

Optimising Staff Wellbeing And Recovery From Potentially Traumatic Events In The Obstetric Multidisciplinary Team



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Introduction

- Obstetrics is a high-risk specialty for potentially traumatic events (PTEs).¹
- Trauma Risk Incident Management (TRIM) is an evidence-based peer support tool designed to help staff recover from PTEs. The Team Immediate Meet (TIM) tool (Figure 1) is a communication aid designed to:

- Facilitate a two minute 'hot debrief' after a PTE
- Raise awareness of a normal reaction to a PTE
- Collate a list of names of all staff involved
- Streamline referral to the TRIM team²

The TIM tool was inceptioned at the Royal United Hospital, Bath. We aimed to establish the burden of PTEs within our Obstetric Multidisciplinary Team (MDT), evaluate the perceived benefits of a debrief tool alongside assessing the impact of the TIM tool in our Delivery Suite.

Methods

Baseline questionnaire sent to Obstetric MDT members including Obstetricians, Midwives, Theatre Staff and Anaesthetists. Questionnaire established baseline data for exposure to PTEs in Obstetrics and pre-existing support systems using a 5-point Likert scale.³

Results of survey identified requirement for staff support and the TIM tool was introduced

Training on the TIM tool delivered on Central Delivery Suite using "Tea Trolley Training".⁴ 50 members of the MDT received training. TIM tool guides were placed in theatre environment (Figure 1).

An educational video regarding the TIM tool was introduced on Central Delivery Suite to facilitate training in the wider Obstetric MDT.

Option of using the TIM tool vocalised at the end of each World Health Organisation (WHO) "Sign out" after obstetric theatre cases.

Data on number of TIMs conducted and feedback from educational video were collected

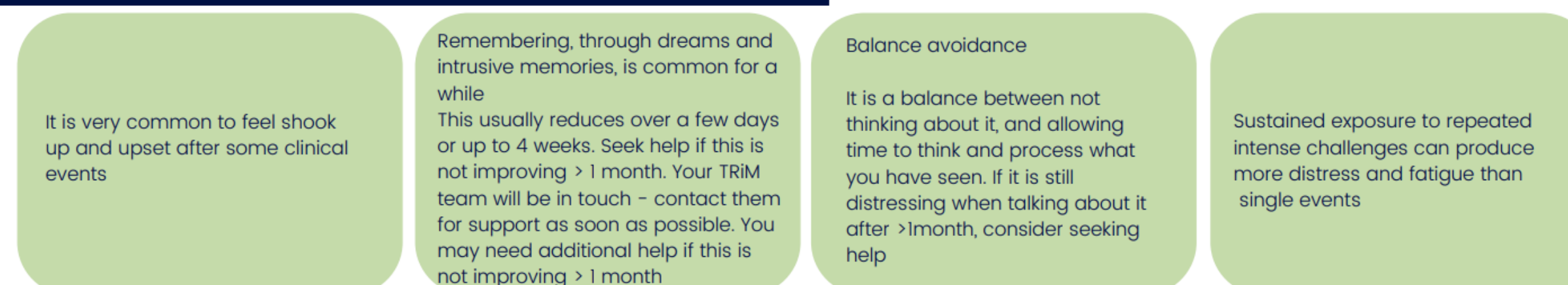
Team Immediate Meet (TIM)



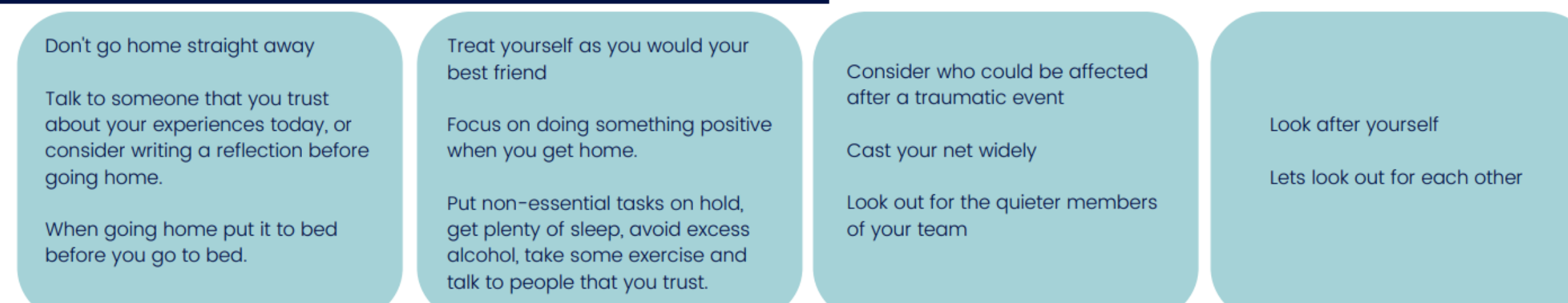
Original concept Dr Fiona Kelly and team, RUHBath

Figure 1: Team Immediate Meet Tool guide (Front)

