

# More than a Mindful Moment – Enabling the Compassionate Workplace.

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# Three rules

“There are three rules for writing a novel,  
unfortunately no-one knows what they are.”

Somerset Maugham

# This conference

## Creating a healthy workplace



**dhaswa**  
doctors' health advisory service  
western australia

**ADHC** 2019  
AUSTRALASIAN DOCTORS'  
HEALTH CONFERENCE  
22-23 NOVEMBER 2019  
PERTH AUSTRALIA  
ESPLANADE HOTEL FREMANTLE  
BY RYDGES

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Creating a healthy workplace

#drshealthperth19

Perth Health 2019

# At the conference

- ▶ Problems
- ▶ Why wellness matters
- ▶ Specific programmes that others have developed
  - ▶ For different craft groups
  - ▶ In different workplaces

# You heard from:

- ▶ **Jane Lemaire** (Calgary)
- ▶ **Geoff Toogood** (Crazysocks4Docs)
- ▶ **Nikki Stamp** (I look like a surgeon)
- ▶ **Geoff Riley** (DHASWA & Burnout & Transition to Retirement)
- ▶ **Anne Tonkin** (MBA & Mandatory Reporting)
- ▶ **Fiona Wood** (Culture and Teamwork)
- ▶ **Jill Benson & Ronda Bain** (Building resilience & Finding meaning at work)
- ▶ **Hayley Legrand** (Workplace Bullying)
- ▶ **Roger Sexton & and Tim Bowen** (Mandatory Reporting)
- ▶ **Marisa Magiros** (CCIM)

# Snowballs

- On 2 separate pieces of paper write down:
  - A) What are you **inspired** to do in your workplace?
  - B) Who will you **connect** with from the conference to make this happen?



# Discussion

- ▶ Comments?
- ▶ First steps / Next steps?
- ▶ Anticipated barriers?
- ▶ What supports?





# 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!*

# ICPH2020

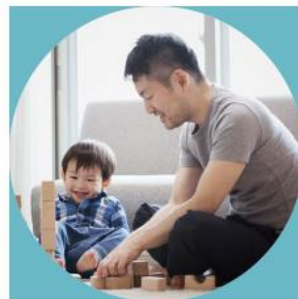
International Conference  
on Physician Health™

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# Thank you

## Questions?



[md@qdhp.org.au](mailto:md@qdhp.org.au)

# Tools - External support for 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 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/>
- ▶ Monash Care – The Mental Health & Wellbeing Strategy for Monash Doctors <https://monashdoctors.org/monash-care/>

# Resources for Establishing Wellbeing programmes

- ▶ 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>

# References about doctors' health

- ▶ beyondblue, National Mental Health Survey of Doctors and Medical Students. Melbourne, Victoria: beyondblue; Oct 2013. Available at: [http://www.beyondblue.org.au/docs/default-source/default-document-library/bl1132-report---nmhdmss-full-report\\_web](http://www.beyondblue.org.au/docs/default-source/default-document-library/bl1132-report---nmhdmss-full-report_web)
- ▶ Center et al. Confronting Depression and Suicide in Physicians. A consensus Statement. 2003; JAMA; 289(23): 3161-3166
- ▶ Frank E, Segura C. Health practices of Canadian physicians. Can Fam Physician. 2009; 55:810-811e7
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- ▶ McLindon E, Humphreys C, Hegarty K. "It happens to clinicians too": an Australian prevalence study of intimate partner and family violence against health professionals. BMC Womens Health. 2018; 18(1):113.

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- ▶ West CP, Dyrbye LN, Erwin PJ, Shanafelt TD. Interventions to prevent and reduce physician burnout: a systematic review and meta-analysis. *Lancet.* 2016; 388:2272-81.
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- ▶ Bodenheimer T, Sinsky C. From triple to quadruple aim: care of the patient requires care of the provider. *Ann Fam Med.* 2014; 12:573-6.
- ▶ Wallace J et al. Physician wellness: a missing quality indicator. *Lancet.* 2009; 374:1714-1721
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## Health Access

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- Kay et al 2008 BrJGenPract 58:501-508.
- Groopman, J. 2007 How Doctors Think.  
Scribe Publications, Melbourne.
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- Jena et al 2012 Arch Intern Med 172:1107-8

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## ▶ Physical Health

- ▶ Kay et al. 2004 MJA 181(7):368-70

## ▶ Mental Health

- ▶ Khong et al. 2002 AFP 31(12):1097-1100
- ▶ Schattner and Coman 1998 MJA 169(3): 133-7

## ▶ Stigma

- ▶ Chew-Graham et al 2003 Med Educ 37: 873–88
- ▶ Brooks et al 2011 J Mental Health 20:146-156.
- ▶ Henderson et al 2012 BMJ Open 2:e001776

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## ▶ **Caring for Doctors**

- ▶ Kay et al 2010 Aust J Prim Health 16:52-59
- ▶ Krall 2008 Wisconsin Medical Journal 107:279-284

## ▶ **Narratives**

- ▶ Silagy 2001 AFP 30(6):547-9
- ▶ Rabin 1982 NEJM 307(8):506-9
- ▶ Klitzman 2008 When Doctors Become Patients  
Oxford University Press, Oxford

# Web Resources

- Good Medical Practice and Guidelines for mandatory notification

<http://www.medicalboard.gov.au/Codes-Guidelines-Policies.aspx>

- <http://www.jmohealth.org.au/>

- <http://www.qdhp.org.au>