



Tasmanian Health Service

**AN APPLE A  
DAY KEEPS THE  
DOCTOR AWAY**



# A Health and Wellbeing Guide for Junior Medical Officers



Developed by  
The Postgraduate Medical Education Council of Tasmania

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## Introduction

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“An apple a day keeps the doctor away”.

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**Healthy eating is just one element of overall health and wellbeing – just as an apple is one element of a fruit salad.**

### **Welcome to this guide.**

The purpose of this health and wellbeing guide is to provide Junior Medical Officers (JMOs) with information, strategies and resources for self-care as an essential part of their professional life. It aims to support JMOs who want to improve their health and wellbeing and stay well, with an emphasis on relevant and local information and services.

This guide has been developed by The Postgraduate Medical Education Council of Tasmania (PMCT) and is based on information derived from research, an extensive literature review into emotional and physical health of medical practitioners and other relevant Australian resources.

We hope you find this guide useful and relevant to you. We welcome any comments or suggestions to improve the guide, as your input will make it a more relevant document for you.

**Stay well!**

## What is Health?

Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity (World Health Organization, 1948)

## What does 'Wellbeing' mean?

Wellbeing is a complex combination of a person's physical, mental, emotional and social health factors. It is linked to happiness and life satisfaction. It's how you feel about yourself and your life.

Wellbeing is like a see-saw – stable wellbeing happens when the individual has the psychological, social and physical resources they need to meet a particular psychological, social and/or physical challenge. When individuals have more challenges than resources, the see-saw dips, along with their wellbeing, and vice-versa.



*Dodge, R., Daly, A., Huyton, J., & Sanders, L. (2012). The challenge of defining wellbeing. International Journal of Wellbeing, 2(3), 222-235.*

## Are doctors healthier?



Doctors are expected to be healthy and, in general, doctors tend to be physically healthier than the average person in the community.<sup>i</sup>

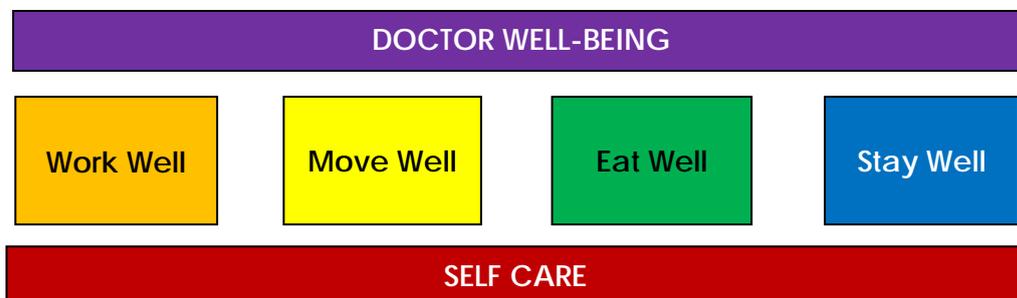
Yet doctors - particularly young doctors - report substantially higher rates of psychological distress including burnout and emotional exhaustion compared to both the Australian population and other Australian professionals.<sup>ii</sup>

These emotional difficulties can have an impact on their quality of life and that of those around them, and can also affect patient care<sup>iii</sup>.

The general work experience for Australian doctors is stressful and demanding, and many young doctors report greater work stress than their older colleagues.<sup>iv</sup> Emotional health problems among doctors reflect many factors that can trigger stress, including the personalities of those who become doctors, the nature of medical training, and the organisational stresses of medical practice. While these things can't all be changed, being aware of these factors may help a person change the way these pressures affect him or her.<sup>v</sup>

JMOs may be at greater risk of poor health as they face additional pressures such as clinical demands and aiming to succeed in career progression (4). Doctors may find it difficult to seek treatment and support for mental health conditions due to fear of lack of confidentiality or privacy, embarrassment and the fear of any impact on registration and right to practice (2). Doctors also tend to give their own health care a low priority and feel pressured not to miss shifts due to ill-health.<sup>vi</sup> The consequence of this is that some doctors may not access treatment early or not until their condition can no longer be concealed or affects patient care (6).

It is very important that doctors present early with their health concerns and are provided with easy access to appropriate management and services. Information and support may help doctors to be better equipped to deal with the emotional stresses of their work. A way this can be achieved is by providing doctors with an easily accessible source of relevant information so they can seek assistance.





