
Policy Engagement & Networking

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Workforce: Mental health across the pandemic

Open access

Protocol

BMJ Open COVID-19 emergency response assessment study: a prospective longitudinal survey of frontline doctors in the UK and Ireland: study protocol

Tom Roberts ^{1,2}, Jo Daniels,³ William Hulme,⁴ Daniel Horner,^{1,5} Mark David Lyttle ^{2,6}, Katie Samuel,⁷ Blair Graham,^{8,9} Robert Hirst,⁷ Charles Reynard,¹⁰ Michael Barrett ¹¹, Edward Carlton^{1,12}

To cite: Roberts T, Daniels J, Hulme W, *et al.* COVID-19 emergency response assessment study: a prospective longitudinal survey of frontline doctors in the UK and Ireland: study protocol. *BMJ Open* 2020;**10**:e039851. doi:10.1136/bmjopen-2020-039851

► Prepublication history for this paper is available online. To view these files, please visit the journal online (<http://dx.doi.org/10.1136/bmjopen-2020-039851>).

Received 28 April 2020
Revised 22 July 2020
Accepted 23 July 2020

ABSTRACT

Introduction The COVID-19 pandemic is putting an unprecedented strain on healthcare systems globally. The psychological impact on frontline doctors of dealing with the COVID-19 pandemic is currently unknown. This longitudinal professional survey aims to understand the evolving and cumulative effects of working during the COVID-19 outbreak on the psychological well-being of doctors working in emergency departments (ED), intensive care units (ICU) and anaesthetics during the pandemic.

Methods and analysis This study is a longitudinal questionnaire-based study with three predefined time points spanning the acceleration, peak and deceleration phases of the COVID-19 pandemic.

The primary outcomes are psychological distress and post-trauma stress as measured by the General Health Questionnaire-12 (GHQ-12) and Impact of Events Scale-Revised (IES-R). Data related to personal and professional characteristics will also be collected. Questionnaires will be administered prospectively to all doctors working in ED, ICU and anaesthetics in the UK and Ireland via existing research networks during the sampling period. Data from the questionnaires will be analysed to assess the prevalence and degree of psychological distress and trauma, and the nature of the relationship between

Strengths and limitations of this study

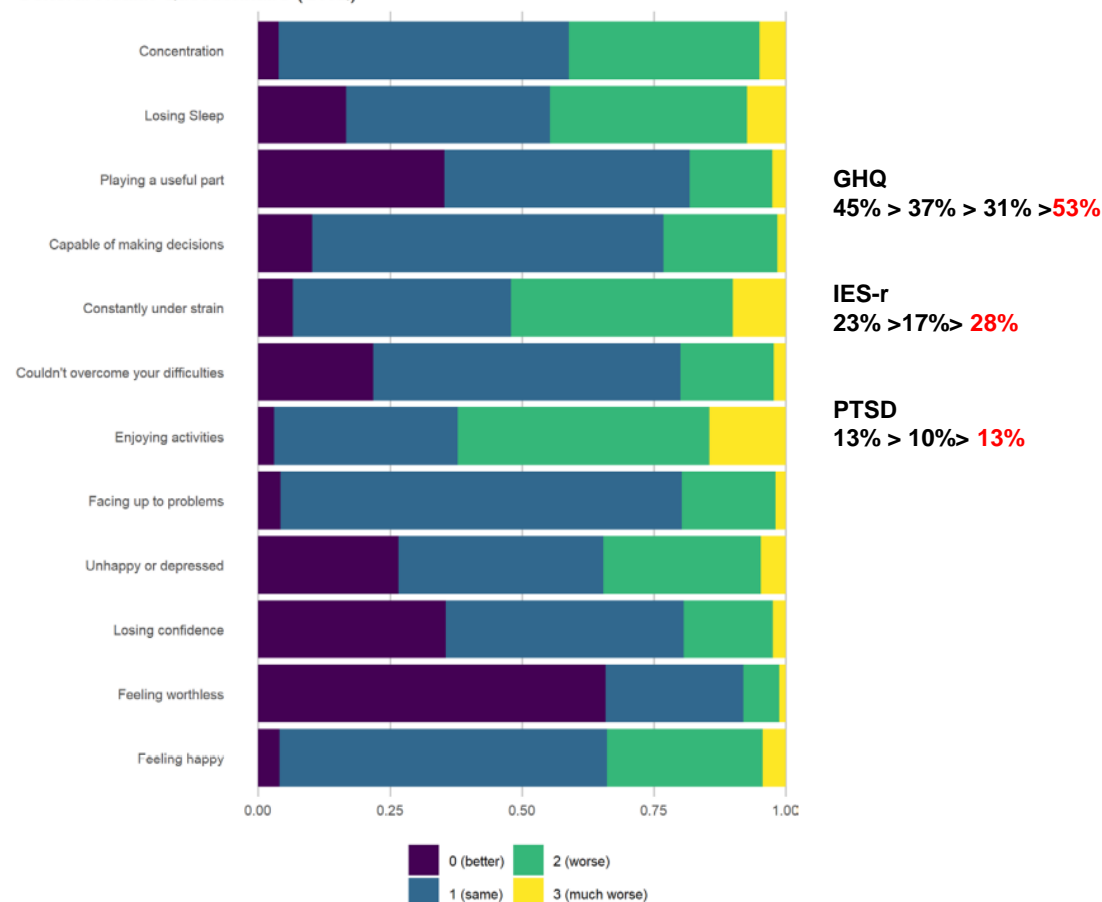
- This longitudinal study will assess psychological well-being in frontline doctors, at three time points across the pandemic wave, providing novel data in this potentially at-risk group.
- Both the General Health Questionnaire-12 and the Impact of Events Scale-Revised have been previously used in infectious disease outbreaks to measure psychological distress and trauma response.
- Collection of data at the 'peak' phase, capturing the degree of distress and personal and professional factors associated with distress at a prime time point of maximal stress on frontline doctors.
- Predetermined data collection points are reliant on national reporting and may not accurately reflect local or regional variations in systems pressure.

