



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Professional Support Unit, HEIW

Induction



Agenda

- Global picture
- What to expect from PSU
- Proactive culture
- Maximising opportunities
- Wellbeing tips and resources



HEIW

- HEIW – 1st October 2018 - Alex Howells, Chief Executive
- MD, RO - Prof Pushpinder Mangat, Medical Deanery
- PG Dean – Dr Tom Lawson
- Ensure quality of training
- All doctors & dentists in training (c.2800)
- Address issues that may arise during training



Professional Support Unit (PSU)

Case work



Mr Jeremy Gasson, Associate Dean



Leona Walsh, Manager

- Christine Henderson, Case Manager

Administration

- Trish Moore
- Jonathan Whippey
- Cathy McCaw



PSU

Remit

- Confidential
- One to One Guidance
- Tailored Support
- Guidance to Specialties – ARCPs, STCs

Training & Marketing

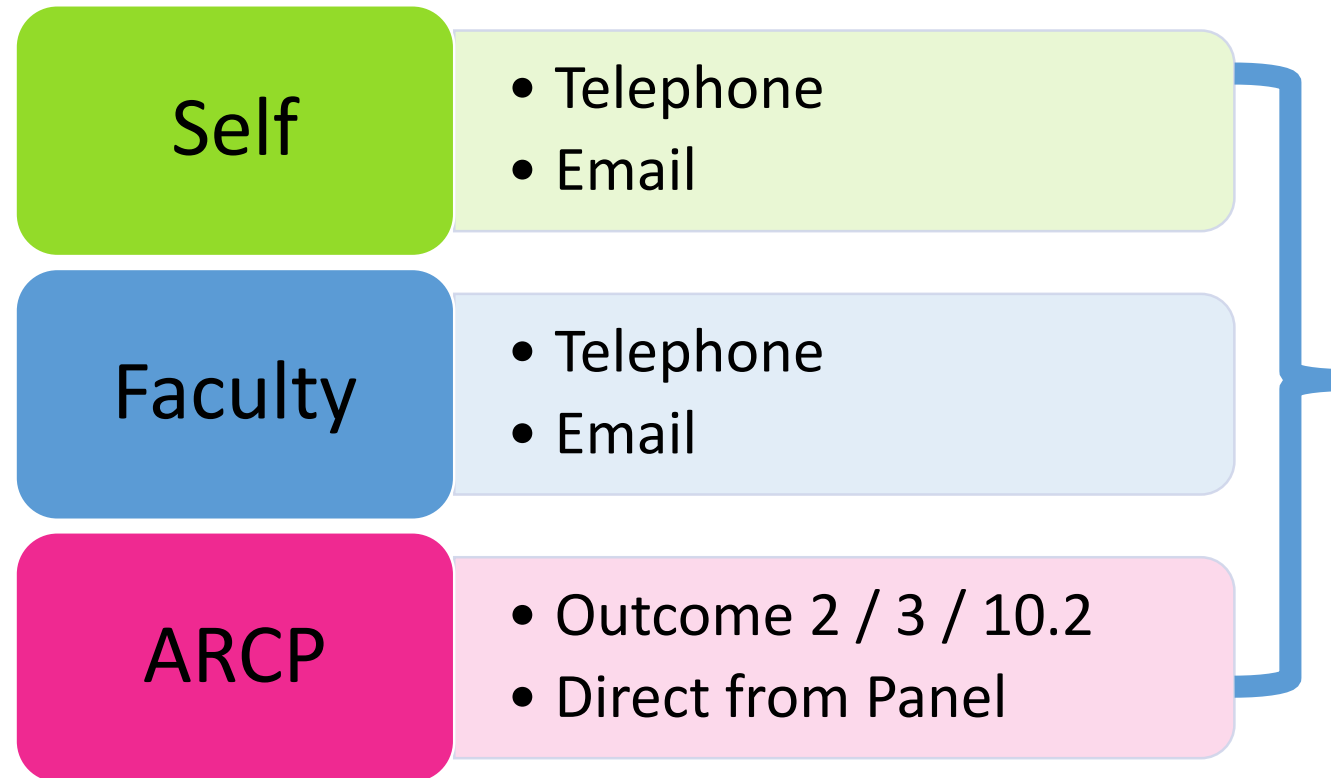
- Faculty Development
 - GMC Promoting Excellence: Standards for Medical Education and Training
- Trainers – Supporting Trainees in Wales (3 CPD)
- Trainees – Maximising your Training, PSU in Wales
- Mentor / Mentee Training for all

