

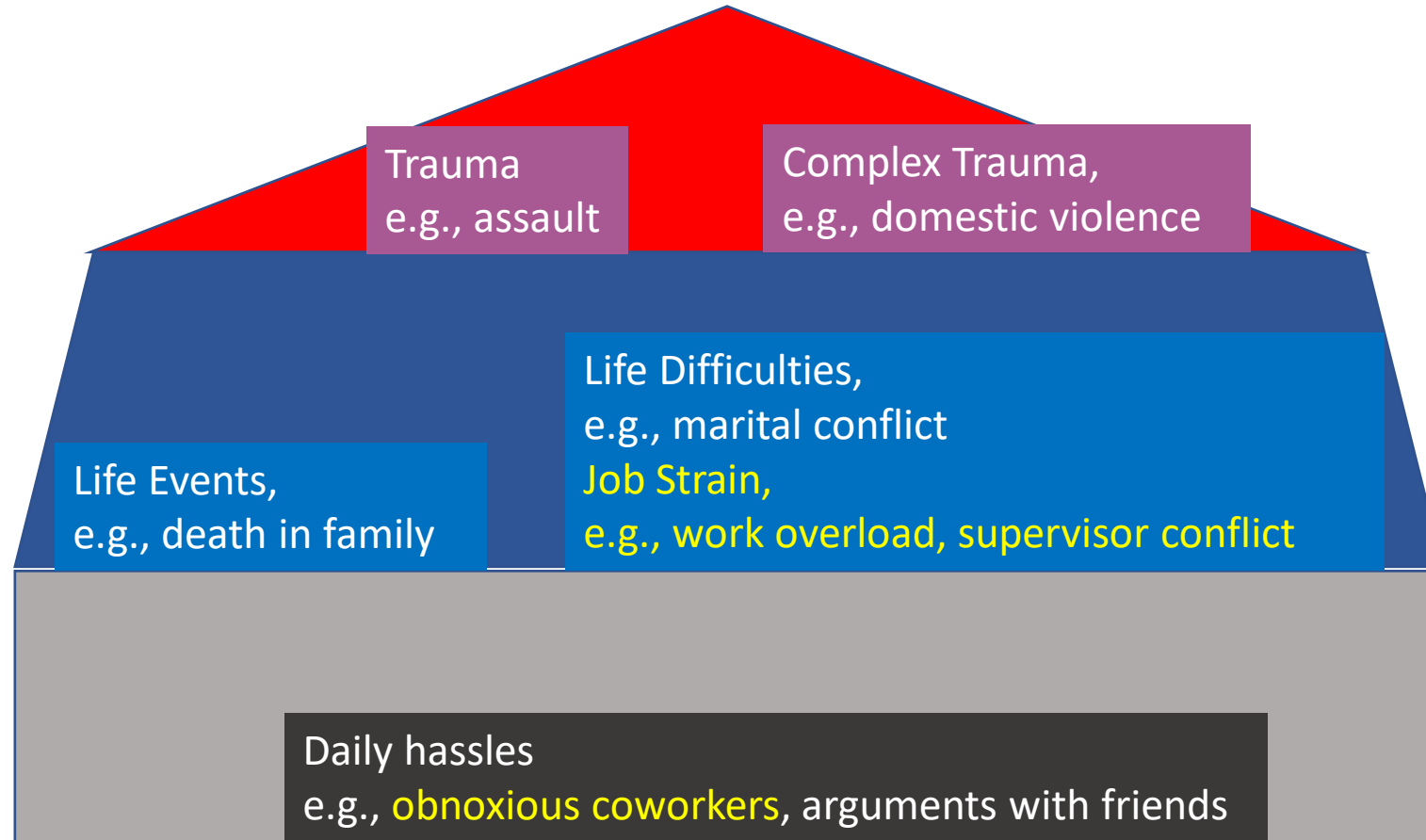
**Mechanisms for Mental Health and Stress Management:
focus on
Governance Reforms
through
Capacity Building, Grievance
Redressal, Evaluation & Ownership
at AIIMS-Delhi**

