

The Brief

July 2023

Stars shine at first UHD Awards



See more on pages 6-8



Page 18

Team UHD unite for Cultural Day



Page 9

See Me First



Pages 10-12

Celebrating NHS 75

Your University Hospitals Dorset

An update from chief executive, Siobhan Harrington



Treating over a million people a day in England, the NHS touches all of our lives...

This month marks the 75th anniversary of our National Health Service. It is an institution close to so many of our hearts and remains one of the key things that make people most proud to be British.

As one of our own consultants so poignantly writes, “In India the river Ganges flows through the very fabric of society, and is venerated for giving life and sustaining those who live on its banks; and I think the NHS is a bit like that for us...” Parkash Ramchandani is part of a three-generation family of NHS workers and you can read more about him on page 10.

It is also said that while the NHS is a national organisation, it is best delivered locally, and I agree. Every corner of the

UK has its unique challenges and its own innovative ways of tackling them. Here at UHD, we are starting our Patient First journey which really hones down on the very local issues and solutions to them, led by you for the benefits of our patients and each other.

Supporting this are our UHD objectives which we have summed up in a bitesize way on page 4 for all teams to engage with. Quite simply, we strive to:

- See our patients sooner
- Be a great place to work
- Improve patient experience, listen and act
- Save lives, improve patient safety
- Use every NHS pound wisely
- Start on our ‘Patient First’ journey
- Work as one team, fit for future changes

Please do share these objectives with your teams and display them in your areas. They should form the basis of your own appraisals, and you can read more about those on page 4.

Our corner of the NHS is a community in its own right - it sometimes feels like a small town!

All good communities need to promote equality, diversity and inclusivity, and that’s exactly why we have now launched ‘See ME First’. The aim of the initiative is to make real change to our organisation’s culture, creating a more inclusive, open, and non-judgemental work environment in which all staff are treated with dignity and respect. Thank you to all those involved in this very important piece of work - you can read more on page 9.



▲ Congratulations to all those involved in our Postgraduate Doctors Awards

Great communities need a good old celebration too, and the front cover of *The Brief* this month certainly sets the tone for that! Our first UHD Awards were a resounding success and it was an absolute privilege to see all the winners and highly commended members of Team UHD together in the Bournemouth Pavilion just a few weeks ago. There was such a positive buzz in the air and it was incredibly moving to hear the citations of those shortlisted. With over 800 nominations for this year's awards, and our postgraduate doctors enjoying their awards evening at the end of June too, it is quite clear there is a lot of good practice we should be celebrating every single day.

Our first UHD Cultural Celebration event also took place this month, a cross-site celebration of all the different

cultures that are represented within Team UHD. It was fantastic to see a joyous jamboree of what makes our UHD community the rich and diverse place it is, and the many, many benefits this brings. See page 18 for more.

While it has been wonderful to see a return to so many events after a long period of absence during the pandemic, I know our hospitals remain extremely busy. We are about to enter another period of industrial action by our junior doctors with some of our consultants going on strike soon after. Thank you for your relentless efforts to support each other and our patients during this time.

We also welcomed the CQC into our hospitals at the end of June, and they will be returning later in the summer to carry out a well-led inspection. For me, the CQC is an opportunity to

talk about what you are proud of and what you are doing, so please do take time to chat to the inspectors if they come to your area.

There are many things that make us proud, but equally there are many challenges and areas where you might need support. So tell us how things are for you in this month's People Pulse survey. It gives us such important information about how things are in our community. Remember, better never stops.

So as we gear up for our busy Dorset summer, let's keep our UHD community at the heart of what we do, be kind to each other, and help that community spirit thrive.

Thank you for all that you do

Siobhan

Vital statistics

June 2023

- We saw **42,453** patients in our outpatient departments
- ...and an additional **8,981** virtually
- Carried out **1,145** day case procedures
- Supported the birth of more than **296** babies
- Attended to **13,318** patients in our EDs
- Cared for **215** people at the end of their lives

Thank you

#TeamUHD

Our objectives - your appraisal

It is important that everyone across #TeamUHD feels empowered and engaged as we make changes that will benefit you, your colleagues, and your patients.

Our trust objectives describe what we are trying to achieve, together, as Team UHD. We have ambitious plans to ensure we continue to improve and provide high-quality care for our patients within UHD and as part of the wider system across Dorset.

You will have the opportunity to discuss your personal part in this for the year ahead in your 2023 appraisal, as well as reflecting on the past year.

The materials on the [intranet pages](#) have been updated to

include the 'at a glance' objectives - and you can download your own objectives poster for your area [here](#).

You can also read more about our Patient First journey, and how our objectives fit in with our

overall strategy for Team UHD, [here](#).

Thank you for all that you do for UHD and our patients, and for helping achieve our ambitions for the future.

The poster features the title 'Team UHD Our 7 objectives 2023-24' at the top. Below the title are seven circular icons, each with a corresponding objective: 1. 'See our patients sooner' (two people, one holding a clipboard), 2. 'Be a great place to work' (two people with arms raised), 3. 'Improve patient experience, listen and act' (an ear), 4. 'Save lives, improve patient safety' (two hands shaking), 5. 'Use every NHS pound wisely' (a hand holding a pound coin), 6. 'Start on our Patient First journey' (a heart with three people inside), 7. 'Work as one team, fit for future changes' (three people standing together). At the bottom of the poster is a group photo of seven diverse staff members and a QR code with the text 'Scan here or search Patient First on the intranet to find out more...'.

