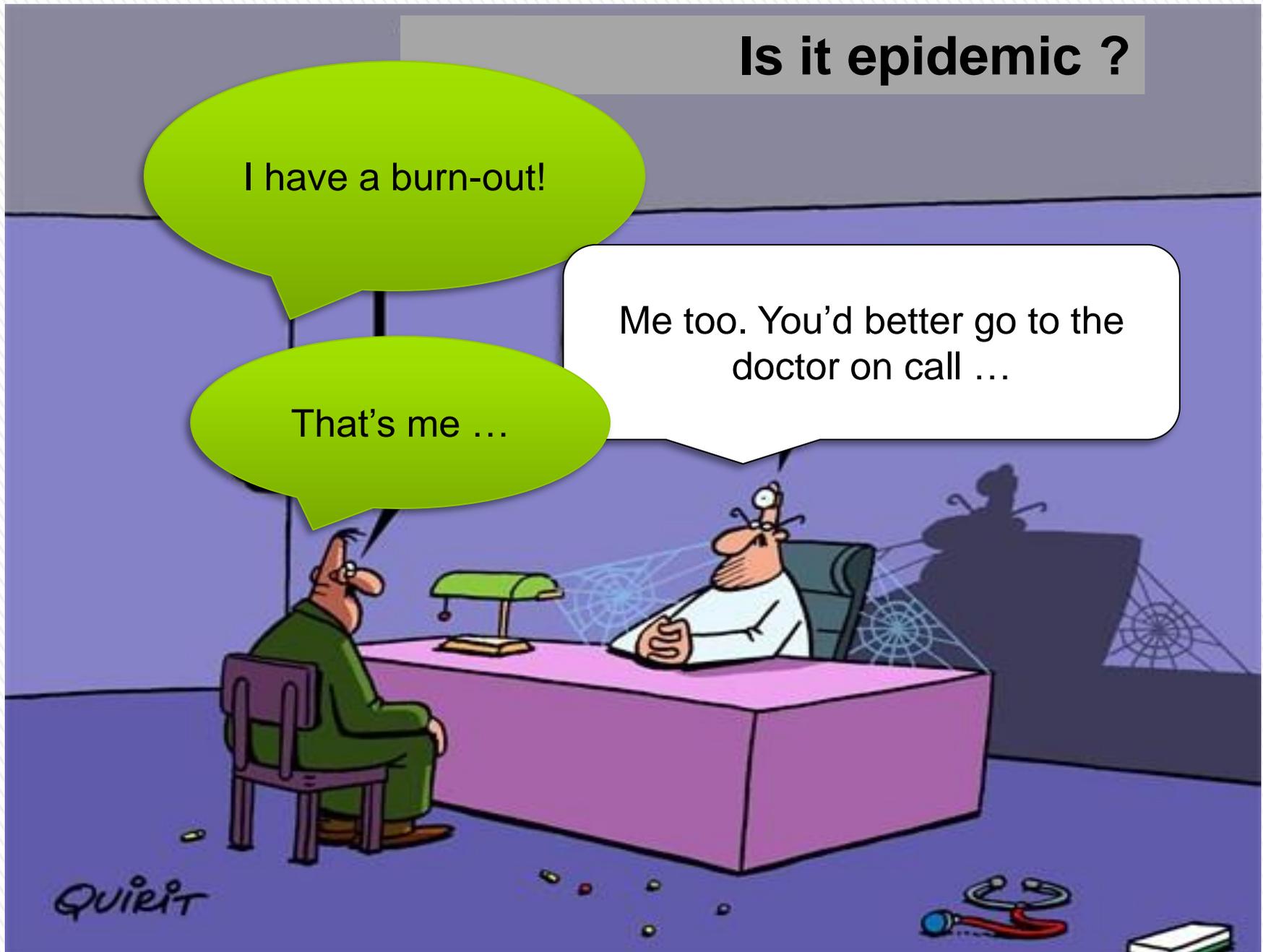
Is it epidemic ?

I have a burn-out!

That's me ...

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

QUIRIT



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



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



Co-Doctor

- » Financial support:
 - > King Baudouin Foundation
 - > National Lotery
 - > Flemish Governement
 - > 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 various orientations and colors. The largest word is 'Co-arts' in orange. Other prominent words include 'Confidence' in yellow, 'Compagnon-de-route' in dark red, 'Comfort' in green, 'Compassie' in orange, 'Connectie' in orange, 'Collega' in orange, and 'Confirmatie' in green. The word 'Content' is also present in orange at the bottom right.

