

ESMO WORKSHOP

LEADING FOR BETTER MENTAL HEALTH, WELLBEING
AND RESILIENCE OF THE ONCOLOGY WORKFORCE.

BARCELONA SPAIN

31 JANUARY - 1 FEBRUARY 2025



SUMMARY REPORT

**ESMO
WORKSHOP**

**BARCELONA, SPAIN
31 Jan -1 Feb 2025**

Co-Chairs

Susana Banerjee, UK

Claire Hardy, UK

WORKSHOP FACULTY

Co-Chairs



Susana Banerjee
London, UK



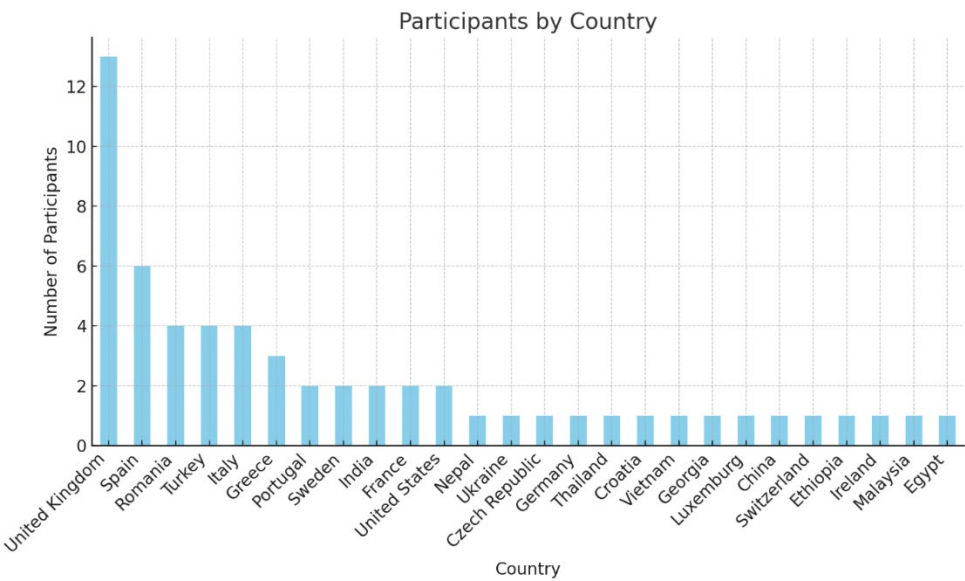
Claire Hardy
Lancaster, UK

Elena Elez, Spain
Gustavo Tolchinsk, Spain
Helen Garr, UK
Jean-Yves Blay, France (remote)
Jesús Alvarez Hidalgo, Luxembourg

Jonathan Lim, United Kingdom
Kostantinos Kamposioras, United Kingdom
Ishwaria Subbiah, USA
Miriam O'Connor, Ireland
Stavroula Leka, United Kingdom (remote)

