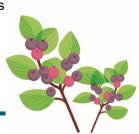
Critical Care in Alberta: Local Strategies to Support Our Staff

Purpose & Background

Alberta's critical care units have taken the initiative to implement creative ideas and strategies to help support their staff and physicians' psychological well-being. The purpose of this work is to provide an inventory of those ideas and strategies offered within critical care units and share them across the provincial critical care community. For more information and for specific contacts at the units where these concepts were initiated, please email: criticalcare.scn@ahs.ca





Unit-specific Education & Training

Concepts	Locations
Dedicated staff time for Critical Incident Stress Management (CISM) training	Alberta Children's Hospital PICUStollery Children's Hospital PCICUUniversity of Alberta Hospital GSICU
Workshop on trauma informed care	Alberta Children's Hospital PICU
Psychological Resilience Entry to Practice Awareness and Readiness Education (PREPARE) staff workshop. Includes: moral distress, burnout, integrate resilience training and mental health awareness	Chinook Regional Hospital ICU,Sturgeon Community Hospital ICU
Ongoing conflict resolution training	Grey Nuns Hospital ICU / CCU
Staff wellness posters	Grey Nuns Hospital ICU / CCU
Review of mental health supports at staff meetings	Royal Alexandra Hospital ICU / CCU
Learning sessions on moral distress for physicians	Royal Alexandra Hospital ICU / CCU
Education and culture change regarding workplace violence (personal alarms, desk alarm)	University of Alberta Hospital GSICU



Provincial Education & Training

Concepts	Locations		
AHS Psychological First Aid training	Chinook Regional Hospital ICU		
Covenant Health wellness program	Grey Nuns Hospital ICU / CCU		
AHS Prevention of Harassment & Violence and Employee Family Assistance Program (EFAP) brochures	University of Alberta Hospital GSICU		

September 2023



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Teambuilding & Unit Culture

Concepts	Locations
Unit social group soccer team (physicians & staff)	Mazankowski Heart Institute CICU
"The Joy Collective" unit wellbeing committee	Royal Alexandra Hospital ICU / CCU
Running and biking together, including "bikes & brews" day visiting restaurants and breweries	Royal Alexandra Hospital ICU / CCU
Nurses' Week prizes donated from local businesses	Sturgeon Community Hospital ICU
Outdoor break space developed	University of Alberta Hospital GSICU
Peer recognition program (cards, nominations, pins, certificates)	University of Alberta Hospital GSICU



Personnel Support

Concepts	Locations		
Onsite psychological support (Homewood Health counsellor sessions, psychologist rounding, 1:1 staff support)	Alberta Children's Hospital PICUChinook Regional Hospital ICUUniversity of Alberta GSICU		
Quarterly Schwartz rounds with leadership support	Alberta Children's Hospital PICU		
Daily huddles with visible leadership	Alberta Children's Hospital PICU		
Calgary Pet Access League Society (PALS) dog visits	Alberta Children's Hospital PICU		
Spiritual care sessions available for staff	Grey Nuns Hospital ICU / CCU		



Crisis Response & Debriefing

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Debriefing session after a code

Locations

- Chinook Regional Hospital ICU
- Sturgeon Community Hospital ICU

Debriefing sessions and peer support for physicians experiencing moral distress

Alberta Children's Hospital PICU

Acronyms: CCU (Coronary Care Unit); GSICU (General Systems Intensive Care Unit); ICU (Intensive Care Unit); PCICU (Pediatric Cardiac Intensive Care Unit); PICU (Pediatric Intensive Care Unit)

