

Work-Life Balance Workshop

ESIM 2010

Brighton

Roger Duckitt

"Long working hours create a life without joy, and the absence of joy is the biggest threat to our society."
(Will Alsop)

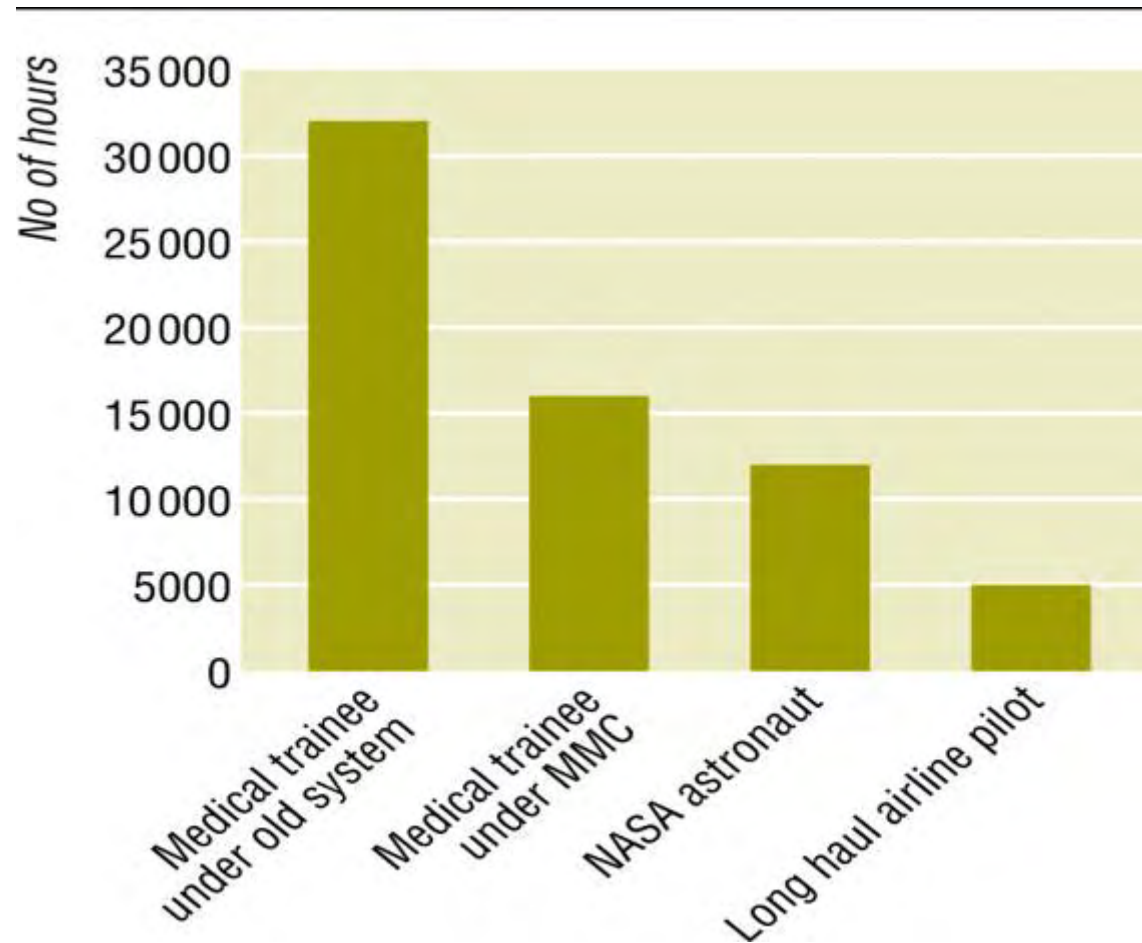


Essential Components of EWTD

- 48 hr maximum working week (average)
- 11 hrs continuous rest every 24 hours
- 24 hrs continuous break every week, or 48 hours every fortnight
- 8 hrs maximum night shift length
- 20 minutes break for every 6 hours worked
- Free health assessments for night workers
- 4 weeks paid leave a year after having worked 13 consecutive weeks

Good thing or Bad thing?

