#  SUPPORT SERVICES FOR DOCTOR ACROSS THE UK

Document produced by Practitioner Health Services (which incorporates the NHS Practitioner Health Programme, NHS GP Health Service and the Trainee Doctor and Dentists’ Support Service), 2017.

Additional material included by Dr Gillian Rice, clinician for the NHS GP Health Service, 2018

Doctors frequently prioritise patient care over their own health and wellbeing.

Talking through problems and gaining support during difficulties or stressful periods may help reduce the impact and sense of isolation that can occur, and help identify a solution.

## NATIONAL SERVICES

1. **NHS Practitioner Health Programme and NHS GP Health Service (for GPs only)**

[**http://php.nhs.uk/**](http://php.nhs.uk/)

NHS Practitioner Health programme available to all doctors and health professionals with agreement from their commissioner.

NHS GP Health available for all GPs & GPVTS trainees across England.

Helping with issues that may relate to a mental or physical health concerns or addiction problems, particularly where these might be affecting work. There are regional hubs around England. GPs from Scotland and Wales maybe seen on a case to case base depending on local CCG funding in their area.

**Contact: 0203 049 4504**

1. **BMA Counselling Service and Doctors Advisory Service**

[**https://www.bma.org.uk/advice/work-life-support/your-wellbeing**](https://www.bma.org.uk/advice/work-life-support/your-wellbeing)

Help, personal support or counselling from trained telephone counsellor.

Available 24 hours a day, 7 days a week. Peer support from a trained Doctor-Adviser for doctors in distress or difficulty.

All calls are confidential.

**Contact: 0330 123 1245**

1. **DocHealth**

[**http://www.dochealth.org.uk/**](http://www.dochealth.org.uk/)

Confidential, not for profit, psychotherapeutic consultation service for all doctors. Although located in London the service is open to all doctors in the UK. It is supported by the [British Medical Association (BMA)](http://www.bma.org.uk/) and the [Royal Medical Benevolent Fund (RMBF)](http://www.rmbf.org/). The service offers up to six face to face sessions.  DocHealth is exclusively self-referral.

Fees are based on a sliding scale relating to the grade and circumstances of the doctor. The aim is to develop regional hubs if the pilot project is successful.

**Contact: 020 7383 6533 or** **enquiries@dochealth.org.uk**

1. **The Royal Medical Benevolent Fund**

[**http://www.rmbf.org/pages/whatwedo.html**](http://www.rmbf.org/pages/whatwedo.html)

Leading UK charity for doctors, medical students and their families. RMBF provides financial support, money advice and information when it is most needed due to distress caused by age, ill health, or bereavement. RMBF has a telephone befriending service for anyone who needs to talk.

**Contact: 0208 5409194**

1. **The Cameron Fund**

[**www.cameronfund.org.uk**](http://www.cameronfund.org.uk)

The Cameron Fund is the GPs’ own charity and the only medical benevolent charity which solely supports general practitioners and their dependents. They provide support to GPs and their families in times of financial need, whether through ill-health, disability, death or loss of employment. We help those who are already suffering from financial hardship and those
who are facing it. **Contact: 020 7388 0796 or email** **info@cameronfund.org.uk**

1. **Medical Women’s Federation**

[**http://www.medicalwomensfederation.org.uk/**](http://www.medicalwomensfederation.org.uk/)

Offers advice and support to female doctors including mentoring and coaching schemes, support around issues with maternity leave, less the full time training, non-training grade doctors.

**Contact: 020 7387 7765 or** **admin.mwf@btconnect.com**

1. **Association of Medical Professionals with Hearing Loss (AMPHL)**

[**https://amphl.org**](https://amphl.org/)

Provides information, promotes advocacy and mentorship, and creates a network for individuals with hearing loss interested in health care fields.

