

Collaborating Across the Continent to Promote Colleague Compassion & Caring

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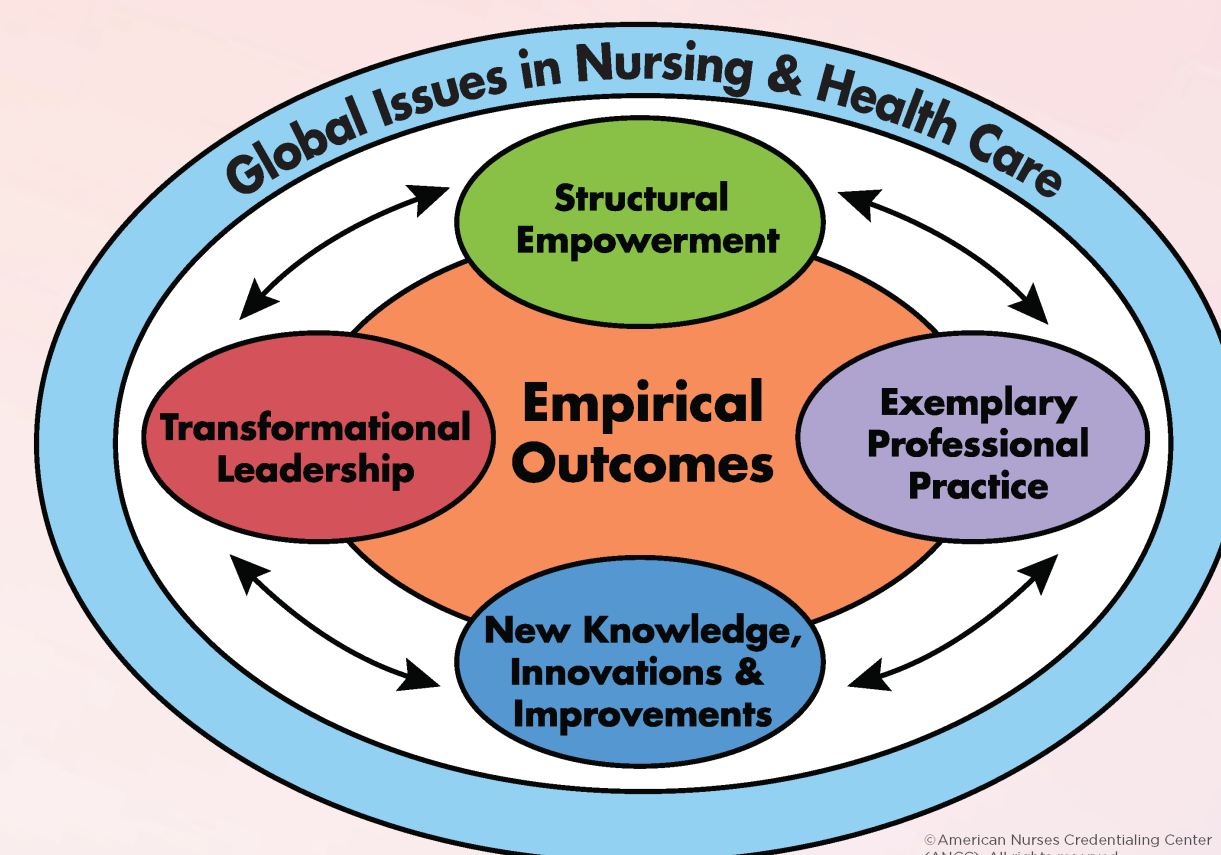
Collaborating Across the Continent to Promote Colleague Compassion & Caring

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Background

- The increasing burden of mental distress reported by healthcare professionals is a matter of serious concern
 - Growing recognition of the role of the workplace in creating this problem⁴
 - Effective, affordable and sustainable interventions to improve health professionals' mental health and well-being are essential to reduce burnout, lost productivity, unsafe care and improve mental health.¹

- **Magnet4Europe Aim:** Redesign hospital workplaces to improve **mental health, wellbeing, and retention of nurses and physicians**, and **improve patient safety and outcomes**.



