

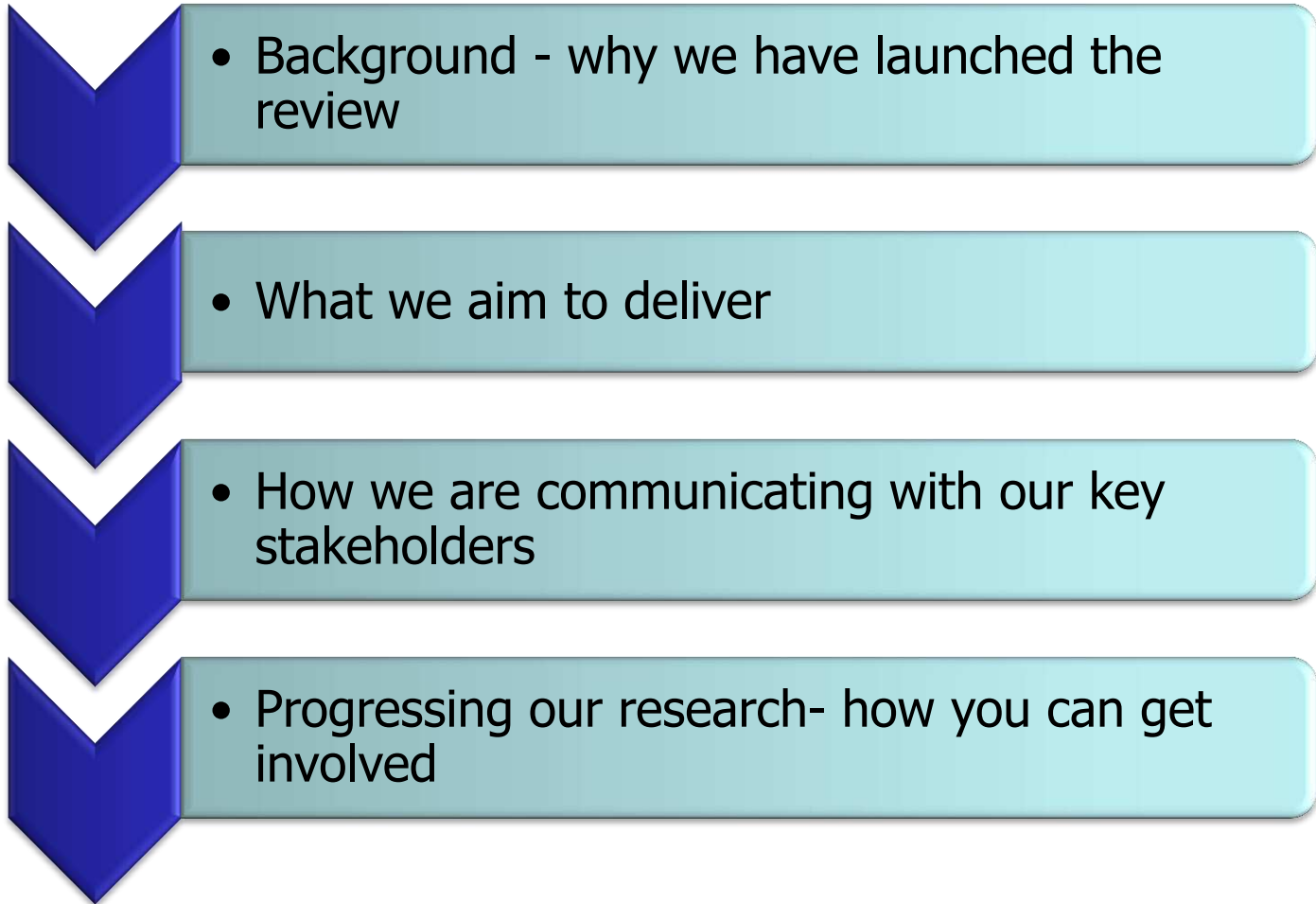
5 - Health and Wellbeing Review - update

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19 February 2019

Working with doctors Working for patients

Overview – Health and Wellbeing Programme

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- Background - why we have launched the review
 - What we aim to deliver
 - How we are communicating with our key stakeholders
 - Progressing our research- how you can get involved

Background

- Increasingly pressurised and often unsupportive working environments are adversely affecting the wellbeing of medical students and doctors, which in turn, impacts on patient care.
- This UK-wide programme will identify the factors that impact on the wellbeing of doctors and medical students. It will consider the wellbeing of doctors across **all** specialisms, grades, employment arrangements and demographics.
- Our key objectives as part of the programme are to:

Work together with organisations across the four countries of the UK to agree priority areas for collaborative action, to tackle the causes of poor wellbeing and improve support for doctors and medical students.

Identify and advise on a range of tools, techniques and initiatives to help address the issues that have been raised with us about the environments in which doctors practice and the impact of systems pressures.

