

Resilience Based Clinical Supervision (RBCS) Programme: Supporting Staff through and beyond Covid 19.

Introduction and background



The Covid 19 pandemic has emphasised the importance of psychological health and well-being for all staff working in health and social care. Health and social care workers are identified as potentially being at greater risk of experiencing both moral distress and moral injury as a result of Covid 19 pandemic (Williamson, 2020).

TheKingsFund recommends “regular supportive supervision for all teams and individuals is needed so that their work can be sustained” (King's Fund, 2020).

Why Resilience Based Clinical Supervision (RBCS)?

The RBCS model is underpinned by the principles of compassion-focussed therapy (Gilbert, 2010). Evaluation suggests that it can help individuals to develop an increased awareness of the importance of self-care whilst questioning practices, which impact negatively both on staff and patient wellbeing.

The RBCS model is relevant to any member of the workforce whose role is influenced by the emotional consequences of personal, relational, or organisational demands. In hospices, this could be just about anyone including volunteers.

What is Resilience Based Clinical Supervision (RBCS)

The RBCS approach is based on facilitated reflective discussion and consists of five steps:

- Co-creating a safe space
- The integration of mindfulness-based stress reduction exercises
- A focus on the emotional systems motivating a response to a situation
- A consideration of the role of the inner critic in sustaining or underpinning a response to a situation
- A commitment to maintaining a compassionate flow to self and consequently to others

For more see the RBCS pages on the FoNS website - <https://www.fons.org/learning-zone/clinical-supervision-resources>

Who are Foundation of Nursing Studies (FoNS)?

The ultimate purpose of the Foundation of Nursing Studies (FoNS) is to improve care. They are dedicated to working with health and social care teams to develop and share innovative ways of improving practice, thereby enabling them to provide care that is high quality, evidence based and meets the needs of those receiving care and their families. For more information see - <https://www.fons.org/>

The RBCS Programme at Hospice UK

Working in partnership with the Foundation of Nursing Studies (FoNS), Hospice UK are therefore delighted to offer this Resilience Based Clinical Supervision (RBCS) programme, with the intention of building capacity to provide greater access to supervision and support across the hospice sector.

Aim of the programme

Whilst recognising and supporting existing regionally based wellbeing/supervision strategies, the aim of the RBCS programme is to develop champions/facilitators across the hospice sector over an 18-month period. These champions/facilitators have been working with others in their organisations with the aim of cascading their learning.

Why should your hospice get involved?

We recognise that our workforce is our most valuable asset. The pandemic has taken its toll and this funded programme has given an opportunity to provide a model of supervision that focuses on the emotional wellbeing of all staff as well as sustainability of a compassionate service to patients and families. Once initial facilitators have been trained, the RBCS model can be cascaded within your organisation enabling and empowering teams to offer peer-led sessions as and when appropriate. The model should complement any existing wellbeing strategies.

How you can get involved

Contact us at clinical@hospiceuk.org to find out more information and to register your interest.

