



DUBLIN - IRELAND

IOH 2018

29 APRIL - 4 MAY 2018





ICOH 2018 Target Audience

Occupational Health Professionals

The ICOH congress is one of the world's largest international congresses in the field of occupational health and safety where experts from all around the gather every three years to share their experience and knowledge.

Why should I attend ICOH Dublin 2018?

Major global five day multi-disciplinary occupational health and safety conference



10

10 Plenary presentations



32

32 Semi-plenary sessions



176 & 700

176 Special & Oral Sessions
with over 700 presentations



500+

500+ Posters and
Student poster competition

What makes a good doctor?

Dr Lynda Sisson
National Clinical Lead In Workplace Health and Wellbeing
Vice Dean , Faculty of Occupational Medicine, RCPI,
OEMAC Conference June 2017

By the end of this lecture

- ▶ Understand the challenges of assessing doctors
- ▶ Know what factors cause doctors to get into difficulties
- ▶ Learn about some of the ways to address this
- ▶ Understand how staying healthy is an organisational issue

1988



CHAPTER 9 CRITICISM AND REFORM



*Final Medical Class 1988. Academic Staff (L to R) Niall O'Donohoe, Ian Temperly (dean), Donald Weir, Robert Harrison.
School of Medicine, Trinity College Dublin.*

hospital which became much more acute. The department's surgical research was based in the



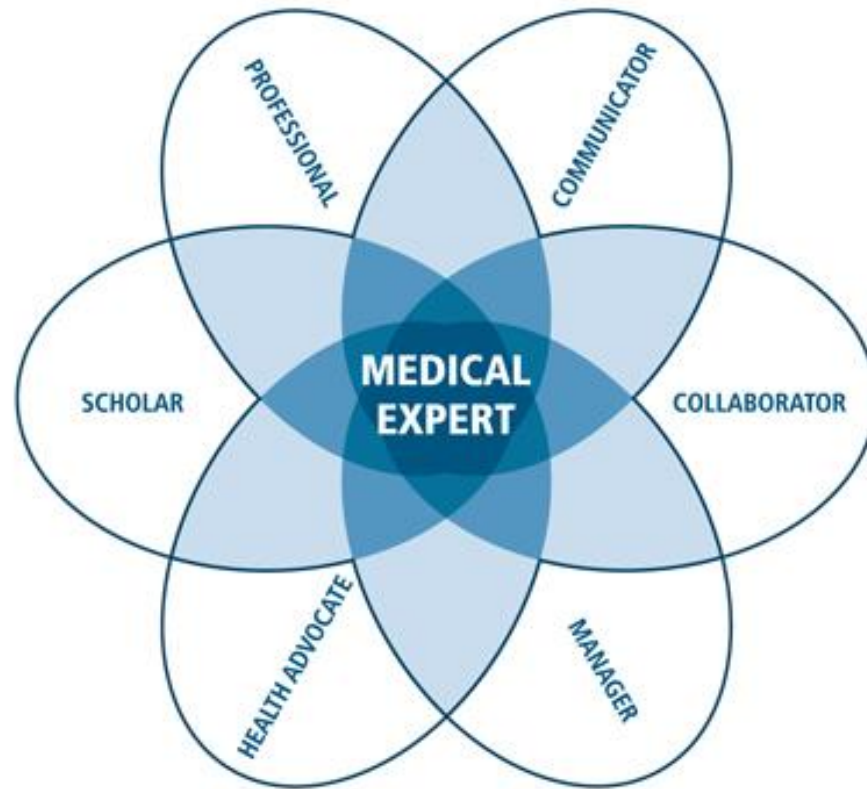
What are the competencies



General Medical Council – UK



Canada



ROYAL COLLEGE
OF PHYSICIANS AND SURGEONS OF CANADA

CANMEDS





Number 25 of 2007

MEDICAL PRACTITIONERS ACT 2007

ARRANGEMENT OF SECTIONS

PART 1

PRELIMINARY AND GENERAL

Maintaining Professional Competence

Assessing Doctors in Difficulty

Maintaining Professional Competence



place your bookmarks here on the bookmarks bar. Import bookmarks now...