Common feelings



Useful actions

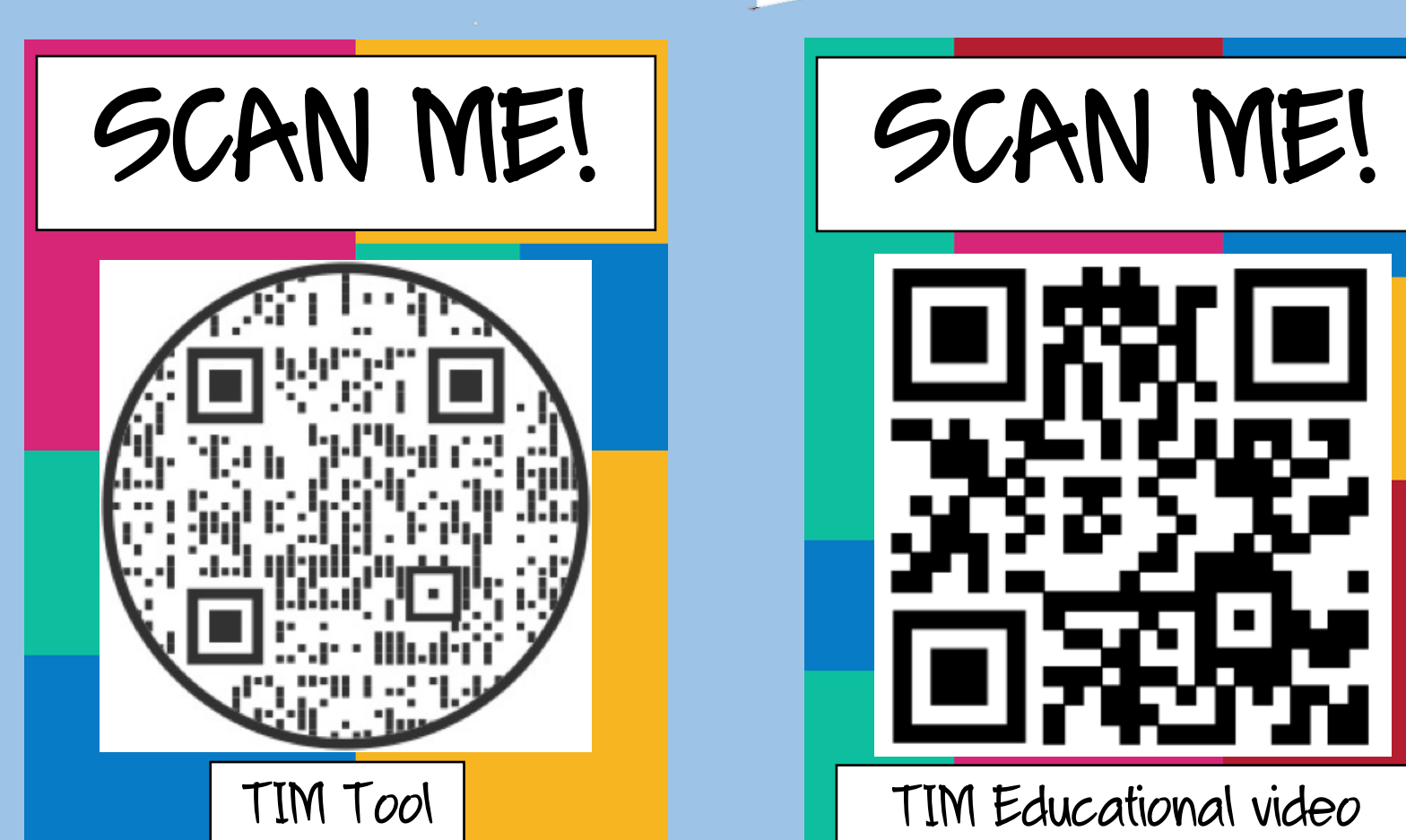


Original concept Dr Fiona Kelly and team, RUHBath

Figure 1: Team Immediate Meet Tool guide (Back)



Photo 1: Accessing the TIM tool in theatre



Survey Results

48 respondents from all MDT disciplines returned our baseline survey which explored previous exposures to PTEs and pre-existing support systems.

- 93% felt anxious or upset following a PTE that occurred
- 95% have left the hospital worried after a PTE
- 83% support implementation of strategies to improve knowledge around an event and decrease anxiety
- Only 24% were aware of a pre-existing debrief tool

Results

- Following training 90% of staff were supportive of the introduction of the TIM tool.
- Staff felt it would improve ;
 - teamwork (93%)
 - learning (96%) and
 - outcomes (88%)
 - staff support and well-being (90%).

- 51 MDT members completed TIM training. 100% reported increased confidence in both taking part and leading a TIM.

