



# REACH OUT PSW

Newsletter Vol.7: May 2026

Referrals / self-referrals can be submitted via:  
<https://forms.office.com/r/WUwXJEkVgq>

## PSW Masterclass: Supporting Educators

We recently held our PSW Masterclass, Supporting our Educators, at the Crown Plaza Belfast on 20<sup>th</sup> November. It was fantastic to welcome over 70 delegates and to receive such positive feedback from those who attended.

We are also delighted to receive recognition from the GMC regarding the quality of our April 2025 masterclass. They highlighted the great opportunity to raise the profile of PSW among educators, provide an effective forum to share information and resources, and to discuss key concepts related to resident support and wellbeing with educators.

PSW Programme	
9.00am - 9.30am	Registration
9.30am - 9.50am	Who are PSW? - Dr Mary Murnaghan, Dr Julie Anderson, Dr Rebecca Barr & Ms Roisin Campbell
9.50am - 10.40am	Addictions - Dr Joy Watson
10.40am - 11.00am	Tea Break
11.00am - 11.40am	Domestic Violence - Dr Mary Murnaghan
11.40am - 12.30pm	Generational Intelligence - Dr Rebecca Barr
12.30pm - 1.00pm	Case Studies - Dr Mary Murnaghan, Dr Julie Anderson, Dr Rebecca Barr & Ms Roisin Campbell
1.00pm - 1.40pm	Lunch
1.40pm - 2.30pm	Neurodiversity - Dr Julie Anderson & Dr Lyella McDonald
2.30pm - 3.00pm	Equality, Diversity & Inclusion - Ms Roisin Campbell
3.00pm - 3.20pm	Tea Break
3.20pm - 4.00pm	Case Studies - Dr Mary Murnaghan, Dr Julie Anderson, Dr Rebecca Barr & Ms Roisin Campbell

Our next masterclass will take place on **Thursday 14<sup>th</sup> May at the Dunadry Hotel, Antrim**, we look forward to seeing many of our Educators there.

**REGISTER HERE**



**NEW**

## REGISTER NOW!

### N2NI Buddy System

Our New to Northern Ireland (N2NI) team is piloting a buddy scheme for N2NI resident doctors appointed in August 2026. The scheme will pair newly appointed residents with a buddy who can offer them informal, practical support during their transition to life and work in Northern Ireland.



New to Northern Ireland (N2NI) Buddy Registration Form

If you would like to become a buddy, you just need to complete a short registration form, scan the QR code or click on the image to access the form.

[Click here](#) to access the N2NI Buddy Guide: a simple guide to making a big difference for Doctors New to NI.

If you have any queries about the scheme, contact [n2ni.nimdta@hscni.net](mailto:n2ni.nimdta@hscni.net)



## Podcasts - New episodes!

Episode 15: Reflection



Episode 16: Wellbeing



Episode 17: Special Leave



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Within PSW, there are certain themes and challenges that we encounter regularly. Many of which can be managed effectively within the workplace. The guidance below outlines some of the most common areas we encounter.

## Notification of Sickness

Resident doctors unable to attend work should follow these steps:

1. Phone your nominated point of contact (usually your rota organiser or supervising/ on-call consultant), as soon as you know you cannot attend. Email alone is NOT acceptable. Provide an estimated duration of absence.
2. Email [SLE-Absence@hscni.net](mailto:SLE-Absence@hscni.net) to record your absence
3. You should also inform your training school of all absences:
  - Hospital - [Contact Information](#)
  - Foundation - [Foundation Training - Contacts](#)
  - GP - [gpspecialtytraining.nimmdta@hscni.net](mailto:gpspecialtytraining.nimmdta@hscni.net)
  - Dental - [dental.nimmdta@hscni.net](mailto:dental.nimmdta@hscni.net)

Information regarding self-certification and Statement of fitness to work (GP sick note) can be found on [The SLE Hub - 1](#) along with the NIMDTA sickness policy

[2019AttendanceatWorkPolicyProcedure.pdf](#)



## Support for Resident Doctors who are Pregnant

Legally resident doctors must inform SLE of pregnancy by the end of 15<sup>th</sup> week before the due date (approximately 25 weeks) using the following form (click image for access):



Earlier notification to SLE and the educational team is encouraged. A pregnancy risk assessment must be completed promptly by the most appropriate manager, usually one of the educational team, and sent to SLE.

This should be repeated if circumstances change or if rotating to another trust. The pregnancy assessment should be specialty-specific; the RCoA guidance for anaesthetists can be used as a guide.



Adjustments can be implemented where needed by the educational team, including:

- Removal of out of hours duties with adjusted daytime hours to maintain banding
- Minimizing exposure to hazards relevant to pregnancy

A referral to Occupational Health should be completed if adjustments cannot be accommodated or if additional support is required.

## Support for Breastfeeding Resident Doctors

Resident doctors who are breastfeeding may require adjustments to support safe and comfortable feeding or expressing. These may include:

- Protected time to express milk, including a suitable location and milk storage facilities
- Access to clean, private spaces with appropriate facilities
- Flexibility around breaks and scheduling where possible

A risk assessment must be completed on return to work, as for pregnancy risk assessment. Further guidance can be found here:





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## Pregnancy Loss and Fertility Issues in the Workplace



The Royal College of Paediatrics and Child Health provides comprehensive guidance covering pregnancy loss, stillbirth, fertility treatment and return-to-work considerations.

It addresses both physical and emotional impacts and offers clear recommendations for supporting resident doctors, educators and employers. This can be used in conjunction with NIMDTA guidance.

Click the picture to the left for access.

## Support for our Neurodiverse Resident Doctors

We regularly meet resident doctors who are neurodiverse- some with an established diagnosis, others seeking guidance on how to obtain one. Accessing a formal neurodiversity diagnosis can be difficult, particularly given the very long NHS and private waiting lists. Resident doctors can access appropriate adjustments and guidance based on their individual needs, with or without a confirmed diagnosis.

Neurodiversity is common: an estimated 10-15% of adults are neurodiverse. It is particularly prevalent within the medical profession, with medicine being the most common career choice for autistic adults. This makes it essential for all of us to understand how neurodiversity can influence experiences in the workplace. Creating an inclusive working environment- one that is supportive, diverse, safe and built on trust- is something we all have a responsibility to promote.

Dr Lydia McDonald, a Foundation doctor and a member of our Neurodiversity Working Group, has put together an excellent resource to help educate, support and advocate for our neurodiverse doctors. Click the picture to the right to access:

Several Royal Colleges and professional bodies have also recently published helpful guidance to support neurodiverse doctors and the educators, supervisors and managers who support them. Click on the pictures to access the documents:

