IMPROVING ORIENTATION FOR NEW TRAINEES

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• The welfare and support of psychiatrists and trainees has been a major area of focus for the RANZCP over the past four years.

• In September 2014 the Membership Engagement Committee (MEC) commissioned a comprehensive study into the welfare of psychiatrists and trainees.

• The objectives of the study were to identify relevant issues affecting the health and welfare of RANZCP members, and to inform future work of the RANZCP including the development of appropriate resources and programs.
• Establishment of the **Member Welfare Support Line**
  
  – a dedicated, confidential support service available to all members.
  – Calls are answered by a Support Manager.
  – If appropriate, members are put in contact with a Support Fellow for confidential guidance and referrals for internal and external services.
  – The RANZCP provides guidance to members with any issue that affects their wellbeing, including:
    • physical / mental health matters
    • financial issues
    • problems at work / with training
    • dealing with complaints
    • bullying or harassment
    • addiction
    • medicolegal matters
    • transitioning to being a consultant psychiatrist or retiring
    • mentoring
SPECIFIC WELFARE INITIATIVES

- Development of dedicated **online resources** aimed at members:
  - Support for members: where to get help
  - Support for trainees and SIMGs
  - Support for rural and remote psychiatrists
  - Top 5 self-care tips for psychiatrists
  - Online self-care resources

All available at [www.ranzcp.org/publications/Support-for-members](http://www.ranzcp.org/publications/Support-for-members)
• Development of three **self-care e-learning modules** for members:
  – on lifestyle assessment
  – self-care techniques, and
  – dealing with barriers and challenges in rural and remote locations.

  These three 20-minute modules provide an interactive learning experience, and are endorsed for CPD credits (when all three modules are completed).
SPECIFIC WELFARE INITIATIVES

• A range of **informal wellbeing activities** are now being routinely included in RANZCP conferences and events.

• The establishment of a new, standing **Member Welfare Committee** within the RANZCP, to provide strategic oversight of member support and welfare programs, and to promote the importance of maintaining wellbeing both during training and as a Fellow.

*To help those in need, you must first help yourself.*
Take a moment to improve your wellbeing.
In April 2015 the RANZCP Board established a **Trainee Welfare Working Group** to:

- Review current issues facing RANZCP trainees
- Document the full range of support measures in place
- Progress specific recommendations, and
- Prioritise support initiatives that the RANZCP could develop further.
SPECIFIC TRAINEE ORIENTATION AND WELFARE INITIATIVES

• Development of an orientation handbook, **Stay informed and on track**, and video series for new trainees.

• In addition to providing general information about the College and key contacts, these also provide advice on how to stay on track throughout the training program, plus tips on stress reduction, preventing burnout and promoting a healthy career–life balance.

SPECIFIC TRAINEE ORIENTATION AND WELFARE INITIATIVES

• Development of posters on wellbeing, stress and self-care for use in the workplace, which have been distributed to workplaces via RANZCP training contacts.

• An increased local emphasis on wellbeing and welfare support activities within the RANZCP’s Branches.
• The **RANZCP Mentoring Program for Rural Trainees** pilot project has been successfully run, which is now being evaluated with a view to developing a sustainable mentoring program.

• Mentoring is identified as a complementary personal and professional support system, suitable to be accessed across the career life-cycle of all psychiatrists.

• Mentoring activities include a face-to-face workshop and introductory event, the mentoring partnerships, and a final face-to-face evaluation and reflective workshop.
• The RANZCP’s **Reconciliation Action Plan 2016-2018 (RAP)** outlines RANZCPs vision for reconciliation: *Aboriginal and Torres Strait Islander peoples have equal access to mental health and psychiatric care in a culturally appropriate environment.*

• The RANZCP is committed to creating opportunities for Aboriginal and Torres Strait Islander peoples and communities, and will support more Aboriginal and Torres Strait Islander doctors to specialise in psychiatry.

• Responding to feedback about Indigenous trainees experience through the training pathway, the RANZCP is working with the Aboriginal and Torres Strait Islander Mental Health Committee and Education Committees to identify best ways to support these trainees.
• The RANZCP’s Governance Structure includes many representative groups, including the Trainee Representative Committee (TRC)

• The TRC:
  – provides formal representation for trainees within the RANZCP
  – works to improve the training experience for all trainees
  – encourages all trainees to be involved in RANZCP activities
  – Facilitates local support networks for Trainee, and
  – Facilitates forums to encourage debate and to promote the needs of Trainees generally.
QUESTIONS?