Introduction
Nurse members of the Papworth organ retrieval team often work long shifts under stressful situations, but have no formal outlet for sharing experiences and emotions, reflecting on critical incidents or evaluating their practice.

Objectives
1. To determine if clinical briefing can facilitate a culture of service evaluation and improvement.
2. To establish if participation in clinical debriefing helps team members manage work related stress or anxiety.
3. To investigate if clinical debriefing can provide material that can be used as evidence of reflection for revalidation.

Method
A pilot project was planned with six participants. Questionnaires were distributed before the sessions began and repeated six months later, after participants had attended a series of four debrief sessions. In the questionnaires respondents were given the opportunity to suggest topics or case studies they would like to see addressed.

Format of clinical debrief sessions
- Sessions limited to one hour
- No blame culture allowing honest, open discussion
- Action points assigned to individuals to take forward
- Discussion guided by reflective cycle (Atkins and Murphy 1995)

Results of Questionnaires
1. Do you think clinical debriefing will create an opportunity to evaluate the service and improve practice?

100% of participants thought that clinical debriefing would allow the team to evaluate the service and make improvements, both before and after participating in clinical debriefing.

Examples of work carried forward as a result of clinical debrief:
- Bespoke training sessions on donor management
- Simulation exercises on DCD heart retrieval
- Streamlining of equipment taken on organ retrievals
- Sharing of emotion management strategies

2. Do you think that clinical debriefing might help you manage work related stress and anxiety?

Before attending clinical debriefing

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<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
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<tbody>
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After attending clinical debriefing

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3. Do you think that notes from clinical debriefing would be useful evidence for revalidation?

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Conclusions
- Discussing critical incidents can allow team members to consider solutions to actual and potential problems.
- Protected time for clinical debriefing can help staff manage work based stress and anxiety.
- Using a reflective cycle as a structure for the debriefing allowed staff to use the associated reflections as evidence for nurse revalidation.

References:

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