

# Celebrating Excellence

## Improving Wellbeing by Recognising Achievement



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### “A TIME OF UNPARALLELED PRESSURE”

Is how the GMC recently described healthcare in the UK. The aftermath of the pandemic, in conjunction with pre-existing pressures on the NHS has led to 80% of junior doctors being classified as high/very high risk of burnout. (1)



### CREATING A SENSE OF BELONGING

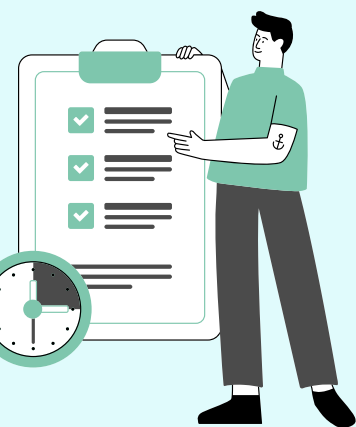
It is well documented that risk of burnout can be reduced by improving wellbeing of workers, which can in turn be improved by creating a sense of belonging and togetherness within a workforce. To achieve this, workers need to feel cared for, valued, respected and supported. (2)



### HARNESSING THE NEW CURRICULUM

The new anaesthetic curriculum reflected the changing requirements of the GMC and emphasises general professional competencies. The RCoA sees wellbeing as a priority (3).

There are many local initiatives within our region to support wellbeing and celebrate the achievements of anaesthetists. However, we identified no such cross-speciality events within our trust. Therefore, as per GMC guidance, we decided to **“share and scale up”**. (1)



### THE BIG PLAN

We created a day entitled **“Celebrating Excellence”**, an inaugural event to celebrate the work of rotational post graduate doctors in training (PGDITs) and locally employed doctors (LEDs) within our trust.

By recognising achievement and showing appreciation of staff, we aimed to **improve morale, belonging and togetherness**. As a secondary result we hoped to **improve cross-speciality relations and communication between junior doctors and senior leaders**.

### PLANNING AND STRATEGY

#### SHOWCASING QIP/RESEARCH

We invited abstract submissions from all PGDITs and LEDs at the trust for oral/poster presentation via email to our dedicated email address.

#### RECOGNISING SOFT SKILLS

We created “Excellence Awards” with nominations welcomed from all doctors via a google form:

- ‘Peer Advocate’
- ‘Compassionate Care’
- ‘Inspiring Leader’
- ‘Clinical Teacher’
- ‘Team Player’
- ‘Appreciation Award’ for senior colleagues.

### INITIAL SETBACKS

After we came up with our initial vision for the project, we faced many setbacks over the 9 month planning period. These included:

- Navigating hospital leadership structures
- Overcoming ambivalence
- Harnessing technology and existing lines of communication
- Booking appropriate event space



Lights  
CAMERA  
ACTION!

### THE BIG DAY

|                 |  |
|-----------------|--|
| <b>WHERE</b>    | Education Centre, Royal Preston Hospital.  |
| <b>WHAT</b>     | Formal presentations, a hearty lunch, prize ceremonies and an opportunity to mingle and network with colleagues. |
| <b>INVITEES</b> | 4 oral presenters, 8 poster presenters, prize winners and senior leaders.  |
| <b>SPONSORS</b> | MDU - in attendance.   |
| <b>JUDGING</b>  | Panel formed from the post graduate medical education team including Postgraduate Director of Medical Education. |
| <b>AWARDS</b>   | Certificates provided to all submissions and trophies were awarded to all winners with feedback for portfolio.   |

### LIMITATIONS AND IMPROVEMENT

In order to assess the success of our day we created a google form for feedback. All attendees rated the day as excellent and were overwhelmingly positive - **“good for morale”, “great concept”, “insightful”** and **“amazing event”**. Areas of limitation included:

- longer time required for abstract submission to improve engagement
- increased communication with senior doctors/managers to improve buy in.



### LEGACY

In order for this project to continue and to expand, it requires considered and detailed hand over.

- 1 Working with the PGME team
- 2 Booking the rooms early
- 3 Advertising at trust induction
- 4 Creating a detailed handover document

