

PMCWA WELLBEING GUIDE



THE WELLBEING GUIDE

COLLATED FOR WA JUNIOR DOCTORS
BY POSTGRADUATE MEDICAL COUNCIL OF WA
WITH ASSISTANCE FROM DR RUTH SMIT

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For further copies of this document, please visit the PMCWA website.

DISCLAIMER

The information contained in this document is for general information only. It is not designed to take the place of professional advice based on individual situations. We urge you to seek assistance from your local doctor or one of the listed support groups.

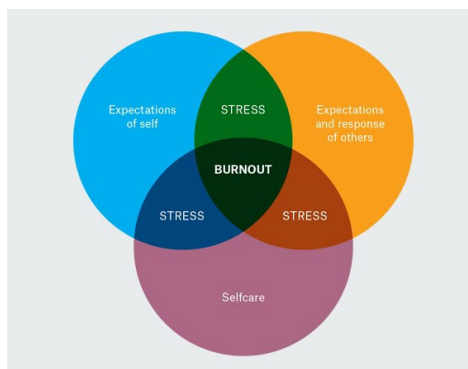
PREFACE

Although rewarding, working as a junior doctor can be demanding and stressful. The level of responsibility given to junior doctors is often not commensurate with experience or support, they work long hours and have heavy patient loads – it can be both physically and emotionally draining.

Many junior doctors are not prepared for these new pressures and the unrelenting exposure to this stress. These paired with challenging working environments, can often lead to burnout.

Burnout is “a syndrome in which a junior doctor will become emotionally exhausted, experience depersonalisation from patients and others, and will feel a sense of reduced personal accomplishment with work and other activities outside of work.”¹

Studies show that there are multiple factors continuing to junior doctor burnout. Burnout occurs when junior doctors fail to be supported by others, are working beyond their perceived abilities, and are not engaging in self-care.



Current research indicates that, in some WA hospitals, up to 40 percent of the total workforce is suffering from dangerous levels of burnout, a percentage that has remained stagnant since last year.²

Addressing endemic junior doctor burnout is essential for the sustainability of a diverse workforce, for doctor wellness and for patient safety. A multi-modal approach is required to address

the many contributing factors. Our aim is to change the culture of medicine, making the hospital a safe place where junior doctors are not afraid to ask for help, or to admit if they are overwhelmed or struggling. Both doctors and patients will benefit if this occurs.

This Wellbeing Guide is designed to be one of the many resources available for a junior doctor's who are struggling, need support, or are concerned about a colleague.

If you or a colleague are overwhelmed or experiencing difficulty in your personal or professional life, **help and support is available.**

The key message is to talk with someone about it and remember that you are not alone. A good junior doctor is one that knows how and when to ask for help.

Help is available for those who are finding their job, or the demands it puts on their life, challenging. Support services exist through your employer, and externally and advice come in many forms.

You may like to consider the following:

- Tell a trusted friend or colleague
- Talk to your GP
- Chat to a family member
- Reach out to the director of postgraduate education or training at your site
- Seek out a clinical psychologist or counsellor
- Contacting your indemnity provider or the Australian Medical Association (AMA WA)

Help is always available, and it is healthy to clinically debrief with people who can adequately support you in constructive ways. It may be useful to seek out an accredited psychologist to assist you with debriefing in a safe space.

Reasons you need a GP

1

Your GP is your independent advocate in the health system. GPs spend all their time going in to bat for their patients and are very good at it

2

Your GP has a different set of referral networks to you and can decide who is most appropriate to see you for further specialised care. It is more than likely that your own informal network of professional friends from medical school really do not want to see you.

3

GPs focus on preventive medicine including immunisation and age-appropriate health screening. This is underdone among doctors in particular.

4

GPs have recall systems and high levels of computerisation which assist with caring for patients and reducing prescribing errors.

5

GPs are confidential and understand the importance of confidential advice to the medical profession.

6

Your GP maintains your complete medical record and can coordinate clinical handover when you are travelling or moving interstate.

7

Your GP is interested in you as a person and understands what it takes to be a sustainable and successful medical professional

8

Your GP looks at you holistically and independently. They will see things you will not.

