

The Royal College of
Emergency Medicine



What does Sustainable Working look like in Emergency Medicine?

Dr Sunil Dasan,
Sustainable Working Practices Committee
Royal College of Emergency Medicine

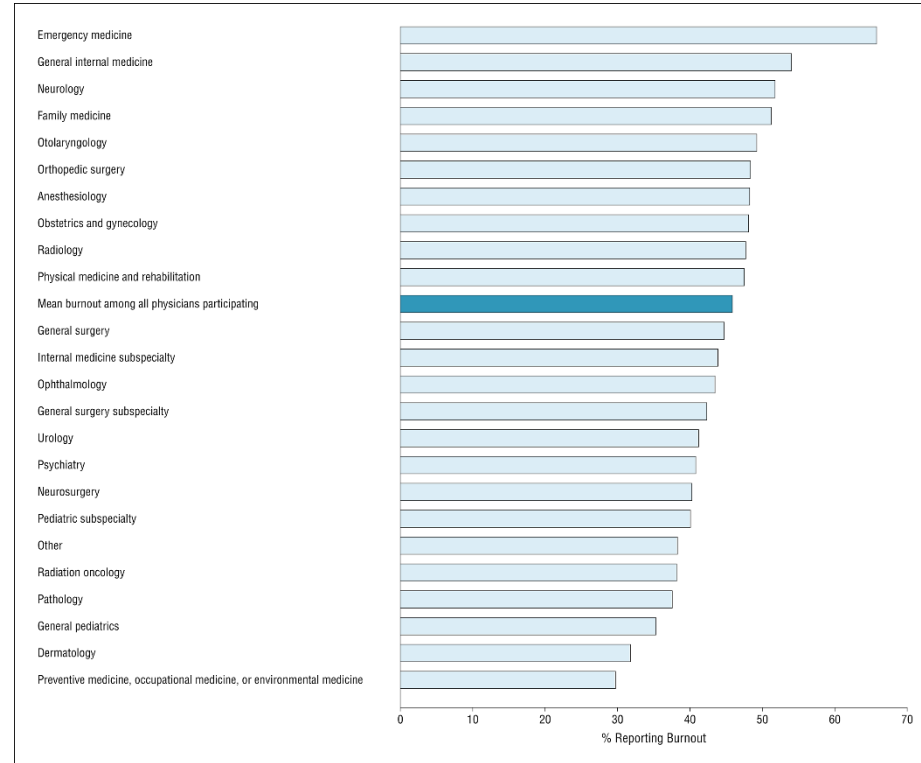
- Impact
- Intervention
- Compassion
- Connection
- Coordination
- Stimulation



Take a closer look



What do the stats tell us?



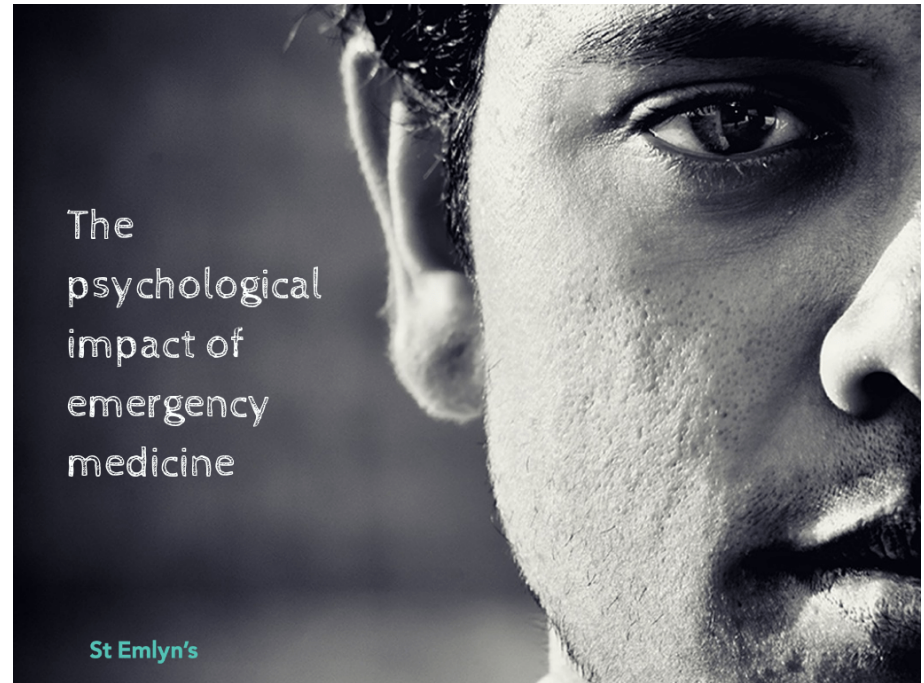
Shanafelt TD, Boone S, Tan L, et al. Burnout and Satisfaction With Work-Life Balance Among US Physicians Relative to the General US Population. *Arch Intern Med.* 2012;172(18):1377–1385.

