

OH & PH – Making a Difference

Dr Helen Garr

Medical Director

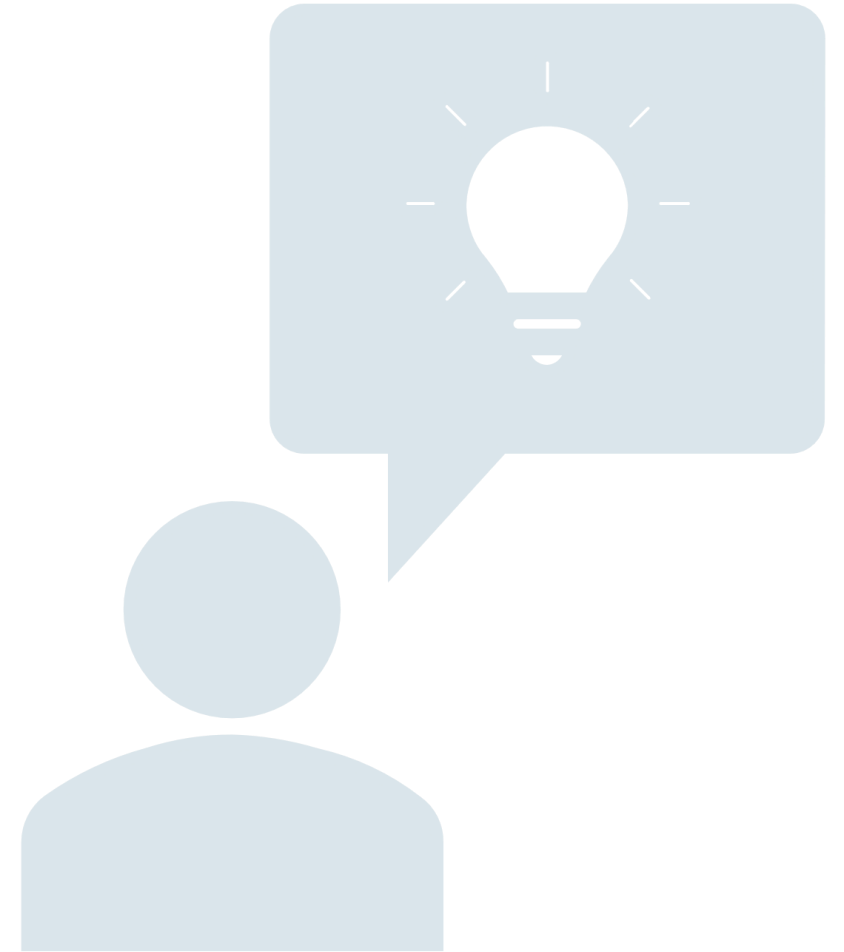
NHS Practitioner Health



Practitioner Health



When you think
about the last 6
months in work —
what has drained
you most?”







LOOKING BACK THE SIGNS
WERE THERE

BURNOUT CLIFF

- CARELESS MISTAKES
- CAN'T STOP THINKING ABOUT WORK / LACK OF INTEREST
- WORKING LONGER
- POOR SLEEP/TOO MUCH SLEEP
- EXHAUSTED
- FREQUENT ILLNESS
- IRRITABILITY OR TEARFULNESS
- CYNICISM
- BAD MEDICINE - UNHEALTHY COPING STRATEGIES
- POOR MOTIVATION
- BRAIN FOG
- LOSS OF CONFIDENCE



Name it to tame it

A thick, hand-drawn style orange line underlining the text.

How are you feeling right now?

OK Coping Not so good Feeling Overwhelmed Extremely distressed

A horizontal slider bar with a color gradient from green to red. The slider is currently positioned at the far left, labeled 'OK'. The bar is divided into five segments by labels: 'OK', 'Coping', 'Not so good', 'Feeling Overwhelmed', and 'Extremely distressed'. The 'OK' segment is green, 'Coping' is light green, 'Not so good' is yellow, 'Feeling Overwhelmed' is orange, and 'Extremely distressed' is red.

www.wellbeingandcoping.net

Wrap Plan

What things do I
enjoy doing?

Things I
need to
AVOID to
stay well

What are my
warning signs
when I am
not at my
best ?

What do I
need to do less
often?

What are my
non
negotiables?

Leaders – how
can we get the
best from you?

Who am I
when I am
at my best?

Is there anything
I need others to
do?

What steps
can I take to
stay well at
work ?

What things
do I know
help but I am
not doing
right now?

What things make
me feel good when I
have achieved
them?

Leaders - what would
we do that would
bring out the worst in
you?

What are my daily
needs to keep
well?

