Wrightington, Wigan and Leigh NHS
NHS Foundation Trust

Well Being Programme for Foundation Trainees

Tony Clayson
Corinna Milroy

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Aims

- Foundation Doctors needs
- Organisation/Regional offerings
- Need a specific framework ?
- Compassionate Leadership training
- Facilitate medical culture change

Well Being Programme for Foundation Trainees

Thanks

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Steps 4 Wellness

Your Mental Health
Supporting and educating staff to manage their psychological health

Healthy Choices
Encouraging and enabling staff to make healthier lifestyle choices

Your Physical Health
Promoting and enabling staff to undertake physical

Keeping Social
Supporting staff to take part in meaningful activities that enhance their well-being

'A Mentally Well Hospital'

Organisational Development team

Equity, Diversity and Inclusion team

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NW ‘Compassion Hub’ for Foundation Doctors

Paul Baker – Head of School

Alison Sykes

Katie Hobson

Liz Shackley

Tony Clayson

Well Being Programme for Foundation Trainees

Who ? How ? Why ?

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Wrightington Hospital, Northwest Pelvic Service and Major Trauma Network

Consultant Orthopaedic Surgeon

Trauma interests – pelvic fractures

Elective – hip and knee replacements

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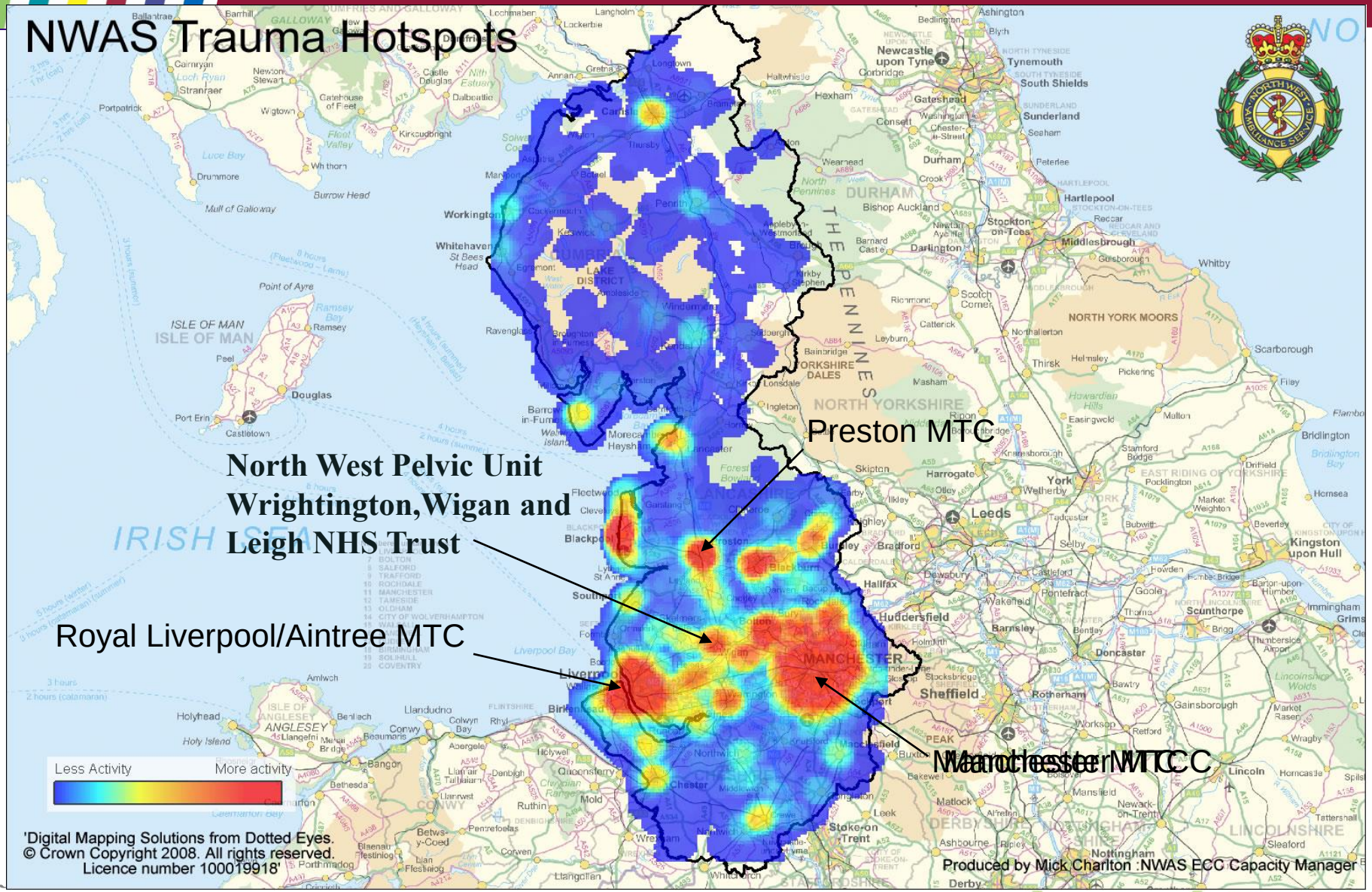
Trauma in NW