Length of Training



Good thing or Bad thing?

Workforce implications

- Dutch Government predicted 100m Euro
- Germany: increase of 25% needed = 1.75bn

Evidence based Rotas

- Consecutive night shifts should be minimised and the maximum number of weekends possible kept free
- Shifts are better tolerated when they rapidly rotate in a clockwise manner—that is, they change every few days in a morning, afternoon, then night pattern (phase delay)
- Individual shifts should last no longer than 10-12 hours
- Employees are more likely to accept a specific shift working pattern positively if they have participated in its construction

BMA Survey

- 64% - “a detrimental impact on training”
- Only 30% thought introduction of 48 hour limit should be delayed.
- 68% wanted longer training period but shorter week
- 66% believed doctors should be protected from working long hours.
- In a survey of all BMA members 57% did not believe it possible to train a doctor adequately while complying with the time limits.

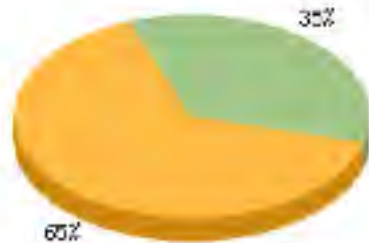
So, how does it all affect YOU??



ESIM 10 Pre-Course Questionnaire

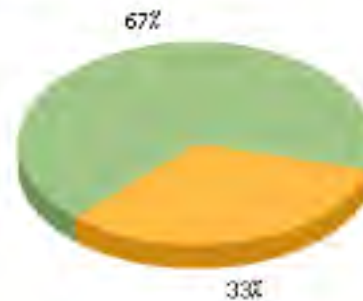
- 48 Responses

What is your Gender?



Legend	Response
Orange	Female (31)
Green	Male (17)

Marital Status?



Legend	Response
Orange	Married (16)
Green	Single (32)

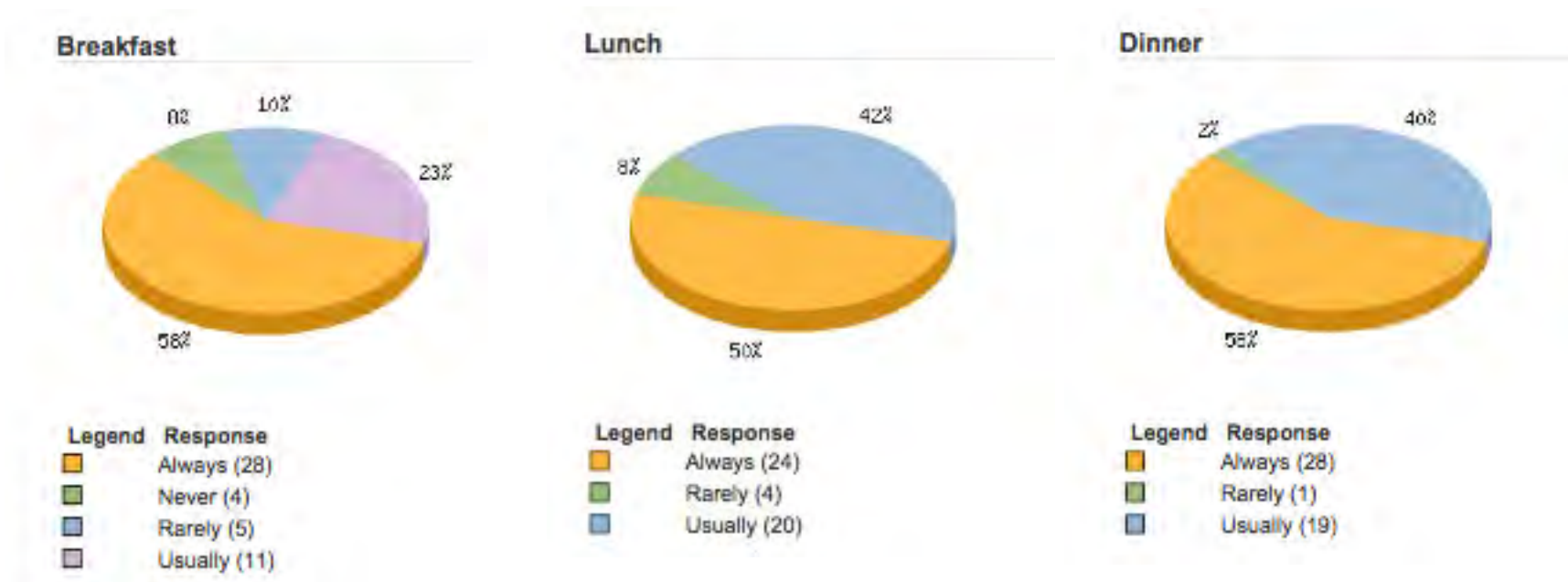
Do you have children?



