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Resources for healthcare professionals in managing burnout

The most important resources are ourselves, our friends and family, our work-life balance, and all our colleagues within the Primary Health Care Team. However, there are also many resources available to help us as individuals as well as the whole Primary Health Care Team maintain wellbeing and avoid burnout.

Other relevant articles on the Patient website include [Burnout in Primary Care](#), [Tips on Managing Wellbeing in Primary Care](#), and [Occupational Burnout](#).

Available resources include:

British Medical Association (BMA)

Your wellbeing^[1]

Provides a range of services and information to help support you, including support services (Counselling and peer support services, Psychotherapy for doctors, and GMC investigation support). There are also sections on Self-help questionnaires, Vicarious trauma, Concerned about a colleague, Insight and advice, and Reasonable adjustments.

Mentoring for doctors^[2]

Provides an overview of the benefits of mentoring, how to find a mentor and the skills required to be a mentor.

The British Medical Association has also produced a confidential online questionnaire enabling **self-screening for symptoms of burnout**.

General Medical Council (GMC)

The GMC report *Caring for doctors, caring for patients* includes an ABC of doctors' core needs, which provides recommendations to improve the working lives of doctors and minimise workplace stress. To ensure wellbeing and motivation at work, and to minimise workplace stress, the report identifies 3 core needs, and all 3 must be met.^[3]

- **Autonomy/control:** the need to have control over our work lives, and to act consistently with our work and life values.
- **Belonging:** the need to be connected to, cared for, and caring of others around us in the workplace, and to feel valued, respected, and supported.
- **Competence:** the need to experience effectiveness and deliver valued outcomes, such as high-quality care.

Royal College of General Practitioners (RCGP)

GP wellbeing^[4]

Provides information for emergency contacts, your health (including urgent support and helplines), financial help, indemnity and legal advice, online wellbeing resources from RCGP and resources for later career and retired members.

NHS England

NHS Practitioner Health^[5]

A confidential service for GPs and GP trainees in England, providing help with issues relating to mental health, including stress or depression, or addiction problems.

Looking after you too^[6]

Free confidential coaching and support for primary care.

NHS talking therapies^[7]

You can refer yourself directly to an NHS talking therapies service without a referral from a GP, or a GP can refer you. Help is available in person, by video, over the phone or as an online course. Which therapy you are offered depends on which one has been shown to be most helpful for your symptoms, but options include guided self-help, cognitive behavioural therapy, or counselling.

NHS England Supporting Mentors Scheme^[8]

GPs on the scheme will be provided with funded training, leading to a recognised mentoring qualification. Once trained, GP mentors will be reimbursed and will be able to connect with newly qualified doctors on the national GP Fellowships programme and to support them.

Using the NHS Health and Wellbeing Framework successfully^[9]

The Health and Wellbeing Framework comprises a seven-element model that describes good workplace wellbeing in the NHS, and a toolkit that helps organisations to understand their needs, develop their strategy, and create an investment/implementation plan to help build a positive wellbeing culture. There is a link to the NHS Health and Wellbeing Framework toolkit and supportive implementation resources.

Other resources

Faculty of Medical Leadership and Management^[10]

Aims to inspire, equip and support GPs at all career stages to enable a rewarding career in roles within and beyond general practice.

Living Life to the Full^[11]

Offers free modules including worksheets to print off and use and linked books to read. The courses include 'Living Life to the Full – For low mood and stress'.

Mind; Mindfulness^[12]

Provides information on mindfulness, how to practise it and how it can help with mental health problems.

Further reading

- '[Mental wellbeing at work](#)'; National Institute for Health and Care Excellence (NICE) guideline NG212. March 2022.

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Authored by: Dr Colin Tidy, MRCGP	Peer Reviewed by: Dr Krishna Vakharia, MRCGP	
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