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





Helps to seek

Facilitates

≠ Treatment

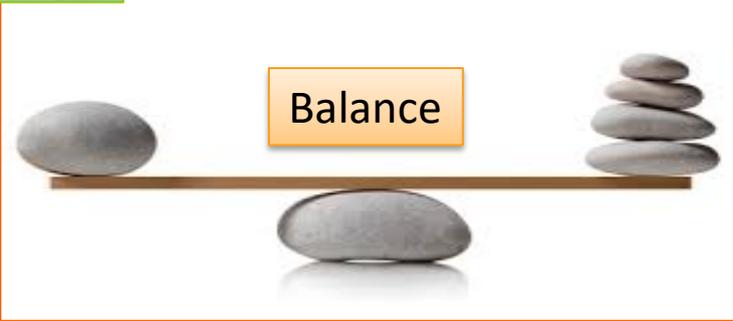
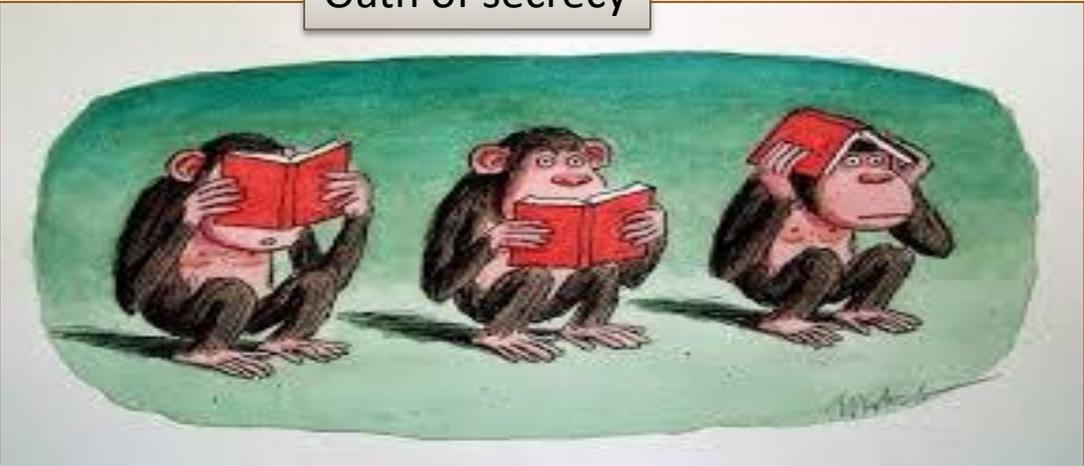


