

Wellbeing of SAS doctors CTM

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Acknowledgements: SAS advocate Dr Chalishazar and Loli Macchiavello QI team

Understanding the problem

Wellbeing a topical subject & under directives from the GMC, the royal colleges, deaneries and trusts, therefore surveys conducted. Conclusions indicated that SAS doctors, 25 % of the workforce (GMC 2022) were often overlooked and yet contributed to the bulk of the medical NHS workload.

Also, the survey found that 25% of SAS had taken leave due to stress in 2021. In 2025, NHS Employers survey: 47% staff had negative mental effects due to their job. NHS Wales staff survey 2023 indicated 36% of the workforce 'often' or 'always' felt burnout because of work

CTM values includes inspiring people, which creates an environment where staff can enjoy their roles and enhance their overall wellbeing.

The data required for wellbeing of CTM SAS doctors was captured at an internal conference in May 2025 on their own devices via a QR code in real time.

Involving Stakeholders

Discussion amongst peer SAS doctors in peer group & SAS welsh conference –request for interested parties, February 2025.

CTM Wellbeing team involved and attended meetings to seek ideas, guidance & support, throughout.

Internal SAS conference and discussion of project idea with SAS tutor, March 2025

Idea for QI placed on Big ideas platform for CTM trust for focused support, April 25 and subsequent guidance.

CTM NHS charities support for funding of conference, May 2025

Mixed group of SAS within various specialities across CTM, May 2025.

Brainstorming session with review of evidence already present during July till September 2025.

Medical director and executive team support during event and sessions, May 2025.

Aim: What are you trying to accomplish?

Using CTM's mission statement relating to values.

Joy in work, increase confidence of non training doctors to address their wellbeing and gauge their understanding, barriers to this and offer explicit information tailored to their needs.

50 % increase in awareness of SAS doctors of wellbeing services within CTM.

Measures: How will we know a change is an improvement?

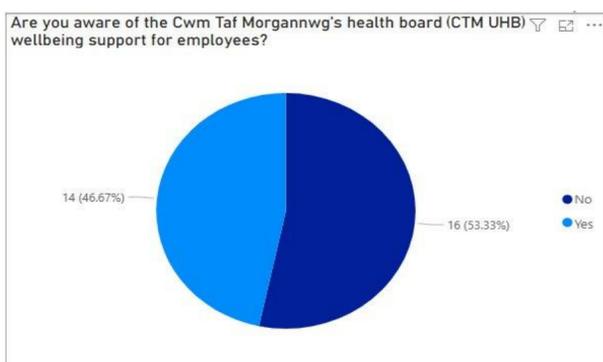


Fig. 1: >50% SAS reported lack of confidence in addressing their wellbeing.

Changes: what changes can we make that will result in an Improvement?

What are the **barriers** you experience that prevent you from confidently addressing your own wellbeing?

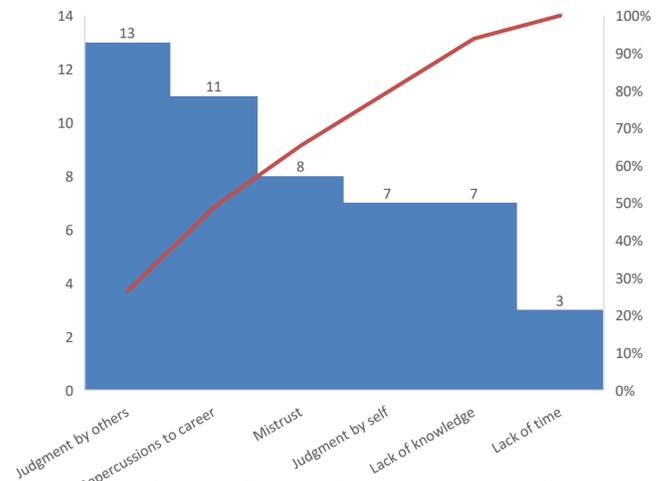


Fig. 2 – the most frequent barriers experienced are judgement by others and repercussions to own career

Reflection and the next steps

Structured Onboarding for New SAS Doctors

- Wellbeing orientation & resource signposting induction. **IN PROGRESS**

Peer Support & Mentorship Circles

- Establish above where SAS doctors can regularly meet to discuss challenges, share coping strategies, and foster wellbeing. **PENDING**

Wellbeing Champions

- SAS Wellbeing Champions across CTM; wellbeing initiatives, feedback, and liaison

Visible Recognition of SAS Contributions

- Recognition (e.g. SAS Spotlight in newsletters or intranet) celebrating achievements & contributions.

Protected Time for Wellbeing Activities

- Propose above time in rotas for wellbeing-related activities i.e. mindfulness sessions, reflective practice, or CPD focused on self-care. **IMPLEMENTED**

Next steps:

- Post intervention workshop indicated 90 % improvement in awareness
- QI continuation; ongoing to work on induction and awareness under preparation for launch December 2025.