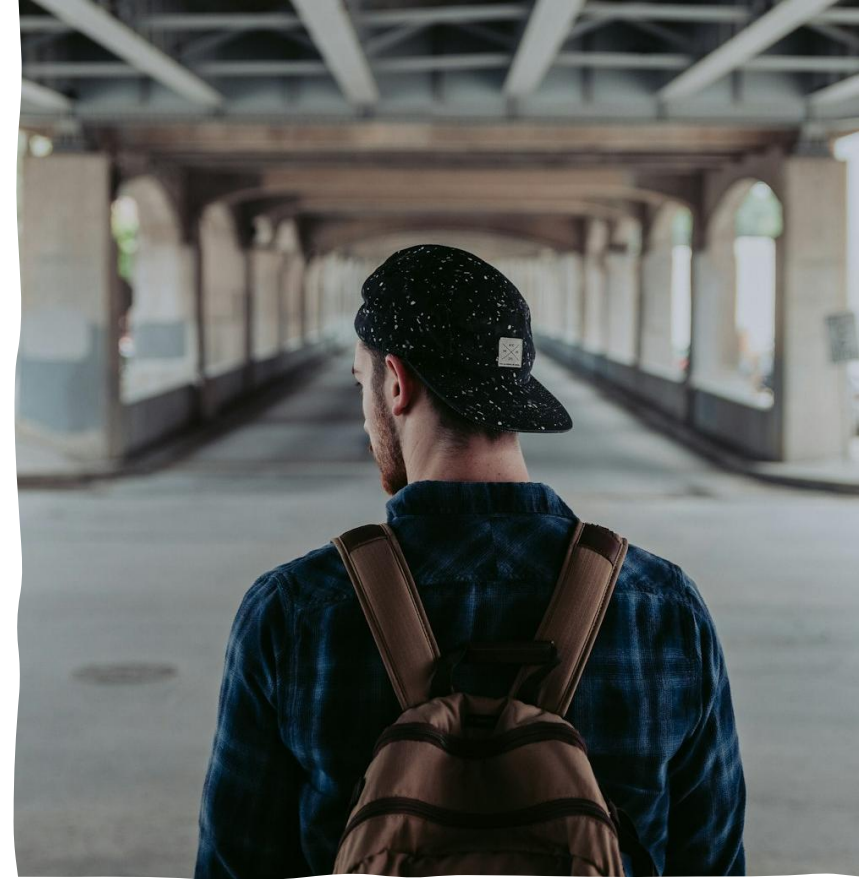
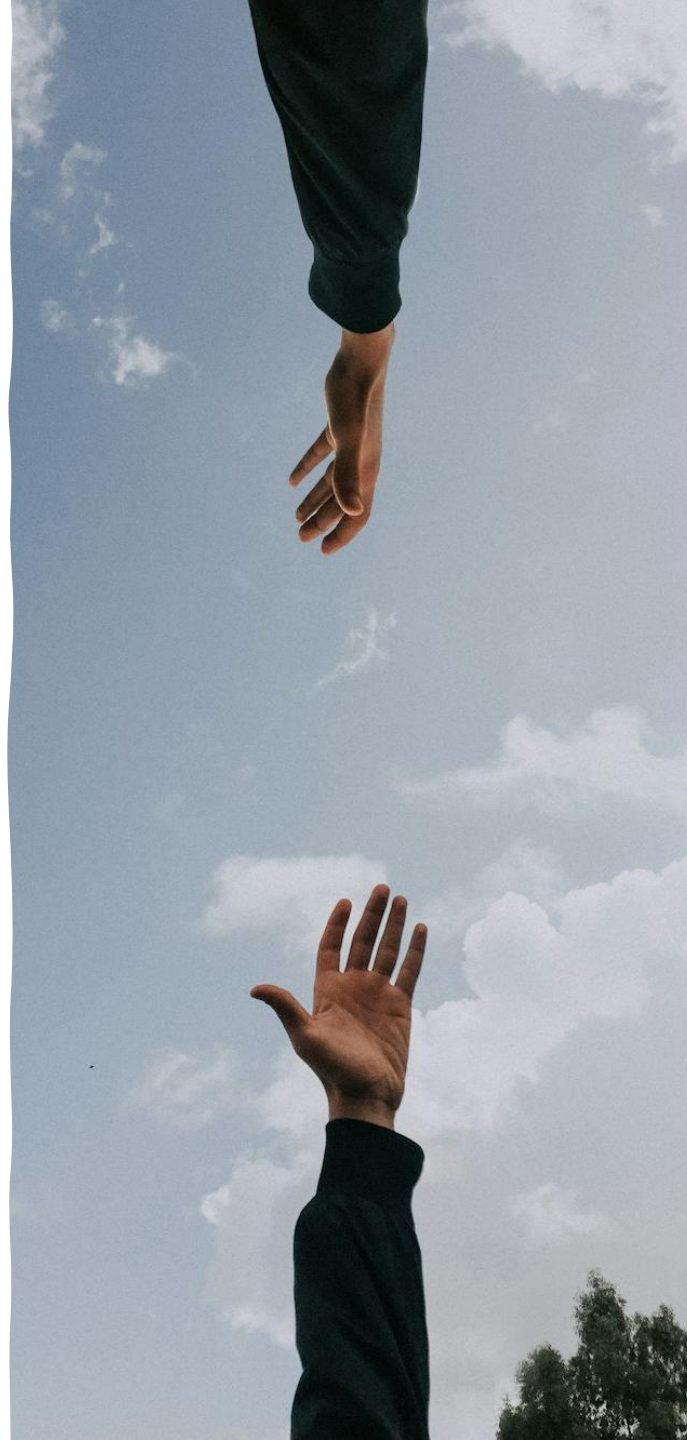


Wellness Action Plan

Guide for people
working in a workplace



REACH IN.
ASK TWICE.
ASK OVER
TIME.





Practitioner Health

Understanding and managing your emotions:

A guide and toolkit for Health and Care Professionals by NHS Practitioner Health

DOWNLOAD
HERE



Suicide Prevention & Postvention Navigation Guide



Touched by Suicide

A Guide for Health and Care Professionals: Preventing, Responding, and Recovering



Worried About Yourself?

Signs to look out for, how to start a conversation, and where to get help through Practitioner Health, OH, or local crisis services.



Worried About a Colleague?

Signs to look out for, how to start a conversation, and where to get help through Practitioner Health, OH, or local crisis services.



If a Patient Dies by Suicide

Steps to take, support for clinicians, legal and clinical considerations, and how to access emotional support and reflective practice.



If a Colleague Dies by Suicide

What to do immediately, how to support your team, guidance for compassionate communication, and accessing psychological support.



DOWNLOAD
HERE





Practitioner Health

NHS Practitioner Health

Supporting the health of health professionals

Dr Helen Garr
Medical Director

www.practitionerhealth.nhs.uk



The tragic catalyst behind NHS Practitioner Health

What is NHS Practitioner Health?

