

# Recommendations for debriefing

These suggestions for debriefing are a guide only and do not replace your local guidance on debriefing following a critical incident.

<b>Hot debrief</b>	<p>Perform immediately after the event</p> <p>Ensure</p> <ul style="list-style-type: none"><li>▶ staff understand what occurred</li><li>▶ staff are able to ask any questions</li><li>▶ staff feel able to continue working</li><li>▶ environment does not need any immediate alterations</li></ul> <p>Ensure roles for post event actions are assigned</p> <ul style="list-style-type: none"><li>▶ who will debrief parents</li><li>▶ who will complete incident form</li><li>▶ who will arrange operational debrief</li></ul> <p>Staff signposted to debrief policy including how to access employee health and wellbeing support</p>
<b>Operational debrief</b>	<p>Perform as soon as possible within next 2 weeks</p> <p>Ensure all members of the caring team are invited</p> <p>Facts of the case are presented</p> <p>With a focus on <b>systems and processes</b> (not individuals) discuss</p> <ul style="list-style-type: none"><li>▶ Is there anything that can be learnt from this care episode?</li><li>▶ What were the facilitators to achieving care needed?</li><li>▶ What were the barriers to achieving care needed?</li><li>▶ Interaction between teams</li></ul> <p><i>In the case of <b>maternal death</b>, consider inviting all teams involved in the woman's care, e.g., radiology, microbiology, medical specialties. The local pathologist performing the post-mortem may also find this debrief useful for their information</i></p> <p>Ensure staff are aware of the plans for the psychological debrief session</p>
<b>Psychological debrief</b>	<p>Perform no sooner than 2-3 weeks after the event</p> <p>To be advertised at the hot and operational debrief</p> <p>To be led by a trained psychologist or staff with debrief training</p> <p>Often best led in group sessions</p> <p>To be made available to all involved staff who wish to attend</p>

See Resuscitation Council UK for additional resources for [responder wellbeing](#).