What do folk say?

"... too much to do, not enough time...unreasonable demands to achieve certain targets despite no additional funding or resources; the elements that I have control over are outweighed by the magnitude of the effects of other people's decisions that are impacting negatively on the service...when the combination of that lack of control and personal exhaustion comes in you start getting demoralised and don't feel you are able to, you can't be that calm relaxed person you want to be for your staff and for your patients."

Really?

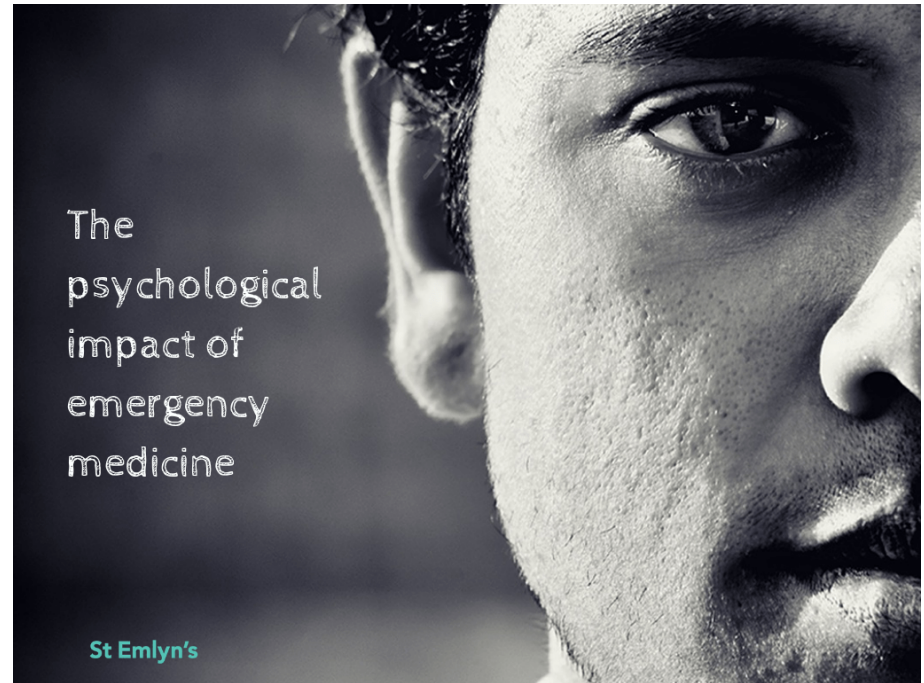
- **What clinical events haunted physicians?**
 - *Traumatic and young deaths*
 - *Events EPs can relate to their own lives*
 - *Bearing witness to the consequences of death on relatives*
 - *The burden of responsibility*
 - *Conflict in the work place*



Yes, really...

So what effect did these clinical cases have on the physician?

- *Psychological effects*
- *Sleep Disruption*
- *Work events intruding on personal relationships*



So are we all broken individuals in EM? Are we alone?

- You would think so
- But, speak to other specialties, they all feel the same
- Silo working
- Everyone feels they are the worst
- But why is EM at the top of the pile?
 - Target focused, reductionist culture?

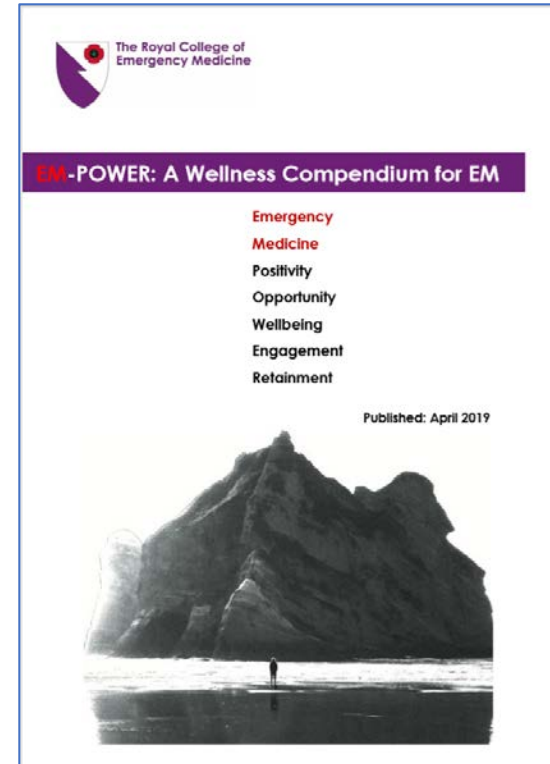
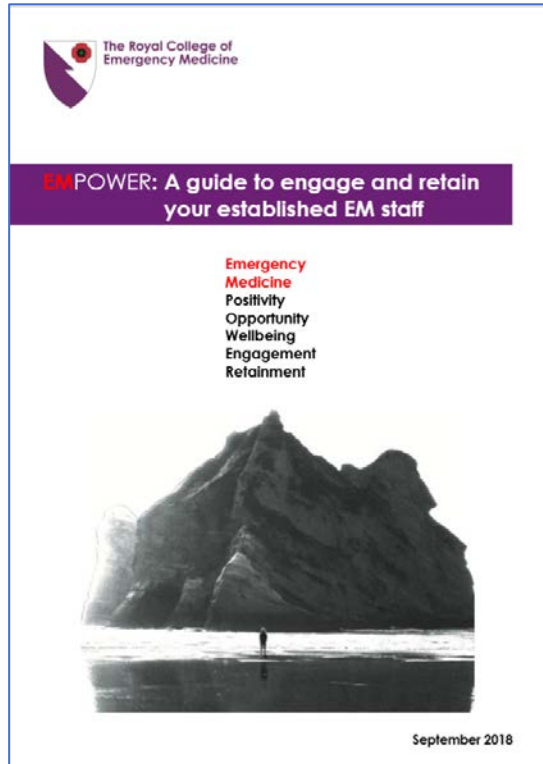


So what has been our approach at RCEM?

- Collectivism – Team is a HUGE concept in EM
- Focus on key relationships – Managers
- Focus on key aspects – Retention
- Focus on key areas of risk –Mental Health, Drugs & Alcohol, Sleep



The birth of EM-POWER

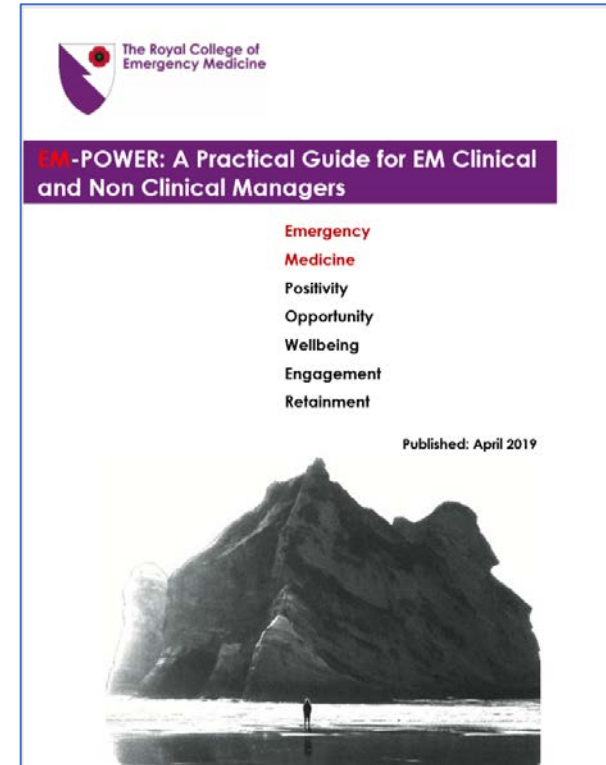


EM-POWER: A Wellness Compendium for EM

- Bullying and rudeness, it's not OK
 - Sleep
 - Nutrition - food for thought
 - Small step, not giant leap - supporting the transition from trainee to consultant
 - Mentoring
 - Mind your head - looking after your mental health
 - Drug and alcohol use
 - Pregnancy and parenthood
 - The menopause
 - Back pain
 - Long term health conditions
 - Back from the break - returning to clinical practice
 - Look after your team too
 - To the fourth decade and beyond
- Support in challenging times: a directory of resources
 - Addiction
 - Bereavement
 - Disability, long term conditions and episodes of ill health
 - Finance
 - Individuals, families, pregnancy and work
 - Legal
 - Mental health
 - Raising concerns
 - Relationships
 - Wellbeing



