

Chosen Charity:

Doctors in
Distress

NHS

Practitioner Health

International Practitioner Health Summit 2024

The Wounded Healer

A New Hope for Workforce Wellbeing and Solutions for the Future

Conference of NHS Practitioner Health

Thursday 27th – Friday 28th June 2024
30 Euston Square, London and Hybrid



CPD
CERTIFIED
The CPD Certification
Service

Canopi

National
Wellbeing Hub

HEALTHCARE
CONFERENCES UK

Speakers Include:

- **Dr Benji Waterhouse** *Consultant Psychiatrist, comedian & author of You Don't Have to Be Mad to Work Here*
- **Professor Dame Robina Shah** *Professor of Medical Education and Psycho Social Medicine MBChB Programme; Director, Doubleday Centre for Patient Experience; Chair, UK Medical Schools Collaboration on Patient Partnership, Member, NHS England General Assembly and Member NHS England Health*
- **Fatima Khan-Shah** *Inclusivity Champion, Convener, Programme Lead, Unpaid Carers and Personalised Care West Yorkshire Race Equality Network*

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NHS Practitioner Health in association with the Workforce Specialist Service in Scotland and the Canopi service in Wales, are pleased to announce the International Practitioner Health Summit 2024 which will focus on a new hope for workforce wellbeing and solutions for the future. Day one will focus on looking inward, how do our experiences as health professionals shape us. With day two turning outward, how do we use our experiences as health professionals to do things differently.

We are aware that the last few years have created intolerable pressures on staff, but also that many people have been focused on interventions and support to make a difference to the work experience of those in health and care settings. This two day CPD certified conference will focus on a new hope for workforce wellbeing and solutions for the future. We will be joined by a range of speakers and organisations who understand the challenges and impact of poor mental health and have been at the forefront of identifying and making changes to improve their own or the wider workforce wellbeing.

Open to all healthcare professionals, this hybrid CPD certified conference will welcome delegates from across the world attending face to face and remotely.

The clinical innovation and research stream will focus on the following areas:

- Doing things differently – how changing the way we work can affect mental wellbeing
- Creating space for life and joy at work – how interests outside of medicine can benefit wellbeing at work
- Navigating adversity – creating time and space to debrief, reflect and share experiences
- Making a difference - interventions and outcomes that have impacted workforce wellbeing
- Addictions – long term support and relapse prevention
- Embracing Neurodiversity
- Suicide support and pathways to recovery
- Fit for the future – supporting and equipping clinicians through training and early years of work
- Wit & Wisdom of clinicians in their late career path

Our chosen charity, Doctors in Distress, is supporting the conference this year with two creative workshops. There will be a Doctors in Distress raffle during the NHS Practitioner Health drinks reception at the end of day 1.

DAY 1 PROGRAMME: LOOKING INWARD

How do our experiences as health professionals shape us

09.30 Chair's Introduction & Welcome: Dying to care – a vision of hope and remembrance

Dr Helen Garr

Medical Director, NHS Practitioner Health

- How our experiences shape us and how moving towards hope can sustain us

10.00 Experiences from the frontline

Dr Rachel Clarke

Palliative Care Doctor and Author

- How the impact of the last 4 years continues to affect frontline staff across the NHS

10.25 Panel Session: How our experiences and challenges affect us?

Chair: Dr Chaand Nagpaul CBE *Trustee, Doctors in Distress; GP Partner, North London; Chair, Harrow LMC and NW London LMCs network; Chair, BMA Forum for Racial and Ethnic Equality; Board member, NHS Race and Health Observatory*

Panelist Include:

Fatima Khan-Shah *West Yorkshire Inclusivity Champion*

Professor Dame Robina Shah *Professor of Medical Education and Psycho Social Medicine MBChB Programme; Director, Doubleday Centre for Patient Experience; Chair, UK Medical Schools Collaboration on Patient Partnership; Member, NHS England Assembly; and Member, NHS England Health*

Professor Mala Rao CBE *Director, Ethnicity and Health Unit, Department of Primary Care and Public Health, Imperial College London; Clinical Adviser on IMG Induction to the GMC; Chair, Expert group on Climate change and Health, WHO South East Asia Region; former Medical Adviser to NHS England's Workforce Race Equality Strategy*

11.00 Questions and Answers

11.10 Tea and Coffee Break and Exhibition

11.30 Choice of breakout sessions and workshops

Stream A
Creating time and space for reflection

Stream B
Embracing neurodiversity

Stream C
External pressure

Stream D
How to be good enough

Workshop
Turning Conflicts to Opportunity in the Healthcare Workplace

13.00 Lunch Break and Exhibition

13.00 The Singing Healer practice in the auditorium

13.15 Get to know 'Good Medical Practice 2024'

The GMC recently published an updated version of [Good Medical Practice](#), the set of standards medical professionals need to follow when working in the UK. The new standards are a shared understanding of what good practice looks like, for patients and for the professionals the GMC regulate. Healthcare leaders have a key role in helping to create the respectful, fair and supportive workplaces that Good medical practice is aiming to drive. Join colleagues from the GMC's Outreach Team to discuss:

General Medical Council

- The kind of cultures Good Medical Practice aims to promote.
- The challenges of establishing and fostering positive, inclusive work cultures in healthcare
- The practical strategies healthcare leaders can use to overcome these challenges, and the opportunities they have to do so.

14.00 Optimising Psychological Wellbeing - Management, Maintenance and Prevention

Dr Sarah Caddy

Managing Director
Chimp Management Ltd

During this keynote we will explore the neuroscience behind the three teams of the Chimp Paradox Model. This will allow delegates to start to better understand their own mind and how it functions so they can work towards optimising their own psychological well being and learn how to maintain this state of wellbeing.

"The Chimp Model" was developed by Professor Steve Peters, Consultant Psychiatrist and author of the bestselling mind management programme, The Chimp Paradox. This session will explore the basic principles of the model, explaining how we can apply it to a variety of challenges in our lives and in doing so become the happiest, most confident and successful version of ourselves.

15.00 Tea and Coffee Break and Exhibition

15.30 Choice of breakout sessions and workshops

Stream A
Making a difference

Stream B
Navigating adversity

Stream C
Medical education

Singing Workshop

Workshop
A world of words. Writing for self-expression'

17.00 Drinks Reception with Charity Raffle in aid of Doctors in Distress

19.00 Day 1 Close

DAY 2 PROGRAMME: TURNING OUTWARD

How do we use our experiences as health professionals to do things differently

08.30 Optional Session: Frogs in boiling water? Is it inevitable that wounded healers eventually burnout or hop out of the pan, or is it possible to turn the temperature down?

