

FOI REF: 22/694

3<sup>rd</sup> January 2023

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## FREEDOM OF INFORMATION ACT

I am responding to your request for information under the Freedom of Information Act. The answers to your specific questions are as follows:

**I am writing regarding funding provided by the government in 2019-20, distributed to your Trust via Health Education England (HEE), to improve rest facilities for junior doctors in line with the BMA Fatigue and Facilities Charter.**

**I understand from HEE that your Trust was provided with of this funding.**

- 1. Please detail how this money was spent on improving rest facilities for junior doctors.**

On one site the funding was used to source a new doctors mess for the junior doctors and required refurbishment, building works to be undertaken and new furniture purchased including sofas, relax sleeper chairs, TV, fridges, microwave etc.

On the other site the funding was used to upgrade facilities in the doctors mess, the purchasing of chairs x4 for rest areas for doctors to use for rest across the Trust, Lockers, X-box and games for X box, IT including new computers, Microsoft licences, new monitors, new toaster 6 slice, laundry baskets, art work, rugs.

- 2. Please provide me with any documentation that the Trust holds (e.g. board papers, business plans, emails) that documents the allocation of this funding and the justification for its use.**

[Please see attached document.](#)

- 3. Please provide me with any documentation that the trust holds (e.g. board papers, business plans, emails) that documents how the Director of Medical Education and Junior Doctors' Forum in your Trust determined, signed off and monitored the allocation of this funding.**

[Please see attached document.](#)

Cont.../

4. **If your answers to questions 1-3 above do not account for the full amount of the funding in question, with which your Trust was provided, please detail what happened to the remainder.**

Not applicable.

If I can be of any further assistance, please do not hesitate to contact me.

Should you be dissatisfied with the Trust's response to your request, you have the right to request an internal review. Please write to the Freedom of Information Department ([esh-tr.foi@nhs.net](mailto:esh-tr.foi@nhs.net)), quoting the above reference, within 40 working days. The Trust is not obliged to accept an internal review after this date.

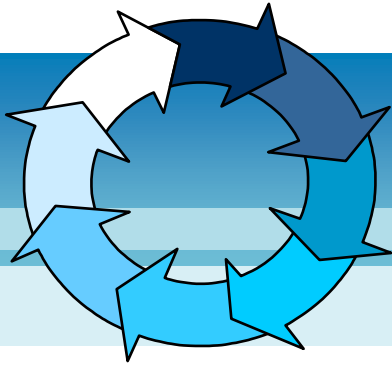
Should you still be dissatisfied with your FOI request, you have the right of complaint to the Information Commissioner at the following address:

The Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire SK9 5AF

Telephone: 0303 123 1113

Yours sincerely

Linda Thornhill (Mrs)  
Corporate Governance Manager  
[esh-tr.foi@nhs.net](mailto:esh-tr.foi@nhs.net)



## Quality Improvement Project Report

<b>Project Title:</b>	Doctor Mess relocation project and the impact on junior doctors' wellbeing
<b>Registered Project number:</b>	181
<b>Division:</b>	Medicine
<b>Specialty / Service:</b>	Rheumatology
<b>Report Completion Date:</b>	12/07/2020

<b>Improvement Team:</b>	
Clinical Supervisor:	Dr S Panthakalam
Project Lead:	Dr Elizabeth Pigott, Dr Charlotte Croft, Dr Francesca Brown, Dr Eleni Lester
Project Support:	
Clinical Effectiveness Facilitator:	Amanda Williams

## **1. Executive Summary**

### **1.1 Background and Rationale**

Previously the Doctors mess was located in an outbuilding near the hospital accommodation. There were several issues with this including few members, poor usage of the facilities and lack of a community feel among the junior doctor cohort (identified on previous survey July 2019). The Doctors Mess has now moved to a central hospital location and we wanted to see if this has improved membership, use of the facilities and morale among the junior doctors.

### **1.2 Aims and objectives**

**Aim:**

To improve junior doctors' wellbeing

**Objectives:**

To identify the impact relocating the Doctors' mess has had on Doctors' wellbeing

### **1.3 Key findings / initial results**

- Increased Doctor's Mess membership after relocation of the mess
- Increased use of the Doctor's Mess facilities
- More opportunities for interacting with colleagues
- Doctor's feel membership is now better value for money
- Increased wellbeing

### **1.4 Identified risks or concerns**

None identified.