**Free confidential service
mental health and
addiction treatment
service for health and care
professionals in England &
Scotland who face a
barrier to seeking care due
to their role**



Practitioner Health

WHY- is it so
hard to seek
help?









Shame
Stigma
Confidentiality
Culture
Guilt







WHAT MAKES US UNIQUE?

- Confidentiality
- Tailored care
- Judgement free environment
- MOUs
- What we are not....



What is NHS Practitioner Health?

A free, confidential and specialist mental health and addiction treatment service for healthcare professionals.

WHO CAN SELF-REFER?

- ✓ Doctors, dentists & senior leaders
- ✓ Staff working in an NHS role in England and the Channel Islands
- ✓ Regulated health and care professionals in Scotland

If your role creates a barrier to seeking care

WHY A SPECIALIST SERVICE?

Healthcare professionals can face barriers to seeking mental health or addiction care.

CONFIDENTIALITY

Concerns about privacy

STIGMA & SHAME

The pressure to cope

PROFESSIONAL IMPACT

Career or regulatory concerns

Our service is designed around these barriers, with specialist care from a team that understands healthcare.

Specialist care for the people who care for others

Who is eligible to self-refer?

Eligibility has two parts — both need to apply

1

You are in an eligible professional group

- Doctors and dentists
- Staff working in an NHS role in England and the Channel Islands
- Regulated health and care professionals in Scotland

+

2

Your role creates a barrier to seeking care

You face a barrier to accessing mental health or addiction care through your GP or local services because of your healthcare role.

For doctors, dentists & senior leaders these barriers are often inherent in the role

A barrier might include:

CONFIDENTIALITY

**PROFESSIONAL OR
REGULATORY CONCERNS**

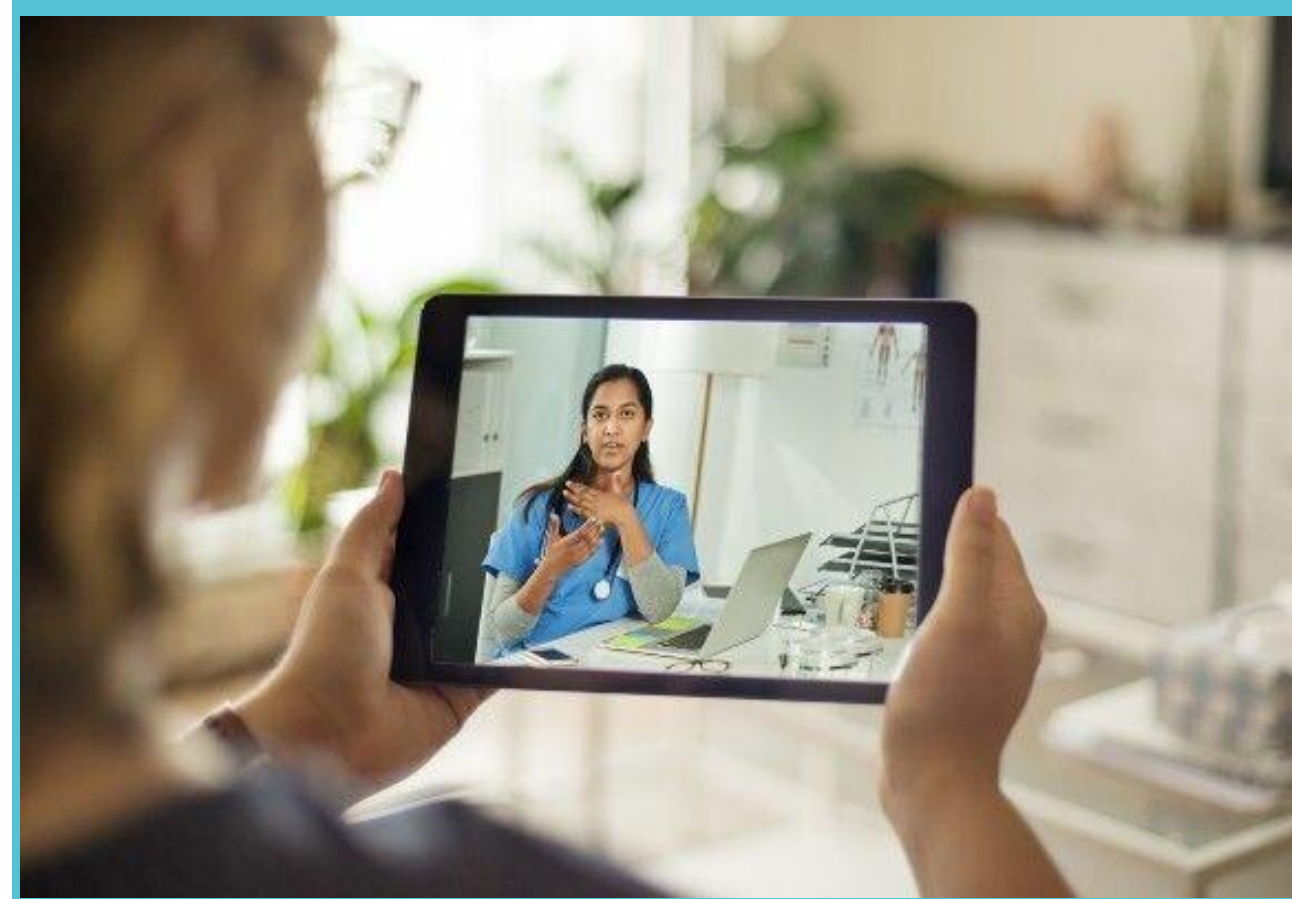
The key question is whether your professional role makes it harder for you to seek or access the care you need.

