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Clinical trial of an intervention to support medical doctors with occupational burnout

Submission date
24/09/2023

Recruitment status
No longer recruiting

Registration date
28/02/2024

Overall study status
Ongoing

Last Edited
09/05/2025

Condition category
Other

[_] Prospectively registered
[_] Protocol
[_] Statistical analysis plan
[_] Results
[_] Individual participant data
[X] Record updated in last year

Plain English Summary
Background and study aims
Occupational burnout and associated mental health symptoms are known to affect around 44% of UK doctors. Previous studies show that burnout has a negative impact upon psychological well-being and physical health, as well as being associated with poorer job performance. Burnout is also associated with poorer patient treatment outcomes. The purpose of this study is to assess the effects of a psychological intervention called Mind Management Skills for Life Programme on NHS Doctors' health and wellbeing.

Who can participate?
Doctors working in the English National Health Service.

What does the study involve?
Participating doctors will access an 8-session, internet-enabled, psychological intervention delivered by experienced facilitators using videocall software. Half of the consenting participants will access this intervention immediately, while the other half wait to access the intervention ten weeks later. Participants will complete online surveys at four time-points (baseline, after 10 weeks, after 20 weeks, after 6 months) including measures of occupational burnout, psychological wellbeing, and job satisfaction. We will compare mean levels of severity across all of these measures at multiple timepoints. We expect that there will be no differences between groups at baseline. After group 1 completes the intervention, we expect their measures will indicate better occupational health and wellbeing than group 2 (who did not yet receive the intervention). After group 2 completes the intervention, we expect to find no significant differences in outcome measures, nor do we expect to find significant differences between groups at 6 months' follow-up.

What are the possible benefits and risks of participating?
We expect that participants will experience improvements in occupational burnout, wellbeing and job satisfaction. We do not foresee any risks or adverse effects, based on prior research examining the impact of this intervention.

Where is the study run from?
This study is led by the Psychological Health Observatory, part of the Grounded Research Team at Rotherham Doncaster and South Humber NHS Foundation Trust (UK)

When is the study starting and how long is it expected to run for?
September 2023 to September 2025

Who is funding the study?
The study has been partly funded by a grant from Health Education England, and partly supported by in-kind funding (specifically to cover the cost of intervention delivery) from Chimp Management Ltd. (UK)

Who is the main contact?
rdash.research-gov@nhs.net

Contact information

Type(s)
Principal Investigator

Contact name
Dr Victoria Laker

ORCID ID
http://orcid.org/0000-0002-6009-2440

Contact details
Grounded Research Hub, No 2 St Catherine’s Close, Tickhill Road Hospital, Balby
Doncaster
United Kingdom
DN4 8QN
+44 (0)3000 212 456
victoria.laker@nhs.net

Type(s)
Scientific

Contact name
Ms Jeannie McKie

Contact details
Rotherham Doncaster and South Humber NHS FT
Grounded Research
2 St Catherine’s Close
Tickhill Road Hospital
Doncaster
United Kingdom
DN4 8QN
+44 3000 212 456
rdash.research-gov@nhs.net

Additional identifiers

EudraCT/CTIS number
Nil known

IRAS number
326365

ClinicalTrials.gov number
Nil known

Secondary identifying numbers
CPMS 56864, IRAS 326365

Study information

Scientific Title
Pragmatic randomised controlled trial of an intervention to reduce burnout and improve well-being in NHS doctors

Acronym
CPM Trial 2

Study hypothesis
Exposure to the "Mind Management Skills for Life Programme" will be associated with significantly lower mean burnout severity by comparison to a waitlist (delayed intervention) control group.

Ethics approval required
Ethics approval required

Ethics approval(s)
Approved 14/09/2023, South West - Frenchay Research Ethics Committee (Ground Floor, Temple Quay House, 2 The Square, Bristol, BS1 6PN, United Kingdom; +44 207 1048106; frenchay.rec@hra.nhs.uk), ref: 23/SW/0075

Study design
Pragmatic delayed intervention randomized controlled trial

Primary study design
Interventional

Secondary study design
Randomised controlled trial

Study setting(s)
Internet/virtual

Study type(s)

Treatment

Participant information sheet
Not available in web format, please use contact details to request a participant information sheet.