EM-POWER: A Practical Guide for EM Clinical and Non-Clinical Managers



EM-POWER: A Practical Guide for EM Clinical and Non-Clinical Managers

SUPER SEVEN ACTIONS

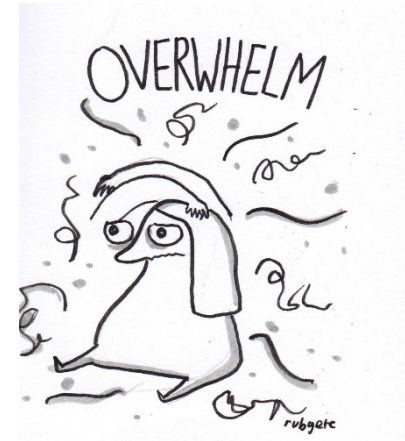
- ACTION 1: Get your patient processes right
- ACTION 2: Embed your processes with the right ED staffing and leadership
- ACTION 3: Get your culture and governance right
- ACTION 4: Consider your staff needs when planning rosters, planning inductions and making changes
- ACTION 5: Recognise diversity as a lever for innovation
- ACTION 6: Develop your flexible infrastructure
- ACTION 7: Coach for success
- **Implement these changes to truly transform yourself into an EM-POWER MANAGER and transform your ED.**

Still to come

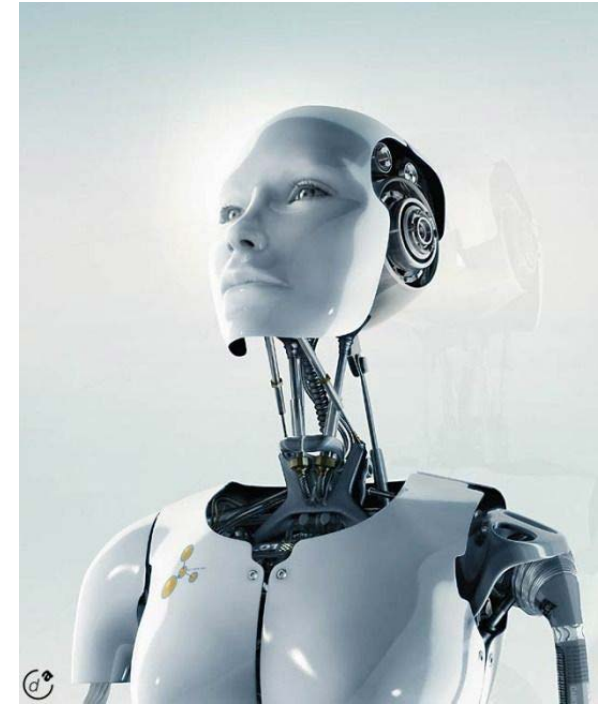
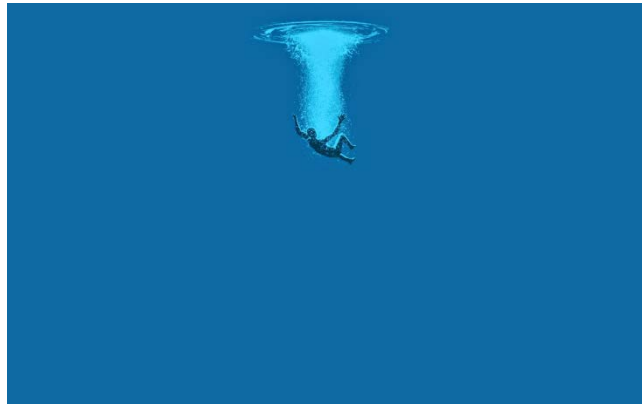
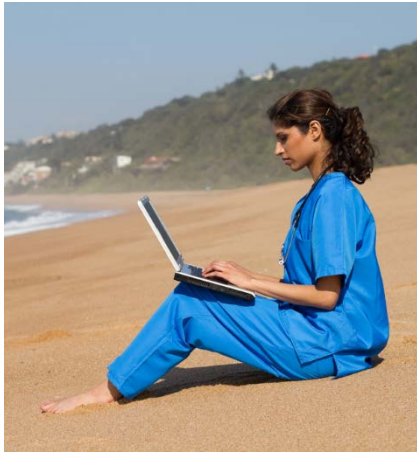
- **EM-POWER**: A Practical Guide to Flexible Working and Good EM Rota Design



