



DOCTORS' HEALTH in QUEENSLAND

Doctor Wellbeing

Dr Anne Ulcoq

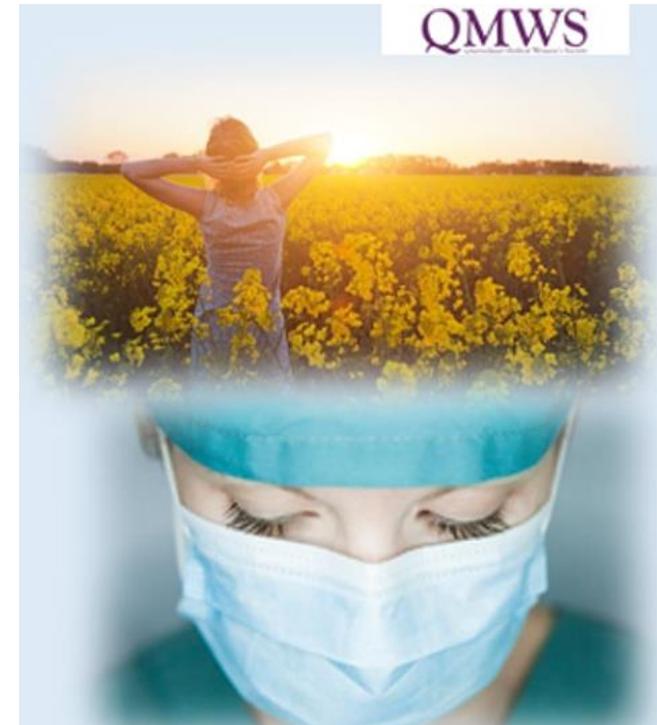
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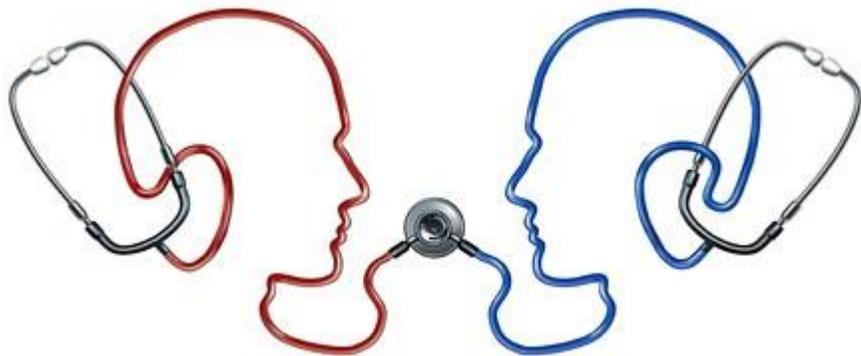
QMWS



DOCTORS' HEALTH in QUEENSLAND

A confidential, free, independent
colleague-to-colleague advisory service
for Queensland based doctors, medical
students and their families

Confidential support from someone
who understands doctors' health



24/7 Confidential Helpline:
(07) 3833 4352





DOCTORS' HEALTH in QUEENSLAND

Aims:

- Promote the health and wellbeing of doctors and medical students,
- 24 hour confidential helpline for doctors and medical students,
- Deliver education about:
 - Doctors' health, and
 - Providing quality care to doctor-patients,
- Advocacy for doctors' health
- Networking with organisations to improve doctors' health.



Queensland Doctors' Health Programme



@DocHealthQLD

Just a reminder: “It happens to clinicians too”:

an Australian prevalence study of intimate partner and family violence against health professionals

In the last 12 months:

- 11.5% participants reported intimate partner violence
- 4.2% reported combined physical, emotional and/or sexual abuse;
- 6.7% reported emotional abuse and/or harassment;
- 5.1% reported they were afraid of their partner;
- 1.7% reported had been raped by their partner.

McLindon et al. BMC Women's Health (2018) 18:113

Just a reminder: “It happens to clinicians too”:

an Australian prevalence study of intimate partner and family violence against health professionals

Since the age of sixteen:

- 29.7% participants reported intimate partner violence
- 18.3% reported combined physical, emotional and/or sexual abuse;
- 8.1% reported emotional abuse and/or harassment;
- 25.6% reported they were afraid of their partner;
- 12.1% reported had been raped by their partner.

