

RESOURCES

LOCAL/DEANERY/EMSA

General Practitioner (GP):

1. Issues medical certificates for requested time off due to illness.
2. Makes referrals to relevant support services as needed.
3. Conducts a comprehensive assessment of RD physical health, addressing both new and pre-existing conditions that may have worsened, and devises appropriate treatment plans.

Occupational Health:

1. Typically, the initial point of contact is the relevant department within the organization where the incident occurred.
2. Additionally, after a referral to the Professional Support and Well-being (PSW) department, the deanery department can also be contacted.
3. Offers access to a diverse array of support services within a more expedited timeframe compared to GP services.
4. Can aid in adjusting working patterns as necessary to accommodate specific needs.

The Professional Support and Wellbeing Service (PSW)

1. Each RD referred to the service has a dedicated PSW Case Manager who arranges support via specialist providers and then monitors their progress.
2. Doctors in training can be referred to the PSW service by self-referral or by those involved in their education.
3. Offer confidential and impartial support.
4. Options can range from:
 - One-to-one counselling
 - Coaching sessions
 - Study support
 - Dyslexia screening and full cognitive assessments
 - Referral to Occupational Health.

Trauma Risk Management (TRiM)

1. A trauma-focused peer support system designed to help people who have experienced a traumatic, or potentially traumatic event.
2. Dependant on the availability at each hospital site

3. Non-medical practitioners with specific training allowing them to understand the effects that traumatic events can have on people. They are not counsellors/therapists but able to listen and offer practical advice & assistance in a confidential space.
4. The following list illustrates when a TRiM risk assessment may be carried out but is not exhaustive:
 - Serious injury to self and others
 - Personnel have been disabled or disfigured
 - The trauma involves death
 - Personnel have been involved in a 'near miss'
 - Personnel experience overwhelming distress after the event
 - Incidents that are unpredictable or caused deliberately
 - Incidents that have a personal relevance for those involved
 - Losing control of the situation or lacking control
 - Situations attracting a lot of media attention or where the actions of those involved are questioned

EXTERNAL

National Health Service

- [NHS Inform](#) – offers a self-help guide that uses cognitive behavioural therapy (CBT) and expert advice to manage sleep problems and insomnia.
- [NHS Practitioner Health Programme](#) – a free and confidential service based in London for doctors and dentists with issues relating to mental health condition or addiction problem, in particular where these might affect their work.
- [NHS psychological therapies](#) – Talking therapies or psychological therapies can help with common mental health problems like stress, anxiety and depression. Talking therapies can be accessed for free on the NHS.
- [NHS Staff mental health and wellbeing hubs](#) – The hubs can offer a clinical assessment and referral to local services enabling access to support where needed, such as talking therapy or counselling. It is open to all health and social care staff, from all services and settings.
- [NHS Staff Support line](#) – a free helpline is available to all NHS staff in England. Trained professionals can give you advice on coaching, bereavement care, mental health and financial help. Support via text is also available to doctors any time of day.

Professional associations and colleges

- [Association of Anaesthetists](#) – contact is welcomed from members with regard to any professional or personal issue that requires support. Website provides information and resources to support members' wellbeing.
- [BMA – Your wellbeing](#) – services and information to support doctors and medical students. Includes a confidential counselling service and a peer support service that offers the choice of speaking in confidence to another doctor.
- [General Medical Council](#) – support for doctors – advice on health management, health assessments and links to other independent organisations where doctors under investigation can seek advice, support and resources.
- [Medical Practitioners Tribunal Service \(MPTS\)](#) – resources for doctors and representatives: information and guidance about hearings to help doctors, lawyers and medical defence organisations prepare for a hearing. Includes a doctor support service for confidential face-to-face support and a hearing information line for all doctors who have been referred to the MPTS for a tribunal hearing.

Medical support organisations and charities

- [BMA Charities](#) – two charities which help all doctors, and their dependants, and medical students in times of financial crisis.

