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# Caring for the Carers

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# Carers

- Counsellors
- Nurses
- Doctors
- Pharmacists
- Home-based care workers
- Family and friends (Treatments assistants)
- Traditional healers

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# Why care for the caregivers?

- Burden of care
- Frontline workers in direct contact with clients
- Stress and burnout

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# Stress

*Originates from an external event or circumstance that places a demand on an individual's inner or outer resources.*

*Affects one emotionally, physically, psychologically and spiritually.*

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# Causes of stress:

- Strong sense of commitment
- High work demands
- Lack of support
- Fear of HIV infection
- Limited resources
- Client-related issues
- Boredom/overworked

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# Burnout

*A state of exhaustion caused by excessive and prolonged **stress**.*

## Stages of Burnout:

- Stress arousal
- Energy conservation
- Exhaustion

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# Stages of Burnout

- **Stress arousal** (persistent irritability, anxiety, insomnia, forgetfulness, headaches, inability to concentrate, etc)
- **Energy conservation** (tardiness for work, procrastination, social withdrawal, increased tea/coffee/cola consumption, etc)
- **Exhaustion** (chronic sadness/depression, mental/physical fatigue, desire to “drop out” of society, etc)

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# Support

- Psychosocial (debriefing/counselling)
- Motivational (outings, team building)
- Academic (training, upskilling)
- Practical (supplies, equipment)

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# Debriefing

## Group debriefing

- Relaxation exercises
- Outings
- Team building

## Challenges

- Confidentiality in groups
- Availability of staff
- Work demands

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# Counselling

- Individual
- Couple/family
- Crisis intervention

## Challenges

- Stigma of using psychosocial support services
- Expectation to cope

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# Training

- Training
- Refreshers
- Up-skilling

New approaches/best practice

Refresher and update courses

Skills training

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# Practical & Income generation

- Supplies
- Community projects, e.g. Food gardens
- Skills (bead work)
- Time out (HBC)

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# Caring for self

- Self awareness
- No guilt!
- Time management
- Financial management
- Sharing tasks
- Communication