Developing capacity in Paediatric Palliative Care: a blueprint for building interdisciplinary Clinical Supervision for a team.

Westmead Precinct Education Hub Grand Rounds

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Welcome to a very special place

Bear Cottage is a children’s hospice – a very special place that’s dedicated to caring for children with life-limiting conditions and their families. At Bear Cottage we believe that life, however brief, should be enriched, enjoyed and celebrated. Ours is a home full of special moments and cherished memories. Here, life is for living.
Bear Cottage – a unique service

Bear Cottage provides respite and end of life care for children with life limiting illness and their families.

To help families through this challenging time we can:

- Provide temporary respite care in the earlier phases of an illness to give families a much needed break.
- Develop rapport and provide support for families as the child’s condition progresses.
- Provide end-of-life care according to each family’s needs, and in keeping with each family’s religious and cultural beliefs.
- Bereavement care through our ‘Footprints in the Sand’ program and referrals to counselling.
The Staff

Ours is one big family

The one thing that makes Bear Cottage truly special is not our facilities or programs – it’s our amazing people. While staying with us, children receive the best 24-hour medical and psychosocial care delivered by an expert interdisciplinary team. Our team of play, music and art therapists develop specific programs for each child based on their abilities, age and condition. The daily chores, like cooking and cleaning are attended to by our chefs and housekeepers who are supported by a dedicated team of caring volunteers. This leaves families to do as much, or as little, as they like.

Our dedicated staff includes:
- Nursing Unit Manager
- Paediatric specialist
- Experienced paediatric palliative care nursing staff
- On-call GPs
- Social workers
- Child life play therapists
- Music therapist
- Art therapist
- Chefs
- Housekeepers
On Reflection...
Unique issues...
Culture change...
The Idea...
The facilitators…

NUM

CNS

CNE

Social Worker

Social Worker
0-12 months

- 5 targeted staff are released to attend monthly workshops developing facilitation skills in Clinical Supervision

- These staff are facilitated by AHE in a group supervision program with other staff across the network
12-18 months

- AHE facilitates Clinical Supervision groups and action learning sets with interdisciplinary staff at Bear Cottage on a monthly basis
- Workshop on annual education day on Clinical Supervision – EOI are gathered
18-24 months

• Co-Facilitated sessions with AHE and targeted staff for group interdisciplinary Clinical Supervision

• NUM joins NM/NUM Clinical Supervision group at SCH

• Evaluation using the Masach Burnout measure conducted with the team
24-36 months

• 5 targeted facilitators independently run monthly Clinical Supervision sessions with interdisciplinary staff at BC

• Phone/Lync Supervision provided to facilitators pre and post sessions by AHE
“I’d like to learn how to be less critical. My mouth has been classified as a weapon of mass destruction.”
The outcomes...

What we were aiming for:

Promote and extend your knowledge and skills in the provision of clinical supervision;

To provide an opportunity for you to practice clinical supervision in a supportive environment.
Achievement of Purpose

- The purpose of the group supervision component of each session was:
- To create an environment in which the participants have an opportunity to evaluate, reflect and develop their own clinical practice and provide support for one another.
Facilitator Confidence

Very confident, I would be happy to facilitate independently

Confident, I would be happy to facilitate with some minor support

Somewhat confident, I would like to facilitate with a moderate level of support

Slightly confident, I would like to facilitate with a significant level of support

Not at all - I don't feel like I am confident to facilitate Clinical Supervision

The Sydney Children's Hospitals Network

Care, Advocacy, Research, Education
Maslach Burnout Inventory

Maslach Burnout Inventory Results for Bear Cottage Clinical Supervision Groups
Pre and 6 months post implementation of group supervision

Risk of Burnout (Pre)

Risk of Burnout (Post)

The Sydney Children's Hospitals Network
care, advocacy, research, education
Maslach Depersonalisation Risk

Risk of Depersonalisation (Pre)

Risk of Depersonalisation (Post)
Maslach Personal Achievement
Re-Assess…
References


• GARLING, P. 2008. Special Commission of Inquiry: Acute Care Services in New South Wales Public Hospitals. State of NSW through the Special Commission of Inquiry: Acute Care Services in New South Wales Public Hospitals