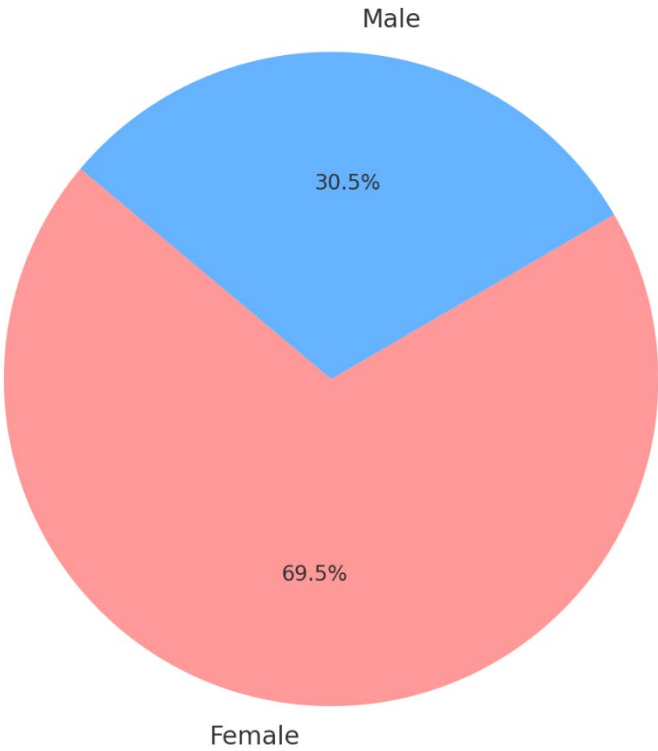


ATTENDANCE OVERVIEW



27 Countries represented
63 Participants
10 Faculty Members

Participants by Gender



LEARNING OBJECTIVES

- Understand the mental health and wellbeing challenges faced by oncology professionals across Europe and the world, including burnout and resilience factors.
- Identify and analyze the contributing factors and risks leading to mental ill-health and burnout among healthcare workers.
- Explore various initiatives and interventions implemented across Europe to promote mental health, wellbeing, and resilience in healthcare workers and physicians.
- Recognize the significance of different intervention levels to facilitate positive change and transformation in mental health support.
- Familiarize oneself with the international standard ISO 45003, focusing on 'Psychological health and safety at work'.
- Describe essential resilience skills for enhancing personal wellbeing and coping with challenges in the healthcare field.
- Examine the ESMO Resilience Task Force (RTF) position paper and discuss strategies for implementation at a personal, institutional and national level.
- Develop an action plan to address mental health, wellbeing, and resilience within one's own institution's/country's oncology workforce.
- Establish connections with other oncology leaders across Europe to create a supportive peer network for promoting transformation and wellbeing internationally within the oncology profession.

Day 1: 31st January 2025

09:00-9.15 15'	Opening and welcome	
15'	Workshop Introduction – The ESMO Resilience Task Force (RTF), workshop goals and learning objectives	Susana Banerjee, UK

09:15-11:10 115'	SESSION 1 Overview of the main issues and recommendations on wellbeing and burnout in oncology	Co-Chairs: Claire Hardy, UK Susana Banerjee, UK
15'	Wellbeing and burnout in oncology	Jonathan Lim, UK
15'	The impact of COVID-19 on oncologists globally: Key findings from the ESMO RTF survey series	Miriam O'Connor, IE
10'	Q&As and discussion	Co-Chairs
20'	Recommendations for the future – Highlights from the ESMO RTF position paper	Konstantinos Kamposioras, UK
10'	Q&As	Co-Chairs
25'	Break out and discussion session on issues and recommendations	Co-Chairs/RTF members
20'	Feedback and take-home messages	Co-Chairs

11:10-11:40	Coffee break	
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11:40-13:10 90'	SESSION 2 Good practice and shared learning: initiatives from across Europe to support the mental health and wellbeing of healthcare workers	Co-Chairs: Elena Elez, ES Miriam O'Connor, IE
15'	Shared practice initiative 1: NHS Practitioner Health	Helen Garr, UK

10'	Q&A	Helen Garr, UK
15'	Shared practice initiative 2: Professional wellbeing programmes in the USA	Ishwaria Subbiah, US
10'	Q&A	Ishwaria Subbiah, US
15'	Shared practice initiative: Programa d'Atenció Integral al Metge Malalt (PAIME-PAIMM)	Gustavo Tolchinsky, ES
10'	Q&A	Gustavo Tolchinsky, ES
15'	Sharing reflections and take-home messages	Co-chairs

13:10 -14:10	Lunch
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14:10-16:05 115'	SESSION 3 Workplace risk factors and approaches	Co-Chairs: Claire Hardy, UK Susana Banerjee, UK
45'	Worker mental health and burnout – influencing factors, intervention approaches and international standards for best practice (remote)	Stavroula Leka, UK (remote)
10'	Q&A	Stavroula Leka, UK
45'	Break out session and action planning	Claire Hardy, UK
15'	Feedback and take-home messages	Co-Chairs

16:05-16:45	Coffee break
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16:45-18:40 110'	SESSION 4 Real world practices from delegates and the European initiatives	Co-Chairs: Jean-Yves Blay, FR (remote) Konstantinos Kamposioras, UK
50'	Selected Presentations from delegates: Health and wellbeing initiatives and practices across Europe	Enes Erul, TR; Erica Palesandro, IT; Vilma Pacheco-Barcia, ES; Bishal Paudel, NEP; Mick Button, UK; Ioanna Fragkandrea-Nixon, UK
15'	Q&A	All speakers
20'	How Europe is addressing health and wellbeing in the healthcare workforces	Jesús Alvarez Hidalgo, LU
10'	Q&A	All speakers
20'	Closing remarks Day 1 and discussion	Co-Chairs