- The U.S. Clinician Well-being and Magnet4Europe Health and Well-being Survey results revealed an opportunity for twinning partners at Gloucestershire Hospitals NHS Foundation Trust (GHNHSFT), UK and Lehigh Valley Health Network (LVHN), Allentown, PA to collaborate and consider how to translate these findings to improve work environments using the Magnet model[®] as a guide to action.

Methods

TWIN SITE VISIT UK MAY 2022



- Met with network shared governance Peer Support Council members
- Learned about the GLoStaR Guardian program offering support to peers and early career nurses
- Introduced to the Professional Nurse Advocate (PNA) Programme³
 - First for nursing across world
 - Training programme launched March 2021 by England's CNO Ruth May which supports **Structural Empowerment** of nurses
 - Achieved through Restorative Clinical supervision
 - Develops emotional needs of workforce
 - Focuses on resilience
 - Reduces burnout and absences; improves job satisfaction
 - Grounded in the A-EQUIP Model²
 - Aim: 5,000 PNAs, across all specialties in England by April 2022

FESTIVAL OF NURSING EXCELLENCE MAY 12, 2022



- LVHN nurses invited to present at GHNHSFT's International Nurses Day 'Festival of Excellence'
- Introduced LVHN's Director of Compassion & Caring for Colleagues to our twin hospital
 - Director conducted a virtual meditative grounding activity modeling a caring/healing environment
 - Shared job description and primary support roles of this position with our twin partners to support **New Knowledge and Innovation**
- Offered a presentation by one of LVH's Caritas Coaches to advance **Exemplary Professional Practice** by promoting nurse self-care and sharing associated strategies with the group

PROFESSIONAL PRACTICE MODEL (PPM) AND CARING THEORY AUGUST 2022

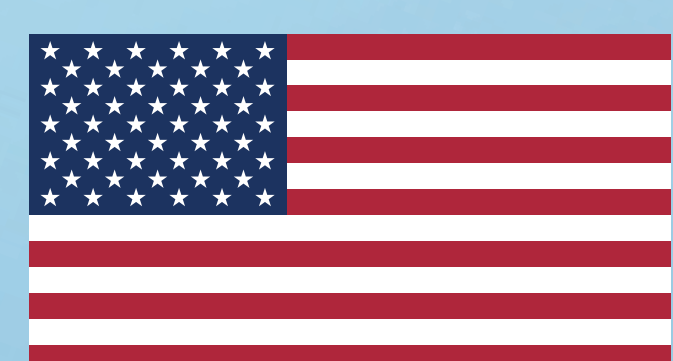


- LVHN conducted an off-site retreat for network nurses to evaluate our current PPM
- Guest speaker Dr. Jean Watson - presented on the Theory of Caring Science
- Shared PPM retreat agenda, activities, literature review and all retreat PowerPoints with twinning partners
- September 2022- Hosted a follow-up call with our twinning partners to discuss how the Science of Human Caring and the Caritas principles align with GHNHSFT and LVHN's Core Values and Strategic plans modeling **Transformational Leadership** concepts
- Discussed future initiatives to support creation of a PPM at GHNHSFT

Future Direction

- Include twinning partners in LVHN initiatives designed to support and promote colleague well-being
 - Caritas Nurse Leadership training sessions
 - Network RN Engagement Council meetings
 - UK twin visit to Lehigh Valley Health Network – Oct. 2022:
 - Meet with selected Professional Governance Council members, Director for Compassion & Caring for Colleagues and key network stakeholders
- Introduce twin hospital to LVHN's "Partners in Caring" initiative

- Continue to collaborate on strategies designed to impact staff well-being, promote retention and support professional resilience
- Invite LVHN Director of Compassion and Caring for Colleagues to present at GHNHSFT's 'Winter Symposium of Learning' – introduce role to Professional Nurse Advocacy and Peer Support Council members
- Collaboratively identify safe spaces to hold well-being conversations



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