

# National Wellbeing

National initiatives from the Association of Anaesthetists



**Karen**

@karenstacey82

Gas girl, former swimmer & waterpolo player, current chocoholic & wannabe traveller. Elected to @AAGBLGAT (views=own) #NHS #crazycatlady



Association  
of Anaesthetists  
Trainees

Dr Karen Stacey, ST7



Association  
of Anaesthetists  
Trainees

## Wellbeing

'the state of feeling comfortable, happy and healthy'

'how people feel and how they function, both on a personal and a social level, and how they evaluate their lives as a whole.'

'You cannot give what you do not have.'



# #FightFatigue



**Dame Jackie Daniel** @JackieDanielNHS · May 17

Delighted to be the 1st CEO & NHS Trust to support the #FightFatigue campaign. Tiredness can have a huge impact on the health & wellbeing of our staff - physically & mentally - & we're already looking at how we can mitigate the risks [bit.ly/2WNYMdn](http://bit.ly/2WNYMdn) @AAGBI @NewcastleHosp



1 30 118

# Fatigue

## National survey on the effects of fatigue on trainees in the UK



**Fatigue and sleep deprivation lead to deterioration of cognitive and psychomotor skills, impacting**

- Physical health 73.6%
- Psychological wellbeing 71.2%
- Personal relationships 67.9%



### Survey sample

- 3772 anaesthetists in training
- All 26 schools of anaesthesia
- 100% of NHS trusts
- 57.5% response rate



### Why trainee anaesthetists?

- Unpredictable workload
- Busy, out of hours shift patterns
- Typically longer commutes

Trainees are not getting regular periods of uninterrupted sleep at work overnight



### Inadequate rest facilities

- Hospital rest facilities disappearing
- 31.9% awareness of rest facilities
- 34.3% don't have access to adequate overnight facilities

### Too tired to think logically

- Only 16.8% use rest facilities "I just want to get home"

There is no official minimum standard for the provision of rest facilities in hospital



### Dangers of driving home tired

- >75% travel to work by car or motorbike
- 84.2% felt too tired to drive home after night shift
- 57% experienced an accident or near miss when travelling home after night shift

### About the fatigue campaign

Through a fatigue task group with partners including the RCoA, the AAGBI has devised the following 3-point plan to address the culture surrounding doctor fatigue in hospitals and tackle the problem of excessive fatigue, which is known to impair decision making, with consequences for both doctors and their patients.

- Support the publication of a national survey about junior doctor fatigue.
- Roll out of a fatigue education programme informing doctors and their managers about fatigue and how they can reduce its risks.
- Defined standards for rest facilities and cultural attitudes towards rest in hospitals.

*A national survey of the effects of fatigue on trainees in anaesthesia in the United Kingdom*

L. McCullough, J. Holland, J.P. Lomas, N. Boden and E. Plumb

Published in Anaesthesia 06 July 2017

### 2016 Junior Doctor Contract states...

- Employers must (where possible) provide appropriate rest facilities for doctors who feel unable to travel home due to tiredness
- If this is not possible, employers must make sure alternative travel arrangements are in place

### The consequences of fatigue on the safety of doctors, patients and the general public can no longer be ignored.

- DETECTION:** self-awareness and fatigue risk management
- EDUCATION:** for individuals, teams and employers
- PREVENTION:** good sleep hygiene and rota planning, appropriate culture and staffing levels. Defined the standards for rest facilities

[www.aagbi.org/fatigue](http://www.aagbi.org/fatigue)

## FATIGUE: THE FACTS

*"Fatigue is the subjective feeling of the need to sleep, an increased physiological drive to fall asleep and a state of decreased alertness."*