Links

- Specialty Training
- Specialty Professional Support Leads
- Support Resources
- COPMeD – PSU Dean
- AMEE / ASME / ICRE / Physician Health / ICRE



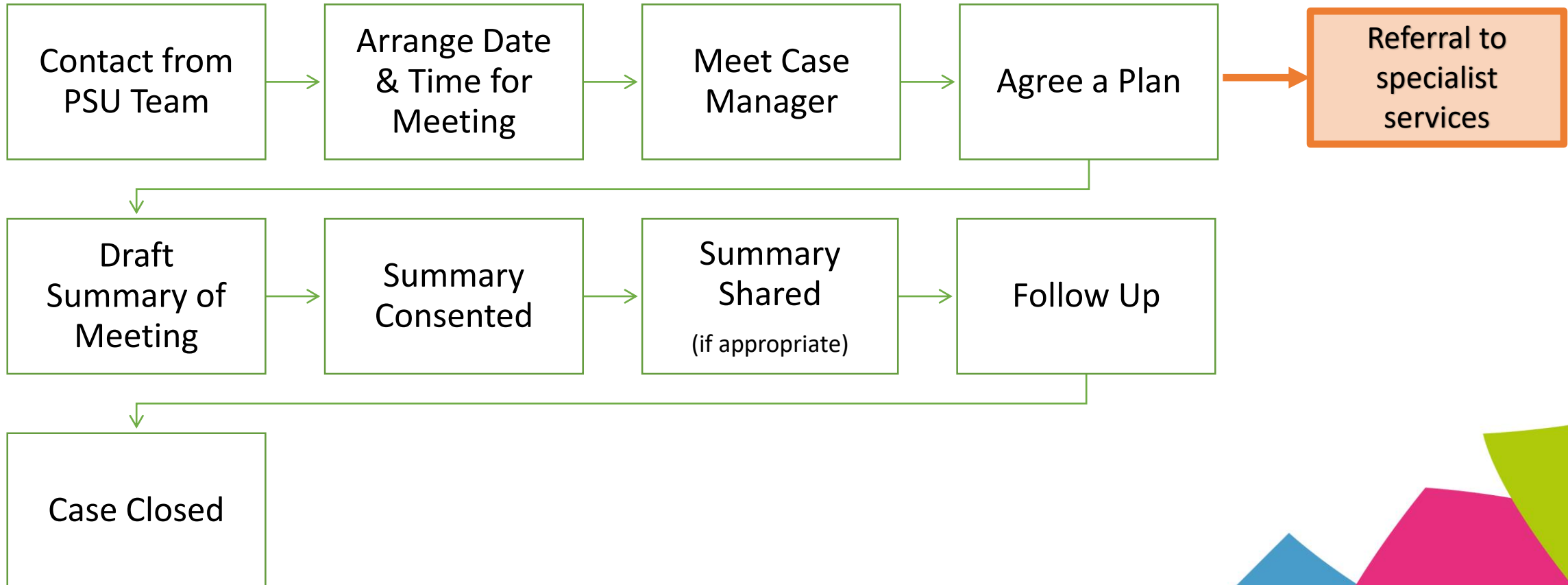
PSU Referral Process



- Challenges Faced
- Circumstances
- Desired Outcomes



What to expect



What does 'Case Closed' mean

- Challenges overcome
- Strategies in place
- Passed exam
- ARCP Outcome
- Left programme

