

GUIDELINES FOR TRAINEES REQUIRING ADDITIONAL SUPPORT

It is well-known that doctors are at high risk of stress-related problems in addition to physical and mental health issues which may affect any individual.

This guideline is designed as a reference document for trainees who feel they require additional support. This may be needed to support them in meeting their educational and training needs. Doctors who have a known physical or mental health problem or suspect they have a physical or mental health problem may also find them of benefit.

SUPPORT FOR HEALTH-RELATED ISSUES AND STRESS/BURNOUT

SOURCES OF SUPPORT	DETAILS
GP	Advisable to always see GP
Mental health team	See information below on 'crisis situation'
Clinical/educational supervisor Clinical Tutor Any senior colleague	Advisable to involve senior colleague to provide advice, support and discuss any modifications to working patterns or sick leave. They can advocate for you at work.
Occupational health	Contact for any health problem which will potentially affect ability to work. Can signpost to other local services
Training programme director and/or Head of School	Can provide advice and support. Discuss any potential modifications to training and placements.
Human resources/medical staffing department	Contact to discuss any modifications to working patterns or sick leave or compassionate leave.

CRISIS SITUATION

General crisis support:

- Ring or text a friend, family member or colleague.
- Ring **SANeline**, a specialist mental health helpline - **0300 304 7000** between 4.30pm and 10.30pm each evening.
- You can ring **Samaritans** any time - **116 123** – they offer a listening service.
- Ring **NHS 111** by dialling **111**.
- Go to your local accident and emergency department if you are feeling suicidal or if you have self-harmed and are concerned about it.

If you already have contact with mental health services:

- Contact your local community mental health team (CMHT).
- Contact your crisis team if you have one.

If you have had no contact with mental health services, eg it may be the first time you, or someone else, has been in crisis:

- Contact your out-of-hours GP service. Google 'out of hours GP in x' (give your location).
- Alternatively, your GP surgery will usually provide an answer phone message advising you of who to contact in an emergency, together with other useful telephone numbers.
- Make an appointment with your regular GP, as this is usually the first point of contact for anyone concerned about mental health issues.


SUPPORT FOR HEALTH-RELATED ISSUES AND STRESS/BURNOUT

<p>http://www.ksseducation.hee.nhs.uk/trainee-support/trainees/practitioner-healthprog/</p> <ul style="list-style-type: none"> • Funded for all HEKSS-managed trainee doctors (within Foundation, Specialty (including Higher Specialty and GP) • PHP can offer emotional, psychological and practical support for a wide range of problems that are common to trainees
<p>http://www.lpmde.ac.uk/professional-development/professional-support-unit</p> <ul style="list-style-type: none"> • Provides a shared service of expert resources to support the professional development of clinicians • Postgraduate Doctors and Dentists who hold a London / KSS training number (Foundation years until CCT) are eligible • Self-referral via application form <ul style="list-style-type: none"> ○ http://www.lpmde.ac.uk/professional-development/psu-application-form
<p>http://www.rcpsych.ac.uk/healthadvice/problemsdisorders/feelingoverwhelmed.aspx</p>

SUPPORT FOR OTHER WORK-RELATED ISSUES

ISSUE	SOURCES OF ADVICE/SUPPORT
Difficulty with current placement Problems relating to training rotation as a whole	Clinical/Educational supervisor or Clinical Tutor Training programme director (TPD) HEKSS Head of School of paediatrics BMA employment advisor: -call 0300 123 1233 or webchat via BMA website
Need for compassionate leave (usually maximum 6 days)	Clinical/educational supervisor Rota coordinators HR department Occupational health if related to personal health issue
Raising concerns about the clinical service or 'Whistleblowing'	BMA guidance - https://www.bma.org.uk/advice/employment/raising-concerns
Bullying, harassment etc	Clinical/Educational supervisor Check Trust local policies TPD HEKSS Head of School
Managing formal complaints	Consultant responsible for patient Clinical/Educational supervisor BMA guidance https://www.bma.org.uk/advice/employment/raising-concerns/dealing-with-complaints MDU- Freephone 0800 716 646; International +44 (0) 20 7022 2210 e-mail advisory@themdu.com MPS mailto:querydoc@medicalprotection.org please call 0800 561 9090 or email querydoc@medicalprotection.org
Involvement in disciplinary procedures	Educational supervisor Medical Education Manager Director of Medical Education

OTHER SOURCES OF SUPPORT

GENERAL ADVICE/SUPPORT		
Organisation	Contact details	Description of service/Areas of support
BMA Counselling	24 hours a day, 7 days a week on 0330 123 1245 (for BMA members)	Stress Bullying
BMA Doctor Advisor service (for doctors & medical students to speak in confidence to another doctor)	Call 0330 123 1245 and ask to speak to a Doctor Advisor - you will be given the name of a doctor to contact and details of their availability (please see GP or attend ED in emergency)	GMC issues Relationship issues Alcohol Substance abuse Debt Depression Any other issues
BMA	https://www.bma.org.uk/advice/work-life-support/your-wellbeing	
DocHealth	http://www.dochealth.org.uk/	Confidential service giving doctors an opportunity to explore difficulties (professional & personal), with senior clinicians. Delivered by Consultant Medical Psychotherapists based at <u>BMA House</u> in London.
Carers' UK	https://www.carersuk.org/ Normally open Monday & Tuesday 10am to 4pm. <i>Listening service available Mondays and Tuesdays, from 9am to 7pm.</i>  0808 808 7777	
<u>Citizens Advice Bureau</u>	https://www.citizensadvice.org.uk/	free, confidential, impartial and independent advice on a limitless range of subjects
Counselling and psychotherapy	http://www.itsgoodtotalk.org.uk/	Find a counsellor or psychotherapist
Wellbeing	Ephysicianhealth.com	
The Samaritans	24 hours a day, 365 days a year, on 116 123 9 (UK) Email: jo@samaritans.org	'We can help you talk through whatever is troubling you, find the answers that are right for you, and offer support.'
Victim support	https://www.victimsupport.org.uk/ Supportline tel: 08 08 16 89 111	Free and confidential support for people affected by crime (including domestic violence)