It's appraisal time

What is the benefit of having an appraisal?

Appraisals provide dedicated time for you and your manager to have a focused conversation on your experiences at work, including your progress over the past year and how you may wish to develop. It's an opportunity to reflect together and really think about how can work towards your development goals. It's not just about the conversation, there is huge benefit in taking the time to prepare fully.

How can appraisals be used as a tool for reflection?

It is not often that you have the opportunity to sit down with your manager and have

a conversation about your development aspirations, progress, any concerns you have about your working life, and your wellbeing. We encourage our managers to adopt a coaching-style approach, asking open-ended questions which allow you to think of different perspectives.

How can appraisals support managers and teams?

Appraisals allow you and your manager to think about how your development aligns with the objectives of the wider team, enabling everyone to work towards common goals that go hand-in-hand with their own professional development. They help managers better understand your areas of strength and areas for development.

For further information, check out our FAQs [here](#).

We are **caring** **one team** **listening to understand** **open and honest** **always improving** **inclusive**

People Pulse

Throughout July we are asking you to use the People Pulse survey to tell us about your experience of working at UHD. Here's why it's important for us to regularly check in with you and what difference it makes...

What is the People Pulse survey and why does it matter?

The survey provides us with up-to-date insight

People
PULSE

Go to

www.nhspeoplepulse.com

to take part or scan the QR code



into the experience of our staff and tells us if you are feeling informed and supported in your role.

What are you asking me and what will you do with my feedback?

We will be asking you a few short questions which will help us to measure the health and wellbeing of our workforce. We

will listen to your feedback, act on issues raised and use it to make tangible improvements to our health and wellbeing support.

To find out more about the People Pulse survey click [here](#) or search 'People Pulse Survey' on the intranet.

Freedom to speak up - a year in review

Almost 300 of you spoke to us last year, the highest since our [Freedom to Speak Up](#) service was set up in 2017.

Over the last 12 months, the main theme continued to be behaviours and attitudes.

While a tut, a badly worded email or aggressive tone can seem harmless at the time, we consistently hear the negative impact of these behaviours can be long lasting.

Research has shown that rude behaviour within a clinical setting has a significant adverse impact on staff performance and patient health outcomes.

We need to become more conscious of how our internal world may be impacting our external world, and take steps to care for ourselves and the people around us. Our Patient First programme will be looking to help us all by improving the way we work and the behaviours we must adopt to do this.



Supporting you to raise concerns

The last 12 months have been really busy for the team as we launched a new speaking up [policy](#) and [strategy](#). Please do look at our Speak Up, Listen Up, Follow Up' eLearning packages on the BEAT VLE too.

You can view the full annual report [here](#) or on the FTSU intranet pages.

Planned industrial action

The British Medical Association (BMA) union has announced industrial action involving junior doctors for five days from 7am on Thursday 13 July until 7am on Tuesday 18 July.

The BMA has also announced industrial action by hospital consultants for two days from 7am on Thursday 20 July.

Please look out for updates in the Staff Bulletin and the industrial action pages on the intranet.

Thank you for all you are doing together as #TeamUHD.

Stars shine at first ever awards

Our first ever UHD Awards event took place in mid-June, featuring some incredible and uplifting examples of inspirational care, compassion and leadership.

Almost 300 staff, including almost 100 staff ticket ballot winners chosen at random, plus patients and relatives who put forward staff for recognition, attended the event at The Pavilion in Bournemouth.

The awards received an amazing 850 nominations, including 200 from the public.



Siobhan Harrington, chief executive, told attendees:

“It’s great to be able to come together and celebrate all that is great about UHD.”

Sister Annie Bush was named the winner of the Chair’s Award.

She said: “I’ve got the most incredible team, and I’m so humbled to win an award. It’s very special for not just me to be recognised but the rest of the trust too - we work with some incredible people.”

Caring Award



Winner: Amy Owen

“Amy is an outstanding individual who consistently demonstrates kindness, compassion and empathy towards the vulnerable families whom we care for as a team.”

Highly commended:

Eric Pateman and Jane Weedon



One Team Award



Winner: Infection prevention and control team

“The IPC team have been the rock and constant throughout the global pandemic, using their skills, knowledge and compassion to support patients and colleagues in times of uncertainty.”

Highly commended:

Pharmacy team and stroke team

Open and Honest Award

Winner: Catherine Bishop



“Catherine is a Freedom To Speak Up ambassador, as well as a staff governor, who works tirelessly to support our staff and is driven to ensure everyone has a voice.”

Highly commended:

Kerry Taylor and Kathy Hearn

Listening to Understand Award



Winner: Gemma Brittan

“She is a true role model who always goes out of her way to help and understand others in such a kind and compassionate way.”

Highly commended:

Gemma Turnbull and Mini Thomas

Always Improving Award

Winner: Christchurch Day Hospital



“ ‘Always improving’ perfectly describes the day hospital team, who achieved their Practise Development accreditation with Bournemouth University, learning from the pandemic.”