## Self Care

The notion of self care is not always one that doctors apply to themselves. Doctors often put their duty of care to their patients first and work unrealistic workloads.

### What does self care involve?

*"Self care is about ensuring you look after yourself. Self care involves taking care of our physical health, our mental, emotional and spiritual health. It includes eating, sleeping and living well. It means setting priorities and achievable goals and enjoying work and leisure – making time for both. Self care ensures our own and our family's needs are not neglected. It means making sure we have professional and independent medical advice about our own physical and emotional health. Self care is what we advise our patients to do when they consult us, worn down and stressed out about work and life. Sometimes we need to take our own advice."*

*Clode D and Boldero J. 2006.*

### Could this be me?

When you're focused on a career in helping others with their health, it can be hard to admit when you need help yourself. It's important to recognise the signs that you or a colleague might be experiencing stress or mental health problems. If left untreated, stress and acute distress can lead to depression and anxiety disorders, impacting on your mental and physical health - and on your work.

The good news is that there are many types of effective, easily accessible supports and treatments available. Help is out there, so nobody should be afraid to ask for it.

### Caring for yourself

Remember you are person first and doctor second. Take care of your health, family and friends.

- **Take a few minutes to stop, focus on your breathing, do some breathing exercises**
- **Eat regularly and choose healthy options**
- **When it is difficult to take a break, keep some food at hand to re-energise yourself: good options are nuts, dried fruit, bananas, plain rice crackers, muesli**
- **When necessary, take sick leave: if you can't work at your best, it will affect you and your patients**
- **Plan your holidays early, it gives you something to look forward to**
- **Join a gym or a group that suits your interest, such as a walking group**
- **Source your own GP to obtain care and medical treatment, including prescriptions and referrals**

## Fatigue

Fatigue is a feeling of weariness, tiredness or lack of energy that does not go away when you rest. People can feel fatigued in body or mind.

With physical fatigue your muscles cannot do things as easily as they used to, like finding it difficult to climb stairs. With psychological fatigue, it may be difficult to concentrate or you might not feel like getting out of bed in the morning.

Fatigue can be a response to physical exertion, poor eating habits, emotional stress or lack of sleep. But in some cases fatigue can be a symptom of an underlying medical problem that needs medical treatment.

Fatigue can cause a range of physical, mental and emotional symptoms including: sleepiness; headache; dizziness; sore muscles; moodiness; appetite loss; blurry vision; reduced immune system function; poor concentration; low motivation; and slowed responses.

When fatigue is not relieved by enough sleep, good nutrition or a low stress environment, it should be evaluated by your doctor.

## Re-balance

To have a clear mind, finding the right balance between routine and stimulation is the key. Being 'well balanced' brings happiness, health and inspiration.

Do you need to re-balance your mind?

If your mind is over stimulated find something grounding each day – find somewhere, someone or something that calms your mind – music, a room at home, the garden, a favourite lunch spot.

If your mind is under stimulated, seek some variety each day – do something new each day, such as taking a different route to work, do an activity that wouldn't normally interest you, research a topic that is new to you.



**The workplace is an important area in which to build a comfortable and supportive environment.**

When you start in a position, it is important to clarify your employer's and supervisor's expectations of you as well as your expectations of them. You will need to familiarise yourself with procedures and policies directly and in-directly related to your work. Getting these things clarified, understood and agreed upon early will ensure a good start to your working relationships.

The responsibility for building and maintaining a respectful workplace is shared by everyone.

A respectful workplace culture is one where you:

- Speak without judging, blaming or sharing
- Accept that others have values and opinions that are different from your own and be open-minded about their ideas, comments and suggestions
- Practice inclusivity – try to make sure that individuals or groups aren't excluded in any way
- Support colleagues who are being harassed, discriminated against or treated disrespectfully

**In some cases, the work situation may not be comfortable and supportive.**

### **What you can do**

For more details about a respectful environment and bullying and harassment - including what you can do – please click [here](#)

Try not to take it personally if a senior treats you rudely. Unfortunately, rudeness is often a way of expressing one's own insecurity (from [Health and Wellbeing of Junior Doctors](#)).

