



Ref: FOIA Reference 2018/19-752

Royal Stoke University Hospital
Quality, Safety and Compliance Department
Newcastle Road
Stoke-on-Trent
Staffordshire
ST4 6QG

Date: 5th April 2019

Email foi@uhn.nhs.uk

Dear

I am writing in response to your email dated 12th March 2019 requesting information under the Freedom of Information Act (2000) regarding junior doctors wellbeing.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 I am part of a group of junior doctors working on a study into burnout in junior doctors and the support available to them at the various Trusts. We have been seeking information from all NHS trusts across the region about the following questions. Unfortunately despite several requests through usual channels (Occupational Health, Human Resources) we have been unable to obtain answers to our questions. We would therefore like to make a request for this information under the Freedom of Information act 2000.

Physical Health Issues

1. Does your Trust screen new staff joining the Trust for general physical wellbeing issues which may affect their health and performance at work? e.g. back pain, obesity, alcohol excess
 - i. Yes / No
 - ii. Please give details of which physical health issues:
 - iii. Are these optional or mandatory on joining the Trust?
 - iv. What support is signposted when potential problems are identified?

A1 Please see below:

Physical Health

UHNM ask the following questions on Pre-placement Health Questionnaires which do or may relate to Physical Health. A response to all of these questions is mandatory if a candidate is asked to complete a pre-placement health questionnaire by the Recruitment team.

Form Name	Field Name
Questionnaire Details - Questions	2-4. Do you have any illness/impairment/disability (physical or psychological) which may affect your work?
Questionnaire Details - Questions	2-5. Have you ever had an illness / impairment / disability which may have been caused or made worse by your work?
Questionnaire Details - Questions	2-6. Are you having, or waiting for treatment (including medication) or investigations at present?
Questionnaire Details - Questions	2-7. Do you think you need any adjustments or assistance to help you to do the job?
Questionnaire Details - Questions	2-9. Have there been any changes to your health since your last assessment with Occupational Health?
Questionnaire Details - Questions	5-2. Did any of your previous roles cause any health problems
Questionnaire Details - Questions	Have you ever had or do you currently suffer from any of the following
Questionnaire Details - Questions	6-7. Any long term musculoskeletal problems or restricted mobility problems?
Questionnaire Details - Questions	6-11. Do you have a physical or mental condition that has not already been mentioned which has lasted or is likely to last more than 12 months?
Questionnaire Details - Questions	Do you have a condition that affects the following?
Questionnaire Details - Questions	7-1. Balance-
Questionnaire Details - Questions	7-2. Bending-
Questionnaire Details - Questions	7-3. Climbing Ladders-
Questionnaire Details - Questions	7-4. Climbing Stairs-
Questionnaire Details - Questions	7-5. Driving a motor vehicle-
Questionnaire Details - Questions	7-6. Standing-
Questionnaire Details - Questions	7-7. Use of hands-
Questionnaire Details - Questions	7-8. Walking-
Questionnaire Details - Questions	7-9. Working at heights-

If a positive answer is provided to any of the above questions the individual is asked to provide further details within a text box provided. Our Occupational Health team will then screen these answers and if necessary contact the individual to carry out a further telephone assessment of their condition. If in our opinion adjustments will be required in the workplace including any support from additional services such as the Trust's physiotherapy team this is made clear in our advice on the fitness certificate

Q2 Does your Trust offer resources to support to staff for general physical wellbeing?

	Are these: A: Open to All Or B: Post screening only	How are these advertised? A. Occupational health webpage B. Told at induction (Paediatric induction is Sept / March) C. Staff newsletters / emails D. Staff wellbeing events E. Other, please specify
Weight loss programmes		
Discounted sports access		
Walking groups		
Smoking Cessation support		
Alcohol dependence support		

Any other schemes		
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- i. **Do you have data about uptake and success rates for different initiatives?**
- ii. **Do you have information about use by clinical v. non-clinical staff?**

A2 Please see below:

- Support services are open to all
- Support services are advertised via staff newsletters, emails and Intranet as well as at staff wellbeing events

	Are these:	How are these advertised?
	Open to All	<ul style="list-style-type: none"> • Staff newsletters / emails - Intranet • Staff wellbeing events
Weight loss programmes	Not applicable	
Discounted sports access	Not applicable	
Walking groups	Open to All	
Smoking Cessation support	Open to All	
Alcohol dependence support	Open to All	
Any other schemes	Staff Physiotherapy. Yoga and Pilates classes. Staff also have access the a national health service discount service, which offers discounted wellbeing offerings such as gym memberships, dieting and optical eye care	

- Over 1000 people have used the physio service since it started 18 months ago
- A split between clinical v non-clinical staff is not held

Q3 Burnout / Stress Issues

Does your Trust screen new staff joining the Trust for burnout / mental health symptoms?