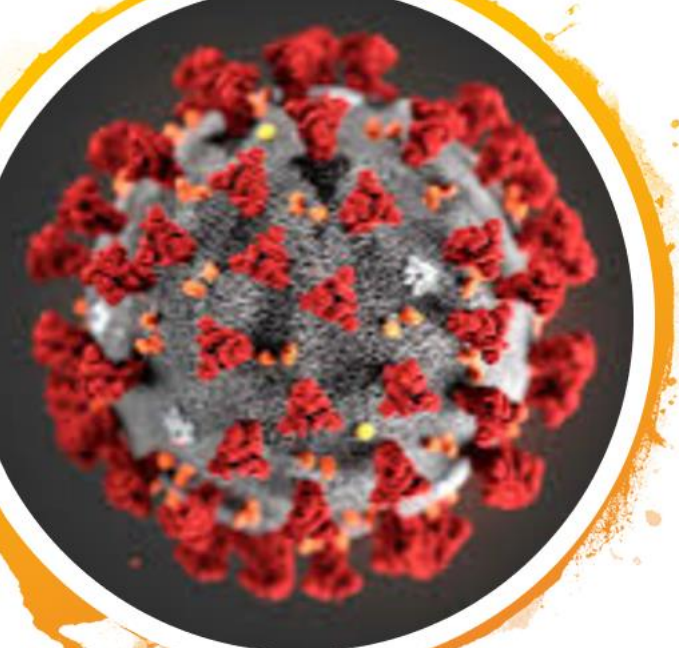
INTRODUCTION

Severe acute respiratory syndrome virus covariant 2 (SARS-CoV-2) is a presumed zoonotic novel coronavirus that first emerged in the province of Hubei, China, during late

BMJ Open: first published as 10.1136/bmjopen-2020-039851 on 11 August 2020. Downloaded from <http://bmjopen.bmj.com>

General Health Questionnaire (GHQ)





NHS Long Term Workforce Plan



Let's Talk About CBT

Coping with anxiety about coronavirus

Cognitive Behavioural Therapy: what it is, what it's not and how it can be useful.

All Episodes / Coping with anxiety about coronavirus

Coping with anxiety about coronavirus

LET'S TALK ABOUT CBT Coping with anxiety about coronavirus

30% 00:00:00 / 00:11:17 1:30



FACEBOOK LIVE

Psychologist Dr Jo Daniels Mental & Emotional Wellbeing

LIVE

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Live & Interactive Ask Your Questions



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5 Key Ways To Deal With Anxiety, From Mental Health Experts

— Actual, useful methods to try at home when everything seems uncertain

BY CASSIA BLAIR 25/03/2020

MISSGUIDED



专家支招海外华人抗疫心理战

NIHR National Institute for Health Research

Coronavirus: how to stop the anxiety spiralling out of control

March 6, 2020 3:06pm GMT

Coronavirus: the psychological impact of 'shielding' indoors – and how to move on

June 12, 2020 10:30am BST



Sky News @SkyNews · Aug 4, 2020

Dr Jo Daniels from the Department of Psychology at Bath University tells @skynewsnia1 how to help with anxiety surrounding #COVID19 and facing another lockdown