A live 'You Are Not A Frog' podcast Q&A recording session in partnership with the Wounded Healer conference. Session will include Dr Rachel Morris from You Are Not A Frog podcast and Dr Zaid Al-Najjar and Dr Helen Garr, Medical Directors from NHS Practitioner Health. This will finish around 9.00.

09.30 Chair's Introduction & Welcome Practitioner Health (England and Scotland) 15 years – highlights and thoughts for the future

Dr Zaid Al-Najjar
Medical Director
NHS Practitioner Health

- Experiences of 15 years delivering practitioner health
- How a national service can act as a barometer for workforce mental wellbeing
- Priorities for the future

09.50 Canopi – innovating for integration

Dr Thomas Kitchen
Co Director
Canopi

- Who do we hear?
- What do we need?
- Learning to integrate... providing mental health support to a social care workforce

10.05 Panel Discussion: Regions and the Future

Dr Zaid Al-Najjar Medical Director, NHS Practitioner Health
Dr Thomas Kitchen Co Director, Canopi
Dr Kirsten Woolley GP, Workforce Specialist Service

10.20 Panel Session: How we use our experiences and challenges in medicine in other areas of our lives?

Panelist Include:

Dr Kim Daybell

Two-time Paralympian; Doctor, Barts Health NHS Trust and Ambassador, Poland's Syndrome UK (PIP UK)

Dr Hannah Saitch

Anaesthetist and overall women's winner of Ironman Wales 2022

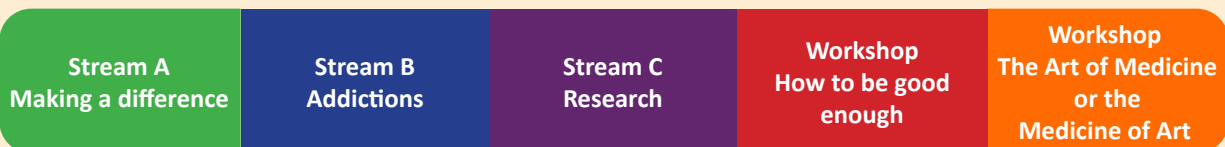
Professor Dame Robina Shah

Professor of Medical Education and Psycho Social Medicine MBChB Programme; Director, Doubleday Centre for Patient Experience; Chair, UK Medical Schools Collaboration on Patient Partnership; Member, NHS England Assembly; and Member, NHS England Health

10.40 Questions and Answers

11.10 Tea and Coffee Break and Exhibition

11.30 Choice of breakout sessions and workshops



13.00 Lunch Break and Exhibition

13.00 The Singing Healer practice in the auditorium

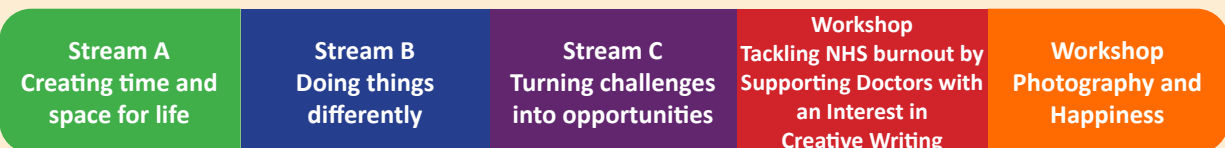
13.15 Ignite Purpose Showcase: Thriving in Medicine: Introducing the Resilient Doctors Program

Christina Foxwell
CEO & Founder
Ignite Purpose



- Discover Resilience Redefined: Join Ignite Purpose for an introductory workshop on our resilience programs, tailored to equip healthcare professionals with sustainable wellness practices.
- Actionable Tools for Everyday Wellness: Learn three key actionable tools designed to enhance your flow to wellness, helping you maintain balance and well-being in both professional and personal settings.
- Interactive and Empowering: This session promises an engaging and interactive format, providing practical strategies that you can immediately integrate into your daily routine for lasting impact.

14.00 Choice of breakout sessions and workshops



15.30 Tea and Coffee Break and Exhibition

16.00 Chair's Introduction: Consensus Statement

16.10 The Write Medicine - the storytelling cure

Dr Benji Waterhouse
Consultant Psychiatrist, comedian/storyteller and Sunday Times best-selling author of *You Don't Have to Be Mad to Work Here*

The Write Cure - Benji will share some short-stories pertinent to the theme of doctor wellbeing followed by a Q&A.

16.40 Discussion, Questions and Answers

16.50 Close of Conference

Day 1: 11.30 - 13.00

Stream A: Creating time and space for reflection

Session Chair

Kamran Abbasi *Editor in Chief, The BMJ*

11.30 Reflective Groups for the Reduction of Burnout for Junior Doctors

Dr Myles Gutkin

*Consultant Psychiatrist, Senior Clinical Lecturer,
PhD candidate, Trainee Group Analyst
and Lead Clinician*
NHS Practitioner Health

- Stress and competition can impair performance and reduce support for junior doctors, leading to burnout
- Group interventions targeting emotion regulation and communication could reduce burnout
- Mixed-methods analysis of pilot data support the potential benefit of this intervention

11.50 Wellbeing in newly qualified doctors: Exploring the value of peer-led reflective sessions

Dr Yvette Jaffe

Doctor
Royal Free London NHS Foundation Trust

- Newly qualified Foundation Year 1 (FY1) doctors at our hospital reported poor wellbeing and burnout
- Regular peer-led reflective sessions were introduced which all attendees found useful. A range of benefits were elicited, including the provision of a psychological safe space to connect and share with peers
- We created a framework to enable similar sessions to be developed in different settings

12.10 'Don't just do something sit there' - reflections on support groups for doctors in high pressure environments

Dr Hugh Grant-Peterkin

Consultant Psychiatrist
East London NHS Foundation Trust

- A presentation of findings from three different support groups run in London NHS hospital - one for all doctors working during Covid-19 in ITU & theatres, one for all juniors in ED and one for Med Regs only
- The groups had different structures and met with different challenges, the context and membership informed their differing outcomes - two stopped, one still going after four years

12.30 *Questions and discussion*

DAY 1: 11.30 - 13.00

Stream B: Embracing neurodiversity

Session Chair

Dr Susan Elton *Clinician and Clinical Lead - Northern Region, NHS Practitioner Health*

