



Health and Wellbeing Supports for NCHDs

April 2018



**Ospidéal OL
UL Hospitals**

Working together, caring for you



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

National Study of Wellbeing of Hospital Doctors In Ireland

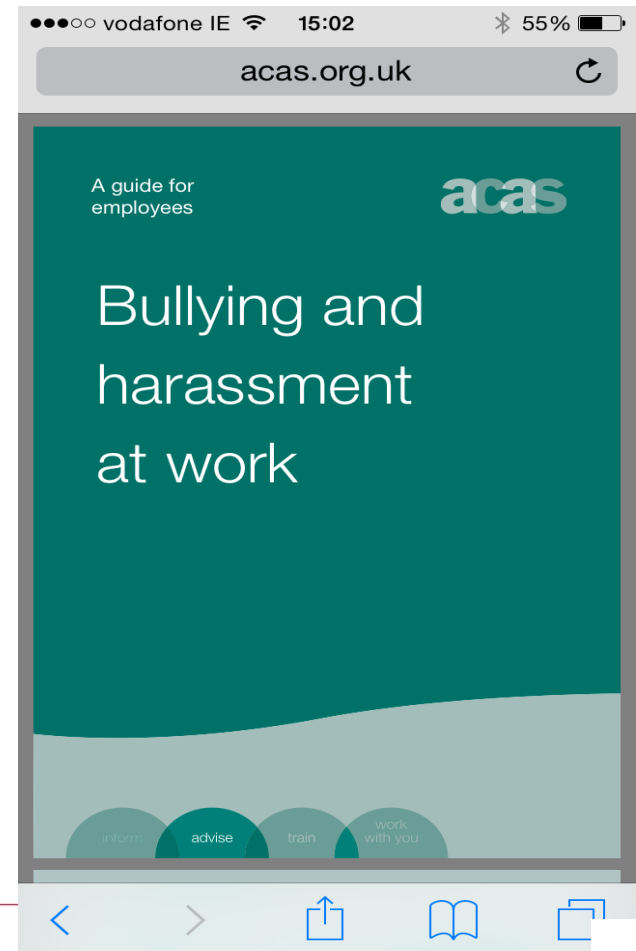
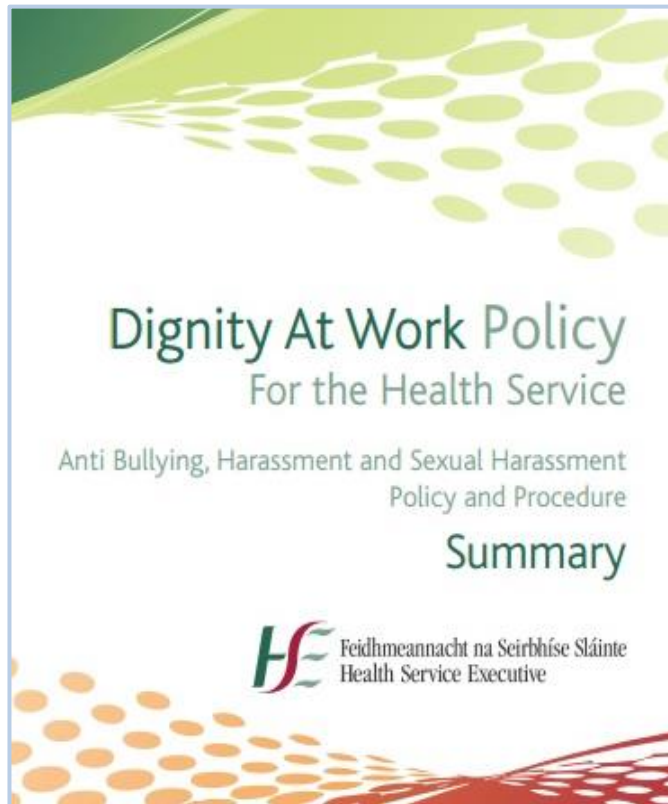
- *1:3 Doctors experienced burn out*
- *up to 10% suffer from severe levels of depression anxiety and stress*

Your Training Counts: Results of the National Trainee Survey, 2014 - Health and Wellbeing

- *1:5 trainees rated their quality of life as poor or very poor,*
- *3:10 of those who experienced bullying also reported poorer health and wellbeing.*

*We must all play our part in achieving the
highest possible standards of
Occupational Safety and Health for the
benefit of ourselves, our colleagues and
the service.*

Use the supports that are in place



What is Bullying and Harassment ?