- 1 Restorative sleep**  
Most adults require 7-8 hours of uninterrupted restorative sleep per night.
- 2 Sleep debt**  
A sleep debt occurs after restricted sleep for 2 or more nights.
- 3 Sleep restriction**  
Moderate sleep restriction to 4 hours per night for 2 weeks impairs performance equivalent to one night of complete sleep deprivation.
- 4 Wakefulness**  
Cognitive function is impaired after 16-18 hours of wakefulness.
- 5 Dangerous driving**  
20 hours of wakefulness can cause impaired performance equivalent to being over the UK legal driving limit for alcohol.
- 6 Age**  
Sleep patterns are altered and the ability to recover from lack of sleep is reduced by age.
- 7 Microsleeps**  
Fatigue induces sleep lapses or microsleeps, which are spontaneous, uncontrolled and often go unrecognised.
- 8 Recovery**  
2 consecutive nights of restorative sleep are needed to recover from sleep loss.

The Association of Anaesthetists guideline Fatigue and Anaesthetists 2014 includes information about good sleep habits and recommendations for individuals and departments about how they can mitigate the effects of fatigue.

References:  
1. Association of Anaesthetists, Fatigue and Anaesthetists 2014. <http://www.aagbi.org/anaesthetists/fatigue>

## I'M SAFE

A checklist adapted for clinicians to assess fatigue and fitness to work.

**Illness**

- Have you been unwell or suffering from symptoms of pregnancy?
- Has your health been put at risk by clinical work, e.g. needle-stick injury, or risk of exposure to infectious disease?
- Do you need to talk to the Occupational Health team?

**Medication**

- Are you taking prescribed or over-the-counter medication that might be affecting you?

**Stress**

- Are there work or non-work related factors that might affect your performance?
- Do you need to speak to someone before going on or off shift?
- Does the team need to debrief / give feedback?

**Alcohol**

- Could there still be alcohol in your system?
- Consider your consumption in the last 24 hours, not just the last 8 hours.

**Fatigue**

- Have you had restricted sleep\* in the last 2 weeks?
- Do you have a sleep debt\*\*?
- Have you had trouble speaking coherently or keeping your eyes open?
- Would a short sleep make you safer?

\*Please see 'Fatigue: The Facts' poster for more information about these.

**Eating**

- Have you had something to eat or drink? Do you need to?

References:  
1. Night Nurse. The 'I'm Safe' Checklist. <http://www.medical-education-for-anaesthetists.com>. Accessed: 26/06/2017.

## FATIGUE TOOL

Make sure your colleagues get home safely.

**S** Do they feel SLEEPY?

**L** Has it been a LONG shift\*\*?

**E** Are they relying on caffeine or ENERGY drinks to stay awake?

**E** Do they need a POWER nap?

**T** Do they look TIRED? Are they finding it hard to concentrate?

**If the answer to any of these is "YES" Take Action! Don't let them NOD off!**

**N** NAP before driving home; miss rush hour & feel more alert.

**O** Are there OTHER ways to get home than driving? Train, taxi, bus, tram, walk, get a lift?

**D** DRIVING when tired is DANGEROUS!

\*Remember to EXCEPTION REPORT in England, if the work schedule has been breached.  
Produced by the AAGBI Group of Anaesthetists in Training Committee and the Fatigue Working Group 2017.

Association of Anaesthetists

Member of the Association of Anaesthetists (UK) and the Association of Anaesthetists (Ireland)

[www.aagbi.org/fatigue](http://www.aagbi.org/fatigue)

The Faculty of Intensive Care Medicine

Member of the Association of Anaesthetists (UK) and the Association of Anaesthetists (Ireland)

[www.aagbi.org/fatigue](http://www.aagbi.org/fatigue)

RCOA

Royal College of Anaesthetists

[www.aagbi.org/fatigue](http://www.aagbi.org/fatigue)

