

A top-down view of a desk with a laptop, a cup of coffee, a pencil, and some greenery. The laptop is on the left, the coffee cup is in the top center, and a pencil is on the left side. There are some green leaves in the top right corner.

The Wellbeing Committee's Top Priorities

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Royal College of Psychiatrists

The Wellbeing Committee



Area of wellbeing is complex

WHO: “Mental health - a state of wellbeing in which each individual realises their own potential, can cope with normal stresses of life and is able to make a contribution to her and his community.”

ONS: “How we are doing as individuals, communities and as nation and how sustainable is this for the future “. “Personal wellbeing: how satisfied we are overall with our lives, the extent to which we feel that things we do are worthwhile and our day to day emotions, experiences such as anxiety and happiness.”





Wellbeing determinants

*(Office of National Statistics
What Works Centre for Wellbeing)*

- Health
- Learning and development
- Work/Workplace
- Natural environment
- Finance (e.g. unemployment), economy
- Social inclusion, Equality and Diversity
- Activities and relationships
- Parenting and early years support
- Internal factors (resilience)

Main results of work related stress

- Burnout
- Depression, anxiety, PTSD
- Substance misuse
- Suicide
- Decreased productivity
- Patient outcomes
- Financial costs

In May 2020, over half of our RCPsych members surveyed said their wellbeing had worsened during the crisis (506 of 931)



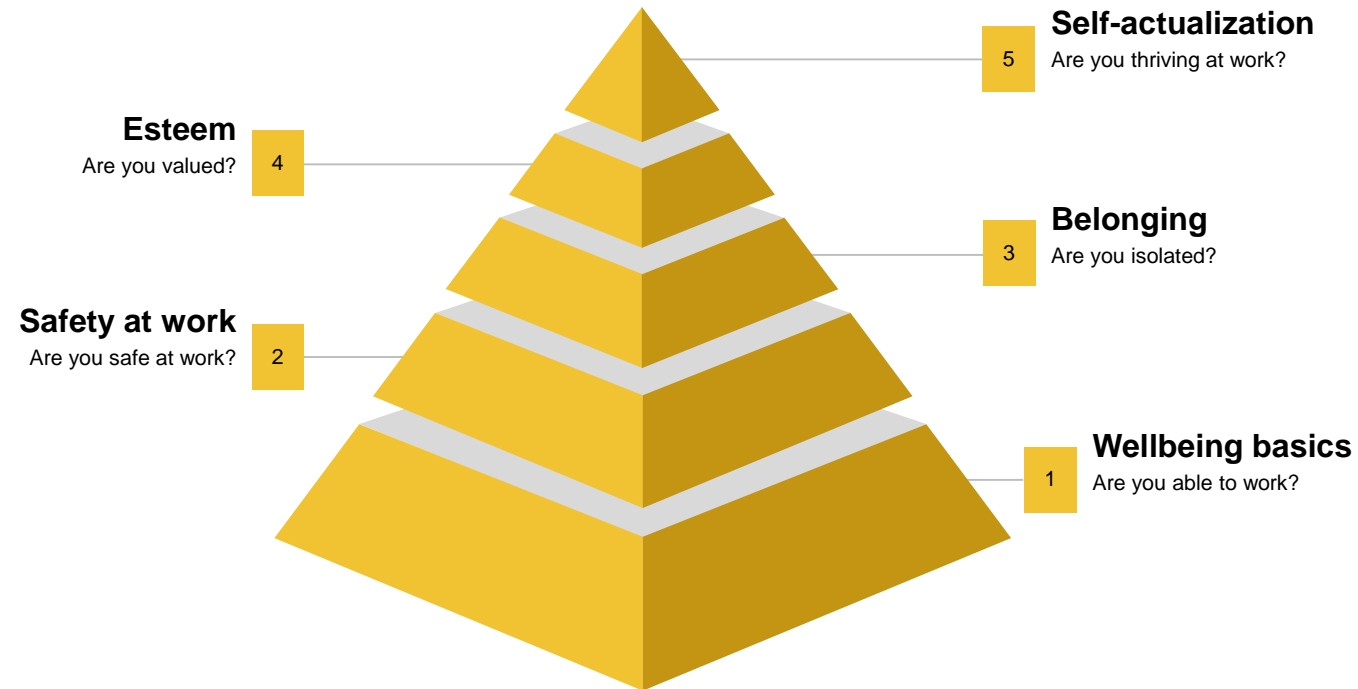


COVID-19 concerns

- Overall increased pressures at work
- Concerns about risks to own health
- Higher risks for colleagues from BAME background
- Changes in job roles, workload, shielding, remote working, resources
- Emotional distress including burnout made worse during the pandemic
- PTSD

Wellbeing guide for doctors working in psychiatry

using Maslow Hierarchy of needs





Overarching Strategy Mission and Aim

MISSION: To empower every doctor working in psychiatry, across all career grades, to maintain and improve their health and wellbeing at work and thus remain well and motivated to achieve their full professional potential and thrive at work. To influence and shape organizational culture to promote supportive working environments.

