

Department of Psychiatry HEADLINES

Global Psychiatry virtually treating patients in NWT



(Left) **Dr. Arlene MacDougall** in Halifax, poses with telehealth image of (R-L) Dr. Ewan Affleck, the medical director of Yellowknife Health and Social Services Authority (YHSSA), Mr. Jules Lim, the administrative assistant for community mental health and adult services in Yellowknife and Mr. Jae Morris, the telehealth coordinator for YHSSA. (Right) Mr. Jules Lim and Mr. Jae Morris pose with the telehealth equipment in Yellowknife showing Dr. MacDougall at the Abbie J. Lane Building in Halifax.

On December 14, 2012, **Dr. Arlene MacDougall**, a Fellow with Global Psychiatry in the Department of Psychiatry at Dalhousie University, inaugurated a new era of psychiatric care for patients in the Northwest Territories (NWT). For the first time, treatment by a member of the Dalhousie Department of Psychiatry was provided to patients in the NWT using telepsychiatry link technology and remote access to the Wolf Electronic Medical Record (EMR), a secure, online system for managing medical records.

The idea of using telehealth was already in mind when the partnership with the Department of Psychiatry and Stanton Territorial Health Authority (STHA) in the NWT was finalized in September, 2012. Until recently, only Primary Care professionals in Yellowknife and Hay River, NWT, have utilized the Wolf EMR.

“The desire came to extend access to Wolf to Dalhousie Psychiatry for use with telehealth and for psychiatry to really become a model for other speciality physicians,” says Dr. MacDougall. “The plan is for all specialist physicians and all other communities in the NWT to be on Wolf EMR by December 2014.”

The Wolf EMR system will allow Dalhousie psychiatrists to book appointments, write prescriptions, update medical records, and complete laboratory requisitions. Prescriptions must be printed, signed and faxed to a pharmacy in the NWT. Wolf EMR also utilizes an instant messaging system in which

medical professionals can quickly message one another in a very timely manner. All patient records will be hosted entirely on the EMR.

Dr. MacDougall, who already has seen several patients since mid-December, says “telehealth allows for the provision of continuity of care that the patients in the NWT haven’t had access to in years.” To date, all of the telepsychiatry patient appointments have been follow-ups from previous site visits. These patients have expressed their wish to see Dr. MacDougall again via the telehealth link, rather than relying on seeing a new locum psychiatrist as they have in the past.

Stanton Territorial Health Authority (STHA) has provided all of the equipment necessary to make a successful remote connection with the Wolf EMR, and STHA and Capital District Health Authority (CDHA) staff have worked closely together to bring together all of the elements of a successful link. There were trouble-shooting practices in the week before the first patient was treated. Dr. MacDougall and **Dr. Nick Delva**, Head of the Department of Psychiatry, are the only psychiatrists currently licensed to treat patients via the telehealth link, and **Drs. Scott Theriault** and **Curt Peters** will soon be licensed to do so. With the immediate goal of offering treatment to patients in the NWT via telehealth on Monday, Tuesday and Friday afternoons, the ultimate goal is to provide regular care by a group of Dalhousie faculty to patients in the NWT via a mix of telehealth and on-site visits.

Message from the Head

Dr. Nick Delva

Regular readers of Headlines will be aware that the Dalhousie Department of Psychiatry has formed a partnership with the Northwest Territories (NWT), and December 14 marked an important point in the development of our clinical service there. After much preparatory work and testing by the teams in Halifax and Yellowknife, **Dr. Arlene MacDougall** was able to treat the first patient in Yellowknife via telehealth from Halifax. This involved a videoconference link and remote access to the NWT electronic medical record. A great number of details, including dealing with hospital IT “firewalls,” required attention in the months leading up to this first live telehealth session. Locally we are grateful to a number of individuals for working on this project, including: Ms Julie O’Grady, Ms Tricia Dauphinee, **Ms. Amy MacKay, Ms. Suzanne Decker,** Ms. Holly Lumsden, and Mr. Ron Cianfaglione. As mentioned in the lead article in this issue, **Dr. Scott Theriault** and **Curt Peters** will soon be obtaining NWT medical licenses and Stanton Territorial Health Authority privileges, and thus be able to provide direct care for patients in NWT. Even without a NWT license however, Dalhousie faculty will be able to participate clinically in the NWT partnership by sitting in on telehealth interviews or by providing other forms of indirect care or education, e.g., by discussing clinical issues with a practitioner in NWT on the telephone, providing references to key

articles, etc.

On behalf of the Department I’d like to thank all of our teachers for their much-appreciated and successful efforts, with special thanks to **Drs. Aileen Brunet** and **Herb Orlik** for taking over **Dr. Cheryl Murphy’s** responsibilities as Director of Undergraduate Education and Clerkship Director respectively. Thanks also to **Dr. Joe Sadek**, who undertook a new major role in undergraduate education, that of Component Head for the Professional Competencies course during the Neuroscience block. The CaRMS interviews will soon be taking place, and this year we will be looking to fill seven PGY-1 residency spots.

Much research is thriving in the Department, and our annual Research Day highlighted a number of areas of investigation. If you don’t yet know about the ambitious FORBOW study led by **Dr. Rudolf Uher**, please turn to page 8! The extent of collaboration in this study is very impressive.

Welcome to **Drs. Nicole Herschenhaus** and **David Lovas**, who joined the Department in November, and farewell to Dr. Konstantinos Monas, who spent six months with us as a clinician with the Centre for Emotions and Health.

Congratulations are in order to: **Dr. Joanne MacDonald**, who not only received the 2012 Dalhousie Department of Psychiatry Outstanding Clinician Award, but also with her Reproductive Mental Health team,



received the Patient and Family Centred Care Award from the IWK Family Leadership Council; **Ms. Carrie Wipp** and the residents who did the Department of Psychiatry proud by arranging and staffing our award-winning display at the 2012 Medical Students Career Day; **Dr. Pippa Moss**, who received a Queen’s Diamond Jubilee Medal for her humanitarian work; and **Drs. Rachel Morehouse** and **Pamela Forsythe** for being designated as Distinguished Fellows of the Canadian Psychiatric Association.

In closing, I’d like to wish everyone a very happy and productive New Year. As suggested by **Dr. Jackie Kinley** in Humanities Corner, make sure to look after yourself and your relationships in 2013, and thereby have a more enjoyable life and do a better job looking after patients, teaching and doing research!

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Department of Psychiatry HEADLINES

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Research Section

Submitted by: Janet Bardon
Research Administrator

22nd Annual Research Day

The 22nd Annual Psychiatry Research Day was held November 2 at the Lord Nelson Hotel with 117 faculty, students, and staff in attendance. This year's guest speaker was Dr. Candice Odgers, Associate Director, Center for Child and Family Policy/Associate Professor, Sanford School of Public Policy, Duke University and her talk "Childhood experiences and adult health: Evidence from genetically and geographically informative cohort studies" has been mentioned as one of the best keynotes of any Research Day. This year we also experimented with a new approach to resident research presentations. Each of six residents who had poster presentations also had the opportunity to summarize their projects during a five-minute oral presentation on stage. The presentations were well received by all and will become an exciting addition to the annual event. Thank you to the Chair, **Dr. Sherry Stewart**, and members of the Committee, **Ms. Jennifer Brown** and **Ms. Janet Bardon**, and **Drs. Kim Good, Mark Bosma**, and **Alexa Bagnell**, for planning another wonderful event.

Presentation award winners:

Undergraduate Student: Mr. Stephane MacLean - "Informant Reports Add Incrementally to understanding of the perfectionism-depression connection: Evidence from a longitudinal study."

Graduate Student: Ms. Sarah Coupland - "Typologizing opiate dependence: Prescription versus illicit users."

Resident: **Dr. Jennifer Slater** - "The impact of stigma on the lived experience of youth with mental illness taking antipsychotic medication."

Jr. Faculty: Dr. Roxanne Sterniczuk - "Disturbances to the sleep-wake cycle predict future diagnoses of Alzheimer's disease."

Jr. Faculty: **Dr. Rudolf Uher** - "History, symptoms or biomarkers: What will help personalize treatment for major depressive disorder?"



Back (L-R): **Dr. Nick Delva**, Dr. Candice Odgers (Keynote Speaker), **Dr. Sherry Stewart** (Event Chair), Mr. Stephane MacLean.

Front (L-R): **Dr. Ben Rusak**, **Dr. Jennifer Slater**, Ms. Sarah Coupland, Dr. Roxanne Sterniczuk. Missing: **Dr. Rudolf Uher**.

CIHR Café Scientifique

The Department hosted a CIHR-funded Café Scientifique on Nov. 1 titled *"Bad" Girls: Mad or Sad?* The event was held at the Waegwoltic Club in Halifax, moderated by **Dr. Sherry Stewart**. It featured presentations by Drs. Margo Watt, **Kathleen Pajer** and our Research Day keynote speaker, Dr. Candice Odgers. Following the presentations, there was a question and answer period with the panel and members of the public. There were 68 health care professionals, students, researchers and members of the public in attendance, and the evaluations provided were very positive.

CIHR Strategy for Patient Oriented Research (SPOR)

CIHR has announced the topics of the first two networks under its SPOR initiative, one of which is mental health. A further announcement indicated that CIHR would be partnering with the Graham Boeckh Foundation to co-sponsor the mental health network, which would be funded for \$25 million over five years. The announced focus of the network is in child and adolescent mental health, with a strong applied translational orientation. The call for proposals, (Dec. 2012 or Jan. 2013), will presumably provide more details with respect to the goals and mechanisms of the proposed network.

Members of the Psychiatry Department are working with a group of colleagues from across the country to develop a national network proposal for this initiative. The team working on this initiative includes the Canadian Depression Research and Intervention Network (of which we are a member, together with Mood Disorders Canada, the Mental Health Commission of Canada and others) and CANMAT. We have together formed the Canadian Depression Alliance with the



Cafe Scientifique panel experts (L-R) Drs. Margo Watt, **Kathleen Pajer**, **Sherry Stewart** and Candice Odgers.

specific goal of generating a proposal for the upcoming SPOR opportunity.

Another aspect of the SPOR initiative is the creation of a national network of linked SUPPORT units that will provide expertise and resources for patient-oriented research in each region of the country. Planning for a Maritime provinces SUPPORT unit has been ongoing for many months. The exact mechanisms for development of these units are not clear, but it appears that they will be developed cooperatively between provincial governments, CIHR and research institutions, rather than through a competitive application and review process. Dalhousie is playing a lead role in developing the Maritime SUPPORT unit initiative.

Education Section

Submitted by: Annette Cossar
Education Administrator

Postgraduate News

Dr. Malgorzata Rajda would like to announce that our Postgraduate Education program was the WINNER of 2012 Medical Students Career Day competition for BEST DISPLAY BOOTH at the event in early November. Bravo and thank you to our residents and to **Ms. Carrie Wipp** for organizing and staffing the display! This would not have been accomplished without their enthusiasm and dedication.

In other news, recruitment is upon us once again. For this round, we have seven residency spots available in the First Iteration of CaRMS solely open to Canadian Medical Graduates. We have received and are reviewing 58 applications from hopeful candidates. Recruitment of interviewers has been underway and our upcoming



The Psychiatry Booth at Career Night.

interview dates are: Saturdays, Jan. 19 and 26 and Monday, Feb. 4. Who we match and whether we advance to the second iteration of CaRMS will be known March 5. For further information or to volunteer to help with this important task, contact **Ms. Norma Thompson** in our Postgraduate Education Office psycpg@dal.ca or 473-7122.



In the photos: Discussion takes place during the Postgrad retreat.

The Postgraduate Education Committee recently held a retreat focusing on “Competency-Based Education.” Expert in the area, Dr. Andrea Waddell of the University of Toronto, led the Committee through this innovative idea. In this environment, in order for residents to advance, they would have to demonstrate the achievement of defined competencies in training versus the current setting where they are evaluated on their performance at

the end of a rotation.

The current training model offered is “Time based,” with the total training covering five years in duration including rotations lasting two, three or six months. This education is curriculum-based and the analogy referenced is that of “Tea steeping” the residents knowledge. By comparison,

competency-based education has no set time limits, it is learner driven and advancement occurs at the point of the learner’s achievement of described competencies. The Committee is seriously considering this shift in identifying entrusted professional activities/procedures (EPA) in clinical rotations, and a competency-based assessment. This shift could begin at the PGY-2 level as early as July 1, 2013.

To learn more about the Future of Medical Education in Canada visit <http://www.afmc.ca/future-of-medical-education-in-canada/>

We are beginning to use new technology for an old tool in residents’ education – an electronic clinical log. The residents are aware of this as it was developed with their participation. In fact, many residents have been using personal logs and some supervisors may have already required their residents to maintain such logs. Hopefully this new initiative will help keep track of the residents’ learning. We are still working on a few kinks in the system, but they will be improved when the much anticipated server upgrade is installed by the medical school.