**Contact: via website**

1. **National Clinical Assessment Service Advise Line.**

[**http://www.ncas.nhs.uk/accessing-case-services/contact-us/**](http://www.ncas.nhs.uk/accessing-case-services/contact-us/)

If you have concerns about your own performance - perhaps you are returning to work after a period of absence, or you have health problems which may be impacting on your performance ; you can self-refer to NCAS through the advice numbers:

**Contact: England 020 7811 2600 (casesupport@ncas.nhs.uk) wales- 029 2044 7540 (wales.team@ncas.nhs.uk) Northern Ireland- 028 90 690 791(****Northernireland.team@ncas.nhs.uk****) Scotland (020 7811 2600 (casesupport@ncas.nhs.uk)**

## National support groups

1. **Doctors Support Network (DSN)**

[**www.dsn.org.uk**](http://www.dsn.org.uk)

An independent, confidential and friendly self-help group for doctors who have experienced mental distress or mental health problems. The service is for doctors and run by doctors. They have regional peer groups meeting approx. once a month for discussion and support.

**Contact: via website**

1. **Hope 4 Medics**

[**http://www.hope4medics.co.uk**](http://www.hope4medics.co.uk)

An on-line support group for doctors with disabilities providing support in distress, advice about seeking help and thinking about career options. Site is still under refurbishment

**Contact: via website**

1. **Doctors Support Group**

[**http://doctorssupportgroup.com**](http://doctorssupportgroup.com)

Aims to provide support and assistance for medical professionals facing suspension, exclusion, investigation of complaints and/or allegations of professional misconduct. Monthly meetings based in London but attendees come from across UK.

**Contact: via website**

1. **British Doctors and Dentists Group**

[**http://www.bddg.org**](http://www.bddg.org)

A support society for doctors and dentists who are recovering, or wish to recover, from addiction/dependency on alcohol or other drugs. The confidentially of all group members is strictly retained. Regular meeting groups in Scotland, Wales and England. The BDDG also has family groups to support the loved ones of the sick doctor or dentist

**Contact: via website (each regional group has individual group contact details on the website)**

**For family groups: via the national secretary** **jpsecbddg@gmx.co.uk****or on 077 9281 9966**

1. **Sick Doctors Trust**

[**www.sick-doctors-trust.co.uk**](http://www.sick-doctors-trust.co.uk)

Confidential support service for doctors concerned about their use of drugs or alcohol. Telephone advice line 24/ 7 and is available to friends, family and colleagues as well as an individual requiring support.

**Contact: 0370 444 5163**

1. **The Couch via** http://[www.doctors.net.uk](http://www.doctors.net.uk/)

The doctor needs to register with [doctors.net](http://l.facebook.com/l.php?u=http%3A%2F%2Fdoctors.net%2F&h=aAQHCTUkm&s=1) but this ensures that only genuine UK doctors can gain access. There is a forum "The Couch" for mutual support and advice, and the option of anonymous posting for delicate issues. The Couch also carries a long list of doctors around the UK happy to help others in distress.

**Contact: via website**

1. **Tea & Empathy Facebook group**

<https://www.facebook.com/groups/1215686978446877/>

National, informal, peer-to-peer network for healthcare professionals in the NHS. The aim is to foster an atmosphere of kindness and support where they can all offer an empathic ear to anyone struggling, signposting on to further help if needed. They have certain closed groups for healthcare staff with addiction problems and closed groups for consultants. They also have regional on-line groups which sometimes meet.

**Contact: via Facebook page**

1. **Resilient GP** [**www.resilientgp.org**](http://www.resilientgp.org)

Resilient GP is an organisation set up to support GPs in developing working practices designed to prevent burn out and to support a highly effective primary care service that works well both for the doctors and the needs of patients.

The Resilient GP Facebook group [**https://en-gb.facebook.com/ResilientGP/**](https://en-gb.facebook.com/ResilientGP/) serves as a support group for over 8000 GPs, practice nurses, practice managers and other members of a GP Surgery’s Team. The site acts as a chat room where colleagues can discuss the challenges of modern day general practice. We also act as a signposting service, advising members of specific organisations and individuals that can help them personally and professionally.

**Contact: via Facebook page**

## REGIONAL SERVICES

1. **NHS Practitioner’s Health Programme (London):**

[**www.php.nhs.uk**](http://www.php.nhs.uk)

A free and confidential NHS service for any registered medical practitioner living or working within the London area (inside the M25) with issues that may relate to a mental or physical health concerns or addiction problems, particularly where these might be affecting work. Experienced GPs and mental health workers, with expertise in treating health professionals, run the service.

