ISRCTN34503872 https://doi.org/10.1186/ISRCTN34503872

Testing the effectiveness of an intervention designed to reduce burn-out and improve wellbeing in healthcare professionals

Submission date
03/03/2020

Recruitment status
No longer recruiting

Registration date
14/04/2020

Overall study status
Completed

Last Edited
30/01/2024

Condition category
Mental and Behavioural Disorders

[ ] Prospectively registered
[X] Protocol
[ ] Statistical analysis plan
[X] Results
[ ] Individual participant data

Plain English summary of protocol

Background and study aims
Occupational burnout refers to a state of job-related emotional exhaustion, depersonalisation and reduced personal accomplishment. Burnout has a negative impact on well-being and physical health. Burnout is also associated with poorer job performance and increased time off work. Burnout in the UK National Health Service (NHS) is a system-wide problem with Public Health England estimating the cost of staff absence due to poor health at £2.4 billion per year. The NHS depends on having a healthy and productive workforce to deliver high-quality patient care and the NHS Long Term Plan acknowledges the need to "support improved health and wellbeing of staff and management of sickness absence". Interventions that help to remediate occupational burnout and to improve healthcare workers' wellbeing are greatly needed.
This study aims to assess if access to a group-based intervention based on the Chimp Paradox Model (CPM) may lead to changes in occupational burnout and well-being in healthcare professionals. This will be the first experimental test of this intervention in the NHS. The Chimp Paradox model (CPM) is a "mind management" approach developed by Prof. Steve Peters, a Consultant Psychiatrist. The model is based on developments in neuroscience. It offers practical strategies and skills for the individual to learn how to, gain insight into how their mind is working; understand and recognise their thoughts, behaviours and emotions; and better manage themselves to become the person they would like to be.

Who can participate?
Registered Nurses aged 18 and over, working in the community, who are employed by Rotherham Doncaster and South Humber NHS Foundation Trust.

What does the study involve?
Consenting participants will be randomly assigned to two groups: 1 and 2. If participants are randomly assigned to group 1, they will access an 8-week series of workshops based upon the Chimp Paradox model starting in March. If they are randomly assigned to group 2, they will wait 8 weeks and then access the workshops after group 1 finish their sessions. The workshops completed by both groups will be the same, so everybody will receive the same intervention. Participants will be asked to complete a series of outcome measures (questionnaires) to assess

burnout and wellbeing at different time points throughout the study to assess whether the intervention makes any difference to staff well-being and sickness absence levels. The first questionnaire on occupational and personal wellbeing will be completed at the start of the study. This will then be repeated at three further timepoints (8 weeks, 16 weeks, and 40 weeks later). They will also be asked to report the number of sickness and absence days for the 6 month period before the study and for the period of time enrolled in the study.

What are the possible benefits and risks of participating?
Although benefit for individuals cannot be guaranteed, it is hypothesised that taking part in the psychological intervention will reduce occupational burnout levels in a group of nurses. Given the psychoeducational nature of the CPM intervention, the researchers do not envisage any potential for significant distress or adverse events. In the event that a participant is distressed for any reason, they will be provided information about usual sources of psychological and or occupational health support available to employees in RDASH NHS Trust.

Where is the study run from?
1. Rotherham Doncaster and South Humber NHS Foundation Trust (UK)
2. University of Sheffield (UK)

When is the study starting and how long is it expected to run for?
October 2019 to January 2021

Who is funding the study?
1. Chimp Management Ltd (UK)
2. Rotherham Doncaster and South Humber NHS Foundation Trust (UK)

Who is the main contact?
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Additional identifiers

Integrated Research Application System (IRAS)
268429

Protocol serial number
Version 4.1

Study information

Scientific Title
Pragmatic randomised controlled trial of an intervention to reduce burn-out and improve wellbeing in healthcare professionals

Acronym
CHIMP Paradox Model Trial (CPM)

Study objectives
This study aims to assess if access to a group-based intervention based on the Chimp Paradox Model (CPM) may lead to changes in occupational burnout and well-being in healthcare professionals. This will be the first experimental test of this intervention in the NHS.

Ethics approval required
Old ethics approval format

Ethics approval(s)
Approved 21/01/2020, NHS Research Ethics Committee (REC) (c/o Public Health Wales, Building 1,
Jobswell Road, St David's Park, SA31 3HB, UK; +44 (0)1267 61 1164; sue.byng@wales.nhs.uk), REC ref: 20/WA/0029

Primary study design
Interventional

Study design

Single-centre pragmatic stepped-wedge randomised controlled trial

Study type(s)
Quality of life

Health condition(s) or problem(s) studied
Occupational burnout

Interventions
The study will include registered nurses working in community-based services across all four care groups in the Rotherham Doncaster and South Humber NHS Foundation Trust. Consenting participants will be randomly allocated to an immediate intervention group (group 1), or a waitlist control (delayed intervention) group (group 2). Allocation will be carried out by the research team, using randomisation software to apply a 1:1 randomization schedule, and will be communicated directly to study participants via email. Participants in group 1 will first undergo an 8-week, group-based, psychoeducational intervention based on the CPM. Following the completion of this intervention, group 2 will undergo the same intervention.

