



VITAL ANAESTHESIA SIMULATION TRAINING

VAST Wellbeing

Kigali, Rwanda

25 November, 26 November, 2 December 2023

Dr Jon Bailey, Dr Gaston Nyirigira



Executive summary

Situation

VAST Wellbeing was offered to all King Faisal Hospital (KFH) staff. This is being organized and led by Dr. Gaston Nyirigira, endorsed by KFH board, and being sponsored by KFH.

Background

Recognizing that burnout is likely very common for healthcare providers in low-resource settings, Dr. Gaston Nyirigira began a study of burnout among the KFH staff. This study has three phases: 1. Baseline burnout survey, 2. An intervention, and 3. A follow up survey. The study team has chosen VAST Wellbeing as part of the intervention phase, to help with understanding of the definition, symptoms, personal factors, and professional factors of burnout. The initial survey had a 36% response rate. All KFH staff were then invited to take part in VAST Wellbeing. Over 200 people signed up before registration was paused. Multiple sessions of VAST Wellbeing will be offered including 20-30 participants per session until all interested people can attend.

Participants from the VAST Facilitator Course also joined the group for the 3rd VAST Wellbeing delivered on December 2.

King Faisal Hospital (KFH) is a private hospital in Kigali, Rwanda with a 160 bed capacity. They have 85 doctors, 620 total staff members, and have an average of 8,350 admissions per year. The hospital is looking to expand in the next few years, and to start an associated medical college. They are motivated to retain and recruit staff hence the support for wellbeing interventions.

Assessment

The audience was very engaged and the takehome messages indicate that they found the day to be useful. People entered with various levels of understand and background experience with burnout, or mental health more broadly. Burnout seemed to be common and there was concerns in the group about the wellbeing of their friends and colleagues. That being said, professional factors contributing to burnout are numerous and likely difficult to change.

Recommendations

Continue with the plan to provide VAST Wellbeing to as many KFH staff as possible. The follow up sessions for VAST Wellbeing will help support change once they are developed.

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Acknowledgements

We gratefully acknowledge the:

- The leadership of the King Faisal Hospital

Attendees

Facilitators	
Jon Bailey	Anesthesiologist
Gaston Nyirigira	Anesthesiologist
Jackson Kwizera	Anesthesiologist

Trainee facilitators	
Gilles Rwibuka	Anesthesiologist
Amy Brown	Anesthesia registrar

Participants	
First Name	Last Name
Belise Stella	Uwurukundo
claudine	Mukamusoni
Emmanuel	MUHAWENIMANA
Jean Félix	Mbonabucya
Peter	Rwamulangwa Adams
Yvette	Karekezi
RULINDA	KWIZERA
Natukunda	patience
LAETITIA	NSHIMIYIMANA
Eugenie	Mbabazi
Emmanuel	Nshimiyimana
Fredrick	Lukwago
Anulaite	NGIZWENAYO
Delphine	Nyirahabimana
Jackline	Murekatete
Diane	Kabarungi
Jean Paul	Ndengeyinka
Charles	Mutsinzi
Nicole	Akizanye
MUGIRANEZA	Emmanuel
Olive	Dushimimana
Rurangirwa	Bwinturo
UWIMPUHWE	Marie Joyeuse

Claudine	NYINAWINKA
Desange	UZAMUKUNDA
Sharon	Mutesi
Rachel	Niyomufasha
Macali	John Bosco
Marie Chantal	MUKARUGENGA
Habanabakize	Thomas
Jano	NIYONSABA
felix	Nzaramyimana
Jean Robert	Ntagara
Jean Bosco	Mukomeza
Jean Pierre	Gasimba
Donatien	NTIHABOSE
Diane	Uwitonze
Grace Babirye	MUTONI
Philomene	NIRAGIRE
Diane	BAMURANGE
Jean de Dieu	NIYOYITA
HAKIZIMANA	Justin
Ingabire	Lydie
Claudette	Mukamurava
NGABOYASE	Roger
MUKANGABO	Marie Rose
Florence Iribagiza	Florence
Immaculate Adhiambo	Okoth
Rita	Bahire
Uwineza	Jean Bonaventure
Boniface	Mbarushimana
Eliane	Ishimwe
SYLVIE	KAYUMBA
Pierre	Nkomejimana
Sarah	Nikuze
Uwingabire	Valentine
Mamashenge	Isabelle
Christine	Umulisa
TUYISHIMIRE	CELESTIN
ISHIMWE	MARIE CLEMENTINE
Vérène	Mukantaganda
Olive	MUKABUTERA
Samuel	MUHIRWA
Jean de Dieu	Mubirigi