11.30 Neurodiversity Assessment Funding Stream Outcome and Support Group Outcome

Dr Susan Elton

Clinician and Clinical Lead - Northern Region
NHS Practitioner Health

Dr Adrian Lamb

Clinician, NHS Practitioner Health

- Neurodiversity is widely prevalent, and previously undiagnosed Neurodiversity is frequently seen in the cohort of Clinicians self-referring to Practitioner Health
- Funding for assessments was provided by NHSE in Yorkshire and Humber, and PH also provided a support group for Neurodiverse Clinicians
- This presentation describes the vast improvements achieved for relatively small investments from this process

11.50 Neurodiversity in GP Training

Dr Liz Stonell

Associate Dean
NHS England WTE Yorkshire & Humber

- Significant numbers of healthcare professionals are neurodivergent.
- Neurodivergent doctors can suffer from stigma and report high levels of suicidal ideation
- In Yorkshire and Humber, we encourage a neuroaffirmative approach from the start of GP training
- Early support results in the earlier provision of reasonable adjustments in examinations
- Workplace adaptations are also utilised to optimise performance and enhance well-being which will support them throughout their career

12.10 Demographic associations with ADHD in doctors

Dr Alexa Korb

Bank SHO
Chelsea and Westminster Hospitals NHS Foundation Trust

- Current knowledge on risk factors for ADHD in at-risk populations
- Which demographic factors have demonstrated associations with a positive screening for ADHD in doctors
- Potential utility and applications of these findings

12.30 *Questions and discussion*

DAY 1: 11.30 - 13.00

Stream C: External pressure

Session Chair

Kath O'Hara *Regional Clinical Lead & Lead for Safeguarding, NHS Practitioner Health*

11.30 "My only option was to leave my job": a survey to investigate the experience and impact of domestic abuse on healthcare professionals (the PRESSURE study)

Dr Sandi Dheensa
Research Fellow
University of Bristol

- To present research about healthcare professionals' own experiences of domestic violence and abuse (DVA)
- The impact of DVA on HCPs' health and work, help-seeking barriers, how you can support a colleague and the potential for innovation within Practitioner Health to fill a gap in DVA support provision to help HCPs navigate adversity and improve wellbeing

11.50 Exploring the impact of having a role as a carer on a doctors health and wellbeing, training and ability to remain in the workforce

Dr Nicki Doddridge
Associate Dean
NHSE WT&E, Yorkshire and Humber

Dr Katie Webb
Reader (Associate Professor) in Medical Education
School of Medicine, Cardiff University

- Background about what we know so far about the experiences of doctor carers in the workforce, the effects of juggling caring responsibilities and training on rates of burnout, wellbeing and training progression and why research in this area is essential
- Highlight the results of GMC data regarding carers and the preliminary results of our novel research into the impact of caring role on training and wellbeing
- Demonstrate the challenges faced by doctor carers, areas of good practice and suggested solutions

12.10 One Less Pressure

Jill Rowlinson
Chief Executive
The Cameron Fund

- What is the Cameron Fund? – background
- How do doctors find themselves in financial hardship? - ill-health, disability, bereavement, loss of employment or a combination
- Impact of financial hardship
- How did we help? – short-term grant, grant for household repairs, loan
- What other help can we provide? – Money Advice, monthly grants, Careers Coaching
- How to access help
- How to support us

12.30 *Questions and discussion*

DAY 1: 11.30 - 13.00

Stream D: How to be good enough

Session Chair

Laura Taylor *Clinican, NHS Practitioner Health*

11.30 Dispelling shame in the workplace: a practice to prevent moral injury

Dr Sophie Redlin
GP and Expedition Doctor, Medical Anthropologist, Filmmaker
University College London

- What is Moral Injury (MI) and why is it commonly seen in healthcare workers?
- How might we heal MI? An exploration of Moral Injury Partnership's retreat programme using case studies of past participants
- How might we dispel shame, challenge stigma and build community in the workplace in order to prevent MI?

12.10 Handling your heartsink feeling

Prof Mark Rickenbach
GP and Professor of Healthcare
University of Winchester

- The heartsink feeling belongs to the doctor rather than the patient
- How to overcome the heartsink feeling
- The heart sink feeling can be a precursor to a successful outcome

12.50 *Questions and discussion*

DAY 1: 11.30 - 13.00

Workshop

11.30 Turning Conflicts to Opportunity in the Healthcare Workplace

Dr Amanda Brisebois
*Healthcare, Team, Executive Coach (PCC),
Facilitator and Mediator
Clinical Professor, University of Alberta
Specialist in General Internal Medicine and Palliative Medicine*

- Recognize the impacts that differences and conflicts have on our workplaces
- Master a 7-step strategy (B Better) for managing our differences in the workplace
- Review the 5-step strategy (B Free) for addressing concerns

DAY 1: 15.30 - 17.00

Stream A: Making a difference

Session Chair

Dr Helen Garr *Medical Director, NHS Practitioner Health*

15.30 NHS Check: Moral Injury in healthcare workers

Prof Neil Greenberg

*Professor of Defence Mental Health
Consultant Occupational and Forensic Psychiatrist
King's College London*

Dr Danielle Lamb

*Senior Research Fellow
University College London*

- Results on moral injury will be presented from the largest UK study of healthcare worker mental health and wellbeing
- 28% of healthcare workers in the NHS CHECK study reported experiencing moral injury during the first year of the COVID-19 pandemic, while 35% reported moral injury in 2023
- Betrayal was the most commonly reported experience, and qualitative interviews found that staff felt betrayed by government (particularly regarding underfunding and resulting shortages of resources and staff) as well as by NHS leaders, and reported being unable to fulfil their duty of care to patients
- We will also discuss an intervention trial to reduce the impact of potentially morally injurious events is being designed and piloted by our team

15.50 Service Evaluation of the Feasibility of a Group CBT Intervention for Burnout with Highly Significant Symptom Reduction

Dr Lisa Tyrer

*Psychotherapist
NHS Practitioner Health*

- I developed a virtually delivered CBT-based, 8 session, burnout intervention
- 21 doctors (57% primary-care, 76% female, 29% trainees) had median attendance 7/8
- All reduced PHQ9 (median 9 to 3, p 0.0002) and GAD7 (median 9 to 3.5, p 0.0002) and would recommend the course. 17/18 respondents noticed improved mood, and 9/10 off work felt better able to return

16.10 Experience of delivering care to doctor patients with Bipolar Affective Disorder & Development of a Bipolar Affective Disorder (BPAD) Care Pathway

Dr Eleanor Cole

*Lead Clinician
NHS Practitioner Health*

- We believe we have one of the largest number of doctors with BPAD being treated in a single service anywhere in the world
- Description profile of patients in service with BPAD diagnosis
- Description of Practitioner Health BPAD Care Pathway
- An open dialogue with patients supports engagement and treatment adherence.

