

**ORGANISATIONAL RESILIENCE**

**REFLECTION & DEBRIEF**

**VISIBLE LEADERSHIP**

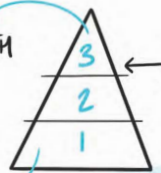
**SUPPORTIVE LINE MANAGEMENT**

**NORMAUSING TRUST, COMMUNICATION & BRIEFING**

**GUY'S AND ST. THOMAS' KEY PRINCIPLES**

FORMAL MENTAL HEALTH

WELLBEING GUIDANCE



**TIERED 'STEPPED CARE' APPROACH**

**STRESS**  
**BURNOUT**

**BUZZWORDS**

**MORAL INJURY**  
**DECOMPRESSION**

**PTSD**  
**POST-TRAUMA REACTIONS**

**PEER SUPPORT**

CHAMPIONS TRAINING

**WELL BEING CONVERSATIONS**

**COVID-19 FALLOUT**

ADDRESSING THE LONG-TERM PSYCHOLOGICAL IMPACT ON STAFF



DR HARRIET CONNIFF  
DR NEIL REES  
DR BEVERLEY FLINT

**50% OF HEALTH CARE WORKERS - EXPERIENCE SIGNIFICANT ACUTE PSYCHOLOGICAL SYMPTOMS**

THOSE WHO TEND TO RESPOND TEND TO BE IN DISTRESS

INITIAL STUDIES LIKELY TO INFLATE RESULTS

**THIS IS NEW**

NO ONE HAS EXPERIENCED THIS BEFORE

THE SITUATION IS UNUSUAL

FEAR OF WORK

FEAR THIS HAPPENS AGAIN

WE HAVE DISCOVERED THINGS CAN BE DONE AT **PACE**

**CURRENT FEELINGS**

FEAR WE WILL LOOSE GOOD STAFF

"YOU CAN'T YOGA YOUR WAY OUT OF BAD MANAGEMENT"

WELLBEING SESSIONS WERE A LIFELINE

**BEVERLEY'S EXPERIENCE**

WHAT'S IMPORTANT NEXT?

HOW DO WE EMBED **RECOVERY?**

**ALREADY IN NEED OF WELLBEING**

**MENTAL HEALTH PRE-PANDEMIC**

NOT ADDRESSED IN A UNIFORM WAY

**1 IN 6** BEFORE COVID WERE STRUGGLING

CAN **PEAK** WHEN COMING OUT OF A WAVE