



## what's up DOC?



# “What's, Up Doc?”: establishing a debriefing program for Doctors-in-Training in Fiona Stanley Hospital

E. Higginson, J. Oldham, A. Toffoli, G. Sweetman  
FSFHG Medical Education Unit

## Background

There is increasing awareness of the benefits for doctors of debriefing after clinical incidents. However, over the past three years, an average of only 54% of Doctors in Training (DiTs) at Fiona Stanley Hospital (FSH) reported they have access to any debriefing (*AMA Hospital Health Checks, 2017 – 2019*). The Fiona Stanley Fremantle Hospitals Group (FSFHG) Medical Education Unit (MEU) sought to improve access to debriefing by the establishment of a bespoke debriefing program – entitled “**What's Up, Doc?**”.

## Methods

Establishment of the “What's Up, Doc?” program involved:

- Extensive consultation with local and international sites to learn about debriefing ‘best practice’
- Recruitment of narrators: senior clinicians across various specialities willing to share their personal experiences
- Faculty identification: a comprehensive needs analysis helped identify senior doctors within the hospital who had demonstrated required debriefing and facilitation skills during existing training programs
- Provision of facilitation aids, such as question prompts tailored to the session theme
- Creation of a confidential, supportive environment for all participants
- Consultation with DiT representatives regarding session times, themes and promotion
- Securing sponsorship for the program to cover catering and ensure cost neutrality
- Program evaluation and flexibility
- Planning for sustainability

In April 2019, a pilot session was run with 20 DiTs attending. It was very well received. Feedback from attendees, the guest narrator and facilitators prompted amendments, primarily involving session timing and promotional activities.

## Results

The FSFHG “What's Up, Doc?” debriefing program was officially launched in May 2019. Ultimately, it has taken the form of monthly sessions, primarily targeted at DiTs. Promotion occurs through social media, email, paging, posters and ward walk-arounds. Attendance is voluntary and participants sign a non-disclosure agreement. During each session, a senior clinician starts with a brief personal experience based around a pre-selected theme such as “Dealing with Imposter Syndrome” or “The Human Response to Medical Error”. Participants then break into smaller groups for further discussions and are encouraged to share their own experiences by trained facilitators. To close, participants reconvene for a summary and advertisement of helpful resources.

Each session is evaluated by participants and feedback has been highly encouraging, with participants expressing a high degree of satisfaction with both the session format and the relevance to their clinical practice.



## Key Message

With sufficient planning, medical education units can provide regular debriefing opportunities that are well received by DiTs in a cost neutral manner.

“Thank you SO much. I feel much better about myself.”

-DiT, June 2019