All new referrals are assessed within 48 hours. It is a self-referral service.

**Occupational Mental Health Service (PHP HEE London & KSS- for doctors with a training number in London or KSS across any speciality)**

A short-term psychological interventions service for doctors with a London or KSS training number across any speciality).

**Contact 020 3049 4505 or England.phpadmin@nhs.net**

1. **Wessex Insight (For GPs practising in Wessex area)**

<https://www.wessexlmcs.com/wessexinsight>

Offers professional support to GPs who maybe struggling with challenges or obstacles which are causing a negative impact on their performance in the workplace. They also offer one to one mentoring, time management, language and advanced communication skills, help with dyslexia and dyspraxia screening. Partly funded by Wessex deanery.

**Contact:** **insight@wessexlmcs.org.uk** **or 023 8025 3874**

1. **Health Education England (https://hee.nhs.uk/)**

There are 13 regional boards which provide a variety of support for trainees +/- doctors of any grade working in the area (see below)

* **London :** [**http://www.lpmde.ac.uk/professional-development/professional-support-unit**](http://www.lpmde.ac.uk/professional-development/professional-support-unit)**.**

Professional Support Unit provides careers advice, coaching and mentoring, individual support team and communication skills assistance. Available to London trainee doctors & dentists only. **Self-referral only**.

**Contact:** **PSU@nwl.hee.nhs.uk** **or 0207 866 327**

* **East of England:** **https://heeoe.hee.nhs.uk/aims\_and\_objectives**.

Professional Support Unit provides support to doctors & dentists in a training programme. This may include communications skills support, coaching, exam preparation, language support, independent occupational health service, psychiatric assessments and careers advice and support. They also host training workshops for both trainers and trainees. **Access is via referral by Clinical/ Educational supervisor or TPD**. PSU are happy to take calls if trainees have any concerns they want to discuss

**Contact: Rebecca Winchester on** **r.winchester@nhs.net** **or 01223 596953**

* **East Midlands:** [**https://www.eastmidlandsdeanery.nhs.uk/page.php?id=899**](https://www.eastmidlandsdeanery.nhs.uk/page.php?id=899)**.**

Professional Support Unit is available to doctors and dentists in training. It no longer accepts self-referrals**. Referrals must come through Clinical/ Educational supervisor or TPD**. Support will be given in areas of career advice and development, communication skills, occupational health services and coaching. **They are hoping to pilot a support service in 2016/2017 that will be available to all doctors and dentists in any career stage, working in the area.**

**Contact:** **0115 8233325 or** **HEEM.professionalsupportunit@nhs.net**

* **Kent, Surrey & Sussex**: They have a number of initiatives:
* Careers Support for foundation doctors and their trainers (<https://www.ksseducation.hee.nhs.uk/about-careers>)
* Trainee Support Service (available to doctors & dentists in training) **via self-referral** (- <http://www.ksseducation.hee.nhs.uk/trainee-support/>. Contact via website or tss@kss.hee.nhs.uk)
* A Peer trainee mentoring programme (<http://www.ksseducation.hee.nhs.uk/specialty/support/peermentoring/>)
* **North East:** [**http://madeinheene.hee.nhs.uk/Trainee-Support-Service**](http://madeinheene.hee.nhs.uk/Trainee-Support-Service)

They have a Trainee Support service for doctors & dentists in training**. Access is via self -referral.** They support trainees with sickness/ ill health (physical, mental, emotional), personal factors (stress, anxiety, family concerns, bereavement) & environmental issues (workload, bullying, harassment, difficulties with programme etc). They also have special medical advisors for issues around drug and alcohol use.

