



Hidden Hazard: Recognising and preventing burnout

Following the webinar series 'Hidden Hazard: Recognising and Preventing Burnout', undertaken with Jayne Morris MCC, founder of [Balanceology](#). A range of NHS resources has been drawn together. These provide further support for members and non-members of the College experiencing burnout or supporting others experiencing it. In addition, there are some general reading, podcast recommendations and links to the webinars for those who want to revisit sessions or did not attend them live.

Listen to the webinar series

Playback each session from the series and access the PowerPoint slides presented from the below links

<p>Session 1 Understanding Burnout: What It Is and Why It Matters</p>	<p>Session 2 Spotting burnout in your team: A guide for managers and leaders</p>
<p>Session 3 Burnout in the System: Understanding Organisational Contributors</p>	<p>Session 4 Burnout and belonging: Supporting cultural transitions in the UK workplace</p>



What support the NHS offers staff for burnout and mental wellbeing

<p>Dedicated mental health & wellbeing hubs</p>	<p>NHS Employers have launched a health and wellbeing programme, commissioned by the Department of Health and Social Care, that works alongside NHS healthcare provider organisations to support employee health and wellbeing.</p> <p>NHS England has set up staff mental health and wellbeing hubs to give healthcare and social-care workers <i>rapid, confidential access</i> to mental health services and support.</p> <p>NHS Wales (GIG Cymru) has a wide range of freely accessible resources and links called 'Workforce Wellbeing' for their staff.</p> <p>The National Wellbeing Hub in Scotland is a partnership between national, local and professional bodies with a shared passion for looking after the emotional and psychological wellbeing of Scotland's health and social services workers.</p> <p>NIMDTA has published Burnout: Promoting Wellbeing and Recognising Burnout and has a range of support resources available.</p>
<p>Confidential text / helpline support</p>	<p>A 24/7 confidential text support service is available for NHS England employees.</p>
<p>Employee Assistance Programmes (EAP) & counselling</p>	<p>Many NHS Trusts and Health Boards provide Employee Assistance Programmes (EAPs) which can offer access to counselling, mental health support, and stress management resources. In some cases, this support may also extend to</p>



	close family members living at the same address. If you're unsure whether your Trust or Board provides these services, we recommend contacting your HR team for guidance.
Self-help resources and peer support / stress-management groups	If you work in certain roles where local services may not feel confidential (senior roles, small teams, etc), there are services specifically for that, for example, Practitioner Health offers a confidential route for healthcare staff to access mental health treatment where local access may feel challenging. NHS England
Well-being apps	NHS England » Wellbeing apps

General Resources

These are popular resources you may find useful, but they are not endorsed by the College.

Burnout to Brilliance, by Jayne Morris MCC Amazon.co.uk: Burnout to Brilliance	Burnout to Brilliance podcast, by Balanceology Access the podcast episodes
The Burnout Doctor, by Dr Claire Ashley Amazon.co.uk: The Burnout Doctor	Burnout Free Working, Dr Richard Duggins Amazon.co.uk: Burnout-Free Working <i>Dr Richard Duggins appears as the guest on Season 4, Episode 1 of the Burnout to Brilliance podcast by Balanceology. You can access the episode via the link in the box above.</i>
Wintering, by Katherine Kay Amazon.co.uk: Wintering	Feeling 'Blah', Tanith Carey Amazon.co.uk: Feeling 'Blah'



Time to Think, by Nancy Kline	
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Amazon.co.uk: Time to Think	
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Seeking support for burnout outside the NHS

If you're unable to access the support you need through your Trust or Board you may want to go to your GP and, if you are in a financial position to do so, you may also consider working with a qualified therapist or coach who understands the unique challenges of burnout and can help guide your recovery.