François	Ntihemuka
Damas	Dukundane
Uwimana	Jeannette
Emile	Twagirumukiza
UWAYESU	Roda
Diane	Uwanyirigira
Sylvie	Uwanyuze
Aurore Blandice	Igihozo Sindikubwabo
Marie Claire	Uwumuremyi
Margaret	Namusisi
Daniel	HARERIMANA
LIZ	MUGWANEZA
Urayeneza	Médiatrice
Uwamariya	Chantal
RUKUNDO	THEONESTE
GAKUMBA	Claude

Venue and equipment

The courses were held at Solace Ministries Guesthouse in a meeting room. Solace was close to KFH so the area was accessible and familiar to KFH staff. The room had adequate seating and windows to the outside with curtains to use during presentations. The food was good and served on time. The coffee/tea breaks were in an adjacent room to minimize break time. Lunch was in the main restaurant with an open air patio. The sound and project equipment was adequate. The only issue was that an additional small speaker was needed for videos running of the computer (supplied by Gaston). Wifi was available in the room.

Sessions

A course timetable is provided in Appendix I. VAST Wellbeing is normally run for 8-hours in a single day. The first day started late due to the monthly Rwandan community service time, Umuganda. Most participants remained until the end of the sessions despite finishing much later than advertised.

In general, the morning sessions tended to take longer than the timetable, but the afternoon sessions were quicker. This is largely because the time for organizational change (“Change planning”) was reduced quite a bit.

Challenges and lessons learnt

It was a challenge to start on time each day. This was partly due to enrolling people in the burnout study and data collection. The presentations tended to take longer than anticipated. This likely can't be changed too much without reducing the interactive nature of the presentations.

Organizational “change planning” was a difficult concept for many. Each group had great ideas for improving their workplaces that ranged from simple to complex. Often there was difficulty conceptualizing the logistics of the intervention and also difficulty identifying and quantifying the costs. We gave feedback

as the small groups presented their ideas to the large group. In retrospect, this had potential for feelings of shame since the feedback was given in front of everyone. The advantage was that it reduced the time of the sessions. If time allowed, it would be better to have a facilitator give feedback to each group as they developed their ideas in small groups.

Future directions

1. Dr. Gaston and Dr. Jackson are planning to continue to deliver VAST Wellbeing workshops to the rest of the KFH staff over the next few months.
2. We will work on developing the online follow up sessions.

Appendix I – Timetable

VAST Wellbeing – Day 1

Time	Session
<i>13:00 - 13:15</i>	Registration
<i>13:15 - 13:55</i>	Session 1 - Welcome and key concepts
<i>13:55 - 14:35</i>	Session 2 - Recognising burnout
<i>14:35 - 14:15</i>	Session 3 - Burnout overview
<i>14:15 - 14:40</i>	Session 4 - Burnout “red flags”
<i>14:40 – 15:20</i>	Session 5 - Healthy habits
<i>15:20 - 15:35</i>	Session 6 - Establishing healthy habits
<i>15:35 – 15:50</i>	Second break
<i>15:50 – 16:35</i>	Session 7 - Burnout in the workplace
<i>16:35 – 17:20</i>	Session 8 - Wellbeing in the workplace
<i>17:20 – 18:30</i>	Session 9 - Change planning
<i>18:30 – 18:45</i>	Session 10 - Reflections and course evaluation
<i>18:45 – 19:00</i>	Faculty debriefing

VAST Course – Day 2&3

Time	Session
<i>08:00 - 08:15</i>	Registration
<i>08:15 - 09:00</i>	Session 1 - Welcome and key concepts
<i>09:00 - 09:45</i>	Session 2 - Recognising burnout
<i>09:45 - 10:00</i>	Morning tea
<i>10:00 - 10:45</i>	Session 3 - Burnout overview
<i>10:45 - 11:15</i>	Session 4 - Burnout “red flags”
<i>11:15 – 12:00</i>	Session 5 - Healthy habits
<i>12:00 - 12:15</i>	Session 6 - Establishing healthy habits
<i>12:15 - 13:00</i>	Lunch
<i>13:00 – 13:45</i>	Session 7 - Burnout in the workplace
<i>13:45 – 14:30</i>	Session 8 - Wellbeing in the workplace
<i>14:30 – 14:45</i>	Afternoon tea
<i>14:45 - 16:00</i>	Session 9 - Change planning
<i>16:00 - 16:15</i>	Session 10 - Reflections and course evaluation
<i>16:15-16:45</i>	Faculty debriefing