16.30 *Questions and discussion*

DAY 1: 15.30 - 17.00

Stream B: Navigating adversity

Session Chair

Naomi Marfell *Manager, Canopi Wales; and Division of Psychological Medicine and Clinical Neuroscience (DPMCN), Cardiff University*

15.30 It absolutely broke me: a psychoanalytic exploration of the staff experience of COVID-19

Dr Sarah Ramsey

*ACP
Manchester University NHS Foundation Trust*

Prof Helen Hurst

University of Salford

- Research has identified the significant impact of the COVID pandemic on mental health and well-being of NHS staff
- Psychoanalytic methodology is used to explore deeper factors underpinning this with key themes including chaos and confusion versus command and control; NHS heroes and the anti-death service; grief, loss and assault on resilience.
- This study adds to the evidence base around staff experience of COVID, highlighting the profound and enduring impact on staff and demonstrating the value of psychoanalytic research methodology

15.50 True Hope comes from Facing Despair

Ms Amanda Mackenzie

Senior Nurse, Cassel Hospital

Hannah Cadogan

Ex patient of Cassel Hospital

Palliative Care Nurse

Royal College of Nursing Representative for Lived Experience

- Co-produced presentation on the experience of being both a professional and a Service User from the Cassel Therapeutic Community
- All healers are wounded but to be an effective healer we need to know about our wounds, face them and come to terms with them
- To create a therapeutic environment for patients, the staff need a safe space for reflection and sharing

16.10 Agony and assessment - The impact of postgraduate exam failure and how to provide effective support

Dr Rachel Rummery

*Consultant Paediatric and Perinatal Pathologist
Leeds Teaching Hospitals NHS Trust*

Dr Liz Hook

Academic Support Lead, School of Clinical Medicine

University of Cambridge;

Consultant Paediatric Pathologist, Cambridge University Hospitals

- Reflective account of exam failure from a neurodivergent trainee, including the impact of failure, undiagnosed neurodivergence, subsequent mental health challenges and how to recover
- Relevant insights from an experienced educator, including principles of support, effective interventions, reasonable adjustments and resource signposting
- Opportunity for discussion

16.30 *Questions and discussion*

DAY 1: 15.30 - 17.00

Stream C: Medical education

Session Chair

Dr Jill Wilson *Clinician, NHS Practitioner Health*

15.30 Psychoeducation - recognising common vulnerabilities leading to distress in doctors

Prof David Bloomfield

*Consultant Clinical Oncologist and Integrative Psychotherapist
NHS Practitioner Health*

- Doctors have common vulnerabilities as part of their 'medical self'
- Burnout can be classified as an occupational illness related to the employing organisation's ability to manage demand and expectations
- Psychoeducation of medical students and doctors can help individuals gain insight while navigating the complex and sometimes hostile work environment

16.00 Interpretative Phenomenological Analysis (IPA): Exploring Palliative Care Physicians' Grief Experiences in the hospice context

Dr Jonna Kayatz

*Counselling Psychologist
City, University of London*

The reality, that physicians are subject to same human limitations and vulnerabilities that affect all human beings, is increasingly recognised in the field of physicians' wellbeing research. However, Palliative Care Physicians' lived experiences of professional grief in the hospice context have been overlooked. This presentation illustrates the findings from a qualitative study conducted in the UK and implications how PCPs can be better prepared and supported.

16.30 *Questions and discussion*

DAY 1: 15.30 - 17.00

Singing Workshop

15.30 Singing Workshop

Seb Marshall

Freelance Conductor and Clarinettist

Iwan Roberts

Radiologist

Sheffield Children's NHS Foundation Trust

Come and join us to sing in 3-part harmony - no experience needed, shower singers and bathroom divas are welcome. We will warm-up, followed by some exercises before working on a song - forget magnetic resonance, come and experience singing resonance!

The music will be available beforehand if you would like to look at the harmonies.

DAY 1: 15.30 - 17.00

Workshop

15.30 Doctors in Distress Workshop: A world of words. Writing for self-expression

Lisa Evans

Playwright

www.lisaevans.co.uk

This workshop is limited to 20 places

This workshop is supported by The Royal Literary Fund

Expressive writing is about self-expression. It is freestyle, personal and emotional writing that is not constrained by concerns about the 'end result', or writing conventions such as structure, spelling or grammar. The aim of this workshop is to help participants to think about their life and put their thoughts and feelings into words, that the session will foster personal awareness, resilience and wellbeing. Participants are free to write in the form of their choice. There is no failing only exploring.

Lisa Evans is a multi award-winning playwright and her plays are published by Oberon/ Methuen. She has also written extensively for television including a large selection of the cops and docs popular series. Lisa has led Royal Literary Fund [RLF] writing workshops for the NHS and the RCN. She has been Royal Literary Fund Fellow at Brunel University, Queen Mary University, UWL and has just completed a two-year RLF fellowship at UCLH. She and writer Bernie McGill created and lead "The Write Space" series of workshops for Doctors in Distress which has been rolled out over several years

DAY 2: 11.30 - 13.00

Stream A: Making a Difference

Session Chair

Dr Zaid Al-Najjar *Medical Director, NHS Practitioner Health*

11.30 Thrive Paediatrics - a programme to support the wellbeing and working lives of paediatricians

Dr Jess Morgan

Fellow

Royal College of Paediatrics and Child Health (RCPCH)

- An overview of Thrive Paediatrics, a RCPCH project focused on improving the wellbeing and working lives of paediatricians
- Outline the process of setting up networks of doctors that share experiences, and activate change to create happier, thriving workplaces
- Understand how data from an innovative research tool can help communities of paediatricians make sense of their stories and improve their wellbeing

11.50 The success trap: How histories of success can become debilitating.

Mr Nic Malcomson

Psychotherapist

NHS Practitioner Health

- Understand: how doctors' minds can form generalised positive self-identities linked to high levels of performance
- Recognise the consequences: when placed in overwhelming environments where self-expectations cannot be met, there may be a crisis of self, associated with a sense of failure, shame, anxiety and depression
- Intervention: learn how this may be overcome by undoing the generalisations beneath these identities, leading to an ability to accept moments of failure. This will include a case study

12.10 10 Minute Steps to wellbeing for health professionals using CBT and mindfulness