Pratap Sharan
Professor-in-Charge, Students' Welfare
AIIMS-Delhi

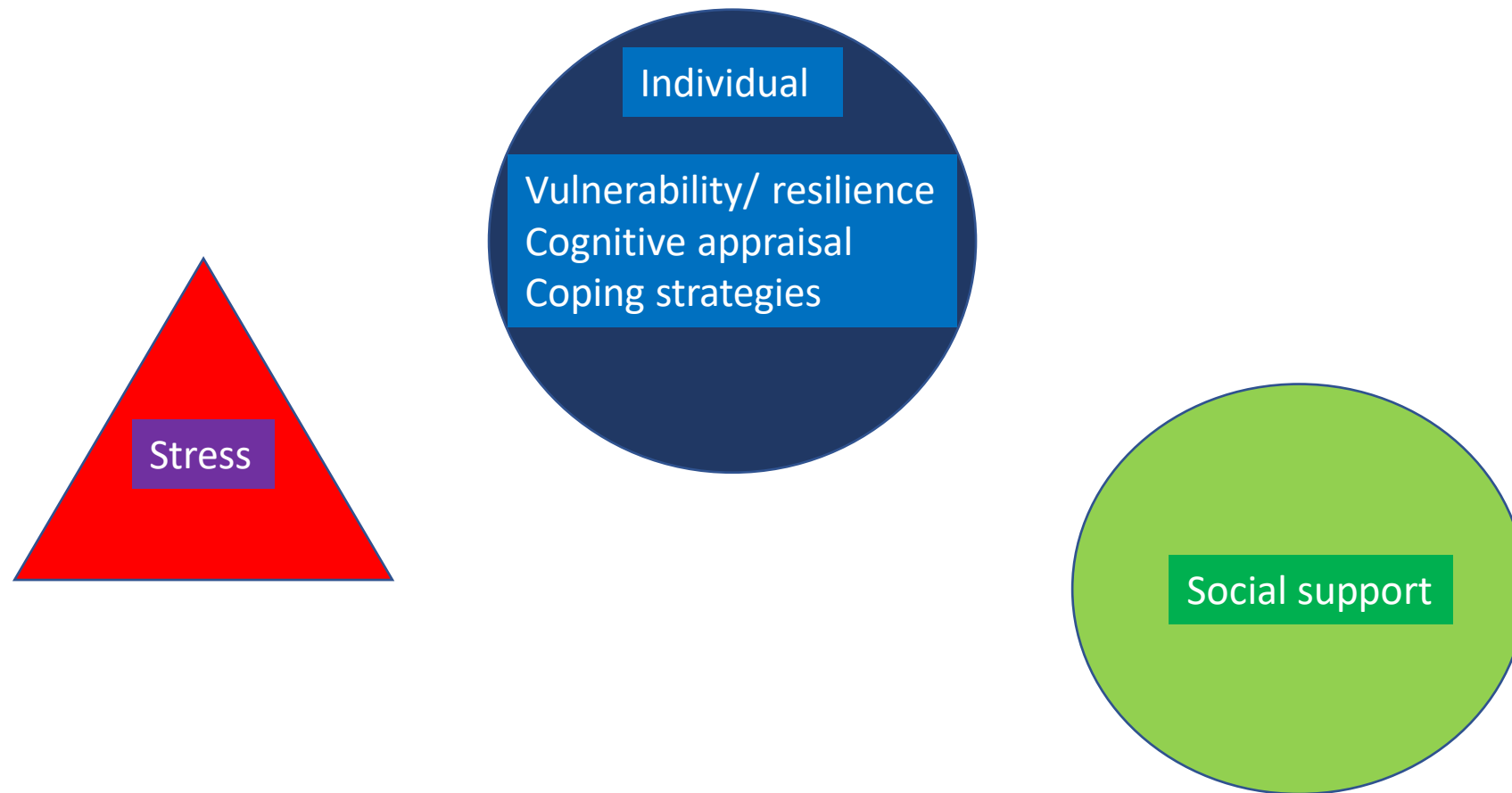
The **World Medical Association's** Declaration of Geneva (2017) calls upon doctors to “**attend to (their) own health, well-being, and abilities** in order to provide care of the highest standard”

- **Systemic pressures** are threatening **medical learners' well-being** as well as the **effectiveness of the organizations** in which they learn and practice
- **Burnout** is now recognized to be a consequence of poor **organizational culture**
 - It can lead to staff depletion, patient dissatisfaction, medico-legal risk, and financial costs
- Medical learners' **wellness** furthers **competency**, health-system **quality** and **cost-effectiveness**