<p>External <i>(Maintenance of Knowledge and Skills)</i></p> <p>Events/activities accredited by Training Bodies that meet educational standards (in person or virtually)</p>	<ul style="list-style-type: none"> - National / International meetings - MSc, MD, PhD in related fields* 	<p>20 credits minimum per year</p>
<p>Internal <i>(Practice Evaluation & Development)</i></p> <p>Activities that develop and improve the quality of clinical practice</p>	<ul style="list-style-type: none"> - Clinical clubs - Morbidity and Mortality Meetings - Clinical Risk Meetings - Case Review / Handover - Grand Rounds - Multi-disciplinary meetings <p><i>Practitioners will be expected to present an aspect of their practice during one of the above activities within the five year cycle.</i></p>	<p>20 credits minimum per year</p>
<p>Personal Learning***</p>	<ul style="list-style-type: none"> - Journals - Journal clubs - E-Learning 	<p>5 credits minimum</p>
<p>Research or Teaching</p>	<ul style="list-style-type: none"> - Accredited Postgraduate Trainer - Lectures - Tutorials - Examiner for exams - Publishing articles - Development of National Standards / Evidence-based guidelines - Laboratory bench training - NCHD teaching sessions - SpR teaching sessions - Departmental visits 	<p>2 credits per year desirable</p>
<p>Clinical Audit</p> <p>Audit activities should be focused on the practice of the practitioner and not on the processes.</p>	<p>Measurement of compliance with guidelines protocols</p>	<p>Minimum 1 audit per year. Recommended that practitioners spend 1 hour per month on audit activity</p>





National Clinical Assessment Service

NCAS

Case Services

Resources

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Expertise to the resolution of concerns about professional practice



Who we are

NCAS - the National Clinical Assessment Service - has been an operating division of the [NHS Litigation Authority \(NHS LA\)](#) since 2013.

NCAS contributes to patient safety by helping to resolve concerns about the professional practice of doctors, dentists and pharmacists. We provide expert advice and support, clinical assessment and training to the NHS and other healthcare partners.

NCAS is changing many of its ways of working and this will affect the services we provide. The information on this website is a guide but please contact us

Who we are

How we work

Call us



**NCAS
CASEWORK**
The first eight years
Summary

September 2009



Comhairle na nDoctúirí Leighis
Medical Council
Professional Competence
Reaching for Improvement