- [British Doctors' and Dentists' Group](#) – a mutual/self-help group of doctors and dentists who are recovering, or wish to recover, from addiction/dependency on alcohol and/or other drugs.
- [British International Doctors' Association](#) – works to achieve equal treatment of all doctors and dentists working in the UK based on their competence and merit irrespective of race, gender, sexual orientation, religion, country of origin or school or graduation.
- [Dochealth](#) – a confidential, not for profit, psychotherapeutic consultation service for all doctors, helping them to explore professional and personal difficulties with senior clinicians (fee payable for doctors using the service).
- [Doctors in distress](#) – mental wellbeing support for all healthcare workers across the UK through confidential, facilitated peer support groups.
- [Doctors' Support Group](#) – A support group for any medical professional or dentist facing suspension, exclusion, investigation of complaints, or allegations of professional misconduct.
- [Doctors Support Network](#) – an independent, confidential, peer-support network for doctors and medical students with concerns about their mental health. Offers an online, confidential, anonymous support forum. Aims to improve wellbeing of doctors by safely connecting them with other medics with similar concerns.
- [GLADD](#) – The Association of LGBTQ+ Doctors and Dentists. Represents LGBTQ+ doctors, dentists, medical and dental students from all over the country.
- [Healthcare Workers' Foundation](#) – Charity offering services covering the physical, mental and day-to-day needs of all healthcare workers – including counselling sessions.
- [Help me I'm a doctor](#) – Website resource for doctors, dependents of doctors or medical students. Uses a short questionnaire to identify which of five independent charities may be able to provide financial assistance.
- [Medical Council on Alcohol \(MCA\)](#) – the MCA is an independent charity of health professionals from all medical specialties, dedicated to improving the understanding and management of alcohol-related health harm. Its activities include working with healthcare professionals to increase their understanding of the risks associated with their own alcohol consumption and of the measures to address these.
- [Medical Protection Counselling Service](#) – offers independent and confidential counselling to any members experiencing work-related stress, or stress that they feel could impact their practice.
- [Melanin Medics](#) – A non-profit charitable organisation for the present and future African and Caribbean doctor
- [Royal Medical Benevolent Fund](#) – provides support for doctors and their families through all stages of their career and beyond. A charity for doctors, medical students and their families, providing financial support, money advice and information when it is most needed due to age, ill health, disability or bereavement.
- [Sick Doctors Trust](#) – independent organisation providing support and help for doctors, dentists and medical students who are concerned about their use of alcohol or drugs.
- [Society for Assistance of Medical Families](#) – mutual provident fund assisting doctors and the families of doctors in times of hardship.

- [Welcome Back to Work](#) – a network providing support and resources to GPs looking to return to work after an absence of less than 2 years.
- [You Okay, Doc?](#) – Advice, guidance, and discussion on mental health and wellness topics for doctors

National charities

- [Alcoholics Anonymous](#) – a fellowship concerned with the personal recovery and continued sobriety of individual alcoholics who turn to the fellowship for help.
- [Child Bereavement UK](#) – ‘For doctors: managing your wellbeing’ – a short guidance film aimed at helping doctors maintain their personal resilience and wellbeing while working in the face of loss, death, and grief.
- [Cocaine Anonymous](#) – a fellowship of recovering addicts who maintain their individual sobriety by working with others.
- [Cruse Bereavement Care](#) – a national charity for bereaved people in England, Wales and Northern Ireland, offering support, advice and information to children, young people and adults when someone dies.
- [Narcotics Anonymous](#) – a non-profit fellowship or society of men and women for whom drugs have become a major problem. They are recovering addicts who meet regularly to help each other stay clean.
- [Samaritans](#) – a charity dedicated to reducing feelings of isolation and disconnection that can lead to suicide. Open 24 hours a day.

Other resources

- [The Happiness Trap](#) – offers free resources that use Acceptance and Commitment Therapy to treat conditions such as anxiety, chronic pain, depression and stress.
- [The Mindfulness Initiative](#) – resources for health and care staff. A curated list of free mindfulness resources for health and care workers to support them through a time of crisis.
- [PalouseMindfulness.com](#) – offers a free 8-week online program on Mindfulness-Based Stress Reduction .
- [Self-Compassion](#) by Dr Kristin Neff. Offers free meditation and self compassion exercises.