The planned intervention is the delivery of a standardised series of group-based workshops amongst a cohort of NHS nurses that consent to participate. The workshops will provide these study participants with an understanding of the Chimp Paradox Model (CPM) and help facilitate them in acquiring the skills required to apply the model to themselves in their world. All groups will be delivered at a meeting room based in the NHS to minimise travel time for participants.

The workshop series will consist of eight, 90-minute interactive sessions, one week apart. Each standardised workshop will be delivered and facilitated by a member of the Chimp Management team. Each workshop will be structured and delivered using a standardised presentation describing the principles of the model within that session. At specified stages of the presentation, participants will be encouraged to engage in facilitated small group discussions consisting of 6-8 people per table.

In addition to attendance at the workshops, study participants will all be given a copy of The Chimp Paradox book as a reference source. They will be requested to read particular chapters between the sessions and asked to spend some time contemplating key areas covered that week. This is to allow for continuous learning; specifically, the development of insight, acquisition of skills and application of these skills to themselves. Sessions 1-4 will introduce the basic principles of the CPM and sessions 5-8 will cover: communication, success, happiness and leadership.

At different timepoints (weeks 0, 8, 16, 40), outcome measures will be conducted via Qualtrics. This will automatically send email reminders regarding the completion of the outcome measures.

Analysis on the trial data will be based on comparing mean outcome measures between groups at week 8 using analysis of covariance (ANCOVA), controlling for baseline severity. The researchers will also carry out an exploratory analysis of sickness absence, this within-group comparison will be carried out using a paired-samples t-test (or an appropriate non-parametric test depending on the distribution of the data).

Intervention Type
Behavioural

Primary outcome(s)
Occupational burnout measured using the Oldenburg Burnout Inventory (OLBI) at baseline, 8 weeks, 16 weeks, and 6 months' follow-up

Key secondary outcome(s)
1. Eudaimonic and hedonic mental wellbeing measured using the Warwick-Edinburgh Mental Well-being Scale (WEMWBS) at baseline (week 0), week 8, week 16 and week 40 (after 6 months)
2. Sickness absence days taken, self-reported via online survey during the active study and observation period at week 8, 16 and 6 months
3. Intervention completion/dropout rates: attendance measured using a register for each session and calculated at week 8 and week 16 for groups 1 and 2, respectively. If the participants do not complete all of the measures (point 1) they will also be classed as a dropout, so this will be measured at these points

Completion date
21/01/2021

Eligibility

Key inclusion criteria
1. The study participants will be nursing staff currently working in Rotherham Doncaster and South Humber NHS Foundation Trust (RDaSH), either full-time or part-time
2. All participants will be RDaSH employees and hold an active professional registration with the Nursing and Midwifery Council (NMC)
3. Aged 18+

Participant type(s)
Health professional

Healthy volunteers allowed
No

Age group
Adult

Lower age limit
18 Years

Sex
All

Total final enrolment
198

Key exclusion criteria
1. Currently accessing or referred to any concurrent psychological intervention delivered by a professional
2. Nurses that are currently not in active service at the time of recruitment (e.g., on sick leave, maternity leave or suspended for any reason)

Date of first enrolment
03/02/2020

Date of final enrolment
28/02/2020

Locations

Countries of recruitment
United Kingdom

England

Study participating centre
Rotherham Doncaster and South Humber (RDaSH) NHS Foundation Trust
Grounded Research
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Sponsor information

Organisation
Rotherham Doncaster and South Humber NHS Foundation Trust

Funder(s)

Funder type
Industry

Funder Name
Chimp Management Ltd

Results and Publications

Individual participant data (IPD) sharing plan

Participant level data will not be publicly available, in accordance with NHS ethical and governance approvals. A fully anonymised dataset will be available for future analyses, after the primary research manuscript has been published in a scientific journal. Data access requests are to be addressed to the chief investigator in writing, and access will be subject to obtaining ethical approval and pre-registration of intended analyses.

IPD sharing plan summary

Not expected to be made available

Study outputs

Output type	Details	Date created	Date added	Peer reviewed?	Patient-facing?
Results article		16/03/2023	30/01/2024	Yes	No
HRA research summary			26/07/2023	No	No
Protocol file	version v6	18/03/2020	16/04/2020	No	No
Study website	Study website	11/11/2025	11/11/2025	No	Yes