Trust

Nonjudgmental listening



Oath of secrecy

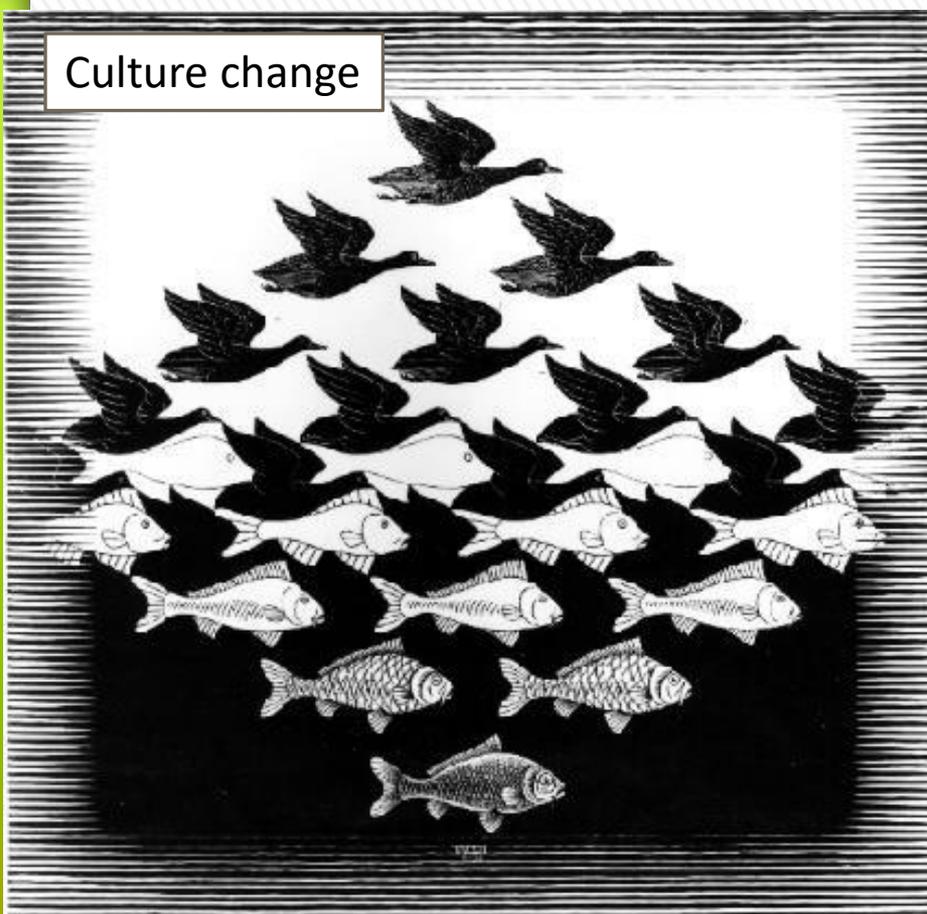


Balance



Growth

Culture change

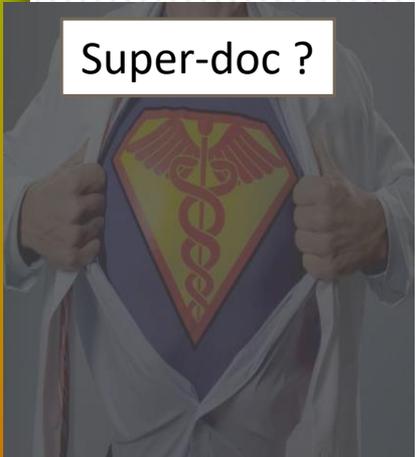


Do you have a GP ?

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



Super-doc ?



Human / vulnerable doc ?