### **1.5 Recommendations / changes implemented**

- Doctors mess relocation

### **1.6 Lessons learnt**

N/A

## **2. Background**

### **2.1 Rationale**

Previously the Doctors mess was located in an outbuilding near the hospital accommodation. There were several issues with this including few members, poor usage of the facilities and lack of a community feel among the junior doctor cohort (identified on previous survey in July 2019 by Dr Eleni

Lester). The Doctors Mess has now moved to a central hospital location and we wanted to see if this has improved membership, use of the facilities and morale among the junior doctors.

In the BMA rest and facilities charter 2018 included a paragraph about 'mess' facilities<sup>1</sup>. This charter was drawn up to try and improve working conditions for doctors. The idea is that employers sign up to the standards in this charter and agree to meeting the standards set. The paragraph about the doctors' mess is as follows:

"Common room or 'mess'"

- Provide an easily accessible mess with appropriate rest areas 24 hours a day, seven days a week, allowing staff to nap during breaks.
- Ensure nap/rest areas are separate from food preparation or routine break areas, and that the mess is not used for organised shift handovers or other clinical work – it should be an area of rest and not a clinical environment.
- Provide these areas on site for staff (not necessarily exclusively junior doctors), wherever is most appropriate:
  - lounge (with power points, telephone connection and TV aerial)
  - office/study area (with power points, telephone connection and internet access)
  - kitchen (with sink, hotplate, microwave, toaster, fridge, freezer, kettle, coffee machine and supply of tea, coffee, milk and bread)
  - changing facilities and showers
  - storage area including lockers for doctors
  - secure cycle storage

We have been involved with relocating the mess into an easily accessible location. It is recognised that the increasing loss of the Doctors' mess leads to inability for doctors to support and reflect together<sup>2</sup>.

## **2.2 Aim of the Project and planned intervention**

### **Aim:**

To improve junior doctors' wellbeing

### **Objectives:**

To identify the impact relocating the Doctors' mess has had on Doctors' wellbeing

## **2.3 Baseline Measurement**

A baseline survey was sent out to the junior doctors prior to organising the move of the mess to determine opinions towards the mess move. Issues identified within this survey were few members, poor usage of the facilities and lack of a community feel among the junior doctor cohort. The survey sent following the mess relocation also established the views of the junior doctors prior to and after the mess relocation.

## **2.4 Project Measures**

60 junior doctors were sent a survey about the Doctors mess. Of this group 27 responded.

## 2.5 Methodology

Quantitative survey sent to doctors working before and after the mess was relocated.

## 2.6 Timeline

- Baseline survey sent mid 2019
- Analysis of results done by prior cohort in 2019
- Mess move organisation throughout 2019
- Mess move conducted early 2020
- Survey sent to junior doctors May 2020
- Results of survey analysed June 2020
- Write up of results July 2020

## 2.7 Constraints / issues encountered

We could not gather information in person due to Covid-19 so had to send out an online survey.

## 3. Project Outcome

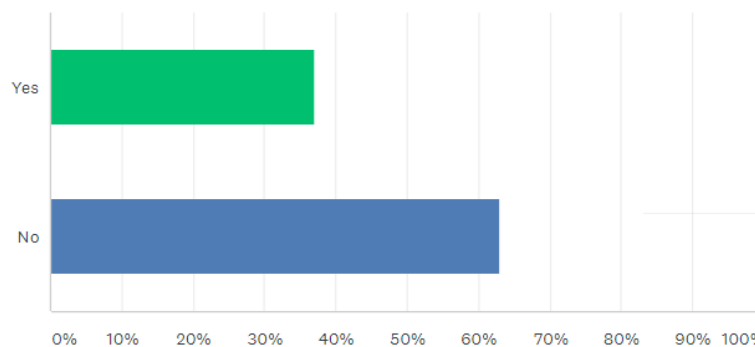
### 3.1 Were you able to complete the project?

Yes.

### 3.2 Results

Were you a mess member prior to the mess moving to the Bob Webster room?

