When nurses grieve: How well are we caring for the carers?

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Presentation Overview

* Introduction
* Research question
* Literature review
* Research aims
* Study design and method
* Research results
* Analysis and discussion
* Research limitations
* Recommendations

Introduction

Stuff.co.nz 2012

Introduction

3news.co.nz 2013

Introduction

Introduction

keepcalm-o-matic.co.uk 2012

Introduction

clipartix.com 2016

Research Question

How are nurses supported to work following a personal bereavement experience?

Research Question
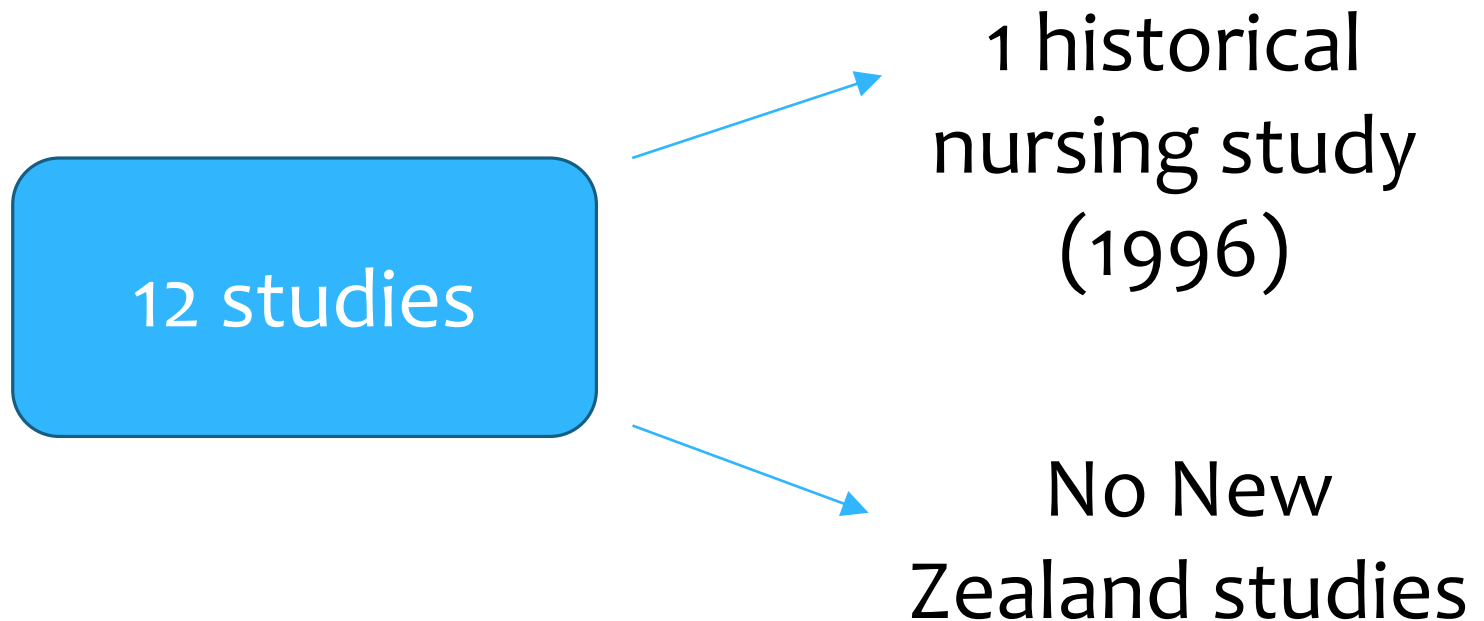

of personal bereavement

the death of a family member
friend or colleague

Literature Review

12 studies

1 historical nursing study (1996)

No New Zealand studies

Research Aims

greebiz.com 2011

pixgood.com n.d.

Study Design and Method

charge nurses and nurse managers

bereaved

registered nurses

Barvarian-times.com 2014

Study Design and Method

f **+** snowballing

Ethics approval from stakeholders ✓

Standard methods of analysis ✓

Research Results

In the past year:

97% NMs experienced supporting bereaved RNs

18.6% RNs experienced bereavement

Research Results

Consistencies

Median 20-29 years nursing experience

90% in current role more than 2 years

Policy gaps

Research Results

Consistencies

Need for additional leave

Inequity of leave approval

Little consideration of safety to work

Research Results

Nurse Managers

Discrepancies

Care undertaken capably, confidently

Culturally sensitive

Professional support services offered

Research Results

Bereaved nurses

Discrepancies

Absence of respect and compassion

Professional support not always offered

Lack of support on return to work

Analysis and Discussion

4 noteworthy themes were identified

1. Limited Policy

Limited organisational policy to assist nurse managers to support bereaved nurses

greebiz.com 2011

1. Limited Policy

Content of existing policy

Accessing and length of paid and unpaid bereavement leave

Accessing professional support

1. Limited Policy

Gaps in existing policy

Leave entitlements – extended family

Leave entitlements - friends

1. Limited Policy

Gaps in existing policy

"Most of us have our immediate family members abroad, and our immediate family here in Aotearoa are our significant groups that we identify with, for example, Church groups. We should be allowed to take bereavement leave when someone in this group dies so that we can grieve with their families, as we call the Church our family [*sic*]" (RN#29)

1. Limited Policy

Gaps in existing policy

"There are some people in our lives who are very special and once they die we should be given compassionate leave for them as well" (RN#32)

1. Limited Policy

Gaps in existing policy

"It is very unfair that people from [some cultures] are allowed more paid bereavement time than other cultures" (NM#5)

"[Some cultures] tend to have more leave due to cultural needs whereas European staff [*sic*] feel they can take one to two days only" (NM#14)

1. Limited Policy

Gaps in existing policy

How to provide equitable yet flexible leave options

1. Limited Policy

Gaps in existing policy

Practical suggestions for support - including other members of team

Resources available to the RN

2. Disconnect of Perceptions

The disconnect between nurse manager perceptions of bereavement support offered and those of the bereaved nurses

dgielis.blogspot.co.nz 2010

2. Disconnect of Perceptions

NMs

- 89% feel they support bereaved RNs well
- 88% are confident with bereavement support

RNs

- 47% felt unsupported re leave
- Attest to considerable variability in type and amount of leave

2. Disconnect of Perceptions

"I had tonnes of sick leave owing but had to use up my AL instead, to have an extra week off" (RN#35)

2. Disconnect of Perceptions

"Each manager working in DHBs has discretion to allow for paid bereavement leave and additional leave that may be required. Not all however, chose to allow the maximum paid time or additional leave"

(NM#27)

anonymousaspie.com n.d.

2. Disconnect of Perceptions

Why not use annual and sick leave to supplement bereavement leave?

Breakfreeinme.com 2014

2. Disconnect of Perceptions

Paulkeijzer.com 2012

2. Disconnect of Perceptions

65-75% experienced respectful, compassionate care

53% felt their manager communicated well with them
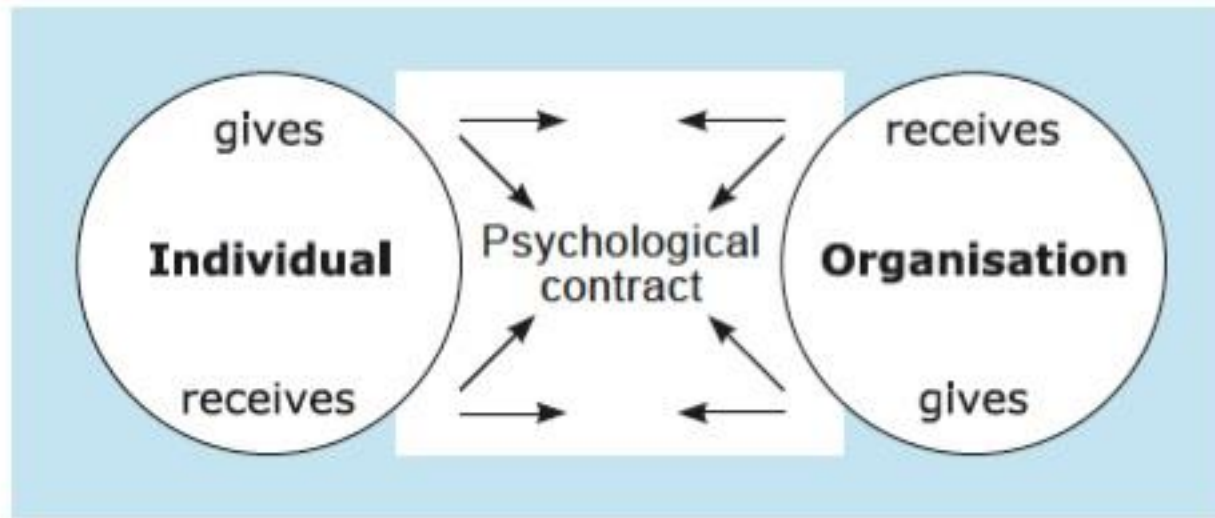
69% felt their concerns were listened to

2. Disconnect of Perceptions

Survival

2. Disconnect of Perceptions

open.edu 2013

2. Disconnect of Perceptions

england.nhs.uk 2015

2. Disconnect of Perceptions
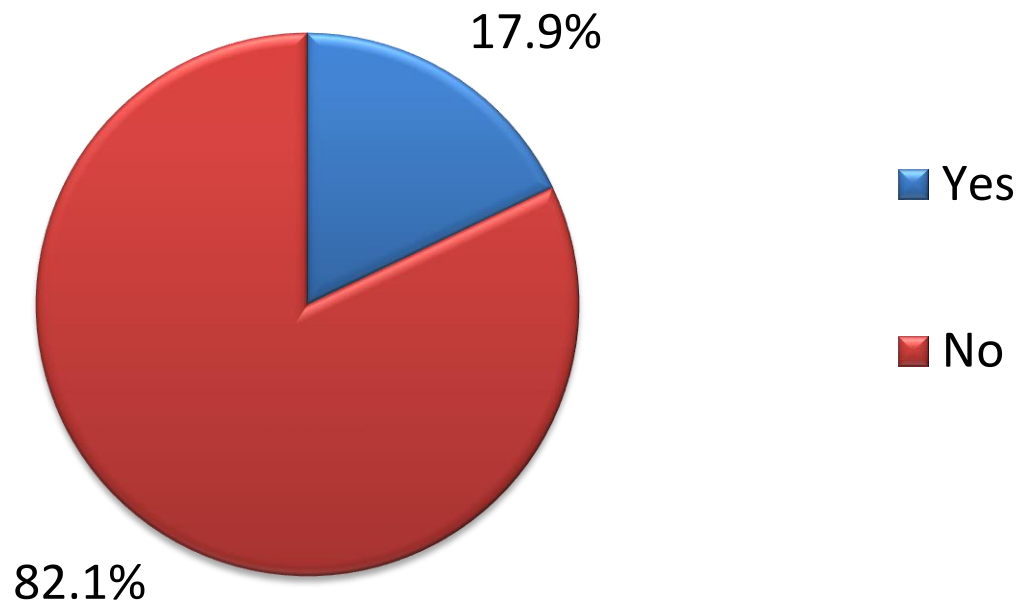

Tonybaldry.co.uk 2013

3. Safety to Work

The lack of consideration of the bereaved nurse's safety to work prior to the recommencement of nursing duties.

3. Safety to Work

Prior to returning to work, was the registered nurse assessed as being safe to work?
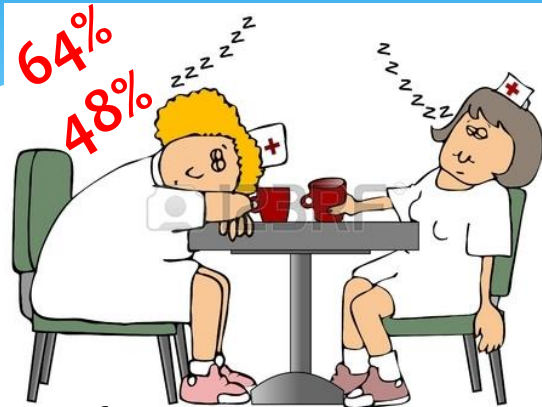

17.9%

82.1%

Yes

No

3. Safety to Work

28% felt they were unsafe to work

Nearly 35% felt their critical analysis skills were adversely impacted

Twitter.com n.d.

3. Safety to Work

64%
48%

123rf.com 2015

57%

Visianinfo.com 2014

28%

Medicalnewstoday.com2014

42%

Saratmd.com 2014

22%

Jolamble.com 2010

42%

I don't have a short attention span, I just...

Oh, look a Kitty!

ironydesign.com

60%

THINKING OF YOU
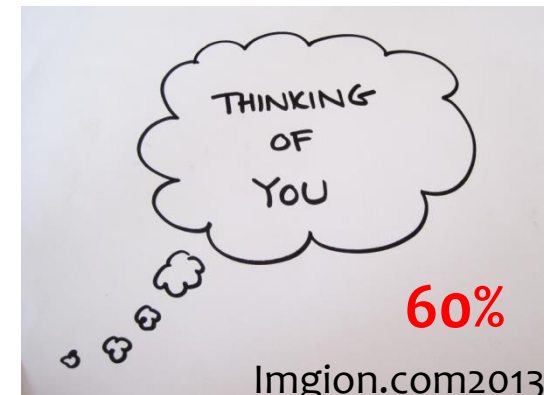
Imgion.com2013

3. Safety to Work

" I didn't have the energy to think situations through … I would try to work out what symptoms mean, but thinking was just so exhausting. I remember calling the Dr and making it her problem … only a comment from one of the other nurses about my patient made me realise my patient wasn't doing so well – I hadn't noticed!" (RN#21)

3. Safety to Work

Lookfordiagnosis.com 2014

Self-Assessment

Nurse self-assessment of safety to work, when used in isolation, may be misleading

4. Models of Bereavement

The incongruity between managerial attitudes and practices in relation to grief and contemporary models of bereavement

Silvertail.com 2014

4. Models of Bereavement

Historical Models

Freud

Kübler-Ross

Contemporary Theories

Sense-making

Benefit-finding

Silvertail.com 2014

4. Models of Bereavement

The paradigm shift:

Death ends a life,

not necessarily

a relationship

(Hall, 2011, p9)

Silvertail.com 2014

4. Models of Bereavement

Data from this study would indicate that the many managers are basing practice on outdated models of bereavement

Silvertail.com 2014

4. Models of Bereavement

Professional development

Moral distress

Gurmunsingh.wix.com n.d.

Research Limitations

Results are not generalisable

On-line data collection seen as a barrier to participation

Modest sample size

Bias of participating nurses

Recommendations

greebiz.com 2011

Recommendations

Policies that give emphasis to:

Allowing authority to rest with the NM

Flexibility and augmentation of leave options

Strategies to assess safety to work

Strategies to mitigate adverse layering effects

Recommendations

Justteach.co 2014

Recommendations

Training that gives emphasis to:

The impact on core nursing values

Contemporary models

The unpredictability of bereavement

Nurse assessment

How well are we caring for the carers?

Techknow.org.uk 2013

How well are we caring for the carers?

"… in this world

nothing can be said to be certain,

except death and taxes."

Giegerenzer & Goldstein,
1999, p.75)

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