9

Your GP will help you live longer. There is good evidence for the benefits to longevity from having a GP.

Doctors Health Advisory Service WA

To be a good doctor you need to **take care of yourself**. Doctors need doctors

DHASWA provide a **confidential** 24-hours, 7 days a week health service that can be utilised by the person themselves, or by a concerned friend or colleague. (3)

Calls are taken by a panel of experienced male and female GPs, and calls are exempt from the mandatory reporting requirements of the Medical Board of Australia. (3)

Problems dealt with include stress, depression, suicidal thoughts, substance abuse, grief, or concerns about illness. Sometimes the contact can be about impaired performance in a colleague. The panel GPs usually discuss the options available to callers when they are faced with a dilemma or advise the caller on the most appropriate referral services. (3)

The website also has lists of GPs, psychiatrists and psychologists who have expressed an interest in doctors' health and are willing to see doctors and medical students as a priority.

www.dhaswa.com.au/drs-for-drs



dhaswa
doctors' health advisory service
western australia

Social Media

Use your screen time for good....
Check out these accounts

Doc to Doc

Female-only doctor group providing support, collaboration and inspiration

Medical Mums and Mums to Be

Supportive group for medical mothers and doctors thinking/trying for children

Business for doctors education

Provides doctors with accurate and trustworthy information through face to face and online workshops. Encourages ethical billings

Business for doctors

A supportive group allowing doctors to tap into fellow colleagues knowledge regarding personal and business income

Creative Careers in Medicine

Doctors paving creative paths in and outside of medicine
Support available for doctors struggling with remaining in medicine

SWIPE UP



Relax

With some (less clinical) content



Meditation Apps

- The Mindfulness App
- Calm
- Headspace Meditation and Sleep
- Sattva Meditation and Mantras
- MyLife Mediation
- Breathe: Meditation and Sleep
- Inscape: Meditation and Sleep
- Insight Timer
- Balance



Meditation Podcasts

- Meditation Minis
- Crappy to Happy
- TheDailyMeditationPodcast
- The Mindful Minute
- Mindfulness Mode
- On Being With Krista Tippett
- Meditation Station



Books

- This Is Going to Hurt, Adam Kay
- When Breath Becomes Air, Paul Kalanithi
- Do No Harm, Henry Marsh
- Extreme Medicine, Kevin Fong
- A Young Doctor's Notebook, Mikhail Bulgakov
- Going Under, Sonia Henry
- The House of God, Samuel Shem
- Emotional Female, Yumiko Kadota
- Undoctored, Adam Kay

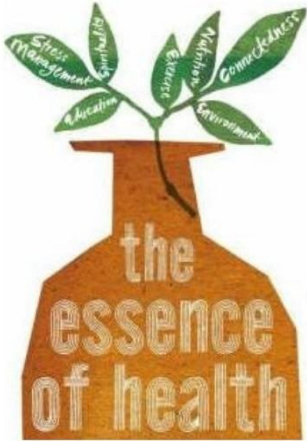


Learn

- Legends of Surgery
- The Health Report
- MedCoversations
- BroomeMedics Podcast
- This Podcast will kill you
- The Food Medic
- The Happy Doc
- You are Not a frog
- The Joyful Doctor
- Dont forget the bubbles

ESSENCE OF HEALTH

BY DR CRAIG HASSED (3)



The idea of identifying things in your life that makes you happy is also a good coping strategy. Having time away from the hospital and connecting with other interests is important to dealing with life as a doctor.

The notion of ESSENCE is based on research by Dr Craig Hased from Monash University who focused on medical students ensuring their curriculum has a wellbeing-based model to improve outcome for both upcoming doctors and subsequently patients to avoid burnout.

ESSENCE DOMAINS

In promoting a more holistic approach to medicine it is important to incorporate the following essential domains into our everyday lives:

Education

Seeking out PDL opportunities can enrich your experience as a doctor and can also help you find an area of medicine that you are passionate about. Being educated and aware of the signs of burnout can also educate doctors regarding when to take some "time out"



Spirituality

Spirituality does not directly mean being 'religious' but means to have 'meaning' or 'purpose' within your life. Having a sense of spirituality enables a person to express themselves and their cultural background whether it is through religion, philosophy or science.