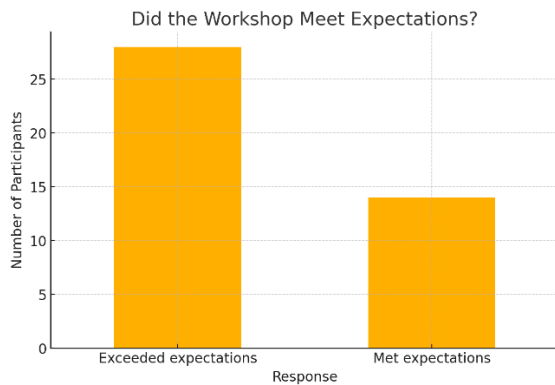
20:00	Dinner NH Hotel
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Day 2: 1st February 2025

09:00-10:30 90'	SESSION 5 Personal resilience skills development workshop (part 1)	Chair: Susana Banerjee, UK
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90'	Part 1. Developing personal resiliency skills for managing organisational changes and working life	Claire Hardy, UK
10:30-11:00	Coffee break	
11:00-12:30 90'	SESSION 6 Personal resilience skills development workshop (part 2)	Chair: Jonathan Lim, UK
90'	Part 2. Developing personal resiliency skills for managing organisational change and working life	Claire Hardy, UK
12:30-13:00 30'	Conclusion, evaluation and next steps	Co-Chairs: Claire Hardy, UK Jonathan Lim, UK
13:00-14:00	Lunch	

FEEDBACK REPORT



- **Overall Satisfaction:** The majority of participants were **very satisfied**, with a smaller group reporting **satisfied**.
- **Meeting Expectations:** Most participants felt the workshop **exceeded expectations**, while the rest reported that it **met expectations**.
- **Recommendation Rate:** Nearly all participants would **recommend** the workshop, with only one exception.
- **Effectiveness of Remote Presentations:** Responses were mostly positive, though some were neutral, and a few felt the presentations were not effective.

Valuable Takeaways (Key Themes)

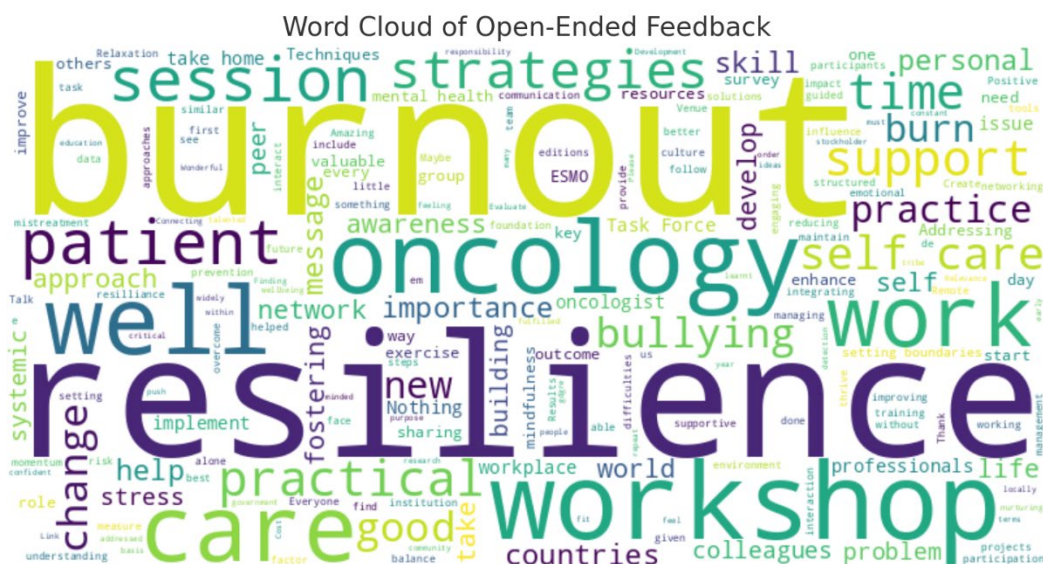
- Many participants highlighted **burnout prevention and early detection** as crucial learnings.
- Communication and **self-responsibility in burnout management** were frequently mentioned.
- Some appreciated learning about **survey results and new ideas for resilience-building**.