There are several important reasons for using the logs. Firstly, it helps the residents to keep track of their learning and find potential gaps to fill. Secondly, it will inform clinical supervisors of their experience and help to ensure that the residents have an appropriate quantitative and qualitative clinical exposure. Thirdly, it will be necessary for the program to determine benchmarks of clinical experience and try to standardize the rotations experience. Finally, as we are gradually shifting towards the competency-based education (and assessment) format, the Royal College will be placing an increased emphasis on using logs or portfolios by the programs. The PGY-2 and PGY-3 residents will begin using the electronic logs on One45 as of Jan. 1, 2013.

Undergraduate News

Clerk orientation for the next group will be Jan. 2, 2013 from 1:00-5:00 pm in the Tupper Building and videoconferenced to distant sites. **Dr. Ezio Dini** has relocated to the Hubs and **Dr. Nicole Herschenhous** has taken over (including continuing to take clerks) on the Short Stay Unit, 6-Lane. **Dr. Deb Parker** will take over Dr. Dini’s orientation lecture on personality disorders. The Class of 2015 Med II track selection occurs in January, with results released to students at the end of March. **Dr. Herb Orlik** and **Ms. Mandy Esliger** did a pre-recorded webinar of the psychiatry track selection presentation that’s now available on BbLearn for Med IIs.

The Psychotropic Drug Cards (or “yellow cards” as they are fondly called) are no longer being provided free of charge to Med II students, nor will they be allowed during the exam at the end of the Neurosciences block.

The Formative Clerkship OSCE will be held on Friday, March 22 from 8:00 am – 5:30 pm. Ms. Mandy Esliger is currently recruiting for this event and will be following up with faculty who identified this activity on their IPPs. Please contact Mandy at Mandy.Esliger@cdha.nshealth.ca or 473-4883 if you would like to confirm your participation. Similar requests for the Med II Summative OSCE on May 14 may also be sent to Mandy.

At this time, the members of the Undergraduate Education Office would like to say a big “THANK YOU” to our faculty and residents who participated in the following UG teaching: Clinical Skills blocks, Neurosciences Unit including the lectures, Med 3 annual December Elective block and Med 3 Supplemental OSCE examinations.

With the new year upon us, we would like to welcome back **Dr. Cheryl Murphy** in her roles as Undergraduate Director and Clerkship Coordinator. To Drs. Herb Orlik and **Aileen Brunet**—THANK YOU—your leadership during this time was greatly appreciated!

Continuing Education Activities

Mark Your Calendars for these future events in spring 2013:

The XXIV Annual Academic Day will be held on Friday, April 26 at the Lord Nelson Hotel. The theme this year is “Translating Knowledge into Practice: Update on Psychosis Across All Ages & Stages.” Dr. Ashok Malla, Professor, Department of Psychiatry, McGill University is the invited plenary speaker and will be presenting on the topic of specialized early psychosis programs and outcomes.

Other topics and speakers include:

“Clinical Practice Guidelines: Are They Relevant to Clinical Practice” **Dr. David Gardner**

“Early Detection and Intervention: The Prodromal Phase” **Dr. Sabina Abidi**

“Is it Substance Induced Psychosis?” **Dr. Ron Fraser**

“Update on Pharmacologic Treatment: What’s New; Future Directions” **Dr. Heather Milliken**

“The Role of Motivational Enhancement Therapy in Promoting Healthy Lifestyles” **Dr. Zenovia Ursuliak**

“Self-Stigmatization: A CBT Approach” **Dr. Jason Morrison**

“Recovery & Reintegration: An Occupational Therapy Perspective” Mr. Brian Cooper

“Psychosis in the Elderly: Diagnosis & Management” **Dr. Mark Bosma**

“First Voice” The Lived Experience: Client & Family Member

Watch for announcements regarding registration in the New Year.

The First Annual Atlantic Addictions Conference will be held on Friday, May 31. Topics will include smoking cessation, treatment of opiate dependence and concurrent disorders in primary care.

Recent Highlights

On Nov. 7, the second in the series of Psychiatry Debates was held on the topic of “Problem with Predictions: The Quagmire of Suicide Risk Assessments.” Many thanks to our debaters, **Drs. Bosma, Harris, Wiens and Kolajova** for a stimulating and lively debate.



Drs. Bosma and Kolajova



Drs. Wiens and Harris

On Nov. 21, Dr. Elliot Gardner, Chief, Neuropsychopharmacology Section, Intramural Research Program, National Institute on Drug Abuse, National Institutes of Health, Biomedical Research Center presented on the topic “Neurobiology of Addictions.”



Dr. Elliot Gardner University Rounds Nov. 21.

On Nov. 28, Dr. Andrea Waddell, Director, Assessments and Evaluations, Department of Psychiatry, University of Toronto presented on the topic “See One, Do One, Teach One,” Psychiatry as a Procedural Specialty.



Dr. Andrea Waddell Special Lecture Nov. 28.

Upcoming Continuing Education Events

Clinical Academic Rounds

January 9 – **Dr. Rudolf Uher** - “Young people at high risk for severe mental illness”

January 16 – **Dr. Normand Carrey** – IWK - “Psychiatric differential diagnosis in infant mental health”

January 30 – **Dr. Jackie Kinley**

February 6 - Eating Disorders Team

February 13 – **Dr. Jonathan Brake** - IWK

February 27 - Global Psychiatry

Inter-Professional Education Series

January 8 – **Dr. Lara Hazelton**

January 15 - Mood Disorders Clinic Specialty Service

January 22 - Pharmacy

January 29 - ECFH: MIOU, Offender Health and Rehab Services

February 5 - Innovations in Care

February 12 - Psychology

February 20 - Dr. Tamara Pringsheim

University Rounds

January 23 – Dr. Sagar Parikh

Clinical Studies Resource Centre Member Toronto Western Research Institute (TWRI)

Dr. Parikh is Deputy Psychiatrist-in-Chief at the University Health Network (Toronto Western, Toronto General, and Princess Margaret Hospitals) and Director of Continuing Mental Health Education at the University of Toronto, where he is also Professor of Psychiatry.

February 20 - Dr. Tamara Pringsheim

Dr. Tamara Pringsheim is a Clinical Assistant Professor with the Departments of Clinical Neurosciences and Pediatrics, Faculty of Medicine, University of Calgary. She is also the Director of the Calgary Tourettes Syndrome Clinic.

Sun Life Financial Chair in Adolescent Mental Health

Submitted by: Dr. Stan Kutcher

Sun Life Financial Chair in Adolescent Mental Health

Over the past few months we have seen a few team members growing and developing their careers, and new faces have joined us bringing with them their unique strengths and perspectives. With this, projects have progressed, new partnerships have been established and we're on our way to an exciting 2013. Below you will find a few highlights from the 2012 calendar year.

The importance of our evidence-based practices

Our team has worked hard to promote the use of evidence-based practices and to bring relevant and up-to-date information to our mental health initiatives. With research support, the materials and training programs have been effective while learning what works best, what modifications need to be made and how we can inform future approaches.

For instance, a paper to be published in the *Canadian Journal of School Psychology* on the School Based Pathways to Care Model shares the experiences of our team while implementing this framework into mental health strategies. Results from the paper demonstrate the practical examples and strategies on how to implement the model throughout different settings and contexts. This will help to disseminate the Pathways to Care Model to a broader audience.

Another paper, to be published in the *Journal of Advances in School Mental Health Promotion* details the experiences of educator training on the Mental Health and High School Curriculum Guide with the Halifax Regional School Board. Considering the demand for the Curriculum Guide, the findings from this paper have proven to be very valuable for future training sessions. Teachers' knowledge has increased substantially following the training. Further, teachers' stigmatizing attitudes towards mental illness have decreased. This implies educators are well prepared to deliver the Curriculum Guide to their students and teacher training is essential in promoting their mental health literacy level.

Look for these papers in early 2013.

Announcements

The Sun Life Financial Chair in Adolescent Mental Health would like to welcome a few new additions to the teams. Ms. Vanessa Bruce will serve as a research associate to the Chair. She has a Master's Degree in Clinical Psychology and has spent several years working with children, adolescents and families. Vanessa can be reached at Vanessa.Bruce@iwk.nshealth.ca. Mr. Kristof Serdynski will be supplementing **Ms. Amy Mackay** in providing administrative services to the team. He can be reached at Kristof.Serdynski@iwk.nshealth.ca. Ms. Veronica Basha has joined the team as a research assistant. She has a Master's Degree in Social Work and can be reached at Veronica.Basha@iwk.nshealth.ca.

The Youth Advisory Committee will be back with their monthly Youth Against Stigma coffee house at the Just Us Café. The first one is scheduled for Friday, Jan. 18 with recurring events every third Friday of the month.

Canada Research Chair in Early Intervention

Submitted by: Dr. Rudolf Uher
Canada Research Chair in Early Intervention in Psychiatry

Families Overcoming Risks and Building Opportunities for Well-being (FORBOW): A new study is starting to recruit participants

January will mark the launch of Families Overcoming Risks and Building Opportunities for Well-Being (FORBOW), an accelerated high-risk cohort study aimed at identifying and reducing the risk of the most severe types of mental illness, like schizophrenia, bipolar disorder and major depression. Twelve members of the Department of Psychiatry have teamed up to make FORBOW possible. FORBOW will mark a major collaboration between the Nova Scotia Early Psychosis Program, Mood Disorders Program, Reproductive Mental Health and Child and Adolescent Psychiatry. In July 2012, FORBOW received funding from the Regional Partnership Program between the Canada Institute of Health Research and the Nova Scotia Health Research Foundation. Thanks to this funding, it has been possible to recruit a team that is now training and preparing to start recruiting in January 2013.

Severe mental illness (SMI) typically develops in adolescence or young adulthood and causes life-long disability. SMI runs in families. A meta-analysis of published studies, presented at the Department of Psychiatry Research Day by Dr Daniel Rasic, has determined that one in three sons/daughters of a parent with SMI will develop SMI themselves. SMI is often preceded by smaller problems, including falling behind at school, anxiety, labile mood and unusual hearing experiences increase the risk further. These antecedents make SMI more predictable and present an opportunity for early preventive interventions. FORBOW will map antecedents and needs for interventions among young people who are at risk because one or both of their birth

parents suffers from SMI. We hope that focus on these early antecedents will make it possible to help young people stay healthy and lead productive lives.

Children and young people aged three to 21 will be recruited if at least



Some of the FORBOW team during training:
Back(L-R): **Dr. Barbara Pavlova, Dr. Lukas Propper,** Ms. Lynn MacKenzie, **Dr. Rudolf Uher,** Ms. Lisa Currie; Front (L-R) Ms. Julie Garnham, Ms. Jill Cumby, Ms. Jessica Morash, and Ms. Carrie Fisher.

one of their birth parents suffers from SMI. The parents may be current or former patients of the Capital District Health Authority or the IWK Health Centre and will be approached by health professionals (physicians, psychologists, nurses, social workers). We aim to recruit 480 offspring aged three to 21, of whom approximately 120 will have a parent with schizophrenia, 120 will have a parent with bipolar disorder 120 will have a parent with severe depression and 120 will have no parent with severe mental illness. Families will be followed yearly for at least three years. To achieve this, FORBOW needs the help of clinicians. If you have patients

who are also parents, please consider referring them to FORBOW. Details of eligibility criteria, referral forms and information leaflets can be obtained from the FORBOW team (see contacts below).

Within three years, the project will answer questions about the prevalence and specificity of antecedents that remain to be answered for effective planning of early preventive interventions. FORBOW is looking into the future. In the next stage, we will be developing and testing preventive programs, such as cognitive-behavioural courses in self-management skills and parenting programs. Some of the families entering FORBOW now may be able to benefit from these resources within a few years. We want to do clinical research that makes a difference. We hope that FORBOW will improve the young people's chances for healthy lives and well-being.

FORBOW investigators and Collaborators: **Drs. Sabina Abidi, Martin Alda, Alexa Bagnell, Normand Carrey, Gail Eskes, William Gardner, Tomas Hajek, Adrian Levy, Joanne MacDonald, Robert McInerney, Jason Morrison, Kathleen Pajer, Barbara Pavlova, Lukas Propper, Phil Tibbo, Rudolf Uher.**

FORBOW contacts:

Website: www.forbow.org

Email (for information, comments and referrals): info@forbow.org

Phone (for information and referrals): 902-473-7209, (902) 473-1782

Staff: Ms. Jill Cumby RN MN, research coordinator, Ms. Lynn MacKenzie BA BEd MA, research associate, Ms. Jessica Morash BSc MA, research assistant

Principal Investigator: Dr. Rudolf Uher, uher@dal.ca

Dalhousie Global Psychiatry

NWT Project Update

Submitted by: Dr. Arlene MacDougall
Fellow, Global Psychiatry

Dr. Nick Delva returned to Yellowknife at the end of October, and **Dr. Arlene MacDougall** in mid-November, both for approximately two-week long visits. During Dr. Delva's second visit to the North, he saw patients at the outpatient psychiatry clinic in Yellowknife. In addition, he toured the Stanton Hospital Emergency Room, met with the RCMP Staff-Sergeant of the Yellowknife detachment and attended a meeting of the Yellowknife Homelessness Coalition. During her visit, Dr. MacDougall provided both outpatient and inpatient psychiatry service. One of the main goals was to further develop the clinical and technical processes in the establishment of a telehealth clinical service between Dalhousie Psychiatry and the outpatient psychiatry clinic in Yellowknife. We are pleased to share that the first NWT-based patients were successfully seen in follow-up by Dr. MacDougall and Dr. Delva in mid-December (please see cover story for more details). The inpatient and outpatient psychiatry services in Yellowknife are also now able to participate regularly in the Dalhousie Psychiatry CME sessions.

Ms. Sandra Hennigar and Ms. Loretta Whitehorne from RNPDC (Registered Nurses Professional Development Centre) have been engaged in discussions with the Manager of Mental Health Services at Stanton Territorial Health Authority. They are interested in finding a psychiatric nursing course that will increase the level of skills and competencies of the nurses working on their 10 bed unit in Yellowknife. There have been two discussions to date and this opportunity will continue to be explored in early 2013.

Dr. MacDougall returns to Yellowknife for two weeks at the end of January followed by **Dr. Scott Theriault** at the start of February. Dr. Theriault will meet with stakeholders from Justice and Corrections to gain a better understanding of how forensic and correctional psychiatry is delivered in the NWT. He also plans to meet those involved in the process of updating the Government of NWT (GNWT) Mental Health Act and the establishment of a mental health court for the territories.

The next major step of the partnership includes a meeting of the official partners (Stanton Territorial Health Authority, Yellowknife Health and Social Services Authority and the GNWT Department of Health and Social Services) to set priorities for the further development of mental health and addictions services in the NWT. Dr. MacDougall, Dr. Delva and **Mr. Peter Croxall** compiled a comprehensive site visit report that includes a systems map, a list of recommendations and a discussion of how Dalhousie Psychiatry could support the NWT's current strategic plans and initiatives in mental health and addictions. This list of priorities will then be brought to the CEOs and medical directors of the other six regional health and social service authorities to ensure broader territorial-wide engagement and input.

Clinical Divisions of the Department of Psychiatry

Each month we highlight one of the many services offered by the Department of Psychiatry. In this issue we feature information on Day Treatment, both at CDHA and the IWK Health Centre.

Mental Health Day Treatment Program

Submitted by: Dr. Jacqueline Kinley, Team Lead, Mental Health Day Treatment Program and Dr. Wade Juneke, Physician Co-Leader, Child and Family Day Treatment and Adolescent Day Treatment Programs

Mental Health Day Treatment

The Mental Health Day Treatment program is a uniquely integrated Clinical Academic program. Over the last few years, in addition to articulating and publishing a rational empirical approach to treating severe mental illness, the Mental Health Day Treatment team has provided opportunities for postgraduate electives in intensive group psychotherapy and research in an integrated bio-psycho-social model.

Led by **Dr. Jacqueline Kinley**, the team provides a clinical program that is unique in that it provides an intensive six-week clinical encounter that is designed to service patients with very difficult character pathology and co-morbid treatment resistant Axis I disorders from across the Atlantic provinces. These patients come to us only after having tried all other mental health resources and at the request of our own clinicians. In addition to providing over 60 assessment visits per month (720 visits per year), the Day Treatment Program (DTP) staff admit and follow approximately 160 of these difficult patients through the six-

week intensive treatment cycle each year. This service includes diagnostic clarification, comprehensive case management and consultation in addition to family meetings.

The program has developed a comprehensive research program in order to gain a more integrated and complete understanding of psychiatric disorders from a cellular to psychosocial level. Under the leadership and initiative of Dr. Sandra Reyno, the program has continued to pursue research to demonstrate its effectiveness, elucidating the mechanisms underlying the changes we see in our patients and ensuring our clinical success. The DTP currently has four active grants totaling approximately 50,000 dollars. These research initiatives are collaborative ventures, looking at different levels of effectiveness ranging from biomarkers (BDNF, TNF-alpha with **Dr. George Robertson**), psychiatric defenses, alexithymia, attachment styles (with **Dr. Patricia Crittenden**), interpersonal functioning and their correlation to symptom improvement. We are collaborating with colleagues across Canada in a newly formed, CIHR funded, Psychotherapy Practice Research Network with Dr. Giorgia Tasca (UofOttawa), Dr. Melyn Lesczc (UofT), Dr. John Ogrodniczuk (UBC) and other nationally recognized researchers to develop a shared vision of practice-based psychotherapy research in Canada, focusing on enhancing knowledge translation and transfer to clinical practice.

In conjunction with this research, the DTP has in the last year alone published three papers in peer review journals on findings ranging from changes in attachment style, alexithymia and interpersonal functioning following intensive treatment to theory elucidation. Papers on intensive group psychotherapy increasing resilience are currently in submission.

Also, as Director of Psychotherapy training, Dr. Kinley has initiated a new project on curriculum development and design which aims to enhance not only our resident training experience. It also enables Dalhousie to extend its online CME and training programs to clinicians outside of Capital Health into the Atlantic region in a sustainable manner, using a cost recovery model and on the design and development of online training for clinicians and services for patients with **Dr. Patrick McGrath**.

Child and Family Day Treatment Service

The Child and Family Day Treatment service is for children aged five to 12 who are in need of additional support to manage their emotions and behaviour and who require medication review and diagnostic clarification. Children and their families take part in individual and group therapy in a day treatment setting, which utilizes a therapeutic classroom. The service maintains close, trusting relationships, a consistent behavioural approach and helps the child successfully return to their community school. Groups include anger management, school process, parent training, social skills and relaxation training. It operates closed groups (10 children at a time) four days a week for approximately 3.5 months.