Qualitative feedback received after TIM Tea Trolley Teaching

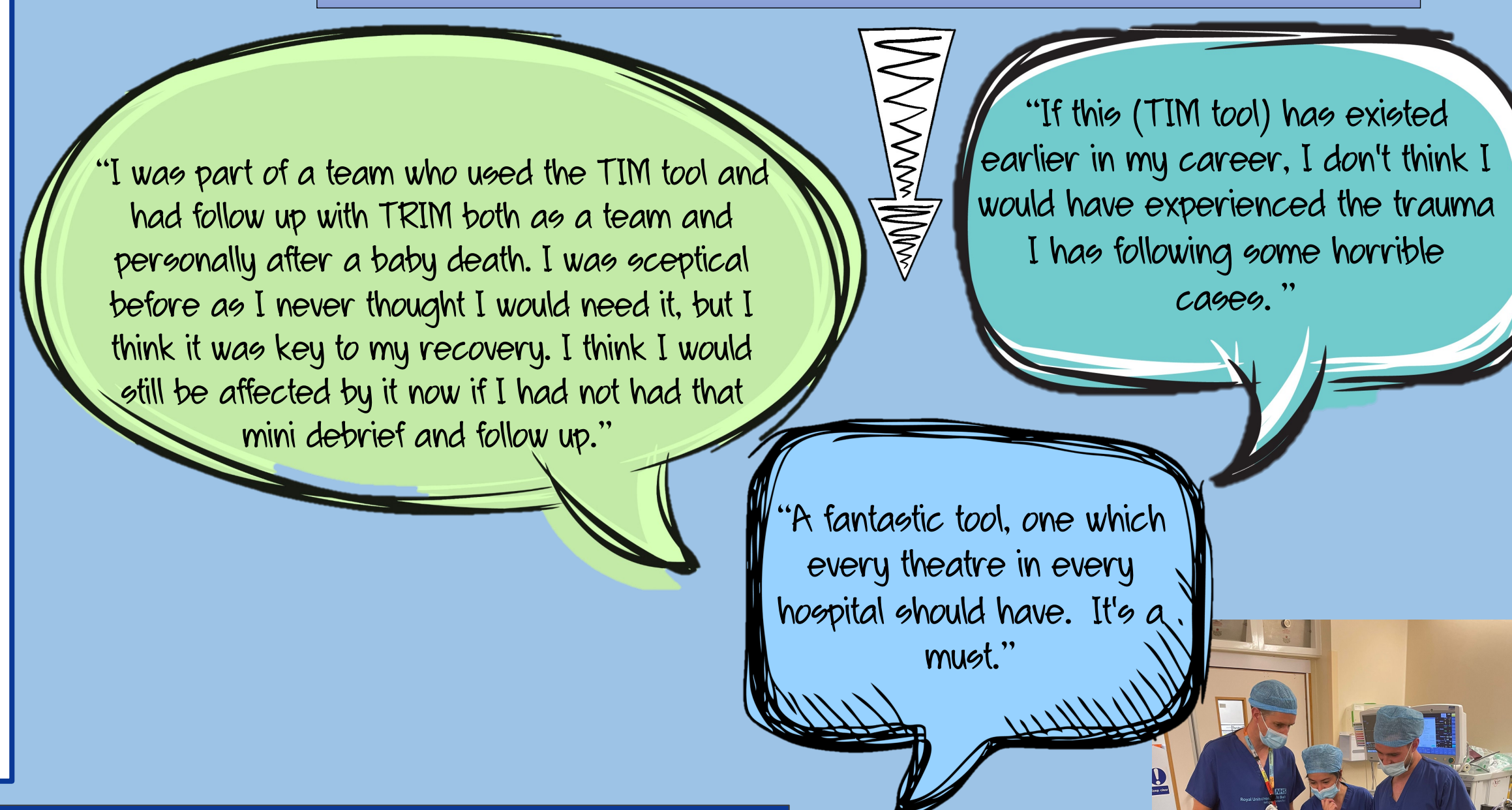


Photo 2: MDT colleagues reviewing the TIM tool

Discussion

- We have highlighted that work-related trauma has a significant impact on obstetric MDT staff.
- To address this, we implemented the Bath TIM tool with overwhelmingly positive feedback.
- A significant body of staff are now TIM trained and the incorporation in the WHO "Sign out" provides a more robust route to psychological support following a PTE.
- We are continuing to collect feedback from staff who have used TIM following a PTE to assess effectiveness and collate the number of TIMs performed
- Next step is to introduce an 'end of shift huddle' to further increase support.



Photo 3: A TIM taking place post PTE

References

- 1) P Slade, K Baling, K Sheen et al. Work-related post-traumatic stress symptoms in obstetricians and gynaecologists: findings from INDIGO, a mixed-methods study with a cross-sectional survey and in-depth interviews. An International Journal of Obstetrics and Gynaecology. 2020 Apr; 127(5): 600-608
- 2) Edmondson M, Guscoth L, Highfield J, et al. Team Immediate Meet tool to help intensive care staff: Staff perception of an updated version and preliminary feedback following implementation. Journal of the Intensive Care Society 2022. <https://journals.sagepub.com/doi/pdf/10.1177/17511437221113239>
- 3) Likert, Rensis. "A technique for measurement of Attitudes." Archives of Psychology. 1932. 140: 1-55