Dr Lee David

Clinician and CBT Therapist

NHS Practitioner Health

- Brief and effective strategies to support health professionals' wellbeing at work and in our personal lives
- We will explore the six GROWTH steps which provide a practical framework for self-care based on personal values, mindfulness, behaviour change and self-compassion:
 1. Follow your inner Guide
 2. Ready to take action
 3. Observe the moment
 4. Wise Mind
 5. Treat yourself kindly
 6. Healthy life habits

12.30 Rapid relief for patients and practitioners - lessons from the Orpheus App

Erik Bisanz

Group Development Director

Orpheus Mind Technologies

- Background: the need for novel mental health approaches
- The potential role of scalable brief interventions in a global mental health crisis
- The case of the Orpheus app-assisted approach for both patients and practitioners
- Current evidence base including NHS practitioner health pilot
- Key lessons, implications, and future potentials

12.50 *Questions and discussion*

DAY 2: 11.30 - 13.00

Stream B: Addictions

Session Chair

Richard Jones *Clinical Director, NHS Practitioner Health*

11.30 NMC Watch CIC supports nurses, midwives and nurse associates navigate the FTP process

Kenny Brady RMN

National Ambassador for Drug Treatment

Cathryn Watters RN

Founder, NMCwatch

NMC Watch (CIC)

- Addictions in Nursing/Fitness to practice failures
- The reality of NMC hearings and the legal attack on ill health still in place.
- Who represents the referred and what experience is required? Why are nurses treated differently?
- The FTP and statistics

12.00 Retrospective analysis of "tailored" regulatory measures for anaesthesiologists with addictions

Dr Gustavo Tolchinsky Wiesen

General Secretary

Barcelona Medical Council

- Addictions in anaesthetists are a frequent cause of regulatory measures by the Barcelona Medical Council (BMC)
- There is no "one size fit all" regulation that suits these cases
- Clinical situation and specific work environment for each case should be assessed in order to make the right decision to protect the practice safety and promote the physician-as-patient rehabilitation

12.20 Addictions in Clinicians – The road to recovery

Dr Alun George

Addictions Lead and Clinician

NHS Practitioner Health

and Locum GP

- Outline the pathway and outcomes for PH patients
- Explore issues that may impact clinicians accessing addiction care

12.40 *Questions and discussion*

DAY 2: 11.30 - 13.00

Stream C: Research

Session Chair

Bhathika Perera *Research Lead, NHS Practitioner Health*

11.30 Exploring the relationship between Tolerance of Ambiguity (ToA) and psychological well-being in newly qualified doctors

Dr Jason Hancock
Consultant Liaison Psychiatrist & Director of Medical Education
Devon Partnership NHS Trust
Hon. Clinical Associate Professor in Medical Education
University of Exeter

- Reduced Tolerance of Ambiguity (ToA) in doctors appears to be associated with reduced psychological well-being
- We have investigated the longitudinal relationship between ToA and psychological well-being, including potential moderators to this relationship
- We will share our results and invite feedback from the audience. We will then discuss how our findings can support development of interventions to enhance ToA and improve psychological well-being of doctors

11.50 How can NHS Trusts optimise strategies to improve the mental health and wellbeing of hospital doctors? The Care Under Pressure 3 study

Dr Daniele Carrieri
Lecturer in Public Health
University of Exeter

- Existing approaches to workplace support do not consider organisational and social factors contributing to mental ill-health in doctors
- We are working with eight purposively selected NHS trusts within England to develop an evidence-based implementation toolkit to reduce doctors' mental ill-health (including preventative promotion of wellbeing)
- We will share our results to date, discussing current workplace wellbeing support and our insights gained through working with stakeholders about how to optimise interventions

12.10 Doctors' professional identity and healthcare system reform: what can we learn from the 20th century?

Miss Freya Bowker-Howell
Medial Student
The University of Sheffield

- Engaging with healthcare history can enrich our perspective on current events
- Analysis of 20th century sources demonstrates that core themes of medical professional identity arise repeatedly in discussion of healthcare reform
- Striving for active dialogue with healthcare policymakers around these key ideas of identity will be part of moving towards a system that protects the well-being and satisfaction of its workforce

12.30 How does the F3 Aid Burnout Recovery in Post-Foundation Year Doctors? A Qualitative Study Applying Organisational Behavioural Frameworks

Mr Viraj Shah
Research Student
Imperial College Business School, London

- Introduction to the growing phenomenon of the F3 year as a means for burnout recovery
- Exploration for how F3 is used to achieve burnout recovery, comprising activities, wellness strategies and time to reflect
- Framework discussion of the organisational implications of the F3, and ways it may be supported

12.50 *Questions and discussion*

DAY 2: 11.30 - 13.00

Workshop: How to be good enough

11.30 Wellbeing support isn't just a priority to reduce burnout, it is a way to do system transformation

Caroline Rollings
RGN, MBA. NAPC Wellbeing Lead
Dr Caroline Taylor
NAPC Chair
National Association of Primary Care

- We will showcase how giving colleagues the tools and skills to self-care and build and harness their resilience, can change the face of healthcare
- There is a stage beyond resilience called 'antifragility' where people respond to challenges not by tolerating them better (resilience) but rather respond positively by innovating and implementing new solutions to those challenges
- The positive effect of this on patient care
- In a time when health and care is struggling with both funding and resourcing there is increasing awareness in how critical it is to nurture and maintain the current workforce. We prioritise including Wellbeing across everything as business as usual

Day 2: 11.30 - 13.00

Workshop: The Art of Medicine

11.30 The Art of Medicine or the Medicine of Art: How creativity is used for health and wellbeing

Dr Kathleen Wenaden
GP
Elsdale St Surgery

- What is flourishing and creative enquiry
- How we can use creativity and the Arts for health and wellbeing of practitioners and patients
- We will carry out short exercises in creative writing as part of this workshop so come prepared to write! (No one will need to read their work aloud unless they wish to)

DAY 2: 14.00 - 15.30

Stream A: Creating time and space for life

Session Chair

Dr Nishma Shah *Medical Director, Hurley Group*

14.00 What value does a doctor-only retreat offer? A start-up in review

Dr Jo Hacking

*Independent Wellbeing Trainer and Transformational Coach
About Wellbeing Ltd*

- Detailed programme description of a UK-based CPD-accredited residential wellbeing retreat for clients who are practicing doctors
- Demographic and pre-retreat data of 25 participants from 5 retreats between 2022/2024
- Qualitative analysis of participant feedback with recommendations for future development