What to expect
during a performance
assessment

.....
Guidelines for doctors

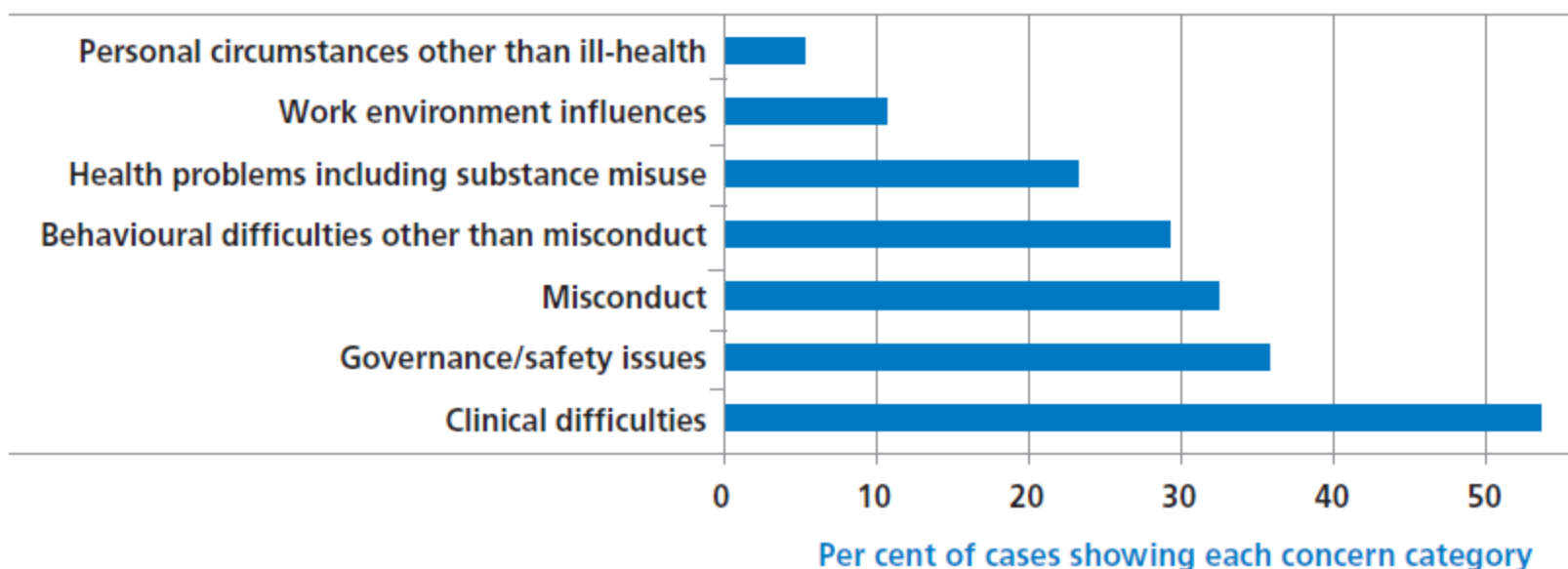


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10/06/2017



system had been used by the end of 2008/09, we can say that about two thirds of NCAS cases include concerns about clinical difficulties and/or governance/safety issues. About one case in six, 16 per cent, involves misconduct alone, although the proportion involving misconduct alongside other concerns is larger. It is important to note that the majority of cases include more than one area of concern.

Chart 3 – Prevalence of broad concerns amongst 1,472 cases



Looking at concerns in more detail, 21 per cent of cases involved critical incidents. Concerns about diagnostic skills were mentioned in 20 per cent of cases, and record keeping and consultation skills were each mentioned in 18 per cent. Communication with colleagues was the most common behavioural difficulty, seen in 20 per cent of cases. Communication difficulties with patients and with patients' families were

Outcomes of Inquires	2015	
Professional Misconduct	6	
Relevant medical disability	2	
Poor professional performance	6	
No finding/ Fit to engage in practice of medicine / no case	7	
Committed to an undertaking pursuant to section 67 of the Medical Practitioners Act	11	
Contravention of the Medical Practitioners Act (2007)	4	

*The total number of outcomes can be greater than the total number of inquiries as individuals can have more than one finding made against them.





FREE M MAG INSIDE

DR DEATH



- Guilty of killing 15 women patients
- Shipman faces 23 new murder charges
- Police have files on at least 100 more
- Coroner admits it could be up to 1,000

BRIMLEY'S BIGGEST MURDERER: PAGES 3-11 ● THE SHIPMAN STORY: 12: PAGE PULLOUT

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FORCE
BRITAIN
TO PAY
EXIT BILL**

BROCCOLI PILL TO SAVE YOUR LIFE

**Breakthrough will
prevent thousands
of stroke deaths**

EXCLUSIVE By Lisa Thomson
A **PILL** made from broccoli may prevent stroke deaths by up to 50 per cent, scientists have revealed.
The pill, called the 'broccoli pill', is made from a natural compound called sulforaphane, which is found in broccoli and other cruciferous vegetables.
Scientists say the pill could be a game-changer for stroke prevention, as it is thought to help clear arteries of plaque, which can lead to heart disease and stroke.
The pill is thought to work by reducing the levels of a protein called IGF-1, which is linked to heart disease and stroke.
The pill is thought to be safe and effective, and could be used to prevent stroke in people at high risk of the condition.
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THE PILL



**Harry's
public
kiss for
Meghan
as she
joins
high
society**



Your Training Counts

Spotlight on health and wellbeing



Comhairle na nDoctúir Leigis
Medical Council



A SPECIAL REPORT FROM THE TRAINEE NATIONAL EXPERIENCE SURVEY 2014

NATIONAL STUDY OF WELLBEING OF HOSPITAL DOCTORS IN IRELAND

Report on the 2014 National Survey
April 2017



Authors
David Hume MD FRCP FRCR
Eileen Meehan MD
Sally Phelan MD FRCP

What did we find?

- ▶ 8/10 rated health as good very good
 - 8/10 suboptimal 1/10 drank excessively 1/10 smoked
- ▶ 7/10 strong desire to practice medicine
- ▶ 4/5 reported significant work related stress
 - 1/3 BURNOUT
- ▶ Average working week 57 hours
- ▶ 2/3 would not want their colleagues to know if they had a mental health condition
- ▶ In general health and well being was higher in consultants

What is Health

"Health is a state of complete physical, mental and social **well-being** and not merely the absence of disease or infirmity."

World Health Organisation

What is Wellbeing?