Overall rates of intimate partner/family violence:

- Allied health professionals - 65.6%
- Nursing/midwifery - 42.5%
- **Physicians - 44.9%**

McLindon et al. BMC Women's Health (2018) 18:113

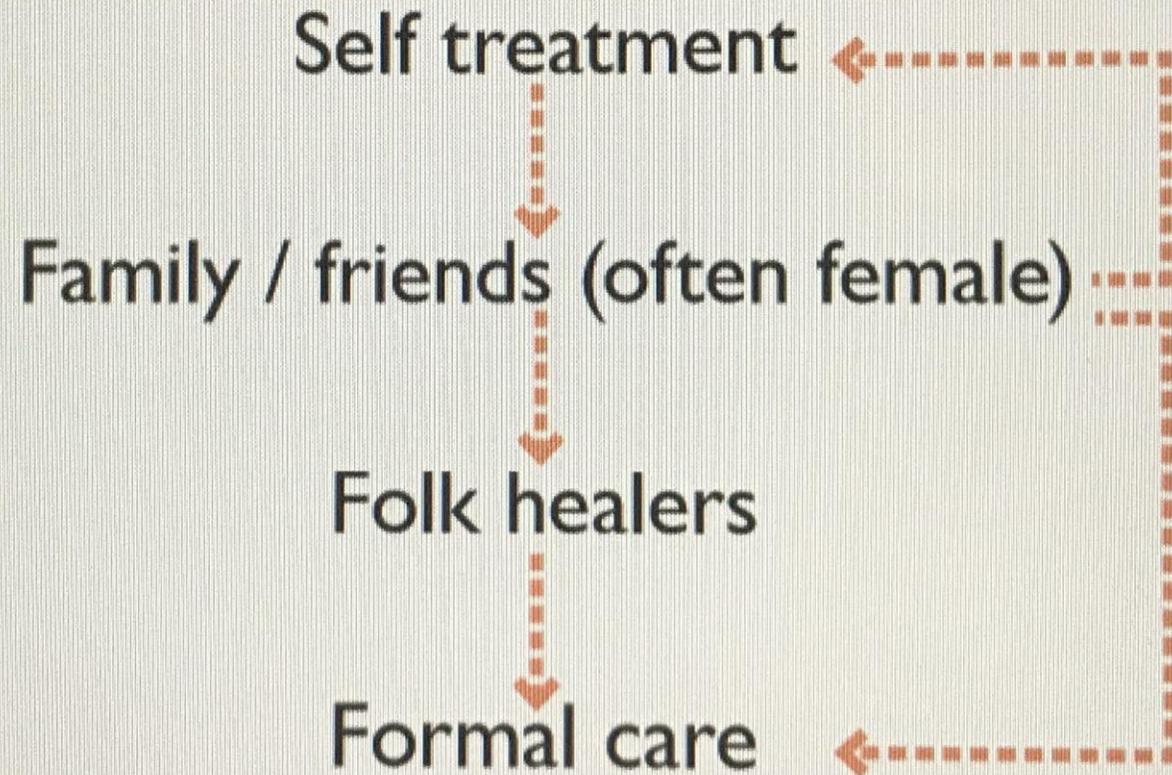
Benefits of good healthcare access

- Personal benefits for the physician :
 - Improves preventive health care
 - Early help-seeking for illness
 - Better health maintenance is associated with lower burnout rates
 - Better health is associated with greater enjoyment of practicing medicine
- Patient benefits:
 - Improves quality of care provided to patients
 - Improves patient satisfaction with their care.
 - Improves patient compliance
 - Improves patients' adherence to preventive care
- Organisational benefit:
 - More cost-effective delivery of care
 - Less physician turnover
 - Less physician burnout with its cost to the organisation

Barriers to being a doctor-patient

- Personal:
 - Embarrassment, lack of time, cost, personality, fear of loss of control, no regular personal physician, satisfied with being own physician, lack of insight into implication of illness and limitations of own ability to self care
- Provider:
 - Confidentiality - often tenuous
 - Quality of care - often poor
- System issues:
 - Long hours, No locum
- Cultural issues:
 - Pressure to be well, doctors don't get sick, don't take time off

Lay model of seeking help



Barriers to health access for female physicians

- The Double Bind

In the Lay Referral Pathway to Health Care

Women already have the community role of being the broker, enabling health access, for family for friends

Women physicians has the additional role of being the physician

This is a potential barrier, the double bind.