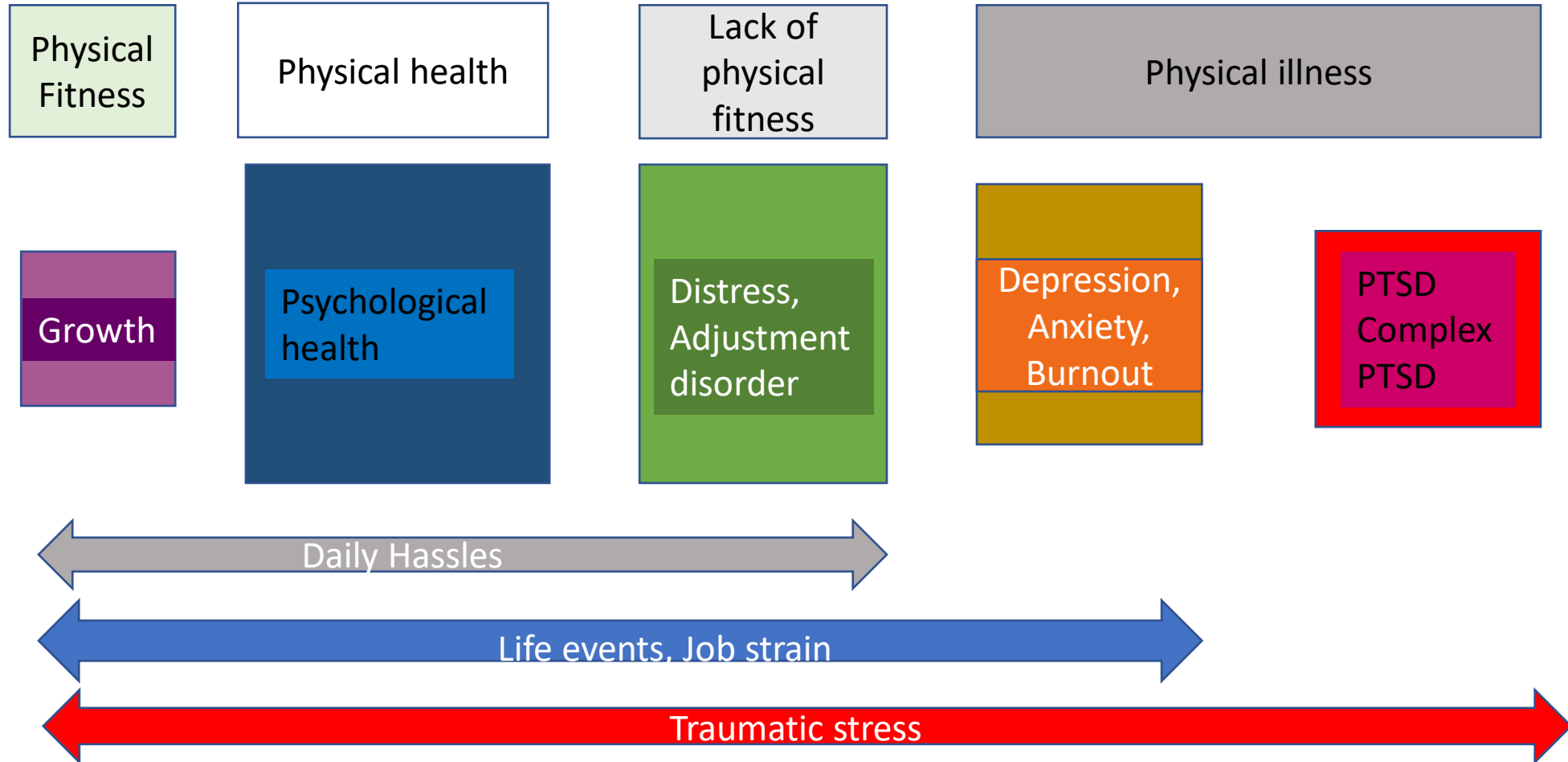
Stress



Mediators/ moderators



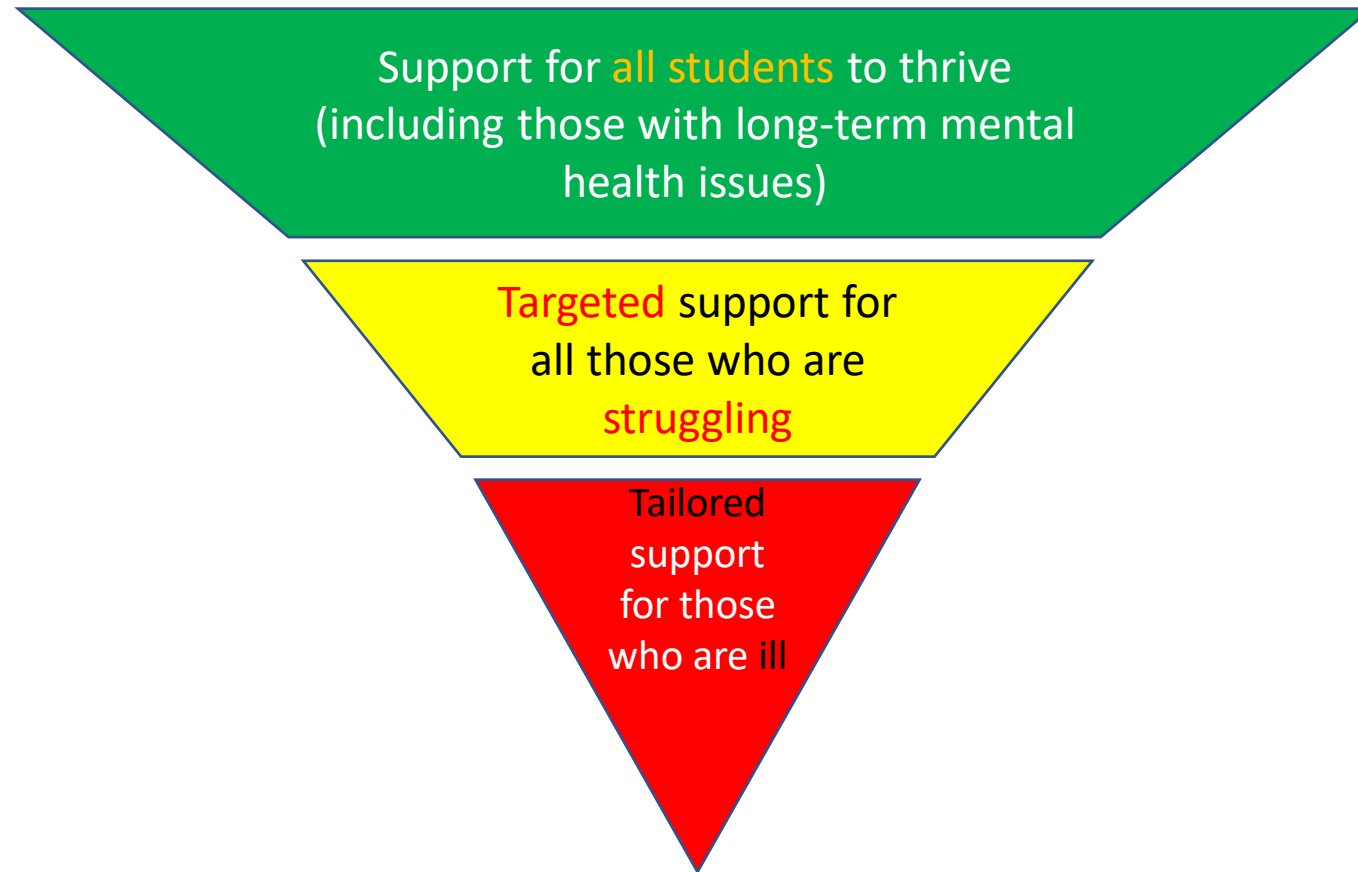
Distress



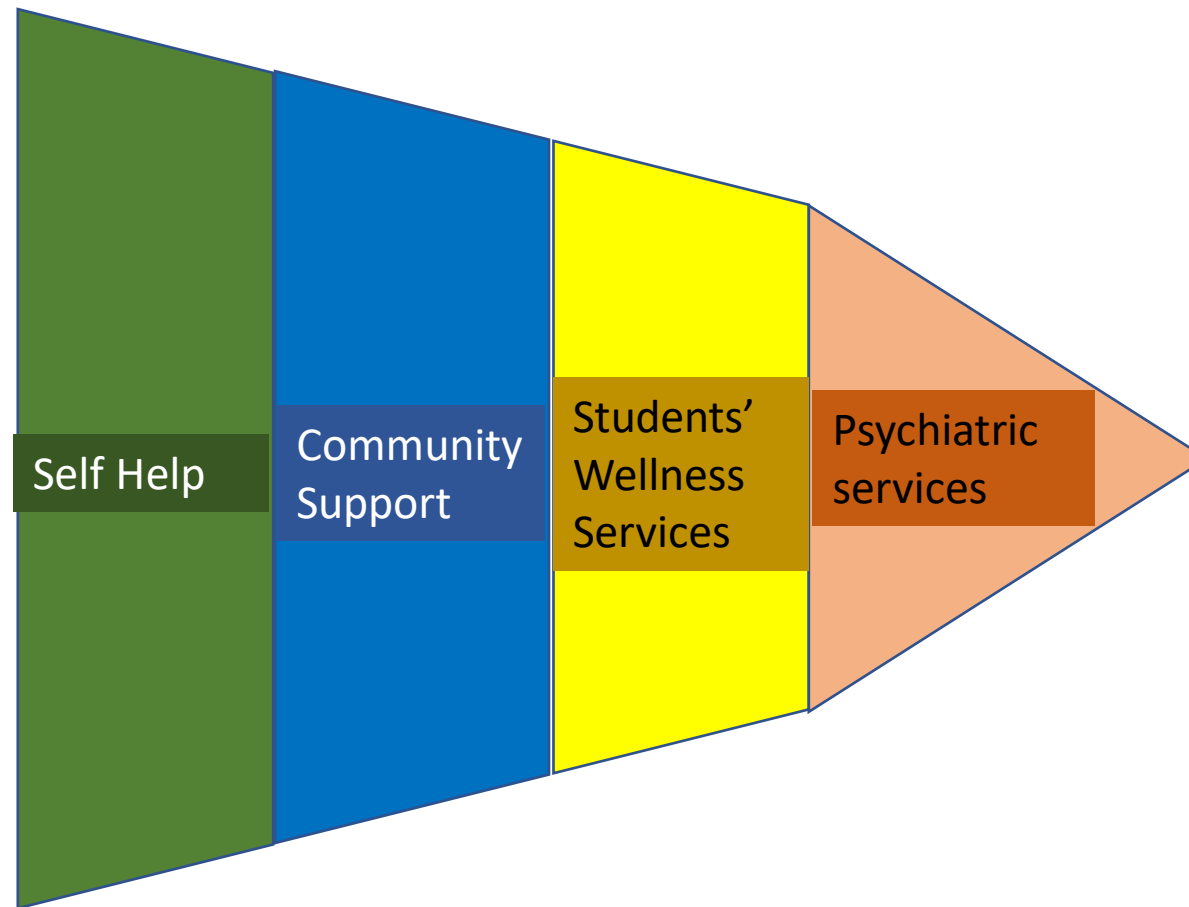
Need for tailored services

- **Prevalence** of mental health problems **higher** among medical students compared to age matched peers
 - Meta-analysis (183 studies, 43 countries) (Rotenstein et al, 2016)
 - Prevalence of **depression: 27.2%**
 - Reported **suicidal ideation: 11.1%**
 - Other studies: **anxiety (25.7%)**, and **burnout (49.6%)**
- Professional students find it **difficult to seek help** and need **tailored services** to minimize risk and manage stress

Interventions based on targeted population



Interventions based on targeted actors



Timeline for Students' Wellness services at AIIMS

2012: Initiation of Students Welfare Services

- 1-hour evening service (Counselling)
- Orientation workshop for MBBS students by CREST faculty (1 week)

2018: Recruitment of 3 clinical psychologists

- Creation of Students' Wellness Centre
- Orientation workshop for Residents
- E-Helpline (24X7)

2019: Recruitment of 2 more clinical psychologists

- Addition to SWC sites (2 sites)
- Mobile Helpline (24X7)

2020: Digital Footprints

- eSWC clubs, Yoga & Meditation
- Orientation to parents of MBBS students

2021: Expansion of activities

- ASA (PCC-SWC) Societies (MBBS)
- Website for SWC

2022: Expansion of activities

- Orientation workshop for Nursing students
- Offline SWC club activities

SWC Activities At a Glance

Self-Help

- Self-Enrichment Workshop
- Yoga and Meditation
- Skills Development Workshops
- Language and Financial support

Community Support

- Mentorship/ Wellness Buddies
- eSWC Clubs (10)/ ASA Societies (MBBS)
- Orientation for parents (MBBS)

Students' Wellness Centre (SWC)

- Counseling and psychotherapy
 - In-person: 2 sites
 - M(obile)-helpline (24X7)
 - E(mail)-helpline (24X7)

Department of Psychiatry

- Psychological triage at entry
- Emergency support (24X7)
- OPD, Ward (General, Private)

System level inputs

Leadership

Dual housing of SW services

- **Academic section:** direction & resources
- Psychiatry D: tech supervision/ support

Governance

- **Nodal Person:** Professor-in-Charge, SWW
- Committee on Promotion of Students' Wellness (multi sectoral)
- Committee on Prevention of Substance Use on campus (multi sectoral)