Programme Co-Chairs

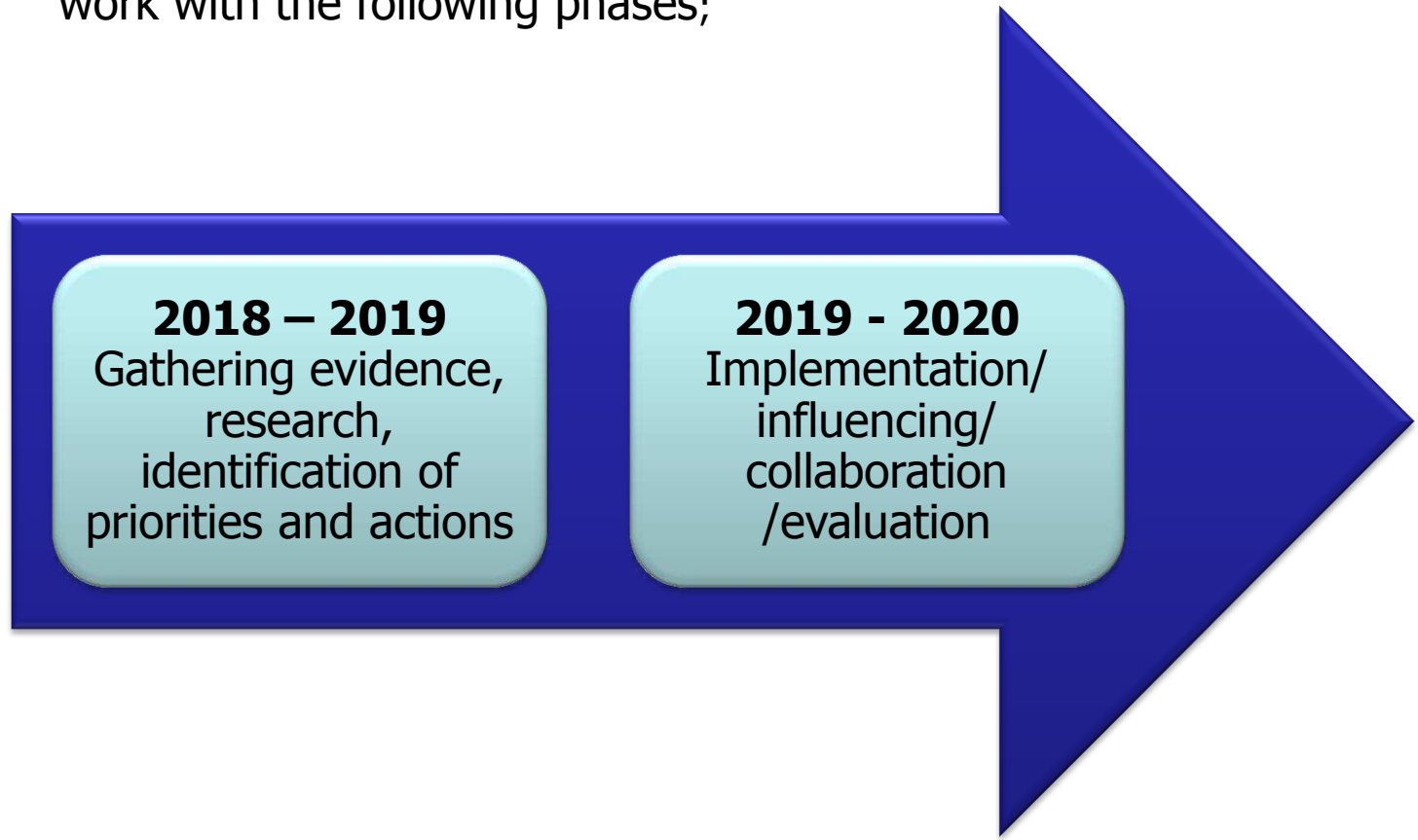
We have commissioned two independent external co-chairs, Denise Coia and Michael West, to lead the programme.

- **Dame Denise Coia** is the immediate former Chair of Healthcare Improvement Scotland and former Vice-President of the Royal College of Psychiatrists. She is a clinical psychiatrist and leader in the field of mental health. Dame Denise's work in driving developments in healthcare quality and evidence-based practice has been recognised internationally.
- **Professor Michael West** is a leading researcher in healthcare, with particular focus on how compassionate cultures, leadership and staff engagement links to high quality patient care. He is a professor of Work and Organisational Psychology at Lancaster University Management School and a Senior Visiting Fellow at The King's Fund.

Denise and Michael's approach will involve research and engagement with a range of organisations, doctors and medical students from across the UK.