NWAS Trauma Hotspots
Preston MTC
North West Pelvic Unit
Wrightington,Wigan and
Leigh NHS Trust
Royal Liverpool/Aintree MTC
Manchester MTC
Less Activity
More activity
'Digital Mapping Solutions from Dotted Eyes.
© Crown Copyright 2008. All rights reserved.
Licence number 100019918'
Produced by Mick Charlton :NWAS ECC Capacity Manager

North West Pelvic & Acetabular Fracture Service

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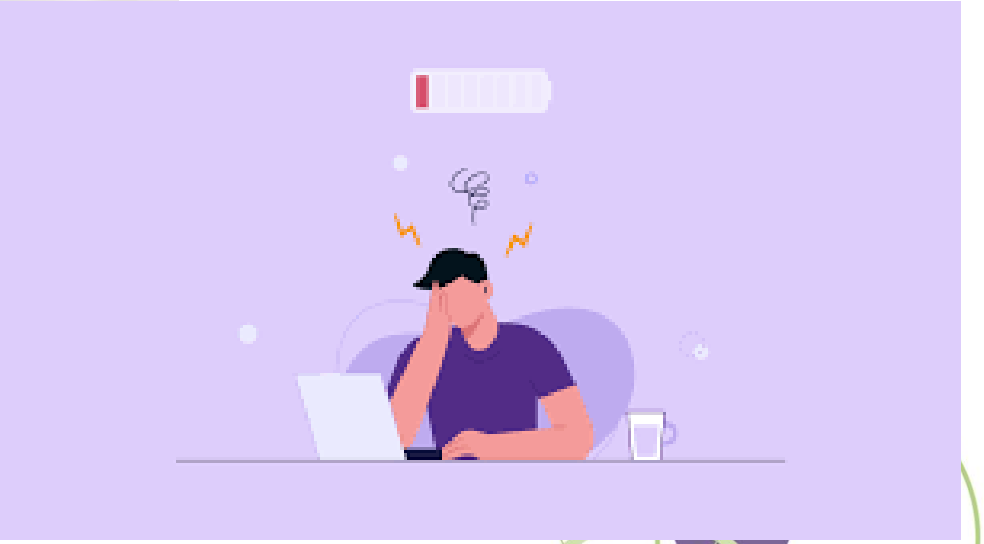