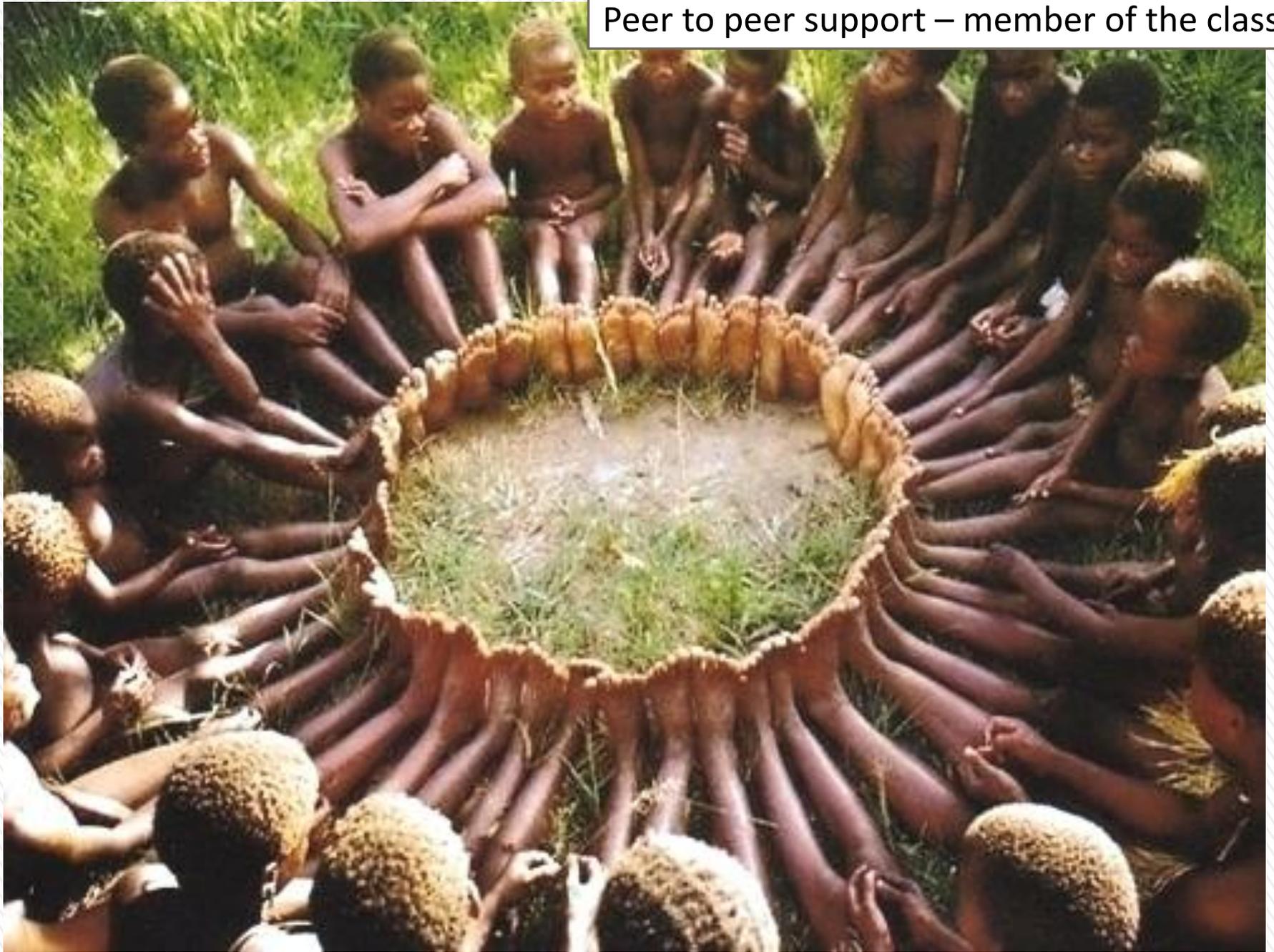


Co-doctor can facilitate or initiate courses, training, interactive groupdebates about e.g. :

- + 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 ...



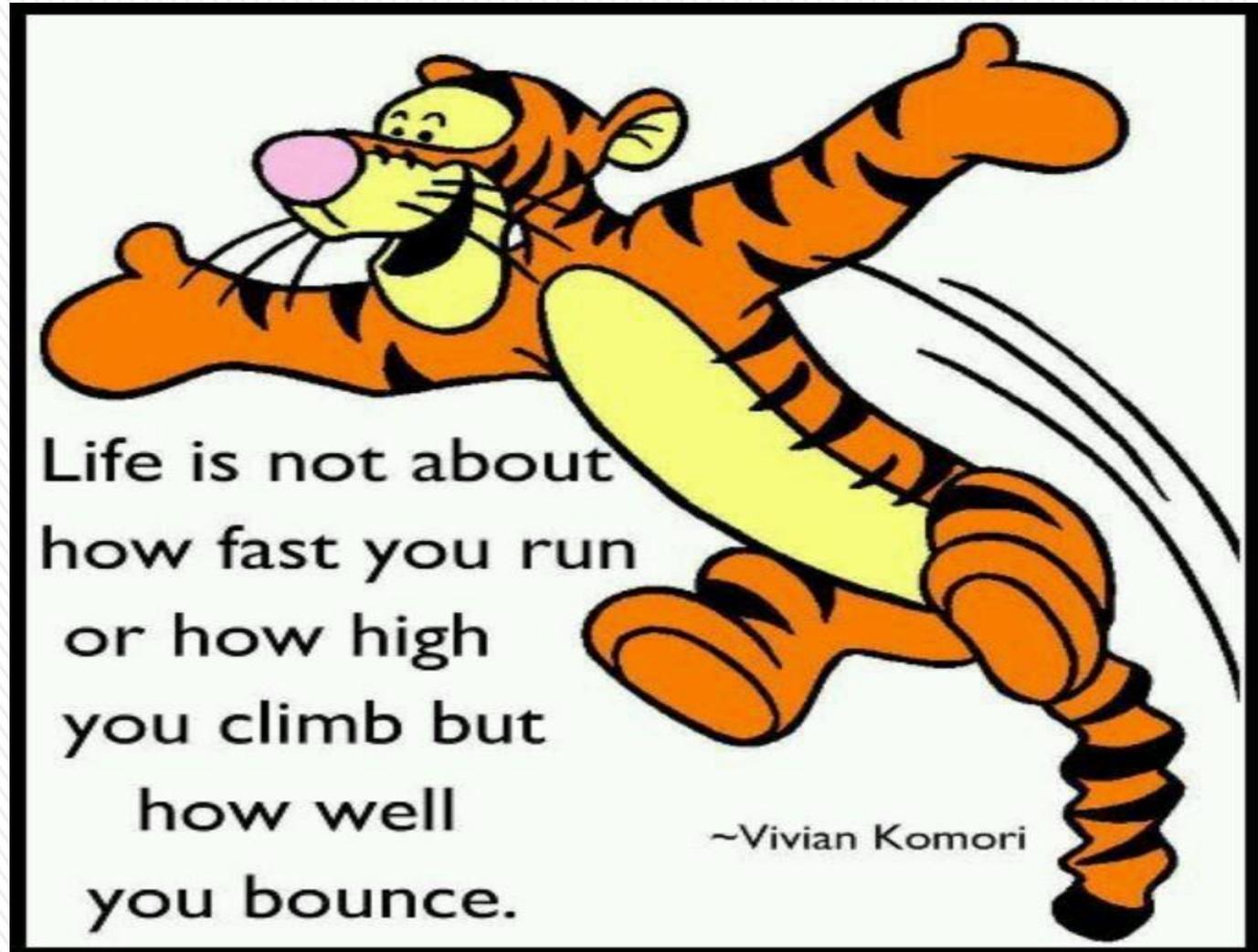
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