What we plan to deliver and when

- We anticipate that this will be a three year programme of work with the following phases;



Four priority areas of research and engagement

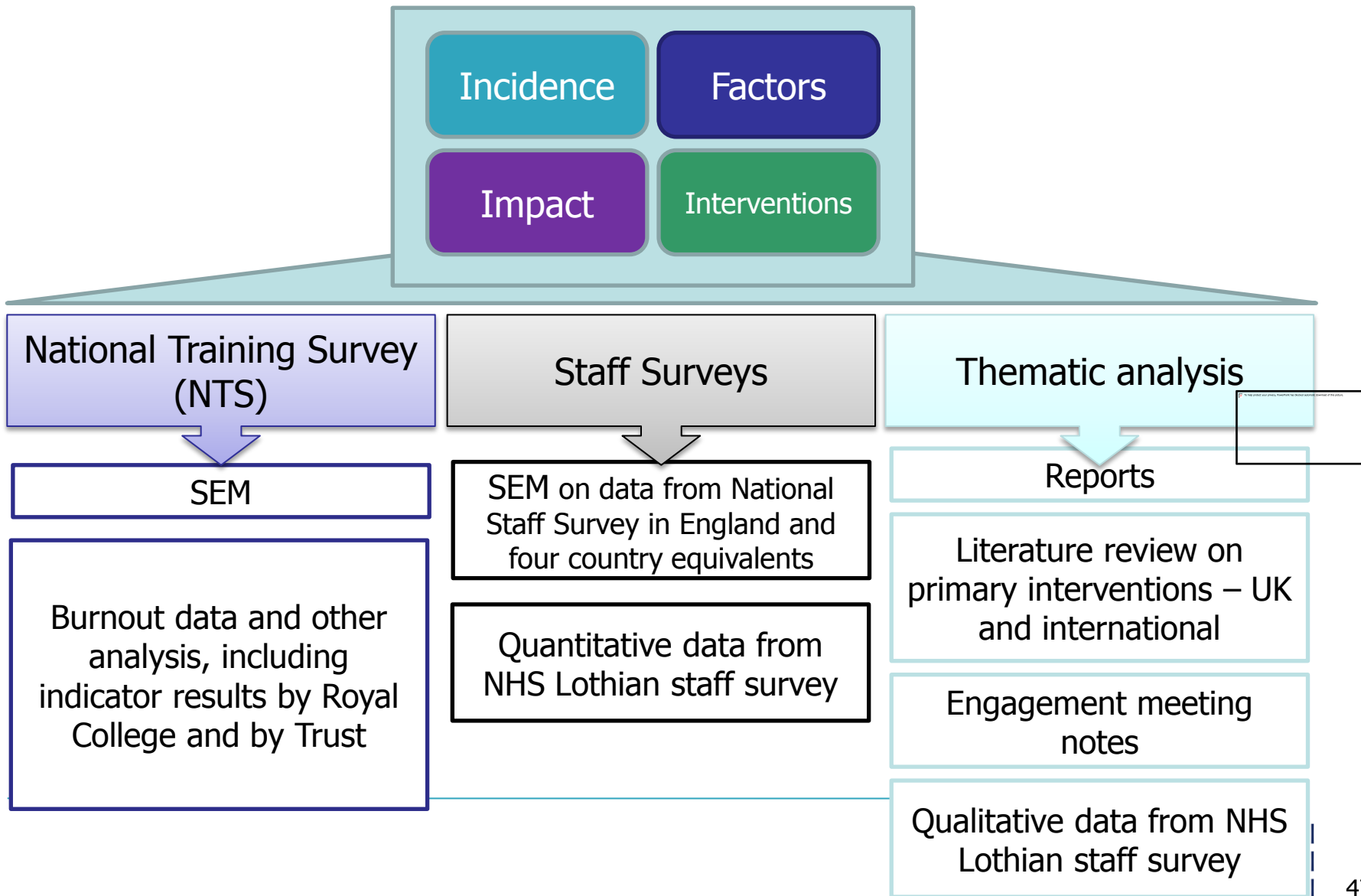
Analysing existing research and data to understand the range of factors that have most influence on the wellbeing of doctors and medical students

Identifying interventions that have been adopted in healthcare organisations and medical schools that are helping to improve wellbeing and prevent workplace stress.

Understanding the prevalence and incidence of mental health conditions among doctors, showing how this compares with others in the working population and with others working in health and care services.

Evaluating the support systems in place for medical student and doctors' health and wellbeing, at local and national level.

Synthesising information to answer the research questions



Scope covered by review

Primary & Secondary care
England
Scotland
Wales
Northern Ireland

Personal factors e.g.
Age
Gender
Ethnicity
PMQ

Specialty specific issues –
Eg GP partnership model
not attracting young Drs

Students
Drs in training
Specialty doctors
Consultants

Approach – Improving environments



Factors

- Key focus – Medical School/training environment/workplace factors



Intervention

- Key focus – primary education, training and workplace interventions

Engaging with our key stakeholders

Throughout the review to date , Dame Denise Coia and Professor Michael West, together with senior GMC staff, have engaged with a range of individuals and organisations across the UK, including:

- Doctors, trainees and their representative bodies
 - Medical student representatives
 - Four country governments and NHS bodies
 - Employers
 - Educators, including Royal Colleges and Faculties
 - Leading researchers
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- During this initial phase of engagement, we have been looking to identify any data, research or ongoing/completed programmes of work that could help us take this review forward, and to gain an insight into the views of others on how we might seek to tackle the issues impacting wellbeing.

Your insight and advice

If you have any information or data sources that you think would enhance our research, please email us at wellbeing@gmc-uk.org.

Alternatively please contact Alexandra Blohm, Strategic Project Lead on 0207 189 5080.

Questions

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