Organisation – Covid Impact

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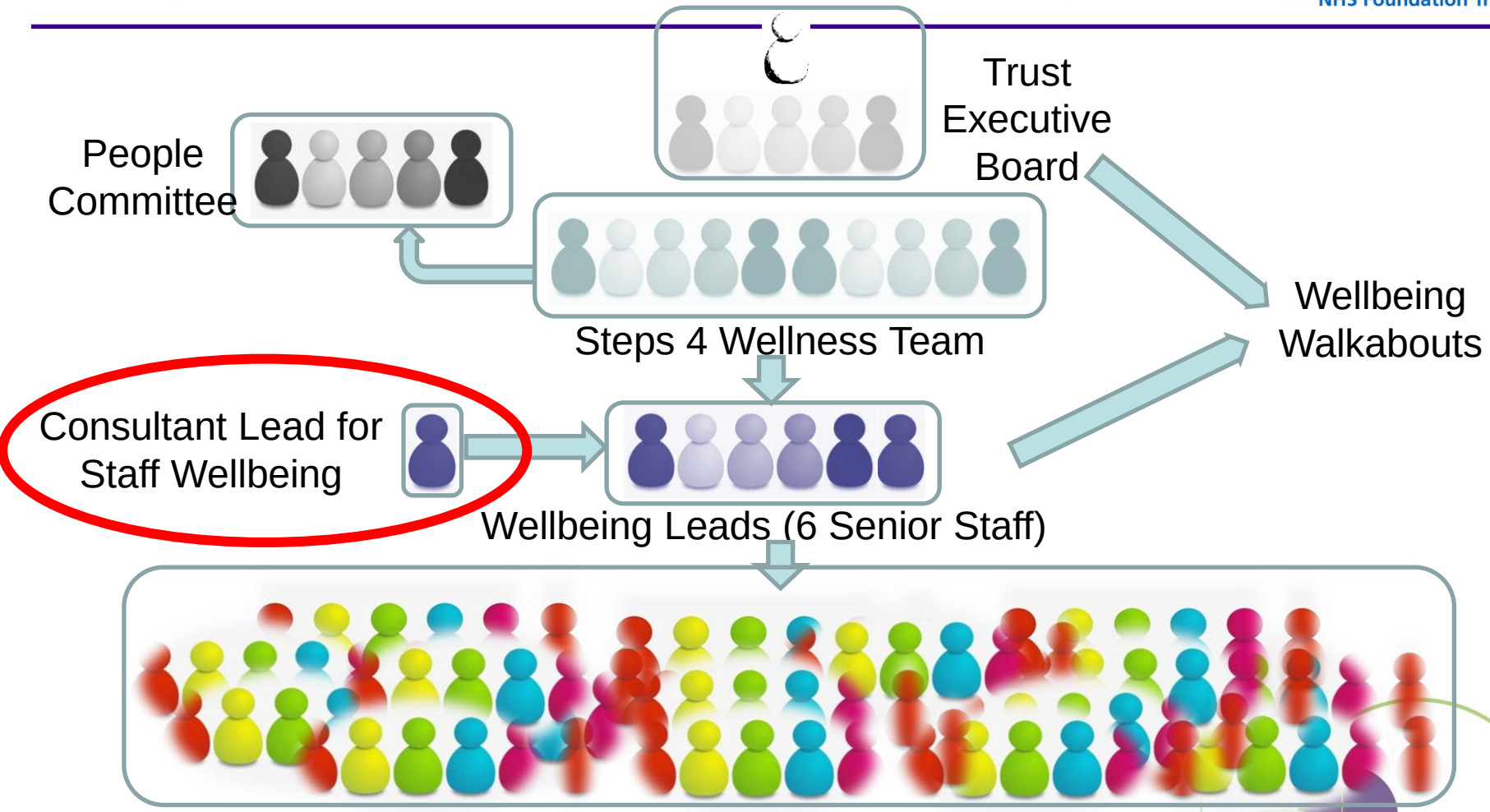

170+ Wellbeing Champions – ever growing !!

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BOA Response / Tony's Story

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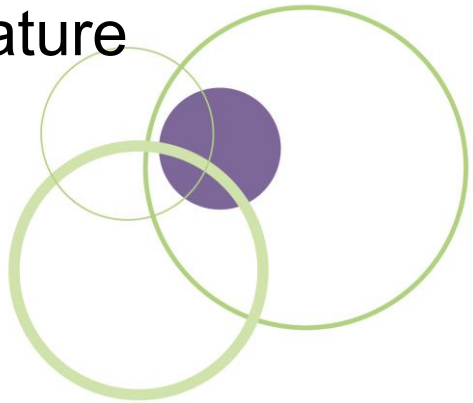
- Why Foundation Doctors ? – Tony's observations
- Corinna's story
- Corinna's Feedback from colleagues and literature



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Question !

Why Foundation Doctors ?

