

## Professional Support Unit

Health Education and Improvement Wales (HEIW), Tŷ Dysgu

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## Team Support (6)

### Team / peer to peer psychological debriefing

As managers, from time to time, you may notice increased anxiety in staff members, and you may be concerned about how to support staff around work based distress, loss and broader coping.

This document is part of a series of resources for managers, put together by the PSU, offering tips and tools to support you to support your colleagues. Some of these may also be useful for you to think about yourself too – **your wellbeing is paramount as you care for others.**



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*We've got this – we're making a difference*

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Adapted from resources developed by the Staff Wellbeing Psychology Team

North Bristol NHS Trust - [staffwellbeingpsychology@nbt.nhs.uk](mailto:staffwellbeingpsychology@nbt.nhs.uk)

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### Team / peer to peer psychological debriefing

Peer to peer support is key in coping with challenging events. You may want to use the 3 Step Team Procedure (see Resource 5 in this series) on a daily basis:



### Peer to Peer Debriefing

You may be familiar with debriefing or you may not. This is outlined below:

Whenever a notable event occurs (this may, but is not restricted to, those that involve risk of harm or death to a patient) for example resuscitation it's important for teams and individuals to have a brief structured session to reflect on what they have experienced, and an opportunity for shared learning, strengthening resilience and both individual and mutual self-care.

This is not the same as formal psychology debriefing, but a semi structured peer-led conversation to reflect on the situation, notice any unhelpful cognitions (e.g. around blame, shame), gather learnings, as part of then being able to focus on the next clinical task at that time. Evidence suggests that this form of peer to peer support, offered routinely, can be helpful as part of an approach of support and active monitoring of colleagues' welfare.

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## Your own wellbeing as a manager

It is really important to remember that '**it is ok not to be ok**'.

It's common to focus on the wellbeing of others first but as managers we must look after ourselves and each other as best we can, so that you can be well resourced to support others. As the saying goes 'We need to put our own oxygen masks on before helping others'.

## Support and resources available to all (including you as a manager):

**A selection of open access, supportive, resources and tools, including playlists, resources and tools available for download here:**

<https://psu.walesdeanery.org/support-services/resource-locator>

**Wellbeing Resources from Health Boards and Trusts across NHS Wales:**

<https://leadershipportal.heiw.wales/go/cp92la> -

**Health for Healthcare Professionals:** <https://www.hhpwales.co.uk/> or call **0800 058 2738** or email - Monday to Friday 9am to 5pm

**BMA Doctors-for-Doctors:** <http://bma.org.uk/practical-support-at-work/doctors-well-being/about-doctors-for-doctors> or call **08459 200 169 (landline: 01455 254 189)** - 24 hours a day, 7 days a week.

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The resources in this series:

1: Supporting staff: 5 levels of care

2: Psychological safety: How managers can help foster this key area

3: Psychological first aid: How to respond to distress in your colleagues

4: How to support staff with acute anxiety or panic – a brief grounding exercise

5: 3 Step team procedure (including STOP for 15)

6: Team / peer to peer psychological debriefing

7: Other tips for supporting your team

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