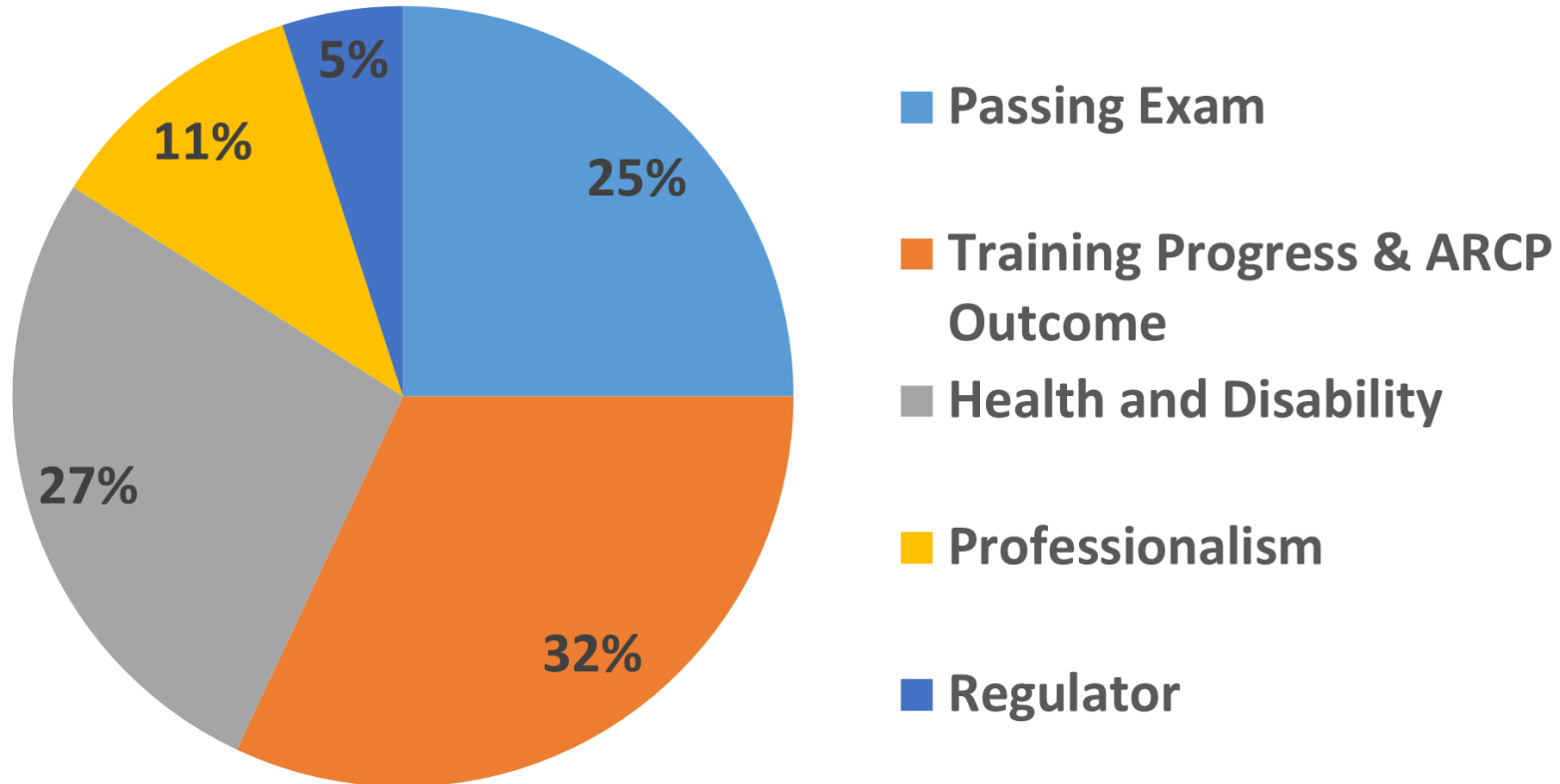


What we support

- Improving health and wellbeing
- Assisting with adjustments for health or disability
- Addressing exam preparation & technique
- Developing targeted plan to achieve goals
- Overcoming life's challenges
- Exploration of career options
- Support with FTP issues / Remediation
- Referral for further psychological support / dyslexia assessment