## Organisational responsibilities

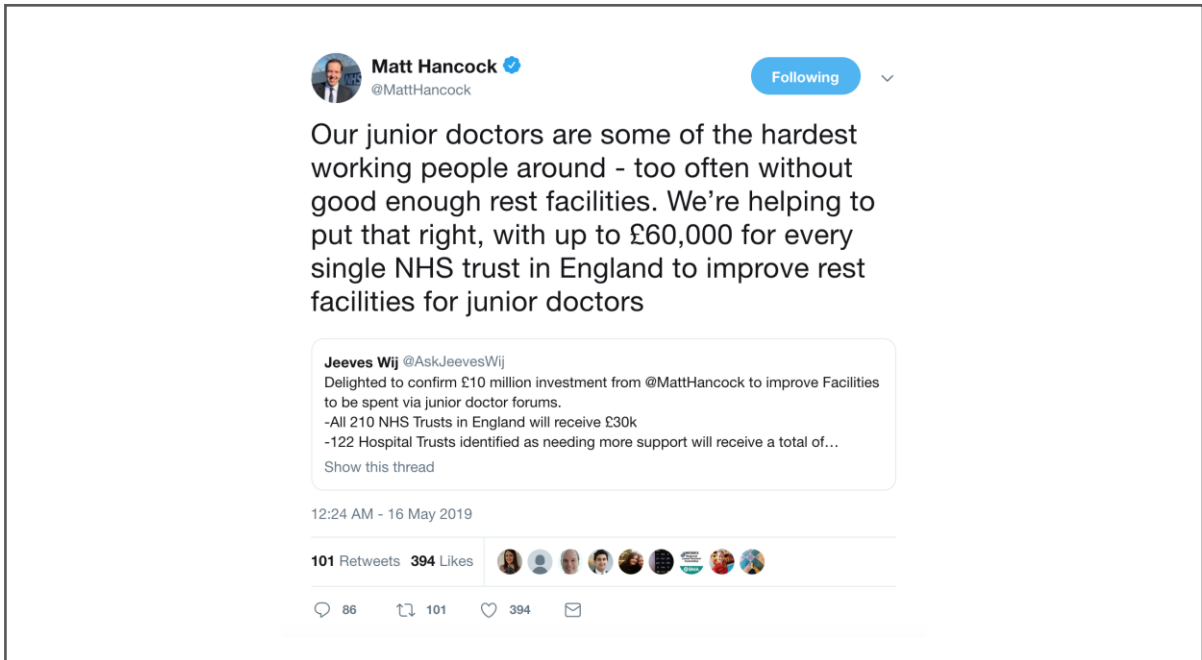
### Standards for rest facilities

	During a shift		After a shift	
<b>What is available</b>	Green	Quiet, dark, private room with bed	Green	Quiet, dark, private room with bed and bathroom facilities available for full duration of time between shifts
	Amber	Private area with reclining chair, pull-out mattress or sofa	Amber	Available for limited duration, poor quality facilities
	Red	No or communal facilities	Red	No facilities
<b>Ease of access [N/A if no facilities]</b>	Green	Adequate number of immediately available rooms	Green	Adequate number of immediately available rooms within appropriate walking distance
	Amber	Adequate number of rooms available within 15 mins of request	Amber	Notice required, limited number of rooms or remote location
	Red	Restricted access or limited availability	Red	Pre-shift notice required

\* including location inappropriate for speed of required clinical response

### Ratings for rest culture

Green	Positive institutional attitude towards rest; fatigue awareness and introduction to rest facilities included at induction.
Amber	Fatigue awareness and introduction to rest facilities included at induction
Red	Threatening culture towards rest or poor awareness of facilities



# Coffee and a Gas

A wellbeing initiative from Association of Anaesthetists Trainees

Conversations are important to help us share our experiences and reduce stress levels.

Take a moment to catch up with colleagues over a coffee.