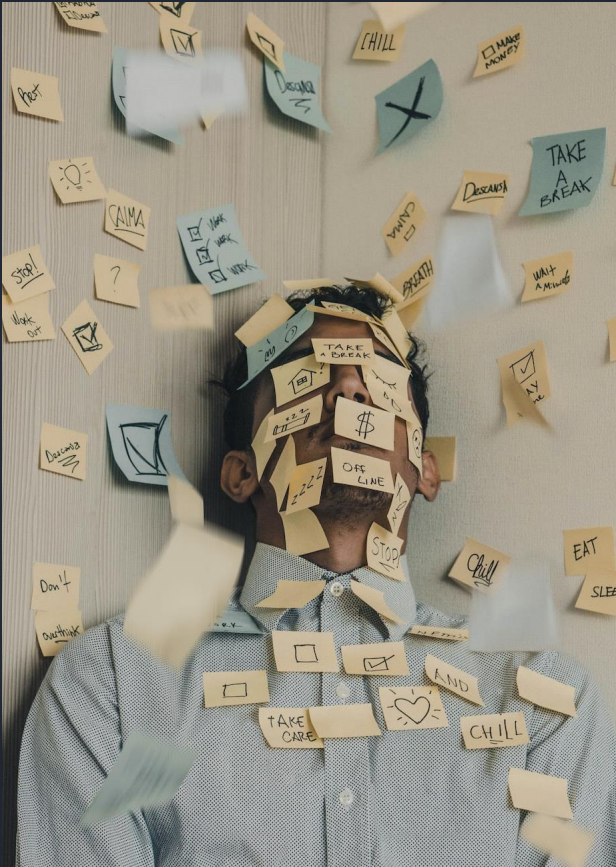
Policies

- Vision document (2012)
- Policy document on Substance Use on campus (2020)
- Suicide prevention document (in process)

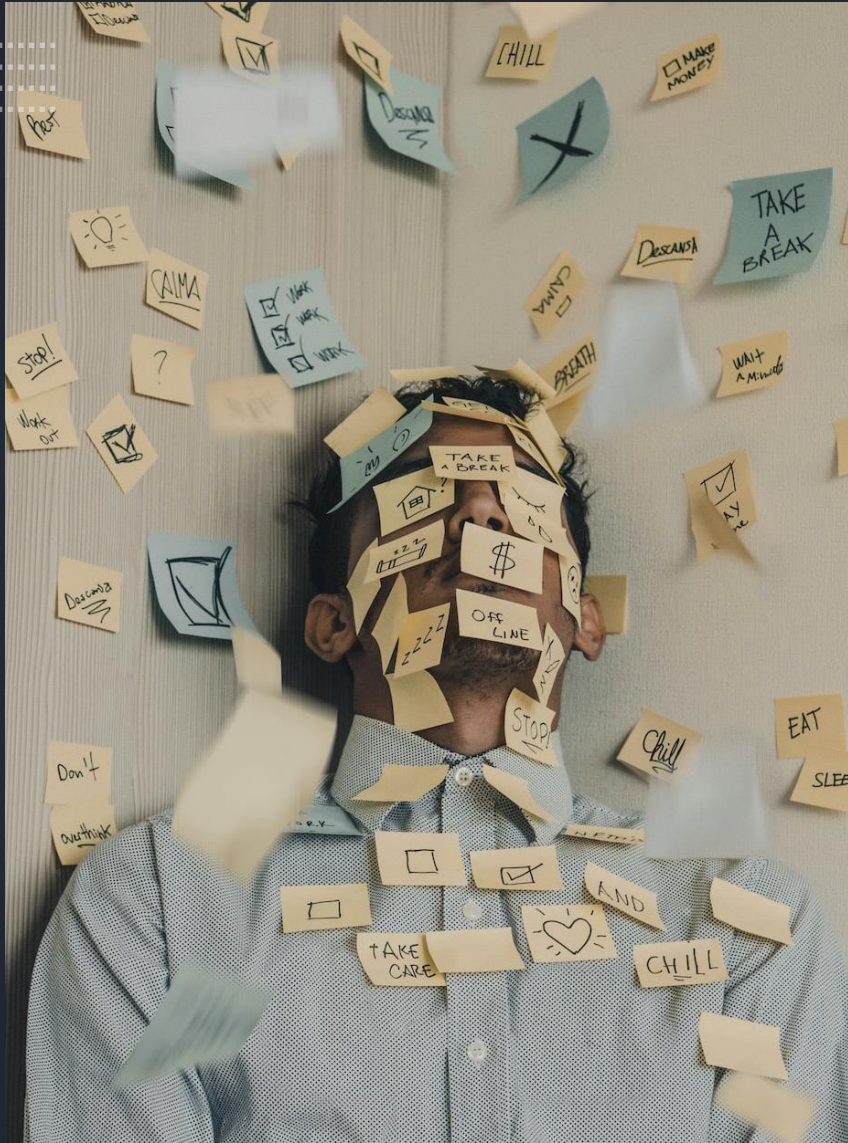
Interventions

- Mentorship training
- Language support
- Financial support
- Re-entry support to those joining work after sickness absence
- Support with course/ thesis work for struggling students
- Curricular changes: introduction of communication skills training to MBBS students