**You can talk to someone about the bullying or prejudice situation.** Speak to your supervisor or a senior staff member and/or contact the Medical Education Advisor or Director of Clinical Training in your workplace.



## Move Well

### We know that physical activity is important for health.

There are huge benefits to getting even a small amount of physical activity each day, both mentally and physically. Being active gives you more energy, helps you sleep better, reduces the risk of depression and can help to prevent a range of chronic diseases.

**Step 1** *Think of movement as an opportunity not an inconvenience*

**Step 2** *Be active every day in as many ways as you can*

**Step 3** *Put together at least 30 minutes of moderate-intensity physical activity on most, preferably all days*

**Step 4** *If you can also enjoy some regular, vigorous activity for extra health and fitness*

### What is the difference between 'moderate' and 'vigorous' physical activity?

**Moderate-intensity activity** will cause a slight but noticeable increase in your breathing and heart rate. A good example of moderate-intensity activity is brisk walking; that is, at a pace where you are able to talk comfortably, but not sing. **Moderate-intensity activity should be carried out for at least 10 minutes at a time.**

**Vigorous activity** is where you "huff and puff"; for example, where talking in full sentences between breaths is difficult.

Vigorous activity can come from such sports as football, squash, netball, basketball and activities such as aerobics, speed walking, jogging, and fast cycling.

It sometimes seems difficult to fit physical activity into your day. Here are some activities you can do every day:

- Take the stairs rather than the lift, or walk rather than use escalators;
- Park your car where you can fit in a 15 minute or longer walk to and from work;
- Start a walking group with colleagues or friends and stick to a routine of certain days or times to go out together;
- Buy yourself a pedometer – a gadget that when worn on your hip counts how many steps you take. Use this to increase your daily steps; or
- Walk or cycle instead of using the car for short trips

More about being physically active is available at

[Take 10,000 steps today](#)

[The Department of Health Tips & Ideas for Physical Activity for Adults](#)



## We all know it's important to eat healthily and sensibly.

The [Australian Dietary Guidelines](#) provide up-to-date advice about the amount and kinds of foods that we need to eat for health and wellbeing. By following the eating patterns recommended in the Guidelines, we will get enough of the nutrients essential for good health.

### Eating Regularly

It's essential for weight control and especially weight loss, to recognise and act on the feedback your body gives you about when and [how much you need to eat](#). However it's also important to aim for a regular eating pattern of meals, or meals and mid meals.

### Skipping breakfast?

Breakfast skippers are more likely to be tempted by unplanned choices during the morning and large serves at the next meal or snack. Just think of how yummy those large baked muffins look at morning tea if you've missed breakfast! People who regularly eat a healthy breakfast are much more likely to be eating well than those who skip breakfast.

### Eat with other people not TV

We also know that people who eat with others and eat at the dining table, are more likely to eat regularly and eat well than those who eat alone or in front of the TV. Meals with others tend to include more foods from the five food groups. For example, people often report that they can't be bothered cooking vegetables just for themselves. **Good meal planning and making healthy choices can sometimes be tricky but a few useful tips can make it easier.**

### More healthy eating and nutrition information:

- Healthy eating ideas from the Go [For 2&5](#) website.
- More about nutrition at the [Nutrition Australia](#) website.

### How can you use food to boost your mood?

#### Don't Banish Carbs -- Just Choose 'Smart' Ones

The connection between carbohydrates and mood is all about tryptophan, a nonessential amino acid (found in many protein foods). As more tryptophan enters the brain, more serotonin is synthesized in the brain, and mood tends to improve. You can actually boost your tryptophan levels by eating more carbohydrates... [read more...](#)

#### Get More Omega-3 Fatty Acids

Researchers have noted that omega-3 polyunsaturated fatty acids (found in fatty fish, flaxseed, and walnuts) may help protect against depression... [read more...](#)



## Stay Well

### Deep breathing relaxation

**Focused breathing exercises can help you fight everyday stress. To get the best out of living in our modern life we have to counteract the effects of excessive stress by creating a place of refuge.** That place can be as simple as a practice of deep conscious breathing. Breathing exercises can help if you have stress, anxiety, insomnia or chronic pain. Slowing down your breathing short circuits the stress response, giving your brain the message that all is well and your body can return to normal, for a while anyway.

