

# Dear Wessex GP.....How are you?

A documentary analysis of the wellbeing of GPs across Wessex according to appraisal documentation

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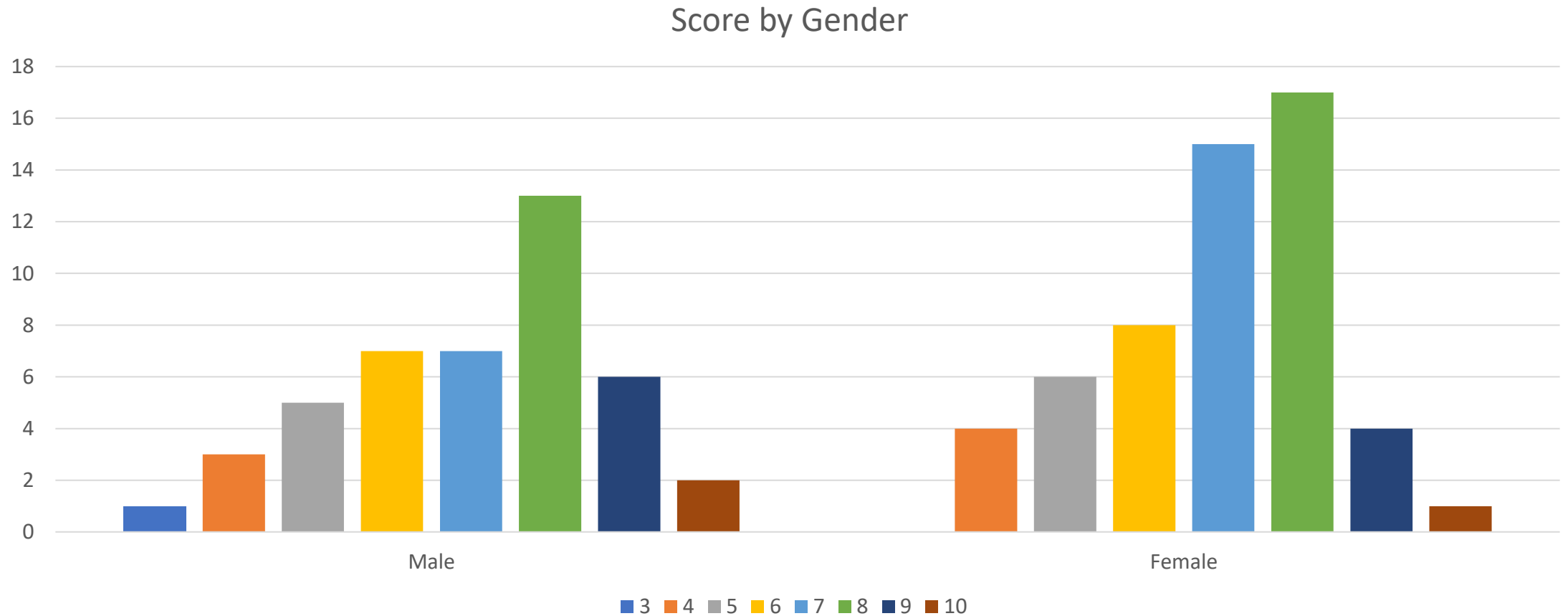
## “On a scale of 1-10 how are you?”

- Can the “How are you?” question in the appraisal help us gather evidence about what’s having a negative impact on GP wellbeing locally?
- Is the question valuable?
- Are people using appraisal as a way of discussing their wellbeing?
- Can we use this information to help GP wellbeing, boost morale, find ways to protect our workforce and do more to support GPs?