Adolescent Day Treatment Service

The Adolescent Day Treatment Service provides medium to high intensity treatment (open groups, four days a week over three months) on a voluntary basis for youth (13 to 19 years) with mental health problems. The goals often include a return to full time school attendance, diagnostic clarification, assessment of medications, improved self-esteem and better functioning with peers, family and teachers.

The service offers a variety of group skills learning sessions, a therapeutic classroom and individual, group and family therapy to youth and families. The staff teach youth to take responsibility for their behaviour while learning skills to enable them to be successful in other settings. They also work with home school teachers and meet with community partners to help ensure a successful transition into the community.



The CDHA Mental Health Day Treatment Program team.

News & Announcements

Staff and Faculty Changes

Dr. Nicole Herchenhous has joined the faculty as a Staff Psychiatrist and Assistant Professor, effective Nov. 15. Dr. Herchenhous will be working at the 6 Lane Short Stay Unit in the Abbie J. Lane Building and the QEII Psychiatric Emergency Services. She will also spend one day a week with the Consultation-Liaison Service in psycho-oncology. Dr. Herchenhous can be reached at Nicole.Herchenhous@cdha.nshealth.ca or by phone at 902-473-4771.

Dr. David Lovas has joined the Department as a Staff Psychiatrist and Assistant professor, effective Nov. 15. Dr. Lovas will be located at Child and Adolescent Psychiatry in the IWK Health Centre and will be working in both the Consultation / Liaison and Emergency Room Services, as well as at the Community Mental Health Outpatient Clinic in Dartmouth. He can be reached at David.Lovas@iwk.nshealth.ca or by phone at 902-470-6570.

Congratulations

Reproductive Mental Health Team awarded

Congratulations to the Reproductive Mental Health Team for being the recipient of the Family Leadership Council Patient and Family Centred Care Award. The award was established by the IWK Family Leadership Council and recognizes a staff member, health care provider or team for outstanding patient or family centered care practice. Led by **Dr. Joanne MacDonald**, the Reproductive Mental Health team provides

assessment and beginning treatment and management for mental health concerns arising in reproductive care. The team, made up of Drs. Joanne MacDonald and **Tanya Tulipan**, Ms. Coleen Flynn (MSW, RSW), Ms. Kimberley MacLean (MSW, RSW), Ms. Alison Wood (MSW, RSW), Ms. Angela Thibault (Admin), **Mr. David Pilon** (Psychologist) and Ms. Margie McKinnon (Psychologist), were presented with the award at the IWK AGM on Oct. 24.



Ms. Coleen Flynn and Ms. Angela Thibault, of Reproductive Mental Health (L-R middle), with Ms. Catherine Gunn (left), Co-Chair of the Family Leadership Council, and Ms. Anne McGuire (right), President and CEO of the IWK Health Centre.



(Left) **Dr. Pippa Moss** with MP Scott Armstrong. (Right) Dr. Moss wearing her medal.



Dr. Pippa Moss awarded Queen's Diamond Jubilee Medal

Congratulations to **Dr. Pippa Moss** who was awarded the Queen's Diamond Jubilee medal in November for her humanitarian work. The Medal was created to mark the 2012 celebrations of the 60th anniversary of Her Majesty Queen Elizabeth II's accession to the Throne as Queen of Canada and is a tangible way for Canada to honour Her Majesty for her service to this country. It also serves to honour

significant contributions and achievements by Canadians. MP Scott Armstrong presented Dr. Moss with the award at Fox Harb'r Golf Resort and Spa.

Drs. Morehouse and Forsythe designated Distinguished Fellows by CPA

On Sept. 29 **Dr. Rachel Morehouse**, Chief of the Department of Psychiatry, Horizon Health Network, and **Dr. Pamela Forsythe** were awarded the Canadian Psychiatric Association's esteemed designation of Distinguished Fellow of the Canadian Psychiatric Association (DFCPA). This honour rewards outstanding members of the CPA for their excellence within their specialty. Please join us in congratulating both Drs. Morehouse and Forsythe on the acknowledgement of their meritorious service throughout their psychiatric careers.



Drs. Rachel Morehouse (left) and **Pamela Forsythe**.

Dr. Joanne MacDonald recipient of 2012 Outstanding Clinician Award

Nominated by: Dr. David Pilon

Program Manager, Specialty Services, Mental Health Program, CDHA

Congratulations to **Dr. Joanne MacDonald** who has been awarded the Department of Psychiatry's Outstanding Clinician Award for 2012. The award recognizes members of the Department who have made outstanding contributions to the Department's mandate of providing excellence in clinical care.

Dr. MacDonald has been a dedicated member of the Department of Psychiatry for many years and has excelled as a clinician with the Consultation/Liaison service, the Eating Disorders Team, and as Director of the Reproductive Mental Health Program. She exemplified patient-centered care long before the concept became mainstream. Her demeanor, decision-making and focus are always guided by what is most helpful to patients.

Dr. MacDonald has an interest in delivering mental health services to many who might not typically find their way to organized services. She cobbled together the Reproductive Mental Health team from a smattering of resources here and there to become a well integrated interdisciplinary team for pregnant women and new moms. She adapted her services to deliver treatment outside of our facilities in communities and venues that are more familiar for some of her clientele (Spryfield, North-end Dartmouth, Sackville). Her Maternal Mental Health Toolkit translates psychiatric/mental health expertise to be delivered by support workers in family resource centres in impoverished communities. That is patient-centered care!

Dr. MacDonald projects a non-pressured style that is comforting for those around her. Her rapport with patients is rock solid. People trust her and feel safe with her. Her leadership style reflects inclusivity, respect and integrity. The same extends to her educational efforts. Trainees seek her out both as a supervisor and role-model.

In our era of finite resources, her first response to any potential barrier is "who will see the patients?" Administratively, when many are easily daunted by challenges, Dr. MacDonald maintains her focus on patient needs and availability of access. Again, patient-centered care!

Dr. Joanne MacDonald is the epitome of an outstanding clinician. Nominator **Dr. David Pilon** put it best when he said, "Were I to recommend a psychiatrist for a loved one, Dr. MacDonald would be the first name to come to mind."



Dr. Nick Delva presents **Dr. Joanne MacDonald** with her award.