AIM: Every doctor working in psychiatry should feel safe, valued and able to thrive at work.

Core Priorities 2020-2023

Support

Wellbeing and Retention

Influence

Transform culture

A. SUPPORT doctors in distress or in need of immediate care

- Multi-layered approach
- Easy and confidential access to care when necessary
- Reducing stigma associated with asking for help and support
- Data transparency to enable collective developments and improvements

Examples of actions: the wellbeing section in job descriptions, develop recommendation for the wider workforce post—COVID-19, PSS expansion.

SUPPORT : Psychiatrists' Support Service

The Psychiatrists' Support Service (PSS) provides free, rapid, high quality peer support by telephone to psychiatrists of all grades who may be experiencing personal or work-related difficulties. Our service is totally confidential and delivered by trained Peer Support Psychiatrists (College Members).

Get in touch with the support service

Call our dedicated telephone helpline on 020 8618 4020

Email us in confidence at pss@rcpsych.ac.uk

The service is available during office hours Monday to Friday.

SUPPORT : The Wellbeing Section in the RCPsych JD for Consultants and SAS posts

Effective local occupational health support (confidential, includes modalities of self-referral, promoted regularly at induction and when in post)

Proactive local organizational systems to support doctors' wellbeing following serious incidents

Timely job planning reviews when there are changes in regard to the pre-agreed workload

Availability of local initiatives/resources that promote workforce wellbeing (example: self-care, work-life balance, stress management, coaching/mentoring, peer group support, Balint groups for consultants/SAS)

SUPPORT: COVID-19 Guidance for clinicians

COVID-19: Wellbeing and support

Whether you're looking to protect your own wellbeing, or support your team and colleagues through this pandemic, the College has a number of resources to help you.

<https://www.rcpsych.ac.uk/about-us/responding-to-covid-19/responding-to-covid-19-guidance-for-clinicians/wellbeing-and-support>

SUPPORT: If a patient dies by suicide

<https://www.rcpsych.ac.uk/members/supporting-you/if-a-patient-dies-by-suicide>

This section has been created to support psychiatrists during the difficult time after a patient has died by suicide.

The resources on this page have been developed with the help of a working group consisting of members who have experienced the death of a patient by suicide during their careers.



B. INFLUENCE locally the wellbeing agenda

- Promote awareness of individual and system factors that impact on wellbeing
- Normalise help seeking when necessary
- Advocate for the reduction of work-stressors through lobbying and influencing national policies and initiatives and develop inter-organizational collaboration

Examples of actions: develop and train RCPsych Wellbeing Champions, support educational wellbeing programmes, develop a resource platform on the RCPsych website for sharing wellbeing materials.

INFLUENCE : Wellbeing Champions

- Recruitment of a Wellbeing Champion from each Division
- Training and support from the Royal College of Psychiatrists
- Promote awareness at the local level about individual and system factors that impact on wellbeing
- Encourage help seeking when necessary and combat stigma
- Disseminate information on local and national wellbeing resources that doctors can access
- Advocate for the reduction of work stressors
- Gather feedback on the current challenges at the local level
- Develop a national network

