

Using Virtual Reality (VR) to improve staff stress levels

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VRELAX
NO STRESS.



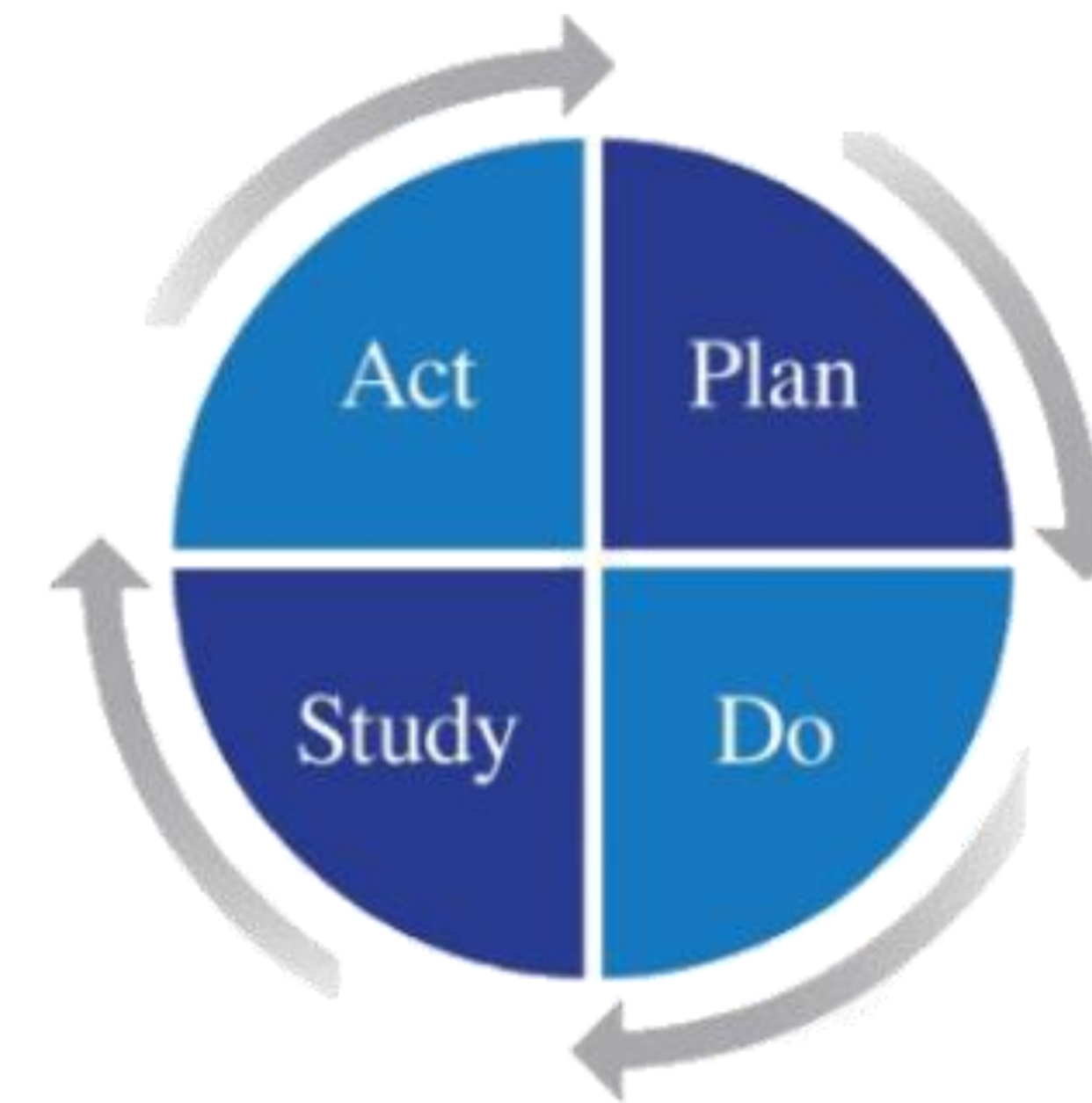
East and North Hertfordshire
NHS Trust

Introduction

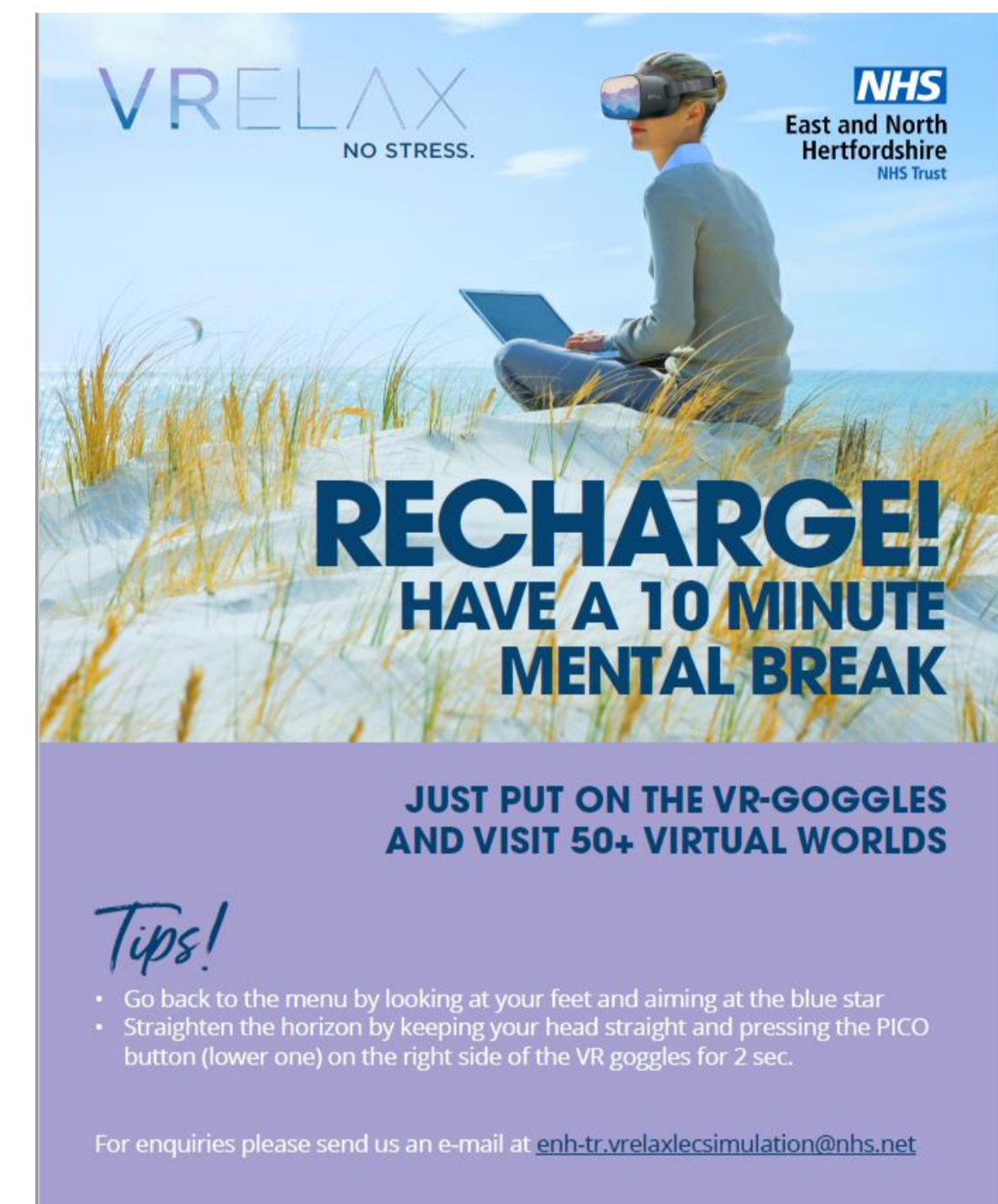
Problem
While looking into the use of virtual reality to support wellbeing of medical students, I wanted to look further into its impact to other NHS staff. The NHS staff survey results for the past 3 years indicate that NHS staff are experiencing high levels of burnout. Research by The King's Fund shows that NHS staff are 50 per cent more likely to experience chronic stress, a known contributor to burnout. Factors such as staff shortages, high workload, and pressures to maintain high quality patient care all contribute to burnout in NHS staff. According to the British Medical Journal (BMJ), burnout significantly impacts the retention of our highly valued NHS workforce, with more staff thinking about leaving the NHS. We know Employee wellbeing is important, burnout can negatively impact both mental and physical health which leads to a huge financial cost to the organisation.

Rationale
By reducing levels of stress within staff groups, we will reduce the numbers of patient complaints, incidents of incivility, reduce sickness rates and improve retention of NHS staff.