#### Rib breathing

This basic and easy-to-practice breathing exercise involves the deliberate expansion and contraction of your ribcage as you focus your awareness on your inhalation and exhalation.

This practice can be done while you are sitting. Close your eyes, this brings your focus inwards. Straighten your spine, you may like to place your hands on your ribcage to feel the movement there.

With every inhalation feel the expansion of your ribcage front, side and back. With every exhalation slowly contract your ribcage. Keep breathing in this way for a while, consciously expanding and contracting your ribcage. As you move more deeply into the practice you will begin to feel you are drawing energy into your whole body with every inhalation. With every exhalation you are letting go of tension in your body. *Your inhalation is energising, your exhalation is relaxing.*

**Source:** <http://www.abc.net.au/health/library/stories/2008/12/16/2440879.htm#a#a>

### Simple stretches

**Shoulder roll:** This movement helps relieve tension in the upper back and shoulders. Sitting or standing upright, inhale as you lift your right shoulder to your ear. Exhale as you slowly roll your shoulder around and back, dropping it away from your ear. Continue the rolls three more times, alternating right and left. Then inhale as you lift both shoulders up to the ears. Exhale as you release them. Repeat five times and then relax your shoulders.

**Neck stretch:** This is particularly good for a stiff neck. Sit upright without letting your back touch the back of your chair. Align your head directly over your spine and feel the crown of your head lifting. Breathe in and on the exhalation, drop your right ear toward your right shoulder without lifting your right shoulder or turning your head. Take several breaths in and out, feeling the stretch on the left side of your neck. For a deeper stretch, reach over your head and place your right hand on the left side of the head to gently pull your neck away from your shoulders. At the same time hold firmly onto the chair with your left hand to draw your shoulder away from your neck. Hold for five breaths. Release and slowly lift your head and repeat the sequence on the other side.

## Mindfulness

**Mindfulness is a form of self-awareness training adapted from meditation. Mindfulness is about being aware of what is happening in the present on a moment by moment basis.**

Mindfulness enables you to pay attention in the present moment and to have a clear mind. It makes it possible to respond rather than react to situations, therefore improving our decision making and potential for relaxation.

Optimal performance can be cultivated through a calm and focused state of mind, which can be called mindfulness. It means learning to focus our attention and energy effectively while releasing the inhibiting effect of tension (Hassad, 2002).

### Some mindfulness techniques to practice

#### One Minute Exercise:

- Sit in front of a clock or watch to time the passing of one minute. Focus your entire attention on your breathing, and nothing else for one minute. Have a go – do it now.

#### Mindful Eating:

- This involves sitting down at a table and eating without any distractions, no newspaper, book, TV, radio, music or talking.
- Now eat your food paying full attention to which piece of food you select to eat, how it looks, how it smells, the muscles you use to raise the food to your mouth, the texture and taste of the food as you chew it slowly.
- You will be amazed how different food tastes when eaten in this way. It is also very good for the digestion.

#### Mindful Walking:

- While walking, concentrate on the feel of the ground under your feet, and your breathing while you are walking. Observe what is around you, staying in the present. Let your other thoughts go and enjoy the moment (Elliston, 2001).

#### More mindfulness...

[Guided mindfulness meditations](#) – these are downloadable.

[Mindfulness in everyday life](#) – practical hints on how to be mindful in your everyday life.

[Mindfulness@Monash](#) – showcases the work being done at Monash University but also provides good information, resources and tips for daily mindfulness.



## Health & Wellbeing Facilities at THS

### Launceston General Hospital

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#### The LGH Staff Gymnasium

Take advantage of the Launceston General Hospital Staff Gymnasium for only \$1 per week. Some of the facilities include:

- exercise bikes and treadmill
- weight machines
- aerobic steppers
- free weights
- security access
- changerooms close by

### Royal Hobart Hospital

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#### RHH Staff Health and Fitness Centre

The Health and Fitness Centre's aim is to provide personalised exercise options and to promote good health, well-being and to have fun. The Centre is equipped with modern computerised aerobic equipment and both pin loaded and free weight resistance machines.

**Membership** is available to all employees of THS. If you are interested in joining or would like to check out the facilities, contact 6166 8944 and schedule an appointment time.