- ▶ Well-being is a positive outcome that is meaningful for people and for many sectors of society, because it tells us that people perceive that their lives are going well.
- ▶ Good living conditions (e.g., housing, employment) are fundamental to well-being.

Health vs Wellbeing

However, many indicators that measure living conditions fail to measure what people think and feel about their lives, such as the quality of their relationships, their positive emotions and resilience, the realization of their potential, or their overall satisfaction with life—i.e., their “well-being.”¹

Additional Factors in Wellbeing

- ▶ Lifestyle
- ▶ Participation
- ▶ Relaxation
- ▶ Support
- ▶ Security
- ▶ Environment

Are doctors different?

Doctors have better physical wellbeing but poorer mental health wellbeing

Why are doctors different?

- ▶ Combination of doctors background, personality, work experiences may contribute to them being predisposed to substance abuse and mental illness



- ▶ People with certain personality traits get into medical school which makes them successful doctors but lead to emotional difficulties and breakdown



- ▶ Doctors feel they have to appear healthy even when they are not and believe that good health is equated with medical competence
- ▶ Medical structures are not as supportive as they should be and may contribute further to depression and suicide amongst doctors

According to repeated nationwide surveys,

More Doctors Smoke **CAMELS** than any other cigarette!

Doctors in every
branch of medicine
were asked, "What
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You'll enjoy Camels for the same reasons
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a *flavor* unmatched by any other cigarette.
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Camels for 30 days and see how well Camels
please your taste, how well they suit
your throat as your steady smoke. You'll
see how enjoyable a cigarette can be!

THE DOCTORS' CHOICE IS AMERICA'S CHOICE!



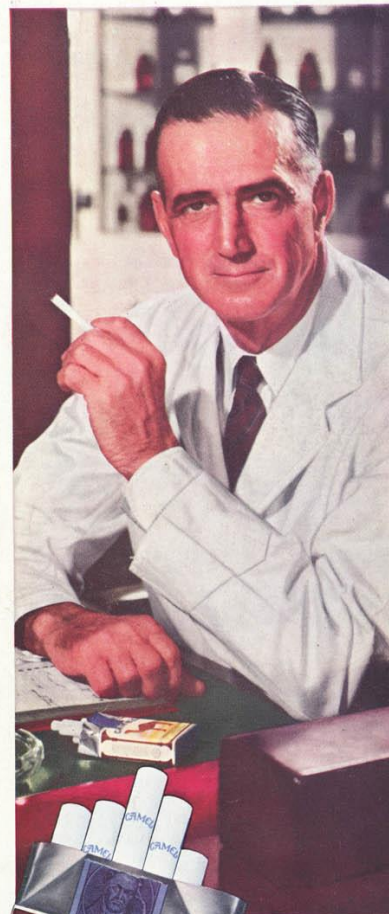
MAUREEN O'HARA says: "I pick Camels. They agree with my throat and taste wonderful!"



DICK HAYMES states: "I get more pleasure from Camels than from any other brand!"



RALPH BELLAMY reports: "Camels suit my taste and throat. I've smoked 'em for years!"



H. J. Reynolds Tobacco Co.
Winston-Salem, N. C.



For 30 days, test Camels in your "T-Zone" (T for Throat, T for Taste).



Common Coping Strategies



So what?

Doctors living with addictions that are untreated provide poorer quality care and make more errors

Doctors with addictions that are untreated may suffer more severe long term and even fatal consequences

What you need to know about physical wellbeing

- ▶ Get the basics right

Importantly and evidence based

Doctors with impairments who
have been treated can be
successfully returned to work

What doctors need to know about mental wellbeing

- ▶ Medical careers can be stressful
- ▶ Doctors can be more vulnerable to mental health illness
- ▶ Doctors find it more difficult to access care
- ▶ Bullying and Harassment is reported to be common amongst trainees

What needs to change?