Change ideas



- Trial ward visits- using portable equipment
- Posters and leaflets visual displays to share offers
- Taster sessions
- Varied time slots to allow students to attend

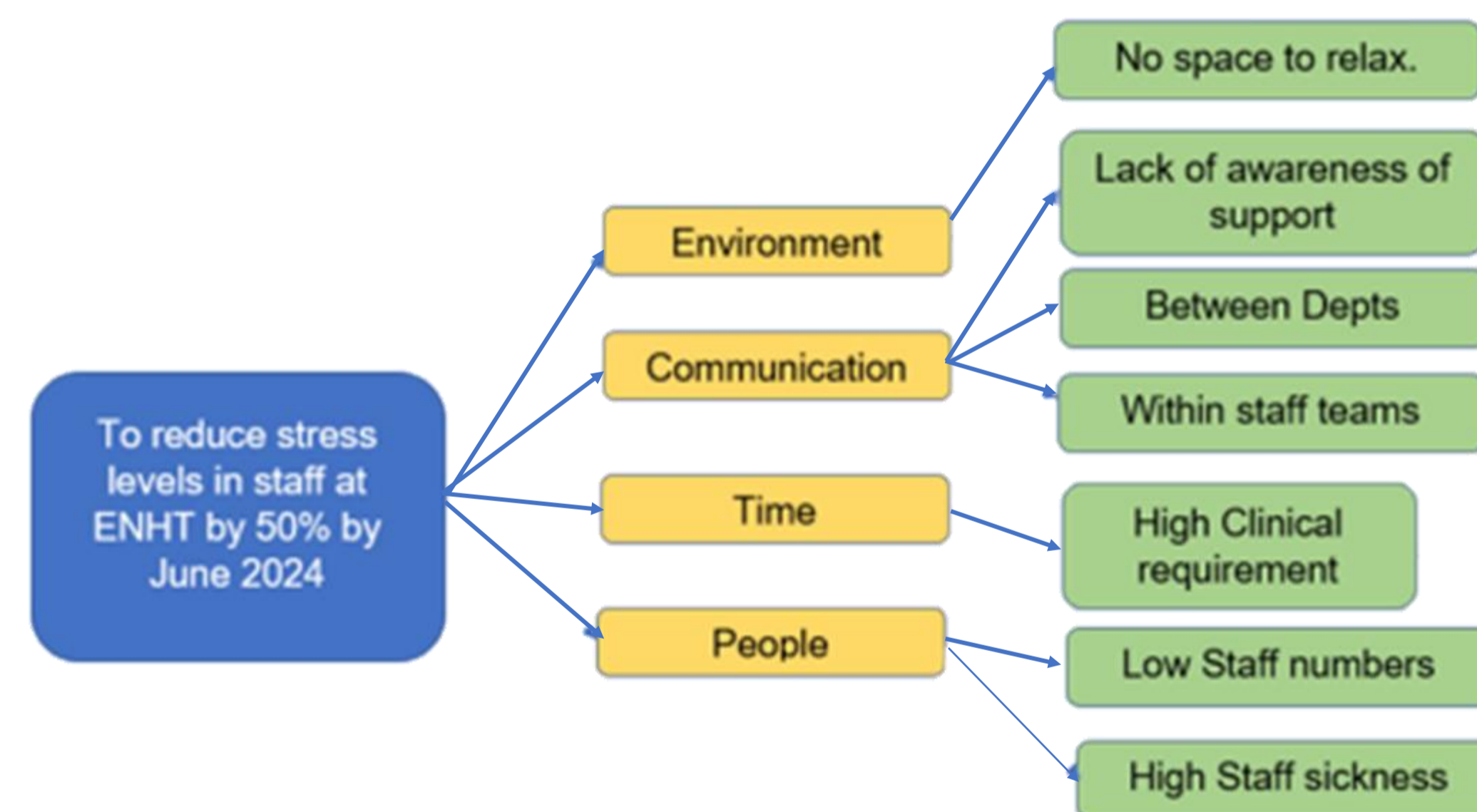


The approach