Highly commended:

Cheryl Richardson, Gaynor Richards and Nikkie Scrivener, and Samuel Osarumwense

Inclusive Award

Winner: Funke Adewoye



“ Funke is an exceptional and inspirational staff nurse and leader. She has reached out with confidence to senior leaders to support and empower her to make a difference.”

Highly commended:

Meris Millar and Judith Dube

UHD Leadership Award

Winner: Suzy Bingham



“ Suzy always has just the right approach - her door is always open to listen to you, she will always make time for you in her ever-busy daily schedule.”

Highly commended:

Zhan Hong Sun and Rob Flux

Volunteer of the Year Award

Winner: Gill Brewster



“ Gill makes patient feel welcome and at ease while they wait for their appointment, always on hand with a much welcome cup of tea or sitting with them if they're anxious.”

Highly commended:

Mary Temple Lance and Jackie Ree

Team of the Year Award

Winner: Portering team



“ This team is caring, always taking the time to help anyone looking lost around the hospital and always looking to improve the service they offer for the benefit of all.”

Highly commended:

Maxillofacial prosthetics team and child health team

Clinician of the Year Award

Winner: Elizabeth Hurdidge



“ She has been instrumental in the advanced care practitioner course making it accessible to all. She is the most caring nurse I have had the pleasure to work with.”

Highly commended:

Emma Jenkins and Emily Seddon



Chair's Award Winner:

Annie Bush



“The nurturing atmosphere on Annie’s ward, and the positivity of the staff there, is obvious and in no small part down to Annie. Patients speak incredibly highly of her, and say she is a big part in their recovery. Her wisdom, experience, kindness and compassion can’t help but rub off on other staff on the ward, regardless of their professional discipline.”

Patient Choice Award

Winner: **Clare Scott**

and Dr Jason Mainwaring (not pictured)



“Jason and Clare never gave up on me. I owe so much to their continuing support as I grow into the woman I am today, and I am forever grateful for their exceptional care.”

Highly commended:

Gillian Connell and Lorraine Knott



See ME First

What is See ME First?

See ME First is a staff-led initiative to promote equality, diversity and inclusivity. It requires colleagues to challenge and work together towards ending racism and discrimination in the workplace.

The aim is to make real change to our culture, creating a more inclusive, open, and non-judgemental work environment in which all staff are treated with dignity and respect.

Will you pledge to support any colleagues that experience discrimination? Fill out this [form](#) and pledge to encourage colleagues to speak up and safely challenge discriminatory behaviour through the appropriate channels. You will receive a See Me First badge to signify you have made this commitment and ensure your support is visible to colleagues.

Why is it important?

Our [2022 NHS Staff Survey results](#) identified that black, Asian and minority ethnic staff experienced more inappropriate behaviours and had a less positive experience overall while working at UHD compared to white staff.

Why wear a See ME First badge?

- You are making a visible commitment to actively create an open, non-judgemental and inclusive culture at UHD by ensuring your BAME colleagues are treated with dignity and respect
- You are signifying that you uphold UHD's values of being inclusive, caring, one team, listening to understand, open and honest, and always improving.
- You are signifying that colleagues can come to you for support and advice on how to safely challenge discriminatory behaviour.



What can you do to make a positive difference?

Make yourself visible as a member of staff who will **listen** to colleagues who have been subjected to discrimination or need advice and information.

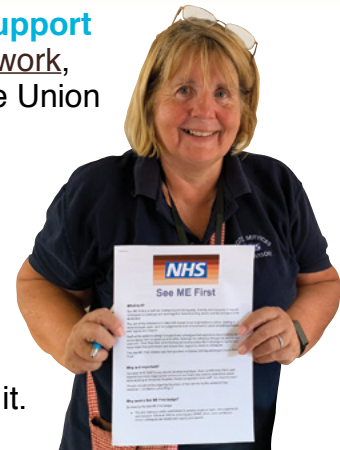
Encourage your colleagues to **speak up** safely through the appropriate channels if they have experienced discrimination. Direct them to the [pink LERN form](#), [Freedom To Speak Up](#), their line manager or UHD's equality, diversity and inclusion lead (deepa.pappu@uhd.nhs.uk).

Listen **Speak up** **Support** **Challenge**



Signpost colleagues to the **support** available to them ([BAME network](#), [Human Resources](#) and [Trade Union representatives](#)) as well as wellbeing support including [Psychological Support and Counselling service](#), [Mental Health First Aiders](#) and [Trauma Risk Management](#).

Be a visible and active ally; if you see racism, **challenge** it.



Make your pledge here:

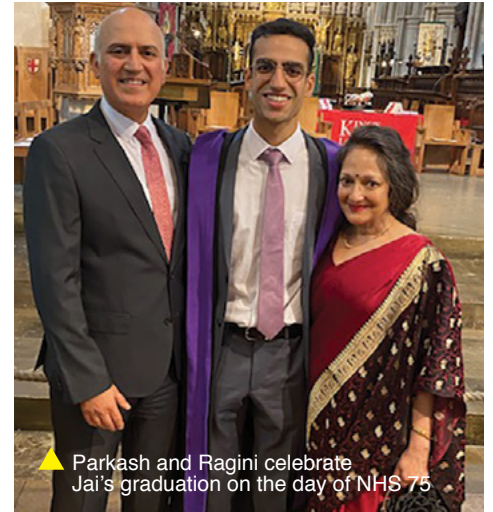


See ME First



United in caring

“ In India the river Ganges (also called Ganga Mata, which means mother Ganges) flows through the very fabric of society, and is venerated for giving life and sustaining those who live on its banks; and I think the NHS is a bit like that for us...”