14.20 Space for Life: Developing a Team Garden to Improve Mental and Physical Health

Dr Victoria Dublon

*Paediatric Consultant with interest in Diabetes and Endocrinology
Championing Diabetes QI, and Well-Being at work,
as well as Young Person and Family Engagement & Collaboration
Me First Champion of the year 2017-18
Royal Free London NHS Foundation Trust*

- With imagination and persistence, teams can create spaces to enjoy, even in hospital settings
- A team garden or communal space has a positive impact on mental and physical health
- Funding streams such as charities should be approached to develop similar hubs

14.40 Self-care one stitch at a time

Dr Paula Redmond

*Clinical Psychologist
Creative Restoration*

Dr Mia Hobbs

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- Research and our own personal and professional experience tells us that knitting and other crafts offer a broad range of wellbeing benefits to health professionals
- We present the psychological theory and emerging evidence that underpins the use of craft as part of regular self-care practice and burnout prevention
- Learn how to get started with using knitting and craft for your self-care, and how this might benefit both your personal and professional life

15.00 *Questions and discussion*

DAY 2: 14.00 - 15.30

Stream B: Doing things differently

Session Chairs

Jenny Hart *First Contact Team Leader/ Psychiatric Nurse, NHS Practitioner Health*
and Kate Murphy-Morris *Clinician, NHS Practitioner Health*

14.00 Needed but not used: Using stakeholder findings to inform on improvements to existing mental well-being services for healthcare workers

Ms Haier Diana Hashim

*Senior Counsellor, Department of TRaCS
Changi General Hospital*

- Findings of mental health landscape of healthcare workers in a Singapore public hospital
- Engagement efforts to improve staff mental well-being services utilisation
- Observations of changes in utilisation and future direction of staff mental well-being services offered

14.20 Continuity of care for healthcare workers as patients

Prof Mark Rickenbach

*GP and Professor of Healthcare
University of Winchester*

- Continuity of care can increase your own health and life expectancy
- How healthcare professionals, as patients, can ensure continuity of their own care
- What we can do to increase continuity of relational care for our patients

14.40 First Contact Team

Jenny Hart

*First Contact Team Leader/ Psychiatric Nurse
NHS Practitioner Health*

- Response to rising number of referrals during the COVID pandemic.
- Patient experience and outreach
- Quality of access – speed, enhanced reviews & risk management
- Common themes & different interventions offered

15.00 Doing things differently: Lifestyle Medicine & Group Consultations

Prof Fraser Birrell

*Editor-in-Chief, Lifestyle Medicine
Principal Fellow, Higher Education Academy
Visiting Professor, Northumbria University
Consultant Rheumatologist, Northumbria Healthcare NHS Foundation Trust*

- This session will explain the personal and professional benefits of practicing Lifestyle Medicine, including:
- Core values & principles
 - The six evidence-based pillars
 - Delivering group consultations in person and/or virtually
 - All mapped to healthcare's quintuple aim

15.20 *Questions and discussion*

DAY 2: 14.00 - 15.30

Stream C: Turning challenges into opportunities

Session Chair

Simon Lyne

Cognitive Behavioural Therapist, NHS Practitioner Health

14.00 Humans not heroes - using social media to role model vulnerability

Dr Jess Morgan

Dinwoodie
Fellow

Royal College of Paediatrics and Child Health (RCPCH)

- This is my story, one of mental illness in medicine and how Twitter has led me on an unconventional career path to creating positive change in the NHS.
- Twitter can be a valuable tool to connect, reflect and learn
- By role modelling vulnerability, we can empower others to reach out and share their own stories

14.20 'Falling Apart or Falling Into Place?' : Facing challenges and finding opportunities a psychotherapeutic perspective

Simon Lyne

Cognitive Behavioural Therapist
NHS Practitioner Health

14.40 A team approach to designing and adopting the Mental Health Wellness Framework

Fiona Ellwood

Chair, Mental Health Wellness Group
Executive Director, Society of British Dental Nurses
Member, Positive Minds and Human Factors Lead
Registration Panel Member and Education Inspector, General Dental Council

- Understanding the value of adopting a mental health workplace strategy
- The importance of normalising conversations of mental health
- The value of co-designing strategies, plans and policies

15.00 Questions and discussion

DAY 2: 14.00 - 15.30

Workshop: Supporting Doctors with an Interest in Creative Writing

14.00 Creative Writing Workshop for Healthcare Practitioners - Bringing Joy to the Workplace A different approach in a Central London Emergency Department

Dr Rosalind O'Shaughnessy

Consultant Emergency Medicine
Chelsea and Westminster NHS Foundation Trust

- How a central London Emergency Department provided a space for Practitioners with an Interest in Creative Writing
- Enhanced wellbeing, reflection & personal development
- Techniques to Improve Creative Writing
- Pushing Creative Boundaries
- Writing Exercises: short prose, poetry and flash fiction
- Inspirations to take away

DAY 2: 14.00 - 15.30

Workshop: Photography and Happiness

14.00 Doctors in Distress Workshop: Photography and Happiness

John Humphrey

Fellow
Royal Photographic Society

This workshop is limited to 20 places

In these challenging times, it can be a struggle to maintain mental wellbeing. But photography can come to the rescue. Photographer and healthcare specialist John Humphrey illustrates ways to use photography as an aid to manage stress and escape from the pressures of a demanding profession.

John will review the ways to use photography to achieve the condition of Flow, the state of immersion in energised focus. John's images aim to show the beauty of ordinary things so that we become fully conscious of our environment and liberate our inner artist.