What do female physicians want?

- Patient-centred model of care (just like our patients)
- 40 to 70% female physicians have a personal, independent GP
(independent = not themselves, partner, colleague)
- Good access to health care for both physical and mental health problems
- Female physicians are often good with their preventive health care
- Female physicians have the same rate of illness as the general population.
- Female physicians have a higher rate of mental illness than the general population
- Female physicians have a suicide rate that is 4 times that of the general female population

Preaching what we practice

- Female physician as a social role model:
 - For patients
 - For junior doctors
 - For colleaguesto practice good health care.
- Preaching what we practice

Before COVID-19

- Understanding Self-Care
- Accessing health care
- Learning to be a Doctor-Patient
- Training to be a Doctor for a Doctor

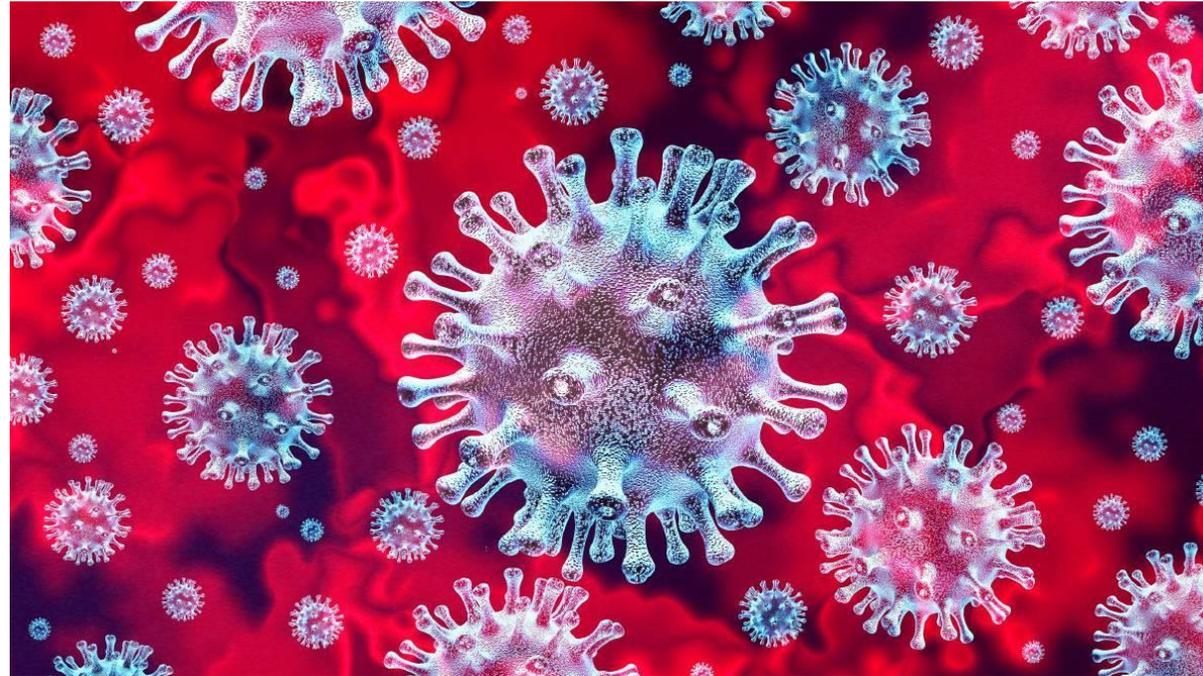
Doctors' health was always important

Training modules available:

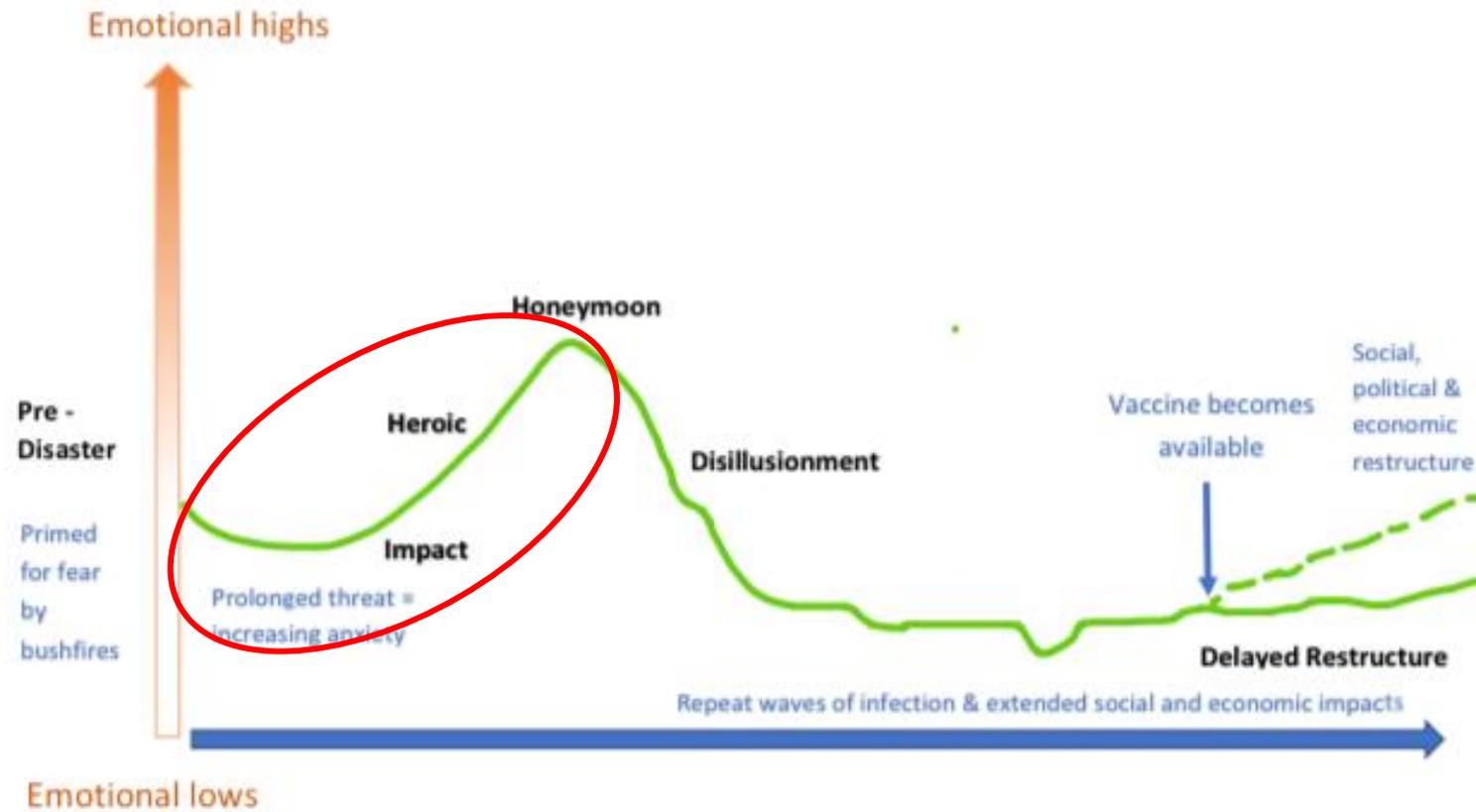
<https://training.drs4drs.com.au/login/index.php>

<https://dhasq.org.au/coronavirus-covid-19-information/>

With COVID-19



A Covid Disaster Journey



Minding Health Care Workers
Margie Stuchbery April 2020

Dimensions of Wellbeing

- Physical
- Mental
- Workplace health
- Spiritual
- Social
- Medico-Legal
- Financial

- Do we do this?
- Do we **enable** our friends/colleagues?

Leadership

- Be Creative
- Declutter to destress
- Debrief with family/friends
- Be productive with your spare time
- Learn a new skill / language
- Advance your career
- Avoid over-working
- Keep a positive mindset

Maintain a healthy, balanced lifestyle

We've always emphasised the importance of maintaining a healthy, balanced lifestyle outside the medical sphere. However, it is a new reality that many of our non-medical interests and pursuits are temporarily off-limits.