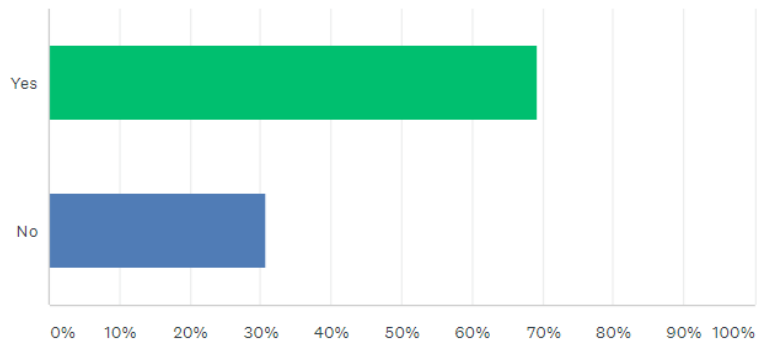
Answered: 27 Skipped: 0



ANSWER CHOICES	RESPONSES	
▼ Yes	37.04%	10
▼ No	62.96%	17
TOTAL		27

## Are you now a mess member?

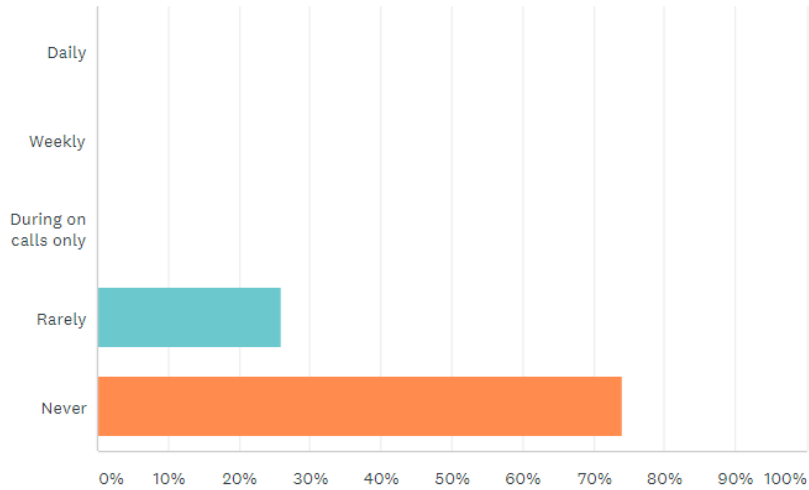
Answered: 26 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	69.23% 18
No	30.77% 8
<b>TOTAL</b>	<b>26</b>

## How often did you use the facilities at the old mess (Quinton House)?

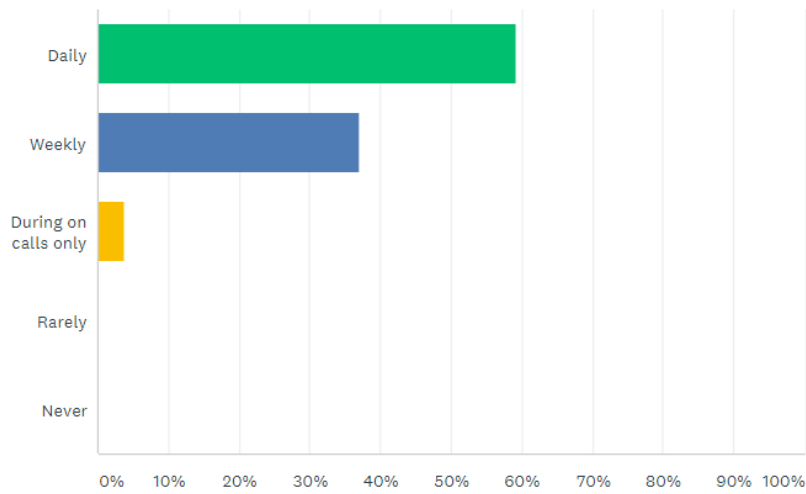
Answered: 27 Skipped: 0



ANSWER CHOICES	RESPONSES
Daily	0.00% 0
Weekly	0.00% 0
During on calls only	0.00% 0
Rarely	25.93% 7
Never	74.07% 20
<b>TOTAL</b>	<b>27</b>

## How often do you use the new mess facilities in the Bob Webster room?

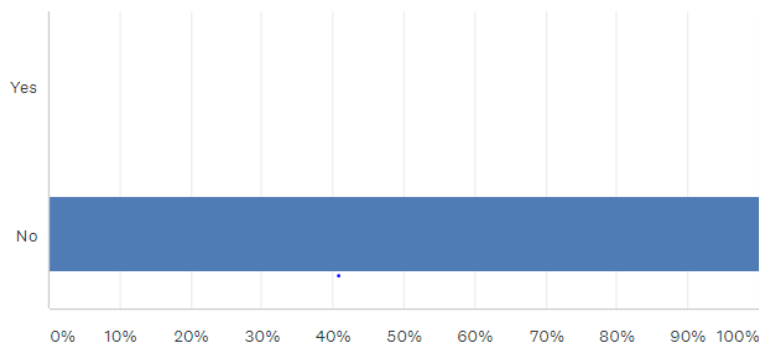
Answered: 27 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Daily	59.26% 16
▼ Weekly	37.04% 10
▼ During on calls only	3.70% 1
▼ Rarely	0.00% 0
▼ Never	0.00% 0
<b>TOTAL</b>	<b>27</b>