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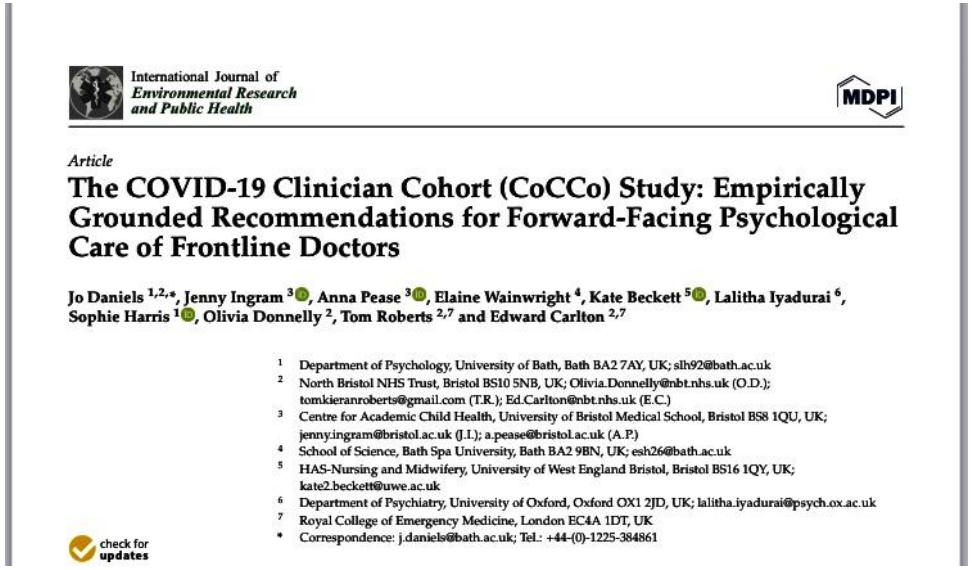

International Journal of *Environmental Research and Public Health*

MDPI

Article

The COVID-19 Clinician Cohort (CoCCo) Study: Empirically Grounded Recommendations for Forward-Facing Psychological Care of Frontline Doctors

Jo Daniels [1,2,*], Jenny Ingram [3], Anna Pease [3], Elaine Wainwright [4], Kate Beckett [5], Lalitha Iyadurai [6], Sophie Harris [1], Olivia Donnelly [2], Tom Roberts [2,7] and Edward Carlton [2,7]

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3 Centre for Academic Child Health, University of Bristol Medical School, Bristol BS8 1QU, UK; jenny.ingram@bristol.ac.uk (J.I.); a.pease@bristol.ac.uk (A.P.)
4 School of Science, Bath Spa University, Bath BA2 9BN, UK; esh26@bath.ac.uk
5 HAS-Nursing and Midwifery, University of West England Bristol, Bristol BS16 1QY, UK; kate2.beckett@uwe.ac.uk
6 Department of Psychiatry, University of Oxford, Oxford OX1 2JD, UK; lalitha.iyadurai@psych.ox.ac.uk
7 Royal College of Emergency Medicine, London EC4A 1DT, UK
* Correspondence: j.daniels@bath.ac.uk; Tel.: +44-(0)-1225-384861

check for updates

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Well Being of Foundation Trainees

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Riley R, Buszewicz M, Kokab F, et al.

'Sources of work-related psychological distress experienced by UK-wide foundation and junior doctors: a qualitative study'.

BMJ Open 2021;11:e043521. doi: 10.1136/bmjopen-2020-043521

Riley R, Kokab F, Buszewicz M, et al.

'Protective factors and sources of support in the workplace as experienced by UK foundation and junior doctors: a qualitative study.'

BMJ Open 2021;11:e045588. doi: 10.1136/bmjopen-2020-045588

Daniels, J.; Ingram, J.;Pease, A.;Wainwright, E.; Beckett, K.; Iyadurai, L.; Harris, S.; Donnelly, O.;Roberts, T.; Carlton, E. The COVID-19Clinician Cohort (CoCCo) Study:***'Empirically Grounded Recommendations for Forward-Facing Psychological Care ofFrontline Doctors.'*** *Int. J. Environ*. Res.Public Health **2021**, 18, 9675. https://doi.org/10.3390/ijerph18189675

Corinna's story

Well Being Programme for Foundation Trainees

How can Foundation Programmes help ?

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Corrina's feedback:

- Know your trainees
- Get wellbeing on the agenda …. thoughtfully
- Change the culture !!
- Empower trainees' voices
- Rotation due diligence (including supervisors)
- Support struggling trainees
- Small practical solutions

Share progress with other trusts !!!!!!!