What needs to change

- ▶ Medical Students and Medical Schools
- ▶ Doctors
- ▶ Post Graduate Training Bodies
- ▶ Employers of Doctors
- ▶ Regulators
- ▶ Policy Makers

Quality Standards (NICE – 2017)

Making health and wellbeing an organisational priority

- Doctors work in organisations that have a named senior who makes employee health and wellbeing a core priority
- Doctors are managed by people who support their health and wellbeing
- Doctors are managed by people who are trained to recognise and support them when they are experiencing stress
- Doctors have the opportunity to contribute to decision making through staff engagement forums

healthy-workplaces-improving-employee-mental-and-physical-health-and-wellbeing-pdf-75545484547525.pdf - Adobe Reader

File Edit View Window Help

1 / 20 118%

NICE National Institute for Health and Care Excellence

NICE
quality standard

Healthy workplaces: improving employee mental and physical health and wellbeing

Tools Sign Comment

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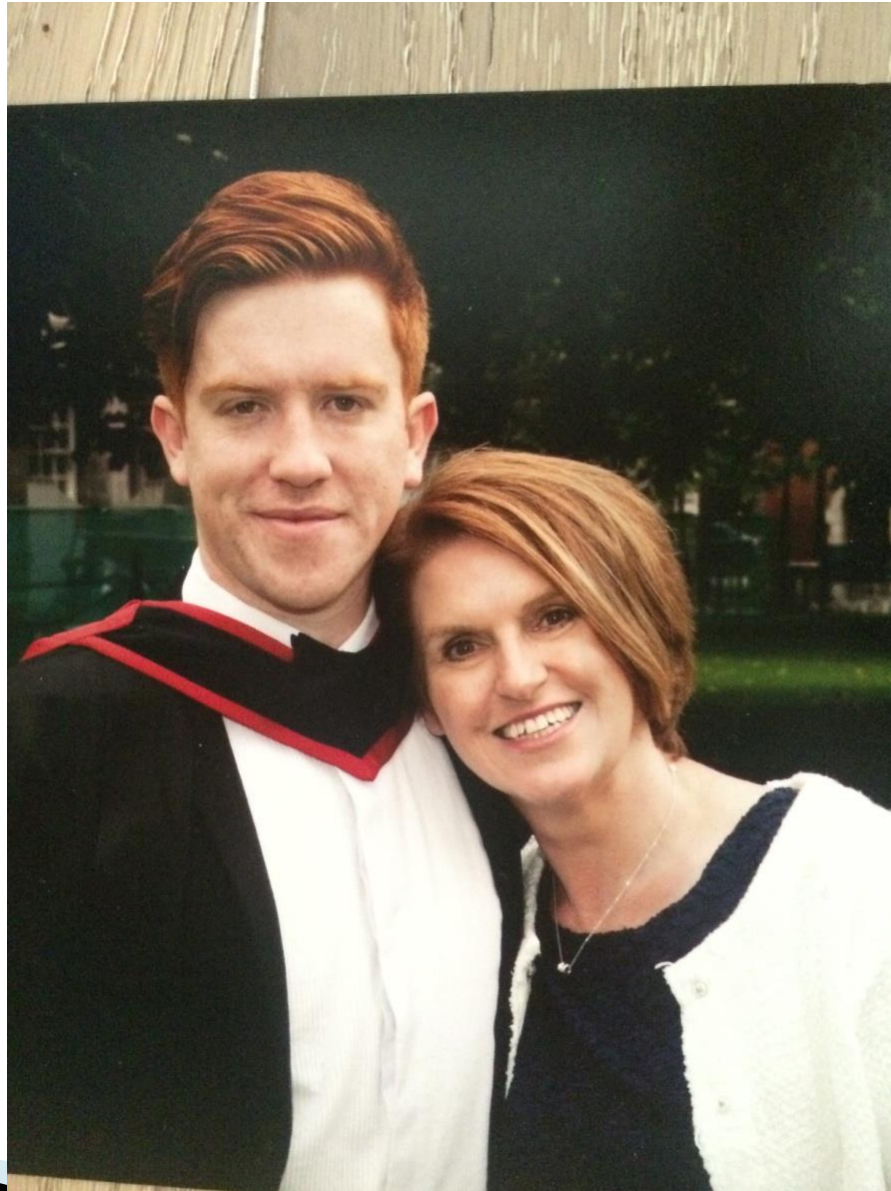
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Healthy Doctors Standards

- ▶ Medical Students
- ▶ Doctors in Training
- ▶ Consultants/GP
- ▶ Medical Unions
- ▶ Post Graduate Training Bodies
- ▶ Medical Council
- ▶ Department of Health