▲ Parkash and Ragini celebrate Jai's graduation on the day of NHS 75

Meet **Parkash Ramchandani**, consultant in oral and maxillofacial surgery, and part of an NHS family dynasty.

There are no fewer than three generations of medics in his family, which started with Parkash's father, Mohan. Mohan moved from Pakistan to the north west of England in 1972 to restart his medical training and after one year he earned enough to pay for his wife Devi and their five children to join him.

“When we moved, mum spent her time looking after the five of us, helping us learn English. My dad worked hard and ended up being a consultant in medicine for the elderly in Manchester. He passed away following a stroke eight years ago having spent all his life looking after older people,” explains Parkash.

Parkash started his NHS career doing dentistry for a year before moving to medicine, then surgery. After training in the north, he moved to the south coast and became a consultant at UHD in 2005.

His wife, Ragini, is an NHS dentist (and daughter of two doctors), their son Jai is an F1 doctor and about to start his house job in Portsmouth, while son Om works in neuroscience.

Parkash is not the only Ramchandani at UHD, indeed his brother Mahesh is a consultant in our eye unit and a clinical director in our surgical care group.

Their eldest sister Nina worked as a nurse before training as a doctor and is a GP in Leicester, with her husband who is also a GP. Both of their children are doctors.

▶ Parkash's family in 1973

Sister Gita trained as a nurse before moving to Tanzania and starting her own cosmetic clinic, while brother Nand lives in America and works for the UN.

“I know it's a cliché but we are all united by a strong desire to do the very best for our patients. We have a deep respect and a warm affection for the NHS which has its roots in the way our parents brought us up.

“I'm very proud of my family, who are very grounded and show honesty, humility, professionalism and all go above and beyond the call of duty, as many health workers do.

“We consider ourselves to be very lucky in our careers and it's an absolute privilege doing the work we do.”



▲ Mahesh Ramchandani



▲ Nina on her graduation day



▲ Nephew Sanjeev graduates as a doctor

▶ Sister Nina and her family of doctors



▲ Ragini's parents

A family affair

NHS 75
1948 - 2023

Working in Poole Hospital, and born in Poole Hospital to parents who met at Poole Hospital, we speak to **Ellen Sinden** about her NHS story...



taken over by pre-packed packs of tablets and dispensing robots now store and deliver the tablets to the dispensing bench. And no leeches!

...but this is not when it started for my family.

Thirty years earlier, in 1968, Nurse Rumens (my mum aged 18) and Nurse Sinden (my dad aged 22) were just starting their nurse training at Poole Hospital. They were enrolled in the two-year 'state enrolled nursing' (SEN) course, rotating round different areas under the watchful eye of the sister.

Mum's accommodation was in 'tampax towers' as it was fondly called and there was a firm midnight curfew. There was a strict uniform policy - stiff, starch cleaned clothes - and your appearance was regularly inspected by the sister and matron.

My mum's rotation into outpatients was bought to a halt when my dad - who had bad asthma at the time and wasn't allowed into theatres was transferred into her slot. This disappointment couldn't have lasted long as shortly after this they were married! After the wedding, mum visited her patients in her wedding dress and gave out wedding cake.

Dad started working on A2 which was a trauma ward dealing mainly with road traffic accidents. He moved into Coronary Care (CCU) and was there until he passed away in October 1998. People have fond memories of my dad smoking his pipe while walking up the corridor!

...Back to the present day and I am still working at Poole Hospital, now as a practitioner within rheumatology. Changes are always happening within the NHS, and aren't easy, but we should be extremely proud of the NHS' achievements. After all, it's where my parents met and is why I'm here today!

“ I started working in Poole in 1998 when I completed my pre-registration year as a pharmacist with Boots. The pharmacy was next to the old main entrance and you used to stand at the long wooden bench, dispensing and checking prescriptions while gazing out on to Longfleet Road. There was always a lot of excitement when the fire engine arrived, likely to an occasion of burnt toast!

In those days you wore white lab coats and used light counters to count out tablets from large dispensing pots. There was a dumbwaiter like lift system that brought drugs up from the pharmacy stores and jars of leeches and packs of maggots to treat things like skin ulcers.

Now the lab coats have been replaced with dark scrub tops, the light counters have been



▲ Ellen's dad (centre) and her mum (far left)

Going full circle

NHS 75
1948 - 2023

Caroline, ward sister at
Poole maternity unit

NHS 75

"It was a great privilege to be a part
of this moment for this family again
26 years later"



1997

2023

Baby Lydia

Lydia's baby

Here's Caroline Boyd, one of our sisters in Poole maternity, taking baby Lydia to the car 26 years ago when she was a student midwife.

Some 23 years later and Caroline became Lydia's manager when she joined as a maternity support worker.

Fast forward three more years and here is Caroline taking Lydia's baby to her car - 26 years later!

What a wonderful full circle moment as we celebrate 75 years of our NHS.



