Barrett Closure Debriefing Checkilst

The table below is collations of notes from an executive debrief reviewing how the key elements of the project were managed, with a view to applying lessons learned to future projects.

KEY ELEMENTS FOR DEBRIEFING	WHAT WORKED WELL	WHAT WE CAN IMPROVE ON
Communication	 Agreements and protocols were set early The message from the team was consistent 	 We didn't have a message that could be bought Inconsistent messages from outside influences No agreed protocols with all stakeholders regarding communication Issues were unique to MH and not well understood by outside stakeholders
Confidentiality	 The team effectively shielded anxiety and issues from above 	 Transition panels weren't independent from local unit
Non-QH Authorities	•	 Didn't have the same commitment as QH We didn't go higher soon enough to address issues No Service Level Agreements in place
Mixed Beliefs / Values of Staff	 We established an expert Clinical Reference Group Parallel management team in another district were aligned to the same belief and values Supportive behaviours were constantly reinforced 	•

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Implications on Staff	•	 Insecurity amongst affected staff transferred to workplace behaviours
		No firm agreement to HR process
		 Collateral damage by HR – mopped up by leadership
Documentation	•	•
Managing Up	•	•
Closure of the Service	•	•
Patient Care	We transitioned patients successfully	•
Commitment	•	•