- **Harassment**** is defined as being any act or conduct by the alleged offender (spoken words, gestures or the production, display or circulation of written words, pictures etc.)
 - Constitutes harassment of the complainant if the action or other conduct is unwelcome to the complainant and could **reasonably** be regarded as offensive, humiliating or intimidating

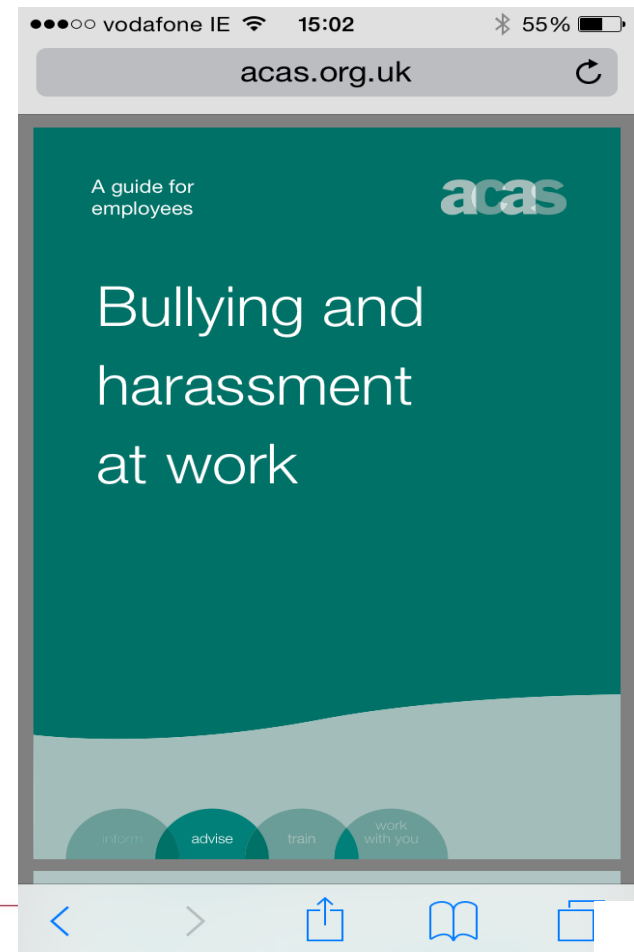
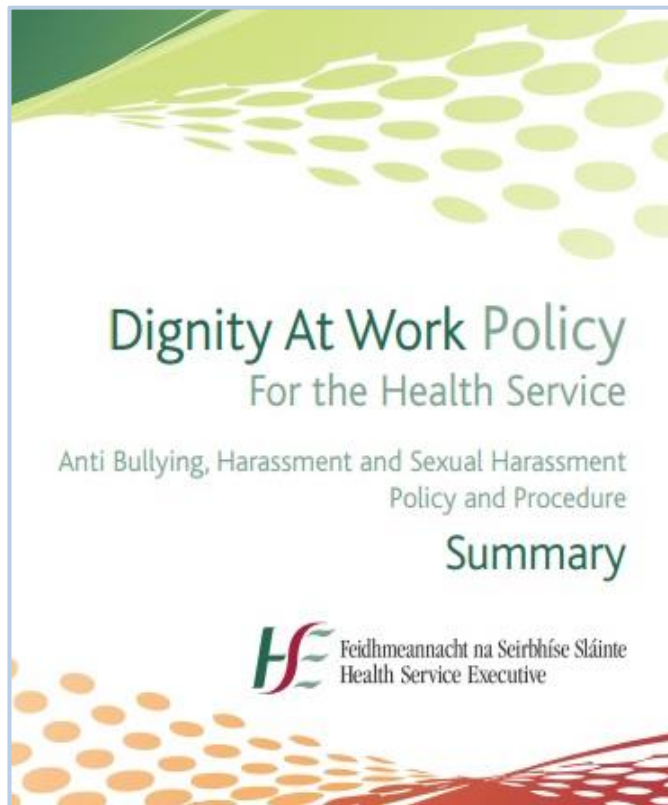
**Harassment is governed by the Employment Equality Act 1998 and the Equal Status Acts 2004-2011

HSE Dignity At Work

Sexual Harassment – consequences!