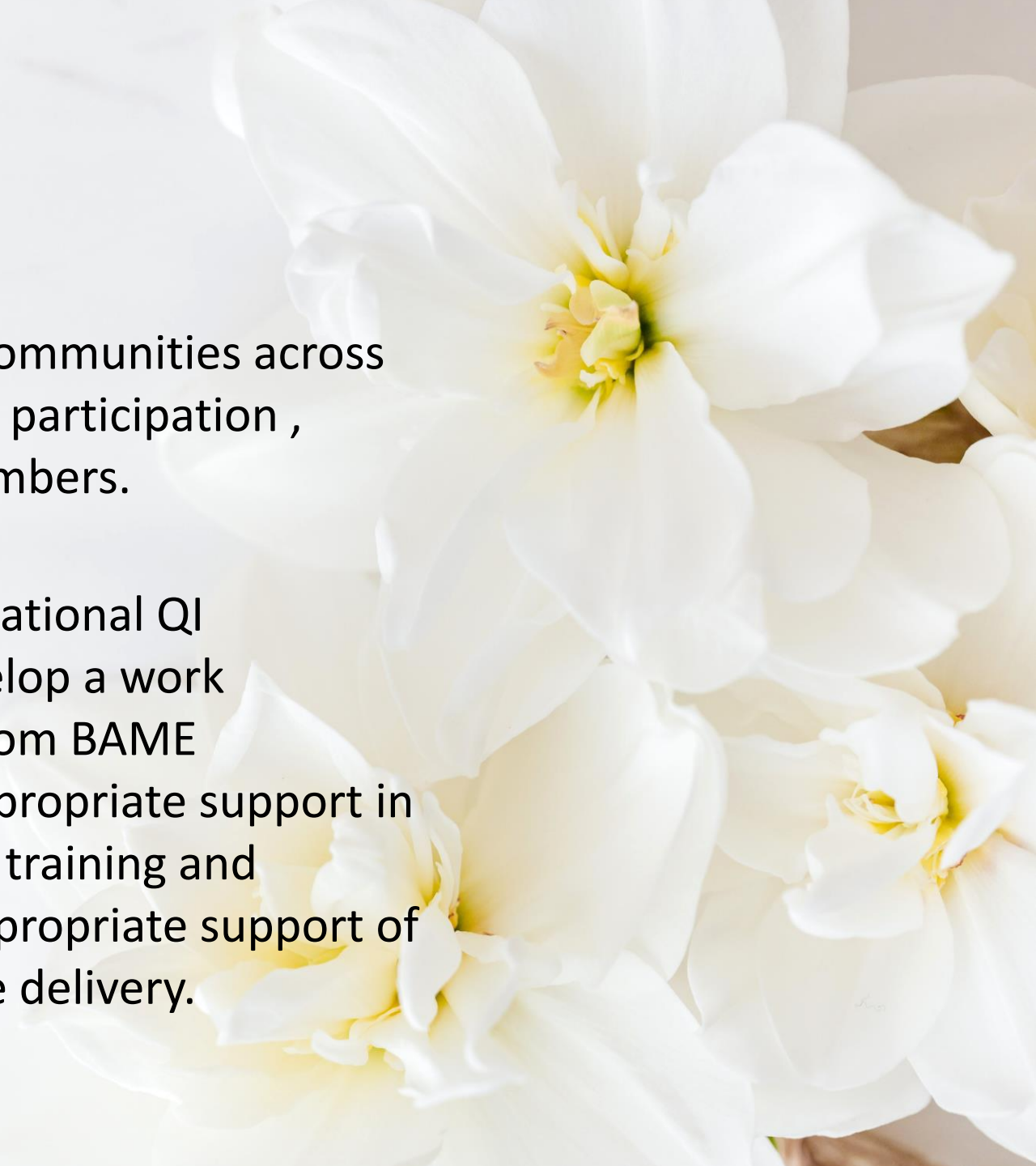
INFLUENCE : RCPsych PTC Wellbeing podcasts

<https://www.rcpsych.ac.uk/news-and-features/podcasts>

- **You are not alone - Episode 1: Doctors with Mental Illness**
- **You are not alone - Episode 2: Shielding doctors**
- **You are not alone - Episode 3: Doctors with disability**
- **You are not alone – Episode 4: Bullying and harassment**
- **You are not alone – Episode 5: International Medical Graduates (IMG)**

C. TRANSFORM culture

- Transforming the workplace culture and communities across all professional roles through engagement, participation, inclusion and reciprocal support of its members.
- Examples of actions: Develop and lead a national QI Collaborative (Joy in Work) via CCQI, develop a work programme to ensure that psychiatrists from BAME background receive fair treatment and appropriate support in the workplace, develop wellbeing specific training and capabilities in leadership programmes, appropriate support of SAS doctors who play a vital role in service delivery.



TRANSFORM culture: Enjoying Work Collaborative

- The Enjoying Work collaborative was launched in Spring 2021. This exciting programme is providing opportunities for a range of health care teams across the UK to use quality improvement techniques to help their staff connect to what brings them joy in their work and find ways to enhance their wellbeing.

- <https://www.rcpsych.ac.uk/improving-care/nccmh/rcpsych-enjoying-work>



The image features three pairs of eyeglasses scattered on a light-colored, textured surface. One pair at the top left has tortoiseshell frames. A pair in the middle has thin, rose-gold frames. A pair at the bottom has clear, thin frames. The glasses are positioned diagonally across the left side of the frame.

Challenges

- Additional roles and input into strategy of already overwhelmed psychiatrists
- Central strategy that enables wide-ranging stakeholder engagement and regular updates
- Resources
- Position ourselves as experts in the area and highlight our added value
- Promote resources and developments in a timely fashion.
- Outcomes
- **Keep it real!**



Wellbeing and You

Stay connected

Be kind to yourself

Ask for help if you struggle

.

THANK YOU

SAFE

WELLBEING
&
RETENTION

THRIVE
AT
WORK

VALUED