Staff Support & End-of-Life Care

Taking care of yourself when working with people who are facing and dealing with significant losses

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Hospice Friendly Hospitals Programme
Outline

• Staff Support – What do we mean?

• What the Hospice friendly Hospital programme has done so far in relation to Staff Support

• Background to this Project

• What the literature has told us

• Leaflet and Staff support
Why Staff Support?

• As someone working with people and families who are facing death and dying
  • You are not immune to grief
  • You need to take care of yourself in order to be effective and resilient in this work
  • You need to be aware of your own approach to loss
  • You need to have a sense of what draws you to this work and what you get out of it
  • You need a safe place to process your own feelings
  • You need to have a sense of what helps you to stay healthy and committed to this work
Self care is about balance in your life.....
Self care is about balance in your life…

- Balancing engagement and detachment
- Balancing work and your life outside
- Balancing different aspects of your life
- Balancing rest with action
- Balancing time alone with time with others
What happens if you don’t take care of yourself?

- Excessive stress
- Burnout
- Compassion fatigue
- Disillusionment
- Cynicism
- Psychosomatic illness
- Ineffective
- Leave a job you love
Background to this Project

• Danai Papadatou facilitated a one day workshop on April 19th 2012
• Session on “Self Care” delivered by Breffni Mc Guinness, IHF at the Network meeting in July 2012
• Pilot of Audit and Review System
• End of Life Care Map refers to the importance of Self Care
• Our Website will have a section specifically on Staff Support and resources such as the literature review
The literature has told us that….

• We can take steps at 3 levels to promote resilience

• They are at:

  a) Individual level
  b) Team level
  c) Organisational level
Individual - Different aspects of my life

From Trevor Powell – The Mental Health Handbook - 2008
Climbing Everest
“a journey undertaken by a group of people with a definite objective”
Multidisciplinary Teamwork
Climbing Everest alone is virtually impossible!!
Team Level

• Checking in with our colleagues
• Having Regular team meetings
• Have a Death Review Meeting
  - What went well
  - What didn’t go so well
  - What would I do differently
Organisation

• Encourage & Support initiatives at an individual or team level

• Assist by Identifying and building structures where they may not exist

• Acknowledge and affirm your colleagues role in providing good care
Next Steps…

• Would you recommend this document?

• How would you use this document in your hospital?
  – With whom?
  – Where?
  – When?