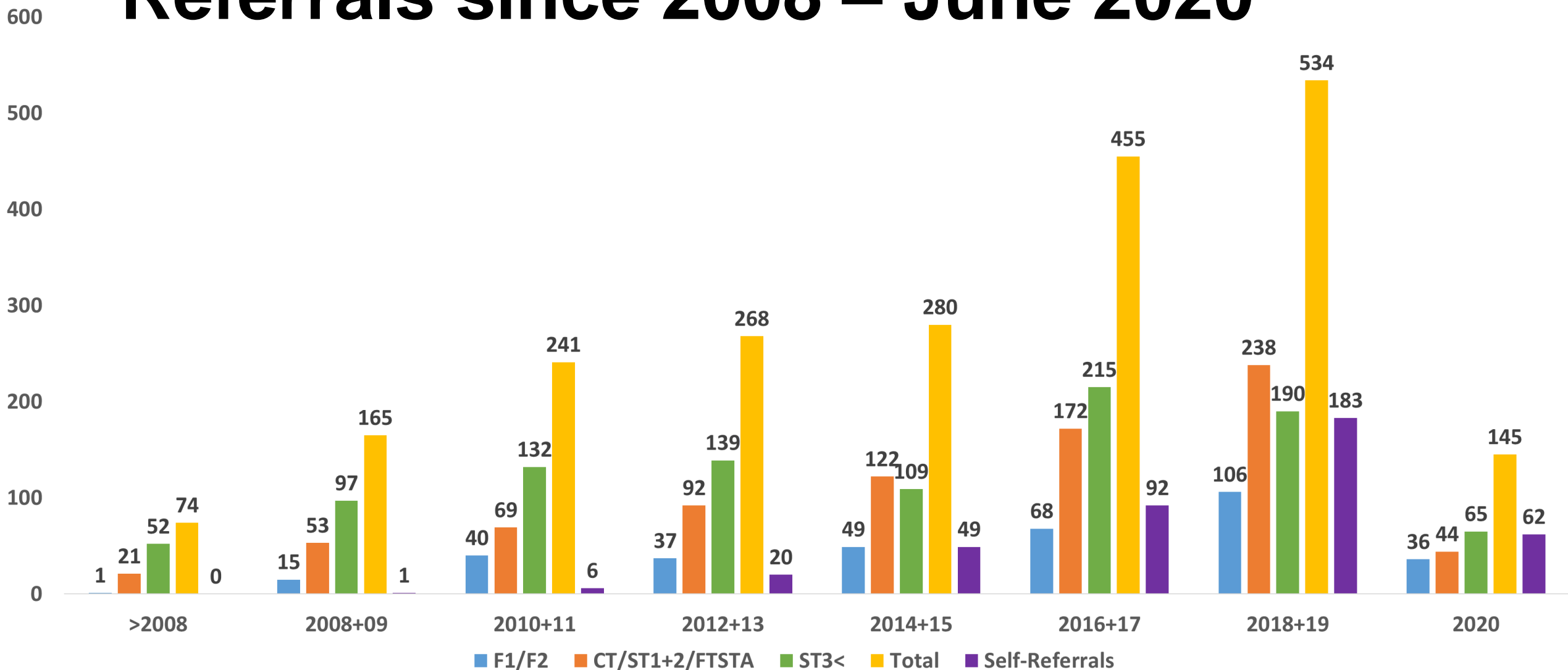
Referral Reasons



- No single reason
- ↑ in exam related reasons



Referrals since 2008 – June 2020



Teaching and Workshops

- Emotional Systems and Wellbeing
- Mentoring
- Crucial Conversations
- Maximising Your Training
- Inductions
- Exam Support
- Game of Training



