



Departmental Wellbeing Lead

Role Description, Person Specification, and requirements to support the role

Role Description

The formal recommendation for Wellbeing Leads to be adopted in all hospitals emphasises the importance of supporting anaesthetists to protect their health and wellbeing at work. It also recognises the important leadership role the anaesthetic department can play in aspects of staff wellbeing across the wider hospital trust/board. The role can be undertaken by any permanent anaesthetist within the department e.g. Consultant or SAS doctor.

Local logistics influence the size of the Wellbeing Lead role, the priorities, and specific responsibilities. As such, local flexibility is both necessary and encouraged. The role will operate independently, impartially and objectively to other departmental or trust/board leadership roles e.g. Clinical Directors, College Tutors, and Guardian of Safe Working (if applicable) whilst working in partnership with those individuals.

Wellbeing Leads are not a substitute for proper infrastructure within an organisation or department. The Wellbeing Lead cannot, as an individual, compensate for deficiencies in these areas. Trusts/boards are responsible for provision of adequate parking provision and changing facilities, anaesthesia resources as outlined in The Royal College of Anaesthetists (RCOA) Guidance for Provision of Anaesthetic Services (GPAS), contractual matters such as correct salary payment on time and the ability to take leave. These all have a dramatic effect on staff wellbeing but are beyond the scope of the Wellbeing Lead role.

Responsibilities of the Wellbeing Lead can include (but are not limited to):

- Creating a departmental environment where a positive and safe culture of speaking up about health and wellbeing is fostered and barriers to speaking up are escalated and addressed.
- Supporting colleagues by providing and developing access to peer-to-peer support, mentoring and shared learning resources on wellbeing.
- Acting as a wellbeing advocate within your department who can confidentially signpost colleagues to other services and resources available from your trust/board or other external local/national providers which has expertise in supporting the mental health of doctors e.g. Practitioner Health.
- Overseeing local wellbeing initiatives within the department including regular audit of wellbeing and rest facilities, guideline adherence and compliance.
- Collaborating with other Departmental Wellbeing Leads across the UK in conjunction with the RCoA and Association of Anaesthetists. Contributing to centralised wellbeing

resources that Wellbeing Leads can access, as well as sharing of good practice and local initiatives.

- Assisting in responding to national surveys and audits directly relating to wellbeing initiatives, in collaboration with the local Quality Audit and Research Coordinators.
- To support compliance with the requirements of national frameworks and networks for health and wellbeing including dissemination of relevant information from national bodies e.g. the Association of Anaesthetist's 'guidelines on suicide amongst anaesthetists' and 'substance use disorder in the anaesthetist'.

Person Specification

- An interest in the delivery of high-quality wellbeing initiatives, communications and educational content.
- Willingness to be the champion for staff wellbeing within your department and wider trust/board.
- Strong leadership, interpersonal and organisational skills.
- To be approachable so anyone in your department who has concerns about their own or others wellbeing can speak up.
- Ability to forge new ways of thinking and work collaboratively with other Departmental Wellbeing Leads across the UK, in conjunction with the RCoA and Association of Anaesthetists.
- Commitment to the development of staff wellbeing in a manner consistent with the RCoA and Association of Anaesthetists key areas of work and within the confines of your trust/board's governance and financial structure.

Requirements to support the role

- The Wellbeing Lead should have the opportunity to liaise with the trust/board lead for wellbeing in recognition of the fact that interventions proposed by the Wellbeing Lead require resources and institutional support.
- Time, in Programmed Activities should be allocated to the Wellbeing Lead role. The amount will influence what can reasonably be delivered and should be proportional to the size of the department.