2016



.....eat healthy



....stay active

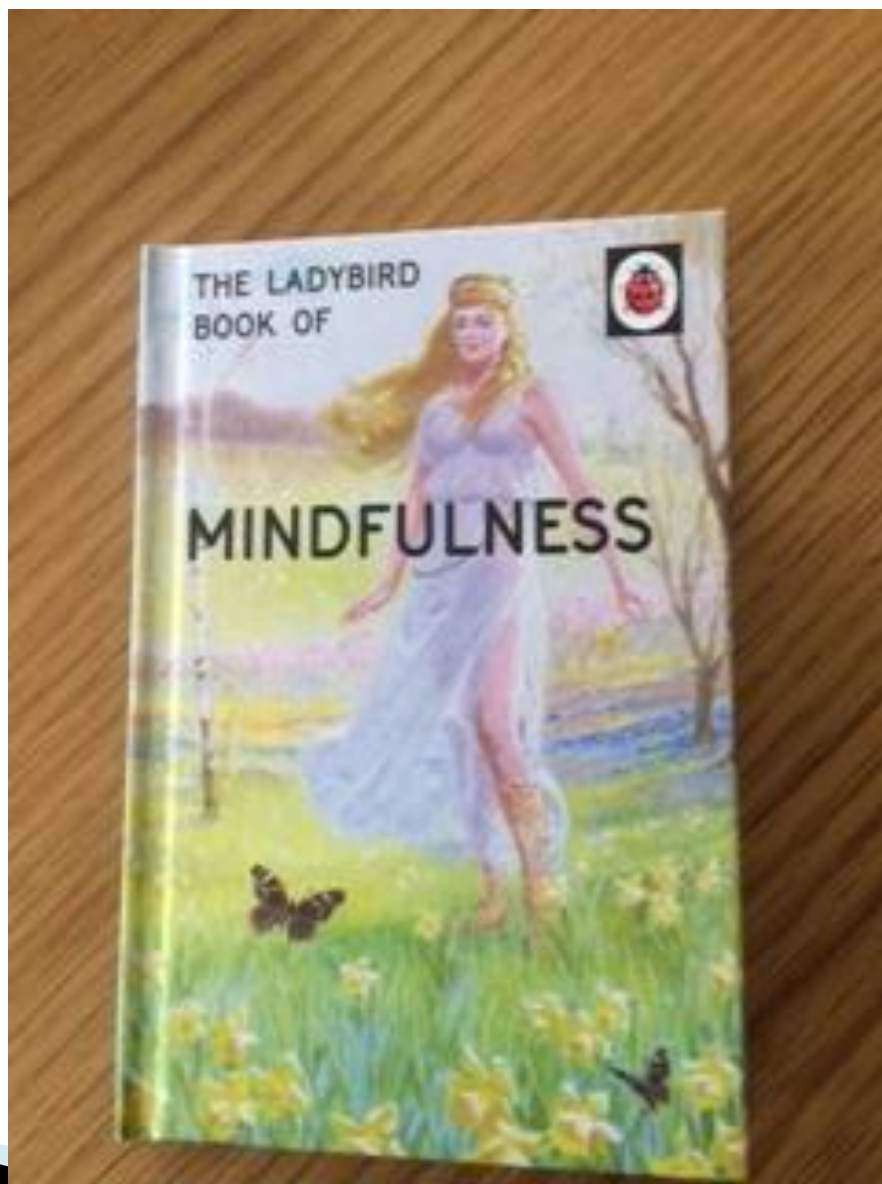


.....get plenty of sleep









Alison has been staring at this beautiful tree for five hours.

She was meant to be in the office. Tomorrow she will be fired.

In this way, mindfulness will have solved her work-related stress.

