

Resources for doctors with a disability

This leaflet provides information on useful resources for doctors who have a disability or mental health issue. The links below provide a wealth of information and further sources of support. The BMA Equality and Diversity Committee report, states that 'As 70 per cent of disabled people will acquire their illness or impairment during their adult life or while at work, it is reasonable to suggest that a substantial proportion of doctors will acquire an impairment at some point during their career'. The Equality Act 2010 states that employers have a duty to make adjustments in the workplace for people with disabilities.

GMC

http://www.gmc-uk.org/education/education_news/24860.asp gives details of latest guidance and helpful information and also see here for useful resources <http://www.gmc-uk.org/education/23566.asp>

British Medical Association

The BMA has a section on their website for health professionals with disabilities which include a section on support, advice and self-help groups.

<https://www.bma.org.uk/advice/work-life-support/your-wellbeing/reasonable-adjustments>
Also telephone 0300 123 1233 for more information.

Hope for Doctors was created by a doctor with a visual impairment. It was established to try to prevent others having to struggle for support, and to provide a sign-posting service direct to relevant services and advice. <http://www.hope4medics.co.uk/homepage.php>

Association of Disabled Professionals

The ADP was set up in 1971 to support disabled individuals and provide a forum to share both experiences and problems. You can find out more about ADP at the following link <http://www.adp.org.uk/>

NHS Employers

Information from NHS employers about raising awareness of disability within the NHS workforce and also offers a broad range of advice, guidance and practical support on equality and diversity.

<http://www.nhsemployers.org/~media/Employers/Documents/Pay%20and%20reward/Guidance%20relating%20to%20disability%2028%20Jan.pdf> – it offers independent information, advice and support - plus links to a wide range of organisations that can help.

The Sick Doctors Trust

This trust is a wholly independent and confidential organisation, established in 1996, which offers support and help to doctors and medical students suffering any degree of dependence on drugs or alcohol. Their helpline, 0370 444 5163, is available 24 hours/day throughout the

year and they are happy to deal with anonymous see website here <http://sick-doctors-trust.co.uk/>

Royal Colleges

Many of the Royal Colleges have well developed support systems, see their websites for further information.

Newly Diagnosed

The Good Medical Practice guide requires doctors to take responsibility for their own health in the interests of public safety. Therefore, if you are in this situation and you feel that your judgment or performance will be in any way affected:

- The first step is to visit an occupational health consultant
- You may also consult your medical defence organisation for advice. If you feel that subsequent to having the diagnosis, that you may need to review your career options, or even to decide on a career outside medicine, then you should talk to your Educational Supervisor, who may in turn be able to refer you to appropriate careers advice.

Doctors with Mental Health Issues

This can include anxiety, bipolar disorder, depression, obsessive-compulsive disorder and schizophrenia which can lead to a disability. Mental health conditions can also be associated with alcohol and drug abuse, as well as eating disorders. Many people acquire mental illnesses during their working life. The Mental Health Act 2007 provides a single definition of a mental disorder, that is 'any disorder or disability of the mind', prior to these mental disorders were classified into four different strands. Information on current mental health issues can be found on the MIND website and the Mental Health Alliance website.

National support services for doctors

- BMA Wellbeing Support Services (Counselling and Peer Support)
www.bma.org.uk/wellbeingsupport
- The British Doctors' and Dentists' Group, For drug and alcohol users:
<http://www.bddg.org/>
- Medical Council on Alcohol - A body of doctors and others with a professional interest in alcohol and alcoholism which aims to promote understanding of alcoholism, its treatment and prevention

Finance

Royal Medical Benevolent Fund - www.rmbf.org.uk

Charities - www.bma.org.uk