- Motive of the harasser is irrelevant – if harassment is perceived, then it's sexual harassment
 - Procedure to address problem involves confiding in a support contact person e.g HR,
 - or discuss with the offending colleague,
 - Escalation (Irish Medical Council, legal action)
-

Guides to Employer and Employee



HSE Dignity At Work

- Sexual harassment is any form of unwanted verbal, non-verbal or physical conduct of a sexual nature which has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment for the person.
- Sexual harassment may consist of a single incident or repeated inappropriate behaviour. It may be targeted at one employee or a group of employees.

Employment Equality Acts 1998-2011

“place an obligation on all employers to prevent harassment in the workplace”

- Bullying includes sexual harassment *and* harassment on any of the following grounds –
 - **Gender**
 - Civil Status
 - Family status
 - Sexual orientation
 - Religion
 - Age
 - Disability
 - Race
 - Membership of the Traveller community
-

What can we learn from recent events

- 1. Bullying and harassment may still be alive and worse ...tolerated**
 - 2. Employers are legally and morally obliged to protect their staff**
 - 3. Clear policies and procedures in place to cover bullying and harassment**
 - 4. Communication channels for staff must exist and be accessible when they want to make complaint**
 - 5. Staff must be encouraged to be open and to come forward without fear of retribution**
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Bullying and Gender Discrimination in Surgery

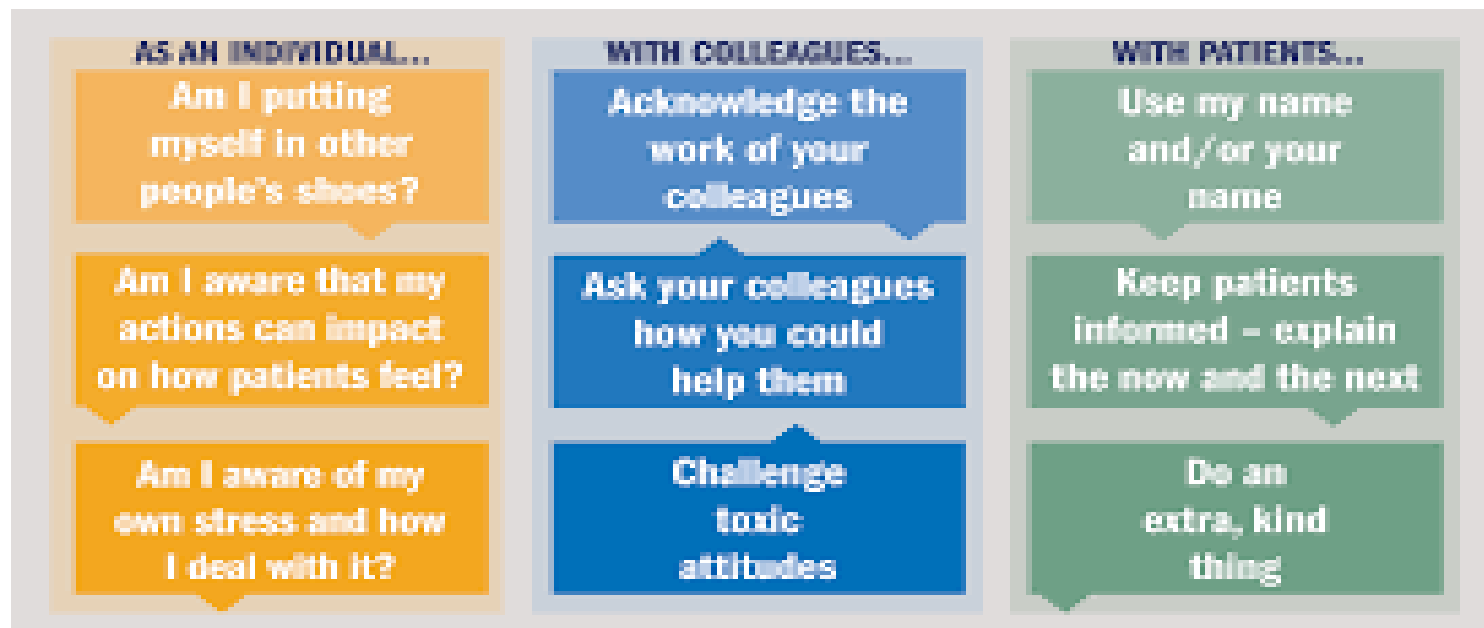
“The only thing necessary for the triumph of evil is for good men to do nothing”

Edmund Burke

Values in Action



Values in Action is about delivering better experiences to those who use our services, and creating better workplaces for our staff. It promotes positive behaviours:



Values in Action Mobiliser Meet

Discussing opportunities for spreading the behaviours and planning for the next 6 months

Interested in finding out more?