#KayBurley

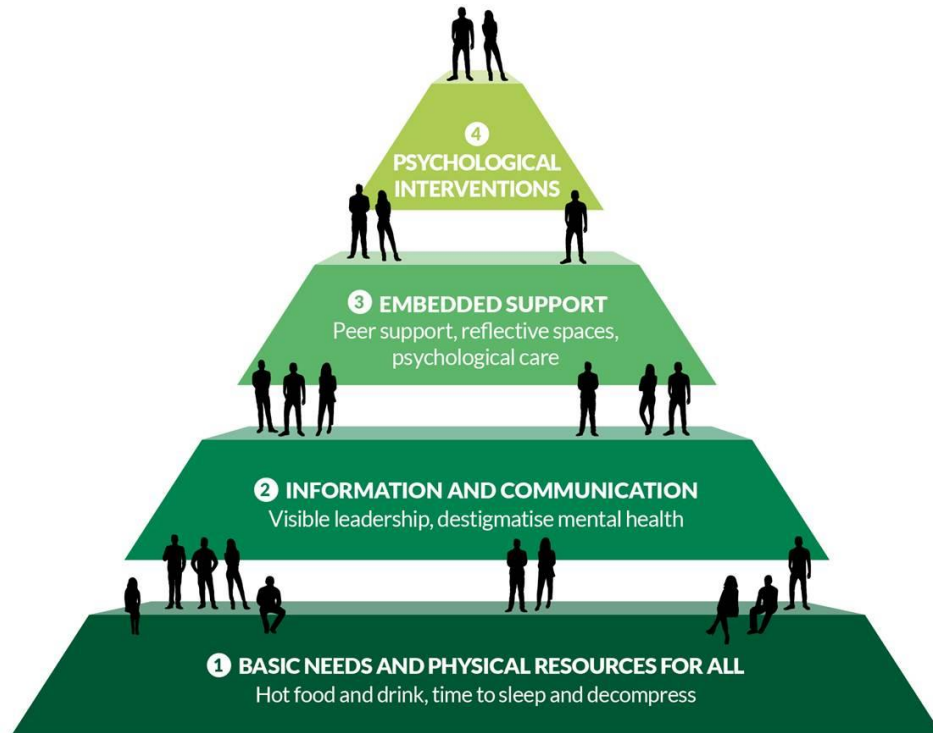
Read more: trib.al/Ja3KE9T



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Workforce: COVID Clinicians Cohort (CoCCo)



[Watch here](#)



International Journal of
*Environmental Research
and Public Health*



Article

The COVID-19 Clinician Cohort (CoCCo) Study: Empirically Grounded Recommendations for Forward-Facing Psychological Care of Frontline Doctors

Jo Daniels ^{1,2,*}, Jenny Ingram ³, Anna Pease ³, Elaine Wainwright ⁴, Kate Beckett ⁵, Lalitha Iyadurai ⁶, Sophie Harris ¹, Olivia Donnelly ², Tom Roberts ^{2,7} and Edward Carlton ^{2,7}

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Citation: Daniels, J.; Ingram, J.; Pease, A.; Wainwright, E.; Beckett, K.; Iyadurai, L.; Harris, S.; Donnelly, O.; Roberts, T.; Carlton, E. The COVID-19 Clinician Cohort (CoCCo) Study: Empirically Grounded

Recommendations for Forward-Facing Psychological Care of Frontline Doctors. *Int. J. Environ. Res. Public Health* **2021**, *18*, 9675. <https://doi.org/10.3390/ijerph18189675>

Public Health **2021**, *18*, 9675. <https://doi.org/10.3390/ijerph18189675>

Abstract: This study aimed to develop empirically grounded recommendations and a coherent model of psychological care derived from the experiences and psychological care needs of COVID-19 frontline doctors, using semi-structured interviews and thematic analysis. Participants were UK frontline doctors specialising in Emergency Medicine, Anaesthetics, or Intensive Care ($n = 31$) purposively sampled for maximum variation on gender, specialty, ethnicity, and trauma-related distress; most worked in ICU during the pandemic (71%). Four themes were derived: (1) ‘coping strategies’, participants used many, including exercise, mindfulness, and “wait until it gets really bad”; (2) ‘sources of support’, participants valued embedded psychological support, digital services, and informal conversations with colleagues or family, though there was little opportunity; (3) ‘organisational influences on wellbeing’, participants reported a love-hate relationship for concepts like



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'Where the change really needed to take place was at policy level'

We hear from Dr Jo Daniels.

01 November 2023



A Researcher, Clinical Psychologist and Senior Lecturer in Clinical Psychology, Dr Jo Daniels (University of Bath), has secured the first-ever policy fellowship at the UK government's Department of Health and Social Care - funded by the UKRI and ESRC. Ella Rhodes spoke to her about the path which found her in this position and the role of psychologists in influencing policy.

Why and how did you turn your attention to engaging with policymakers?

