

WORK AND HAPPINESS

A WELLBEING GUIDE FOR HCPS DURING COVID AND BEYOND



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1. INTRODUCTION

Make yourself a priority once in a while. It is not selfish, it is necessary

The pandemic swept the global nation on a scale we could not have imagined, and understandably has brought with it a lot of concerns and worries. With it has also highlighted just how hard working and pressured our health care system and workforce has been under, even before the pandemic.

We have put together a very simple and quick read guide on a few practical things you can do to help your wellbeing during this time and beyond.

We hope this is a chance to make positive changes in our life, and realise that in order to be in the best position to look after others as part of our job, we need to look after ourselves first.

If you are finding your mental health is deteriorating, please see your GP and discuss with your work.

2. MENTAL HEALTH OF HEALTHCARE PROFESSIONALS

It is not your job to be everything to everyone

- Health Care Professionals (HCPs) are resilient people; working long hours and shift patterns in physically and emotionally demanding roles
- Putting the needs of others in altruistic jobs can be rewarding, but can also lead to stress, burnout and mental illnesses such as depression, anxiety and substance abuse
- We know that HCPs have higher rates of poor mental health, but present much later often due to personal fear, stigma and shame
- Adding to these barriers, looking after one's psychological health is also often not part of the organisational culture within health care systems
- The pandemic brought additional stressors such as fears over contracting the virus, lack of personal protective equipment, exposure to high and sudden deaths of patients, isolation from loved ones, increased work load and guilt, to name a few
- It is still an evolving picture as to what we might expect will be the psychological consequences for HCPs in the pandemic, but we have put together a variety of list of resources to help support you looking after your wellbeing
- This booklet should be read in conjunction with our other booklet 'Finding Light in the Pandemic: A Wellbeing Guide to the Community' for general tips and advice on maintaining good psychological wellbeing

3. GENERAL SUPPORT

Surround yourself with people who get it

General support groups can be a good way to find moral peer support from others who are going through similar challenges, to normalise how you are feeling and breaking down the stigma that there must be something 'wrong' with you.

It can be a regular feature for you or a pop-in as and when you may need it for particularly difficult days.

- NHS Practitioner Health Doctor's Common Room Daily supportive group. Please register [www.practitionerhealth.nhs.uk/upcoming events](http://www.practitionerhealth.nhs.uk/upcoming-events)
- NHS Practitioner Health All NHS Staff Common Room Twice Daily supportive group. Please register [www.practitionerhealth.nhs.uk/upcoming events](http://www.practitionerhealth.nhs.uk/upcoming-events)
- NHS Practitioner Health Time to Talk all NHS staff group run by Psychotherapists. Please register [www.practitionerhealth.nhs.uk/upcoming events](http://www.practitionerhealth.nhs.uk/upcoming-events)
- NHS Practitioner Health Mindfulness group. Please register [www.practitionerhealth.nhs.uk/upcoming events](http://www.practitionerhealth.nhs.uk/upcoming-events)
- Health Education England London trainees virtual support groups. Please see <https://london.hee.nhs.uk/covid-19-hub/virtual-group-support>
- Remember to look up your own Royal Colleges for their own support services
- Remember to look up what your own Trusts are offering for support services

4. PHONE SUPPORT

It's good to talk

You may feel that group support is not something that you are looking for, but telephone support can be a useful avenue to receive 1:1 time with a trained professional to look at your needs. It also adds a layer of confidentiality for you to be able to fully express the difficulties you might be facing.

- NHS People Confidential. Please text 'frontline' to 85258 24/7
- NHS People confidential staff support line 7 days a week from 07.00-23.00. A confidential listening space and specialist advice coaching, bereavement care, mental health and financial help. Please call 0300 131 7000.
- NHS People Confidential Bereavement and loss support between 08:00-20:00. Please call 0300 303 4434
- BMA Wellbeing: Confidential 24/7 counselling and peer support for doctors and medical students. Please call 0330 123 1245.

5. ONLINE SUPPORT

The spirit of self help is the root of all genuine growth in the individual

Another useful avenue is to start looking up ways to help yourself by going online. In that way, you can scroll at your leisure and read up on ways you find will be useful for you. There are a variety of avenues, so be careful that you choose websites and resources which are reputable and will uplift you, not drag you down with negativity.

- British Doctors and Dentists Group support for doctors with addictions. Please see <http://www.bddg.org/peer>
- Doctors Support Network peer support network for doctors and medical students. Please see <https://www.dsn.org.uk>
- Tea and Empathy a Facebook peer support group. Please see <https://www.facebook.com/groups/1215686978446877/>
- NHS in Mind a free platform to help NHS staff combat fatigue, panic and anxiety. Please see <https://www.nhsinmind.co.uk/>
- Mindfulness. A series of websites and mindfulness coaches have offered their services during the pandemic. Please see <http://www.freemindfulness.org/covid19>
- Royal College of Psychiatrists e learning module. Managing stress and burnout. Please see <http://www.psychiatrycpd.co.uk/learningmodules/managingstressandavoidingb.aspx>

6. APPS

We must use time as a tool, not as a couch

Apps are a great way to use as self help resources as you can often use them on your way to work, in your break and at home, building upon the things that you have learnt in your own time.

