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Optimising Strength and Resilience: Integrated Physical and Psychological health programme for NHS staff members

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Optimizing Strength & Resilience is an organizational intervention designed to promote an integrated approach to physical and psychological health through the application of biomedicine, cognitive science and behavioral theory in an acute NHS Trust. The intervention was aimed at NHS staff members in recognition of the high levels of work-related stress which impacts upon staff wellbeing and patient safety, building on the recent calls from the General Medical Council (GMC) and Royal College of Nursing (RCN) to address stress and promote strength and resilience training. The programme sought to address three main challenges: 1. the relationship between NHS staff wellbeing and how this translates into high quality, safe care for patients. 2. Physical and psychological health problems in NHS staff; 3. The challenge of strengthening a compassionate organisational healthcare culture. Employing a strengths-based, reflective practice framework, the programme was delivered through multi-media communication platforms and work streams including workshops, committee work, lectures, change champions and the development of strategy linked to policy. During the programme 161 staff attended workshops. Pre- and post-workshop measures showed a significant increase in: wellbeing, knowledge of stress, confidence managing stress and feelings of resilience. Results also showed a significant reduction in psychological distress and mental health stigma. Overall, the programme was well-received and led to increased knowledge, improvements in wellbeing, promotion of positive health behaviours and a reduction in mental health stigma. The project team is currently promoting and delivering the programme to NHS staff members in the South West London region.

Biography

Anne-Marie Doyle holds a Bachelor of Science degree in biological science and psychology and a doctoral degree in clinical psychology.

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