# National Bereavement Care Pathway Scotland Staff Care Self Assessment

Please note this document is an extract from the National Bereavement Pathway for Pregnancy and Baby Loss to be used to record your self assessment. Please use the [NBCP Pathways](https://www.nbcpscotland.org.uk/) for all other purposes. NBCP Scotland’s self assessment tools are designed to help boards, units and services to get ready to join our early adopters who are piloting the 5 bereavement care pathways or to prepare for the national rollout. The tool can be completed individually or by a group of staff. For each item, please say if you are able to do this by putting Y for yes, N for no, P for partly. If something is not relevant to your role, unit or service, you can put NA.

|  |  |
| --- | --- |
| **Job roles(s)** |  |
| **Unit(s) or service** |  |
| **Completed by** |  |

|  | Y/N/P | *Resources or support needed?* |
| --- | --- | --- |
| *Staff support* |
| 1. Managers and senior staff have a duty to
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| * 1. check how staff feel before they finish their shift
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| * 1. organise debriefs and provide reflective spaces
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| * 1. encourage, support and provide training for staff
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| * 1. watch for signs of strain or difficulty in individuals and within teams
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| * 1. facilitate discussion between colleagues and teams.
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| *Self care* |
| 1. If, at any time, you don’t feel sufficiently experienced in bereavement care and are worried, ask someone more experienced to help you.
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| 1. Recognise your own support needs and be open about them with your manager.
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| 1. Identify your training needs or seek advice from colleagues or peers.
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| 1. Communicate these needs with management and colleagues – other staff may have similar needs.
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| 1. Ensure you are aware of the support arrangements and services in place within your hospital or health board, including the spiritual care/chaplaincy team.
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| 1. Be aware of the stresses and challenges faced by your colleagues and, where appropriate, talk about support arrangements and services with them.
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| 1. Look after yourself
* make sure you have the opportunity to take regular breaks at work
* protect your time away from work during non-working days and annual leave
* attend to your own emotional and spiritual needs.
 |  |  |
| 1. Talk to your manager or a colleague if you feel you are experiencing signs of stress, ‘burn-out’ or mental health difficulties, e.g.
* becoming sensitive to triggers that would not normally upset you
* becoming overcritical or defensive of yourself or others
* questioning your own and others’ values
* sleeping poorly or much longer than usual
* drinking more alcohol or eating more or less than usual.
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