- Silvercloud

- Offering free well-being support for NHS staff and their families

- Download the Silvercloud app from your app store

- Use access code: NHS2020

- Daylight

- Helps people experiencing symptoms of worry and anxiety, using evidence-based cognitive behavioural techniques, voice and animation

- Download the Daylight app from your app store (search: Daylight-Worry less)

- Big Health is offering free access to Daylight for all NHS staff until 31 December

- Sleepio

- A clinically evidenced sleep improvement programme that is fully automated and highly personalised, using cognitive behavioural techniques to help improve poor sleep

- Visit <https://onboarding.sleepio.com/sleepio/nhs-staff/77#1/1>

- Big Health is offering free access to Sleepio for all NHS staff until 31 December

- Unmind

- A mental health platform that empowers staff to proactively improve their mental wellbeing, including digital programmes designed to help with stress, sleep, coping, connection, fulfilment and nutrition

- Download the Unmind app from your app store. Your organisation name is 'NHS'

- They are offering free access to NHS staff until the end of December 2020

7. SPECIALIST SUPPORT

Ask the right people, the right questions to find the right help

Sometimes this can feel overwhelming as you do not know which person or organisation to turn to, leading to paralysis of choice. Only pick one or two initially to look up and find out if the ethos and support resonates with you.

- DocHealth: specialist psychotherapeutic service for doctors supported by the BMA and The Royal Medical Benevolent Fund. Please see <https://www.dochealth.org.uk/>
- Sick Doctors' Trust: Support for doctors, dentists, medical students concerned about their use of alcohol or drugs: Please see <http://sick-doctors-trust.co.uk/> or call 0370 444 5163 available 24/7
- NHS People support for leaders. Please see <https://people.nhs.uk/support-for-leaders/>
- Royal Society of Medicine COVID-19 series on YouTube. Episode 10 The Mental Health of NHS Staff. Please see https://www.youtube.com/watch?time_continue=2&v=KJQ6SOBnnIE&feature=emb_logo
- Royal College of Psychiatrists COVID-19 webinars. Please see <https://www.rcpsych.ac.uk/about-us/responding-to-covid-19/responding-to-covid-19-guidance-for-clinicians/elearning-covid-19-guidance-for-clinicians/covid-19-elearning-rcpsych-podcasts-webinars-and-videos>

- Royal College of Psychiatrists. 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. Please call 020 7245 0412 or email: pss@rcpsych.ac.uk
- 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. Please phone: 020 7869 6221 or email: csas@rcseng.ac.uk
- Royal College of Obstetricians and Gynaecologists. A 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. Please call 020 7772 6203 or email: bcayetano@rcog.org.uk
- Pharmacists support. An independent, trusted charity providing a wide variety of support services to pharmacists and their families, former pharmacists and pharmacy students. Please call Enquiry Line: 0808 168 2233, Listening Friends: 0808 168 5133, Addiction Support Programme: 0808 168 5132 or email info@pharmacistsupport.org. Please visit <https://pharmacistsupport.org/>
- Royal College of Nursing Self care and Resilience. Please see <https://www.rcn.org.uk/library/subject-guides/wellbeing-self-care-and-resilience>
- Health Education England London Trainee Support. Please see <https://london.hee.nhs.uk/covid-19-hub/11-support>
- Health Education England Professional and wellbeing support East of England. This is for all doctors including Trainees, Consultants, Qualified GPs, Non training grades, LEDs and SAS doctors. Please see <https://heeo.e.hee.nhs.uk/psw/well-being-covid-19>

8. SPIRITUAL SUPPORT

Being on a spiritual path does not prevent you from facing the darkness, but it teaches you how to use the darkness to grow

We know that spirituality is another facet of emotional wellbeing which is often neglected by workplaces. You may find help from your local religious community but we have also provided some resources below.

- MCAPN (Muslim Counsellor and Psychotherapist Network) hold weekly check in sessions
- BIMA (British Islamic Medical Association) hold weekly check in sessions and have useful YouTube self help videos
- C.A.L.M. COVID Advice Line for Muslims. The Islamic Council of Europe have set up a national helpline with Islamic scholars on hand to answer any questions including a dedicated service for NHS workers. Monday – Friday 10:00-19:00 (UK BST). Please call 0203 992 7777 or visit <https://iceurope.org/CallCalm>

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