- Click [here](#) for more info
- Join the conversation on twitter [@hsevalues](#) | [#weareourvalues](#)
- Contact Katrina Quinlan
email katrina.quinlan@hse.ie



The Workplace Health and Wellbeing Unit of the HSE offers tailored staff support services to enable you to maximise your work contributions and work life balance.

The key work areas for the unit are

- Occupational Health Services,
- Health and Safety,
- Employee Assistance Programmes and
- Staff Health Promotion.

Occupational Health Teams provide medical and nursing expertise on fitness for work, advice on workplace adjustments, prevention of ill health and promotion of health and wellbeing. They play a key role in rehabilitation by advising on optional treatment strategies, early intervention and timely return to work for healthcare workers.

Visit their website at <http://www.hse.ie/eng/staff/Workplace-Health-and-Wellbeing-Unit/>

Local Occupational Health contacts

Hospital Groups	Occupational Health Physician	Email	Contact No:	Occupational Health Nurse Advisors	Email	Contact No:	Occupational Health Administration & Other Staff	Email	Contact No
University of Limerick Hospital Group									
Croom Hospital	Dr Conor McDonnell / Dr Collette MacDonagh White	conor.mcdonnell@hse.ie collette.macdonaghwhite@hse.ie	061 482179 (Base: UHL)	Kathy Nolan, CNM3 Mairead Lane, CNM2 Mary Cleary, CNM2	kathy.nolan@hse.ie Mairead.Lane@hse.ie maryf.cleary@hse.ie	061 482179 061 482596	Barbara Hartmann Claire O'Connell Carol Killeen Zvezdana Vukosavljevic	barbara.hartmann@hse.ie claire.oconnell4@hse.ie carol.killeen@hse.ie zvezdana.vukosavljevic@hse.ie	061 482179
Ennis Hospital	Dr Conor McDonnell / Dr Collette MacDonagh White	conor.mcdonnell@hse.ie collette.macdonaghwhite@hse.ie	061 482179 (Base: UHL)	Kathy Nolan, CNM3 Mairead Lane, CNM2 Mary Cleary, CNM2	kathy.nolan@hse.ie Mairead.Lane@hse.ie maryf.cleary@hse.ie	061 482179 061 482596	Barbara Hartmann Claire O'Connell Carol Killeen Zvezdana Vukosavljevic	barbara.hartmann@hse.ie claire.oconnell4@hse.ie carol.killeen@hse.ie zvezdana.vukosavljevic@hse.ie	061 482179
Nenagh Hospital	Dr Conor McDonnell / Dr Collette MacDonagh White	conor.mcdonnell@hse.ie collette.macdonaghwhite@hse.ie	061 482179 (Base: UHL)	Kathy Nolan, CNM3 Mairead Lane, CNM2 Mary Cleary, CNM2	kathy.nolan@hse.ie Mairead.Lane@hse.ie maryf.cleary@hse.ie	061 482179 061 482596	Barbara Hartmann Claire O'Connell Carol Killeen Zvezdana Vukosavljevic	barbara.hartmann@hse.ie claire.oconnell4@hse.ie carol.killeen@hse.ie zvezdana.vukosavljevic@hse.ie	061 482179
University Hospital, Dooradoyle	Dr Conor McDonnell / Dr Collette MacDonagh White	conor.mcdonnell@hse.ie collette.macdonaghwhite@hse.ie	061 482179	Kathy Nolan, CNM3 Mairead Lane, CNM2 Mary Cleary, CNM2	kathy.nolan@hse.ie Mairead.Lane@hse.ie maryf.cleary@hse.ie	061 482179 061 482596	Barbara Hartmann Claire O'Connell Carol Killeen Zvezdana Vukosavljevic	barbara.hartmann@hse.ie claire.oconnell4@hse.ie carol.killeen@hse.ie zvezdana.vukosavljevic@hse.ie	061 482179
University Maternity Hospital	Dr Conor McDonnell / Dr Collette MacDonagh White	conor.mcdonnell@hse.ie collette.macdonaghwhite@hse.ie	061 482179	Kathy Nolan, CNM3 Mairead Lane, CNM2 Mary Cleary, CNM2	kathy.nolan@hse.ie Mairead.Lane@hse.ie maryf.cleary@hse.ie	061 482179 061 482596	Barbara Hartmann Claire O'Connell Carol Killeen Zvezdana Vukosavljevic	barbara.hartmann@hse.ie claire.oconnell4@hse.ie carol.killeen@hse.ie zvezdana.vukosavljevic@hse.ie	061 482179
St John's Hospital	Dr Liam Holmes	hr@stjohnshospital.ie liamholmes@eircom.net	061 462254	Freda O'Rourke, OH Nurse	freda.ourouke@stjohnshospital.ie	061 462163			