Appendix 2 – Facilitator Course evaluations

List three things you liked about the course:

- *“I enjoyed the way prevent and manage burnout, because I realised that it is common in our working area”*
- *“Identifying signs of burnout and management of it”*
- *“To improve the productivity, we must take care of the wellbeing of agents”*
- *“The interaction with fellow colleagues is invaluable”*
- *“Very engaging training, I have learnt to be grateful, and to have self compassion.”*
- *“Self compassion, mindfulness activities”*
- *“This training was amazing and am happy to attend so I enjoyed how we share our thoughts and our different experience.”*
- *“I have gain a lot to improve like to improve how I will be kind and how I will be support my fellow nurses who are exhausted.”*

What suggestions do you have for improvement?

- *“It was perfect apart from rain and umuganda which destructed us”*
- *“It was not clear to me the connection between the different parts of the course”*
- *“Language (produce also in french)”*
- *“Probably sometimes, cultural différence concerning the way WE deal with well being”*
- *“Split it into 2 days course”*
- *“Dedicate more time for practice as to grasp more concepts on burn out”*
- *“The time as the time was very short and the course was fun”*
- *“Having enough time for exercises and discussion”*
- *“There should be more participants.”*
- *“Including whole staff”*

What are the three most important messages you will take away from the course:

- *“Burnout is preventable by collective action”*
- *“We will continue to look for things to change in our workplace for to enhance wellbeing and to reduce the burnout”*
- *“I need to be more kind with myself to more kind with the others”*
- *“Self compassion. Gratitude”*
- *“People need mental healthcare starting from themselves”*
- *“Burnout is real and can happen at any time, any one can have it.”*
- *“Love yourself first”*

Feedback for facilitators?

- *“A Big thank you for all of you. You are magnific”*

- *“Well done, every engaging session.”*
- *“You were so amazing in delivering course on burn out”*
- *“The facilitators were very engaging and skilled”*
- *“The course was interesting, it is well prepared ,well structured, participative. Facilitation was excellent. I really appreciate and I am grateful to have a chance to attend.”*
- *“We need more training to the whole staff”*
- *“Good presentations; contents are rich and discussions were well monitored.”*

Any other comments?

- *“Thanks to KFH and Team of Trainers who provided this training”*
- *“Thanks for this very important course”*
- *“We wish to have a refresher course in the future”*
- *“Thank you for the course and we hope that it will help us in our daily life”*
- *“Very interesting course. I wish every KFH staff could attend it”*
- *“This can be made a repetitive course, and more participants”*
- *“I suggest the training may be given to all staff starting to Human resource department even in an every institution and domestic areas”*
- *“We would like to have feedback from research of burnout in our hospital”*

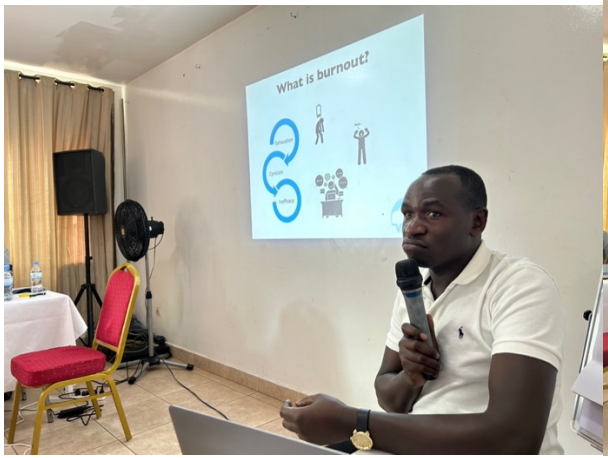
Appendix 3 – Course Photos











Reflections

- Self-kindness / compassion xxx
- Gratitude, self-esteem xxx
- Training materials, delivery that even go to the workplace
- One thing / task at a time, Aim the 80/20 rule, SMART
- What is burnout, SES, mgt, xx strategies to overcome
- Approach to colleagues w/ burnout
- Advice to every staff to attend the training
- Aim to fight burnout among Midwives
- Body scanning
- Active listening, brainstorming
- Actual definition, prevention

Reflections.

- Wellness is essential / elementary skill
- Challenging new concepts \Rightarrow magic!
- Awareness of risk factors for burnout.
- Maslow's triangle
- Techniques to improve sleep
- Gained skills to improve 1) staff relationships
2) motivation
- Now able to recognise burnout in colleagues.
- LOVE MYSELF!