

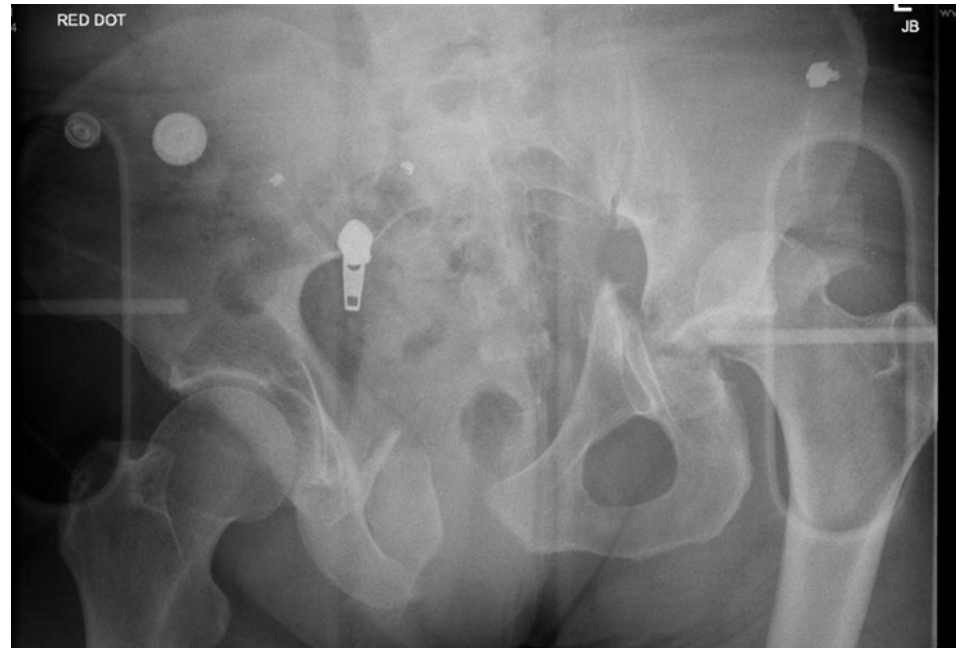
Tackling bullying behaviour - The British Orthopaedic Association

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Vice President BOA



Personal experience

- Education by humiliation



The evidence

- BOTA
- #HammerItOut



#HammerItOut
BULLYING, HARASSMENT AND UNDERMINING

Not just trainees...

- Across all specialties
- Across all workers
- Across all communications

If you had actually BOTHERED to read any of the e-mails about this even a complete idiot would have understood

Your Fascist approach to running the department

Why is it important?

- Legal duty
- Moral duty
- Educational principles
- Organisational culture
- Recruitment and retention

Actions taken - 1

- Orthopodcasts
 - Bullying in the orthopaedic workplace
 - Managing stress and burnout
 - Developing resilience



**Episode 18 -
Managing Stress &
Burnout**



**Episode 17 - Bullying
in the Orthopaedic
Workplace**



**Episode 16 -
Developing
Resilience as a
Surgeon**

Actions taken - 2

- Scenario driven learning and assessment
 - Training Orthopaedic Trainers Programme (TOTS)
 - Training Orthopaedic Educational Supervisors Programme (TOES)
 - On-line Supervisor Training Programme



Scenario

- **At the end of your clinic, one of the nurses complains that she cannot work with the fellow any longer – she is fed-up with his sexually suggestive conversation and feels unsafe to be left with him. He is Asian, she is white Caucasian.**
- **How would you manage this situation?**

Actions taken - 3

- Eva Doherty (RCSI) – Managing workplace stress and resilience
 - TPD day
 - BOA Annual Instructional Course



Social media

- Twitter
 - How to constructively challenge poor professional behaviour



Lisa Hadfield-Law @lisahadfieldlaw · Jan 11

Replying to @paddy medic86 @OrthopodReg @vbucknall1

Why did they call you that @paddy medic86

1 1 1



[Redacted] · Jan 11

I suggested a common management plan that could be done in the a and e department. His exact words were "not in my department sonny". Don't think I'd been overly antagonistic towards him so seemed to come out of the blue.

1 1

Values

Demonstrate the highest standards within our organisation –

- Abolish discrimination, harassment, bullying and undermining
- Promote fairness, accountability and resilience
- Work in an open and inclusive way
- Communicate clearly, decisively and promptly
- Do what we say

The big question -