Being a healthcare professional alone does not determine eligibility — the role-related barrier is an essential part of the criteria.

What do we offer?

Assessment followed by:

- Case Management
- Prescribing / Fit notes
- Therapy - individual and group
- In-patient rehab and detox
- Liaison with regulators, OH and employers
- Letters/reports
- Therapeutic testing
- Onward referral where necessary





Inpatient rehabilitation

Patient Pathway

Register with Practitioner Health

Complete and submit registration form on Practitioner Health website. Your registration will be reviewed, your eligibility will be confirmed, and you will be contacted directly about next steps.



Urgent Call

If you have an urgent need or concern (high risk situation or need for time off), we will aim to contact you as soon as possible.

Ensuring your safety is our priority.

Clinical Assessment

One of our clinicians will conduct a detailed clinical assessment with you. This helps us understand your needs and agree a joint treatment plan.

This pathway is helpful for more complex situations, such as complaints, work issues, or if you are perinatal.

Detailed Psychiatric Review

For more complex needs that may require longer term secondary or tertiary care, a detailed review will be conducted with a consultant psychiatrist.

This could include residential treatment, etc.

Addiction Pathway

Specialist support for addiction and substance use concerns.

We have MOUs with all the regulators to ensure that where the safety of the practitioner's patients is not compromised, their case will be handled on a confidential basis with no reporting to an external agency.

All pathways include access to:

Therapeutic Support

One-to-one therapeutic support is offered, including Cognitive Behavioural Therapy or brief Psychotherapy.

Group Support

Group support is available to patients via a referral from a clinician. Group styles include psychoeducation and therapeutic support.

Addiction Treatment

Treatment options can include support with abstinence, referral for talking or group therapy, and in more severe cases, residential treatment for detoxification and rehabilitation.

Book Appointment

Use our booking platform to choose a clinician or therapist to see based on availability and specialisms.

Receive Support

Access secure appointments via our dedicated online platform. In-person appointments are also offered if required.

Discharge

As a time limited service, most people complete their care within 12 months. When you are ready, we will work with you to plan a safe discharge.

Continued Support

After discharge, our Soft Landings approach helps you move forward with confidence through a personalised wellbeing plan and, where appropriate, a smooth handover to ongoing care.

Confidential

Nothing about you, without you.

Trusted

MOUs with all major regulators.

No Wrong Door

If we're not the right service, we'll help you find one.

Specialists

For health and care professionals, by health and care professionals



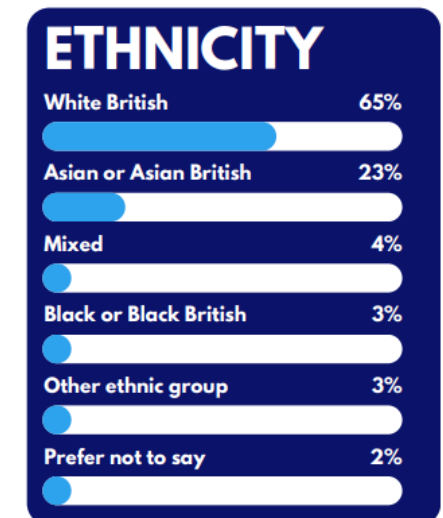
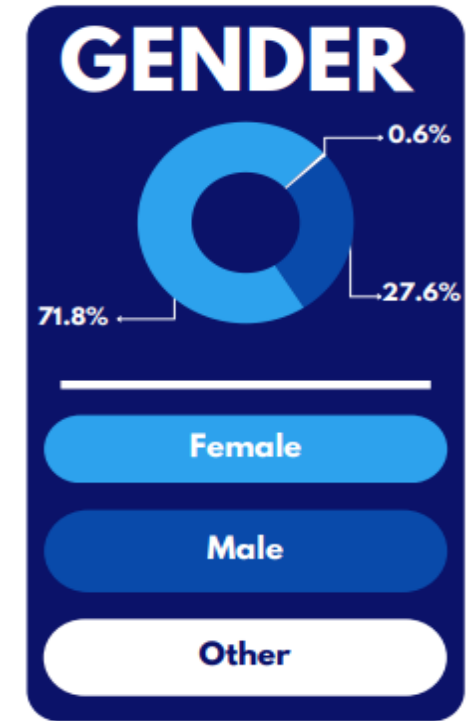
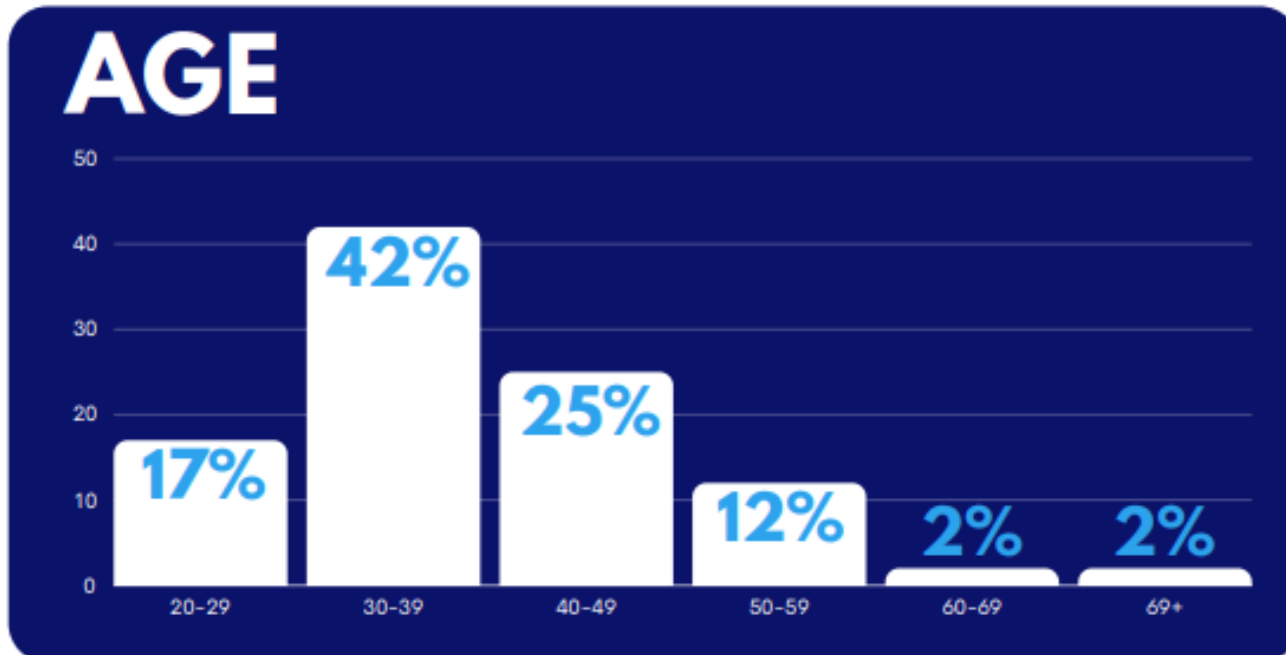
Our specialist role