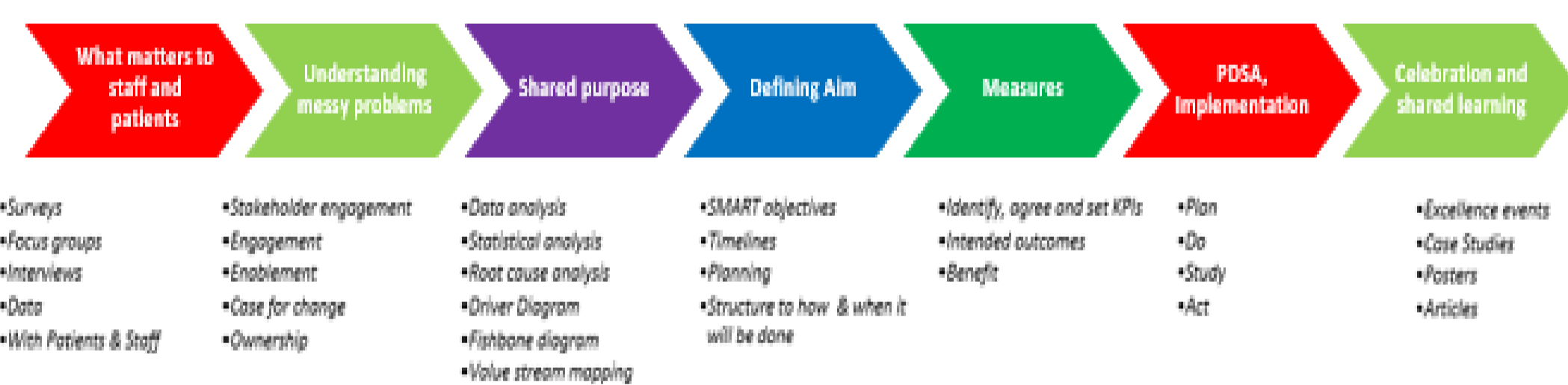
Project aim

To reduce stress levels of staff at ENHT by 50% by Jun 2024

Driver Diagram

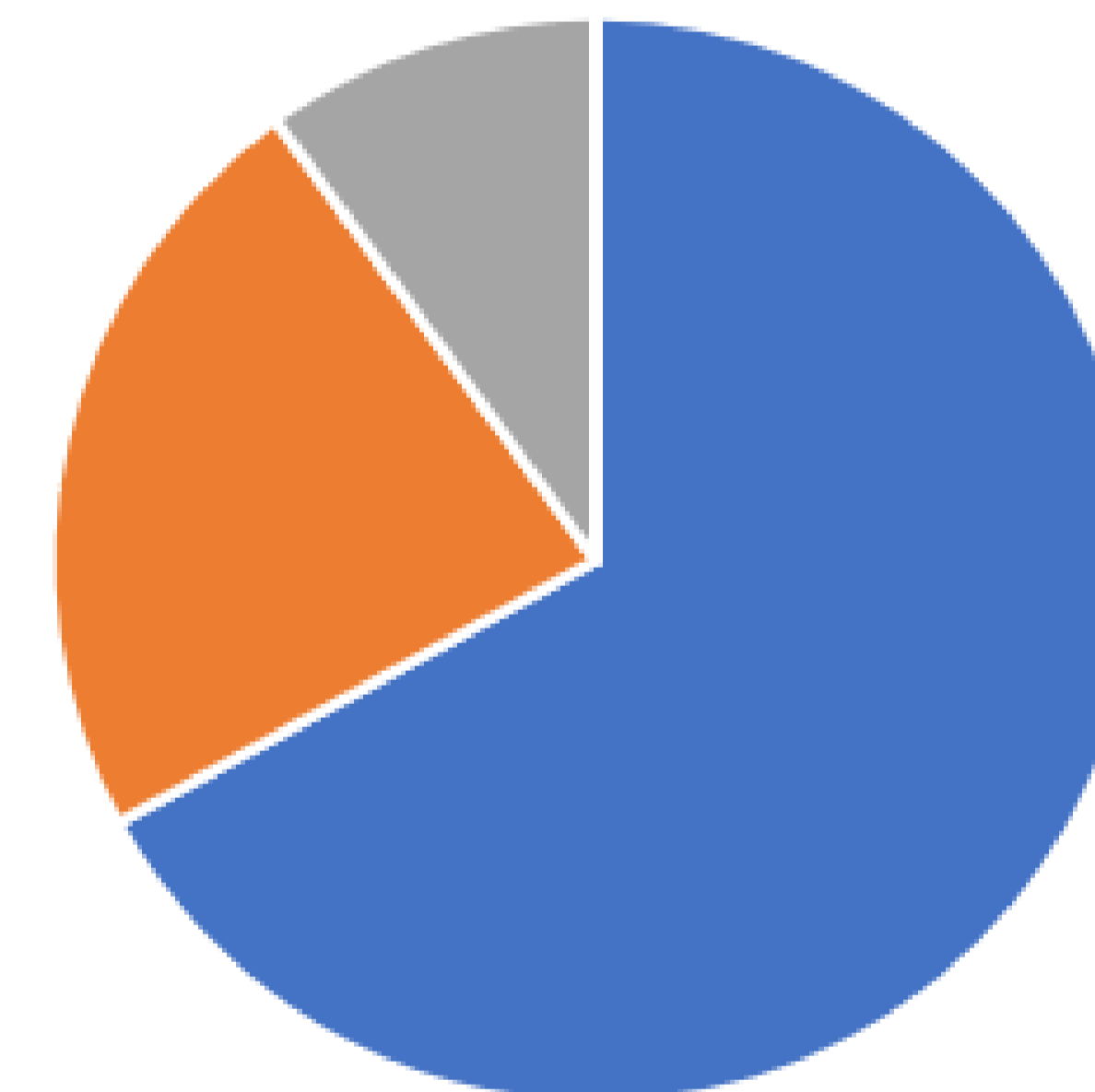


Improvement methodology



Impact

How stressed are you feeling after VRelax?