Legend	Response
Orange	No (42)
Green	Yes (6)

ESIM Pre-course Questionnaire

- Are we eating enough?



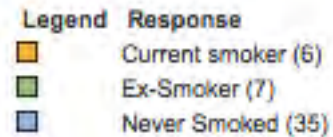
ESIM Pre-course Questionnaire

- And what about our 'bad habits?'

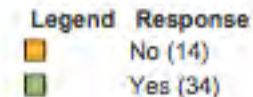
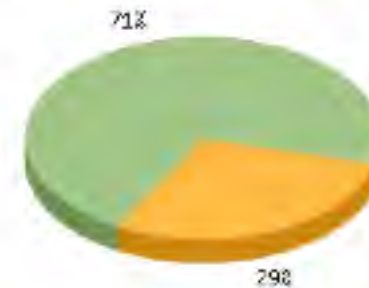
Snacks



Do you smoke?



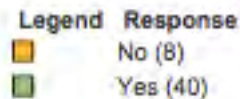
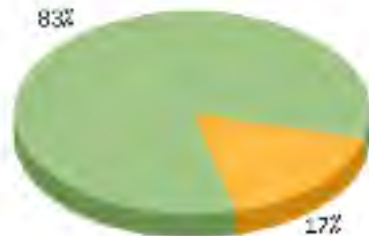
Do you consume alcohol?



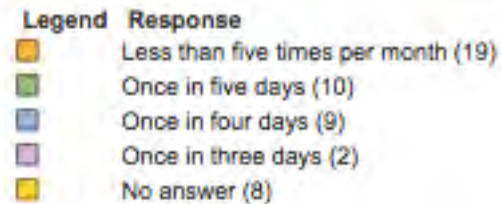
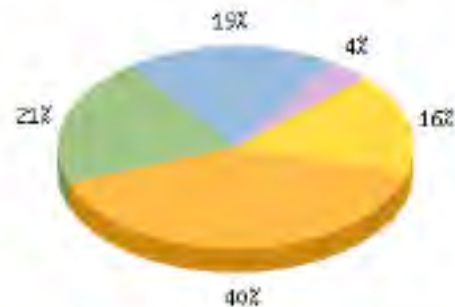
ESIM Pre-course Questionnaire

- Do we sleep?

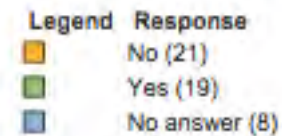
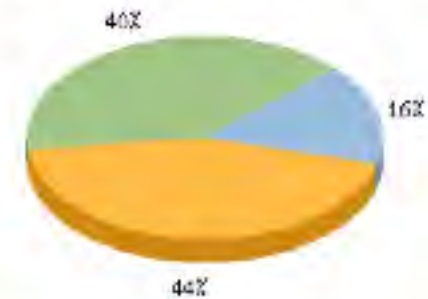
Do you have overnight shifts?