Capacity Building

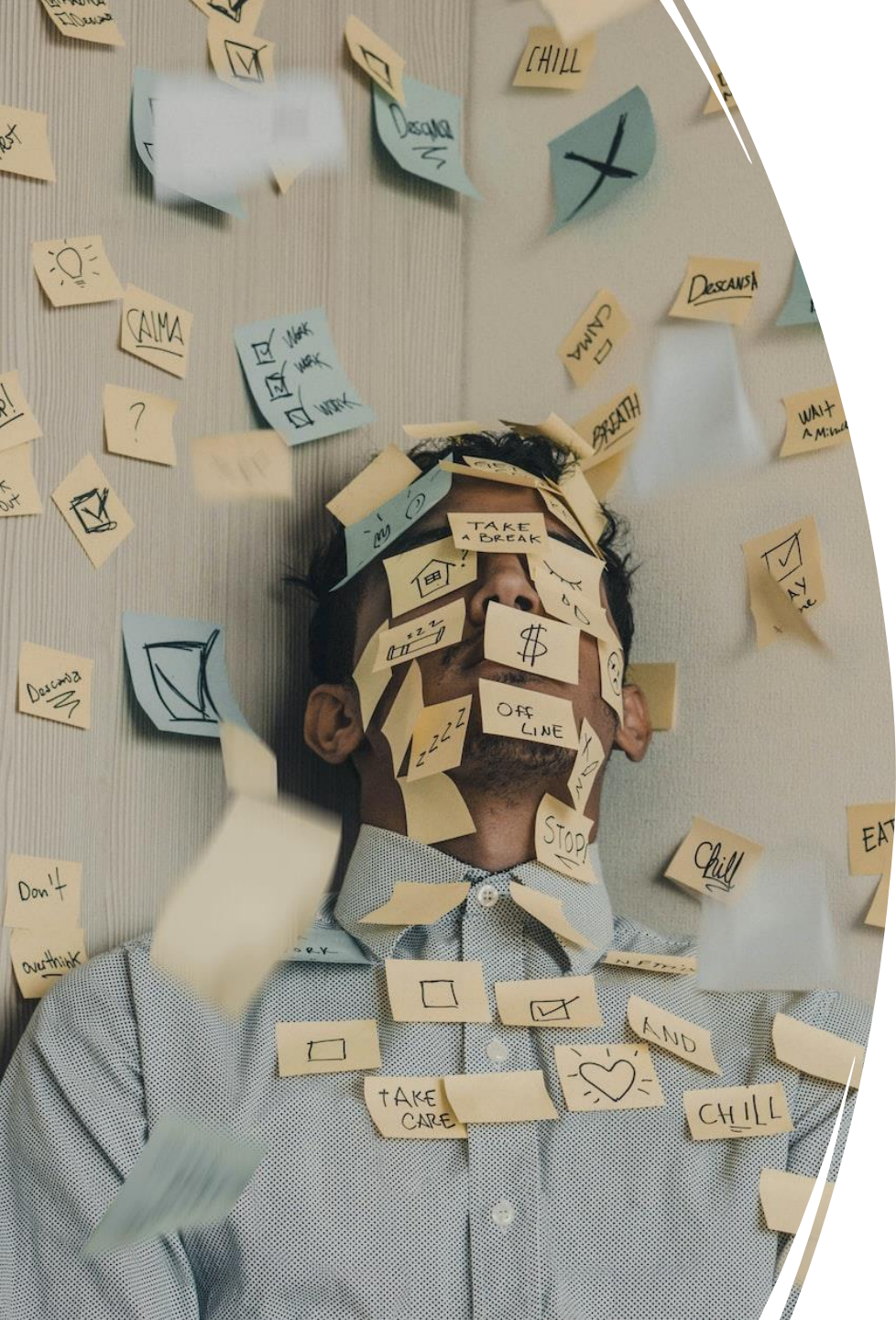


- **Self-Enrichment Workshop (mandatory)**
 - MBBS
 - MD/MS/DM/MCh residents
 - Nursing
- Yoga and Meditation (Voluntary)
- Skills Development Workshops (Voluntary)
 - Communication skills (4-8 hours package)
 - Stress Management (4 hours package)
- **Gatekeeper Training**
 - **Mentors (mandatory)**
 - Students/ Residents/ Nurses (voluntary):
Wellness Buddies



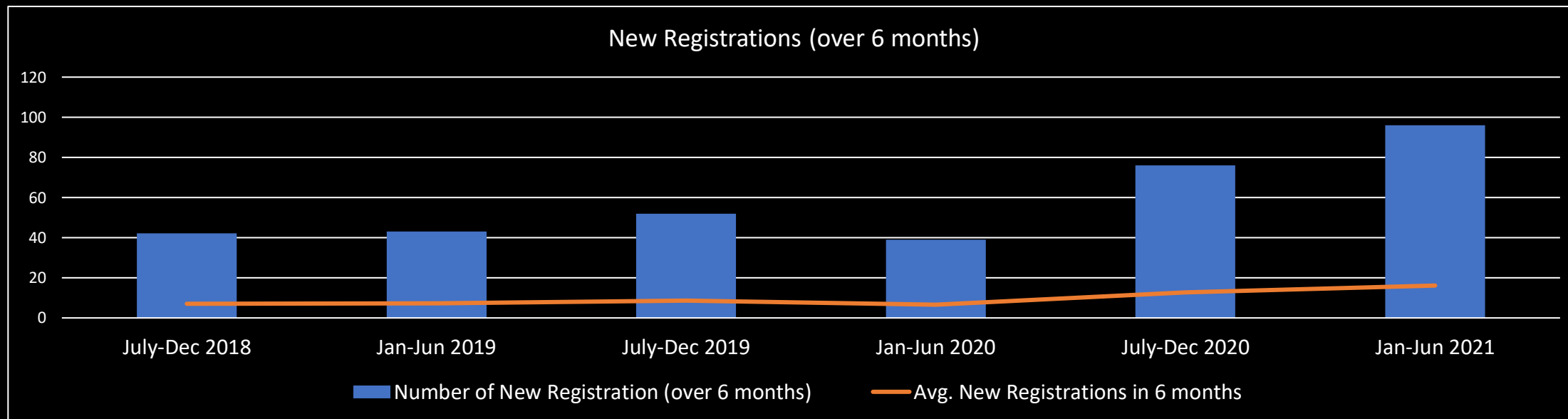
Grievance Redressal

- Counselling committee for the complaints of **SC/ST/OBC** employees
- Internal Complaint Committee for **Sexual Harassment** of women
- Ad-hoc committees for grievance redressal by the **Academic section**



