



THRIVING IN BST

Introduction of a Health & Wellbeing Course for Basic Specialist Trainees (BST) in RCPI

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DISCOVERY

- RCPI is the largest Irish medical specialist training body.
- Increasing numbers of trainees are presenting to our Health & Wellbeing (H&W) department, particularly amongst BSTs.
- 6 NCHDs from the RCPI H&W Committee set out to design and deliver a H&W course for BSTs.
- A business case proposal and course curriculum were designed, and approved by each RCPI training faculty.
- The NCHDs themselves deliver the course, with supervision from the RCPI education department.
- The faculty draw upon their own lived experience to ensure relatability of content.
- 2 virtual pilots were delivered in May & June 2021, with positive feedback.
- The course has now been approved for inclusion on the RCPI BST curriculum.

DREAM

- 15 courses per year are needed to accommodate all 600 RCPI BSTs.
- In order to deliver this, we need to expand our current faculty, and recruitment and training for this is currently underway.
- We envisage sharing this model with other training bodies (medical and allied health), and with medical universities.

DESIGN

- Further NCHDs are being trained to act as faculty.
- We aim to deliver a minimum of one course per month.
- Each course iteration will evolve based on feedback from participants and faculty.
- Challenges include:
 - a. Securing enough faculty to provide adequate iterations of the course
 - b. Ensuring psychological safety during course activities.
 - c. Overcoming difficulties inherent in delivering courses via a virtual format (most notably participation in interactive activities)

DESTINY

- Following the success of the pilots, the course has now been listed as 'desirable' for BSTs 2021-2022.
- It is hoped that it will become a 'mandatory' course next year if future editions are well-received.
- The model for the course has been shared with all Irish medical specialist training bodies through the Irish National Committee for Doctor's H&W.
- It will be also be shared with training bodies for allied health, and with medical universities.

COURSE AIMS

- Identify existing trainee supports and advise how best to utilize them
- Encourage trainee insight into areas of personal strength and weakness
- Provide strategies for setting personal objectives and how to plan accordingly
- Establish organisational skills applicable to both personal and professional challenges
- Provide strategies and ways to manage stress and promote emotional wellbeing
- Troubleshoot and provide potential solutions on how to manage common BST wellness hazards

COURSE TIMETABLE

Thriving in BST: Course Timetable

Time	Topic	Faculty
09:15 - 09:30	Meet & Greet	Dr X
09:30 - 09:35	Course Introduction – Background, Course Objectives, Housekeeping	Dr X
09:35 - 9:55	Statistics and Resources	Dr Y
09:55 - 10:05	Open Discussion: How can a trainee thrive in their BST?	Dr Z
10:05-10:45	Relationships: Personal and Professional	Dr X
10:45-11:00	Break	
11:00-11:45	Civility and Collegiality	Dr Y
11:45-12:30	Mental health & Leading from the Middle	Dr Z
12:30-13:00	Break	
13:00 – 13.45	Burnout	Dr Y
13:45 - 14:30	Case Studies	Dr Z
14:30-15:00	Closing Comments	Dr X

PILOT COURSE FEEDBACK

1. 100% of respondents (n=11) felt the course content was relevant to their role
2. 100% of respondents felt the course was well administered
3. Examples of the qualitative freetext comments:
 - "This was a great and informative module."
 - "It is encouraging that someone cares about our welfare."
 - "Should be made compulsory for RCPI trainees."
 - "It would really help candidates who are finding the training programme difficult"

