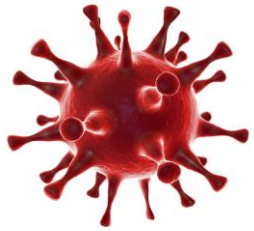
Professional Nurse Advocate, supporting the core conditions of workplace wellbeing & personal practice model for nurses

OUTSTANDING CARE
HEALTHY COMMUNITIES
AND A GREAT PLACE TO WORK

Ciara Wharton Dr Imogen Cotter Dr Yasuhiro Kotera Dr Geraldine Lyte

Workplace Adversity



- Global Nursing Workforce Crisis.
- Annual & Bi-Annual Crisis Reports.
- ICU environments are detrimental to the health and wellbeing of critical care nurses.
- Pre pandemic high levels of moral distress & BOS* in UK ICU RNs at >80% Vs 33-45% in US ICU RN's.
- Post pandemic probable PTSD, moderate/severe anxiety, depression in 45% ICU staff & 13% thoughts of suicide. RNs higher rates compared to Drs.
- CC3N & NHS Staff Survey 2021/22 Growing Concerns.
- Human centred work process of ICU challenge an effective wellbeing strategy.

*compassion fatigue

Workplace Adversity Rescue Package

Evidence has been translated into wellbeing interventions adaptable to time restraints and heavy workloads, that are cost effective to allow enhanced ownership into a daily critical care wellbeing practice.

Ruth May's legacy with national strategy for high quality clinical supervision for nurses.

CC3N support allowed ICU nurses to be the first qualified PNAs, enabling tailor-made PNA roles & implementation processes 2021/2022.

Professional Nurse Advocate Role

Advocates for Nurses & Health Care Workforce

- Empowering Autonomy & Feeling valued
- Professional Development & Growth
- Reflective practice for revalidation & lessons learned
- Restorative clinical supervision wellbeing ownership & resilience
- Core conditions for work wellbeing Supported “US” “WE” “ME”

Advocates for Patients

- Enable & promote Quality Improvement projects by individual & group
- Evidence Based Practice
- Patient’s experiences & Appreciative Enquiry
- Humanization Projects

Wellbeing Core Conditions

Organisational

- National Policy
- OH & Wellbeing
- Workforce
  - Retention
  - Recruitment
- PNA

Individual

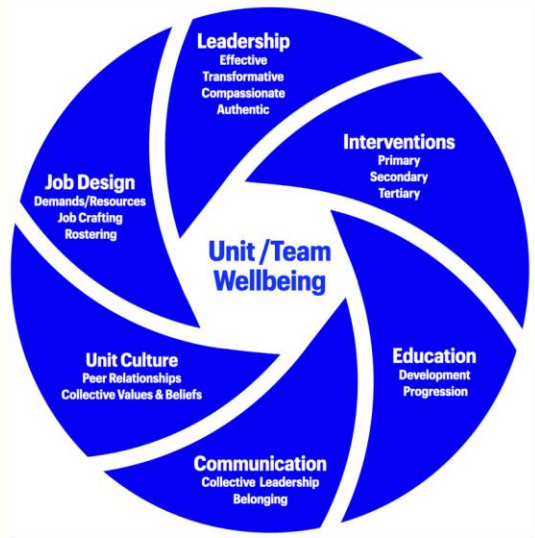
ACTIVE

Self-Practice Model for Nurses

PNA

Unit/Team

Courage of Compassion = ABC Core Work Needs RN & RM



PNA

Wellbeing Core Conditions by C. Wharton 2021

NHS Professional #teamCNO Nurse Advocate

Mindfulness

Self Compassion

The Process of Self-Reflection

Personal Self

Gratitude

Self Awareness

+VE Psychology

Reflective Process

Responsibility for Wellbeing

NMC Revalidation

Reflective Models

5 Written Reflections
1 Peer Reflection

The Process of Clinical Reflection

Professional Self

Professional Nurse Advocate & A-EQUIP Model

Reactive After event Schwartz/Debrief/Detox/ TRiM

Proactive Clinical Supervision

Personal Practice Model For Nurses by C.Wharton Adapted with permission form Professor James Bennett-levy

One Size Does Not Fit all

NHS
Buckinghamshire Healthcare
NHS Trust

Mindful Handwashing

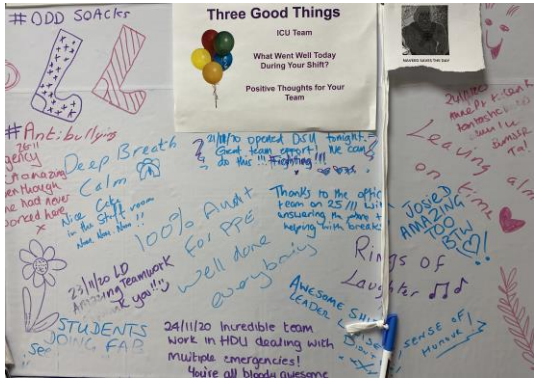
Staff Wellbeing

Hope this helps to introduce mindfulness into your working practice

Helping you ground and take a few moments to yourself throughout busy shifts

Thank-you for watching

Music Lanquidity from iMovie



CREATIVE WELLBEING

Cooking
Jamie Oliver's
offerings in unique times channel 4

Daily Kitchen Live BBC
Daily food show delicious Recipes

Bread Ahead of Borough Market Fame kicking up storm over on Instagram

Knitting & Crochet
Stitch & Story free video Tutorials

Art
Free Mandela Colouring Downloads
Linda Wiggen Kraft

Dance
Learn to Dance Free Lessons
305 Fitness Dance on their YouTube channel

Music
Spotify Vibes
Dance Nation Ministry of Sound
Brighten your day Happy Folk

ICU Thriving During Covid-19

Our very own BHT Wellbeing

Bitesize Mindful Yoga & Grounding

Coaching support for frontline staff via phone 5 -30 min sessions.
Info & Tel

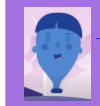
Developing Personal Resilience Taster Session 1.5 hrs via zoom on 17th June. Very Popular wait list

