

# The Balancing Act

North of Scotland Wellbeing Day 2019

Friday 2nd August 2019

Suttie Centre, Aberdeen

## Programme

09.00 – 09.15 Registration + Refreshments

09.15 – 09.20 Welcome + Introduction

09.20 – 10.00 **Creating a Thriving Culture for Training**

Prof Alan Denison, Postgraduate Dean North of Scotland, NHS Education Scotland (NES)

10.00– 10.40 **Personal Wellbeing + Realistic Medicine**

Mr Rodney Mountain, ENT Consultant, NHS Tayside

10.40 – 11.00 Refreshments + Poster viewing

11.00 – 12.35 **Workshop 1**

12.35 – 13.25 Lunch + Poster Viewing

13.25 – 15.00 **Workshop 2**

15.00 – 15.50 **Personal Reflections | The variety of modern clinical careers**

TBC Physician Associate

Mr Duncan Scrimgeor Surgical Royal Colleges Intercollegiate Research Fellow

Dr Joy Ngai Leadership - Scottish Clinical Leadership Fellowship

Dr Claire McCullough Education - Clinical Lecturer (Scholarship)

15.50 – 16.30 **Buzz, Burnout + Rebuilding**

Prof Ken Walker, Consultant Colorectal Surgeon, NHS Highland

16.30 – 16.40 **Concluding Remarks, Feedback + Close**



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## Workshops Choices

### Mindfulness

Focussing our attention in the present time. This is complicated because our mind works in exactly the opposite way when our wellbeing is not great. For example, anxiety and stress are characterised by a thinking style called worry which is defined by cognitions about things going wrong in the future. Similarly, depression is characterised by ruminative thinking styles where cognitions are focussed on the past. Both of these styles of thinking can interrupt our attention and pull us away from the present time as well as from the things that we really value in life. Pressures associated with study, managing physical health and life in general will of course impact this.

The aim of this short workshop is to provide attendees with a basic understanding of mindfulness and values through experiential learning.

### **Led by Victoria Ross**

*Victoria is a Clinical Psychologist who works in chronic disease management specialising in HIV, diabetes & liver disease. Her role within physical health predominantly focuses on improving self-management in long term conditions as well as reducing high risk sexual behaviour in those at risk of HIV. She is an honorary Clinical Lecturer at the University of Aberdeen and has attended training led by luminaries in the field of Mindfulness at the Oxford Mindfulness Centre. Victoria has a particular interest in the application of third wave psychological therapies applied within medical settings as well as exploring how psychology can support medical colleagues during pressurised times both in training and beyond.*

### Resilience and burn out

This informal and interactive workshop will consider what we mean by the term resilience and explore ways of developing this, not only for us as individuals but also as part of a team. Using a Values Based Reflective Practice (VBRP®) model will help us to examine our current attitudes to workplace pressure, identify our existing ways of managing harmful stress and look at some techniques and resources available to help maintain our emotional wellbeing.

### **Led by Sue Rayner**

*Sue is an NHS healthcare chaplain based at Roxburghe House and ARI. She has extensive experience of providing pastoral support in a range of settings including secondary schools, with teen parents and ex-offenders. She is also an accredited VBRP® facilitator and part of the nationwide Community Chaplaincy Listening service and is currently training to offer Pastoral Supervision for those in caring professions. 'I am convinced of the benefits of enabling people to tell their story in a safe and supportive environment'.*

## Design in Medicine

Workshop synopsis awaited

### **Led by Rodney Mountain**

*Rodney Mountain is a consultant head and neck surgeon in NHS Tayside and previous associate postgraduate dean for NHS Education Scotland with experience in healthcare education, technical skills training and "Design" lead research related to healthcare products and service design. He aspires to introduce "Healthcare Design and innovation" to patients and carers, a wider sector of the NHS, social / third sectors and to develop closer links between healthcare and industrial partners.*

## Mental Health in the workplace

This workshop will explore the range of mental health issues that commonly affect clinical professionals, including anxiety, depression, suicidal thoughts, addictions and personality disorders. We will discuss how these conditions are identified and managed in the workplace, with particular attention being paid to supporting doctors through training. Occupational Health processes will be described and time will be spent disentangling the "doctor as patient", which can be difficult for staff to manage at times. The workshop will conclude with an overview of strategies designed to prevent the development of mental health issues.