**Contact:** **cdda-tr.TSS@nhs.net** **or 0191 333 2192**

* **North West:**

They offer a careers guidance service to all trainees which can be accessed via their website: **-** [**https://www.nwpgmd.nhs.uk/careers\_advice/advice\_and\_guidance**](https://www.nwpgmd.nhs.uk/careers_advice/advice_and_guidance)

They also offer dentists in trouble support. To access this or further information on what sort of support, dentists must contact Deborah Colvin **on** **Deborah.colvin@ne.hee.nhs.uk** **or 0161 625 7666**

* **West Midlands:** They offer a number of initiatives-
	+ Careers support to trainees (accessed via their website)- <http://www.westmidlandsdeanery.nhs.uk/Support/Careers-Support/Mentors>
	+ Professional Support Unit (**referral via supervisor or TPD only**) providing support to trainees in difficulty- <http://www.westmidlandsdeanery.nhs.uk/Support/Professional-Support>
	+ Trainees can self-referrer for counselling via Phoenix psychology ([www.phoenixpsychology.com](http://www.phoenixpsychology.com) contact via enquiries@phoenixpsychology.com or 0845 8380952)
	+ There is a mentoring scheme for trainees **(**[file:///C:/Users/phpadmin/Downloads/Mentoring%20brochure%20March%202016.pdf](file:///C%3A/Users/phpadmin/Downloads/Mentoring%20brochure%20March%202016.pdf))
	+ All educational supervisors and clinical supervisors have to undertake a “doctor’s in difficulty” module once every 3 years
* **Yorkshire and the Humber:** They offer a number of initiatives-
* Coaching is available to all doctors working in this area (on a paid basis). <http://www.yorksandhumberdeanery.nhs.uk/education/coaching/> or email via coaching@yh.hee.nhs.uk
* They offer funded counselling sessions to trainees via TakeTime which is done on a self-referral basis (taketime@leed.ac.uk)- <http://www.yorksandhumberdeanery.nhs.uk/pgmde/pgmde/trainee_support/>
* They also have a counselling service in South Yorkshire called Workplace Wellbeing which offers funded sessions to any doctor or dentists working across South Yorkshire. Self-referral via workplace.wellbeing@shsc.nhs.uk or 0114 226 1810

<http://shsc.nhs.uk/working-for-the-trust/workplace-wellbeing/>

* **South West Peninsula:**

They have a Professional Support Unit which offers careers advice, occupational health services and additionally also the following: (<http://www.peninsuladeanery.nhs.uk/about-us/professional-support-unit/trainee-support-services/>)

* They offer a mentoring service to all doctors working in the are <http://www.peninsuladeanery.nhs.uk/about-us/mentoring/how-to-apply/>
* They offer a life coaching service for all trainees. Other non-training doctors can also apply and they may be taken on at the discretion of the life coach.

<http://www.peninsuladeanery.nhs.uk/about-us/coaching/> ( contact via Peninsula.TraineeSupport@southwest.hee.nhs.uk or 01752 676133.)

* There is free independent short-term counselling service for all doctors in training within the South West Peninsula. This service is designed to offer independent support in addition to that provided by the NHS Trusts, PCTs and Clinical Tutors. <http://www.peninsuladeanery.nhs.uk/about-us/counselling>.

(Contact via 01823 271428 or 07918170528)

* Post CCT assistance to General Practitioners who have been recognised as requiring some targeted remediation. This may include undertaking educational assessments, developing a Personal Improvement Plan and delivering bespoke remediation. <http://www.peninsuladeanery.nhs.uk/about-us/professional-support-unit/trainee-support-services/general-practice-post-certificate-of-completion-of-training-cct-remediation-work/>
* **Severn:**

They have a Trainee Support Unit which offers all trainees the opportunity to sit down with a member of the Trainee Support team in a confidential and supportive setting to discuss any challenges or concerns. From this, a plan of action is developed jointly and [support resources](http://www.severndeanery.nhs.uk/about-us/professional-support-unit/trainee-support/resources/#support resources) agreed. Trainee Support can provide access to a range of support and development resources which can help to improve trainee well-being which can ultimately impact on the quality of patient care.

Contact: Self referral Severn.TraineeSupport@southwest.hee.nhs.uk

[http://www.severndeanery.nhs.uk/about-us/professional-support-unit/trainee- support/](http://www.severndeanery.nhs.uk/about-us/professional-support-unit/trainee-%20%20%20%20%20%20support/)

* **Thames Valley:**

They have a Professional Support Unit ( <http://www.oxforddeanerycdu.org.uk/>) that can be accessed by all doctors and dentists living or working in the area on a self-referral basis (if they are not a trainee they will have to subside the cost).