Achieving Balance
Focus/Invest in Self & Prioritise Wellbeing

Action for Happiness
Joyful June Calendar
Downloadable to google or iCalendar

HOPE AT WORK
JOY AT HOME

From Dr Sarah Meekin
Hope At Work
Focus attention into shift ahead. Reminder your skills & knowledge. Support you bring & receive in team.



YouTube QR
Hope At Work

Joy At Home
Separate thoughts & emotions from workplace.
Make the most of Home.
Proper Rest

YouTube QR
Joy At Home

USEFUL SITES & APPS

Quick Breathing Exercises
NHS In Mind
https://www.nhsinmind.co.uk

Self-care course for troubling times from Breathworks
https://www.breathworks-mindfulness.org.uk/mindful-self-care-for-troubling-times

Sleepio self-help sleep improvement tool/app
onboarding.sleepio.com

Headspace mediation/mindfulness for NHS
headspace.com/nhs

Down Dog Yoga App
5 min practice or longer
https://www.downdogapp.com/healthcare

ICU Thriving During Covid-19

Daily Pause & Unwind
10 am & 4 pm
ICU Relatives Room

It is a Marathon
Be Kind To Yourself
Focus on You
Look After the Carer

COOLING BREATH UNDER PPE

Curl tongue inward to create straw, this is genetic trait. Alternatively purse lips as if pouting or blowing on something.
Draw slow breath in over tongue 4+ seconds, exhale through nose empty lungs.
Repeat 4-5 breaths

Place tip of tongue from upper front teeth they meet
Draw slow tongue 4+ through nose
Repeat

ICU WELLBEING

Molly "Hear Me Roar" has our backs mobilising compassionate leadership.
Organisational (US) Wellbeing

Outdoor Hubs, Paid breaks & Deliciously healthy fresh food from Eat To The Beat of rock star fame.
Team (WE) Wellbeing
Every Day we are seeing small acts of kindness despite your exhaustion there is always thoughts for others.

Perry Street Bakeoff, Flowers & Thame community benefiting staff wellbeing
Individual (ME) Wellbeing Recommendations
Oxford Mindfulness
Free Intro To Mindfulness Course
Books

ICU Thriving During Covid-19

ICU Wellbeing Champions Providing Peer to Peer Support
SMH
Sue XXX, Louise XXXX, Mark 'XXX, Helen XXXX , Petra XXX, Mick XXXX
Sarah XXX & Ciara XXX
WGH
Kat XXXX, Sri XXXX
Joanne XXXX

Imogen XXXX & Heidi XXXX
Wednesday drop in sessions
SMH 12pm & WGN 3pm
Support and tips on Self Care
Wednesday 3pm Virtual Staf Room
Facilitated by Imogen to share, talk and listen with colleagues MS teams Link
Clare XXXX & Team - Daily Wellbeing Telephone Support **Here**

Infamous Kalihari (Kali)
Our Newest team member helping ICU and Trust Staff smile and find joy.

Wonderful Natasha assisted by Ann has been posting in the Whats-up group when Kali will be in the relatives room for a wellbeing cuddle

HOPE AT WORK
JOY AT HOME

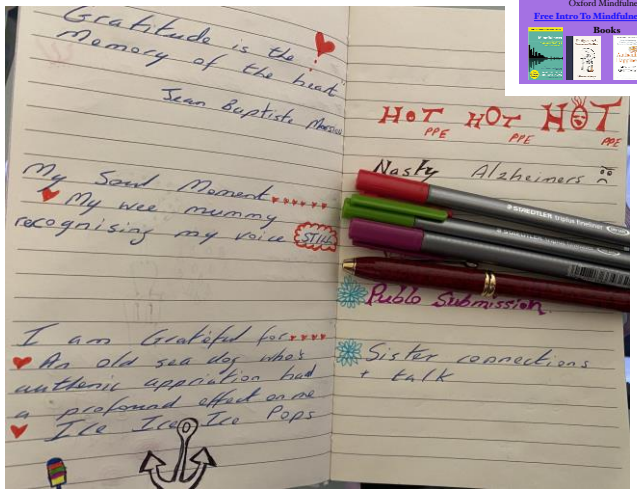
A Fav from Surge 1 Dr Sarah Meekin
Hope At Work
Focus attention into shift ahead. Reminder your skills & knowledge. Remember the support you bring & receive in the team.

YouTube QR
Hope At Work

Joy At Home
Separate thoughts & emotions from workplace.
Make the most of Home.
Proper Rest
YouTube QR
Joy At Home

BHT Winter Care Package.
Our NHS People Support, Training & Wellbeing Apps.

Action for Happiness
Friendly February Calendar.
Downloadable to google or iCalendar



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