

Date Implemented:	June 2014
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Approved By:	M2M Management Committee
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Approval Authority (Sign & Date):	
References:	PMCV Position Paper on the Welfare & Personal Health of Medical Students & Doctors in Training 2008; National Intern Training Framework Standards Health Services Standard 7.2 & GP Function 1.3 & 1.4.

Context

The Murray to the Mountains (M2M) Intern Program promotes and recognises the health and wellbeing of staff. Maximising health and wellbeing will facilitate enjoyment of medicine and the quality of care provided to patients and the community.

Scope

This policy outlines how M2M will monitor the health and wellbeing of all interns, supervisors and Program staff within the M2M program and the process in which this will be managed.

Policy Statements

The M2M Intern Program policy on managing workplace stress for medical staff is that all doctors should be aware of predictors of risk and signals of impairment, as well as available avenues of assistance.

Stress manifests when:

- Competing work pressures and a perceived lack of control over the situation exists. Lack of acknowledgement and support or reward compound this situation.
- Demands continue to rise and adjustments are not made, then inevitably a “correction” will occur, which may take the form of “burnout” or physical and/or mental impairment.

It is important that the doctor maintains physical health and recognises and acts on symptoms of physical ill health at the earliest opportunity.

Failure to do so exacerbates symptoms of stress.

Actions required:

- Take responsibility for own physical and psychological health and seek assistance from senior colleagues where appropriate.
- Establish a supportive relationship with a GP that you trust.
- Be aware of “Red Flags” (below) in colleagues and self and be able to access appropriate supports.
- Be able to identify any internal and/or external stress factors in your professional life and seek early and expert assistance from professional services and providers.
- Access ‘Employee Assistance Program’.

Prevention:

- Interns are encouraged to have their own GP.
- Roster negotiations are facilitated to ensure fair work/life balance.
- Accumulation of leave is discouraged.

Definition - Any factor, physical or emotional, that threatens the health of the body or otherwise requires a response or change.