**Contact:** **Psu@thamesvalley.hee.nhs.uk** **or 01865 785570**

* **Wessex:**

They have a careers advice website but this is currently under refurbishment (<http://www.wessexdeanery.nhs.uk/guidance_resources/careers_support1.aspx>).

They also have a Professional Support Unit which provides support in the following areas to all trainees in the scheme

* + - Coaching/ mentoring
		- Advanced communication skills
		- Cultural Expertise
		- Exam Support
		- Language skills and information
		- Occupational health issues
		- Self awareness &Insight
		- Asperger’s information
		- Dyslexia information
		- Psychotherapy Support

(<http://www.wessexdeanery.nhs.uk/professional_support_unit.aspx>)

Access is self-referral via their website

4) **Wales Deanery**

<https://psu.walesdeanery.org/professional-support-services/our-services> (029 2068 7411 / 7417)

The Welsh deanery has a professional support unit which is open to doctors and dentists in training in wales only. They offer:

         Run workshops for trainers (consultants and SpRs) to identify trainees in difficulty

         Run workshops for trainees exploring how to maximise potential and avoid getting into difficulty. Participants explore signs and triggers of progression issues; learn of the support which is available as well as some helpful hints toward successful progression through training.

         Online resources on time management, financial hardship (including bursary availabilities in wales), social media guidance, introduction to concept mapping and guidance on improving handwriting

         Referral of trainee (either self-referral or via supervisor) for 1:1 support in careers or in preventing escalation of difficulties

         Supernumerary project for refugee doctors offering an intensive induction programme prior to starting work in the NHS (covers topics such as an introduction to NHS structures; the role of regulatory and other bodies including the GMC, Health Boards, Royal Colleges & NCAS; duties of a doctor as set out in GMC Good Medical Practice; an outline of medical training in the UK; cultural and ethical issues in the UK that affect medical practice; the opportunity to sit in and observe in a particular setting to enable the doctor to achieve a greater understanding of the requirements of a doctor working in that setting; communication and consultation skills; Hospital at Night; taking bloods, completing forms & pharmacy; portfolios and requirements to maintain CPD; appraisals and revalidation requirements; performance management; careers guidance and equality and diversity training)

5) **Help for Health Professionals (WALES ONLY)**

A helpline which offers face to face counselling service for all doctors in Wales. It provides doctors with access to a BABCP (British Association of Behavioural and Cognitive Psychotherapies) accredited therapists in their area. This service is confidential and is fully funded for doctors in Wales by the Welsh Government. The service is currently administered by Cardiff University. Once you contact the helpline a doctor advisor will ring you back within 24 hours to discuss your concerns. If the doctor advisor thinks the counselling service can meet your needs, they will put you in contact with an accredited BABCP therapist to provide you with support. You can then contact the therapist directly. The doctor advisor may also suggest other services that may be of help. The HHP helpline is confidential.

Contact:  0800 0582738 (Monday-Friday 9am-5pm)

6) **Scotland Deanery-** <http://www.scotlanddeanery.nhs.scot/trainer-information/performance-support-unit/>

They are developing a Professional support unit that will hopefully be up and running by December 2016 .This will be available to medical & dental trainees in Scotland. At the moment if trainees are in difficulty they contact a regional advisor (on the site). Their PSU should be offering the below:

* Case Management
* Careers Advice
* Language and Communication Skills
* Examination Support
* Occupational Health Assessment
* Advice re specific training to meet identified educational needs
* Assessments
* Mentoring Support
* Management of GMC referrals in relation to key areas of performance (competence), health or conduct (personal/professional)

7)NHS education for Scotland :

<http://www.nes.scot.nhs.uk/education-and-training/training-development-support-unit.aspx>

* Sign posts to PSU for trainees (starting in Dec)
* Possibly runs courses on resilience (awaiting for confirmation)

8) **Northern Ireland Medical & Dental Agency**(responsible agency for training in NI)

Offer a small professional support unit to all medical and dental trainees in Northern Ireland

         They have started a pilot scheme in August 2016 offering mentoring to all F1. Other trainees can also apply for this (on a case by case basis). <http://www.nimdta.gov.uk/quality-management/professional-support/peer-mentoring-pilot-scheme/>

          Trainees in difficult can be referred by supervisor for career/ pastoral support to them

 Contact- via website- <http://www.nimdta.gov.uk/about/human-resources/human-resources-contacts/>

## ROYAL COLLEGES

All the Royal College websites have a signposting page on their site for members in difficulty. The pages generally cite some of the doctor specific national services mentioned in this document and more general services such as AA, NA, Samaritans etc. In addition to this the below Colleges also provide:

**Royal College of Psychiatry:**

* + **Psychiatrists support Unit**.

