

Strategies for Higher Learning

Dear Educators,

This 3 phase research study was carried out as a result of interdisciplinary LTC staff sharing their experiences, challenges, recommendations in relation to caring for dying residents in Long-term care – with the aim of reducing the risk of stress and burnout. Our invitation to you, is that you consider these recommendations and opportunity to help prepare future healthcare workers with the tools and resources to protect against the dangers of stress and burnout.

PHASE 1 STUDY (2016) pre covid-19

How are interdisciplinary staff affected by resident deaths?

- Nearly 50% of PHC LTC staff experienced 1 or more symptoms of burnout
- Emotional exhaustion **high**
- Depersonalization **low**
- Personal accomplishment **high**
- Likelihood of burnout is associated with the experience of caring for dying residents

“No time to grieve and mourn the loss”

“The need for support...both clinical and emotional...”

“In school, there was very little acknowledgment that people you work with might have emotions, and you might have emotions too...”



PHASE 2 STUDY (2018)

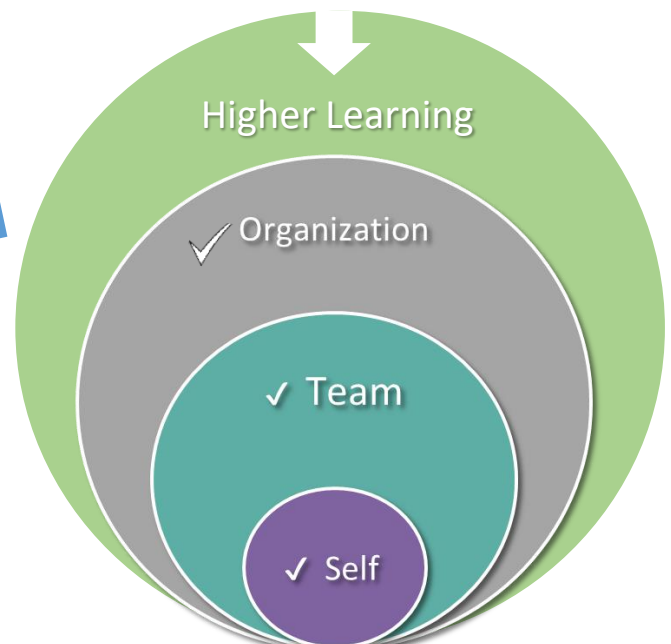
Further explored challenges experienced by staff, strategies they found helpful and ways of incorporating into our work /life

Challenges...
Expectation
Communication
Acknowledgement
Support
Education

We found that multi-level strategies are needed to reduce risk of staff stress and burnout

“I think that would help... someone to just kind of frankly ask... how do you feel about death and dying because there’s a good chance you’re going to encounter it here...”

PHASE 3 STUDY (2021) Implementation of Strategies



STRATEGIES FOR HIGHER LEARNING

Target area	Strategies/opportunities for Higher Learning to support future healthcare workers
Emotional preparation	Provide resources to help prepare students emotionally for caring for dying residents
Clinical preparation	Provision of adequate education on death and dying/palliative care
Self-care	Provide education on self-care and recognizing the signs/symptoms of burnout
Resilience as a skill	<p>Provision of resources and opportunity for students to learn the skills that promote resilience</p> <p>Provide opportunity for students to complete HOPE LearningHub modules (code 26536)</p>
Teamwork	Provision of education on effective teamwork
Recognize and acknowledge the unique role and stressors facing LTC staff in caring for dying residents	Help to enhance awareness of LTC staff needs and facilitate their voice in the structure and provision of health care

Strategies for SELF and TEAM provided through [HOPE LearningHub modules](#) developed by the research team. Our feasibility study indicated that the modules may have protective effects against burnout.

Ultimately for multi-level strategies to be effectively integrated, they need to be practiced by individuals and teams, embraced by leadership, shared through higher education and professional development, enhanced through further research and development

<https://professionalpractice.providencehealthcare.org/ltc-team-support>

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