News

Update from the Seniors Mental Health Program

Submitted by: Dr. Keri-Leigh Cassidy

Clinical Director, Geriatric Psychiatry/ Seniors Mental Health Program

Dalhousie's Geriatric Psychiatry Program now offers a six month postgraduate core training program to psychiatry residents, in addition to training undergraduate medical students, family physicians in the Health Care of the Elderly program, Geriatric Medicine residents, and fellows in Geriatric Psychiatry.

The Fellowship program in Seniors' Mental Health is attracting a lot of interest. This is currently a one-year program. Dr. Marla Davidson, who is currently practicing as a Geriatric Psychiatrist at the University of Saskatchewan, was the most recent graduate. The seniors' group is working towards obtaining a fully-accredited

Royal College subspecialty program, which will be two years in length. As the only subspecialty training program in Geriatric Psychiatry currently available in Atlantic Canada, Dalhousie's Geriatric Psychiatry Program will thus be seeking a designation by the Royal College of Canada as an official subspecialty training centre.

Administratively, members of the team are involved at a national level with the new training requirements and examination development in Geriatric Psychiatry. **Dr. Mark Bosma** is an Atlantic representative on the Royal College Geriatric Psychiatry Subspecialty Committee, as well as the Nova Scotia representative on the Board

of the Canadian Academy of Geriatric Psychiatry. **Dr. Cheryl Murphy** serves on the Royal College Geriatric Psychiatry Subspecialty Examination Board.

The team remains actively involved in provincial capacity-building in geriatric psychiatry through the Nova Scotia's Seniors Mental Health Network (NSSMHN), offering a CME accredited SMH Teleeducation Series to the other District Health Authorities and other resources. For more details on the NSSMHN and its activities, please see http://novascotia.ca/health/mhs/services_seniors.asp and click on the links for the annual "Activity Reports."

Psychotherapy Practice Research Network secures CIHR funding for Knowledge Translation

Submitted by: Dr. Jacqueline Kinley
Director, Psychotherapy Training Program, Department of Psychiatry

Practice research networks represent an important approach to participatory research, in which clinicians help to define and pursue a research agenda that is relevant to their practice. Clinical trials tend to be conducted with narrowly defined patient populations in health sciences centers. The results of these trials are often slow to translate into effective clinical practice, which is often characterized by greater complexity and comorbidity. The driving force behind practice research networks is to create a two-way knowledge exchange between researchers and the intended users of the research so that: 1) clinicians can guide the development of research that is relevant to the complexities of their practices, and 2) clinical research conducted in health sciences centers can be translated more directly to clinical practice.

Ultimately, the goal is to create a body of knowledge that can be drawn upon to improve clinical practice to the benefit of patients. There is a long history of practice-based research networks for family medicine in the US. The National Institute of Health in its Roadmap document and the American Academy of Family Physicians have supported the development of these practice research networks.

Dr. Jacqueline Kinley is a co-investigator with the newly formed Psychotherapy Practice Research Network (PPRN) which met recently in Ottawa with researchers and clinicians across Canada who are working to develop research designed with the understanding that most mental health clinicians treat patients with multiple comorbid mental disorders that cannot

be treated easily with single time-limited manualized psychotherapies typical of much of the extant psychotherapy research literature. The common view among psychotherapists is that randomized controlled trials exclude participants with comorbidities. There is debate about this, but nevertheless this view is a significant obstacle to knowledge translation, with the end result that patients with mental



Dr. Jackie Kinley (second from right) is a co-investigator on the CIHR funded national Psychotherapy Practice Research Network.

health and addictions problems do not benefit fully from nearly 60 years of psychotherapy research. Further, patients experience cultural, financial, and stigma-related barriers to treatment that need to be addressed. The PPRN will embark upon a program of research that will close the gap in knowledge translation by involving practitioners in the development and implementation of this research at the ground level.

PPRNs are of relevance to Canadian psychotherapists and their patients. PPRNs support: **1) Research.** The research generated

from the PPRN will be informed directly by psychotherapists, so that the complexities of their practices will be reflected in the research agenda, design, and questions. Therefore, the research results will be directly applicable to patients, and more easily translated into daily practice.

2) Education. The PPRN will be a participatory, hands-on learning experience for psychotherapists. Such educational approaches are known to be more effective in helping learners retain and use knowledge. The learning will take the form of: (a) knowledge exchange about empirically validated treatments and processes, (b) experiential learning about research procedures and protocols, and (c) direct and valid individualized feedback on outcomes and processes based on the information collected in the therapist's practice. **3)**

Policy Development. Research outcomes regarding effective psychotherapy processes and practices will be communicated to policy making groups in order to influence standards of practice for psychotherapy. Psychotherapy practice guidelines and training guidelines should be influenced by high quality research conducted in clinical settings with patients who have complex comorbid health, mental health, and addictions problems.

The time is right for such an innovative approach to psychotherapy research in Canada given CIHR's emphasis on knowledge translation and exchange, and on patient-oriented research, which places a premium on high impact research relevant to real-world clinical settings.

Department members gather to celebrate the season

On Dec. 7 faculty, fellows, residents and staff of the Department of Psychiatry joined together at the Atlantica Hotel in Halifax to celebrate the season with the annual holiday party. Everyone donned their best and enjoyed great food, music and dancing. We were successful in raising \$535 for Bryony House through raffle ticket sales at the event. Thank you all for your generous donations both at the party and throughout December. Another special thank you goes to the party committee: **Ms. Jennifer Brown, Ms. Suzanne Decker, Ms. Amy MacKay and Ms. Kate Rogers.**



(Top Right): Guest mingle during the reception; (Bottom Left): **Dr. Nick Delva** addresses the crowd; (Bottom Right): Guests enjoy some dancing to the sounds of Merimac.

Announcements

Resident's Movie Night

Resident's movie night is intended as an opportunity for residents to rehearse their formulation skills informally in a fun and non-evaluative atmosphere. Residents from all years of training are welcome, regardless of degree of comfort with formulation. It is really aimed to help future psychiatrists not only practice their formulation skills, but also to rehearse considering many of the critical factors that go into providing optimal patient care.

The movies and venues for movie night are chosen by the residents, who also tend to host the event. The Department graciously sponsors pizza. The discussion is guided by **Drs. E. Adriana Wilson** and **Mark Bosma** and is done in an informal manner, based on the needs of the residents who attend.

In November 2012, the third iteration of Resident Movie Night was held. The event tends to happen every three months. If residents or faculty are interested in attending or contributing to the next resident movie night, please contact **Drs. Katherine Matheson** or **Liisa Johnston** at kmmathes@dal.ca or ls465167@dal.ca for more information. The next scheduled meeting will be in February 2013. See you there!