The Employee Assistance and Counselling Service” (EACS) is a national independent service that is available free of charge to all employees in HSE funded hospitals and community health organisations and divisions.

EACS provide the following free and confidential services to staff
Counselling for employees is provided by each local EAC Service.

Hospital Group / Area	EACS Service Provider	Address	Tel:	Email:	Web Address
University of Limerick Hospital Group					
Croom Hospital	Staff Care Confidential Counselling Service Ann Donohoe	Dooradoyle, Limerick	24 hour Freephone - 1800 409388 087 9979467 (Ann)	staffcare@bellastrust.hscni.net ann.donohoe@hse.ie	www.staffcare.org
Ennis Hospital	Staff Care Confidential Counselling Service Ann Donohoe	Dooradoyle, Limerick	24 hour Freephone - 1800 409388 087 9979467 (Ann)	staffcare@bellastrust.hscni.net ann.donohoe@hse.ie	www.staffcare.org
Nenagh Hospital	Staff Care Confidential Counselling Service Ann Donohoe	Dooradoyle, Limerick	24 hour Freephone - 1800 409388 087 9979467 (Ann)	staffcare@bellastrust.hscni.net ann.donohoe@hse.ie	www.staffcare.org
University Hospital Limerick	Staff Care Confidential Counselling Service Ann Donohoe	Dooradoyle, Limerick	24 hour Freephone - 1800 409388 087 9979467 (Ann)	staffcare@bellastrust.hscni.net ann.donohoe@hse.ie	www.staffcare.org
University Maternity Hospital	Staff Care Confidential Counselling Service Ann Donohoe	Dooradoyle, Limerick	24 hour Freephone - 1800 409388 087 9979467 (Ann)	staffcare@bellastrust.hscni.net ann.donohoe@hse.ie	www.staffcare.org
St John's Hospital	Contact local Occupational Health Department	John's Square, Limerick	061 462163 061 462235		

- * **Critical Incident Stress Management (C.I.S.M.)** Individual & group staff support following a critical incident & other CISM supports.
- ***Pre Incident Critical Incident Stress Management training for staff, managers and teams**
- ***General and Group Staff Support**
- ***Staff Wellbeing Workshop**
- ***Linkage with Educational Institutions**
- ***Input into training modules**
- ***Linkage with other appropriate support services**

Note: Asterix () indicates services provided by internal staff.*

Further information available on their website:

<http://hse.ie/eng/staff/workplacehthwellbng/stfSuprts/eacounsel/>

We know that doctors suffer emotional and physical ill health from time to time but that generally speaking, they find ways to bounce back with little to no assistance.

However, if problems are persistent, we recommend that you take action to restore your wellbeing

<https://www.rcpi.ie/physician-wellbeing/where-to-go-for-help-and-advice/>

The ICGP Doctors' Health in Practice Programme aims to promote and support the good physical health, occupational health, psychological health and wellbeing of GPs.

It encourages primary health care for doctors' healthcare in the first instance and supports the aim that every GP should have a GP. The healthcare networks and helpline can also be accessed by GPs' families so that GPs can avoid treating their own family members, and the email service can be accessed by practice staff, for example for health and safety issues.

What is the Doctors' Health in Practice Programme?

[A healthcare directory](#) of GPs for GPs and other health professionals who are interested and experienced in providing confidential healthcare to doctors. Members may contact any health professional listed on the Directories directly for advice or healthcare. GPs family members are welcome to use the healthcare services.