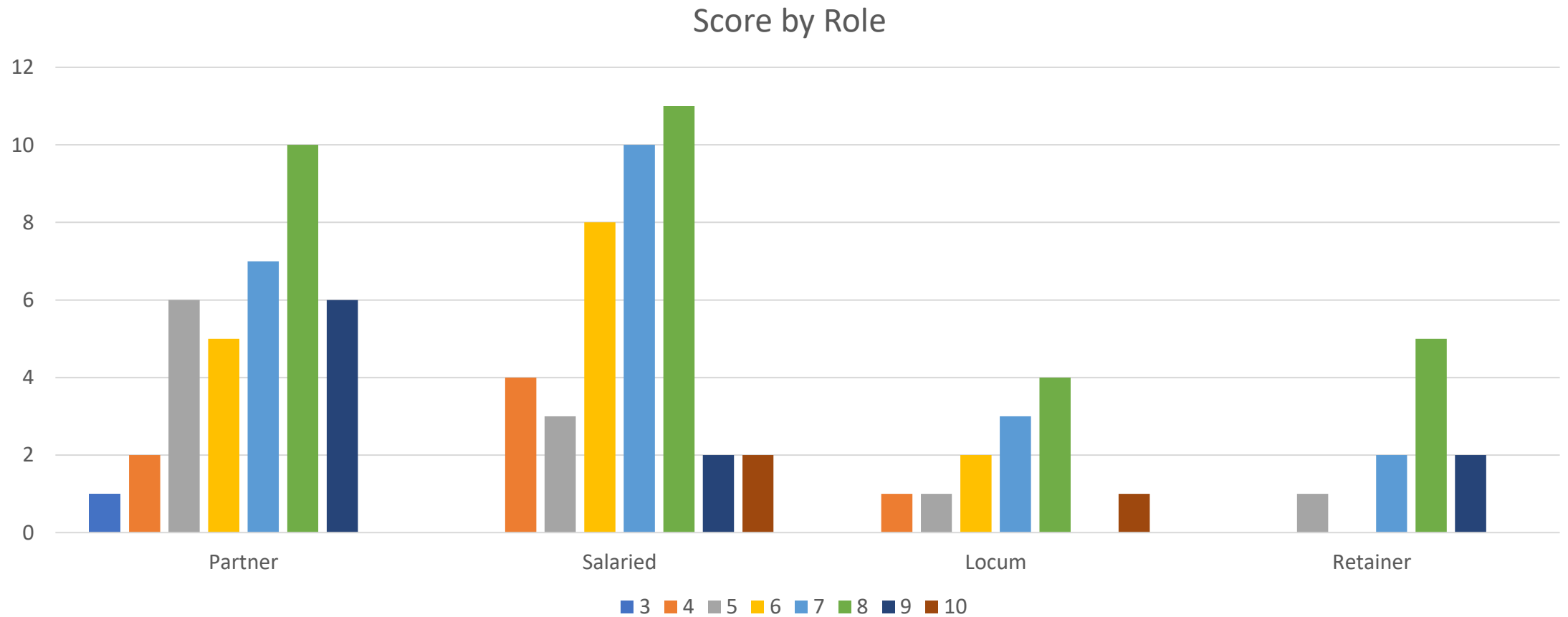
# My Methods

- 100 Wessex appraisals from the FFARMS database
  - 56 females, 44 males
- April/May 2021
- Gender/Role
- Collected numeric data
  - On a scale of 1-10 how are you?
- Collected qualitative data from
  - Comments on your wellbeing
  - Agreed PDP
  - Appraisal discussion

# On a scale of 1 to 10 how are you?



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# Discordance between numeric score and Wellbeing comments

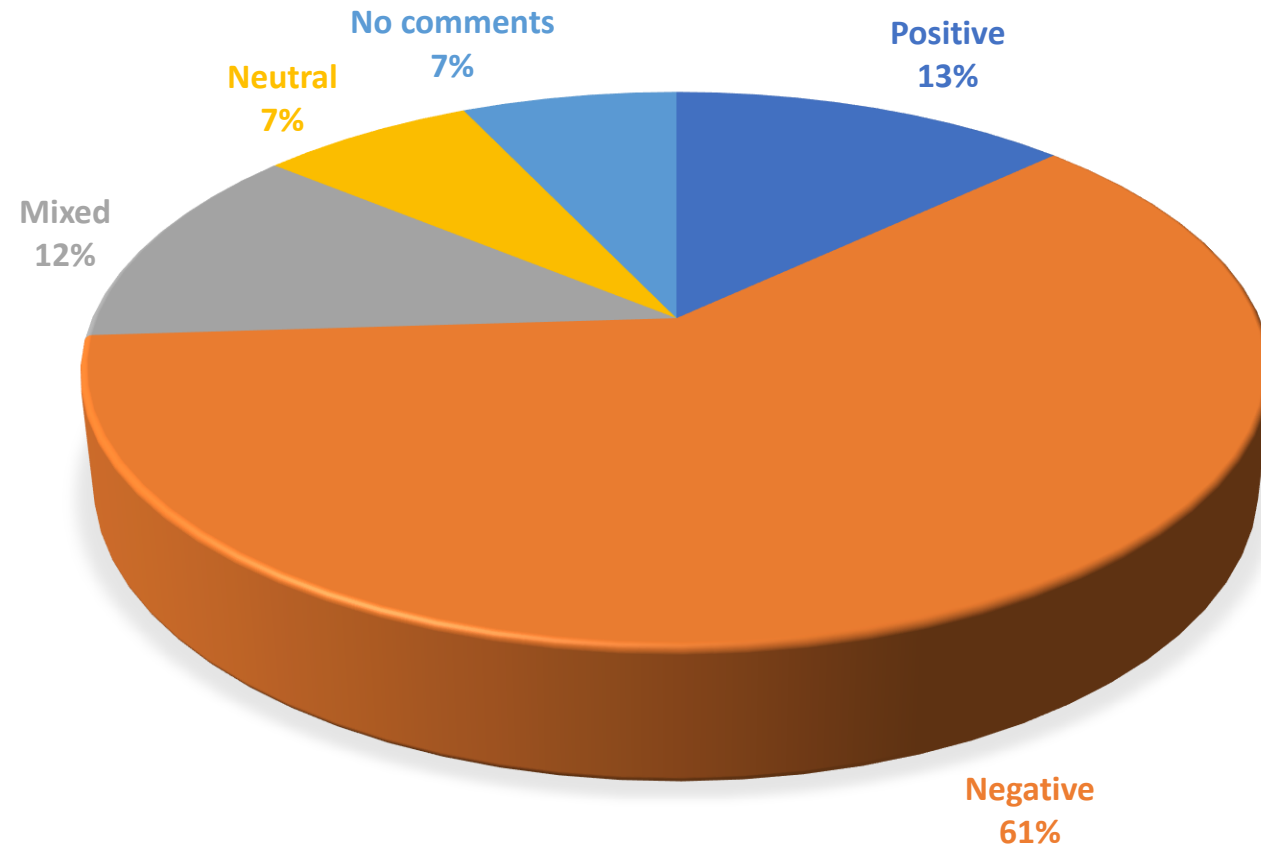
- 30 GPs scored 8/10
- What are they saying about their wellbeing?
- 3 made no comments
- 4 sounded completely positive
  - “supportive family”
  - “Protected from stress due to being a locum”
  - “Exercise regularly and don’t let work take over my family life”
  - “Balance of being good enough at work and home”
- 2 scored this due a positive change they have made
  - Anxiety led to changes and focusing on wellbeing
  - Dropped from 8 clinical sessions to 5 sessions a week