Workforce #PiPP Project

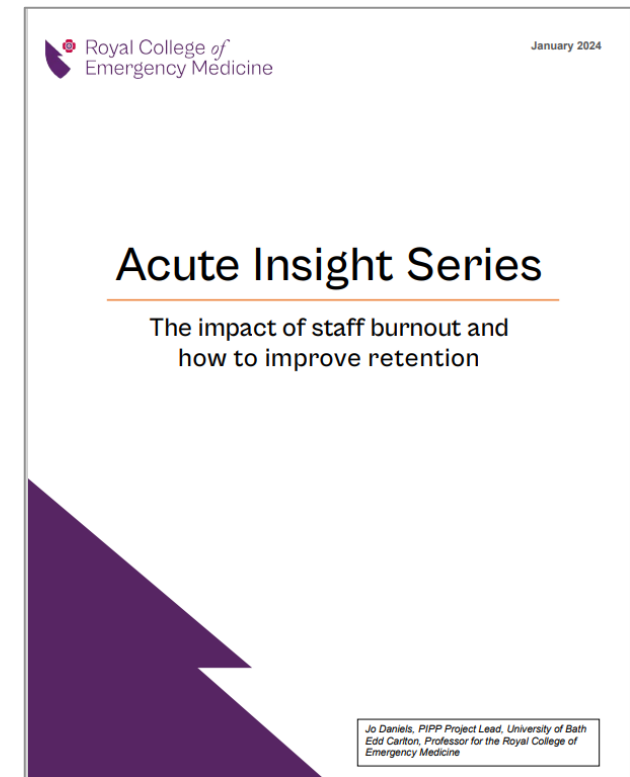
Focussed on the retention and the development of policy in relation to retention and wellbeing in the ED

Urgent area of priority, building on previous research

Policy focussed programme of work (WP1-4)

Aims:

- Better understand issues related to retention across professional groups in EM and identify barriers to implementation of current guidelines (WP1)
- Make specific evidence-based recommendations (WP2)
- Disseminate and engage policy makers (WP3)
- Pilot implementation sites (WP4)



“We are just rearranging deckchairs on the titanic”

Retention of staff in emergency medicine is at crisis level

The PIPP project looks at the issue of retention in emergency medicine, taking a psychologically informed approach to understanding this new big problem, in the context of the same old ones.

FOCUS GROUPS

We used focus groups to speak to clinical staff working in EDs, asking them how they felt about their work.

PERSONAL BURDEN

This affected how they felt about themselves, their jobs, and their ability to deliver good care. This made them feel unhappy at work and consider leaving.



WORK PRESSURES

They told us that work pressures such as crowding, high workload, lack of staff, and problems discharging patients, were having a detrimental effect on their ability to perform effectively.



VICIOUS CYCLE

This created a vicious cycle: lack of staff meant increased workload, yet the workload and strain of compromised care is making people leave.



WHAT CHANGES ARE NEEDED?

We asked them what changes would make the biggest difference to their working lives. They said:

AN ENVIRONMENT TO THRIVE IN

- Viable staff ratios
- Access to hot food
- Adequate rest places
- Protected study time
- Self-rostering
- A department that is well-resourced and fit for purpose

CULTIVATING A BETTER CULTURE

- Culture of care and shared responsibility
- Inter-professional valuing and respect
- Team cohesion
- Clearer lines of accountability
- Nurturing growth

A TAILORED PATHWAY OF CARE

- Prioritisation of wellbeing in the ED
- Embedded psychology
- Peer-to-peer support
- Levels of care, tailored to need
- Protected time to access support

ENHANCED LEADERSHIP

- Clear compassionate leadership that is visible and supported
- Access to leadership training and support
- Role clarity and shared resources
- Access to mentors and coaches
- Time to do the job

We know what is needed to make the ED a better place to work, but we need to act now - before there is no one left to take care of those who most need it most.

Dissemination, communication & engagement



Parliamentary Briefings; MP and Political Party Engagement

NHS England, NHS Scotland, NHS Wales, and Health and Social Care Northern Ireland

Royal Colleges of Emergency Medicine and Nursing, British Psychological Society, Academic forums

Local NHS Trust and Trust Chief Executives, community led health interest groups, Charities and Campaigns


Local NHS teams and services

Individual staff members, Team leaders, Patients and the Public

REACH Research in Emergency Care, Avon Collaborative Hub
@REACHBristol

Today we are bringing you @DrJoDaniels's 5 Top Tips for policymaker engagement! 🗣️

Dr Jo Daniels is our #REACHHub spotlighted team member this month & is currently on a research sabbatical from @UniofBath to engage policymakers in work into #emergencymedicine & #retention #PiPP



[Top tips for policymaker engagement](#)

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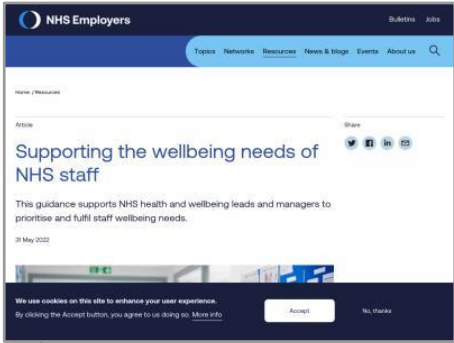
Dr Jo Daniels and policy engagement

Whether presenting findings in Parliament, or taking a secondment within government, learn about how Jo Daniels has built policy engagement into her work.