You will be required to have an assessment prior to joining. This is NOT a pass or fail situation and is relatively painless. The results are used as a benchmark for your health and fitness improvement in the future and to select appropriate exercise programs or options. All personal fitness assessment information is strictly confidential.

#### Career decisions and learning

Myers Briggs Personality Inventory profiles are available to assist with learning, team work and career specialty decisions. These support services are free and confidential.

For more information please contact:

Robin Ikin, Medical Education Advisor Phone: 03 6348 7428

Email: [robin.ikin@dhhs.tas.gov.au](mailto:robin.ikin@dhhs.tas.gov.au)



## Medical support

### Your own GP - Finding a GP

It is very important to choose a GP whom you can trust and can manage your health care needs, including emotional health issues.

The [Tasmania Medicare Local website](#) offers a [National Health Services](#) Directory. You can search for a local General Practitioner using this service. When you visit the [National Health Services Directory](#) site, you can search for a local GP.

Your Medical Education Advisor can also provide you with details of local GPs who are taking new patients.

## Professional support

A number of organisations and personnel are able to provide professional support to doctors and offer a valuable source of experience and knowledge.



**The Postgraduate Medical Education Council of Tasmania (PMCT)** is responsible for prevocational medical education in Tasmania for doctors in their first 2-3 years of post qualification. PMCT facilitates education and support of Junior Medical Officers including International Medical Graduates working in Tasmanian public hospitals. For more information please visit [the PMCT website](#).



**The Australian Medical Association** and its members are committed to ensuring professional values, excellence in teaching and research, and the delivery of high quality health care. Please visit the [AMA Tasmania website](#).

## Personal support

Working as a doctor can be very demanding. A support network can reduce feelings of isolation and can help deal with stress related problems. It can also provide a way to share feelings and ideas with others. Our family and friends are generally our most essential support system. On many occasions, the people you work with can be the strongest source of support. These people can be those you call on if you are experiencing problems.

### Where to go for help:

- Your registrar
- Your supervisor and/or Director of Clinical Training
- Medical Education Advisor
- Your GP
- The Employee Assistance Program
- The Victorian Doctors Health Program
- The AMA Peer Support Program

**The Employee Assistance Program** is a personal coaching and counselling service provided by Converge International that offers confidential, short-term support for a variety of personal problems that may be affecting you at work or at home.



Employee Assist is:

- A confidential service
- Available to all employees
- Available for up to **4 sessions** per issue.

Office hours are 0800 – 1800 Monday to Friday. Services are available 24 hours, 7 days a week to facilitate enquiries, booking requests and to provide assistance in crisis situations.

**The Victorian Doctors Health Program** is a confidential and compassionate service for doctors and medical students with health concerns including stress & anxiety problems, substance use disorders, mental health disorders, any other health problems, including physical health concerns.

Call **03 9495 6011** anytime or visit the [VDHP website](#).

**The AMA Tasmania Peer Support Service** is provided by AMA Victoria on behalf of AMA Tasmania for both members and non-members. It provides peer support for doctors by doctors. All volunteer telephone counsellors are trained and experienced doctors. They have a broad experience in medical practice and represent a wide range of specialties. Call **1300 853 330** (cost of a local call) **365 days of the year from 8.00am to 11.00pm**. Visit the Doctors Health section of the [AMA Tasmania website](#)



**The JMO Health website** has been created by Junior Doctors for Junior Doctors and provides self assessment tools, information and answers to common problems, along with vignettes and tips and tricks. Please visit the [website](#) for more details.

