

IASC

Inter-Agency Standing Committee
IASC Reference Group for Mental Health and
Psychosocial Support in Emergency Settings



Save the Children®

HIAS

giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH

IASC Staff and Volunteer Care WG

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Introduction

- In 2017, the IASC RG MHPSS decided on setting up a Staff and Volunteer Care Working Group
- Co-Chair: currently GIZ, HIAS, Save the Children
- Mandate: 2 years (initially until DEC 2019)
- Purpose: Gain a deeper understanding of current staff care approaches, needs, challenges and best practices that humanitarian aid workers face in their daily work
- Final product: Guidance note on Staff and Volunteer Care



Initial Roadmap

- Compile a list of resources and to review literature
- Design staff survey and assess approaches and needs
- Present findings to IASC MHPSS RG
- Produce a guidance note on staff, partner staff and volunteer care and wellbeing



Research project on staff care

- Joint endeavor between the Sigmund Freud University Berlin and the International Psychoanalytic University Berlin
- Development and piloting of REST-Tool (Responding to staff care needs in fragile contexts) (Phase I - completed)
- Implementation of REST-Tool in local NGOs in Lebanon, Jordan, Turkey, Iraq (Phase II – upcoming)



Research project on staff care





What REST is

- A tool to enable teams and organizations to find out what their specific staff care needs are
- It enables teams to develop a practicable staff care plan → not an instrument to answer all questions but to *ask* the right questions
- It places the individual and its relationships within the team and the social and organizational context at the center of the discussion



What REST is not

- The tool is not a staff care tool as such: it does not provide a summary of techniques such as stress management
- It does not provide an answer to all questions



Key messages

- Staff care is an essential part of doing no harm and conflict-sensitive project management
- Staff care can be self-contained but initially needs external guidance
- Staff care must focus on all staff
- Staff care in areas of conflict and war cannot assume to achieve wellbeing → helping to maintain a balance between strength and vulnerability
- Staff/volunteer care is a process not a one-time activity

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**Thank you very much for your
attention!**