
Staff Wellness

Sample Package of Staff Wellness Training Materials



Partners
In Health

Notice on Adaptation of Resources

Important Notice Around Copying and Distribution of Partners In Health Images Found in PowerPoints/Manuals/Curricula:

The images found in the PowerPoint presentations and manual/handbooks have either come from Partners in Health or have been purchased through Hesperian, and have certain licensing restrictions. If any manual plans to be reprinted at any site (that includes pages with images), the PIH Boston Training Team must be notified about how many copies will be printed, to ensure that we are not infringing upon our licensing agreement (we will modify our agreement if need be). If any images from a PowerPoint plan to be repurposed or used in a separate PowerPoint, the Boston Training Team must also be notified, to ensure that we are not infringing upon our licensing agreement (we will modify our agreement if need be).

© 2021 Partners In Health. All rights reserved. Commercial use prohibited.

For access to full training materials please complete the resource request form [here](#)

or contact us at xsitementalhealth@pih.org

INCLUDED
SAMPLE
RESOURCES:

Overview of Staff Wellness & Training

Training Needs Assessment

Example of Training Agenda

“Hear Me” Training Example

Support & Burnout Training Example

Why Staff Wellness?



- Build resiliency, community solidarity, and accompany our colleagues in order to avoid burnout, increase retention, and better manage the stress of work



- Provide space for staff to come together, enhance connections, and get to know each other through a peer support model



- Support staff during complicated, difficult, and unprecedented situations & identify those who need additional support in order to effectively link/refer them to resources and professionals

Example Slides from Staff Wellness Training



Example Slide:

How can leadership assist health worker staff?

**What do
health care
workers desire
from their
leadership?**



“Hear Me” Concerns

- Often during times of crisis, staff can have uncertainty that leadership will recognize their concerns
- In order to appropriately support health care professionals, it is important to understand their sources of anxiety, worry and stress
- Best way to understand health care workers concerns is... TO ASK
- It is important for leadership to listen to perspectives from health care staff and address their concerns to the extent that the organization is able
- Crisis communications with staff should provide education and empowerment
 - Without information, imagination and catastrophizing can occur
- Effective communication is a way to reduce anxiety and distress

“Hear Me” Response

Communication from leadership

- Up-to-date information on COVID-19
- What is being done to protect health care workers
- What should be done if they are exposed
- Anticipate questions and answer them in advance
- Provide staff with information about what they can do to help themselves
→ helps to restore sense of control

Provide communication remotely when possible, be creative with method of how to do this: can be done through phone trees, WhatsApp audio messages, WhatsApp group texts, arranging regular phone conference calls, etc

“Protect Me” Concerns

- Concerns about risk of infection are likely foremost on the minds of frontline staff. Furthermore, many staff are worried not only for their own personal safety but also of becoming infected and passing COVID-19 on to their family members at home
- Important to reduce risk of health care professionals acquiring the infection, not just for health care staff themselves, but also as a public health measure
- Stigmatization of health workers in the community can also be a concern due to fear that they will spread Coronavirus

“Protect Me” Response

- Adequate provision of PPE and IPC equipment is NECESSARY for staff to do their work safely
- Regular up to date communication on the status of IPC tools, PPE, and work adaptations will help to allay fears of staff
- Regular communication and reminders to staff on how to avoid bringing COVID home to family members
- Consider accommodating the work of those at high risk of serious illness from COVID-19 infection due to age or medical conditions
- Continue to provide information to the general public about COVID transmission can help fight against stigma towards healthcare workers

Stress and Burnout

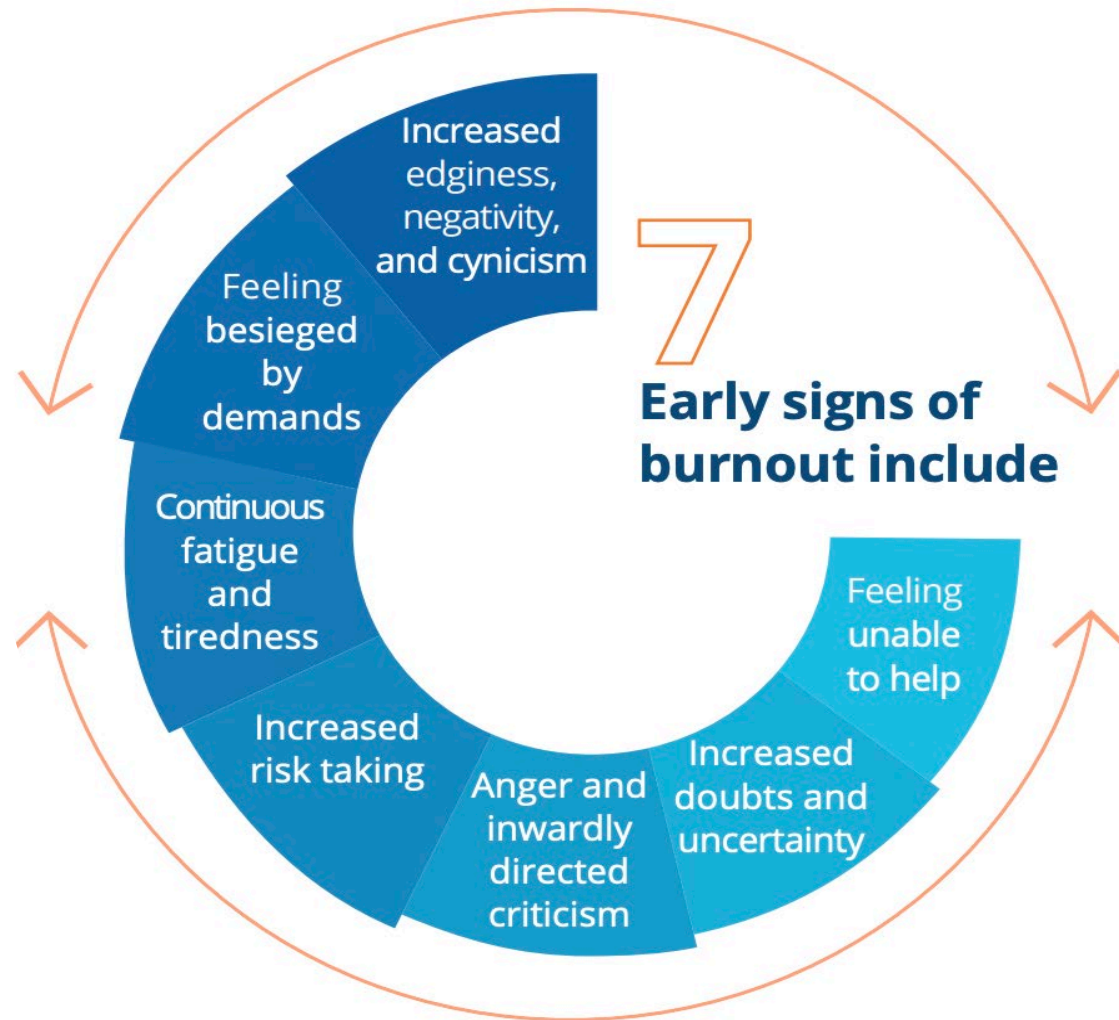


- Stress is a very individualistic experience; what might be acute stress for one person could be chronic for another, and what might be low-intensity stress for one person could be medium or high intensity for someone else.



- Burnout is an advanced, more complicated continuation of stress, and its intensity is always high.

Early Signs of Burnout



Questions? We'd love to hear from you!

Please contact xsitementalhealth@pih.org for access to more information & materials, or complete the resource request form [here](#)

Partners In Health, Mental Health Program