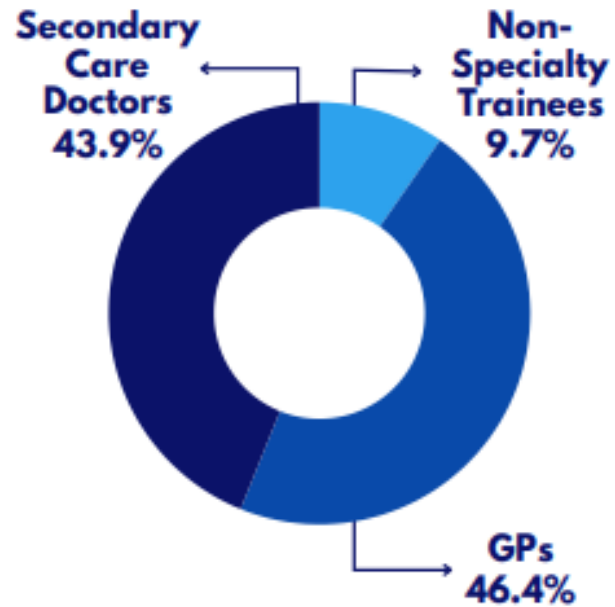
NHSPH operates in a unique space where there is a crossover between the professional and regulatory environment in which a clinician or health professional works, and their mental health treatment needs.

Our expertise lies in managing the confidentiality associated with accessing health care, taking responsibility for the safety of the patient accessing our service but also the professional and patient responsibilities and risks associated with a health professional's role.

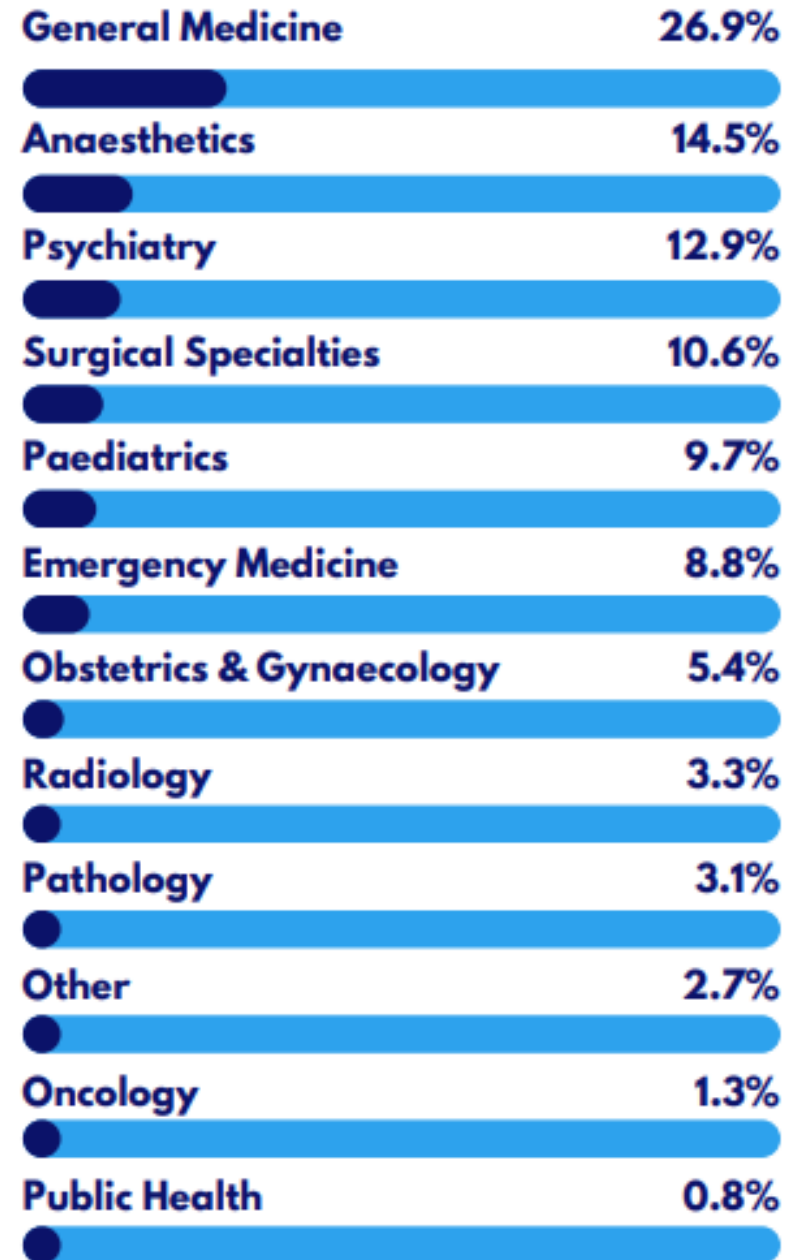
Our understanding and experience are in the mental health presentation of health professionals, especially where this is a high risk of suicide, and the specialist support they may require to return to safe, effective practice.