The Maritime Institute for Teaching and Research of Davanloo's Intensive Short-Term Dynamic Psychotherapy Symposium:

The Maritime Institute for Teaching and Research of Davanloo's Intensive Short-Term Dynamic Psychotherapy is presenting a symposium on Saturday, April 6, 2013 entitled: "Addressing and Removing Resistance in Davanloo's Intensive Short-Term Dynamic Psychotherapy." The symposium will be held at The Atlantic School of Theology in Halifax, NS and will run from 9am - 4pm. It is open to professionals of all disciplines treating clients with neurotic illness, as well as students training in these disciplines. The objectives of the symposium are to review the metapsychology of resistance as well as technical aspects in handling resistance in IS-TDP. Using vignettes from videotaped interviews, the presenters will illustrate the ways in which resistance may both be intensified and removed to allow direct access to the unconscious of the patient. Presenters will be: **Drs. Miroslaw Bilski-Piotrowski, Katharine Black,** Douglas Carmody, Jody Clarke, Catherine Hickey and Christopher Stewart. The registration fee is \$125 for practitioners and \$50 for students, and includes lunch. Registration information is available at www.distp.ca.

Headlines Submissions

Headlines aims to provide a forum for the exchange of information, ideas, and items of general interest to the faculty, fellows, students and staff of the Department of Psychiatry. Your contribution(s) are needed and greatly appreciated.

The next issue of Headlines will be distributed on March 1, 2013, with the deadline for submissions to be February 15, 2012.

Please send all submissions to
Kate.Rogers@cdha.nshealth.ca

Faculty Development Fund

Faculty members are reminded that the Department of Psychiatry has a Faculty Development Fund available to support faculty members who wish to engage in training opportunities that will promote the department's vision, reputation and skills development.

Individual faculty members are encouraged to put forward proposals that will improve clinical care and/or enhance our education and research deliverables.

Applications are reviewed on a quarterly basis by the Finance Committee and funding is provided to those proposals most likely to enhance the Department's ability to meet its commitments to patient care, education and research.

Additional information and application forms are available on the Department website under "Faculty Resources." Completed forms can be submitted to **Ms. Carolyn Sisley**, Director of Finance and Administration, Department of Psychiatry.

Upcoming Award Deadlines

There are many awards that Department of Psychiatry faculty, fellows, residents, and staff are eligible to win each year. The following is a list of awards with upcoming deadlines. Please send any nominations to **Ms. Kate Rogers** at Kate.Rogers@cdha.nshealth.ca by the internal nomination deadline listed here, in order for the nominee to be considered.

Please note that the internal due date is for Department purposes only and is generally three weeks prior to the due date of the granting body to allow time for award package preparation, mailing, etc. If you wish to submit nominations directly to the granting body, please refer to the external due date in brackets. If no external deadline is listed, please refer to the website of the granting body for further information.

Granting body: **Dalhousie Global Health Office**

Internal deadline: March 7, 2013

- Dr. TJ (Jock) Murray Resident Award (March 30)
- Dr. John Savage Memorial Award (March 30)

Granting Body: **Royal College of Physicians and Surgeons of Canada**

Internal deadline: March 30, 2013

- Prix d'excellence (April 20)
- Mentor of the Year (April 20)

For awards terms of reference please visit the websites of the granting body. If you have any questions please contact **Ms. Kate Rogers** at Kate.Rogers@cdha.nshealth.ca or by phone at 473-1677.

Humanities Corner

Submitted by: Dr. Jacqueline Kinley

Physician Wellness Symposium

I remember my first yoga class in medical school. I decided I needed to slow down, be more introspective. What a shock that was! Sitting in silence with strangers almost undid me. But now, as I struggle with the pressures of being a clinician, teacher, budding researcher, and perhaps most importantly

a good “enough” daughter, wife and mother, I understand the need for taking time to reflect. Taking time on a busy weekend to attend a Physician Wellness Symposium may seem a bit of an oxymoron, however, that it was just what a group of physicians from Dalhousie and

across many regions of Atlantic Canada opted to do last month. The symposium was organized by the Dalhousie Medical Humanities HEALS (Healing and Education through Arts and Life Skills) Program. Gathering at the Faculty Club in Halifax, physicians heard the latest ideas about the need to take time out to care

for themselves. With some of the highest rates of burnout being among physicians, and multiple accompanying complaints and concerns, it was time well spent.

Presenters at the conference included speakers from Ottawa, and England, who were able to share their experience

and discuss the dangers of working in health care. It is a great place to hide out. There is always an external focus, always something to do so you don't have to think about your problems.

Speakers discussed the programs that have been

spearheaded in their areas to address just these issues. The audience was able to take advantage of workshops that enabled them to slow down, reflect on their values and

The distressing truth among physicians

- 50% consider leaving medicine
- 46% burn out
- 18% suffer depression
- 2% have suicidal thoughts

- 45% suffer marital difficulties
- 25% consider help
- 2% get help

Puddester 2012

The ABC's of wellness

- Take care of yourself
- Learn to say no
- Enforce the 24 hour rule- get perspective!
- Learn how to take white coat off
- Have friends: OUTside and INside the profession
- Talk to people – check in – reality check!!!
- Get help!

Burnout facts

What is Burnout? Emotional and mental exhaustion

Job Hazards:

- Lack of sleep
- Poor nutrition
- Limited recreation
- Money
- Personal Expectation
- Demands on time
- Phase of training / career
- Media Scrutiny
- Public expectations / responsibility

priorities, know that they were not alone in their struggles, share their experiences with, and gain support from, others. Simple but profound stuff!

Interventions that are considered include: Individual interventions and Internet based health (e.g. ePhysicianHealth.com). There are also aims at promotion and prevention. Physicians can learn to tackle things head on and have crucial conversations, to work better as teams and (believe it or not!) to develop their communications skills. These things can be done locally or as ongoing distance learning / supervision.

Dalhousie was well served by the conference and those who attended are better off for it. Overcoming the stigma associated with mental health issues is essential, we know this as psychiatrists. Knowing it as a profession however, is not enough. Now we need to have the courage to walk the walk.

Other ways to increase happiness and well being...

- Practice Gratitude
- Journaling (self reflective)
- Exercise
- Meditation
- Random acts of kindness (e.g. each day send an nice email)

Rob Rutledge and Tim Walker: The Healing Circle