VIRTUAL DAY 1 PROGRAMME: LOOKING INWARD

How do our experiences as health professionals shape us

09.30 Chair's Introduction & Welcome: Dying to care – a vision of hope and remembrance

Dr Helen Garr

Medical Director, NHS Practitioner Health

- How our experiences shape us and how moving towards hope can sustain us

10.00 Experiences from the frontline

Dr Rachel Clarke

Palliative Care Doctor and Author

- How the impact of the last 4 years continues to affect frontline staff across the NHS

10.25 Panel Session: How our experiences and challenges affect us?

Chair: Dr Chaand Nagpaul CBE *Trustee, Doctors in Distress; GP Partner, North London; Chair, Harrow LMC and NW London LMCs network; Chair, BMA Forum for Racial and Ethnic Equality; Board member, NHS Race and Health Observatory*

Panelist Include:

Fatima Khan-Shah *West Yorkshire Inclusivity Champion*

Professor Dame Robina Shah *Professor of Medical Education and Psycho Social Medicine MBChB Programme; Director, Doubleday Centre for Patient Experience; Chair, UK Medical Schools Collaboration on Patient Partnership; Member, NHS England Assembly; and Member, NHS England Health*

Professor Mala Rao CBE *Director, Ethnicity and Health Unit and Senior Clinical Fellow and former Medical Adviser, Workforce Race Equality Strategy Implementation Team, NHS England, Department of Primary Care and Public Health, Imperial College London*

11.00 *Questions and Answers*

11.10 *Tea and Coffee Break and Exhibition*

Creating time and space for reflection - Session Chair

Kamran Abbasi *Editor in Chief, The BMJ*

11.30 Reflective Groups for the Reduction of Burnout for Junior Doctors

Dr Myles Gutkin

*Consultant Psychiatrist, Senior Clinical Lecturer, PhD candidate, Trainee Group Analyst and Lead Clinician
NHS Practitioner Health*

- Stress and competition can impair performance and reduce support for junior doctors, leading to burnout
- Group interventions targeting emotion regulation and communication could reduce burnout
- Mixed-methods analysis of pilot data support the potential benefit of this intervention

11.50 Wellbeing in newly qualified doctors: Exploring the value of peer-led reflective sessions

Dr Yvette Jaffe

*Doctor
Royal Free London NHS Foundation Trust*

- Newly qualified Foundation Year 1 (FY1) doctors at our hospital reported poor wellbeing and burnout
- Regular peer-led reflective sessions were introduced which all attendees found useful. A range of benefits were elicited, including the provision of a psychological safe space to connect and share with peers
- We created a framework to enable similar sessions to be developed in different settings

12.10 'Don't just do something sit there' - reflections on support groups for doctors in high pressure environments

Dr Hugh Grant-Peterkin

*Consultant Psychiatrist
East London NHS Foundation Trust*

- A presentation of findings from three different support groups run in London NHS hospital - one for all doctors working during Covid-19 in ITU & theatres, one for all juniors in ED and one for Med Regs only
- The groups had different structures and met with different challenges, the context and membership informed their differing outcomes - two stopped, one still going after four years

12.30 *Questions and discussion*

13.00 *Lunch Break and Exhibition*

14.00 Optimising Psychological Wellbeing - Management, Maintenance and Prevention

Dr Sarah Caddy

Managing Director
Chimp Management Ltd

During this keynote we will explore the neuroscience behind the three teams of the Chimp Paradox Model. This will allow delegates to start to better understand their own mind and how it functions so they can work towards optimising their own psychological well being and learn how to maintain this state of wellbeing.

"The Chimp Model" was developed by Professor Steve Peters, Consultant Psychiatrist and author of the bestselling mind management programme, The Chimp Paradox. This session will explore the basic principles of the model, explaining how we can apply it to a variety of challenges in our lives and in doing so become the happiest, most confident and successful version of ourselves.

15.00 Tea and Coffee Break and Exhibition

15.30 NHS Check: Moral Injury in healthcare workers

Prof Neil Greenberg

Professor of Defence Mental Health
Consultant Occupational and Forensic Psychiatrist
King's College London

Dr Danielle Lamb

Senior Research Fellow
University College London

- Results on moral injury will be presented from the largest UK study of healthcare worker mental health and wellbeing
- 28% of healthcare workers in the NHS CHECK study reported experiencing moral injury during the first year of the COVID-19 pandemic, while 35% reported moral injury in 2023
- Betrayal was the most commonly reported experience, and qualitative interviews found that staff felt betrayed by government (particularly regarding underfunding and resulting shortages of resources and staff) as well as by NHS leaders, and reported being unable to fulfil their duty of care to patients
- We will also discuss an intervention trial to reduce the impact of potentially morally injurious events is being designed and piloted by our team

15.50 Service Evaluation of the Feasibility of a Group CBT Intervention for Burnout with Highly Significant Symptom Reduction

Dr Lisa Tyrer

Psychotherapist
NHS Practitioner Health

- I developed a virtually delivered CBT-based, 8 session, burnout intervention
- 21 doctors (57% primary-care, 76% female, 29% trainees) had median attendance 7/8
- All reduced PHQ9 (median 9 to 3, p 0.0002) and GAD7 (median 9 to 3.5, p 0.0002) and would recommend the course. 17/18 respondents noticed improved mood, and 9/10 off work felt better able to return

16.10 Experience of delivering care to doctor patients with Bipolar Affective Disorder & Development of a Bipolar Affective Disorder (BPAD) Care Pathway

Dr Eleanor Cole

Lead Clinician
NHS Practitioner Health

- We believe we have one of the largest number of doctors with BPAD being treated in a single service anywhere in the world
- Description profile of patients in service with BPAD diagnosis
 - Description of Practitioner Health BPAD Care Pathway
 - An open dialogue with patients supports engagement and treatment adherence.

16.30 Questions and discussion

16.50 Day 1 Close

VIRTUAL DAY 2 PROGRAMME: TURNING OUTWARD

How do we use our experiences as health professionals to do things differently

08.30 Optional Session: Frogs in boiling water? Is it inevitable that wounded healers eventually burnout or hop out of the pan, or is it possible to turn the temperature down?

A live 'You Are Not A Frog' podcast Q&A recording session in partnership with the Wounded Healer conference. Session will include Dr Rachel Morris from You Are Not A Frog podcast and Dr Zaid Al-Najjar and Dr Helen Garr, Medical Directors from NHS Practitioner Health. This will finish around 9.00.