Dr Jo Daniels has been actively involved in policy engagement

[Dr Jo Daniels and policy engagement](#)



Staff room before refurbishment



Staff room after refurbishment



NHS Long Term Workforce Plan

June 2023



WELLBEING REPORT
The Royal College of Emergency Medicine
2022

87%

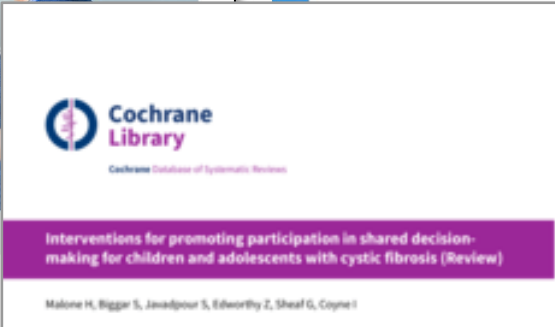
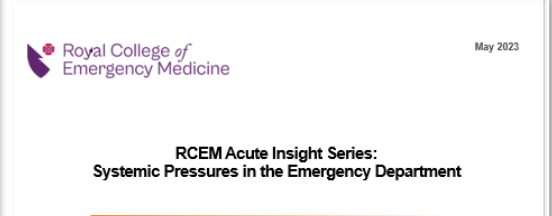
93% Of members said they find the work they do full of meaning and purpose.

55% Of members said they feel tired most of the time.

8% The increase in Anxiety and Work stress within the last 12 months.

Figure 4: Trades - Post specialty evaluation at high-risk of burnout, 2022 vs 2021

Specialty	2021 (%)	2022 (%)
Emergency medicine	22%	28%
Medicine	12%	18%
Paediatrics	10%	15%
Respiratory and general practice	8%	12%
General practice	5%	8%
Geriatrics	3%	5%
Neurology	2%	3%
Psychiatry	1%	2%
Cardiology	1%	1%
Adult nursing	1%	1%
Midwifery	1%	1%



...orth Bristol NHS Trust, with Edd Carlton and Jo Daniels doing Amazing work."

