

# BEEN WELL?

## Why Every Trust Should Have a Wellbeing Team

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### Background

Working within the NHS causes significant strain on workers. 43% of trainees feel burnt out according to the GMC National Training Survey. Of the trainees questioned, 23% were at high risk of burnout: an increase of 4% in a year. This is reflected in anaesthetics by a 2% yearly increase.<sup>1</sup>

Regionally in the West Midlands, there are rising year-on-year figures:

The West Midlands remains in line with national figures suggesting a growing national problem.<sup>1</sup>

To address this issue, the Guidelines for the Provision of Anaesthetic Services state that every department should appoint a 'wellbeing lead'.<sup>2</sup>

Survey Year	Trainees at High Risk of Burnout
2019	11.2%
2021	13.9%
2022	19.3%
2023	23.0%

Table 1: Trainees at High Risk of Burnout 2019-2023<sup>1</sup>

### Methods

Other similar regional initiatives were studied to look at successful structural ideas for building a wellbeing team to tackle the burnout crisis. The Welldoctor Project in Great Weston Hospital demonstrated a structure based on exploring the 7 'R's' to develop a well-rounded wellbeing programme including support for recharging and reflecting.<sup>3</sup>

The UHNM anaesthetics department developed a wellbeing team based on the Royal College's guidance with a dedicated wellbeing lead to tackle the regional burnout of it's trainees.

The team developed a programme of lifestyle changes and activities based on the NHS 5 Steps to Mental Wellbeing to mirror the well-rounded programme demonstrated by colleagues in Swindon.<sup>4</sup>

This programme aimed to develop long-lasting habits, which has been identified by the New Economic Foundation as the best way to improve societal well-being.<sup>5</sup>

## Results

### Connect with People

- Wellbeing and Journal Club
  - Monthly session with a wellbeing activity/discussion
- Stoke School Sprogs Group
  - Child-friendly activities group for trainees and their children
- Formal buddy system
  - Mentor scheme for anaesthetics new starters e.g. ACCS CT2 and CESR doctors
  - 2nd scheme for CT1 ACCS anaesthetics trainees currently in peripheral specialities

### Be Physically Active

- Mind, Coffee and Bean Project
  - Aiming to improve activity levels amongst anaesthetic staff with simple everyday exercises
- Maximising out-of-hospital outdoor activities
  - Wild swimming events

### Learn New Skills

- Annual regional wellbeing day
  - including breath-work workshops and guest speakers on improving sleep and wellbeing
- UHNM photography competition
- Inclusion and promotion of learning new skills in the regional newsletter

### Mindfulness

- Mindfulness Month
  - Daily mindfulness activities using Manchester Mind's resources<sup>6</sup>
- Roll of Honour
  - Celebrating those that have finished training in the regional newsletter

### Give to Others

An intra-departmental survey highlighted the lack of safety colleagues felt driving home after a night shift and the potential lack of support from colleagues.

Figure 1: Fight Fatigue Poster: Additionally promoted available rest facilities to promote healthier choices

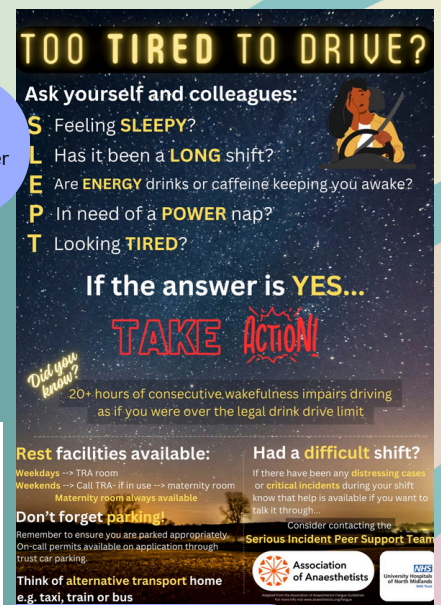
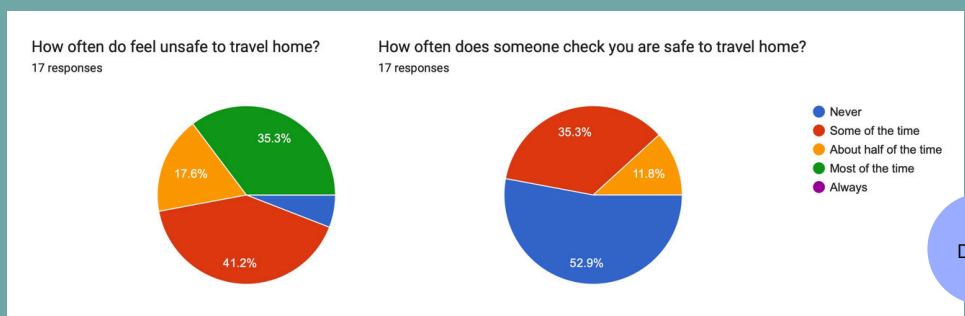


Figure 2: Results of Intra-Departmental Survey on Fatigue Post-Shift



A poster was designed to encourage colleagues to question their level of tiredness at handovers to promote safer journeys home. This poster was based on the Association of Anaesthetists guidelines and placed in prominent positions in handover areas across anaesthetic departments hospital-wide.<sup>7</sup>

## Conclusion

Whilst there has been considerable trainee engagement with the developed activities, it remains to be seen whether it will have a quantitative impact on GMC survey data and re-auditing locally.

The difficulties in developing these projects remain, such as identifying a dependable funding source to ensure that activities can be continually improved and organised. Once an appropriate funding stream is identified, this project will be more effectively rolled out region-wide to ensure improved wellbeing throughout the West Midlands rather than isolated to one trust. It also means that further intra-hospital links can be made to achieve greater benefits for all involved.



Figures 3-5: Selection of Publicity Posters for our Interventions

## Acknowledgements

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