Here is an empirical prescription for junior doctors to keep fresh:

TRY SOMETHING CREATIVE

Have you been particularly artistic in your past life, or is it something you've always been meaning to dabble in? Perhaps this could be the time to start some sketches, or rekindle your musical talents with a musical instrument that's been left in your back room.

DECLUTTER TO DESTRESS

Clean and tidy that room or area you've been letting get a bit out of hand, or maybe your desktop files and folders need reorganising. Even tidying up a little can clear your mind and reduce stress more than you may think.

DEBRIEF WITH FAMILY AND FRIENDS

Just because you need to socially isolate yourself doesn't mean that you should verbally isolate yourself. We have demanding responsibilities at the hospital – and even more so now – so make sure you give yourself the opportunity to debrief with others. If you'd prefer to speak to someone confidentially with mental health expertise, this is available to you through DRS4DRS (<https://www.drs4drs.com.au/>).

BE PRODUCTIVE WITH SPARE TIME

You may feel a little off-balance outside the work clock with the increased downtime. Take advantage of this time to accomplish tasks at home that you've been putting off for longer than you go remember; whether it be sorting paper collections at home or even filtering through old pictures and videos. This may be the perfect time to look back on old cherished memories, and find some good ones to frame!

LEARN A NEW SKILL

Challenge your mind in an outlet away from your hospital or clinic of practice. Is there a language you've always been meaning to pick up? Or a few new cooking recipes you've been hoarding from Masterchef? These are great ways to keep your mind ticking at home.

ADVANCE YOUR CAREER

Update that resume and get a headstart on your job applications for next year. Or perhaps you're midway through a research project that needs some invigorating. If you feel you have some energy in the tank, you'll thank yourself later for taking the stress off any last-minute scrambles.



DR DANIEL MAZZONI



24/7 HELPLINE
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AVOID OVERWORKING

We know this is easier said than done. Any extra medical commitment to the hospital is fantastic, but it should not be at the expense of your personal health. If you are picking up extra shifts to support the increased healthcare demand, make sure you still have enough time to eat and sleep to function at your best.

