Developing a staff wellbeing plan

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Aim

For participants to take away ideas that will assist with developing their own staff wellbeing plans

Agenda

1. Why focusing on staff wellbeing is important (10 mins)
2. JMO Wellbeing and Support Plan methodology (30 mins)
3. Developing your own staff wellbeing plan (30 mins)
4. Sharing of current LHD wellbeing initiatives (10 mins)
Agenda Item 1

Why is staff wellbeing important?
• Use the answer sheet in front of you
• At end of the quiz, hand to the person next to you to mark
• Receive scoring sheet back
• Prizes for the winners
In Australia, it is estimated that what percent of people will experience a mental health condition in their lifetime?

a) 20%
b) 45%
c) 60%
d) 75%

Source: www.beyondblue.org.au/the-facts
Question 2

Students rates of depression when they enter medical school are:

a) Less than the general population
b) Similar to those of the general population
c) Higher than the general population

Source: Current Psychiatry (2011)
Students rates of depression when they leave medical school are:

a) Less than the general population
b) Similar to those of the general population
c) Higher than the general population

According to an American meta-analysis review, the prevalence of depression or depressive symptoms in resident physicians was:

a) 6%
b) 13%
c) 20%
d) 29%

Source: JAMA (2015)
Question 5

What percentage of Australian doctors reported having thoughts of suicide prior to the last 12 months?

a) 2%
b) 10%
c) 25%
d) 40%

Source: BeyondBlue National Mental Health Survey of Doctors and Medical Students 2013
Question 6

What percentage of New Zealand doctors responding to a survey reported falling asleep driving home since becoming a doctor?

a) 24%

b) 15%

c) 8%

d) 1%

Source: Occup Envir Med (2007)
https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2078416/
Every dollar spent on creating a mentally healthy workplace, will, on average, have a positive return on investment of:

a) $1.20
b) $1.85
c) $2.30
d) $3.10

Source: beyondblue, PWC (2014)
Question 8

Creating an environment that supports and promotes the wellbeing of staff:

a) Is ethically responsible

b) Ensures your health service is meeting its Workplace Health and Safety (WHS) requirements

c) Improves patient experiences

d) Will help attract and retain staff

e) All of the above

Source: Heads Up (2017): Developing a workplace mental health strategy
In the NSW Health JMO Your Training and Wellbeing Matters Survey (2017), what percentage of respondents agreed or strongly agreed that “My hospital/training site values my health and wellbeing”?

a) 51%

b) 61%

c) 71%

d) 81%

Source:
Agenda Item 1

Answers
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Agenda Item 2

Developing the JMO Wellbeing and Support Plan
Methodology

1. Define the problem you are trying to solve
2. Find out how big the problem is
3. Review and analyse existing research
4. Consult with staff and SMEs
5. Identify potential solutions
6. Prioritise initiatives
7. Develop and publish the Plan
8. Implement and monitor the Plan
1. Define the problem you are trying to solve

'She was eaten alive': Chloe Abbott's sister Micaela's message for the next generation of doctors

By Kate Aubusson
Updated 5 July 2017 — 10:28am, first published at 6:00am

The "con" of building resilience has left junior doctors vulnerable to mental illness and suicide by ignoring the systemic failures of the medical profession, the next generation of medicos has heard.

Resilience was not something Chloe Abbott lacked, her sister Micaela Abbott told the Australian Medical Students' Association (AMSA) conference on Tuesday.
2. Find out how big the problem is

- Original focus was suicide
  - Coroner data

- Once expanded remit of what looking at:
  - Use of beyondblue National Mental Health Survey of Doctors and Medical Students (2013)
3. Review and analyse existing research

- Personality factors
- Work environment factors
- Home/personal life factors
- Access to prescription medicines and knowledge of how to kill oneself
- Reluctance to seek help

Higher rates of depression, psychological distress and suicide
3. Review and analyse existing research

- Stressful and demanding jobs
- Long working hours, sleep deprived
- Under-resourced teams
- Competing work and personal demands
- Estrangement from support networks
- Fear of making mistakes
- Exposure to trauma/death
- Bullying and harassment
- Burnout
- Litigation stress
- High stakes exams
3. Review and analyse existing research

- Self destructive tendencies
- Perfectionism
- High expectations of self
- Non-disclosure of personal distress
- Excessive self-reliance
3. Review and analyse existing research

- Difficult to socialise/make meaningful relationships due to time spent at work
- The ‘medical’ marriage (long working hours, on call) - miss key family events
- Other risk factors as per general population e.g. relationship breakdown, abuse, bereavement, unemployment, financial problems
3. Review and analyse existing research

- Strong social stigma attached to seeking help/mental health issues which magnified in medicine profession
- Don’t want to appear weak/unhealthy
- Concerned about impact on medical licence
- Issues with getting future income protection insurance
- ‘VIP’ effect from fellow doctors so receive inadequate treatment
3. Review and analyse existing research

