



'A leading kindness COVID-19 toolkit' – a workshop designed by doctors in training for doctors in training

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Introduction: This co-designed peer-to-peer project explored the impact of a COVID-19 specific toolkit on the wellbeing and burnout levels of obstetrics and gynaecology (O&G) doctors in training (DiT) at a major tertiary hospital in Victoria.

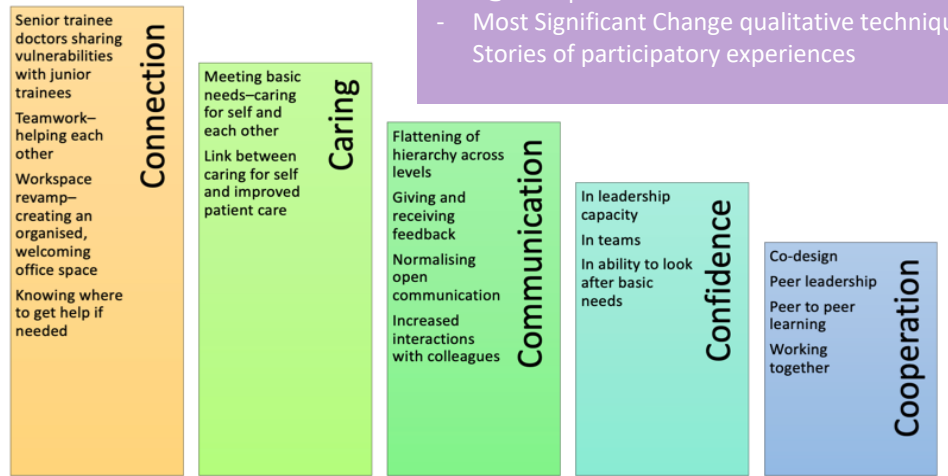
Methods:

- 55 O&G DiT
- Three workshops informed department wide wellbeing SMART goals and activities ('toolkit')
- DiT who undertook the workshop = Workshop
- DiT exposed to the 'toolkit' = All
- WHO-5 wellbeing index (WHO-5) + Copenhagen Burnout Inventory (CBI) scores collected:
 - @ Timepoint 1 = prior to the workshop
 - @ Timepoint 2 = end of 3rd workshop
 - @ Timepoint 3 = six months later
- Most Significant Change qualitative technique >> Stories of participatory experiences

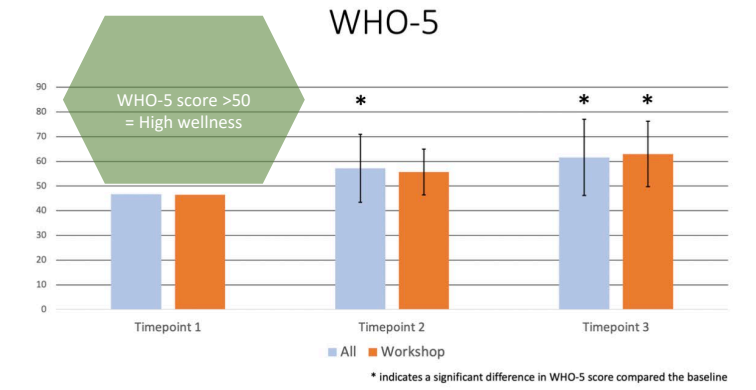
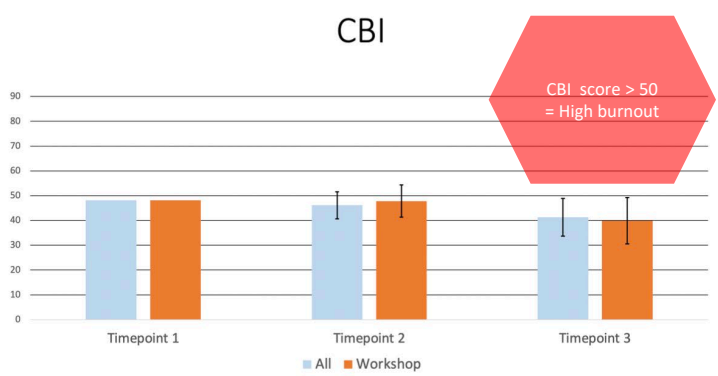
Results:

- All O&G DiT = 26.2% improvement in wellbeing scores with increase of 16.4 points (3.2 to 29.7, $p = 0.015$)
- Overall trend towards reduced burnout ($p = 0.086$) with an average reduction of 8.2 points (-17.5 to 6.2)
- The MSC evaluation captured a shift in workplace culture as a result of the program, with improvement across the domains of connection; caring; communication; confidence and cooperation.

- Goal 1** (Yellow): Getting enough rest during work hours and between shifts
 - To support the existing structures to ensure work hours are safe; to foster flexibility; to role-model work-life balance; to monitor workloads and provide support for O&G DiT who are struggling
- Goal 2** (Light Green): Eating healthy foods and engaging in physical activity
 - To use environment and people-centred approaches to encourage and support O&G DiT to access healthy food options; to improve hydration in the workplace. To build opportunities to be active at work and home.
- Goal 3** (Green): Being aware of where you can access mental health support at work
 - To ensure the O&G DiT understands the risk to wellbeing during COVID-19, how to access additional services, and what roles they can play in helping each other stay well
- Goal 4** (Light Blue): Keeping in contact with colleagues, family and friends
 - To foster a culture of care and support for the O&G DiT. To provide opportunities for connection and community
- Goal 5** (Blue): Advocating for management to create mentally healthy work structures
 - To advocate for organisational prioritisation of wellbeing. To support the growth and development of the O&G DiT team



CULTURAL CHANGE



Discussion: This study piloted a trainee-led pandemic educational program which prioritises, problem solves and tracks the indicators of wellbeing and burnout. Providing tools to DiT alongside organisational governance enabled growth and development to continue in the face of the added burden brought about by the COVID-19 pandemic.