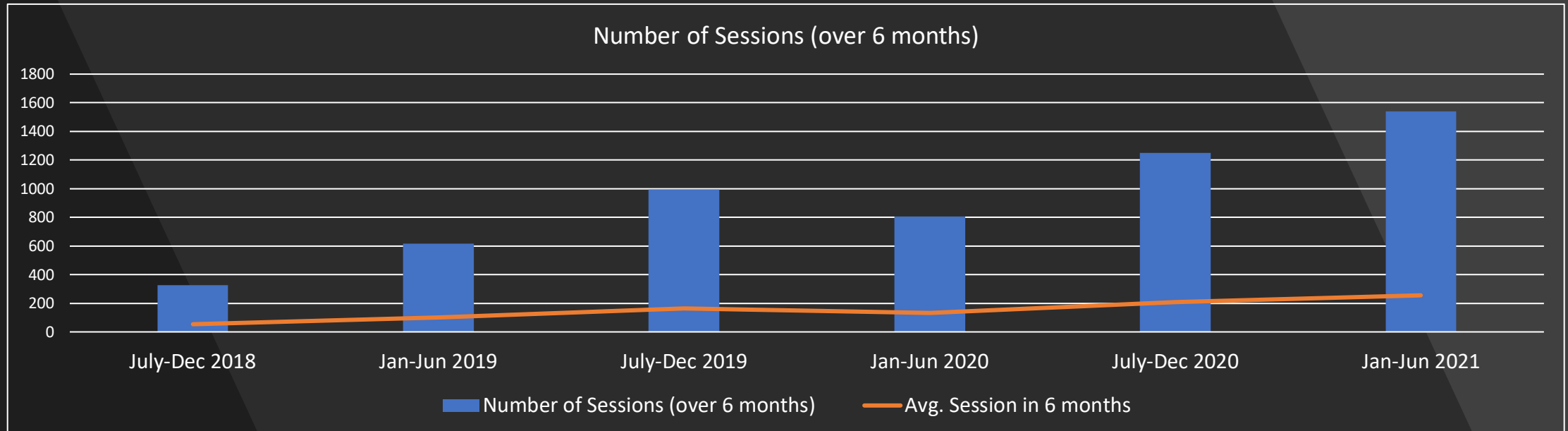
Evaluation

Distribution of new registrations



6 Monthly Distribution of New Case Registration						
	July-Dec 18	Jan-Jun 19	July-Dec 19	Jan-Jun 20	July-Dec 20	Jan-Jun 21
New Registration	42	43	52	39	76	96
New Reg. per month	7	7.17	8.67	6.5	12.67	16

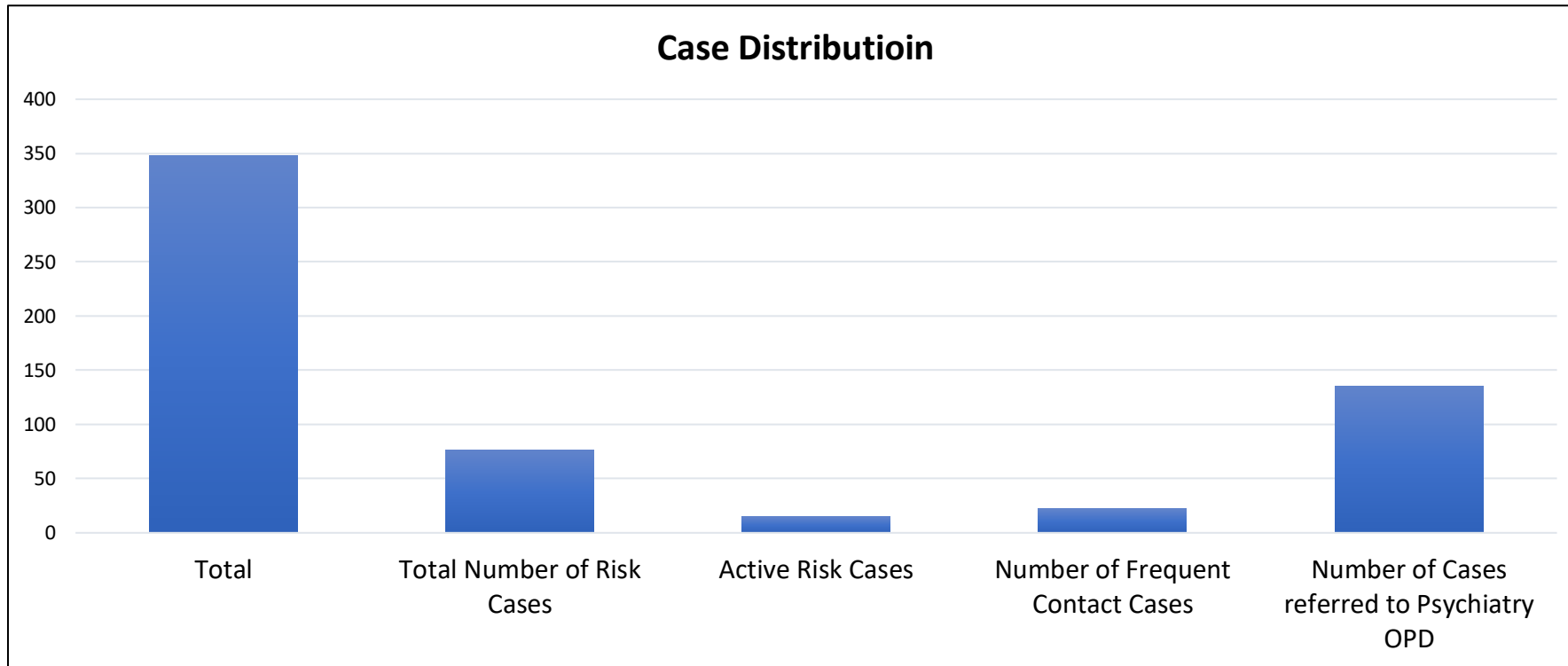
Distribution of counselling/ therapy sessions



