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# Member Wellbeing

- RANZCOG Member Support for Self-Care

# Welcome



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- As an organisation, RANZCOG wishes to support the physical and mental wellbeing of all our members, including Trainees, Fellows and SIMGs on the pathway to Fellowship.
- The information and resources provided in this module are designed to support you in ongoing self-care and to address particular areas of need that may arise for you and your family.
- This presentation aims to inform members regarding self-care and provide information and access to the range of confidential support and resources available.

# Contents



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- This presentation provides information on the following:
  - Stress in the workplace
  - Self-care
  - Support services
  - Resources

# Stress in the workplace



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- *Medical professionals commonly report higher levels of stress and emotional strain than the general population.*

## Symptoms of emotional strain

- Family and marital difficulties
- Substance abuse
- Self-prescribing
- Psychiatric illness
- Suicide

The Royal Australian College of General Practitioners (RACGP), 'Keeping the Doctor Alive: A self-care Guidebook for Medical Practitioners', RACGP, 2005. <http://www.racgp.org.au/your-practice/guidelines/whitebook/>

# Stress can develop into...



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## Compassion Fatigue

Is characterised by deep physical and emotional exhaustion and a pronounced change in the practitioner's ability to feel empathy for their patients, loved ones and co-workers. It is marked by increased cynicism at work, a loss of enjoyment of career and eventually can transform into depression, secondary traumatic stress and stress-related illnesses.

## Burnout

Is "an experience of physical, emotional, and mental exhaustion, caused by long term involvement in situations that are emotionally demanding".

Sources:

Compassion fatigue: <http://www.compassionfatigue.org/pages/RunningOnEmpty.pdf>

Burnout: Mateen, F., 'Health-care worker burnout and the mental health imperative', The Lancet, Vol. 374, No. 9690, 22 Aug 2009.

# Self Care



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- Self-care is about making sure you look after yourself – it is not about being your own doctor.
- It is essential to monitor your own self-care needs, which takes time and experience to become confident.
- It is important to maintain an environment where there is adequate protection from burnout.

# Monitoring self-care needs



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## Work

- Review time and work commitments regularly and monitor increased demands.

## Personal Life

- Consider the needs in your personal life and recognise times when the demands in that arena mean you need to take time out from your work.

## Peer Support

- Have support from other doctors doing similar work. This may be an informal talk with colleagues, through an organised mentoring program or membership to other professional associations, e.g.

## Professional Support

- Have suitable outlets if the feelings of burnout or compassion fatigue develop. Seek professional counselling/stress management help if you don't have well-developed skills in this area.

## Health and Wellbeing

- Balance work with holidays. Keep fit, eat well, sleep well and monitor alcohol use. Look after your spirit. Notice the good things. Take your own advice!

## Career Goals

- If your work is becoming an all-consuming preoccupation it is time to take a break and get some perspective. Reassess career goals and seek professional advice.

# Why is self-care important?



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- When doctors use effective self-care practices, the benefits are wide reaching, such as:
  - A healthier work/life balance
  - Improvements in physical, mental and spiritual wellbeing
  - Less chance of burnout
  - Patients are more likely to receive care that is supportive, professional and effective
  - Close friends, family and work colleagues will also benefit from stronger relationships

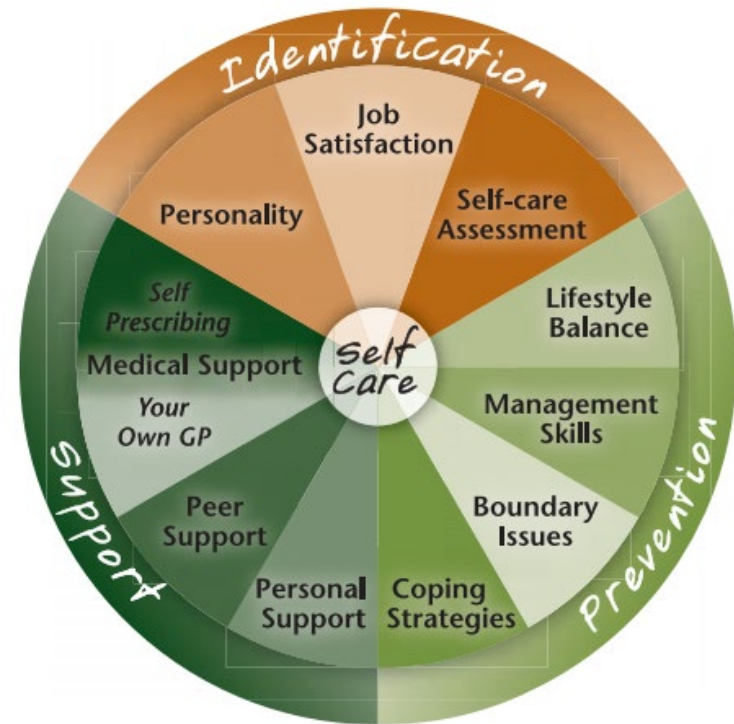


# Self-Care Resources



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- ‘Keeping the Doctor Alive: A self-care Guide for Medical Practitioners’ published by The Royal Australian College of General Practitioners (RACGP) in 2005.
  - This resource is framed around the concept of the self-care wheel.
  - It is divided into the three key domains of Identification, Prevention and Support and includes information and structured, practical activities.



