

# Priory Hospital East Midlands Staff Support and Well Being

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A REAL AND LASTING DIFFERENCE FOR EVERYONE WE SUPPORT

# Staff Support and Well Being

Three Main Areas of Support:

- ❖ Staff well being initiatives throughout the year
- ❖ Team support meetings/ reflective supervision
- ❖ A model of a **Healthy Organisation** for the future

# Examples of Well Being Initiatives:

## Yearly Calendar of Events:

- ❖ January: Spa Voucher
- ❖ February: Guess the Baby Photo
- ❖ March: Chocolates for Easter
- ❖ April: The Great PHEM Bake Off
- ❖ May: Nurses Day and Baby Baskets
- ❖ June: Vouchers for Afternoon Tea
- ❖ July: Ice Cream Van
- ❖ Aug/Sept/Oct/Nov- TBC
- ❖ Dec:12 days of Christmas

Also: Throughout the year a programme of massages for all staff and regular breakfasts for day and night staff.

# The Great PHEM Bake Off

Hilary and Annie had to try each of the 13 cakes!!!



# Team support meetings:

- ❖ *Aims:*
- ❖ *To Create A Space For Reflection That Is Constructive*
- ❖ *To Enable Staff To Feel Supported*
- ❖ *To Empower Staff And Value Their Own Well Being*
- ❖ *To Share Good Practice And Reflect On Dynamics/Changes/Challenges*
- ❖ *Enhance Team Working*
  
- ❖ History: Moved from hourly monthly 'reflective practice' sessions to weekly 30 minute team support sessions
  
- ❖ Group sessions, contracted, ward based, no hierarchy, voluntary, alternate shifts, alternate staff, signposting.

# Anecdotal/Observed Benefits ?

 Observable increase in attendance, value, seeking it out, positive comments, outcomes creating change, MDT support/team approach

Going forward:

- ❖ Training Needs Analysis to inform specific training requirements/training packages inc staff wishes
- ❖ Case studies/specific topic focus
- ❖ One to one sessions? Not therapy!
  
- ❖ Embeds a 'Healthy Organisation'.

# Team Support Sessions & Reflective supervision



# A Model of a Healthy Organisation

## Teams and Personality Disorder

- ◆ Bateman and Tyrer (2004) believe the following principles are needed by specialist teams who provide services for personality disorder:
  - ◆ Time commitments for working with PD
  - ◆ Communication between workers
  - ◆ Clarity about boundaries
  - ◆ Effective leadership
  - ◆ Shared decision making
  - ◆ Multidisciplinary in nature

# Healthy Teams and Containment

It is important, when working with personality disorder, to acknowledge that there is another important factor:

This is the provision of an element in the system which pays attention to the management of feelings and emotions – a 'container'.

Containment in relationships can be simply defined as a situation where a person receives and understands emotional communication from another person

To do this effectively it is important not to be overwhelmed by the other person's distress

It is also important to empathise and validate the person's experiences by communicating your understanding of what is happening back to them

# Key Elements:

The Healthy Organisation needs a shared clarity about:

- ❖ **The Primary Task of the Organisation**
- ❖ **System of roles and responsibilities including identified leadership**
- ❖ **Basic Principles – Shared Values**
- ❖ **Thinking Space – a regularised, authorised, properly resourced Thinking Space (The container)**

# The Importance of Thinking Space

- ❖ Practical experience is as important as theory.
- ❖ Reflection on experiences should help us make links between theory and practice.
- ❖ Reflecting on experiences not only helps us learn from mistakes, it also helps us know why things were successful.
- ❖ Through reflection we can explore thoughts and feelings, work through difficult or painful experiences, develop self awareness and fresh insights.
- ❖ It can also help us to get away from things we do routinely without applying thought and then make more informed decisions about what we are doing

Thank you for listening & taking part.