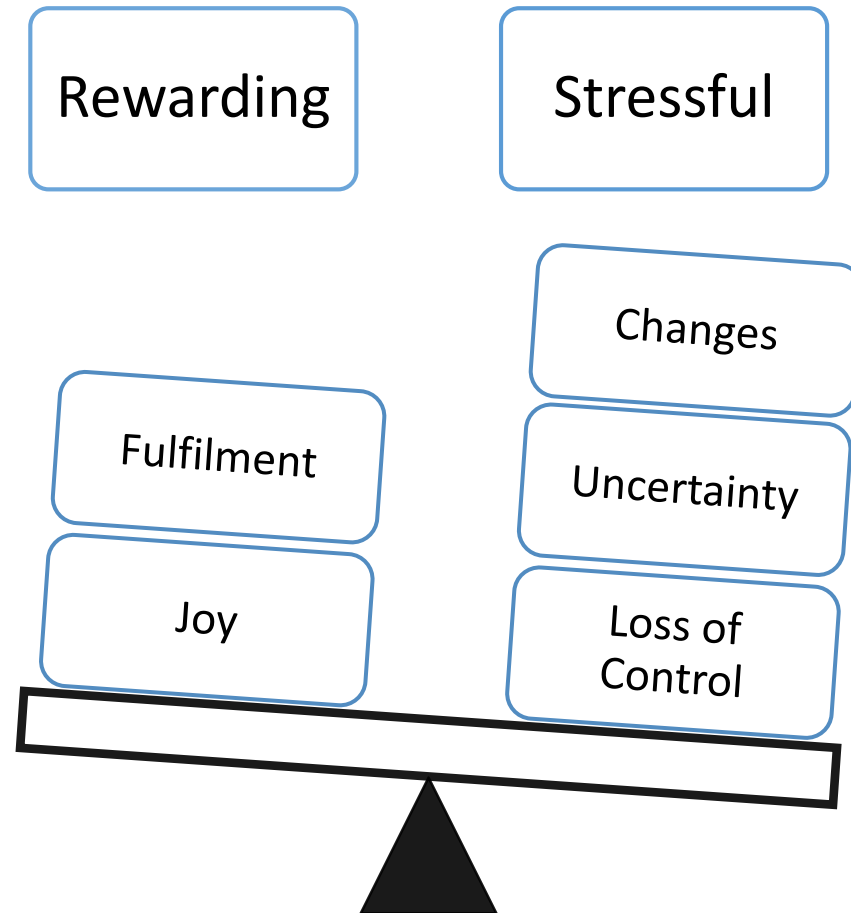
**What support mechanisms
do you have to maintain
your own health and wellbeing?**



**What support mechanisms
would you like to have?**



Working in Healthcare



Stress Behaviours

- Avoidance; Finding it hard to make decisions
- Restlessness
- Paralysed by perfection
- Lower concentration
- Arrogance / Overconfidence
- Heightened reactions
- Poor eating habits; not sleeping; missing out on life
- Instant gratifications