WWL – Our programme

Overview as part of induction

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Overall Aim:

- To recognise and understand the links between wellbeing, culture and leadership underpinned by good EDI practice.

- To understand that it is okay not to be okay and to talk openly about your wellbeing and experiences at work.

Well Being Programme for Foundation Trainees

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- Our programme
- Schwartz Rounds
- Feedback from FY trainees, Bespoke programmes
- Trainees 'Well Being Trainee of the Year' Award
- Learning from others – NW regionwide approach
- Compassionate Leadership training

Well Being Programme for Foundation Trainees

WWL – Our programme

FY1 and FY2 currently same – Bespoke ?

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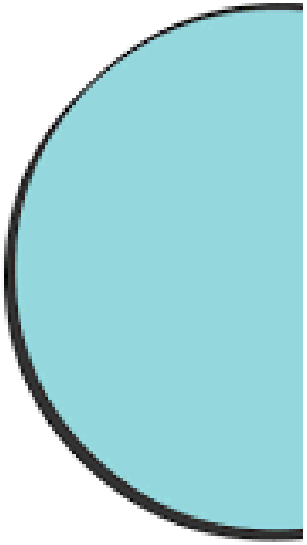
Date	Time	Title	Facilitators
24th May 2022	1.30-3.30pm	Introduction to mindfulness – value for every doctor	Jo Watson
	3.30-4pm	Introduction to Schwartz round	Tony Clayson
31st May 2022	1.30-2.30	Leadership and Team Building	Tony Clayson
	2.30-4pm	Schwartz Round: A person I'll never forget	Carly Telford, Tony Clayson
7th June 2022	1.30-4pm	Just and Learning Culture	Angelique Hartwig/Andy Hayward/Martin Ball and Corinna Milroy
14th June 2022	1.30-4pm	Equality Diversity and Inclusion	Toria King

Comprehensive Well Being Programme for Foundation Trainees

The Point of Care Foundation

Schwartz Rounds

a confidential and structured enviornment where all staff, clinical and non-clinical come together monthly



'A person I will never forget'

'The power of apology'

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Comprehensive Well Being Programme for Foundation Trainees

'Trainees Well Being Trainee of the Year Award'

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Nomination Form for the Foundation trainee's 'Trainees Well-Being Trainee Support of the Year' Award Nomination Form 2022

Tell us which Well Being Value(s) your nominee has displayed to you

- ☐ Psychological safety
- ☐ Signposting to services
- ☐ Emotional support
- ☐ Trust/openness

Please also tell us how your nominee has demonstrated a dedication to supporting your well being

- Confidential !

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Katie Hobson – Salford Royal Hospital

Organisational Level

Framework to Support Foundation Doctors' Wellbeing

Pillars Forming the Framework to Support Wellbeing at Organisational Level

rganisational Culture	Core Needs	Skills for Maintaining Own Wellbeing	Near Peer Support	Small Acts of Kindness	Early intervention, Crisis Intervention and Postvention
rganisational endorsement that staff wellbeing is paramount with appropriate resource allocated	Work across organisational silos to ensure core needs, as set out in the BMA Fatigue and Facilities Charter, are met for all doctors in training	Offer from NCA wellbeing team and hub	Organisational understanding of the importance of near peer support and support of initiatives to encourage this	Support in principal and agreement with finance to facilitate procurement and funding	Clear organisational offer of crisis support and how to access this eg SCARF, psychological support services
onsideration of organisational training in compassionate leadership	Engage Junior Doctors Forum in discussions about facilities required to support wellbeing				Postvention toolkit to use in the event of a staff suicide or sudden death
Civility Saves Lives training across the organisation	Engage with the Junior Doctors Mess to identify any facilities and networks that can be improved in conjunction with them	Provision of Clinical supervision			
Guidance for all SCO supervisors on wellbeing and what to look out for (linked with REACT training[7] to give them the practical skills to start the conversation)					