# Support services



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- Fatigue and the Obstetrician Gynaecologist, RANZCOG College Guideline: <http://www.ranzcog.edu.au/document-library/fatigue-and-the-obstetrician-gynaecologist.html>
- ‘Keeping the Doctor Alive: A self-care Guide for Medical Practitioners’. This publication is available for free download from the RANZCOG Support Services page on the website.
- Most Medical Defence/Indemnity Organisations provide support and a variety of resources to their members.
- An Employee Assistance Program (EAP) may be available to you, and your immediate family members, through your employer. This provides you with independent and confidential counselling with a registered psychologist for a capped number of sessions.

# Resources Beyond Self-Care



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## Crisis Helpline

Lifeline	13 11 14 <a href="http://www.lifeline.org.au">www.lifeline.org.au</a>	Lifeline Aotearoa Text 'help' to 4357	0800 543 354 <a href="http://www.lifeline.org.nz">www.lifeline.org.nz</a>
Black Dog Institute	<a href="http://www.blackdoginstitute.org.au">www.blackdoginstitute.org.au</a> (Forums, posts, podcasts and online resources)	SANE Mental Illness Helpline	1800 187 263 <a href="http://www.sane.org">www.sane.org</a>

## General information

RANZCOG Training Support Unit	61+ 3 9412 2918 <a href="mailto:traineeliason@ranzco.org.au">traineeliason@ranzco.org.au</a>	Counselling Online	<a href="http://www.counsellingonline.org.au">www.counsellingonline.org.au</a> Go to the website for phone call options
Beyond Blue	1300 22 4636 <a href="https://www.beyondblue.org.au/">https://www.beyondblue.org.au/</a>	Depression Hotline (New Zealand)	0800 111 757 <a href="http://www.depression.org.nz">www.depression.org.nz</a>

## Doctor's Health Advisory Services

Australian Capital Territory	Colleague of First Contact (24 hr) Helpline: 0407 265 414	South Australia	Doctors' Health Advisory Service (24hr) Helpline: 08 8273 4111
New South Wales	Doctors' Health Advisory Service (24hr) Helpline: 02 9437 6552	Tasmania	AMA Doctors Help Line Helpline: 03 6223 2047
Northern Territory	Doctors' Health Advisory Service Helpline: 08 8927 7004	Victoria	Victorian Doctors Health Program (24 hr) Helpline: 03 9495 6011
Queensland	Doctors' Health Advisory Service (24hr) Helpline: 07 38334352	Western Australia	Colleague of First Contact (24 hr) Helpline: 08 9231 3098
New Zealand	Doctor's Health Advisory Service (24hrs) Helpline: 0800 471 2654		

# Resources



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<b>Other resources</b>			
<b>Australian Medical Association</b>	AMA maintains a Doctor's Health Database of various initiatives addressing the issue of doctor's health within Australia		42 Macquarie St, Barton ACT 2600 <a href="https://ama.com.au/resources/doctors-health">https://ama.com.au/resources/doctors-health</a>
<b>Australian Psychological Society</b>	Access to thousands of psychologists who are in private practice. Access rural and remote mental health practitioners. Bilingual psychologists available.		<a href="http://www.psychology.org.au/Find-a-Psychologist">www.psychology.org.au/Find-a-Psychologist</a>
<b>Australian Association of Group Psychotherapists</b>	AAGP Inc. was founded to promote the development, training in, and practice of psychoanalytic group psychotherapy in Australia.		<a href="http://www.groupanalysis.net.au">http://www.groupanalysis.net.au</a>
<b>Medical Benevolent Societies</b>			
<b>New South Wales and ACT</b>	Medical Benevolent Society of NSW	33-35 Atchison St, St Leonards 2065	02 9419 7062 <a href="http://www.mbansw.org.au">http://www.mbansw.org.au</a>
<b>South Australia</b>	Medical Benevolent Society of South Australia	PO Box 134, North Adelaide, 5006	08 8267 4355
<b>Victoria</b>	Medical Benevolent Society	PO Box 1043G, Greythorn 3104	03 9857 5482

