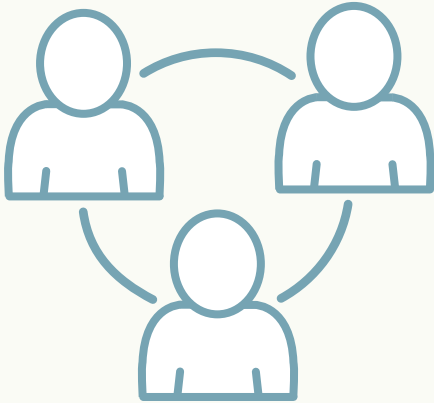


# IMPROVING OUR WORKPLACE

Critical care is a challenging environment to work in, however there are things that help reduce the emotional impact of the work. The following are ideas for your teams.



## Creating space for the team to get together

Creating opportunities to discuss the impact of cases such as Reflective Rounds can help staff process the traumatic impact of the work. Safety huddles, simulation and quality and safety meetings allow a structured way of spending time together and learning more about each other. Informal spaces such as staff rooms and social events also help.

## Design the working day well

The working day should be organised to balance demands but should also provide positive experiences with patients and families.



## Engage staff

Create ways to engage your team, from team meetings and listening to ideas, to engaging junior staff with projects to help their sense of belonging.

**Have you noticed changes in your team?  
Why not have a conversation?  
Don't be afraid to ask, 'are you ok?'**