

“PICU is stressful, you come across a lot of emotional things”: Staff experiences of well-being in Paediatric Critical Care in the UK

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Background

- Working in paediatric critical care (**PCC**) can lead to **psychological difficulties & poor wellbeing** through physical & mental exhaustion¹
- **Poor staff wellbeing** can significantly impact staff **performance & quality of care**²

Aim

- Explore national PCC staff members’ **understanding & experiences** of the term ‘wellbeing’
- Understand how PCC staff wellbeing has been **challenged**



Method

- Ethical approval provided by Aston University
- Allied healthcare professionals (**AHPs**) & **nurses** recruited through PCC Society between April-June 2021 during **Covid-19 pandemic**
- **Semi-structured interviews** conducted & recorded
- **Images** used to define wellbeing
- Data analysed using interpretative phenomenological analysis (**IPA**)³

Sample

- **8 female HCPs** between the age range of 27-62 were recruited from across the U.K from a range of units
- **4 AHPs & 4 nurses**



References:

1. Jones, G., Colville, G., Ramnarayan, P., Woolfall, K., Heward, Y., & Morrison, R. et al. (2019). Psychological impact of working in paediatric intensive care. A UK-wide prevalence study. Archives Of Disease In Childhood, 105(5), 470-475
2. Dyrbye, L., Shanafelt, T., Sinsky, C., Cipriano, P., Bhatt, J., & Ommaya, A. et al. (2017). Burnout Among Health Care Professionals: A Call to Explore and Address This Underrecognized Threat to Safe, High-Quality Care. NAM Perspectives, 7(7)
3. Smith, J. A., Larkin, M. H., & Flowers, P. (2009). Interpretative phenomenological analysis: theory, method and research. London: SAGE

Recommendations For Practice



IPA - Analysis

Wellbeing as re-connecting with the self

Wellbeing is being around nature & water to find the self that is lost within the busy work schedule

“I recover on my own...away from people”

Staff relationships

Poor staff relationships were associated with self-doubt & feeling undervalued

“am I actually making a difference?”

Consequences of Covid-19

Staff redeployment to adult units due to staff shortage caused moral distress & burnout

“I couldn't turn the tears off”

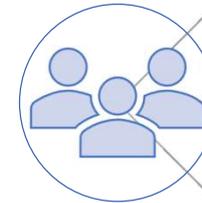
Maintaining a work-life balance

A balanced work-life was reported to be important in managing staff wellbeing

“it's [well-being] about kind of pacing yourself”



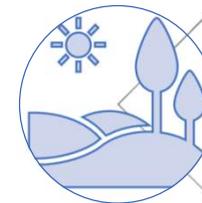
Well-being boards in staff rooms presenting **images** to prompt staff to think about **wellbeing**



Regular **reflective staff meetings** to enhance **communication & staff relationships**



Involve staff more in **decision making**, both with respect to **patient care & staff redeployment** where possible



Encourage PCC staff to go for regular **walks & even meeting outdoors**