Stress management

Stress has an effect upon both physical health and recovery from illness. Our mental and emotional state also has profound effects on our immunity and our ability to sleep and unwind, stress can even affect us right down to the levels of our genes. Improving mental health is important for quality of life, to facilitate other healthy lifestyle changes, and for its direct benefits for health. Engaging in meditation and mindfulness is a key way to address stress management.



Exercise

It is important to ensure that you are taking care of your physical health. It can be very cathartic and therapeutic to exercise during a high stress job. Exercise has the ability to assist with sleep, reduce weight and to prevent anxiety and depression. Exercise or joining team sports can also be a way to connect and join in with community sporting teams which builds support networks outside of the hospital.



ESSENCE DOMAINS

Nutrition

It is easy to get into the habit of eating badly on the wards but eating a healthy and balanced diet can improve your physical wellbeing. Being organised and bringing your lunch to work helps you to keep an eye on your weight and for your energy levels. Food is a key part of preventative medicine.



Connectedness

Social supports whether it be family, friends or community groups are a vital part of one's wellbeing. Having people to turn to and talk to can be very important at preventing elements of burnout. Joining community groups, helping out with community services, joining sporting clubs is important at creating a well-rounded individual.



Environment

Being conscious of your environment is very important for your wellbeing. Connecting with nature can have positive effects on your physical and mental wellbeing. Being present in the now, reducing the amount of time spent on social media and getting into the great outdoors can also help.



Additional Resources

Employee Assistance Program

A free, professional and completely confidential counselling service is provided for public sector employees, either over the telephone or in person, and is available 24/7. Employees and immediate family members can receive three counselling sessions for any issue where counselling is required. Employers do not find out who accesses this service.

Further information is available through:

Converge International:

1300 687 327

www.convergeinternational.com.au

LifeWorks

1300 361 008 www.lifeworks.com.au

WA Country Health Service

The WA Country Health Service (WACHS) Employee Assistance Program providers vary by region and information is available on the WACHS website.

Chaplain/Pastoral Services

Most hospitals offer a confidential chaplain service to staff as well as patients.

Postgraduate Medical Education Units

The Medical Education Unit at your hospital is always available to provide support and discuss any personal or professional concerns or issues.

Site Specific Resources

Perth Children's Hospital	
Chaplain, Pastoral Services	Business hours: 6456 0507 AH: via switchboard (24/7) Location: Multi Faith Centre
Director, Postgraduate Medical Education	Dr Fiona Frazer E: fiona.frazer@health.wa.gov.au Ph: 6456 5197
Medical Education Officer	Mr Robert Evans E: Robert.evans3@health.wa.gov.au Ph: 9340 7099
Wellness Coordinator	Evelyn Kennedy
Fiona Stanley Hospital	
Chaplain, Pastoral Services	Business hours: via switchboard
Director Medical Education	Prof Alison Jones E: Alison.jones@health.wa.gov.au
Medical Education Officers	Ms Zoe Moran (Coordinator) E: fsh.meu@health.wa.gov.au
Joondalup Health Campus	
Director, Postgraduate Medical Education	Dr Sue Davel Ph: 9400 9925
Medical Education Officer	Ms Michelle Karsdorp E: KarsdorpM@ramsayhealth.com.au Ph: 9400 9378

King Edward Memorial Hospital	
Chaplain, Pastoral Services	Ph: 9340 8256 (24/7) Location: A Block, Level 1
Director, Postgraduate Medical Education	Dr Katrina Calvert E: kemh.postgrad@health.wa.gov.au Ph: 9340 1388
Medical Education Officer	Mr Nicholas Bennett E: Nicholas.Bennett@health.wa.gov.au Ph: 6458 1181
Sir Charles Gairdner Hospital	
Chaplain, Pastoral Services	Ph: 9346 3425 (24/7) Location: Ground Floor, E Block (Gairdner & Verdun Entrance).
Director, Postgraduate Medical Education	Prof Fiona Lake E: SCGH.PostGradMedicalEducation@health.wa.gov.au P: 9346 3330
Medical Education Officer	Ms Trish Li E: trish.li@health.wa.gov.au Ph: 9346 7969
Royal Perth Hospital	
Chaplain, Pastoral Services	Ph: 9224 2482 (24/7) Location: Level 4, N Block, Colonial House, Wellington Street Campus