## Other Resources and contacts

### Websites

- **Health and wellbeing of junior doctors**  
This website is an initiative created by doctors in NSW. The information is well presented and relevant for all Australian doctors. [More information on the website.](#)
- **beyondblue: the national depression initiative**  
*beyondblue* is a national, independent, not-for-profit organisation working to address issues associated with depression, anxiety and related substance misuse disorders in Australia. [More information on the beyondblue website.](#)
- **The Black Dog Institute**  
The Black Dog Institute is a not-for-profit, educational, research, clinical and community-oriented facility offering specialist expertise in depression and bipolar disorder. The [Black Dog Institute website](#) provides more information.
- **The Psychological Toolkit**  
The Psychological Toolkit from the Black Dog Institute is a collection of practical resources available for health professionals to assist in the management of mood disorders in their clinical work. The materials include questionnaires to assist health professionals in the assessment of depression, charts to assist with treatment protocols, tools for self-monitoring, and exercises for patients. See more including fact sheets [at this website.](#)
- **Druginfo**  
DrugInfo Clearinghouse is a program of the Australian Drug Foundation. It provides easy access to information about alcohol and other drugs, and drug prevention. Learn more about [DrugInfo Clearinghouse.](#)
- **Clinical Research Unit for Anxiety and Depression**  
This website, backed by the University of New South Wales, St Vincent's Hospital, Sydney and the World Health Organization Collaborating Center at the hospital, offers information so that people can help themselves. It offers comprehensive information so that doctors are aware of the right treatment, and it offers information on the latest in research in this area. [Visit the website.](#)

## Online courses and programs

[myCompass](#) (Black Dog Institute) is an interactive self-help service that aims to promote resilience and wellbeing for all Australians. myCompass is a guide to good mental health – it points you in the right direction. You can track your moods, write about them and view information and tips. You can also choose to do one of the modules designed to help you manage mild to moderate stress, anxiety and depression.

### [CALM \(Computer Assisted Learning for the Mind\)](#)

Audiofiles available for download giving specific techniques to manage three sources of long lasting happiness - mental resilience, healthy relationships and finding meaning in life.

### [The MoodGYM](#)

Learn cognitive behavioural therapy skills for preventing and coping with depression.

### [E-couch](#)

Online program for preventing and coping with depression, generalised anxiety disorder, and social anxiety disorder.

### [Mood Swings](#)

This site is an online self-help tool for people with bipolar disorder. Material used in this website is based on an effective face-to-face group program found to be successful in reducing episodes of illness.

## Helplines

- **AMA peer support service (available to both AMA members and non-members)**  
1300 853 330 from 8.00am to 11.00 pm
- **Lifeline in Tasmania (Hobart)**  
Phone 13 11 14
  - 24 hour crisis telephone counselling service
  - Crisis face-to-face counselling
  - Suicide Prevention Programs HelplineFor more information visit the [Lifeline website](#).
- **Alcoholics Anonymous**  
Helpline : **Hobart 6234 8711, Launceston 6334 7060**  
Visit the [Alcoholics Anonymous Australia](#) website.
- **G-Line (problem gambling)**  
Helpline: **1800 622 112**

## Recommended Reading

### **Keeping the doctor alive**

Published by: The Royal Australian College of General Practitioners, 2006

This guidebook provides medical practitioners with information and resources on strategies for self care as an essential element of their professional life. It aims to encourage medical practitioners to recognise and discuss the challenges facing them, promote self care as an integral and accepted part of the professional life of medical practitioners, and assists to develop useful strategies for selfcare.

*This resource is available for purchase from the [RACGP website](#).  
(and is available for loan from the RMO Library, RHH, Room 595, RMO quarters, Level 5)*

### **Know Thyself: the stress release programme, Dr Craig Hassad**

Published by: Michelle Anderson Publishing Pty Ltd, 2002

This book incorporates mindfulness in a practical, simple and direct way to enhance mental and physical wellbeing, relationships and productivity. It is based on current research evidence and the principles and practices upon which it is based have been tested over many centuries. The course outlined in the book has been adapted for health professionals and the general public alike. It has been used in the training of doctors at Monash University and also at the Royal Australian College of General Practitioners since 1991.

*This resource is available for loan from the RMO Library, RHH, Room 595, RMO quarters, Level 5*

### **Taking care of yourself and your family: a resource book for good mental health, 10<sup>th</sup> edition, John Ashfield**

Published by: Government of South Australia and *beyondblue*

This book is a source of basic information about a range of mental health and related issues. It is a guide for helping others, or prompting them to seek assistance, in the event of a mental health issue and a resource of strategies and self-help therapies that have been adapted from some widely used and documented standard psychological therapies.

*This resource is also available for loan from the RMO Library, RHH, Room 595, RMO quarters, Level 5*

## Key Contacts

Key people who can help you settle into your hospital workplace, provide information about recruitment, leave and payroll issues and provide support are listed below.