Condition
Occupational burnout

Interventions
Consenting participants will be randomly assigned to one of two groups using an electronic random sequence generator. Participants allocated to group 1 will have immediate access to the Mind Management Skills for Life Programme, which is an eight-session, group-based psychological intervention delivered online (video conference) by trained mentors. The intervention lasts for 10 weeks (4 weekly consecutive sessions, followed by a two-week break, followed by another 4 consecutive weekly sessions). Participants allocated to group 2 are part of a waitlist (no intervention) control group during the first 10 weeks of the study. After week 10, participants in group 2 access the same intervention that was completed by group 1. All study participants will be asked to complete online surveys including primary (occupational burnout) and secondary (job satisfaction, psychological well-being) at four time-points: [1] Baseline; [2] after 10 weeks; [3] after 20 weeks; [4] 6 months after the third measurement point.

Intervention Type
Behavioural

Primary outcome measure
Occupational burnout, measured by the Oldenburg Burnout Inventory (OLBI), at baseline, 10 weeks, 20 weeks, and 6 months follow-up.

Secondary outcome measures
1. The Warwick-Edinburgh Mental Well-being Scale (WEMWBS), measured at baseline, 10 weeks, 20 weeks, and 6 months follow-up.
2. The Job Discrepancy and Satisfaction Scale (JDSS), measured at baseline, 10 weeks, 20 weeks, and 6 months follow-up.

Overall study start date
14/09/2023

Overall study end date
25/09/2025

Eligibility

Participant inclusion criteria
1. GMC registered doctors from any areas of specialty and NHS healthcare services.
2. Trainee doctors in medical school, who have already started clinical rotations.
3. Working either part-time or full-time in a clinical role.

Participant type(s)
Health professional

Age group
Adult

Lower age limit
18 Years

Upper age limit
99 Years

Sex
Both

Target number of participants
180

Participant exclusion criteria
1. Currently accessing or referred to any concurrent psychological intervention delivered by a mental health professional (this specifically refers to talking therapies for mental health problems).
2. Doctors that are currently not in active clinical service at the time of recruitment (e.g., on sick leave, maternity leave or suspended for any reason).
3. Doctors that work in a purely managerial, supervisory or educational role (e.g., not in clinical practice at the time of recruitment).
4. Medical students in the early phase of training, who are not yet in clinical practice.

Recruitment start date
26/09/2023

Recruitment end date
17/11/2023

Locations

Countries of recruitment
England

United Kingdom

Study participating centre
Rotherham Doncaster and South Humber NHS Foundation Trust
Woodfield House
Tickhill Road
Doncaster
United Kingdom
DN4 8QN

Sponsor information

Organisation
Rotherham Doncaster and South Humber NHS Foundation Trust

Sponsor details
Grounded Research Hub
No 2 St Catherine’s Close
Tickhill Road Hospital, Balby
Doncaster
England
United Kingdom
DN4 8QN
+44 3000 212 456
rdash.research-gov@nhs.net

Sponsor type
Hospital/treatment centre

Website
https://www.rdash.nhs.uk/about-us/grounded-research/

Funder(s)

Funder type
Government

Funder Name
Health Education England

Funder Name
Chimp Management Ltd.

Results and Publications

Publication and dissemination plan
After the conclusion of data analysis, we plan to disseminate findings about this study using a variety of forms of communication, including:
• Scientific journal publications
• Newsletter in lay terminology
• NHS Trust communications newsletter and email
• NHS Trust conferences, strategic meetings
• Mental health conferences in the UK and abroad

Intention to publish date
01/12/2025

Individual participant data (IPD) sharing plan
The datasets generated during and/or analysed during the current study will be available upon request from Dr Victoria Laker, victoria.laker@nhs.net.

IPD sharing plan summary
Available on request