Our patients: Demographics

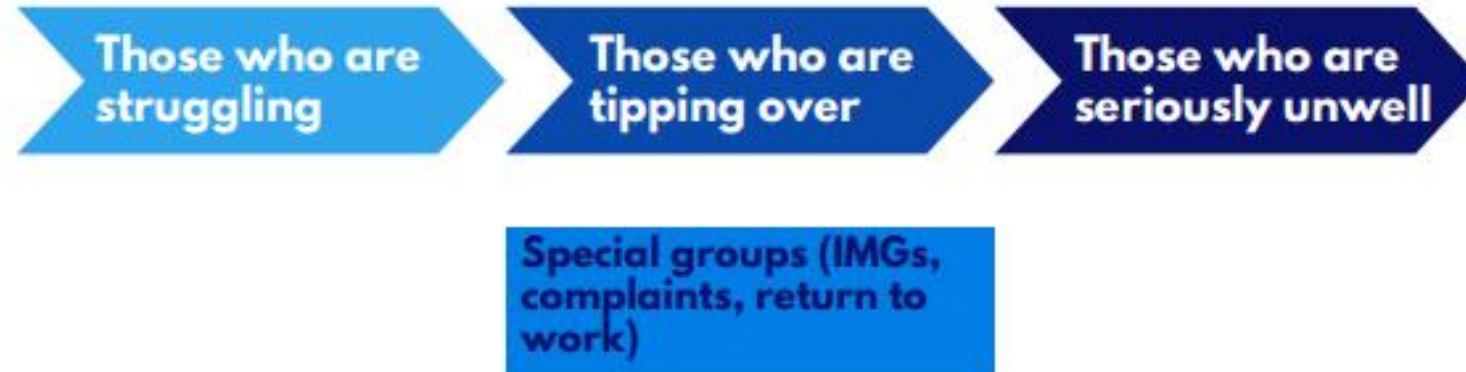




Our patients: Professional roles



Our patients: Why they come to us



Outcomes Data - 25/26

Anxiety - GAD7

12.89 → 5.02

Average GAD7 score of patients with anxiety reduced by 7.87 between registration and completion of treatment.

Depression - PHQ9

13.55 → 5.12

Average PHQ9 score of patients reduced by 8.43 between registration and completion of treatment.

Addiction

80%

of people being treated for alcohol or drug misuse (or other form of addiction) are abstinent or are maintaining controlled drinking.

TRANSFORMING LIVES

**HEALTHCARE PROFESSIONALS
CREDIT PH WITH
NOT ONLY CHANGING THEIR
LIVES BUT WITH SAVING THEM.**

**SEVERAL BELIEVE THEY WOULD
NOT BE ALIVE HAD THEY NOT
FOUND THE SERVICE.**

"Without PH I think I would have either hung up my stethoscope or would not be in this world"

"Incredibly valuable service. I would probably not be working in Medicine if it wasn't for my contact with NHS PH"

**"THIS
SERVICE
SAVED MY
LIFE"**

"I have already recommended the service to several friends and colleagues. This is a truly exceptional service that provided me with a quick and effective level of care. Thank you so, so much for all the help you have provided me with"

"I feel this service is essential as it provides a truly bespoke intervention for health professionals who can have complex needs and who face specific barriers and difficulties in accessing appropriate care"

Thank you for everything. I am grateful for the support I have received. It has given me the strength to carry on. The service saved my life"

"[PH] has saved my life and my career. I am incredibly grateful"

"This service helped me so much. Having something tailored to and to include the understanding of your role and the impact it can have on you was invaluable. The benefits have stayed with me. Thank you for being there for me when I needed you."

Common Questions.

- Will you grass me up to the GMC?
- Will this be on my record?
- Will you tell my GP?
- Will I be stopped from working?
- Can I have a pseudonym?
- Am I the only one who's this bad?
- Am I not sick enough?
- What are you unable to treat?



Practitioner Health

How to self-refer to Practitioner Health

Self-referral is quick and straightforward

1

GO ONLINE

Visit the Practitioner Health website and select "Access the service"

practitionerhealth.nhs.uk

2

COMPLETE THE FORM

Complete the secure online self-referral form.

Takes around 10 minutes

3

NEED HELP?

You can also contact the Practitioner Health team:

0300 030 3300
prac.health@nhs.net

Scan to self-refer:





EMILY





My name is Emily.

I am a 46 year old GP
in Yorkshire and a
mother of three
children.



I am also recovering from
addiction to alcohol and
cocaine.



November 2021

I had reached a point of
desperation.

I found myself unable to
stop drinking and using
drugs

I was unable to cope with
life.



How did this happen?

In my teens and twenties I liked to drink. Whilst there were a lot of hangovers, I always turned up for my commitments, and could stop when required.

In my thirties I had three pregnancies and drank very little.



In my 40s, things started to change.

I didn't see it at the time, but with the benefit of hindsight, I had many symptoms of burnout as a consequence of juggling three young children, increasing pressure of work and a failing marriage.

I began to drink heavily at weekends and was introduced to cocaine, which seemed to offer instant escape and relaxation





My marriage had ended, work load was overwhelming, I no longer felt I wanted to be a doctor.



I was desperate, isolated,
and deeply ashamed of
being a drug addict.



My behaviour was erratic and I was becoming argumentative and aggressive with friends and family, who mostly knew nothing of my shameful secret drug use.



I was acutely aware that I needed to stop and tried unsuccessfully on multiple occasions.

I went to therapy but was not honest or stable enough to do any meaningful work.

I considered Alcoholics Anonymous meetings but was terrified of meeting my own patients there.

The same applied to the local drug and alcohol services



I felt unable to talk to my own GP due to my shame and fear of the implications for my career and social situation, were my problems to become known among GPs in my community.



One night in late 2021, in crisis, and searching online for help for doctors with addiction, I found PH.



It's difficult to recapture and explain how terrified I was at that time.

Taking the step of referring myself felt like leaping off a cliff. For the very first time I was honest about the extent of my problems and had no idea whether this honesty would end my career or jeopardise my custody of my children.

I felt hopeless and a failure, and knew I couldn't cope alone any longer.



I am so thankful you were
there to catch me.



The day after I self referred, I received a call from PH and my first assessment was organised.

From the very first contact, I was met with phenomenal compassion, free of judgment, and perhaps most importantly, reassurance that help was available, and that I was not alone in my experience.

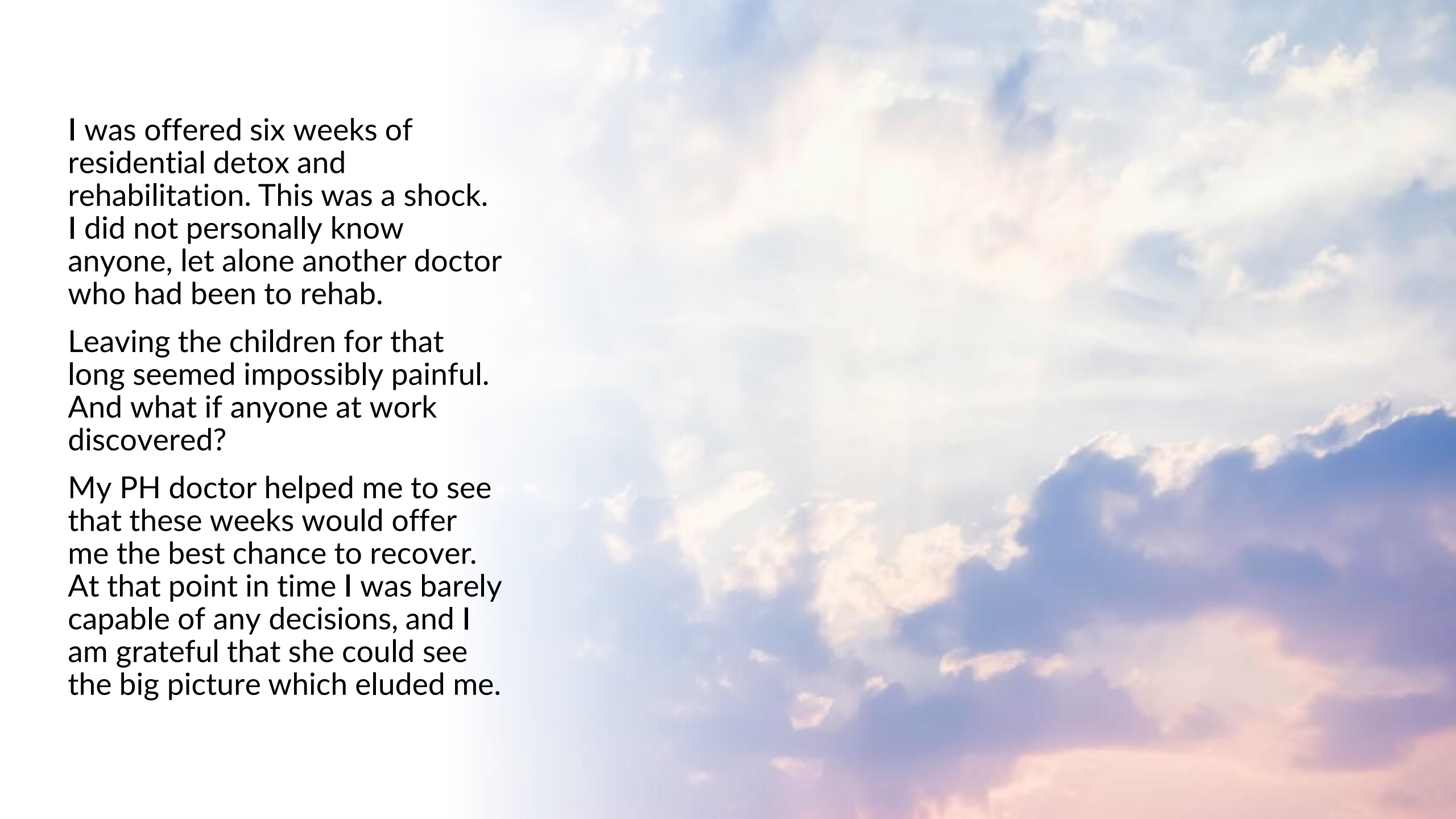


The doctor I spoke to helped me so much; her kindness, expertise and experience with others who had been in my position gave me the vital confidence that there might be a way out of the seemingly hopeless black hole I was in.

She let me know that PH would be there to support me.

I felt safe enough to put my trust in her guidance.





I was offered six weeks of residential detox and rehabilitation. This was a shock. I did not personally know anyone, let alone another doctor who had been to rehab.

Leaving the children for that long seemed impossibly painful. And what if anyone at work discovered?

My PH doctor helped me to see that these weeks would offer me the best chance to recover. At that point in time I was barely capable of any decisions, and I am grateful that she could see the big picture which eluded me.

With encouragement I
accepted and went to
Castle Craig in Scotland
and have been clean and
sober since my arrival
there almost 18 months
ago.