The next **Coffee and a Gas** is:

**When:** \_\_\_\_\_

**Where:** \_\_\_\_\_



**#CoffeandaGas**



More resources and support available at [www.aagbi.org/wellbeing](http://www.aagbi.org/wellbeing)



## #youvebeenmugged

### #Youvebeenmugged

Thank you for doing a great job! Here is a small gift to demonstrate our appreciation

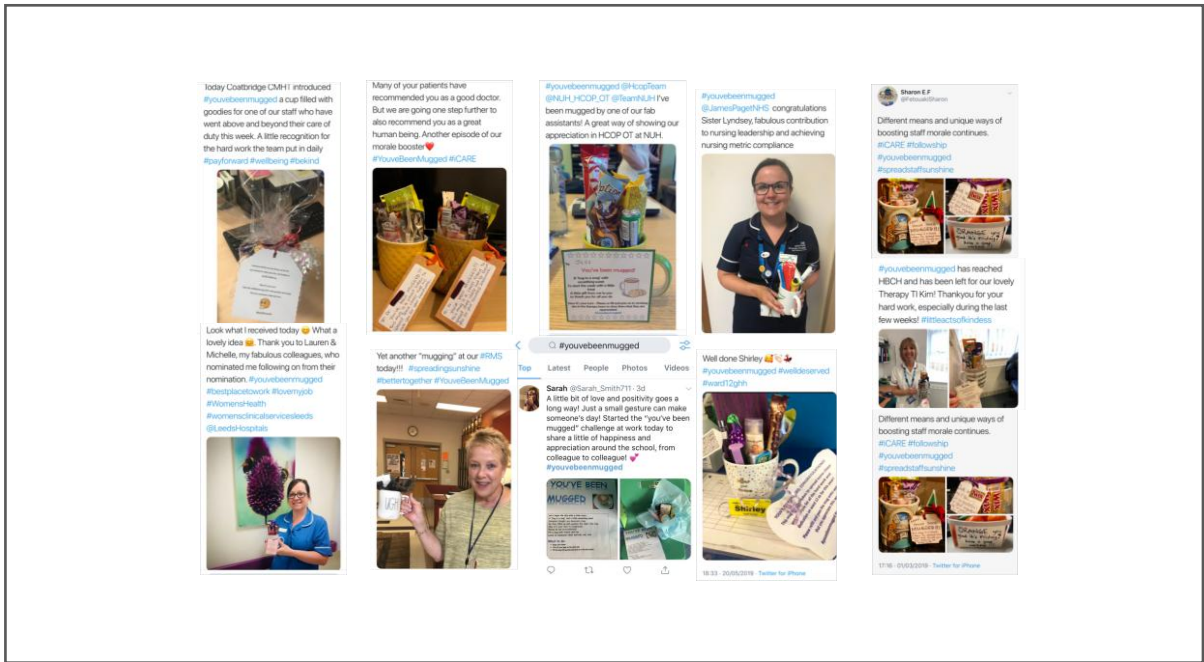
Please share this token of your success with your team.

Now its your turn...  
Please refill and leave it for one of your well deserving colleagues .

THANK YOU

The Wellbeing Team xx





Association of Anaesthetists Trainees

## Wellbeing award

- New for 2019
- Celebrating excellence in work aimed at improving trainee anaesthetist wellbeing
- Cash prizes!
- Submissions in March, awards presented in July at the TC

Trainee Wellbeing Initiative Award

www.aagbi.org/wellbeingaward

Association of Anaesthetists

The closing date for applications 31 March 2019



# Trainee Wellbeing network



- Small informal network
- Sharing of resources and ideas
- Interested in joining?
- Email [kstacey@doctors.org.uk](mailto:kstacey@doctors.org.uk)



# Wellbeing Wall





## Mentor scheme

### What is mentoring?

“helping someone else become effective at developing their opportunities and resources, and managing their problems”

“A mentor supports the mentee in reviewing the problem or opportunity they are facing and in deciding on how to handle it”



### Why use a mentor?

Mentoring is particularly useful at times of change, like settling into a new role. It provides an informal and confidential environment where opportunities, dilemmas and problems can be addressed and discussed.





Association  
of Anaesthetists  
Trainees

## Find a mentor

- Give it a go!
- Taster sessions at the Trainee conference in July and at other Association conferences
- National Mentoring Network – contact via the association website.



Association  
of Anaesthetists  
Trainees