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<b>Rural Doctors' Services</b>			
Australian Capital Territory (ACT)	Rural Doctor's Association of Australia 02 6239 7730 <a href="http://www.rdaa.com.au">www.rdaa.com.au</a>	Queensland	Health Workforce Queensland 07 3105 7800 <a href="http://www.healthworkforce.com.au">www.healthworkforce.com.au</a>
New South Wales	Rural Doctor's Association NSW 1800 350 732 <a href="http://www.rdansw.com.au">www.rdansw.com.au</a>		Rural Doctor's Association of Queensland 07 3221 4444 <a href="http://www.rdaq.com.au">www.rdaq.com.au</a>
Tasmania	Rural Doctor's Association of Tasmania <a href="http://www.rdat.com.au">www.rdat.com.au</a>	Northern Territory	Rural Doctor's Association of Australia 02 6239 7730 <a href="http://www.rdaa.com.au">www.rdaa.com.au</a>
Victoria	Rural Welfare Agency (RWAV) 03 9349 7800 (Melbourne) 03 5831 5784 (Shepparton) 03 5175 0372 (Traralgon) 03 5593 3313 (Camperdown)	Western Australia	Rural Doctor's Association of Western Australia 08 9722 0500 <a href="http://www.rdawa.com.au">www.rdawa.com.au</a>
	Rural Doctor's Association of Victoria 02 6239 7730 <a href="http://www.rdav.com.au">www.rdav.com.au</a>	South Australia	Rural Doctor's Association of South Australia Inc. 0404 369 900 <a href="http://www.rdasa.com.au">www.rdasa.com.au</a>
National	The Bush Crisis Line & Support Services 24hr Line: 1800 805 391 <a href="https://crana.org.au/support">https://crana.org.au/support</a>		
	Rural Doctor's Association of Australia 02 6239 7730 <a href="http://www.rdaa.com.au">www.rdaa.com.au</a>		

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<b>Special Interest Groups</b>			
<b>Australian Indigenous Doctors' Association (AIDA)</b>	A not-for-profit, non-government organisation dedicated to the pursuit of leadership, partnership and scholarship in Aboriginal and Torres Strait Islander health, education and workforce.	1800 190 498 <a href="mailto:aida@aida.org.au">aida@aida.org.au</a>	
<b>Social and Emotional Wellbeing and Mental Health Services in Aboriginal Australia</b>	A website designed for those seeking to learn about ways of meeting the social and emotional wellbeing and mental needs of Aboriginal and Torres Strait Islander people and communities.	(03) 8662 3300 <a href="mailto:sewbmh@psychology.org.au">sewbmh@psychology.org.au</a>	
<b>Māori Medical Practitioners Association, Te Ohu Rata o Aotearoa</b>	(Te ORA) aims to advance Māori health by increasing the Māori medical workforce and providing a supportive network for Te ORA members.	027 748 3672 <a href="mailto:teora@teora.maori.nz">teora@teora.maori.nz</a>	
<b>National LGBTI Health Alliance</b>	National peak health organisation in Australia for organisations and individuals that provide health-related programs, services and research focused on LGBTI people and communities.	02 8568 1123 <a href="mailto:info@lgbtihealth.org.au">info@lgbtihealth.org.au</a>	
<b>Drug and Alcohol Helplines</b>			
<b>Alcoholics Anonymous – AA (Australia)</b>	1300 222 222 <a href="http://www.aa.org.au/">http://www.aa.org.au/</a>	<b>Narcotics Anonymous (Australia)</b>	1300 652 820 <a href="http://na.org.au">http://na.org.au</a>
<b>Alcoholics Anonymous – AA (New Zealand)</b>	0800 229 6757 <a href="http://www.aa.org.nz/">http://www.aa.org.nz/</a>	<b>National Alcohol and Other Drug Hotline (Australia)</b>	1800 250 015
<b>Alcohol Drug Helpline (New Zealand)</b>	0800 787 797 <a href="http://alcoholdrughelp.org.nz/helpline/">http://alcoholdrughelp.org.nz/helpline/</a>	<b>DirectLine (drug alcohol)</b>	1800 888 236 <a href="http://directline.org.au/">http://directline.org.au/</a>

# Resources



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- AMA Guidelines
  - Good Medical Practice: a code of conduct for doctors in Australia, Medical Board of Australia, <http://www.medicalboard.gov.au/Codes-Guidelines-Policies/Code-of-conduct.aspx>
  - Health and wellbeing of doctors and medical students, 2011, Australian Medical Association, <https://ama.com.au/position-statement/health-and-wellbeing-doctors-and-medical-students-2011>
- Video: Pearlman, L., 'Transforming Vicarious Trauma', <https://www.youtube.com/watch?v=QXuCBnX23Po&feature=youtu.be> :
  - Dr Laurie Pearlman provides three strategies to intentionally transform experiences of vicarious trauma in a positive way.
- ePhysician Health, developed by the Canadian Medical Association, HealthForce Ontario and the University of Ottawa, <http://ephysicianhealth.com/>
  - It is a comprehensive, online physician health and wellness resource designed to help physicians be resilient in their practice and at home