

PICU FREEMAN HOSPITAL NEWCASTLE UPON TYNE.

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Background

Work within a busy cardiothoracic PICU.

Interest in recruitment

Challenges to the workforce

Nursing culture changes

Mass recruitment- Aim to retain staff through well being initiatives, additional training and encourage a resilient and robust workforce

Newly qualified primary recruits- recognise their needs.

In house initiatives in place for some time felt more was required to support staff in their role.

In-house Initiatives

You're mint



Colour therapy



Washing line



Star of the month



You Said We Did!

Stress Bucket



PNA



Wellbeing room



Hot and cold debrief

Methods “All About You”

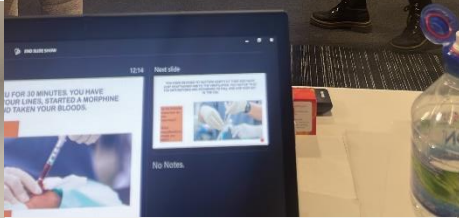
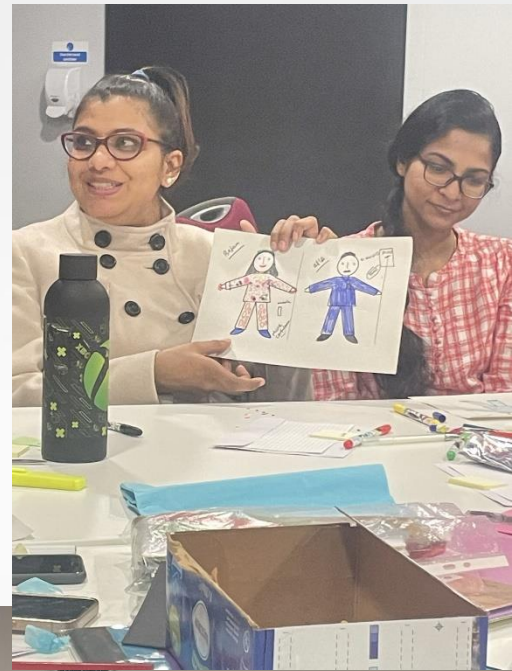
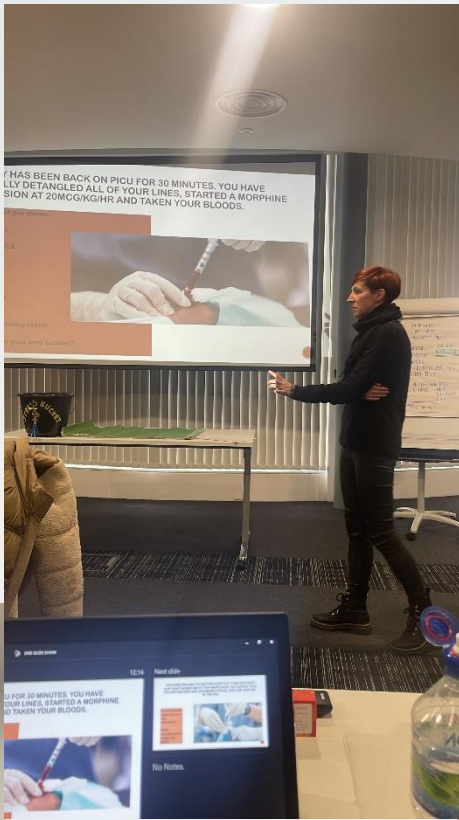
Discussion with clinical educators around learning needs and expectations during preceptorship.

Recognition of needs when working clinically with preceptors including increased mental and psychosocial wellbeing aspects.

Over time increased referrals to support services including Occupational health, psychology and counselling services.

Bespoke off site training day organised for new starters within PICU called ‘All About You’. Focus on stress, mental health awareness, resilience, burnout, self care.

Staff were asked for specific educational agenda prior to day and a scenario’s were devised to aid learning.



SWELL So Far

Why picture cards- quick, ad hoc, easy to initiate.

Engage staff well.

Less chance of negativity.

Length can be variable depending on situation.

Interactive therefore more appealing.

Challenges- R&D still not approved after 9 months. Constant chasing up.

Constant repetition of information.

Staff have lost interest lack of engagement.

Success

Main Goal is for wellbeing lead for PICU

Staff support and retention improved.

Constant tool to use on all staff groups at any time.

Moving forward will use wellbeing plans with staff incorporate into appraisal.

Happier, resilient, collaborative workforce.

Engage with wider MDT into intervention.