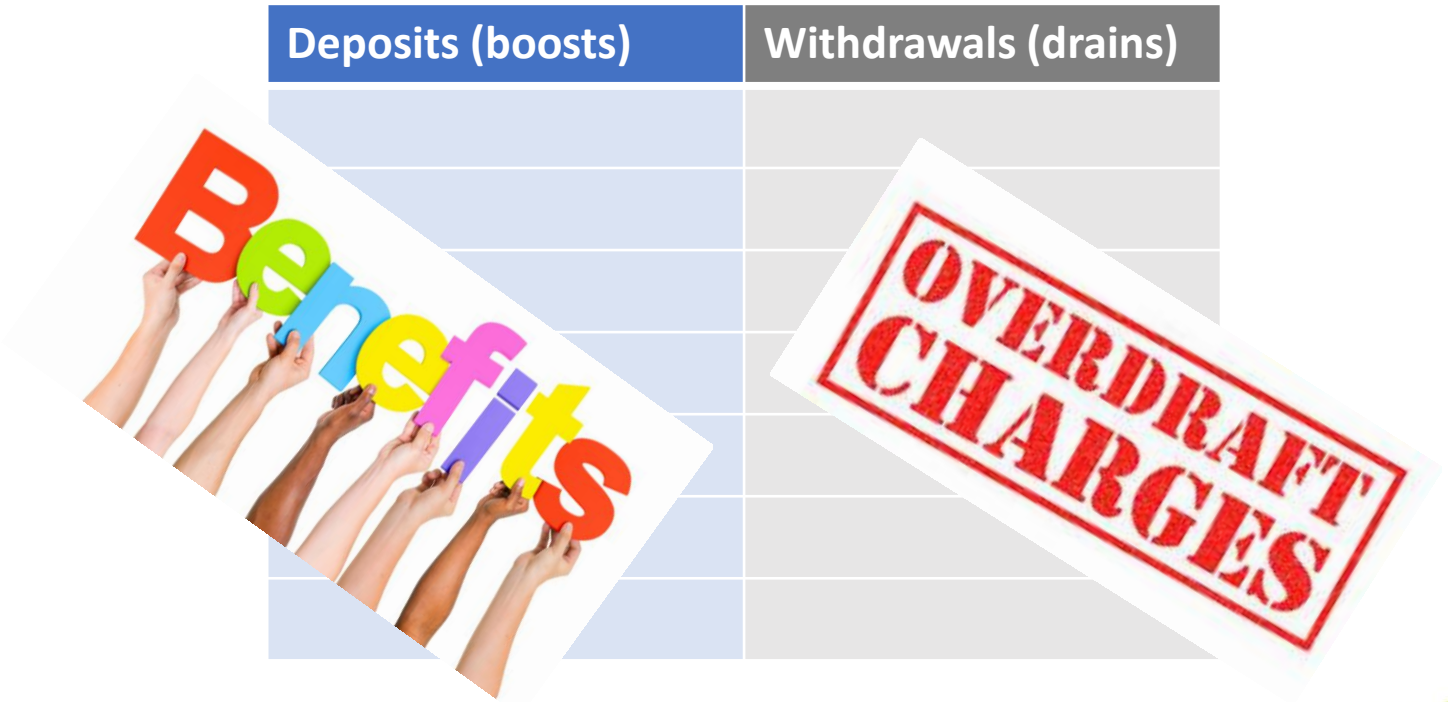
Maintaining Wellbeing & Energy

How do you thrive?



Energy Log

- Review your last week and list:
 1. The things that boosted your energy (the deposits)
 2. The things that drained your energy (the withdrawals)
- Conclusions?
- Actions?



Watkins. A, Coherence: The Secret Science of Brilliant Leadership, Kogan Page Publishers, 2013



GROW Model (Whitmore)

- What is the:
- **G**oal (what and why?)
- **R**eality (where now?)
- **O**ptions (how?)
- **W**ill/way forward (what now and who?)



Setting Objectives



The simple but **REALLY** effective stuff!!!

- Small acts of kindness!
- Work / Life Integration / Exercise
- Plan – G.R.O.W. - S.M.A.R.T. goals!
- Manage distractions – exam prep
- Be aware of potential outcomes - ARCP
- If you have an issue work/personal –
 - Speak to someone who can help!



Resources

- **Mindfulness**

- Mindful: www.mindful.org
- Free workplace mindfulness audio tracks
<https://www.bangor.ac.uk/mindfulness/audio/index.php.en>
- Headspace App 'weathering the storm' free meditation resource: www.headspace.com/covid-19
- BellyBio: <http://bellybio.com/>

- **Managing Stress**

- Dr Alan Watkins TEDx: 'Being brilliant every single day'
- Part 1:
<https://www.youtube.com/watch?v=q06YIWCR2Js>
- Part 2:
https://www.youtube.com/watch?v=Q_fFattg8N0
- Josh Hall's TEDx talk: 'The Illusion of Control'
<https://www.youtube.com/watch?v=2l62tHAn16U>



Resources

Yoga

- [10 Minute practice](#)

All of PSU resources are
available on
<https://psu.walesdeanery.org/>



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