Flying the flag for Team UHD

It was great to see our deputy medical director, Dr Matt Thomas, trainee clinical physiologist Monica Chigborogu, and scientist Mike Tiller represent #TeamUHD at the special Westminster Abbey service on 5 July, attended by royalty and 1,500 NHS staff to mark #NHS75.



BBC joins us for NHS 75 celebrations

Thank you to the BBC for finishing our birthday celebrations by hosting their evening news from RBH on 5 July.

With a focus on how we are innovating our care for future generations, Alastair Fee was live from our stroke unit to learn how our 'Walkerbot' has continued to improve rehabilitation for patients after a stroke. The BBC spoke to patient Margaret Eaton as she used the machine and learnt all about her stroke journey.

We then spoke to Louise Johnson, consultant therapist, and deputy chief nursing officer Fiona Hoskins about how we can look ahead, embrace innovation and work together to deliver better outcomes for our local population.

The piece was finished by the lake with a selection of staff celebrating what we love about the NHS. You can catch up [here](#).



#NHS75

Save lives by improving patient safety

Patient safety should be our priority and be part of routine practice at all levels of UHD...

Dr Kamy Thavanesan, consultant physician in stroke and AMU, is now Team UHD'S associate medical director for governance and risk.

She has been involved with governance and risk since becoming a consultant in 2015, being governance lead, mortality lead, and the stroke specialty research lead.

"We need to develop a patient safety culture across the organisation and build organisational memory by

learning from patient safety events," said Kamy.

"We should speak without fear of blame. Patient safety should be our priority and be part of routine clinical practice at all levels throughout the organisation."

A new Patient Safety Incident Response Framework (PSIRF) is being introduced nationwide later this year and will underpin the 'Patient First' quality agenda.

In the meantime, if you have any concerns related to patient safety speak out, raise a LERN, or drop a message to kamy.thavanesan@uhd.nhs.uk



TB: Help reduce diagnostic delays for patients

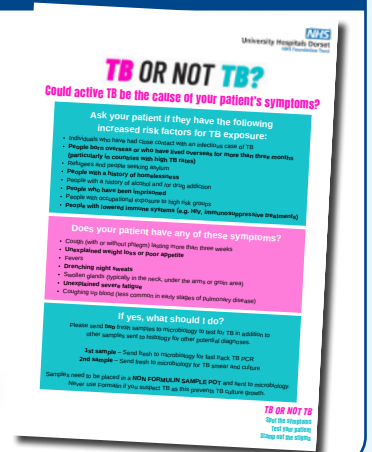
Our CMO Dr Peter Wilson and the UHD TB steering group have written to teams involved in the collection of clinical samples to consider whether TB could be a cause of their patient's symptoms. This letter includes those at increased risk of TB, symptoms to look out for, and what samples to collect and send.

You can read the full letter and get a poster for your wards [here](#).

We all have a role to play in our TB education campaign: **Spot the symptoms, test your patient, stamp out the stigma.**

Please contact tb@uhd.nhs.uk if you have any questions.

TB OR NOT TB?



BRAG of the month

The latest from our Benefits Realisation Assurance Group (BRAG), where we review what our investments in healthcare have delivered. This month's BRAG is from our medical care group...

"Our team has benefited from significant investment in medical and nursing staffing, particularly in the emergency department, medical and older people specialties. While all posts are not filled,

recruitment is ongoing and the teams are already feeling some benefits.

"There are lower sickness levels in junior doctors and staffing is already safer, with less shifts needing to be covered by bank staff. The emergency team have recruited junior doctors and advanced clinical practitioners on target to be fully established by September.

"We're really pleased to report less vacant shifts which is improving the safety and working life for our colleagues."



You said... a transformation special

Our strategy and transformation team answers some of your questions...



Dr Isabel Smith
Medical director
for strategy and
transformation



Richard Renaut
Chief strategy and
transformation officer



Steve Killen
Director of
transformation

Will admin teams be asked which site they want to work on regardless of their job location?

▶ As we plan our services and plan what is going where, teams will be involved in going through the options. In advance of that, we want to get informal views from staff. We realise that some people are keen to stay with their existing team if that service is moving but some people would prefer to stay on a particular site. Where possible, we'd love to accommodate that.

When it comes to individual teams, we're working through office locations. There's a tracker of where offices are being moved. More information on office moves can be found on [investing in our hospitals](#) on the intranet. Our strategy and transformation team is also available to provide briefings to specific teams.

Will the Pathology Hub be big enough for staff?

▶ The building is a similar size to the existing space within Bournemouth. Because it's been designed by the teams to be very open-plan and multi-functional, it works much more efficiently. This means there is enough space for the staff. The Pathology Hub is an innovative space with high-tech equipment that is designed to meet the needs of the service now and in the future. We are now looking to make sure that all the teams they interface with are sure of the key changes, when they're happening, and what that means for them.

The travel survey had over 1,200 responses. What key things were said?

▶ You can see the overall feedback in our June edition of [The Brief](#) magazine. We are now looking at what more we can do to support bus travel, particularly for staff who are on lower incomes. One of the things that struck us is a lot of people don't know we already offer a [10% discount](#). Regarding the shuttle bus, it would cost about £1m a year to run a regular shuttle bus between sites. The level of demand for that was not justified from the staff survey, that's why we are focusing on bikes, buses and car sharing.