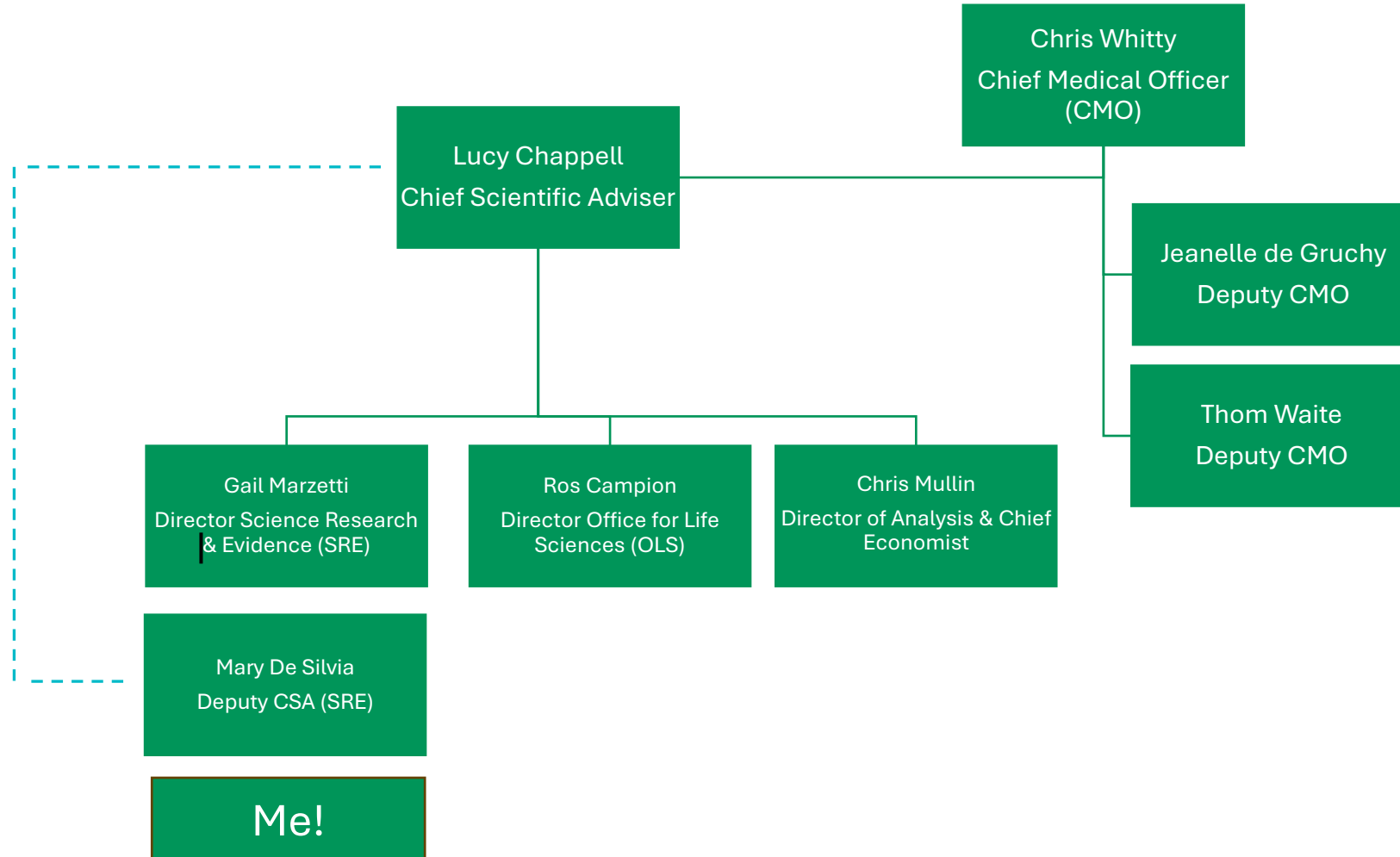


Department of Health & Social Care



Science, Research and Evidence Directorate