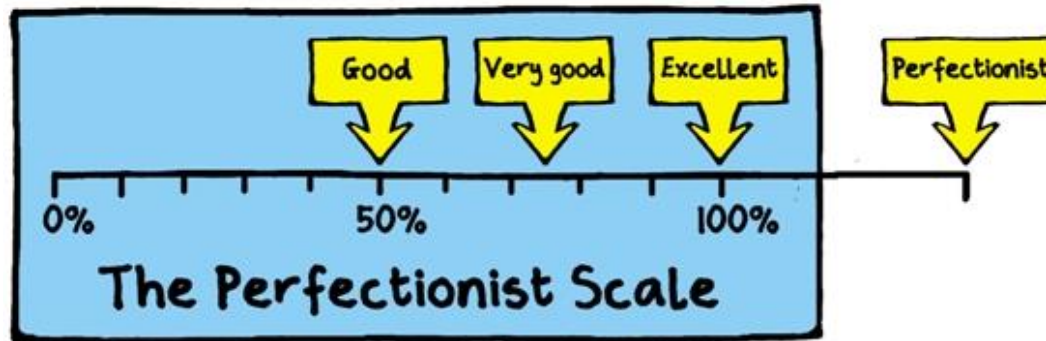


What does resilience look like

- ▶ Emotionally strong



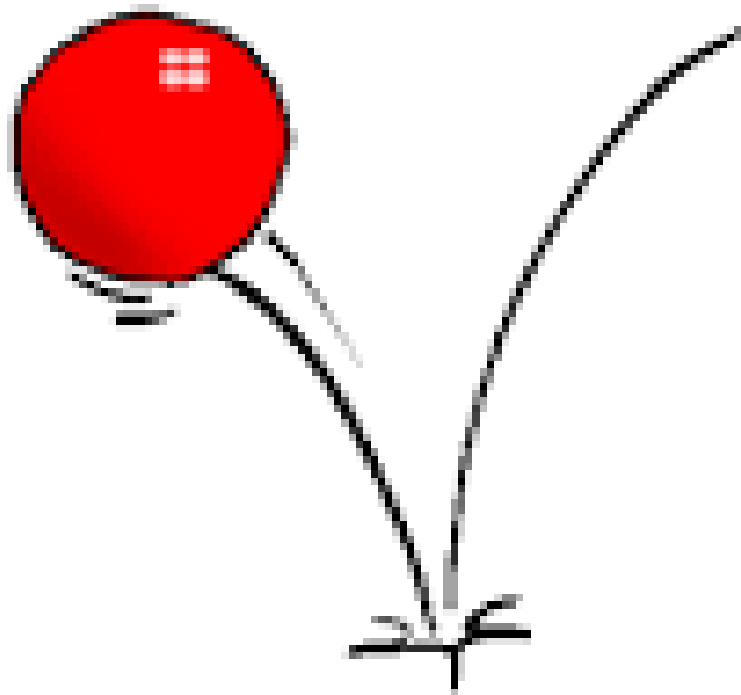
Challenge Perfectionism



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Improve your ability to Bounce Back



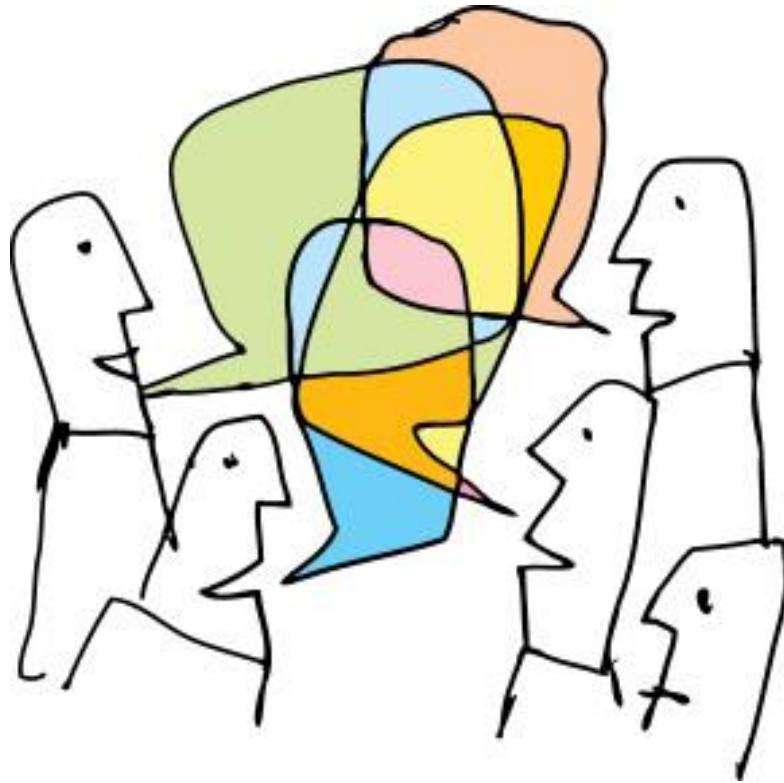
Don't lose sight of the positives



Change is simply adaptation



Express your needs



Engage with people for advice, perspective and quicker recovery



Learning includes getting things wrong





- ▶ Thank you
- ▶ Dr Lynda Sisson

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