

# SWell – Benefits and Challenges of Mad, Sad, Glad in Southampton PICU

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## Background

Staff wellbeing in Southampton PICU is supported by a wellbeing team who provide various interventions to support staff. Despite these interventions staff wellbeing remains a challenge.

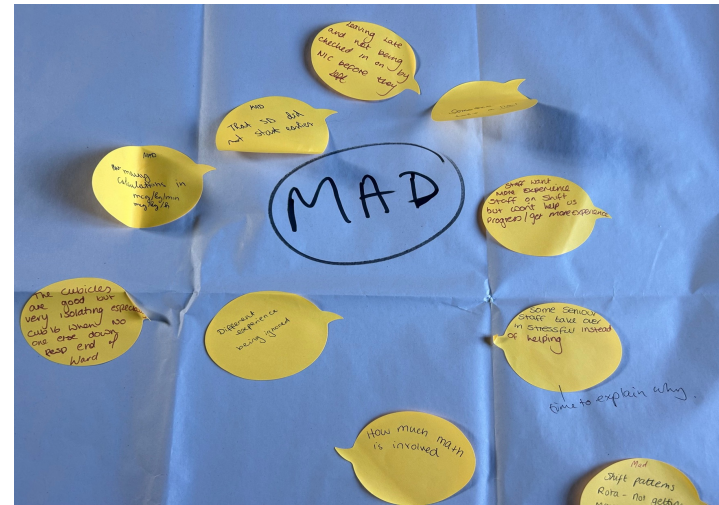


## Method

- Intervention: Mad, Sad, Glad selected as most pragmatic with time and the team
- R&D challenges to gain approval
- Data collection - 22nd May- today
- 25 recruited: 17 Band 5s, 8 Band 6s
- Swell sessions conducted on each study day and weekly wellbeing break

## MAD

- Shift management
- Cubicles
- Patient management and ethical issues around this
- Staffing
- Practical issues
- Difficult to change the culture



## SAD

- Staffing – skill mix, Matron
- Lack of support
- Team morale
- Burnout is evident
- Standards of care
- Ethical issues

## GLAD

- Teamwork and colleagues
- Educational opportunities
- Being able to give good standard of care
- Seeing children improve
- Practical things – tea, glucose drawer, therapy dogs
- Making a difference

## Successes

- Giving people the space to think/reflect
- Generation of new ideas
- Greater discussion of wellbeing
- Opportunity to feel heard
- Quick approach to getting people talking

## Challenges

- R&D approval
- Staff engagement with this intervention has been good, ?Would it be for other wellbeing interventions
- Hearing mad, sad, glads and not being able to change them – dealing with expectations
- Changing culture that it is included in all study days
- Sustainability