



The Royal College of Radiologists

# Support and Wellbeing Champion

## Role description and person specification

### Background and purpose

#### What is a Support and Wellbeing Champion?

A member of your workforce who supports the wellbeing of staff within your organisation.

#### What does a Support and Wellbeing Champion do?

As an individual with expertise and knowledge of the challenges of working in radiology or oncology, a Support and Wellbeing Champion can offer an understanding of wellbeing with regards to these specialities.

#### Why is this role important?

As burnout increases among all healthcare workers, this critical role is an opportunity to support doctors within our specialities at a time when they need it most.

This rewarding role has been designed to facilitate individual support for our doctors, and signposting towards the services and resources that are available.

#### How will the RCR support you?

Although you will not be appointed or employed by the Royal College of Radiologists, you'll be part of a dedicated community of trained Support and Wellbeing Champions. You will uphold the values set by the RCR and will promote RCR initiatives and resources around support and wellbeing. You will have access to support from the College in fulfilling your role, including through a professional network of Support and Wellbeing Champions and regular opportunities to come together as a supportive and enabling community of practice. The role is not a substitute for a proper support and wellbeing infrastructure in a department or organisation.

#### What does the role aim to achieve?

One of the main purposes of the role will be to develop and raise awareness and knowledge of the range of factors that may impact on doctors' wellbeing, and to contribute to the RCR's aspiration to help prevent burnout among our already stretched specialities.

# Responsibilities

As a Support and Wellbeing Champion, you will contribute to creating a culture of wellbeing in your department. You will encourage wellbeing conversations, advocate for the wellbeing of your fellow doctors, and signpost them towards the support and resources available through the Trust and externally, including via the RCR. You are not responsible for working with doctors who are in distress to resolve the specific individual issues they are facing: this is a pastoral rather than counselling role and whilst as a Support and Wellbeing Champion you will hopefully be able to understand and empathise with the emotional or psychological issues that your colleagues may be struggling with, you are not in a position to seek to manage their distress directly. Rather, the support you will offer will take many forms, including the following:

## Working with your fellow doctors

- Understanding the concept of wellbeing for radiologists and oncologists and raising awareness of the subject locally and at College level.
- Signposting colleagues, including specialty trainees, in radiology or oncology (both clinical oncology and medical oncology) who may be struggling to the most appropriate management, professional or specialist support.
- Serving as an approachable resource for information regarding the adverse outcomes of clinician burnout and the importance of clinician wellness.
- Being a role model for professionalism and positivity in your local health culture.

## Working with managers and the wider organisation

- Offering support and highlighting best practice with regards to wellbeing initiatives that can be used in different localities.
- Promoting the availability of mentoring schemes or seeking support to establish a mentoring scheme if one does not exist in your particular area.
- Liaising with management teams and Trust HR/organisational development departments to encourage a positive and supportive ethos, and appropriate consideration of wellbeing, including as part of conversations around flexible working arrangements, and as part of appraisal and supervision processes.
- Promoting to managers and colleagues in radiology and oncology the benefits of engaging and investing in wellbeing initiatives such as reflective practice groups, Balint groups, Schwartz rounds and wellbeing days, and understanding and working with managers to remove practical barriers to colleagues' ability to engage.
- Working with relevant colleagues and teams (including the Trust wellbeing team) to signpost other wellbeing initiatives, including the support networks available to trainees.
- Operating independently and impartially to other trust/departmental/board roles whilst also working in partnership with individuals within those roles.

## Working with the RCR

- Maintaining your knowledge of other wellbeing and support initiatives available externally – for example regionally or nationally, including through the RCR, and other medical royal colleges.
- Networking with other College Support and Wellbeing champions to share areas of best practice and to learn from others.
- Collating data to contribute to national analysis of the impact of the Support and Wellbeing Champion role in oncology and radiology departments.

- Contributing ideas towards the organisation of wellbeing workshops to be held within the College (up to twice a year) to raise awareness and increase knowledge of the subject.
- Contributing towards the development of a wellbeing strategy for the College.
- Upholding the values of the RCR – people focus, integrity and making a difference, recognising that patients’ best interests underpin everything we do.

## Eligibility criteria

For radiology departments, the post should be held by a permanent senior doctor either a SAS or consultant clinical radiologist.

For oncology departments, the post should be held by a permanent senior doctor, either a SAS doctor, consultant clinical oncologist, or consultant medical oncologist.

At least one Support and Wellbeing Champion should be appointed per department, although additional Champions may be needed for larger or more complex departments, or for those that operate across multiple sites.

## Personal attributes

The post holder should:

- Be someone with a genuine interest in their own and their colleagues’ wellbeing.
- Be an excellent communicator with good listening skills.
- Value and promote the importance of wellbeing.
- Be able to represent the feedback from individuals and convey the salient points succinctly via the most appropriate channels.
- Have the trust of their peers, and be visible and approachable in this role.
- Understand the importance of providing tools which empower colleagues to help themselves where appropriate, whilst continuing to hold space and sanctuary for them in a challenging working environment.
- Understand and be familiar with the RCR values.
- Have an understanding of potential equality, diversity and inclusion issues in relation to wellbeing.
- Have completed appropriate equality and diversity training within the past year

## Time Commitment

This role is intended to be taken on as a responsibility in addition to your day-to-day role. The time commitment required is likely to vary depending on the size of the department.

The RCR would encourage Trusts to allow 0.5-1 PA initially within the job plan of the role-holder, depending on the size and complexity of the department.

It is suggested that the role carries an initial term of three years, renewable at the discretion of the department.