Contact Details

Tel: 087-7519307 - Dr Andrée Rochfort, Director of Doctors' Health

Tel: 01-6763705 - Ms Carol White, Doctors' Health Administrator

Email: andree.rochfort@icgp.ie or carol.white@icgp.ie

Fax: 01-6765850 for the attention of Doctors' Health

Post: Carol or Andrée as above, ICGP, 4/5 Lincoln Place, Dublin 2. Mark your envelope as private and confidential if you wish it to be regarded so.

LOOKING AFTER YOUR WELLBEING

Practitioner Health

- Free, confidential, independent service
- For doctors with
 - Stress issues
 - Mental health difficulties
 - Alcohol/drug use problems

Tel: +353 (0)1 2970356

www.practitionerhealth.ie

Confidential Email: confidential@practitionerhealth.ie

Are you concerned about your health or the health of another doctor?

The majority of doctors with health problems have no need to have any involvement with the Medical Council or its Health Sub-Committee.

Unfortunately, some with illness will not have such insights, may be in denial, or delay seeking treatment for some other reason. In such cases, their illness may impair their practice and indeed harm patients. It is this latter group of doctors who may be reported or referred to the Medical Council's Health Sub-Committee.

If you have concerns about your health or the health of a doctor you know please consider the following options;

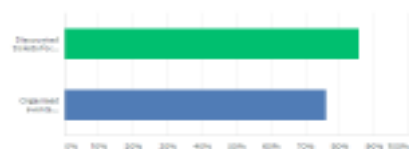
- Discuss with your family doctor or contact the [*ICGP's Health in Practice Programme*](#)
- Discuss with an Occupational Health Physician [*http://www.hse.ie/eng/staff/Workplace-Health-and-Wellbeing-Unit/*](http://www.hse.ie/eng/staff/Workplace-Health-and-Wellbeing-Unit/)
- Make contact with the [*Practitioner Health Matters Programme*](#)
- Contact the Medical Council: Mr John Sidebottom, Senior Executive Officer, Medical Council, Kingram House, Kingram Place, Dublin 2, D02 XY88. Ph: +353 1 4983115
Email: [*jsidebottom@mcirl.ie*](mailto:jsidebottom@mcirl.ie)

UL Hospitals Sports and Social Club



Your Feedback from the Survey

What would you like to see from the ULHG Sports and Social Club?



Nearly 40% of staff respondents were not aware that we had a Sports & Social Club.
Most staff wanted both discounted tickets and organised events.

The UL Hospitals Sports & Social Club will be open for payroll deductions in Summer 2018 and will provide excellent discounts and events to members. Membership can be taken out for 6 or 12 month periods. Contact us on ulhgsportssocial@hse.ie

UL Hospitals Sports & Social Club News

Issue 3 March 2018



A Message from Your Sports & Social Club Committee

There are many examples of sports and activity clubs across the Mid-West and in this edition of the newsletter we feature the run series from Dooneen AC. We encourage you to join up and spread the word to your colleagues too!

Discounts for UL Hospitals Group Staff



Calling all UL Hospitals Golfers!

Would you like to compete in a HSE team for the 5 Nations Golf Classic against NHS teams from the UK? Regional qualifiers will take place in May 2018 with the final event being hosted at Tulfarris Hotel and Golf Resort, Co. Wicklow, Ireland on Monday 6th and Tuesday 7th August

Contact cara.regan@hse.ie, 087-6641635



“Health & Wellbeing events take place on all hospital sites and NCHDs are always welcome to attend. We run events such as:

- pilates
- yoga,
- walks,
- stress management programmes,
- smoking cessation clinics
- walking/running programmes.



Details available from:
Laura Tobin,
Healthy Ireland Project Lead

UL Hospitals Group, Unit 2, Loughmore Avenue, Raheen Industrial Estate, Limerick.

Email:
laura.tobin@hse.ie

Tel: 061 588435 |

Mob: 087 606115|

Website: www.ulh.ie

Twitter: @ulhospitals

All programmes are advertised on email and site noticeboards”.



email: deirdre.kingdemontano@hse.ie

Disclaimer: Every reasonable effort has been made to ensure the accuracy and validity of the information provided, any errors or omissions are unintentional and should be notified to Deirdre.KingdeMontano@hse.ie

Information collated by Deirdre King de Montañó, General Manager, Office of the Chief Clinical Director