6 Monthly Distribution of Counselling/Therapy Session

	July-Dec 18	Jan-Jun 19	July-Dec 19	Jan-Jun 20	July-Dec 20	Jan-Jun 21
Sessions	327	615	993	806	1251	1539
Session per months	54.5	102.5	165.5	134.33	208.5	256.5

Case distribution based on service needs



Case distribution on basis of various categories				
Total	Risk cases	Active risk cases	Frequent contact cases	Psychiatry co-Mx
348	76	15	22	135

Coverage at AIIMS: ideal and current

Scholar Community (approx. 3500)	Ideal coverage	Current coverage
Self-Help	100%	<i>(self-enrichment: 50%)</i>
Community Support	100%	10%
SWC	30%	9.4%
Department of Psychiatry	5%	3.65%

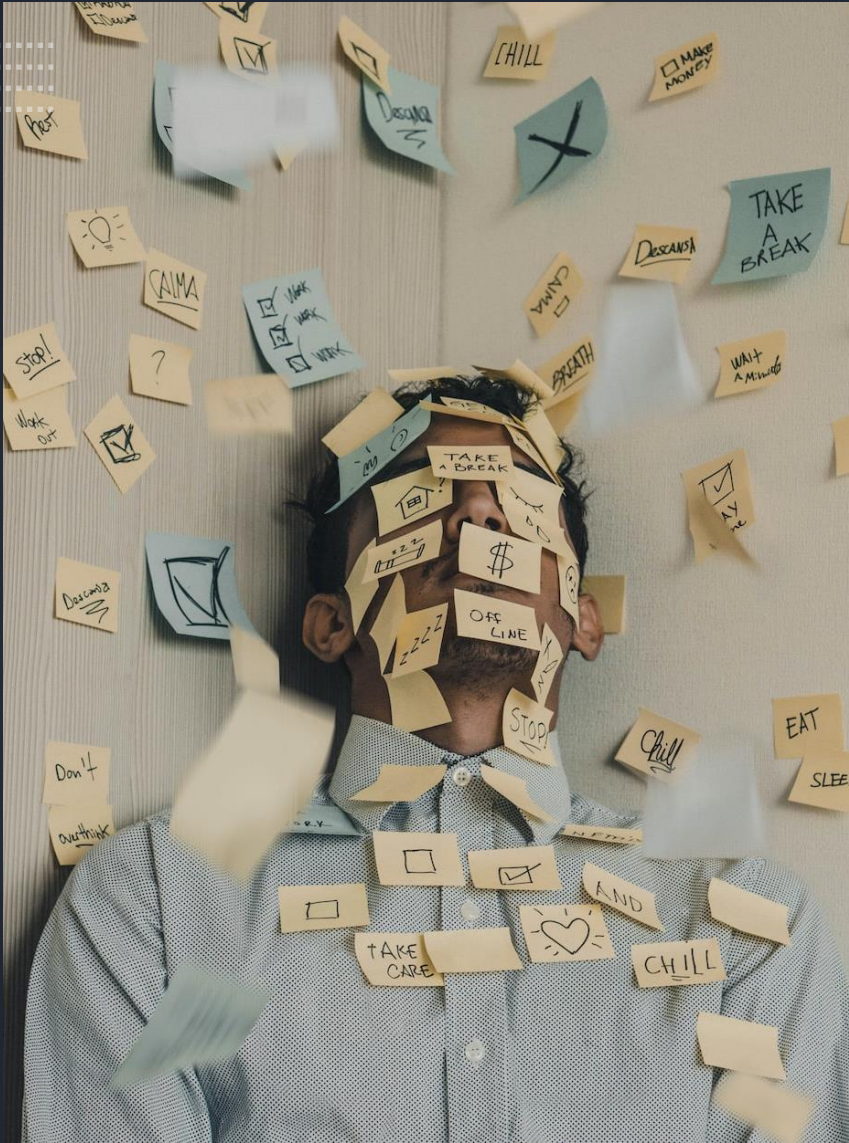
**APPROACHES
TO COMMUNITY
ENGAGEMENT**

COMMUNITY-ORIENTED

COMMUNITY-BASED

COMMUNITY-ENGAGEMENT

COMMUNITY-OWNED



Community engagement

- **Community based**
 - SWCs are located in hostels
- **Community engagement**
 - eSWC Clubs (10)/ ASA Societies (MBBS)
 - Wellness Buddies (students/ residents)
 - Mentorship (Faculty)
 - Orientation for parents (MBBS)
- **Community ownership**
 - Representation of students/ residents on **Committee on Promotion of Students' Wellness** (multi sectoral)
 - Representation of students/ residents on **Committee on Prevention of Substance Use on campus** (multi sectoral)



Thank you