

Staff Care

Purpose

Equip professional actors working with trauma-affected individuals with knowledge and skills to implement actions that reduce risks of compassion fatigue, secondary traumatic stress and burnout among staff and volunteers.

Briefly about

Staff Care is a key component of implementing a trauma-informed approach in an organisation.

Through a combination of training and mentoring, the programme supports staff and managers to implement sustainable measures and structures that promote staff well-being, and prevent compassion fatigue, secondary traumatic stress and burnout.¹

Target groups

The training is suited for organisations, including managers and staff, working with trauma-affected individuals.

Outcomes

After the intervention, the following changes can be expected:

- Organisation has enhanced institutional capacities to promote staff well-being.
- Staff and volunteers have improved skills to monitor, prevent and respond to compassion fatigue, secondary traumatic stress and burnout

Monitoring and evaluation

Staff wellbeing can be assessed using the Professional Quality of Life Scale (ProQOL) both before and after the staff well-being program. ProQOL measures compassion satisfaction, burnout, and secondary traumatic stress. Learning outcomes will be measured before and after the training.

Monitoring data is sensitive and must be protected according to guidelines.

Key considerations

For the programme to be effective, management of the organisation must commit to working trauma-informed and focusing on staff care to mitigate the risk of secondary trauma and burnout. It implies commitment from management to take steps towards implementing organisational measures that are identified and agreed through the programme.

The training may trigger emotional reactions amongst participants necessitating respect for confidentiality.

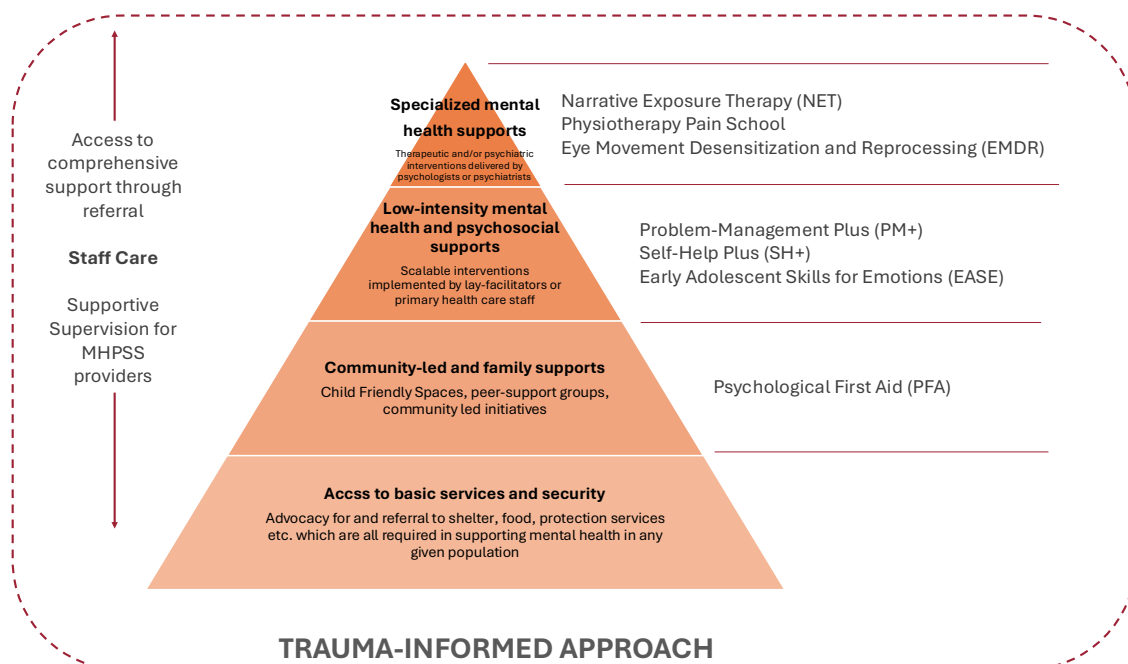
¹¹ The programme draws on CVT's curriculum for Professional Quality of Life (ProQOL)

Check questions

- ☐ In my organisation, we need better knowledge of how to promote staff well-being, and prevent compassion fatigue, secondary traumatic stress and burnout
- ☐ Managers in my organisation is willing and able to implement organisational measures to prevent compassion fatigue, secondary traumatic stress and burnout
- ☐ Staff in my organisation are willing to adopt personal practices and support colleagues to prevent compassion fatigue, secondary traumatic stress and burnout

Type of intervention

Implementing measures to ensure staff care / care for care givers is an activity that should be integral to any trauma-informed MHPSS intervention



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