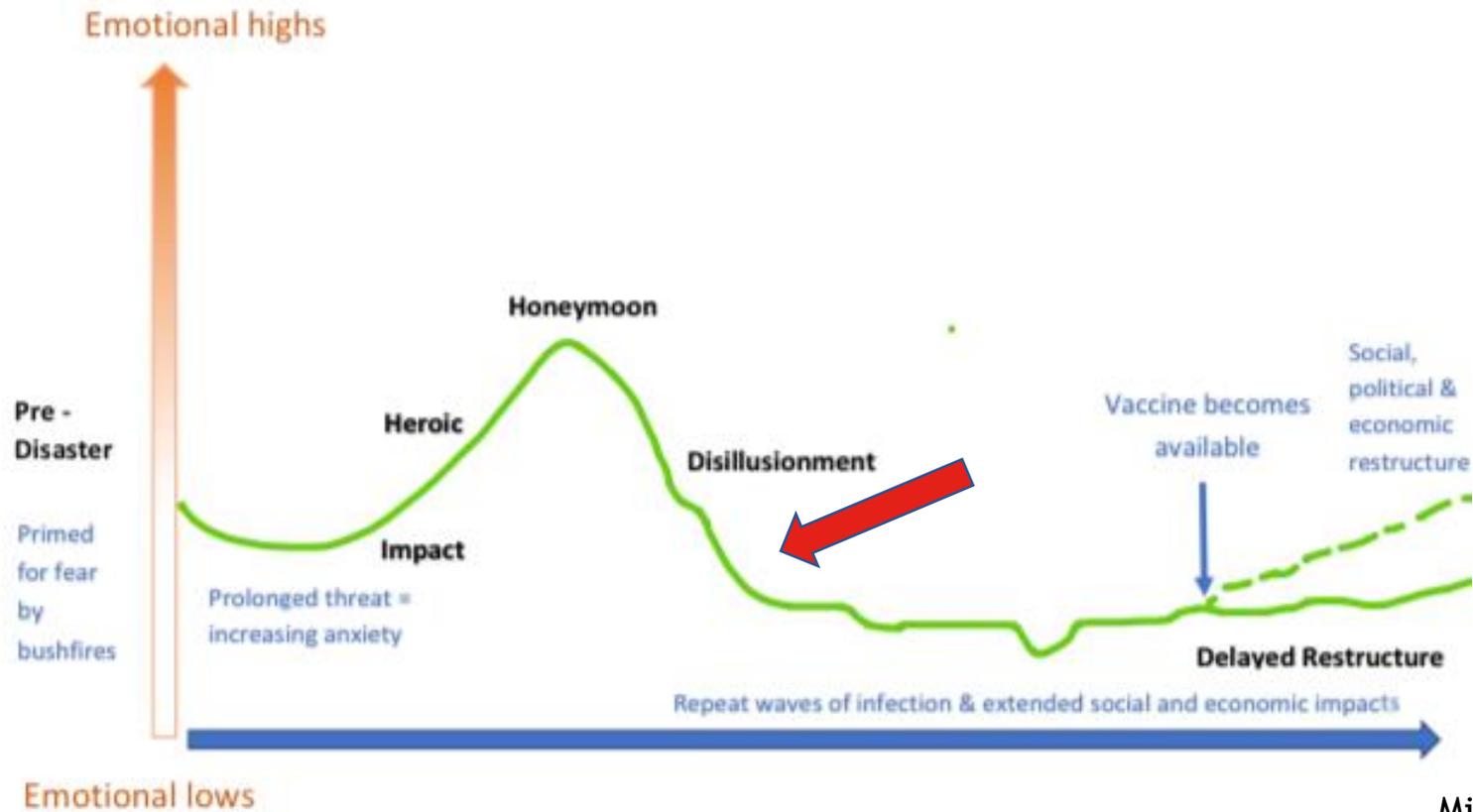
KEEP A POSITIVE MINDSET

'Things turn out best for those who make the best of the way things turn out.' Take care of yourself so that you can best take care of others.

**STOP, BREATHE, then THINK -
Slowing your breathing slows the stress cycle
And re-engages your frontal lobes
- THEN you can think**

Dr Julie Highfield, Consultant Clinical Psychologist, Cardiff Critical Care
www.ics.ac.uk

A Covid Disaster Journey



Minding Health Care Workers
Margie Stuchbery April 2020

Where are you ?



Minding Health Care Workers
Margie Stuchbery April 2020

Who could you go to and ask for help (beyond family)?

1. Trusted Colleague
2. Personal GP
3. Mentor / Supervisor
4. Psychologist/Counsellor
5. Wise person in my life

Know **your** supports

- As individuals
 - Formal and Informal
- As leaders in the system
 - What is there to help you
 - What is there for you to offer to others
 - Take responsibility for the team members
 - What pathways are there for different issues

Leadership

Watching out for our peers

- We want to support our peers / junior colleagues / team
- How do we ask?
 - Direct questions – ? preface with personal experience
 - RUOK? (Yes, I'm fine)
 - About family / patients? (– safer territory?)
 - About training/supervision
 - About planning - personal/career/family
 - 'I' statements – 'I noticed', 'I was thinking'...
 - 'Inclusive' statements – How do you think we could...

SHOW YOU HAVE
TIME TO LISTEN

CONFIDENTIALITY
IS IMPORTANT

Reaching out

- What do I say ...
- When do I say ...
- Why is it uncomfortable?

