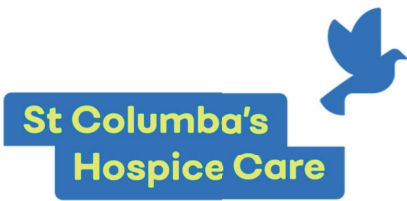


# Influencing a restorative culture through the embedding of Resilience Based Clinical Supervision (RBCS) at St Columba's Hospice Care

Sheila McGovern & Fiona Cruickshank



## Introduction

Resilience-based Clinical Supervision (RBCS) is a form of restorative supervision which was developed by Gemma Stacey and Nottingham University in 2015.

RBCS includes elements of mindfulness-based exercises with a view to 'enhancing well-being, resilience and improving patient care' (1).

Our team at St Columba's Hospice Care (SCHC) became aware of the RBCS programme through partnership working with the Foundation of Nursing Studies (FoNS) who offer this programme to organisations across the UK. Research advocates (2,3) clinical supervision/reflective discussion as a crucial form of support to reduce the risk of work-related stress and burnout.

In 2022 we chose to implement the programme into our hospice care as a form of reflective discussion for clinical and non-clinical staff. This implementation process is ongoing, and the aim of this poster is to present progress thus far.



RBCS draws on the theories from compassion focused therapy, the ecological model of resilience training and the evidence for mindfulness.

## Process

RBCS Facilitator training groups (13 hrs) commenced April 2022



20 SCHC staff of varying roles have been trained to facilitate RBCS to date.

Collaboration with Hospice UK to include 7 other hospices across the UK since 2023

RBCS Groups across the organisation



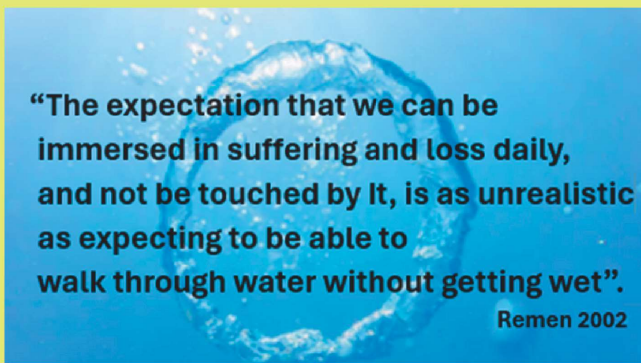
9 groups commenced since 2022 and 6 remain in progress.

## Rationale

**"There is a cost when we care. We know working in the hospice sector requires high levels of emotional labour and that can lead to emotional burnout."**

- Hospice UK

Embedding RBCS was our initial step to creating an environment where our workforce is empowered to recognise their own resilience in the face of challenging situations and are supported to make decisions with courage and self-awareness.



Contrary to the title regarding the word clinical, we feel this form of supervision is appropriate for any staff member at St Columba's Hospice Care.

SCHC Strategic Plan 2020-2024" Adapting to a changing World" is built on the three key themes:

### Create – Empower – Sustain

At the heart of these themes are our people. Our strategy provided us with an opportunity to explore how we support staff, embed resilience and therefore influence long-term sustainability.

## Results to Date

### RBCS groups-

61 sessions with 174 attendances have been facilitated

### RBCS Facilitator training-

65 hours of training staff from all areas within the organization.

### What are our staff saying?

"It was great being able to be part of the group and feel the support from the other attendees."

"It's helped me when dealing with challenging situations with patients"

"The group felt like a safe space where I could speak honestly and openly about how I was feeling without judgement or fear of how others might view me."

## Challenges

Our challenges with implementation involved staff feeling unsure of the benefits of RBCS and having time to access the sessions. We have integrated the theory behind RBCS in our communication workshops and this has led to an increased interest in accessing the sessions. This is a long-term commitment to our teams, and we have learned to notice and seize the opportunities for implementation as we move forward.

## Moving Forward

Embedding RBCS has opened discussion in our hospice around restorative culture and the benefits of recognizing the emotional and physiological impact of the work we do. It has given us the confidence to influence our future strategic development in relation to our workforce.

## Acknowledgements

We acknowledge and appreciate the wonderful work of Gemma Stacey and the Foundation of Nursing Studies in developing the RBCS programme and providing the resources free of charge. We also acknowledge the valuable role that Hospice UK have played in supporting hospices to embed RBCS.

### Contact Information

Sheila McGovern  
Practice Development Facilitator  
St Columba's Hospice Care  
Edinburgh, EH15 3RW  
smcgovern@stcolumbashospice.org.uk  
www.stcolumbashospice.org.uk

## References

- <https://www.fons.org/learning-zone/clinical-supervision-resources>
- <https://www.hospiceuk.org/publications-and-resources/resilience-framework-supporting-hospice-staff-flourish-stressful-times>
- <https://www.hospiceuk.org/innovation-hub>