

Freedom of Information Request 014702

8/4/19

Dear NHS Trust

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 – only if there is a pre-existing health issue identified via our Occupational Health pre-existing screening tool
 - ii. Please give details of which physical health issues: - those which are identified
 - iii. Are these optional or mandatory on joining the trust? - Occupational Health pre-existing screening tool is mandatory as part of an individuals’ pre-employment checks
 - iv. What support is signposted when potential problems are identified? - This is dependent on the wellbeing issue identified
2. 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	A	A and E E = via Solutions4Health
Discounted sports access	A	C
Walking groups	NA	
Smoking Cessation support	A	Solutions4Health
Alcohol dependence support	A	Occupational Health
Any other schemes		

- i. Do you have data about uptake and success rates for different initiatives? - None held
- ii. Do you have information about use by clinical v. non-clinical staff? - None held

Burnout / Stress Issues

3. Does your trust **screen new staff joining the trust for burnout / mental health symptoms?**

Yes - only if there is a pre-existing health issue via our Occupational Health pre-existing screening tool

If so:

- i. Which scales do you use? - Anxiety & Depression Scale
- ii. Would you be willing to share your burnout rates with us for our study - none held
- iii. If trainees are identified as having concerns / being at risk do you:
 - Invite for further occupational health assessment? - Yes
 - Offer intervention support – if so, what? - Remploy, Employee Assistance Programme, Staff Counselling via Occupational Health
 - Notify their supervisor - yes
 - Notify the Deanery – supervisor would undertake this
 - Refer onwards for support at Deanery level – supervisor would undertake this

4. 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	A	E - Remploy
Face-to-face mindfulness / relaxation outside of trust	NA	
Signposting to free Apps / websites for mindfulness	A	Occupational health webpage
Funding for subscription Apps e.g. Headspace?	Not available	
Any other schemes		

5. Do you offer Counselling Sessions - Yes

- i. If so – how many sessions – dependant on the number of referrals
- ii. How do staff access these? - All of those detailed below

- 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? - Both
- v. Are these held on-site? - Yes
- vi. Are these held during the usual working day or out of hours? - Either
- vii. Are you able to share any details about uptake or feedback from staff about how useful they found? - No data available as telephone counselling has only been introduced into the Trust