- Doctors have greater knowledge of and better access to lethal means
- Self-poisoning most common method of suicide by doctors
4. Consult with staff and SMEs

- Looking to identify issues being experienced
- Develop stakeholder list
- Consult with individually, through relevant networks and potentially organise workshop/event
  - We held the JMO Wellbeing and Support Forum on the 6 June 2017. Over 150 attendees, looked at problems and solutions
  - Sydney LHD - regular meetings scheduled with the LHD Chief Executive that all JMOs can attend to discuss JMO wellbeing
4. Consult with staff and SMEs

<table>
<thead>
<tr>
<th>Key issues raised at the JMO Wellbeing and Support Forum:</th>
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<tbody>
<tr>
<td>High levels of fatigue resulting from long working hours</td>
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<tr>
<td>A culture of not claiming unrostered overtime, which also means the actual service demand is unknown</td>
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<tr>
<td>A lack of cover for when staff are on leave – resulting in staff not wanting to take sick leave, annual leave etc as they are concerned about the workload on their colleagues</td>
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<tr>
<td>Being away from support networks for long periods of time, such as when doctors are on rural rotations</td>
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<tr>
<td>Supervisors not being appropriately trained in how to spot mental health issues in their staff or what to do if they do identify an issue</td>
</tr>
</tbody>
</table>
4. Consult with staff and SMEs

List of potential SMEs

- Black Dog Institute
- Beyondblue
- Lifeline
- Doctors Health Advisory Service
- Medical Benevolent Association of NSW
- Various academic experts

Also consider what being done in other State Health departments and public sector organisations e.g. NSW Police
4. Consult with staff and SMEs
5. Identify Potential Solutions

<table>
<thead>
<tr>
<th>PREVENTION</th>
<th>Prevention activities maintain the health and wellbeing of individuals.</th>
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<td>INTERVENTION</td>
<td>Intervention activities support those who are experiencing mental health issues.</td>
</tr>
<tr>
<td>POSTVENTION</td>
<td>Postvention activities support those who have experienced a severe crisis event (such as a suicide attempt) and those have been affected by such an event.</td>
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</tbody>
</table>

What do you think are potential solutions?
6. Prioritise Initiatives

- What will deliver the most benefit?
- What is practical to deliver in the next 12-18 months?
- What matters the most to your stakeholders?
- What funding do you have?

A key theme in the literature and other sectors is the move towards a ‘systems approach’. This involves recognising that multiple strategies implemented at the same time are likely to generate bigger effects than just the sum of its parts.
7. Develop and publish the Plan

- State the Plan’s objectives
- Summarise the literature/evidence base and other existing initiatives
- Summarise the consultation you have undertaken
- List the initiatives, including lead and timescales (where known)
- Identify what outcomes aiming to achieve and how will monitor if achieved
- Develop Communications Strategy – ensure have strong leadership buy in, consult with relevant industrial organisations
### The 10 initiatives of the JMO Wellbeing and Support Plan

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<tr>
<td>1.MANDATORY REPORTING CHANGES</td>
<td>6. EXPANSION OF LENGTH OF TRAINING CONTRACTS</td>
</tr>
<tr>
<td>2. ROSTERING REVIEW AND SAFE HOURS POLICIES AND PRACTICES</td>
<td>7. PARENTAL LEAVE POLICIES</td>
</tr>
<tr>
<td>3. NSW HEALTH JMO ‘YOUR TRAINING AND WELLBEING MATTERS’ SURVEY</td>
<td>8. BLACKDOG INSTITUTE PARTNERSHIP</td>
</tr>
<tr>
<td>4. JMO RECRUITMENT GOVERNANCE UNIT</td>
<td>9. DEVELOPMENT OF LOCAL SUPPORT PROGRAMS</td>
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<tr>
<td>5. RECRUITMENT AND INTERVIEW PROCESSES</td>
<td>10. COMMUNICATIONS AND EDUCATION CAMPAIGN</td>
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8. Implement and Monitor the Plan

- Some initiatives may require more consultation/events
  - E.g. held three JMO Safe Working Hours workshops and did detailed review of the fatigue literature
  - E.g. established parental leave working group

- Undertake data collection (baseline and future)
  - Relevant questions in the JMO Your training and Wellbeing Matters Survey
  - People Matters Survey
  - Other local staff surveys – but beware of survey fatigue!

- Keep stakeholders updated with progress
Agenda Item 3

Developing your own Staff Wellbeing Plan
Exercise

- Considering the steps discussed, complete the template provided for what you need to do to develop your own Staff Wellbeing Plan

- Feel free to discuss and ask ideas with other people on your table
Sharing of wellbeing initiatives currently underway in LHDs
Hot food/healthy vending machines
Others?
Wrap Up
Developing a workplace mental health strategy
A how-to guide for health services

http://resources.beyondblue.org.au/prism/file?token=BL/1728
Contact Details

Website: www.health.nsw.gov.au/jmo-wellbeing

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