A free, confidential support and advice service for members, trainee members and associates of the Royal College of Psychiatrists who find themselves in difficulty or in need of support personally or professionally. It is a dedicated phone helpline, where calls are kept separate from the main College phone line.

Phone: **020 7245 0412 or** Email: **pss@rcpsych.ac.uk**

* + They offer a coaching and mentoring service.
	+ (<http://www.rcpsych.ac.uk/workinpsychiatry/mentoringandcoaching.aspx>)
	+ Start Well- a support initiative for psychiatrists in their first five years as a Consultants or Locum Consultant.

(<http://www.rcpsych.ac.uk/workinpsychiatry/newconsultantsstart%CF%88ell.aspx>)

* + They also have e-learning CPD modules on managing stress.

([**http://www.psychiatrycpd.co.uk/learningmodules/managingstressandavoidingb.aspx**](http://www.psychiatrycpd.co.uk/learningmodules/managingstressandavoidingb.aspx)**)**

**Royal College of Obstetricians and Gynaecologists:**

Mentoring Scheme: for obstetricians and gynaecologists who are experiencing difficulties in relation to their work. Mentors are Fellows or Members of the College who have had mentoring training.

Phone: **020 7772 6369** Email: **cdhillon@rcog.org.uk**

A toolkit has been created about bullying and undermining in the workplace in collaboration with the Royal College of Midwives:

<https://www.rcog.org.uk/en/careers-training/workplace-workforce-issues/improving-workplace-behaviours-dealing-with-undermining/undermining-toolkit/>

There is a specific section on resilience in this toolkit : -<https://www.rcog.org.uk/en/careers-training/workplace-workforce-issues/improving-workplace-behaviours-dealing-with-undermining/undermining-toolkit/unit-trust-and-local-education-provider-interventions/improving-resilience/>

Since August 2016 it is mandatory for all trainees to have resilience training as part of their core competencies. In order to move onto ST4 they must have completed a resilience training, step up course or equivalent as part of their module 10.

**Royal College of Surgeons:**

Confidential Support and advice services for surgeons (CSAS)**-** A confidential telephone line as a point of personal contact between surgeons, which is intended to offer a listening ear and act as an informed signpost to appropriate sources of advice and support.

Phone: **020 7869 6030** Email: **csas@rcseng.ac.uk**

Currently under development by the college: “well-being of the surgical team” modules which will form part of their measurements around their Team Training course.

**Royal College of GPs:**

Currently looking at exploring well-being amongst GPs and launching a **#GP5ADAY** campaign (their academic trainee chair, Dr Duncan Shrewsbury is currently working with PHP (Dr Sathanandan) to think of ways of collaborating and in particular looking at using patient voices videos to create material for GPs.

Currently run on-line Health for the Health practitioner course

http://www.rcgp.org.uk/learning/online-learning/ole/health-for-healthcare-professionals-part-1.aspx

**Royal College of Emergency Medicine:**

In the process of developing well-being tracks as part of their learning events

**Royal College of Physicians**

Have appointed a medical careers office, Dr Hina Pattini, who is investigating ways to best support their trainees and members. They are interested in working with PHP to promote physician health at some of their events (under way).

**Royal College of Paediatricians:**

They had a resilience training workshop for their trainees last year which was received well. They are considering developing this further

# ADDITIONAL RESOURCES

**Medical specific well-being services:**

**Mindfulness for medics-** <http://www.mindfulnessfordoctors.co.uk/>

A national network which facilitates residential weekends for doctors and medical students, across the country, who want to explore secular mindfulness based practice both personally and professionally.