Chief Scientific Adviser's office

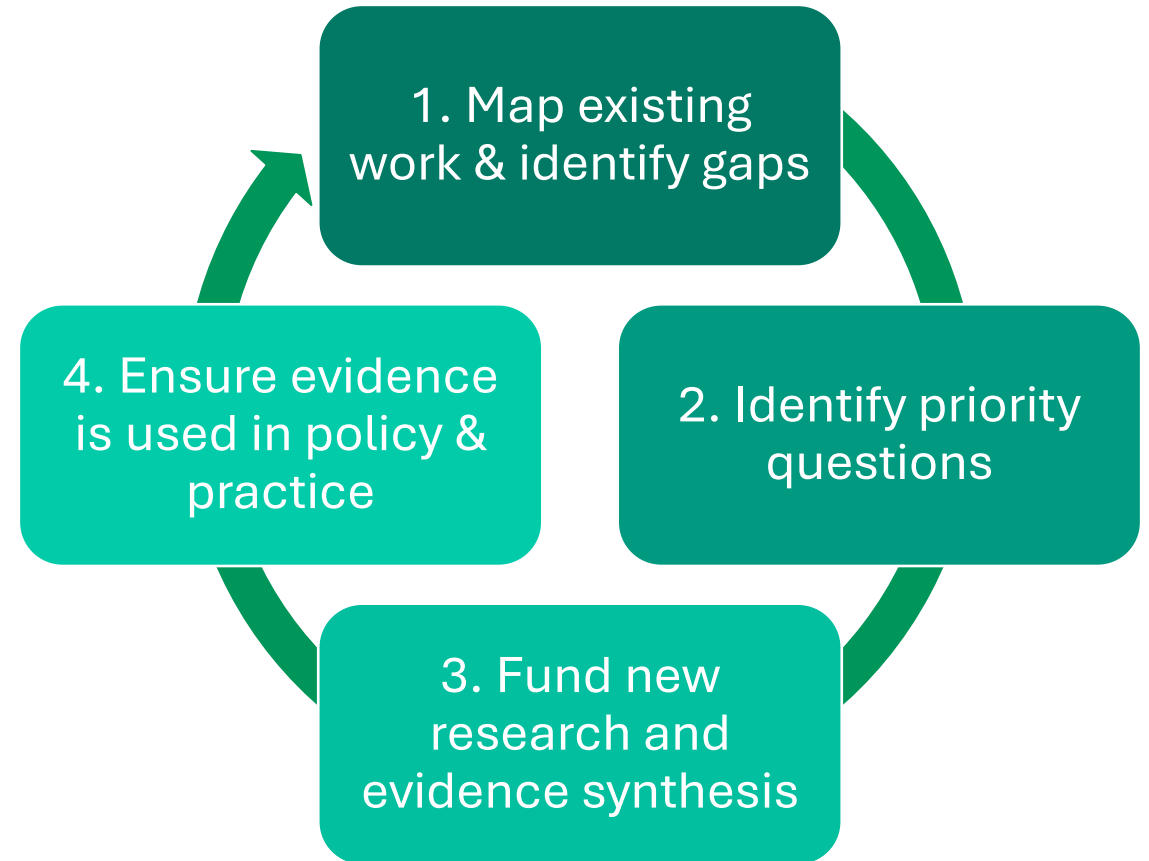
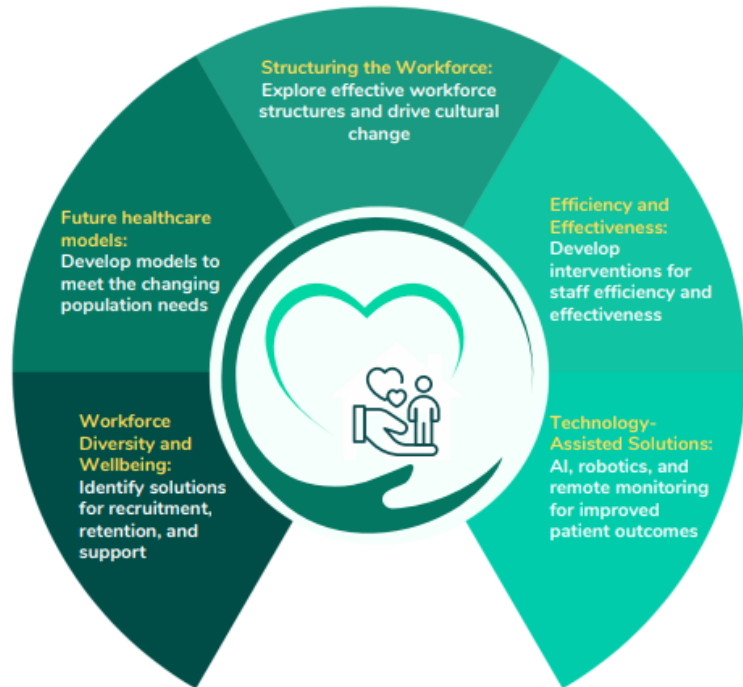


