



Success and Widespread Cultural Change Through Doctors' Wellbeing Initiatives

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R PBG Wellbeing Initiatives



2015

Doctor's Wellbeing Group



2017

Research Study Awards



2019

2018

Converge Report

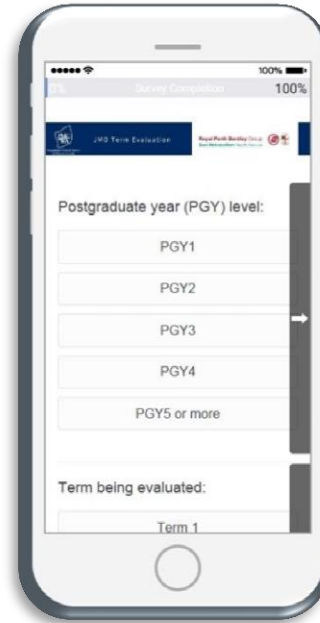
2016

Wellbeing Officer
Peer Group
Doctor in Difficulty Resources

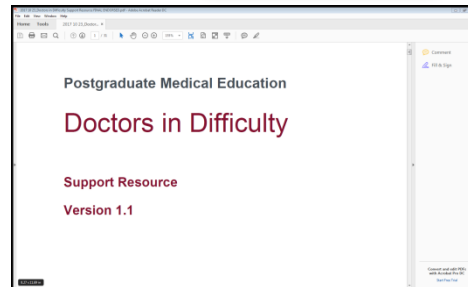
2nd Wellbeing Officer
Nursing research
Bonstato & Train the Trainer

Other Initiatives

- Part-time Training
- Grand Rounds
- PR
- JMO Liaison Committee
- Communication
- Service Registrar Pilot



Mental health issues killing young doctors
thewest.com.au



Results

	Other hospitals				RPH	Other hospitals	
Morale & Culture	C	A	C	B	A	D	B
Morale	67%	87%	57%	73%	88%	53%	78%
Engagement with hospital leadership	50%	82%	53%	64%	75%	38%	66%
Hospital supports the wellbeing of DiTs	63%	84%	72%	75%	83%	48%	78%
DiTs would recommend the hospital to other DiTs	80%	92%	75%	85%	94%	62%	82%
Culture	65%	91%	61%	82%	88%	54%	78%

- Strong engagement in peer groups
- Increased referrals of all doctors to WBO
- 80% of 2018 interns joined a prospective research study
- WBO increased to 1.6FTE
- Improved burnout, culture, wellbeing and morale in JMOs
- Higher numbers and calibre of graduating doctors
- Bonstato and 'Train the Trainer' curriculum WA

AMA WA 2019 Hospital Health Check

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More Results



- Accreditation success
- JMO's value program
- Confidence, independence, confidentiality & care given
- More compassionate, attentive, safe doctors after participation
- Butterfly effect
- Launch of the RPBG Centre for Sustainable Practice 2019



Centre for Wellbeing
and Sustainable Practice



**Beyond
Blue**

Unexpected Results

- **Advocacy** effect of WBO
- Nursing and team engagement
- WBO response to team distress
- Orientation impact
- RPH ward example
- Stand up and culture change
- Expansion beyond RPBG
- Peer group **power**





Government of **Western Australia**
East Metropolitan Health Service

Royal Perth Bentley Group

Brought to you by the Centre for Wellbeing and Sustainable Practice

Bonstato - Wellbeing Program

LEVEL 1 FOUNDATIONS OF INDIVIDUAL WELLBEING

Wellbeing Advocate

LEVEL 2: FOUNDATIONS OF TEAM WELLBEING

Wellbeing Champion

LEVEL 3: FOUNDATIONS OF PEER GROUP AND TEAM
FACILITATION

Peer Group Facilitator

Comment

Fill & Sign

Thank you