Bike commuter facilities have been improved at RBH - what is happening elsewhere?

▶ We had to choose one site to do something big on, and RBH will have more staff over the next couple of years with the emergency hospital. We're looking to get feedback about how the Bournemouth hub has gone down with cyclists before we go to Poole. There is a Bicycle User Group ([BUG](#)) on Microsoft Teams where we will canvas opinions for investment, so please share your ideas.



What's happening with the multistorey car park at Poole?

▶ During Covid, a lot of the rules were relaxed about staff parking in the multistorey. Now the multistorey is full of staff vehicles by 8.30am and patients can't get in. That's why we need to review who parks there and will contact people directly with alternatives. We regularly have 200 empty spaces in the stadium car park, and we encourage staff to make use of those spaces.

Are the site owners of the stadium and Littledown parking responsive to concerns?

▶ We are aware that some staff have had concerns about their safety when parking at the stadium. If people would feel more comfortable waking with others, we can organise that. There were also issues with broken glass at the Littledown and we meet regularly with the providers. Remember, permit holders can park anywhere within Littledown if your number plate is registered with the automatic number plate recognition system.

What's happening with the staff rest space funding bids?

▶ Some 80 bids for funding have been received and we're looking at those now. We're also doing a reconciliation of the funds that have already been spent in the area. Some of the bids may already come under our estates team's planned updates.

Many new staff coming from overseas are finding it hard to find accommodation - how can we support them?

▶ Last September we took over management of the Sovereign who were running all of the Poole site's accommodation. That has given us more rooms which we are trying to ring fence for our overseas-trained staff. We are looking to see what we can do in our longer-term strategy.

What are we going to do with the space we'll have when the builders move out?

▶ We've got more work to come on both sites which has not started yet. At RBH, it will be around catering. We'll also start to do more ward refurb work on the Poole site. Additionally, we will build a new endoscopy unit, which will consist of all modern facilities. At RBH, we have the road and connection off the Wessex Way which completes next year. This means the builders are here for the next few years, but we will do our best to mitigate the disruption this may cause to you.

How can teams find out what moves will impact them?

▶ Each care group and the operations team has a transformation manager and project manager. Please do contact them:
Surgical - Nicola.Jubb@uhd.nhs.uk
Medical - Vic.Arnold@uhd.nhs.uk
Specialties - Sian.Williams@uhd.nhs.uk

What are the transformation headlines for the summer?

▶ Having merged two years ago, we're hoping to have teams integrating and getting their services ready so that they're fully integrated and all their SOPs and ways of working are aligned before moving.

We've had some early moves such as the barn theatres opening and the cardiology and stroke teams. The focus now is on integrating teams and getting patient-ready for when we move.

More information on our transformation plans can be found on the [Investing in our hospitals](#) page on the intranet.

Ensuring a safe transition for our future

We are now two years from our large-scale clinical changes with the vision to establish emergency and planned care hospital sites in 2025.

Our focus is moving from buildings to services, and part of this vision is to deliver 'One UHD' way of working, providing safe systems and processes which are interconnected and work for the benefit of patients.

To accelerate this work, we are piloting 'deep dives' in four clinical areas over the next two months, starting with **pathology**.

At the centre of the ambitious plans for this service is getting the new Dorset Pathology Hub up and running by end of the year (you can read more about the plans [here](#)).

The team have committed to:

- improving resilience through mutual support and harmonisation
- centralising processing in the Bournemouth hub while keeping tests needed locally at our other essential service laboratory sites, including Poole
- continue to refine and improve current service provision

We know colleagues were incredibly busy during the pandemic and continue to experience a lot of change continue with recovery work. Please remain positive and focus on our exciting future. It's only with your help and input will we be able take this opportunity to improve services and deliver benefits for our patients and our people.



Paving the way for pathology transformation

We've been finding out what our partners, Amiri Construction, have been up in 'paving the way' for the new Pathology Hub. You can see more [here](#).



On the road to Net Zero

In 2019, the UK committed to reduce all greenhouse gas emissions to Net Zero by 2050 with The Climate Change Act 2019.

What is Net Zero?

Put simply, Net Zero refers to the balance between the amount of greenhouse gas that is produced and the amount that is removed from the atmosphere.

Our NHS has committed to achieve Net Zero for the emissions it controls by 2040, and all direct and indirect emissions by 2045. This goes further and faster than the Climate Change Act 2019.

NHS Net Zero targets have been incorporated into law under the [Health and Care Act 2022](#).

To reach NHS Net Zero targets, we have created the [UHD Green Plan](#). To reach our carbon reduction targets, we must reduce carbon 'core' emissions by an average of at least 1000 tco2e per annum - which we are achieving.

We are aiming to decarbonise the way our buildings are powered and heated and are investing in additional solar

photovoltaic arrays around our hospitals. We are also investigating geothermal energy.

Our new builds are being built to high Net Zero standards and older parts of the trust will be upgraded to meet efficient performance measures.

We have secured a new 10Mv grid supply to support the additional electrical power needed to meet decarbonisation efforts such as the introduction of air source heat pumps and EV charging.

The scale of the challenge to decarbonise UHD is huge and will cost many millions. We are working to secure grant funding to assist both with the detailed planning and delivery of these projects.