SHAPING & SUPPORTING THE HEALTH & SOCIAL CARE WORKFORCE OF THE FUTURE

Research to optimise a public health, NHS, social care, and wider health workforce that is effectively:



To deliver effective and efficient models of healthcare which meets the needs of the UK's ageing population.



ARI 3 Priority Areas



Building a Sustainable Workforce



Identifying barriers and solutions to **recruiting and retaining staff** in health and social care

Evaluating innovation in **core and specialist workforce training** to meet the needs of a modern healthcare system

Identifying solutions to **support health, wellbeing and working culture** within organisations

Developing New Ways of Working



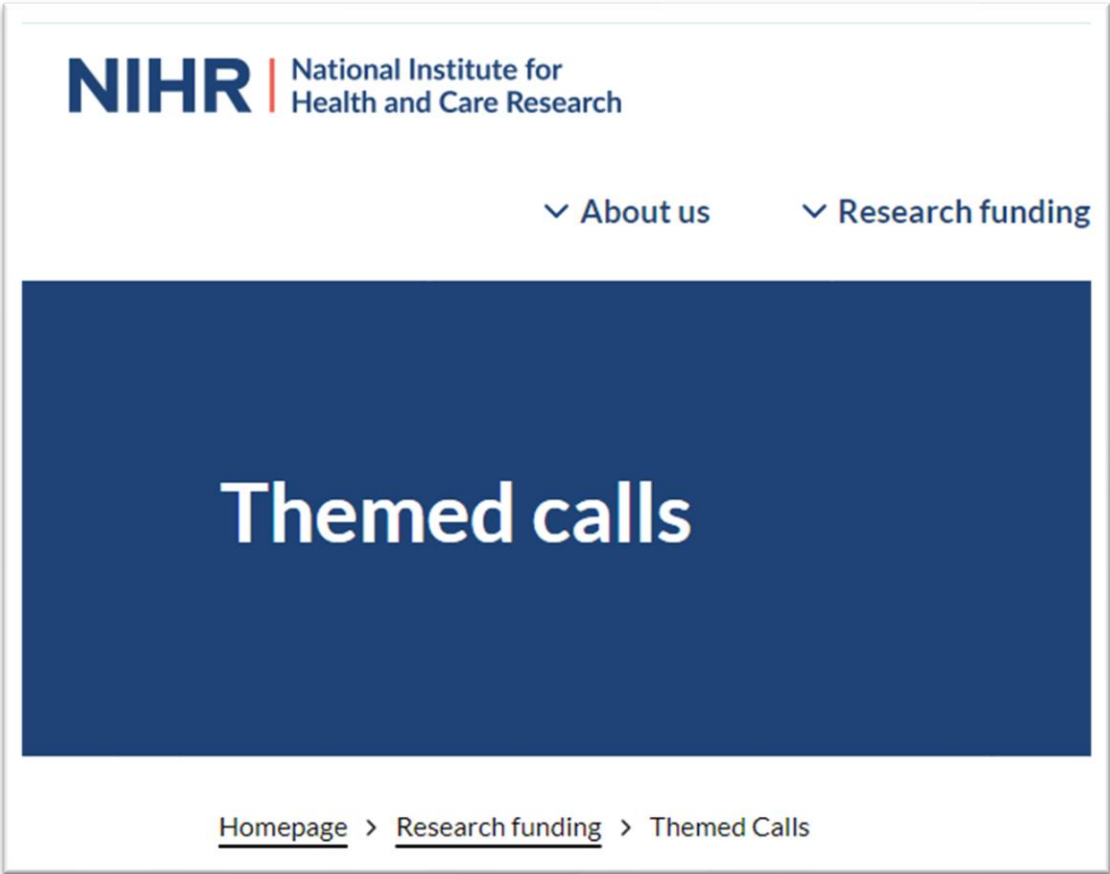
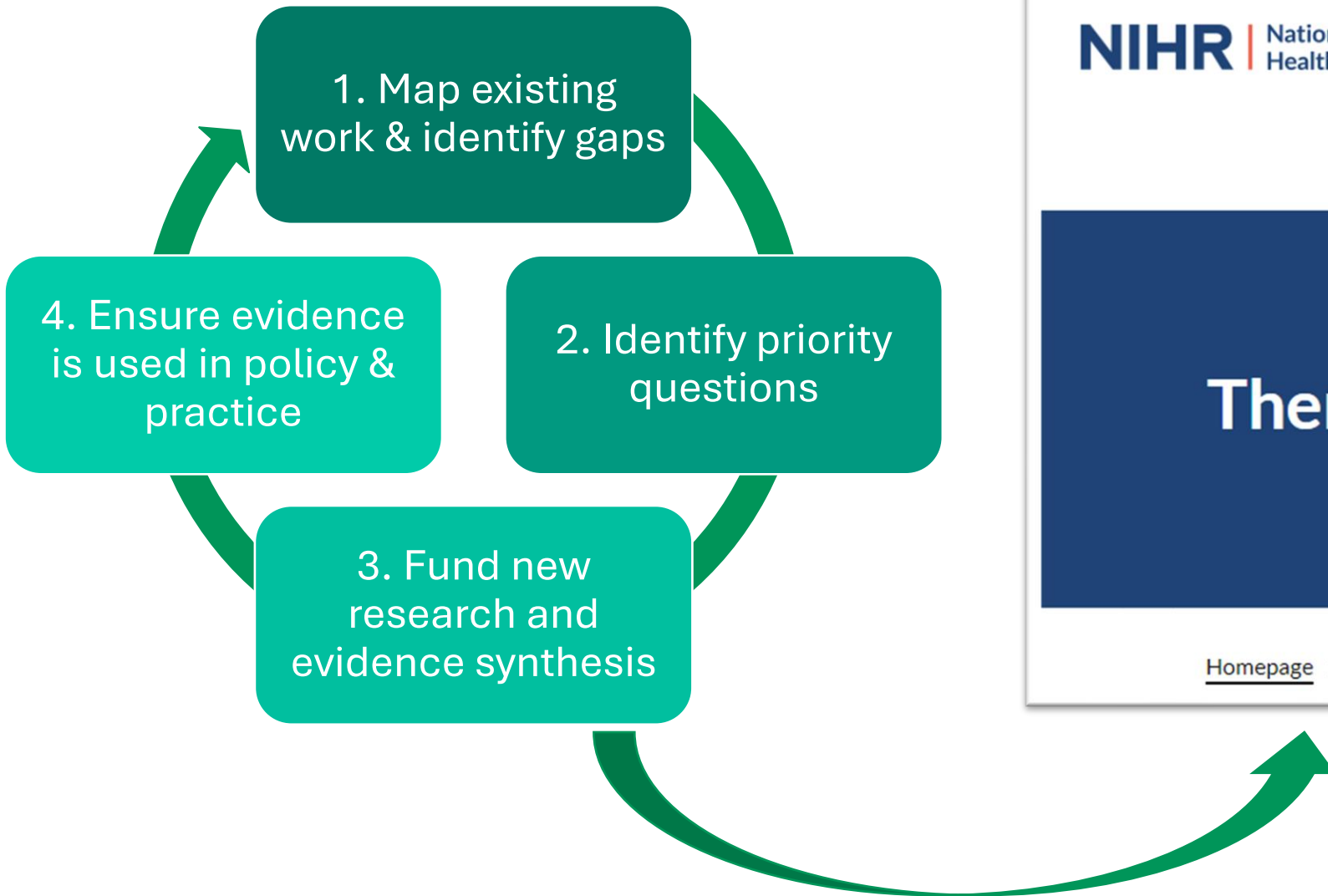
Developing and evaluating **new ways of working** to increase efficiency and effectiveness of staff

Identifying how best to **structure and configure the workforce** to meet future health needs

Growth through Innovation & Technology



Developing and evaluating the use of **technology-assisted workforce solutions** to reduce burden on staff while optimising patient outcomes



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The background of the slide features a large, artistic illustration of lotus flowers. The flowers are rendered in a variety of colors, including deep blues, purples, magentas, and pinks, creating a vibrant and layered effect. The petals are detailed and layered, giving the flowers a sense of depth and texture. The overall aesthetic is soft and elegant.