What is the frequency of your nights?



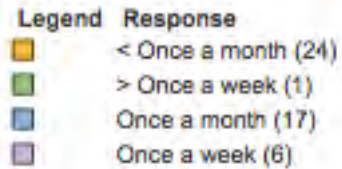
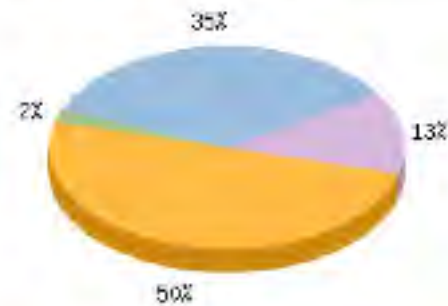
Do you work after the overnight shift?



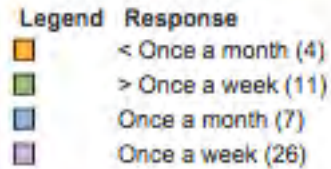
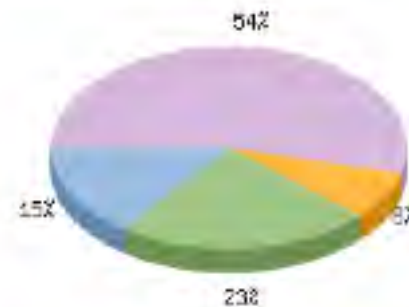
ESIM Pre-course Questionnaire

- And Leisure time?

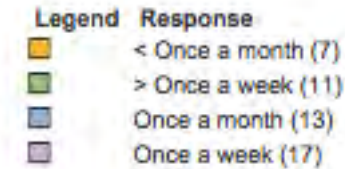
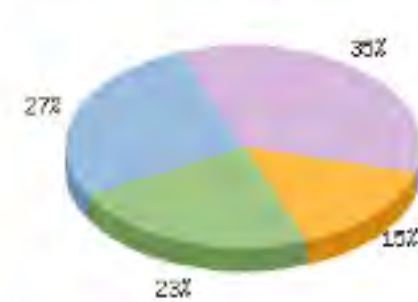
Cinema, theater, opera



Leisure time with friends



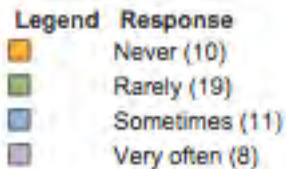
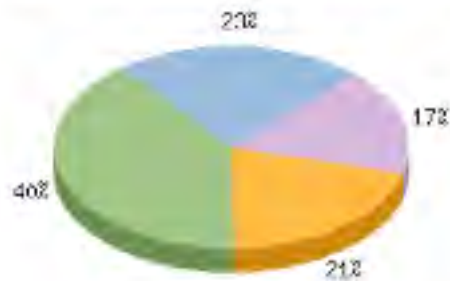
Leisure time with the family



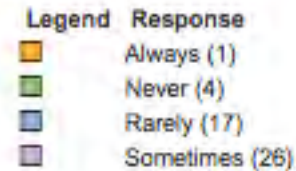
ESIM Pre-course Questionnaire

- So, does it matter?

How often do you feel that you don't like your job?



Do you have difficulty in concentrating and focusing attention?



Workshop Tasks

Task 1: “Doctors should be excluded from the EWTD rules” – DISCUSS

Please consider points **FOR** this argument and points **AGAINST** to feed back to the group.

TASK 2: If you could change *anything* about the training program in your country – what would you **CHANGE in order to benefit....**

- doctors and their quality of life / quality of training
- Patients

TASK 3: Review the Work-Life survey performed in Turkey as a pilot.

- What questions would you **keep**?
- What questions would you **leave out**?
- What questions would you **add**?

And finally....

- Please provide the name of **one person from each country** who would like to help undertake a Young Internists' survey on Work-Life balance.