## Did you feel there were sufficient opportunities to interact with colleagues from other teams in the old mess site?

Answered: 27 Skipped: 0

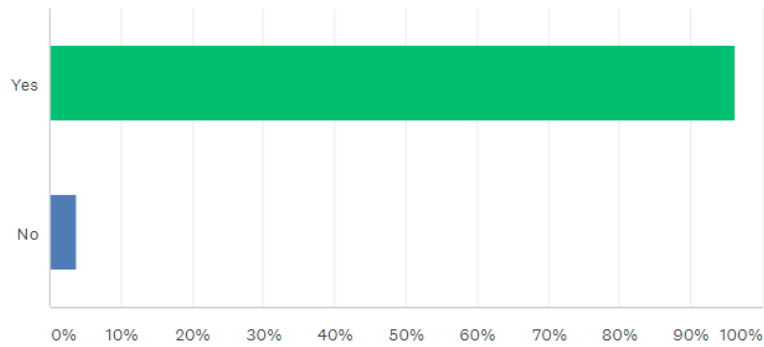


ANSWER CHOICES	RESPONSES
▼ Yes	0.00% 0
▼ No	100.00% 27
<b>TOTAL</b>	<b>27</b>



## Do you feel there are sufficient opportunities to interact with colleagues in the new mess?

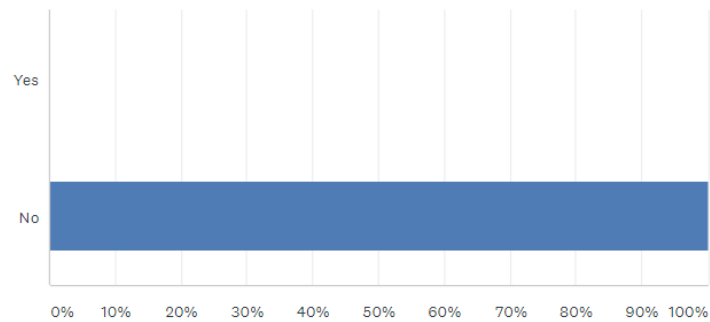
Answered: 27 Skipped: 0



ANSWER CHOICES	RESPONSES	
▼ Yes	96.30%	26
▼ No	3.70%	1
<b>TOTAL</b>		<b>27</b>

## Did you use the previous mess (Quinton House) for rest during shifts?

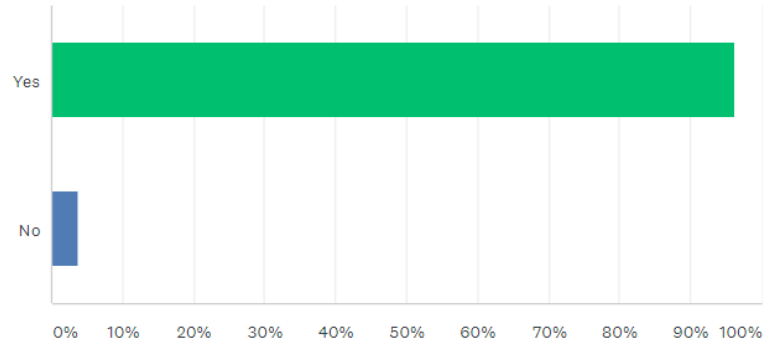
Answered: 27 Skipped: 0



ANSWER CHOICES	RESPONSES	
▼ Yes	0.00%	0
▼ No	100.00%	27
<b>TOTAL</b>		<b>27</b>

## Do you use the new mess (Bob Webster room) for rest during shifts?

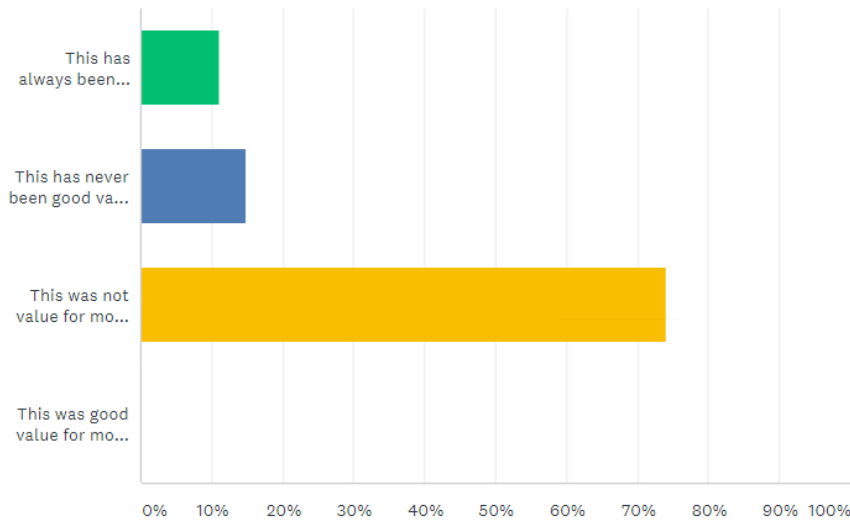
Answered: 27 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Yes	96.30% 26
▼ No	3.70% 1
<b>TOTAL</b>	<b>27</b>

## Mess membership costs £12 a month, do you feel:

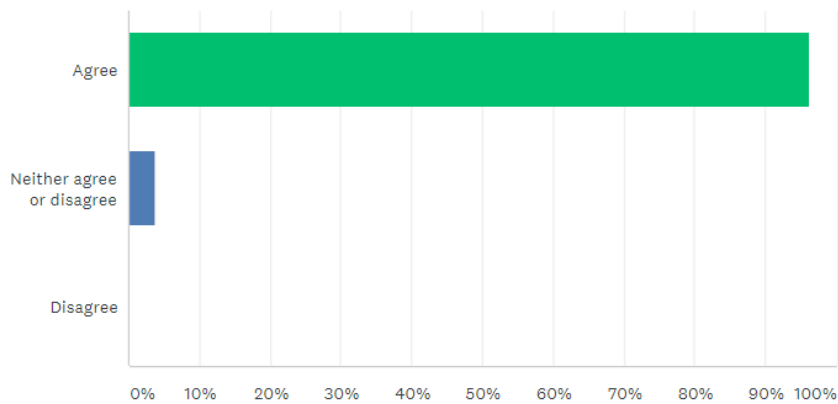
Answered: 27 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ This has always been good value for money	11.11% 3
▼ This has never been good value for money	14.81% 4
▼ This was not value for money previously but now is since the mess has moved	74.07% 20
▼ This was good value for money previously but now not since the mess has moved	0.00% 0
<b>TOTAL</b>	<b>27</b>

How much do you agree with the following statement: 'Having the new mess has improved my wellbeing, and I am a happier doctor'

Answered: 26 Skipped: 1



ANSWER CHOICES	RESPONSES
Agree	96.15% 25