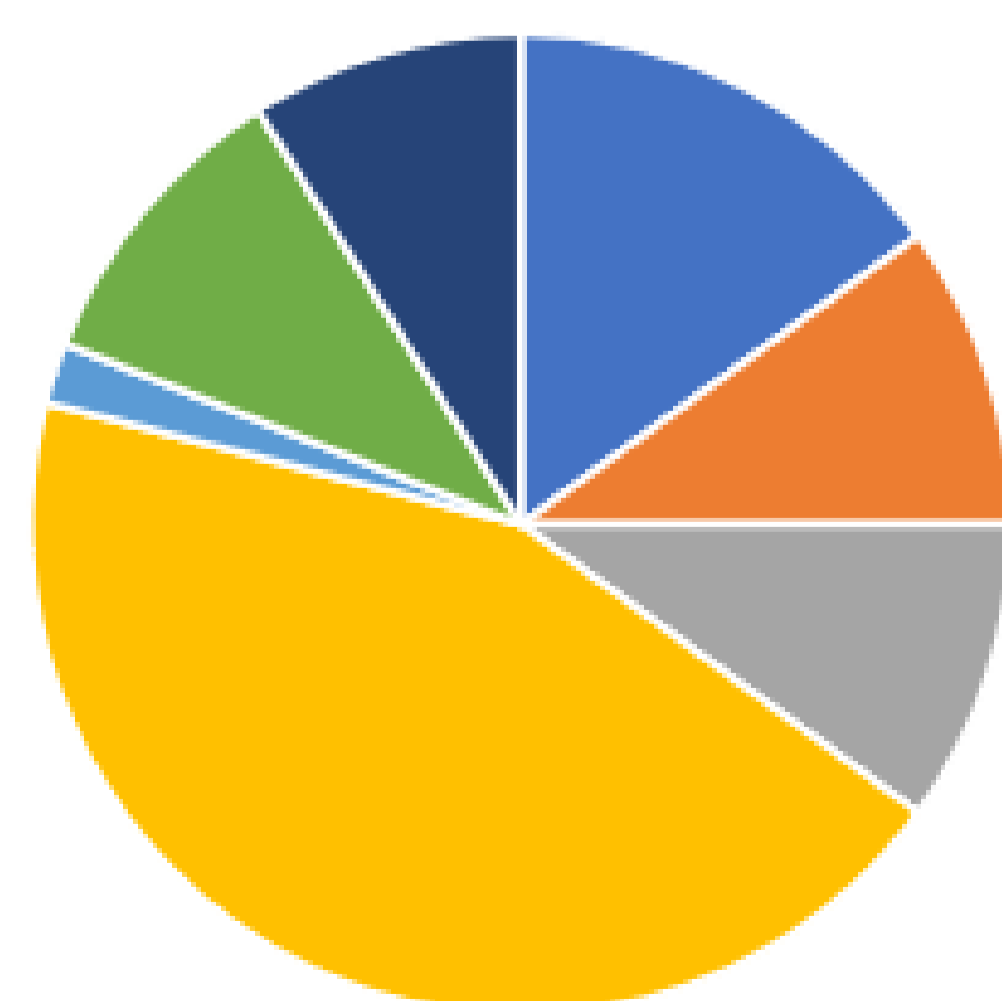
	Pre VRelax	Post VRelax
felt extremely stressed	10%	0%
stressed	26%	0%
unsure	13%	10%
a little stressed	38%	23%
not stressed at all	13%	67%

Pre- VRelax measurement data

61 participants

- 44% of staff surveyed were Nurses
- 10% CSW's
- 10% Doctors
- 10% Medical students
- 15% Administrative staff
- 9% Other
- 1% Pharmacists

What is your role?



How stressed do you currently feel (Pre VRelax)?



- 10% felt extremely stressed
- 13% unsure
- 26% stressed
- 38% a little stressed
- 13% not stressed at all

Next steps

- Further testing with more staff teams
- Business case for further headsets
- Perform more PDSA's around accessibility

References

Kings fund, BMJ, NHSEmployers.org, 2023

Acknowledgements:

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