Katie Hobson – Salford Royal Hospital

Foundation Programme Level

Framework to Support Foundation Doctors' Wellbeing

Pillars Forming the Framework to Support Wellbeing at Foundation Programme Level

Organisational Culture	Core Needs	Skills for Maintaining Own Wellbeing	Near Peer Support	Small Acts of Kindness	Early intervention, Crisis Intervention and Postvention
Inclusion of wellbeing as an agenda item in Foundation Faculty meetings	Ensure that foundation doctors core needs are met, across the domains of rota design, induction and training, mess facilities, catering, travel, rest and sleep facilities and fixing problems – see checklist[7]	Inclusion of wellbeing session by wellbeing lead in first month of FY1 and FY2 to outline wellbeing programme in foundation, to offer focused exercises around wellbeing eg. wellbeing bucket and to outline crisis support etc	Formation and support of Track Buddy Scheme – teaching about scheme in FY1, Track Buddy Groups set up and communicated in July with Track Buddy Events (pizza night, FY lunches in shadowing and induction weeks) with ongoing events, supported by the mess, over the year		Availability of 1 to 1 support from Foundation Wellbeing Lead for wellbeing issues
Inclusion of teaching on wellbeing in the Supervisor Training Programme		Near Peer Support training to FY1s so they have the skills for Near Peer Support			
REACT training[7] for all foundation CS and ES to support wellbeing conversations		Identification of Wellbeing Reps in FY1 to support Wellbeing programme and the Track Buddy Scheme into FY2			
Training of Foundation Faculty and Administrators in Compassionate Leadership		Compassionate Leadership training in FY2 programme – 6 week course			
		Clinical Supervision	Provision of food at teaching on a regular basis to encourage Near Peer Support		
Production of Foundation Weekly Bulletin to reduce amount of email traffic to FYs			icecream van visits		
				Birthday cards as token of appreciation	
Face to face presence of FPA at teaching (or regular other times) for support and to complete wellbeing monitoring		Wellbeing afternoons in FY teaching programmes – allow time for team building, near peer support outside the workplace and to show appreciation			
		Foundation team (FYs and faculty) dog walks and dog visits to teaching			

‘Trust lead for Foundation Doctor Well Being and HEE Compassionate Leadership Training’

- A newly created post with recurrent funding !

Purpose of Supervisor and Instructor CL Training

To explore the compassionate leadership programme, the approach and content to date and the importance of leading others compassionately

WWL story so far…..

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CS/ES Compassionate Leadership Supervisor CS/ES Training Sessions (2 half days Jan 2023)

Medics

Tony Clayson
Sean McAfee
Emily Cooper
Steve Traynor
Iram Razzaq
Ushma Meswani
Husam Ismail
Mark Robinson
Jenny Wiseman
Ruth Lee

WWL OD Team

Nicole Williams
Rachel Gleave
Sarah Lavin
Angelique Hartwig
Jenny Heaton

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Compassionate Leadership Instructor Training Days (2 full days Feb 2023)

Medics (7)

Tony Clayson
Sean McAfee
Emily Cooper
Steve Traynor
Iram Razzaq
Ushma Meswani
Husam Ismail

WWL OD Team (5)

Nicole Williams
Rachel Gleave
Sarah Lavin
Angelique Hartwig
Jenny Heaton

WWL FY2 (+F3's ?) CL training modules 2023

Delivered by HEENW Trainers – Alison Sykes & Mike Pezet

TC to attend and observe all as WWL Well Being/HEE CL training Lead

WWL trained Instructors Observing/supporting (2) Medic and Non Medic

3rd May WWL FD/Long course module 1 delivery F2F 2-5pm

10th May WWL module 2 delivery F2F 2-5pm

24th May WWL module 3 delivery F2F 2-5pm

7th June WWL module 4 delivery F2F 2-5pm

21st June WWL module 5 delivery F2F 2-5pm

28th June WWL module 6 delivery F2F 2-5pm

Well Being Programme for Foundation Trainees

- *Our programme is evolving !*

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- Schwartz Rounds
- Trainees 'Well Being Trainee of the Year' Award
- Learning from others – NW regionwide approach
- Compassionate Leadership training

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Wider NW Well Being Programme for Foundation Trainees

NW region 'Compassion Hub'

Partner Trusts/DME's/Foundation Leads

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`NW Foundation Doctors Forum for Well Being

Take Home Mesages

- Foundation trainees
- Organisation/Regional offerings may miss
- Recommend specific framework
- Compassionate Leadership training
- Facilitate medical culture change

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anthony.d.clayson@wwl.nhs.uk

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