Being Compassionate is OK

Connecting is OK

Validating is Important

Listening is OK

Encouraging Self-Care is OK

Permission to seek formal care is KEY

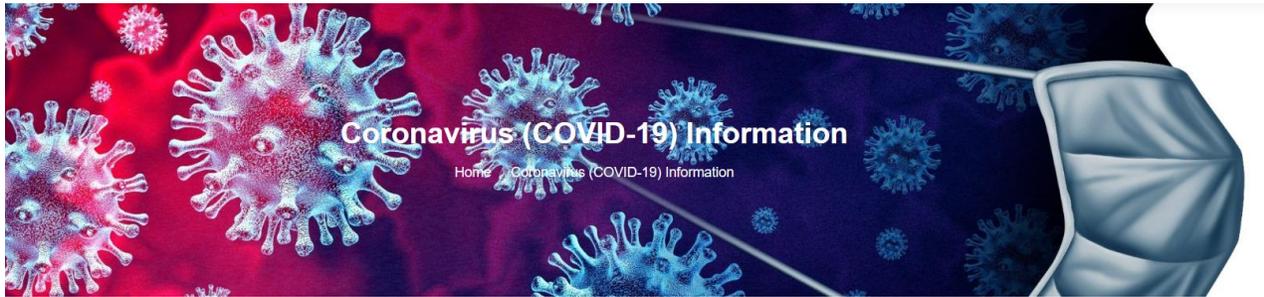
TREATMENT IS NOT OK

Video - DHASQ

A Reflection on some of the Challenges

<https://dhasq.org.au/dhasq-qdhp-short-videos/>

Resources



<https://dhasq.org.au/coronavirus-covid-19-information/>



<https://www.blackdoginstitute.org.au/media-releases/covid-19-e-health-hub-ten-the-essential-network-for-health-professionals/>



**Black Dog
Institute**



New App

Tools – That enable self-reflection

- **Self-Compassion Test**

<https://self-compassion.org/test-how-self-compassionate-you-are/>

- **Oldenburg Burnout Inventory**

<https://web2.bma.org.uk/drs4drsburn.nsf/quest?OpenForm>

- **ProQOL - Professional Quality of Life**

<http://www.adhn.org.au/your-health/proqol-professional-quality-of-life?view=onepage&catid=23>

- **Kessler 10 (K10)**

<http://www.adhn.org.au/your-health/kessler-10-k10?view=onepage&catid=21>

- **AUDIT Questionnaire**

<http://www.adhn.org.au/your-health/audit-questionnaire?view=onepage&catid=24>

Resources

- **Queensland Doctors' Health Programme**

<https://dhasq.org.au/coronavirus-covid-19-information/>

- **Extraordinary times: coping psychologically through the impact of covid-19**

<https://blogs.bmj.com/bmj/2020/03/31/extraordinary-times-coping-psychologically-through-the-impact-of-covid-19/>

The Joyful Doctor – Dr Caroline Walker

<https://www.podcasts.com/joyful-doctor-6ef21dca9>

Resources

- Minding Health Care workers. Psychological responses of health care workers during the Covid pandemic. M.Stuchbery 2020
<https://dhasq.org.au/wp-content/uploads/2020/04/Minding-healthcare-workers-1.pdf>
- Forbes MP, Iyengar S, Kay M. [Barriers to the psychological well-being of Australian junior doctors: a qualitative analysis](#). BMJ Open. 2019; 9(6):e027558.
- Intensive Care Society, UK
<https://www.ics.ac.uk/ICS/Education/Wellbeing/ICS/Wellbeing.aspx?hkey=92348f51-a875-4d87-8ae4-245707878a5c>

Resources for Establishing Wellbeing programmes

- ANZCA – Long Lives Healthy Workplaces <https://asa.org.au/welfare-of-anaesthetists/>
- Qld Clinical Senate – Health and Wellbeing of the Workforce <https://clinicaexcellence.qld.gov.au/priority-areas/clinician-engagement/queensland-clinical-senate/meetings/health-wellbeing-workforce>
- GMC – Caring for doctors caring for patients <https://www.gmc-uk.org/about/how-we-work/corporate-strategy-plans-and-impact/supporting-a-profession-under-pressure/UK-wide-review-of-doctors-and-medical-students-wellbeing>
- WRaP-EM <https://wrapem.org/>
- MDOK <https://www.facebook.com/MDOK01/>

Resources for Establishing Wellbeing programmes

- Monash Care – The Mental Health & Wellbeing Strategy for Monash Doctors
<https://monashdoctors.org/monash-care/>
- BeyondBlue - <https://www.headsup.org.au/healthy-workplaces/information-for-health-services>
- PwC – Return on Investment - <https://www.headsup.org.au/healthy-workplaces/why-it-matters>
- Shanafelt et al The Business Case for Investing in Physician Well-being. JAMA, 2017 - <https://www.ncbi.nlm.nih.gov/pubmed/28973070>