

MY MIND MATTERS!

Creating a supportive pathway to reduce the impact on second victims

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INTRODUCTION

Second victims are healthcare professionals who are adversely affected emotionally and psychologically following an unexpected or traumatic event.

My Mind Matters is a service improvement project to provide a supportive framework to address the emotional and wellbeing of staff following an incident at work, ensuring their emotional response is addressed at the correct time to reduce mental distress and sickness.

Maternity has a massive problem with sickness, retention of midwives and burnout. Workplace pressures lead to a greater risk of midwives suffering emotional distress. Younger, and more recently qualified midwives are at increased risk of burnout, stress, anxiety and depression which have serious implications for high quality, safe maternity care¹. A study in 2015 showed that 33% of midwives were suffering with PTSD following a traumatic incident at work². This highlights the value of this project to ensure staff are supported to ensure how quality care is provided.

THE IMPACT

During traumatic birth events, midwives describe feeling the agony of being powerless to protect women while feeling responsible.
Jenny Patterson 2019

These issues are often deepened by midwives' personal stresses and prior traumas. Yet, the pressured environment means midwives are unable to disengage and process these emotions, leaving them very vulnerable to STS and PTSD.
Jenny Patterson 2019



Midwives who witnessed traumatic birth were mostly emotionally affected. They lost their self-confidence and intended to leave their profession. They emphasized the importance of peer support through which they could share their experiences.
Ruveyde Aydin and Songul Aktas 2021

The Society Of Medicine report says current working conditions experienced by midwives pose a significant threat to their mental health, leading to a high risk of mental health problems and burnout. It also found that working conditions threaten midwives' health and affects their ability to deliver high quality care to patients. **RCM 2020**



Barriers

- Time
- Staff engagement
- Resources
- Finance
- Courses
- Correct process
- Covid-19

TRAINING STAFF

- Mental Health 1st Aiders (Ideally one in each department)
- "Time out " facilitators – We have 6 within Maternity
- Critical incident Stress Debrief(CISD) Facilitators – We have 6 facilitators

We also work with the Harrogate and West Yorkshire Wellbeing Hub

METHOD

MY Mind Matters is a programme for staff to opt in and engage with peer support offered following an adverse incident at work. This includes cases with poor outcomes or cases that have been emotionally challenging for staff. The programme involves offering staff Critical incident stress debriefs (CISD) as a group or as an individual from staff who have been trained appropriately.

Facilitators are trained in both 'Time Out' model of hot debriefs, as well as in Psychological First Aid, which includes Critical incident stress management and debriefs. It is important to note that this is not a clinical debrief, nor should it be used in place of professional help and treatment if necessary, it is purely peer support meant to improve mental wellbeing by allowing individuals to speak about their experiences and feelings in a non-judgmental and confidential environment.

REFERENCES

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Pathway



SO far...

This project launched in January 2022 so it is still in its infancy stage. Since then we have completed 6 CISD for various different clinical incidents and have received positive feedback.

We will continue to provide CISD and will strive to improve staff wellbeing. We will also look at working with other departments to provide collaborative debriefs within maternity, for example Neonatal teams and the Yorkshire Ambulance Service.

Feedback

- Nice to know I am not alone in my feelings
- I feel that I am cared about by the trust
- Provides a safe space to reflect and learn
- Great to debrief as part of an MDT

Conclusions

It is essential that all healthcare professionals within maternity are able to provide safe and effective care, to achieve this we must support their emotional wellbeing.