

Diploma work Prevention of „Burn-out syndrome of health care workers in Hospice Štrasburk and in Hospice Anežka Česká“ deals with the care of staff. This care includes development of workers, psychosocial support, psychological hygiene and work organization. These aspects were checked by answer sheets and by talks with the leaders and the hospice staff. Evaluation demonstrated divergence between kinds of management and in varied access to personnel. The management of Hospice Štrasburk prefers a friendly stance to the staff and individual solution of problems and conflicts. On the negative side is limited interest in educational programmes for health care workers and the absence of supervision. Hospice Anežka Česká has a wide range of special seminars. Worker's education is a priority. But recently there is only little contact between workers and management. Staff do not feel enough interest and appreciation. Both organizations evaluate in a positive way collective relationships and zone of interior of hospice. The next common feature is team stability. No worker was found to suffer from burnout syndrome even though that majority of informants work in hospices for more than five years. Prevention of burnout syndrome is achieved by many factors. This diploma work was focused only on factors which react at work. An integral component is the goodness and character of the people working in hospices.