

# CLINICAL EVENT DEBRIEFING GUIDE

This guide provides a standardized approach to clinical event debriefing. These conversations are to be facilitated as soon as possible after an event with a target duration of 10 to 15 minutes. These conversations are not to assess or evaluate personal performance and they do not replace other processes associated with critical events such as PSLS reporting, accessing employee assistance programs, or formal critical incident stress debriefings.

Below is an outline of the process, including a scripted intro, the steps in STOP, and a scripted outro. Facilitators are encouraged to adapt the scripts as needed to enhance authenticity.

“Thank you for taking the time to gather and discuss this event. We believe this team is capable, has done their best, and is seeking to improve. We have not gathered to assess or evaluate individual practice but to examine team and system performance. As action items are raised, let's be sure to note them. For this debriefing, we will use the STOP format.”



Summarize  
The Case



Things That  
Went Well



Opportunities  
To Improve



Points  
Of  
Action

“Before we end this debriefing if anyone has any last remarks please share them. As appropriate and with respect and confidentiality, these findings will be shared with our leadership team. We will follow up on these items. Thank you again for joining us. Please continue to take care of yourselves and each other. Thankyou for the work that you do.”



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Recent literature supports the value of performance-focused clinical event debriefings facilitated by healthcare professionals who have formal training in facilitation and are familiar with established debriefing processes. As with other aspects of healthcare, introducing clinical event debriefings requires careful planning and thoughtful implementation. This guide can be considered to support prompted or routine immediate clinical event debriefings.



## Considerations for Introduction :

- Consider introducing this guide in advance of initial debriefings.
- Orientate your debriefers and your teams.
- Appreciate the impact of local culture and psychological safety.

## Considerations for During:

- Affirm that participation is voluntary and not compulsory.
- Embrace a growth mindset, and a commitment to improvement.
- Learn from success and minimize hindsight bias.



## Considerations for After:

- Assign findings to individuals for meaningful clinical improvement.
- Provide debriefers with ways to improve their facilitation skills.
- Provide resources for those who may benefit from further psychological support.



Further supports can be obtained through Health Authority Employee & Family Assistance Programs:

Northern Health: 1-844-880-9142

Interior Health: 1-844-880-9142

Fraser Health: 1 844 880 9142

Vancouver Coastal: 1-800-505-4929

Island Health: 1-800-663-1142

Providence: 1-800-663-1142

Provincial [PHSA]: 1-800-663-1142

First Nations: 1-855-242-3310

Physician Health Program 1-800-663-6729

Contact your manager/site leader to request a formal critical incident debriefing.

As of 04/03/25