

Values Based Reflective Practice (VBRP) in Action during Pandemic

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Abbreviated Abstract: “Reflecting on the past, in the present, in order to learn for the future”

Macmillan Nurse Facilitators voluntarily re-deployed to a large Residential Care home during the Pandemic. Carers were struggling with mixed emotions after witnessing the deaths of residents with COVID. The MNFs facilitated face to face VBRP sessions as a way of helping staff reflect on trauma they had experienced. This was cathartic for carers as it allowed them to share experiences and benefit from group support.

Related publications:

- <http://www.knowledge.scot.nhs.uk/vbrp.aspx>
- Wallace, C L et al (2020) Grief During the COVID-19 Pandemic: Considerations for Palliative Care Providers. Journal of Pain and Symptom Management (60)70-76

Previous work, challenge and approach

Values Based Reflective Practice (VBRP) promotes wellbeing and fulfilment at work, by offering a safe and bounded space in which to reflect, in a supportive and creative environment.



*Can't do this
anymore*

Who's next?

SHOCK

Hopelessness

*Don't want to be
here anymore*

Distress

Exhausted

Worry

*What about
my family?*

Scared



Isolation

Guilt

*Can't take
this home...*

Sadness

Techniques and Methods

The Macmillan Nurse Facilitators (MNFs) used a VBRP tool called “Envision” cards. Carers were invited to choose a card that resonated with them on how they were feeling during the peak of the pandemic. Each carer in turn was asked to hold their chosen card in front of them for others to see. The other group participants were asked to comment on the card by using statements beginning with “I notice”... and “I wonder”... The person holding the card does not have to comment but listens to what colleagues are noticing and wondering about their card. This often leads to a “realisation” by the staff member. At this point the card holder may choose to comment on what they have heard and share it with the group or may choose to stay silent and reflect on the process privately.



Results and Conclusions

Care home staff suffered from heightened stress, anxiety, guilt, and fear due to the significant loss of life in their care home during the COVID pandemic.

Macmillan Nurse Facilitators used VBRP sessions for staff to facilitate their emotional release and recovery. Feedback was overwhelmingly positive and valued by recipients. This support will continue.

I feel this exercise was very beneficial for all staff working during Covid-19. A great release when all were feeling very stressed.

SSCW

I feel this was a great experience, also feel this would benefit staff if more frequent.

SCW

Was good to share my worries and concerns with others who have the same experiences as myself. Very helpful.

SCW

Was not expecting this to be beneficial – but found the exact opposite. Very much helped me during this difficult time.

SCA

I felt very respected and understood. I also felt great relief. I would like to thank the nurses as I walked away feeling very happy and touched from our group discussion.

SCA/Daycare Worker

An opportunity to take time and reflect on the experience we have been through in safety.

Ops Manager

I felt there was an understanding of how I felt, and I did not feel alone, made me feel better afterwards.

Key:

Ops Mngr: Operational Manager
SSCW: Senior Social Care Worker
SCW: Social Care Worker
SCA: Social Care Assistant