Improvement Suggestions

- A few participants wanted **more practical sections** or real-world applications.
- Some suggested making the workshop **more engaging for different generations and countries**.
- One respondent felt the workshop was already **"perfect as it is."**

Additional Topics Participants Want

- **Sports** as a resilience-building strategy.
- **Workplace violence and bullying** as a concern needing more discussion.
- **Systemic changes to combat burnout**, not just individual resilience strategies.





QUOTE HIGHLIGHTS FROM PARTICIPANTS

 <p>Key takeaways ESMO Resilience Task Force Workshop</p>	<p>Increasing awareness</p> <p>It is very important to know about wellbeing and burnout, as these are topics we least talk about. We should have a positive attitude towards our peers and juniors because, having been through such circumstances ourselves, we should not put them through the same.</p> <p>Divya Khosla, Postgraduate Institute of Medical Education and Research, India</p>
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Reducing stigma

We should destigmatize the issue of burnout and remind ourselves that it is useful to take breaks from time to time in order to perform at our full potential.

Silvana Adelina Gheorghe,
Societatea Națională De Oncologie Medicală Din România,
Romania



Scientific evidence

Having scientific evidence behind resilience and burnout underpins the fact that these experiences are not just feelings but actual realities.

Rocio Martín Lozano,
Hospital General Universitario Gregorio Marañón,
Spain



SOCIAL MEDIA COVERAGE HIGHLIGHTS

Vilma Pacheco Barcia MD, PhD, MSc • 2nd
Facultativo Especialista de Área en Oncología Médica
4d •

The ESMO - European Society for Medical Oncology Resilience Task Force workshop, very important and meaningful for the well-being of Medical Oncologists.

- BURNOUT is a significant issue for Oncology professionals.
- "BURNOUT can happen to anyone, at anytime" [Jonathan Lim](#)
- RESILIENCE: Ability to bounce back from set back and take on new challenges "inner strength"

#ESMO4carers #burnout



Fernanda Conceição • 2nd
ICU & Cancer Nurse @Champalimaud Foundation | Former EO...
3d •

"You can't pour from an empty cup."

We all know it, but are we acting on it?
Are we acknowledging the burden, costs and consequences of not addressing well-being and burnout in healthcare professionals?
No, we are not. And yes, we need to start acting upon it.

Thank you [ESMO - European Society for Medical Oncology](#) for this great workshop and thank you [Jonathan Lim](#) for inspiring nurses participation.

#ESMO4Carers

Rasha Aboelhasan • 1st
Senior Oncology Consultant member of SPFG Factors Group IASLC, member o...
3d •

First day of ESMO - European Society for Medical Oncology Resilience Workshop 2025:

Amazing discussion
Amazing presentations from different countries all over the world.

Great efforts by all speakers and audiences.

The most exciting is that when panellists gather everyone ideas and discuss them with everyone, I feel that the whole world was discussing the issues of oncologists burnout.

[Francesca Longo](#)
#burnout
#ESMO
#ESMO Resilience Task Force
#mental health and well-being

Jeremy A. • 2nd
Doctor @ ONCO
3d • Edited •

"Leadership is not about being invincible, but about understanding vulnerability and using it to inspire resilience"

This week, I had the privilege of joining the ESMO - European Society for Medical Oncology Resilience Task Force and participating in a powerful workshop on how we can foster better mental health and resilience in the oncology workforce.

Having experienced burnout myself in 2020, I know how vital it is to create environments where well-being is a priority, not a luxury. I was fortunate to have supportive mentors, friends, family, and medical help during my recovery—so thankful for not being alone during this transformative journey.

As an executive and operational leader, one of my missions is to improve my colleagues' daily lives at work and build a culture of support and compassion. This workshop was also a chance to meet incredible participants who share the same vision for a more resilient oncology community.

I leave this experience with a deep sense of gratitude
—for the inspiring discussions, the connections made, and the collective commitment to making a difference.

Together, we can lead meaningful change.

#ESMO4Carers #Oncology #Resilience #Leadership #MentalHealth #Gratitude #StrongerTogether



Prof Ioanna Nixon • 2nd
MPhil, PhD, FRCR, FRCR Clinical Director Oncology, NHS GGC, ...
1d •

Massive congrats to ESMO - European Society for Medical Oncology - Resilience Task Force #RTF for a great, productive and thought provoking workshop on mental health, well-being and resilience for Oncology workforce.

Very grateful for the opportunity to talk about burnout and wellbeing, discussing initiatives that foster a culture of wellbeing at individual, team and organisational level. Leadership matters and distributed and compassionate leadership can serve.