### **Led by Seonaid Anderson + Markus Steiner**

*Seonaid trained as a General Adult Psychiatrist and have an endorsement in Addictions. For the last 9 years she has worked in the Integrated Alcohol Service - Aberdeen city. Senoiad is currently the Training Programme Director for Core Psychiatry training in North.*

*Markus Steiner is Consultant in Occupational Health in NHS Grampian and honorary clinical research fellow at the University of Aberdeen.*

## Rotas, Pensions, Wages + general life admin

This workshop will help you to understand the basic concepts of your employment which control your pay, working hours, and safety at work. We'll talk about how trainees can ensure that they work safely and are paid for all of their hours of work. In addition, Adam has been working with the BMA's pensions team on the recent issues around annual allowance tapering which is severely limiting the work that consultants can undertake and will explain this problem and talk about some of the ways that it can be mitigated.

### **Led by Adam Collins**

*Dr Adam Collins is the Deputy Chair of the BMA's Junior Doctors Terms and Conditions & Negotiations Subcommittee and the immediate past Chair of the BMA's Scottish Junior Doctors Committee. He has been involved in the BMA's Terms and Conditions work since he graduated from Edinburgh in 2014 and throughout his Foundation Training and postgraduate work and training in South East Scotland. He is now a locum working across Scotland whilst working on the 2018 England Contract Review and will be applying for Core Anaesthetics training in the next round. In the future he hopes to work in pre-hospital emergency medicine.*

## Bullying in the Workplace

Workshop synopsis awaited.

### **Led by John Stirling**

*John graduated as an Adult General Nurse at Forresterhill college of Nursing (Aberdeen) in 1993. He moved into perioperative practice in 1995 where he gained a broad experience in several surgical specialities before developing an interest in transplantation. In 1998 he joined the renal transplant team in Aberdeen Royal Infirmary as a perioperative practitioner. In 2003 John took up post in the Scottish Liver Transplant Unit, Edinburgh to broaden his experience. He became a member of the Scottish Organ Retrieval Team on its inception in 2006 and was appointed Perioperative Clinical Lead for this service in 2012 and subsequently National Perioperative Lead for the UK National Organ Retrieval Service in 2016.*

*In 2017 John took up post as the Workforce Transformation Lead for the UK National Organ Retrieval Service within NHS Blood and Transplant and was awarded Membership of the Faculty of Perioperative Care of the Royal College of Surgeons of Edinburgh (RCSEd) in November 2017. John has specific interests in Leadership, Workforce development, Patient Safety and Human Performance in complex teams.*

*John joined the RCSEd campaign steering group to tackle undermining and bullying in surgery (#LetsRemoveIt) in 2018.*

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## Key Note Speakers

### Professor Alan Denison



Alan Denison was born in Edinburgh and studied medicine as an undergraduate in Aberdeen. After junior posts in Aberdeen, Glasgow, and Edinburgh, he returned to Aberdeen in 2000 to train in Radiology. He did an OOP in medical education and was appointed as a Clinical Senior Lecturer/Consultant Radiologist in Radiology/Medical Education in 2006. He was promoted to Professor in 2015, and latterly was MBChB Programme Lead and deputy director of the Institute of Education in Medical and

Dental Sciences.

His clinical interests include nuclear medicine, non-cardiac computed tomography and ultrasound guided procedures. He is an Education Associate for the General Medical Council and a Fellow of the Academy of Medical Educators. He was appointed as Dean of Postgraduate Medicine, NHS Scotland, in June 2019. His portfolio includes Diagnostics, Obstetrics, Gynaecology, Paediatrics and Professional Development. He lives in Aberdeen, has 3 children and plays the accordion poorly.

### Mr Rodney Mountain



Rodney Mountain is a consultant head and neck surgeon in NHS Tayside and previous associate postgraduate dean for NHS Education Scotland with experience in healthcare education, technical skills training and "Design" lead research related to healthcare products and service design. He aspires to introduce "Healthcare Design and innovation" to patients and carers, a wider sector of the NHS, social / third sectors and to develop closer links between healthcare and industrial partners.

### Professor Kenneth Walker



Prof Kenneth Walker is a Colorectal Surgeon in Inverness, and currently Simulation Lead for the Scottish IST pilot (Core Surgical Training). He has been an Associate Postgraduate Dean, chair of Scottish Surgical Simulation Collaborative, founder-director of Scottish Surgical Boot Camps, faculty for Non-Technical Skills masterclasses (RCSEd), Associate of Centre for Health Education Research and Innovation (Aberdeen), Honorary Professor of Surgical Training.

Ken trained in Aberdeen, Glasgow and Sydney, adding a research MD in Transplantation, and a 2 year mission hospital post in Nepal. From 2004 he realised an ambition to work in Inverness. His clinical interests are in proctology and pelvic floor surgery and his current research is in Deliberate Practice, understanding medical expertise, and culture of training. He keeps up some training collaborations in Nepal and the Middle East.