




INFORMATION FOR BUDDIES

ED Oldham Buddy Scheme



For FY2s, rotating into the chaos of the Emergency Department it can be exciting and a time of great development, but it can also be stressful and scary, impacting on their wellbeing.

The Wellbeing Committee has identified a buddy scheme as a means of helping with the transition and supporting their placement.

The buddy scheme aims to foster workplace resilience through building social bonds between colleagues, as evidence supports peer to peer support is a means of nurturing wellbeing in the workplace.

Expectations of the buddy scheme

- Check in with your buddy on a regular basis, providing a friendly face and listening ear
 - This can be in person, via WhatsApp, etc – whichever works best for you and your buddy!
- Aim to have initial check in with your buddy before Christmas (ideally week beginning 13th December) and then again around New Year
 - Stressful festive period in a new job has potential to negatively impact a persons' wellbeing
- Use wellbeing questionnaires to guide support
 - These will be sent out before first contact, and ideally should be filled out again in the New Year
 - Questionnaires to remain anonymous, but buddy ideally should know of any concerning responses and redirect as appropriate
 - The questionnaires will be collected throughout placement in order to allow the Wellbeing Committee to assess what kind of impact the buddy scheme is having

Purpose of you as a buddy...

- ✓ Offering **informal peer support**, not formal counselling or clinical supervision
- ✓ **Checking in** and being a **friendly face** and **non-judgmental ear**
- ✓ **Validating feelings** and helping to identify ways to improve wellbeing
- ✓ **Paying attention** to any changes in your buddy that worry you
- ✓ **Signposting** and encouraging buddy to engage with appropriate further support

As a buddy, you are NOT expected to...

- X **Become a therapist or counsellor** for your buddy
- X **Be available 24/7** –establish boundaries of when and how you can be contacted, protecting your own wellbeing in doing so
- X **Provide clinical or educational supervision**, or act as a ‘spy’ – the buddy scheme is not intended to impact placement progression or ARCP
- X **Be solely responsible for your buddy’s wellbeing** – there are resources available that be utilised and if you have concerns, the buddy should be signposted, and you should let them know that you can help facilitate a discussion with their supervisor

Resources for support

- **EM Oldham Wellbeing** page – resources will be uploaded, including places to signpost buddy to
- **Good Wellbeing Conversation Guide** from Greater Manchester Health and Social Care Partnership - useful guide to open questions regarding wellbeing
- **NCA SCARF Staff Support programme** – resources available on intranet
- **Wellbeing Committee** – for any questions!
- If **anything, nursing specific** comes up: Vanessa Cooke is acting as nursing buddy link so can be contacted
- If **any major concerns**: the buddy's supervisor, encouraging buddy to contact or ensure transparency with buddy about contacting them

Transparency and safeguarding

- Let your buddy know that confidentiality is key to your relationship.
- However, establish at the beginning that if you are concerned for their health and wellbeing or that there is potential for harm to either themselves or others then you have a duty to speak to the senior consultant team and/ or their supervisor.
- Please emphasise this is to help the buddy. Evidence shows that early intervention gets doctors back into practice and improves their own patient as well patients'.
- If your buddy discloses something that needs to be shared, encourage them with your support to tell their clinical or educational supervisor. If they don't want to, discuss if they will be happy for you to speak on their behalf.
- If you are still concerned and don't know what to do -don't be in turmoil, please engage with one of the consultants. You can contact Shama as first port of call.

Contact details

If any questions or concerns:

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