The PMCT E-Learning for JMOs site on Tasmania Health Education Online (THEO) provides more information about the JMO Workplace in Tasmania. [Click here](#) – log on with your DHHS email details. Click on the PMCT icon, select “ JMO Workplace”.

### Royal Hobart Hospital Staff (THS - South)

**For information concerning recruitment, leave and payroll contact StaffLink:**

Senior Medical Recruitment Officer – Alison Hallam

Phone: 03 6166 7177

Email: [Alison.hallam@ths.tas.gov.au](mailto:Alison.hallam@ths.tas.gov.au)

Recruitment Support Officer – Shelley Hampson

Phone: 03 6166 7538

Email: [shelley.hampson@ths.tas.gov.au](mailto:shelley.hampson@ths.tas.gov.au)

Recruitment Support Officer – Marita Eccles

Phone: 03 6166 7818

Email: [marita.eccles@ths.tas.gov.au](mailto:marita.eccles@ths.tas.gov.au)

**For information concerning rostering contact:**

Roster Support Unit

Phone: 03 6166 6797/6798

Email for Rostering: [rh.juniordoctorstaffing@ths.tas.gov.au](mailto:rh.juniordoctorstaffing@ths.tas.gov.au)

**For information concerning education, training, assessment and support services contact:**

Sona Lewincamp, Medical Education Advisor

Phone: 03 6166 7958

Email: [lynn.hemmings@ths.tas.gov.au](mailto:lynn.hemmings@ths.tas.gov.au)

Dr Allan Beswick, Director of Clinical Training (DCT - Interns)

Email: [allan.beswick@ths.tas.gov.au](mailto:allan.beswick@ths.tas.gov.au)

Terry Brown, Director of Clinical Training (DCT – RMOs/IMGs)

Email: [terry.brown@ths.tas.gov.au](mailto:terry.brown@ths.tas.gov.au)

## Launceston General Hospital (THS - North)

**For information concerning recruitment, leave and rostering contact:**

Debbie West, Resident Staff Co-ordinator

Phone: 03 6777 4344

Email: [debbie.west@ths.tas.gov.au](mailto:debbie.west@ths.tas.gov.au)

**For information concerning education, training, assessment and support services contact:**

Robin Ikin, Medical Education Advisor

Phone: 03 6777 7428

Email: [robin.ikin@ths.tas.gov.au](mailto:robin.ikin@ths.tas.gov.au)

Dr Beth Mulligan, Director of Clinical Training (DCT)

Phone: 03 6777 7343

Email: [beth.mulligan@ths.tas.gov.au](mailto:beth.mulligan@ths.tas.gov.au)

## North West Regional Hospital & Mersey Community Hospital (THS – North West)

**For information concerning recruitment:**

Shauna Cole, Medical Recruitment Co-ordinator

Phone: 6478 5253

Email: [shauna.cole@ths.tas.gov.au](mailto:shauna.cole@ths.tas.gov.au)

**For information concerning education, training, assessment and support services contact: NWRH and MCH:**

Dr Corinne Ginifer, Director of Clinical Training (DCT)

Phone: 0427 010 442

Email: [corinne.ginifer@ths.tas.gov.au](mailto:corinne.ginifer@ths.tas.gov.au)

Dr Lynn Hemmings, Medical Education Advisor

Phone: 0407 211 783

Email: [lynn.hemmings@ths.tas.gov.au](mailto:lynn.hemmings@ths.tas.gov.au)

Luanne Steven, Medical Clinical Educator

Phone: 03 64304550

Email: [Luanne.steve@utas.edu.au](mailto:Luanne.steve@utas.edu.au)

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Department of Health, Western Australia. 2005. *Living and working in Western Australia: an orientation manual for overseas trained doctors working in Western Australian public hospitals (revised May 2008)*, Medical Workforce Branch, Department of Health, East Perth.

Hassad, C. 2002. *Know thyself: the stress release programme*. Michelle Anderson Publishing Pty Ltd, South Yarra, Melbourne.

### Health and Wellbeing Guide for JMOs contacts:

**This Health and Wellbeing Guide for Junior Doctors has been developed by PMCT.** Your comments and feedback would be welcomed, so please contact Dr Lynn Hemmings as per below.

Postgraduate Medical Education Council of Tasmania (PMCT) [www.pmct.org.au](http://www.pmct.org.au)

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