WORKPLACE WELLBEING

IN RESIDENTIAL CHILDREN'S HOMES

Children in Care Research Group

Manchester Metropolitan University

CCRG@mmu.ac.uk @InCareResearch

DR JUDITH JOHNSON

HOW BURN OUT IMPACTS CARE PROVISION

BURNOUT

OCCURS IN ALL AREAS OF LIFE & OCCUPATIONS

NOT DIAGNOSABLE

CYNICISM, DEPERSONALISATION

DISENGAGEMENT & EXHAUSTION

WORK RELATED WEARINESS

Is it just depression?

BURNOUT IS ALL ABOUT WORK

LINKED TO

DEPRESSION IS MORE ABOUT LIFE

PATIENT SAFETY & CARE

There are days when I feel tired before I arrive at work

STAFF MORE LIKELY TO LEAVE or go SICK

THIS IS EXPENSIVE!

19% OF SICKNESS DUE TO M.H PROBLEMS 2010-18 → STAFF SHORTAGES

BURNT OUT DR'S

- 2X MORE LIKELY TO MAKE A MEDICAL ERROR
- 2.5X RISK OF LOW PROFESSIONALISM
- 2.5X RISK OF DISSATISFIED PATIENTS

D-I-S-E-N-G-A-G-E-M-E-N-T

MORE BURNOUT → LOWER CARE

SOCIAL CARE & BURNOUT

HIGHER STAFF TURNOVER

20% HIGHER RISK OF REPORTING ABUSE

SARAH PARRY @DRSARAHPARRY

TRACEY WILLIAMS @TRACILOU

EMMA FORD

HOW TO TAKE CARE OF YOURSELF WHEN YOUR JOB IS TO TAKE CARE OF OTHERS

I can support you..

KNOW WHAT WORKS FOR YOU & LET OTHERS KNOW

- VALUE YOURSELF & FEEL VALUED BY OTHERS
- WELFARE SUPPORT PLAN
- SET SENSIBLE EXPECTATIONS
- BE ACCOUNTABLE

Agghhhh

WHAT TRIGGERS YOU?

KNOW WHAT YOUR OVERDRIVE LOOKS LIKE

WHEN YOU'RE NOT YOURSELF... GOING TOO FAST / HIGHER EMOTIONS

NOT A WEAKNESS... THERE IS A REASON.

+ WHAT IS THE IMPACT?

BE PROACTIVE

- PLAN AHEAD
- BOOK BREAKS

MAR

SELF CARE FRIDAY

COSTA

JAM

! IF I ONLY DO 2 THINGS TODAY TO MAKE A DIFFERENCE ... !

BE KIND TO YOURSELF

COMPASSION & EMPATHY TAKES ENERGY

BUT IT ENABLES TRUST & UNDERSTANDING

DAVID GRIMM

WHY STAFF WELLBEING IS IMPORTANT TO RELATIONSHIPS WITH CHILDREN

I GREW UP IN A DIFFICULT HOME SITUATION

RESPITE THEN AT 14 INTO RESIDENTIAL CARE FOR 5 YEARS

LIVED IN 50+ PLACES

STILL IN TOUCH WITH MY KEY WORKER

LIKE A FATHER & FRIEND TO ME WHEN EXCLUDED FROM SCHOOL

HE REALISED I COULD DO BETTER

COMPASSION - STAFF ARE THE REASON I'M ALIVE

GOOD SUPERVISORY SYSTEM FOR STAFF

STAFF TOOK CARE OF EACH OTHER

ESCAPE YOUR CAVE OF THOUGHTS / SADNESS THROUGH COMMUNICATION & RELATIONSHIPS

ETHOS - TREATED EVERYONE AS HUMANS

STAFF WELLBEING ESSENTIAL TO CHILDRENS WELLBEING

POLICE WERE LAST RESORT

STAFF

CHILDREN COMPASSION MANAGERS

STAFF

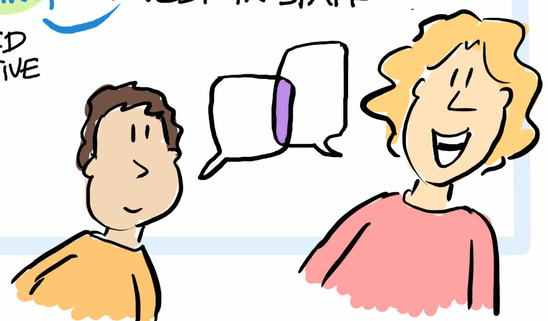
GOLDEN BOND

STAFF NEED TO BE SUPPORTED WITH WELLBEING

TRAINING

INVEST IN STAFF

CHILDREN NEED TO BUILD POSITIVE LONG-TERM RELATIONSHIPS



IMAGISTIC.CO.UK 2021