The project involved developing and implementing a protected professional development day for 90 clinical staff in a child’s hospice. The aim was to support staff with their ongoing development, ensuring skilled, reflective practitioners enabled to deliver high quality and safe care. The second aim was to address the current workforce crisis; the day focused on supporting and positively impacting staff morale, job satisfaction and wellbeing, leading to staff retention. The initiative was in response to the challenges observed in practice including difficulty in releasing staff from shift to complete appraisals and clinical supervision. Appraisals can positively and negatively affect work outcomes including commitment, performance, motivation, satisfaction and consequently turnover of staff.

Staff attended the day with allocated time to undertake their appraisal and meet with the practice development nurse (PDN) to develop a development plan. Spare time was self-directed with suggestions to complete reflections, maintain professional portfolios and completion of competencies. The day ended by bringing staff together for clinical supervision.

On evaluation, 100% of staff believed the days should continue. The most highly rated aspect of the day was time to complete an appraisal, staff reported that they were aligned to the priorities of the hospice with many staff feeling enthused to be involved in new work streams. Staff also rated 1:1 time with the PDN and getting support in planning their future development. Staff achieved clinical competencies, this ensures the delivery of safe care and provides staff with the skills and confidence to meet the increasing level of clinical complexity evident in paediatric palliative care.

The initiative has positively impacted the organisation, including the implementation of new workstreams, resulting in extending service provision for children and families. Outreach initiatives have evolved from staff objectives and a shift in practice including difficulty in releasing staff from shift to complete appraisals and clinical supervision. Appraisals can positively and negatively affect work outcomes including commitment, performance, motivation, satisfaction and consequently turnover of staff.

Aims To explore the sustainability of outcomes from the original online ACT intervention one year on; to explore the barriers and facilitators to sustaining practice over time; to examine the acceptability and feasibility of a booster intervention; and to identify the implications for future implementation and evaluation.

Methods A booster intervention consisting of one short video and worksheet; followed by one online facilitated ACT workshop was offered to all 23 participants who completed the original intervention. Questionnaire data was sought at baseline and post-booster intervention; and semi-structured interviews were conducted. Qualitative data analyses were guided by framework analysis. Quantitative data was analysed descriptively.

Results Seven participants were recruited (32% of those completing the original intervention). Six attended the online session (86% of those recruited). 5 completed baseline questionnaire, only 1 completed the follow-up questionnaire. Qualitative findings indicated perceived benefits to participants in the year after the original programme. However, staff experienced challenges to embedding regular practice due to lack of time and expressed the need for regular facilitated check-ins and reminders to sustain practice over time.

Conclusions Online ACT for palliative care staff wellbeing is acceptable to staff and feasible to implement in the short term. However, for longer-term impacts, wellbeing promotion needs to be prioritised, facilitated, and embedded within palliative care teams. A greater focus on sustainability is needed during intervention development; and longer-term outcomes need to be prioritised for evaluation.

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### Longer-term Feasibility of an Online Acceptance and Commitment Therapy (ACT) Intervention to Promote Palliative Care Staff Wellbeing

Katarzyna A Patynowska, Juliet Spiller, David Gillanders, Anne Finucane. University of Edinburgh, Edinburgh, UK

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### P-235 OUR COMPASSIONATE EMPLOYERS JOURNEY

Caroline White. St Michael’s Hospice Hastings and Rother, Hastings, UK

**Background** As part of our Organisational Development Strategy, we recognised that more needed to be done to support employees who were managing challenging lives outside of work, either because of additional care responsibilities or living with a life-limiting or terminal illness or bereavement. We saw this as a key element of developing a compassionate community from within the organisation. Embarking on the Hospice UK Compassionate Employer’s programme provided the support and information for this work to move forward.

**What happened next?** We were the first hospice to sign up to the Compassionate Employer’s programme. We collated evidence against a set of criteria and submitted our work to Hospice UK for assessment. We achieved Silver Award in November 2022. We have trained our managers to better support employees who are carers or have a life-limiting illness. We held a launch day to celebrate the award and to raise awareness across the organisation.

**Our action plan** We created an action plan, using the feedback from our assessment and are aiming for Gold status in 2023. We are setting up a Carers’ forum and using this to talk about what support people need to have a healthy work-life balance but also to provide helpful guidance and information as well as a place to share experiences. We are encouraging employees to let us know that they are informal carers and having this noted on their personnel record. We are developing a carers’ policy. We are reviewing other policies and