- **EM-POWER**: Returning to EM Clinical Practice, Skills Maintenance and Future Professional and Personal Development



Our Challenge Continues



We still have a way to go

- Remain Inclusive
- Embrace Diversity
- No Tokenism



Small steps...



#rcemEMpowered



The Royal College of
Emergency Medicine

UK Emergency Medicine Wellness Week

#rcemEMpowered

3-9 June 2019

Mon 3 June: Wellness in emergency medicine

Tue 4 June: Burnout to brilliance

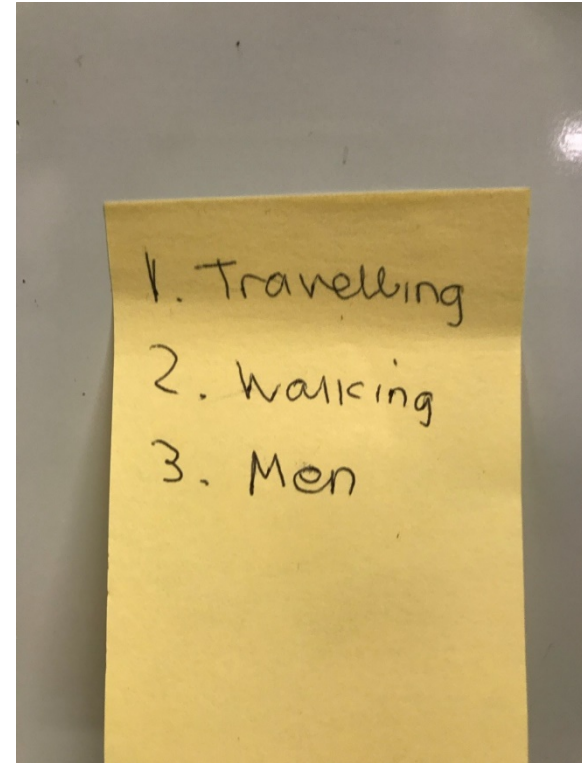
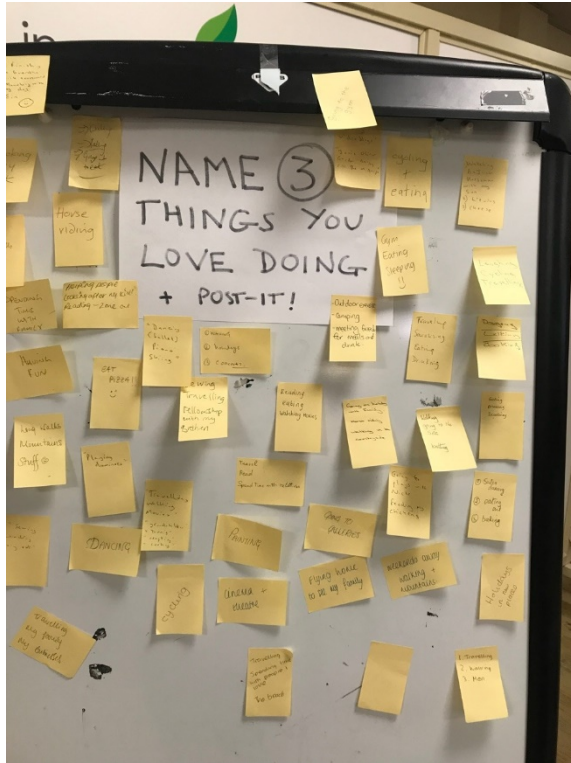
Wed 5 June: I am #rcemEMpowered at my thriving workplace

Thur 6 June: Take a break for patient safety

Fri 7 June: Job satisfaction

Sat & Sun: Feeling good through diet and exercise

Name three things you love doing



Acknowledgements

Richard Wright (Northern Ireland)

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EMERGENCY
MEDICINE

POSITIVITY

OPPORTUNITY

WELLBEING

ENGAGEMENT

RETAINMENT