JMO Wellbeing Officer	Dr Rich Read or Ms Nicola Frew Ph: 9224 2342 M: 0404 039 974
Director, Postgraduate Medical Education	Dr Athula Karunanayaka E: athula.karunanayaka@health.wa.gov.au
Medical Education Officers	Katie Bellini (Coordinator) E: RPH.PGME@health.wa.gov.au Ph: 9224 2250
St John of God Midland Public & Private Hospital	
Chaplain, Pastoral Services	Francene Ball Ph: 9462 4095
Director, Postgraduate Medical Education	A/Prof Tim Bates E: Tim.Bates@sjog.org.au
Medical Education Officer	Ms Bruna Barbosa E: MI.PGME@sjog.org.au
St John of God Hospital Subiaco	
Chaplain, Pastoral Services	Sarah Hammond Ph: 9382 6223
Medical Education Officer	Ms Tessa Jack E: Tessa.Jack@sjog.org.au
WA Country Health Service (WACHS) – general enquiries	
Chaplain, Pastoral Services	Site-specific. Contact Medical Education Unit for details
Director, Medical Education	Dr David Oldham E: meu@health.wa.gov.au Ph: 6553 0856
Medical Education Officers	Ms Laura Humphry (JMOs) Ms Kylie Bull (EMET) Ms Natasha D’Anna (CRP) Ms Erin Furness (RGP) Ms Shelley Dutton (SIM) Ms Victoria Civitico (Interns)
WACHS – Great Southern, Albany Health Campus	
Director Clinical Training	Prof Peter Kendall E: Peter.Kendall@health.wa.gov.au Ph: 9892 2209
Medical Education Officer	Ms Dale Broderick E: dale.broderick@health.wa.gov.au Ph: 9892 2252
WACHS – Kimberley, Broome Health Service	
Director Clinical Training	Dr David Forster E: david.forster@health.wa.gov.au Ph: 9194 2378
Medical Education Officer	Ms Mia Pearson E: MEO.Broome@health.wa.gov.au Ph: 9194 2882
WACHS – South West, Bunbury Hospital at South West Health Campus	
Director Clinical Training	Dr Perry (James) Travers E: James.Travers@health.wa.gov.au Ph: 9722 1490
Medical Education Officer	Ms Caitlin Crispin E: MEO.Bunbury@health.wa.gov.au Ph: 9722 1490
WACHS – Goldfields, Kalgoorlie Health Campus	

Director Clinical Training	Dr Sabu Thomas E: Sabu.Thomas@health.wa.gov.au Ph: 0447 203 386 Dr Chandimal Gunaratne E: Chandimal.Gunaratne@health.wa.gov.au Ph: 0430 032 350
Medical Education Officer	Ms Karen Callaghan E: karen.callaghan@health.wa.gov.au Ph: 9080 5870
WACHS – Midwest, Geraldton Hospital	
Director Clinical Training	Dr Kala Suppiah E: kala.suppiah@health.wa.gov.au Ph: 0400 011 150
Medical Education Officer	Ms Joanne Blayney E: joanne.blayney@health.wa.gov.au Ph: 9956 8740
WACHS – Pilbara, Headland Health Service	
Director Clinical Training	Dr Vafa Naderi E: vafa.naderi@health.wa.gov.au Ph: 9174 1000
Medical Education Officer	Ms Crystel Coffey E: crystel.coffey@health.wa.gov.au Ph: 9174 1047
If your hospital is not listed above, please visit the PMCWA website for MEO contact details: www.pmcwa.org.au/committee/meo-network-group/ or contact PMCWA for the contact details of your Postgraduate Medical Education Unit.	