- 6 sounded a mixture of positive and negative or neutral
  - “Holidays and ways that I exercise are restricted by pandemic”
  - “Need more time with my family, need to decrease my OOH work”
  - “Challenging times, seeing less patients face to face impacts my enjoyment from work”
  - “Get enjoyment out of crisis and challenges”, work 65-75 hours a week due to workforce issues
- 15 sounded predominantly negative

# Negative comments on wellbeing in those scoring 8/10

- “Been difficult supporting colleagues with **burnout**”
- “**Anxiety**”
- “Meeting demands and workload makes me feel **at capacity**”
- “Work encroaches on my **headspace** most of the time”
- “**Low** at times”
- “Difficult to say no to extra shifts, my half days are  $\frac{3}{4}$  days, don’t protect my time off”
- “**Fatigued** by increased **workload**”
- “Scared and **overwhelmed**, too many patients”
- “Leave doesn’t get authorised”
- “Work is long and **exhausting**, I feel **isolated** at work”
- “Most challenging year of my career, a lot of stress and a lack of sleep”
- **Childcare**-“juggling”, “strain”, “stressful”
- “Lack of self care as no time to exercise due to work demands”

# What are the appraisees saying overall?



# Negative themes in the comments



# Negative themes in the comments

- 47/100 cited “workload” as having an impact on their wellbeing
  - Intensity of work
  - Lack of boundaries between work and home life
  - “Crushing workload”
  - “Pressure cooker”
  - “Doing extra hours virtually every day”
  - “Fluctuates from high to unmanageable”
  - “Dreary”
  - “Encroaches” on headspace or home life
  - “At capacity”

# STRESS

12/100 used the word “stress”

9/100 have suffered with anxiety or depression

14/100 said they can't look after their wellbeing

- “no time”, “time is biggest limitation”
- “aim to just keep going”
- “sleep is a luxury”, “need more sleep”, “drained”

# Positive themes in the comments

Only 13% had purely positive comments in their comments on their wellbeing

Most common theme was Supportive family

“Left partnership to become a salaried”

Decreased clinical sessions

2 sited that being a locum has improved their wellbeing

Started running

Started yoga

Kept up my exercise

## Evidence of Self care



# Evidence of signposting by Appraisers

Royal  
Academies  
website

Wessex LMC  
website

Wessex  
Appraisal  
Service website

Coaching-  
Looking After  
You Too

Practitioner  
Health  
Programme

Podcasts

TED Talks

# Is the Professional and Personal wellbeing section on appraisal useful

- YES
- It's a place for GPs to open up and discuss their concerns
- It's a supportive and safe environment
- It's a way of encouraging GPs to question their wellbeing and try to address it
- It's an opportunity to inform or remind GPs that there is help and support available and how to access it



Thank you for listening

Look after your own wellbeing-  
being a doctor is one part of you,  
you're also human