PH continued to help me after discharge from treatment, when the hard work really began in earnest.

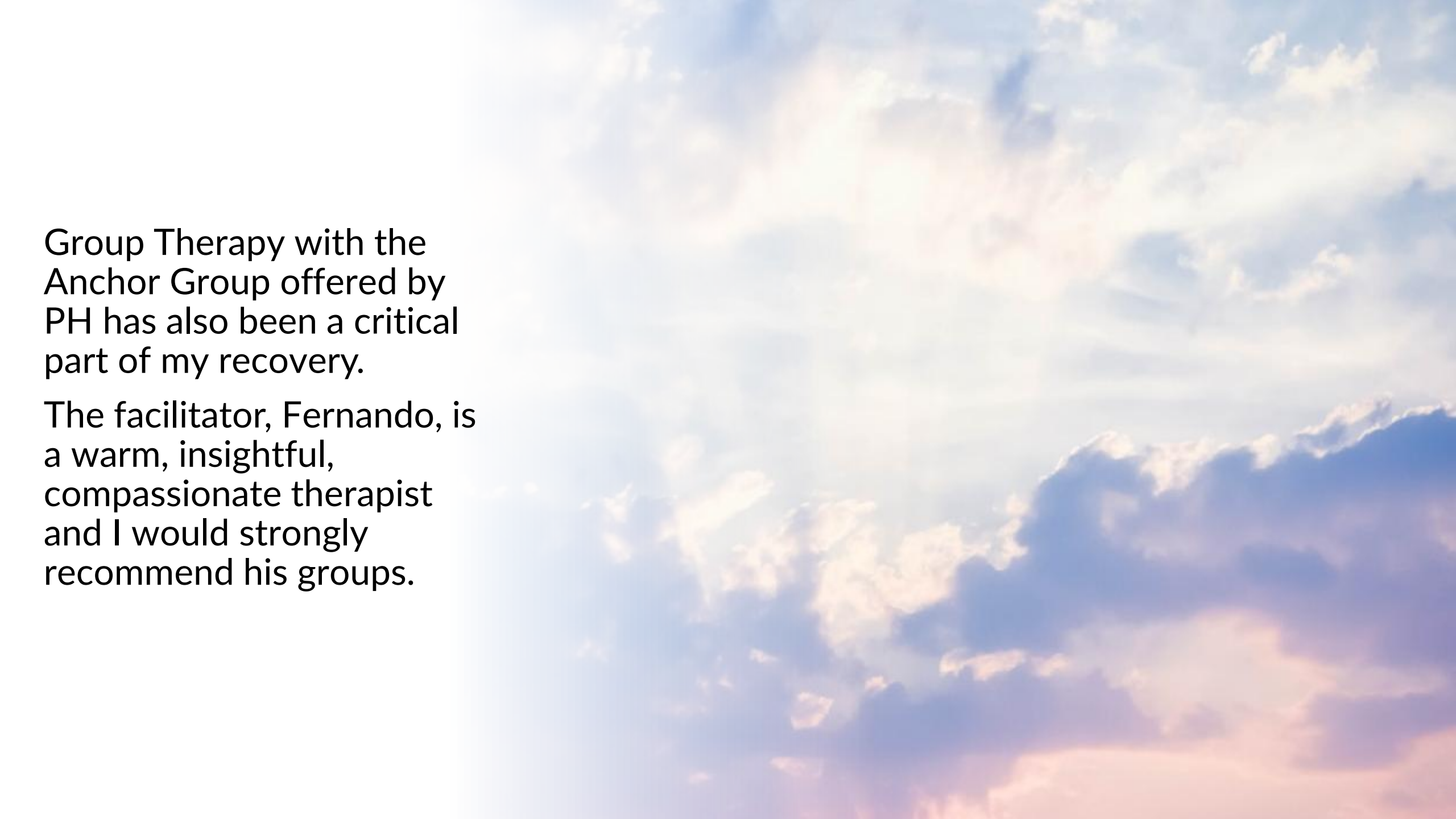
My PH doctor guided me through self-referral to the GMC, and supported me through the subsequent fitness to practice investigation.

Her familiarity with this process and understanding of the inevitable stress involved was reassuring and invaluable.



I cannot imagine that any other service would have been able to offer me the same care in that situation.





Group Therapy with the Anchor Group offered by PH has also been a critical part of my recovery.

The facilitator, Fernando, is a warm, insightful, compassionate therapist and I would strongly recommend his groups.

Validation of my need for time away from work enabled me to commit to the process of recovery.

Alongside support from PH, I attend meetings of Cocaine Anonymous and work a 12 step program, engage with the British Doctors and Dentists Group, and have a regular program of yoga, cold water swimming and walking.



After a year off work, and a positive outcome from my GMC investigation, my PH doctor helped me navigate a phased return to work.

She has continued to be alert to the risks of work stress as a trigger for relapse, and supports me in forming realistic goals for my planned next steps, sometimes seeing risks on the horizon before I do!



It's hard to know where I
would be without your
service and the kindness,
support and expertise you
have offered.



I am so deeply grateful to
have had access to your
service and to have been
so well supported by you
at my darkest hour.



Without you, it might look
very different.



I am present for my
children, family and
friends, working and
contributing, and slowly
rebuilding confidence in
myself.



In case there are any doubts- Practitioner Health really do save and change lives.



Because of Practitioner
Health.....



Today I am alive.





**Thank you for all
that you do**





Practitioner Health

NHS PRACTITIONER HEALTH

Supporting the Health of Health Care Workers

Dr Helen Garr Medical Director
helengarr@nhs.net

Supporting the Health of Health
Workers



0300 0303 300



prac.health@nhs.net



www.practitionerhealth.nhs.uk



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