Other Resources

Beyond Blue	W: beyondblue.org.au Ph: 1300 22 46 36	Provides information and support to help everyone in Australia achieve their best possible mental health, whatever their age and wherever they live.
Black Dog Institute: The Essential Network (TEN)	W: blackdoginstitute.org.au/the-essential-network Ph: 02 9382 4530	Helping healthcare workers find resources and support to manage burnout and maintain good mental health.
Blue Pages	W: bluepages.anu.edu.au	Provides users with the highest quality scientific evidence on interventions for depression plus consumer perspective and understanding
CALM (Computer Assisted Learning for the Mind)	W: https://www.calm.auckland.ac.nz	A collection of audio files with exercises and information, as well as links to relevant resources for information on resilience, stress, anxiety, depression, relationships and finding meaning in life.
eCentreClinic	W: ecentreclinic.org	Specialised research clinic that develops and tests state-of-the-art free online treatment Courses for

		people with symptoms of worry, panic, social anxiety, OCD, PTSD, stress, depression, low mood and other health conditions including chronic pain.
Head to Health	W: headtohealth.gov.au	To help you find digital mental health services from some of Australia's most trusted mental health organisations.
Mindspot Clinic	W: mindspot.org.au	Experienced and AHPRA-registered mental health professionals including psychologists, clinical psychologists and psychiatrists who are passionate about providing a free and effective service to people all over Australia
Eating disorders and body image		
Butterfly Foundation	W: butterfly.org.au Ph: 1800 33 46 73	Providing innovative, evidence-based support services, treatment and resources, delivering prevention and early intervention programs and advocating for all Australians impacted by eating disorders and body image issues, and for the families, friends and communities who support them.
Financial difficulty		
National Debt Helpline	W: ndh.org.au Ph: 1800 007 007	Not-for-profit service that helps people tackle their debt problems by offering free advice by financial counsellors.
Gambling		
Gambling Help Online	W: gamblinghelponline.org.au Ph: 1800 858 858	Providing Australians with counselling and information services when they are unable or reluctant to access face-to-face services provided in each jurisdiction.
Relationships, domestic violence		
1800RESPECT	W: 1800respect.org.au Ph: 1800 737 732	Providing support for people experiencing, or at the risk of experiencing, violence and abuse, their friends and family, and professionals.
Blue Knot Foundation	W: blueknot.org.au Ph: 1300 657 380 E: helpline@blueknot.org.au	National Centre of Excellence for Complex Trauma. We empower recovery and build resilience for adults impacted by complex trauma
Relationships Australia	W: relationships.org.au Ph: 1300 364 277	Leading provider of relationship support services for individuals, families and communities
White Ribbon Australia	W: whiteribbon.org.au	Primary prevention programs and campaigns, engaging with men to

		become active in the social change needed to stop men's violence against women and children
Sexuality and gender		
Freedom Centre	W: freedom.org.au	Provide a safe space to support young people with diverse sexuality, gender and sex. Empowering young people to be themselves; be confident; make healthy, informed choices and respect both their own diversity as well as others'.
Living Proud	W: livingproud.org.au Ph: 9486 9855	Providing essential services to the gay, lesbian, bisexual, trans and intersex communities, including our peer counselling phone line, health and wellbeing initiatives and community capacity building.
LGBTIQ+ Health Australia	W: lgbtiqhealth.org.au Ph: 02 7209 6301	National peak health organisation in Australia for organisations and individuals that provide health-related programs, services and research focused on lesbian, gay, bisexual, transgender, intersex and queer people and other sexuality and gender diverse (LGBTIQ+) people and communities.
Substance abuse		
Alcoholics Anonymous	W: aa.org.au Ph: 1300 222 222	A fellowship of people who share their experience, strength and hope with each other that they may solve their common problem and help others to recover from alcoholism.
Alcohol and Drug Support Line	Metro: 9442 5000 (24/7) Country: 1800 198 024 (24/7)	Confidential, non-judgemental telephone counselling, information and referral service for anyone seeking help for their own or another person's alcohol or drug use.
Narcotics Anonymous	W: na.org.au Ph: 1300 652 820	A fellowship or society of men and women for whom drugs had become a major problem. Recovering addicts who meet regularly to help each other stay clean.
Counselling Online	W: counsellingonline.org.au Metro: 9442 5000 Country: 1800 198 024	Offer free and confidential service that provides 24/7 support to people across Australia affected by alcohol or drug use.

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