However, our decarbonisation efforts don't stop with building energy needs...

We are also working to:

- reduce emissions from staff, patient and visitor travel
- reduce the impact out anaesthetic procedures have on greenhouse gases and refrigeration plant



- decarbonise our supply chain as all NHS suppliers will have to commit to align with NHS Net Zero targets by 2030
- reduce emissions through the digitalisation of care services
- and much more!

What can you do?

- Read our [UHD Green Plan](#)
- Sign up to [EcoEarn](#), do the activities including carrying out your own sustainability projects.
- Join our [Green Champions Group](#).

Roaring ahead with tiger waste at Christchurch Hospital

Since March, Christchurch Hospital has successfully implemented a 'tiger waste' system making positive changes to how their waste is separated. Since making this change, Christchurch has hit the NHS England segregation targets for clinical waste. Well done everyone!

Using the distinctive yellow and black bags for healthcare waste from non-infectious patients keeps waste from the intensively treated clinical waste streams, which is better for the environment and saves money.

You can find out about the process [here](#) or contact dan.thomas@uhd.nhs.uk to find out how you can make sustainable changes to waste in your department.



Celebrating the cultures of #TeamUHD

On Friday 7 July, we held our first UHD Cultural Celebration. We danced, shared stories and came together to celebrate all of the wonderful cultures that make up #TeamUHD. The special cross-site event showcased how important it is to continue to educate ourselves about each other and our unique experiences. Here are some of our favourite pictures from the day. Thank you for celebrating with us.

Funke Adewoye, UHD nurse and head of the organising committee for the celebration, said:

“A special thank you to all those who supported this event. Thank you to our UHD family for making this day a massive success. We were one UHD on that day. Proud memories for us all!”

To catch up on the talk from David Corbin, South West NHS England equality, diversity and workforce lead, and Deepa Pappu, UHD EDI lead, as well as much more from the day, click [here](#) or see our YouTube channel.



UHD CULTURAL CELEBRATION



July's UHD Health Hub



Thrive wellbeing

This month features gym sessions for £2.50, Alcohol Awareness Week, an update on Mental Health First Aider opportunities and more! Find it on the [intranet](#), or scan the QR code. Don't forget to share it with your colleagues.

ICU - caring for the carers

Organising a wellbeing day helps to build relationships and acknowledges the importance of maintaining your staff's mental and physical health. We caught up with Eloise Brotherton, deputy sister, to find out what the intensive care team are doing to improve the wellbeing of their colleagues...

“The impact of Covid-19 caused a lot of our team to suffer from burnout. We realised we needed to try and look for different ways to support our staff and so started our wellbeing team.

“We wanted our staff to feel supported and to develop their resilience, so invited a speaker from LiveWell Dorset to take us through a workshop. This evolved into a whole day focused on wellbeing including a mindfulness session and a reflective session with cake in the Lavender Garden at RBH.

“It was a really beneficial day for feeling valued, recognising we shared similar feelings, and helped boost morale. If any other departments are interested in organising their own days, we would be happy to help. My email is eloise.brotherton@uhd.nhs.uk.”



Have you signed up to Living Libraries?

Our Living Library needs you to become a 'human book' and tell your personal story, sharing your lived experience with a reader that chooses to 'borrow' a human book.

The first event will be on 6 October as part of Libraries Week in libraries at RBH and Poole. This will be followed by a permanent Living Library on display in the library. You can then arrange to meet the

'book' at a time suitable for you and your book.

If you are interested in being involved, you can find out more [here](#).



SPOTLIGHT ON: A new perspective for medical students

Have you ever considered what it's like to work in a hospital for someone who is neurodiverse?

Final year medical students have been put to the test in a 'neurodiversity escape room' devised by clinical teaching fellow, **Natali Vigneswaran**. We caught up with Natali to find out more...

“Here you can see the students working through the dyspraxia activity. They are required to wear ski gloves and asked to cannulate a patient in order to access patient notes and crack the code for a key safe.

“Other activities included being exposed to lots of overwhelming external stimuli while simulating clinical work, representing the challenges of working with ADHD and dyslexia. The session ends with an autism station where students

are asked to handover to a consultant while faced with multiple distractions. They have 20 minutes to solve each challenge.

“Afterwards, students are debriefed about their experience which initiates a discussion about the challenges of working in a clinical environment with neurodiversity and how to recognise, help and understand everyone within a team. As well as introducing students to a new perspective the sessions aim to make students who are neurodiverse feel accepted and respected.”



What did the students think?

“The experience was great - very eye opening to some of the challenges neurodiverse medical professionals might face on a daily basis that many other people may not be at all aware of.”

“I had not considered how neurodiversity affected my colleagues day to day, it definitely will make me consider in the future how I will adapt my ways of working to help my colleagues.”

“I think for me the challenge with gloves was the hardest as it was doing tasks that are by now muscle memory but adding a barrier to it made it nearly impossible to complete!”

“I found the dyspraxia station the hardest, as I feel like you need a lot of small fine movements when it comes to procedures so it must be challenging having to adapt and find a way around this.”






Shining bright at Twilight

Over 200 people came together to shine bright and walk 5K or 10K in our much-loved Twilight Walk.

This year, everybody walked and raised funds so that our NHS staff can deliver warm chemotherapy after surgery (hyperthermic intraperitoneal chemotherapy) costing £51,000.