Yes / No

If so:

- i. **Which scales do you use?**
- ii. **Would you be willing to share your burnout rates with us for our study**
- iii. **If trainees are identified as having concerns / being at risk do you:**
 - **Invite for further occupational health assessment?**
 - **Offer intervention support – if so, what?**

- **Notify their supervisor**
- **Notify the Deanery**
- **Refer onwards for support at Deanery level**

A3 Please see below:

We ask the following questions on Pre-placement Health Questionnaires which do or may relate to Mental Health. A response to all of these questions is mandatory if a candidate is asked to complete a pre-placement health questionnaire by the Recruitment team. There are no specific questions about Burn Out.

Form Name	Field Name
Questionnaire Details - Questions	2-4. Do you have any illness/impairment/disability (physical or psychological) which may affect your work?
Questionnaire Details - Questions	2-5. Have you ever had an illness / impairment / disability which may have been caused or made worse by your work?
Questionnaire Details - Questions	2-6. Are you having, or waiting for treatment (including medication) or investigations at present?
Questionnaire Details - Questions	2-7. Do you think you need any adjustments or assistance to help you to do the job?
Questionnaire Details - Questions	2-9. Have there been any changes to your health since your last assessment with Occupational Health?
Questionnaire Details - Questions	5-2. Did any of your previous roles cause any health problems
Questionnaire Details - Questions	Have you ever had or do you currently suffer from any of the following
Questionnaire Details - Questions	6-3. Any history of mental health problems inc. stress or depression and/or any history of drug or alcohol dependency?
Questionnaire Details - Questions	6-11. Do you have a physical or mental condition that has not already been mentioned which has lasted or is likely to last more than 12 months?

If a positive answer is provided to any of the above questions the individual is asked to provide further details within a text box provided. Our Occupational Health team will then screen these answers and if necessary contact the individual to carry out a further telephone assessment of their condition. If in our opinion adjustments will be required in the workplace including any support from additional services such as the Trust's counselling team this is made clear in our advice on the fitness certificate which is provided to the Recruitment team to circulate to the relevant manager department supervisor or deanery as required

Q4 Does your Trust offer resources to support to staff for burnout / mental health issues? Do you offer?

	Who can Access? Open to All Or Post screening only	How are these advertised? A. Occupational health webpage B. Told at induction (Paediatric induction is Sept / March) C. Staff newsletters / emails D. Staff wellbeing events E. Other, Please specify
Face-to-face mindfulness / relaxation within trust		
Face-to-face mindfulness / relaxation outside of trust		
Signposting to free		

Apps / websites for mindfulness		
Funding for subscription Apps e.g. Headspace?		
Any other schemes		

A4 Please see below:

	Access is Open to All	Advertised via <ul style="list-style-type: none"> Occupational health webpage Staff newsletters / emails Staff wellbeing events
Face-to-face mindfulness / relaxation within trust	Access is Open to All Yoga and Pilates	As above
Face-to-face mindfulness / relaxation outside of trust	Not provided	Not applicable
Signposting to free Apps / websites for mindfulness	Resources are available on the Intranet	As above
Funding for subscription Apps e.g. Headspace?	Not provided	Not applicable
Any other schemes	Various training courses	The Trust is about to add <ul style="list-style-type: none"> Wellbeing/leadership skills to junior doctor training programmes Critical Incident Stress Management support and training

Q5 Do you offer Counselling Sessions?

- i. If so – how many sessions
- ii. How does staff access these?
 - a. Self-referral
 - b. Referral from supervisor
 - c. Referral after seeing occupational health
- iii. Are these available only for work related / cause stress issues or for any cause?
- iv. Are these face-to-face or via telephone?
- v. Are these held on-site?
- vi. Are these held during the usual working day or out of hours?
- vii. Are you able to share any details about uptake or feedback from staff about how useful they found?

A5 Please see below:

The Trust offers Counselling Sessions

- Average 200 sessions per month
- Staff access these services by:
 - ~ Self-referral
 - ~ Referral after seeing occupational health

Counselling is available for any cause

Sessions are provided:

- Face-to face
- On-site and off-site
- Both during working hours or out of hours

*Feedback is extremely positive

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 676474.



University Hospitals
of North Midlands
NHS Trust

Yours,

L Carlisle

Leah Carlisle
Deputy Head of Quality, Safety & Compliance