Neither agree or disagree	3.85% 1
Disagree	0.00% 0
<b>TOTAL</b>	<b>26</b>

### 3.3 Time Period

12 months.

### 3.4 Problems Identified

Nil.

### 3.5 Changes made / strategy for sustained improvement

The changes were moving the mess, and the analysis showed that mess members were generally much happier with the new location and new facilities of the mess. Looking at the results there is the potential for an assessment of the cost-effectiveness of the mess facilities as 14% of doctors felt that the mess was still not good value for money.

### 3.6 Reassessment of the project

N/A

### 3.7 Conclusions

In conclusion our survey shows there has been a considerable improvement in the wellbeing and engagement of junior doctors as a result of the relocation of the Doctors Mess. This has been shown by increased membership, increased opportunities for interaction with junior doctor colleagues and

increased ability to rest during shifts. Results also showed that most respondents use the mess daily, however 37% use it weekly. Future research could be conducted on how to increase daily use of the mess, and how to facilitate social distancing within the mess when utilisation of the mess is high (given the current Covid-19 pandemic).

### **3.8 Lessons learnt**

The mess is important for facilitating a community feel amongst the junior doctor cohort, and the mess environment has an impact on junior doctor's wellbeing.

## **4. References**

1. BMA. BMA Fatigue and facilities charter. BMA. 2008
2. Gerada C. Healing doctors through groups: creating time to reflect together. *Br J Gen Pract.* 2016;66(651):e776-e778. doi:10.3399/bjgp16X687469