Looking forward to collaborations and meeting everyone again.

#ESMO4carers #burnout #resilience #mentalhealth #compassion #leadership #distributedleadership [Jonathan Lim](#)



Dr. med. Katrina Scholl • 2nd
Hämatologin/ Onkologin, Gründerin von "dr.schollonko - empo...
3d • Edited •

We all have only one health.







If we keep pushing through without pausing, it leads to frustration, burnout, and ultimately puts patients at risk — the last thing we want in medicine.

But when healthcare professionals have the space to breathe, reflect, and feel psychologically safe, they regain perspective, find new energy, and reconnect with their purpose.

Caring for our own health isn't a luxury — it's the foundation for caring for others, today and tomorrow.

How do you create space to recharge and stay strong in your work?

#NewWorkInMedicine #PsychologicalSafety #Healthcare #Resilience #SelfCare #EmpoweringPeople #ZukunftGestalten #ThrivingNotSurviving #IAMAPractisingOncologist
to: New Work Masterskills - NWMS GmbH & Prof. Dr. Veit Etzold

<div data-bbox="199 183 491 376"> <div>  <div> Monica Serbulescu • 2nd <small>Oncology Resident Doctor @ Oncology Center Onc...</small> </div> </div> <div>+ Follow</div> </div> <div data-bbox="199 219 491 376"> <p>The purest form of altruism? Taking care of yourself so you can take care of others. Just got back from the ESMO Resilience Task Force Workshop: Leading for Better Mental Health, Well-being, and Resilience of the Oncology Workforce in Barcelona (Jan 31 - Feb 1, 2023), and one key takeaway stood out: we can't pour from an empty cup. In oncology, we dedicate so much to our patients—but our own well-being matters just as much. Resilience, mental health, and a supportive environment aren't just "nice to have", they're essential for us to keep showing up at our best. A huge thank-you to #ESMOWF for organizing such an insightful workshop and to all the amazing people I had the chance to reconnect with! Catching up with old friends from past ESMO / ESMO events was definitely a highlight. Can't wait for the next one!</p> <p>#ESMO #ESMO4Cancers #Resilience #Oncology #MentalHealth #Wellbeing #SelfCare</p> </div> <div data-bbox="199 380 494 555">  </div>	<div data-bbox="730 219 1062 295"> <div>  <div> Enes Erul • 2nd <small>Oncology Fellow at Ankara University</small> </div> </div> <div>22m •</div> </div> <div data-bbox="1244 219 1380 246"> <div>+ Follow</div> <div>...</div> </div> <div data-bbox="730 309 1356 358"> <p>Thank you, ESMO - European Society for Medical Oncology for your invaluable support for everything 🙏</p> </div> <div data-bbox="730 412 1385 483"> <p>It was an honor to be part of this workshop, discussing critical topics like Impostor Syndrome, Burnout, and Resilience. ESMO is truly committed to caring for the carers—those who lead the effort in their communities.</p> </div>
<div data-bbox="199 568 481 672"> <div>  <div> Isabel Arango • 1st <small>Software Engineer @ CLF Oncologia</small> </div> </div> <div>+ Follow</div> </div> <div data-bbox="199 600 481 672"> <p>Wonderful work group no 18 H!</p> <p>#oncology #esmo #wellbeing #bettermentalhealth #oncologyworkforce</p> </div> <div data-bbox="199 676 481 938">  </div>	<div data-bbox="730 611 1224 683"> <div>  <div> Mick Button • 2nd <small>Consultant Clinical Oncologist at Velindre University NHS Trust</small> </div> </div> <div>4d •</div> </div> <div data-bbox="1252 611 1388 636"> <div>+ Follow</div> <div>...</div> </div> <div data-bbox="730 694 1366 768"> <p>Tough but important conversations ahead over the next 48 hours. Oncology workforce burnout/wellbeing ESMO taskforce workshop. Lots of learning to bring back, connections to make with European experts in the room.</p> </div> <div data-bbox="730 795 1374 891"> <p>And an opportunity to share and develop my PhD research: HIWBRIS - Healthcare Innovation; clinical staff Wellbeing/Burnout. Researching Interactions and Solutions. Amanda Elizabeth Jenkins Sarah Morley FCIPD Andrew Cooper Jennet Holmes Jacinta Abraham Nick Rich Tom Howson</p> </div>