**Mindful Medics**- <http://www.mymindfulmind.co.uk/mindful-medics/>

They offer a drop in mindfulness group at the Practitioner Health programme in London on Saturdays (drop in fee £15). Additionally, they run other events. Please see their website.

**Medic Footprint**- <http://medicfootprints.org/>

Alternative Careers and Wellbeing for Doctors. They offer workshops and national conferences. They also run a blog on variety of well-being issues.

**Careers Advice:**

         CPD (careers planning for doctors & dentists)

  <http://www.careerplanningfordoctorsanddentists.com/>

Set up by the former head of the Careers Unit at London Deanery. They offer medic specific careers coaching and a variety of workshops including for trainers on handling and supporting trainees in difficulty.

         Medical Success - <http://medicalsuccess.net/>

Medical Success was founded in 2007 by a group of doctors who found themselves frustrated at the lack of alternative career guidance out there for medically qualified people who seek change. They offer free careers resources on their site, hold national conference events and smaller work-shops on a variety of topics around career change.

         Medical Career Support- More information on Twitter @medicsupport

Dr Melanie Jones was a consultant anaesthetist for 21 years before switching careers to careers coaching for medics and founding this company. She is based in Cardiff but offers Skype, phone calls and face to face 1:1 careers coaching. Medical Career Support has been featured in the Medic-Footprint alternative careers conference and in the BMJ, as well as teaching careers support for HEE EoE & NW.

**Online reading material:**

* **Support 4 Doctors**

<http://www.support4doctors.org>

A project of the Royal Benevolent fund. It is an on-line portal with a large amount of information and resources for UK doctors in distress/ difficulty.

* **Surviving work in Health**

[www.survivingworkinhealth.org](http://www.survivingworkinhealth.org)

An interesting on-line portal created by the Tavistock & Portman NHS Trust for health care workers.

* **The Doctors Paradox- rediscovering passion for healthcare**

http://thedoctorparadox.com

Founded by an American Cardiologist who has spent the last years researching burnout in doctors internationally. The site has a number of interesting reading materials as well as excellent podcasts with doctors across the world, including a number of UK doctors about how they bring balance to their lives.

* **Physician Burnout**

https://physicianburnout.co.uk

Website set up by a GP, Dr Kate Little, after her own experience of burnout.

* **Civility Saves Lives**

<https://www.civilitysaveslives.com>

Health professionals providing a collective voice for the importance of respect, professional courtesy and valuing each other; aiming to raise awareness of the negative impact that rudeness (incivility) can have in healthcare, so that we can understand the impact of our behaviours.

**Local resources in the UK:**

* Within each hospital trust there is an Occupational Health Service accessible to all trust employees.
* Educational Supervisors and Training Programme Directors can provide initial support and a source of contact for further guidance.
* Multiple organisations, support groups and charities are available for physical and mental health conditions, and addiction problems, which are not aimed at solely for medical professionals. These are signposted on the webpages of the majority of the organisations listed in this document.

**Resources for SAS doctors:**

* **Health Education South West**

Information for SAS doctors including information on SAS Trust leaders and Tutors in

 the HESW region, CPD, career planning, personal development and more.

 <http://www.peninsuladeanery.nhs.uk/about-us/specialty-doctors-and-sas/>

* **BMA SAS Charters**

<https://www.bma.org.uk/advice/employment/contracts/sas-contracts/sas-charters>

These charters, published according to nation, set out what you as a SAS doctor can

 expect from your employer and what your employer can expect of you. They also

 demonstrate a commitment to supporting and developing the role of the SAS doctor

 as a valued and vital part of the medical workforce

* **SAS Doctor Development Guide**

<http://www.aomrc.org.uk/publications/reports-guidance/sas-doctor-development-guide/>

Guidance on the development of SAS doctors produced by the BMA, HEE, Academy of Medical Royal Colleges and NHS Employers

* **BMA Blog**

<https://www.bma.org.uk/connecting-doctors/b/the-bma-blog/posts/the-lessons-of-bawa-garba-must-not-be-lost-on-sas-doctors>

‘The lessons of Bawa-Garba must not be lost on SAS doctors’, BMA blog 22 March 2018 by Dr Amit Kochhar, the Staff, Associate Specialists and Specialty doctors Committee (SASC) UK Chair