ADDICTION		
Addaction	www.addaction.org.uk/help-and-support	
<u>Alcoholics Anonymous (AA)</u>	0800 9177 650 help@aamail.org	
<u>British Doctors and Dentists Group</u>	See website	mutual support society for doctors who are recovering, or wish to recover, from addiction to or dependency on alcohol or other drugs.
FRANK	FRANK 24-hour free helpline on 0300 123 6600.	Drug advice
<u>Gamblers Anonymous</u>	Tel: 08700 50 88 80	
<u>GamCare</u>	http://www.gamcare.org.uk/get-support/frontline-services/helpline Helpline: 0845 6000 133 Tel: 020 7801 7000 Email: info@gamcare.org.uk	
<u>Narcotics Anonymous (NA)</u>	Helpline: 10.00am - midnight 0300 999 1212	
<u>Release</u>	email ask@release.org.uk telephone 020 7324 2989	advice to drug users, their families/friends, statutory & voluntary agencies.
<u>Sick Doctors Trust</u>	Helpline: 0370 444 5163	provides early intervention & treatment for doctors suffering from addiction to alcohol or other drugs.
BEREAVEMENT SUPPORT		
<u>Cruse Bereavement Care</u>	call us freephone on 0808 808 1677. The helpline is open Monday-Friday 9.30-5pm (excluding bank holidays), with extended hours on Tuesday, Wednesday and Thursday evenings, when we're open until 8pm.	information and advice to anyone who has been affected by a death
DISABILITIES		
Action on Hearing Loss	www.actiononhearingloss.org.uk	
<u>Association of Disabled Professionals</u>	by email at: info@adp.org.uk	
<u>British Dyslexia Association</u>	www.Bdadyslexia.org.uk	
Scope: About disability	Call <u>our free confidential helpline</u> on 0808 800 3333 Weekdays: 9am to 5pm www.scope.org.uk	
<u>Royal National Institute for the Blind</u>	www.rnib.org.uk	

EQUALITY AND DIVERSITY		
<u>Equality and Human Rights Commission</u>	Advice line If you need expert information, advice and support on discrimination and human rights issues call EASS on: 0808 800 0082 https://www.equalityhumanrights.com/en	
FINANCIAL SUPPORT		
Royal Medical Benevolent Fund	mailto:info@rmbf.org 020 8540 9194	financial support, money advice and information
<u>Royal Medical Foundation</u>	http://www.royalmedicalfoundation.org/ email: rmf-caseworker@epsomcollege.org.uk or telephone 01372 821010	
MENTAL HEALTH		
<u>Anxiety UK</u>	Infoline: 08444 775 774* Mon-Fri 9:30am - 5.30pm Text Service: 07537 416 905	Individual membership allows access to a range of <u>support services & membership entitlements</u>
Beat	Adult Helpline: 0808 801 0677 help@beateatingdisorders.org.uk https://www.beateatingdisorders.org.uk/	Eating disorders' charity
<u>Bipolar UK</u>	Call us on 0333 323 3880 Email us on info@bipolaruk.org www.bipolaruk.org/	national charity dedicated to supporting individuals of bipolar, their families/carers.
'CALM' (Campaign against living miserably)	CALM helpline or Webchat (5pm-midnight; 365 days per year) NATIONWIDE 0800 58 58 58 LONDON 0808 802 58 58 Webchat: https://www.thecalmzone.net/help/get-help/	'Our helpline is for men in the UK who are down or have hit a wall for any reason, who need to talk or find information and support.'
'Mind'	<u>Blue Light Infoline</u> Our lines are open 9am to 6pm, Monday to Friday (except for bank holidays). 0300 303 5999 (local rates) bluelightinfo@mind.org.uk Text: 84999 <u>Legal Line</u> Mind provides legal information and general advice on mental health related law. You can call them between 9am and 6pm Monday to Friday (except Bank Holidays). Call 0300 466 6463	Mind provides advice and support to empower anyone experiencing a mental health problem.

<u>SANE</u>	http://www.sane.org.uk/what_we_do/support/ Helpline open every day of the year from 4.30pm to 10.30pm on 0300 304 7000.	SANE provides emotional support & information to anyone affected by mental illness, including families, friends & carers.
RELATIONSHIPS		
<u>National Family Mediation</u>	http://www.nfm.org.uk/	expert, professional family mediation services
<u>Relate</u>	https://www.relate.org.uk/ tel:+443001001234	relationship counselling organisation
National Domestic Violence Helpline	http://www.nationaldomesticviolencehelpline.org.uk National Domestic Violence Helpline 0808 2000 247	