09.30 Chair's Introduction & Welcome Practitioner Health (England and Scotland) 15 years – highlights and thoughts for the future

Dr Zaid Al-Najjar
Medical Director
NHS Practitioner Health

- Experiences of 15 years delivering practitioner health
- How a national service can act as a barometer for workforce mental wellbeing
- Priorities for the future

09.50 Canopi – innovating for integration

Dr Thomas Kitchen
Co Director
Canopi

- Who do we hear?
- What do we need?
- Learning to integrate... providing mental health support to a social care workforce

10.05 Panel Discussion: Regions and the Future

Dr Zaid Al-Najjar Medical Director, NHS Practitioner Health
Dr Thomas Kitchen Co Director, Canopi
Dr Kirsten Woolley GP, Workforce Specialist Service

10.20 Panel Session: How we use our experiences and challenges in medicine in other areas of our lives?

Panelist Include:

Dr Kim Daybell

Two-time Paralympian; Doctor, Barts Health NHS Trust and Ambassador, Poland's Syndrome UK (PIP UK)

Dr Hannah Saitch

Anaesthetist and overall women's winner of Ironman Wales 2022

Professor Dame Robina Shah

Professor of Medical Education and Psycho Social Medicine MBChB Programme; Director, Doubleday Centre for Patient Experience; Chair, UK Medical Schools Collaboration on Patient Partnership; Member, NHS England Assembly; and Member, NHS England Health

10.40 Questions and Answers

11.10 Tea and Coffee Break and Exhibition

11.30 Thrive Paediatrics - a programme to support the wellbeing and working lives of paediatricians

Dr Jess Morgan

Fellow
Royal College of Paediatrics and Child Health (RCPCH)

- An overview of Thrive Paediatrics, a RCPCH project focused on improving the wellbeing and working lives of paediatricians
- Outline the process of setting up networks of doctors that share experiences, and activate change to create happier, thriving workplaces
- Understand how data from an innovative research tool can help communities of paediatricians make sense of their stories and improve their wellbeing

11.50 The success trap: How histories of success can become debilitating.

Mr Nic Malcomson

Psychotherapist
NHS Practitioner Health

- Understand: how doctors' minds can form generalised positive self-identities linked to high levels of performance
- Recognise the consequences: when placed in overwhelming environments where self-expectations cannot be met, there may be a crisis of self, associated with a sense of failure, shame, anxiety and depression
- Intervention: learn how this may be overcome by undoing the generalisations beneath these identities, leading to an ability to accept moments of failure. This will include a case study

12.10 10 Minute Steps to wellbeing for health professionals using CBT and mindfulness

Dr Lee David

Clinician and CBT Therapist
NHS Practitioner Health

- Brief and effective strategies to support health professionals' wellbeing at work and in our personal lives
- We will explore the six GROWTH steps which provide a practical framework for self-care based on personal values, mindfulness, behaviour change and self-compassion:
 1. Follow your inner Guide
 2. Ready to take action
 3. Observe the moment
 4. Wise Mind
 5. Treat yourself kindly
 6. Healthy life habits

14.00 What value does a doctor-only retreat offer? A start-up in review

Dr Jo Hacking

Independent Wellbeing Trainer and Transformational Coach
About Wellbeing Ltd

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- Demographic and pre-retreat data of 25 participants from 5 retreats between 2022/2024
- Qualitative analysis of participant feedback with recommendations for future development

12.30 Rapid relief for patients and practitioners - lessons from the Orpheus App

Erik Bisanz

Group Development Director
Orpheus Mind Technologies

- Background: the need for novel mental health approaches
- The potential role of scalable brief interventions in a global mental health crisis
- The case of the Orpheus app-assisted approach for both patients and practitioners
- Current evidence base including NHS practitioner health pilot
- Key lessons, implications, and future potentials

12.50 Questions and discussion

14.20 Space for Life: Developing a Team Garden to Improve Mental and Physical Health

Dr Susie Gabbie

Consultant Paediatrician
Royal Free London NHS Foundation Trust

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- A team garden or communal space has a positive impact on mental and physical health
- Funding streams such as charities should be approached to develop similar hubs

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15.00 Questions and discussion

15.30 Tea and Coffee Break and Exhibition

16.00 Chair's Introduction: Consensus Statement

16.10 The Write Medicine - the storytelling cure

Dr Benji Waterhouse

Consultant Psychiatrist, comedian and author of *You Don't Have to Be Mad to Work Here*

16.40 Discussion, Questions and Answers

16.50 Close of Conference

POSTER PRESENTATIONS

Poster presentations for viewing in display area and on the conference landing page

The Role and Value of Coach Mentoring Dentists in Difficulty

Philip Gowers

University of Portsmouth Dental Academy

Welcome GPs back to Balint groups GP - they may not be therapy but they can be therapeutic

Jill Wilson

NHS Practitioner Health and NHSE Severn School of Primary Care

Post-traumatic growth: Making sense of chaos.

Vicki Mottram

University Hospitals of Derby and Burton

Rhe Galatea Foundation experience in organizational interventions

Dr Gustavo Tolchinsky

Fundacia Galatea

The doctor's assistant, and no paperwork, with a personal list of patients: ten years experience

Mark Rickenbach

Winchester University, Park and St Francis Surgery

Poetry and Prose in adversity and education: the doctor in hospital

Mark Rickenbach

Winchester University, Park and St Francis Surgery

Staff perspectives to help understand the impact of an increase in mental health admissions to a general paediatric ward: a service evaluation

Ruth Allam

University Hospitals Plymouth NHS Trust

Why Don't We Treat Healthcare Worker's like Professional Athletes?

Jay Luthar

Brigham and Women's

An Approach to Managing Difficult Conversations Around Suicide in a busy Paediatric Service

Victoria Dublon

Royal Free Hospital NHS Trust

Burnout in Global Clinical Training: A Narrative Literature Review

Viraj Shah

Imperial College Business School, London, United Kingdom

Reframing Resilience through Deeper Connection-Ignite Purpose's Experience Coaching Doctors and Healthcare team in Australia

Christina Foxwell

CEO & Founder, Ignite Purpose

Exhibitors

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Medical
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Day 1: Stream Choices - Please tick one stream/workshop per time slot

11.30 - 13.00 **Stream A** Creating time and space for reflection **Stream B** Embracing neurodiversity **Stream C** External pressure **Stream D** How to be good enough **Workshop** Turning Conflicts to Opportunity

15.30 - 17.00 **Stream A** Making a difference **Stream B** Navigating adversity **Stream C** Medical education **Workshop** A world of words

Day 1: Stream Choices: Optional

13.15 - 13.45 **GMC Session** An introduction to the updated good medical practice and professional standards

Day 2: Stream Choices - Please tick one stream/workshop per time slot

11.30 - 13.00 **Stream A** Making a difference **Stream B** Addictions **Stream C** Research **Stream D** How to be good enough **Workshop** The Art of Medicine or the Medicine of Art

15.30 - 17.00 **Stream A** Creating time and space for life **Stream B** Doing things differently **Stream C** Turning challenges into opportunities **Stream D** Burnout Creative Writing **Workshop** Photography and Happiness

Day 2: Stream Choices: Optional

13.15 - 13.45 **Ignite Purpose** Thriving in Medicine: Introducing the Resilient Doctors Program

International Practitioner Health Summit 2024

The Wounded Healer

Thursday 27th – Friday 28th June 2024 Hybrid Conference - London

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