Research shows that by administering heated chemotherapy (42°C) directly to the tissues impacted by cancer after surgery can greatly benefit patients and even improve their outcomes.

Thank you to everybody who has taken part and has made a huge difference to those who may need this treatment in the future.

Make your miles count in the 2024 Marathon

Were you successful in securing a place in the London marathon next year? We know there will be many amazing causes you could choose to run for but if you'd like to support your fellow colleagues and help our hospitals to continue going the extra mile for our patients, please choose to run for University Hospitals Dorset NHS Charity. Contact zoe.wood@uhd.nhs.uk for more information.

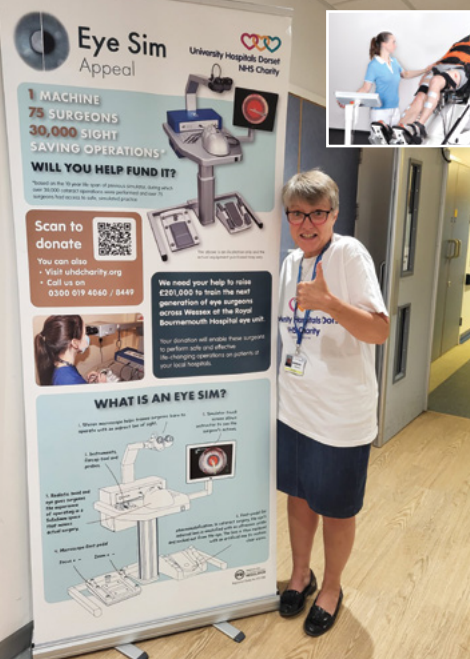


#LondonMarathon

Got a ballot place? Great! Join our team now



LME LONDON MARATHON EVENTS
INSPIRING ACTIVITY



Edging closer to funding two new robotic tilt tables

We are continuing to raise £190,000 to buy two robotic tilt tables so that our physiotherapists can provide safe and effective early rehabilitation to some of our most unwell patients, including patients in critical care or on the stroke ward.

The Tilt Table appeal is at the half-way mark with one more table still to fund. More information is available at www.uhdcharity.org/tilt-table

Blankies make bucks!

Thank you to Carole Loader for her continued support to UHD, creating blankies from old race t-shirts, backed with fleece to create a blanket to keep people warm in the winter months.

Carole has made 288 blankies to date, raising £8,500!

Local support for our hospitals

We've received an incredible £1,000 from Nisa Local in Bournemouth Westcliff as part of their 'Making a Difference Locally' scheme, and a fantastic £2,000 from Richmond Holidays in Bournemouth as one of their chosen charities. Thank you!

Giving a High 5 for our 75

As we mark 75 years of the NHS, University Hospitals Dorset NHS Charity is inviting all its supporters and members of the public to join us in celebrating and thanking our NHS colleagues for their hard work and commitment. We're calling everybody who has had the support from any one of our hospitals to give our hospitals a high 5 to say thank you by donating £5.

If your friends and family would like to join in, people can donate at www.UHDCharity.org/high5 or by scanning the QR code.



If you are interested in finding out more about how you can support the charity:

Follow @UHDCharity on  Facebook  Instagram and  Twitter Visit UHDcharity.org, or contact the office on 0300 019 4060/8449



Peter's ponderings...

with Dr Peter Wilson, chief medical officer

I ended up dancing at lunchtime at work last week. For anyone that knows me, that is not a sentence that you would ever think (or want) to hear me utter. I am the world's worst dancer - no rhythm and no style.

So how did I end up in this position? I was supporting the Cultural Blast next to the lake at RBH. One minute I was laughing and clapping, supporting the excellent group dancing beautifully, and the next moment I was in the middle being encouraged to try and keep up with the experts. I was embarrassed, dismayed and out of breath, followed almost immediately by laughing, doing my best to copy the moves and absolutely loving every minute.

So, what changed? A group of people that I had met, but didn't know particularly well, took me under their wing, talked and laughed with me, shared their stories and their support. I made friends that



lunchtime and cannot wait for the coffee dates and continued discussions going forward.

That afternoon, I sat at my desk and contemplated how, occasionally; life is simple. Connections are made through shared experiences, shared conversations and shared understanding. In a large organisation it is so easy to stick to what we know, never move outside our work group or social group. This mindset can prevent us from having different conversations, different experiences and learn from each other.

Through conversations, we gain mutual understanding. Without them, and without understanding other views, it is too easy to exclude others, blame people when things go wrong or people make mistakes, and say things we would never say to or about a friend.

These thoughts really struck a chord, as I had just been told about a staff member who felt that they were not seen by their colleagues. This seemed like an exceptionally sad statement when you take into account we are an organisation of 9,500 people.

I believe passionately we need to use the skills of every member of our team. It should not matter who we are, what we do or where we come from. What matters is how we, as a collective, support the wider UHD family to deliver the best care we can, which includes supporting each other.

We can only do this if we "see" each other and support each other to be the best version of ourselves. I am delighted we've become the 30th trust in England to become part of the #SeeMeFirst community. The simple idea is that we truly see and recognise every person, no matter of race, sex, sexual identity or any other characteristic, for their strengths and what they/we can offer each other. I would encourage all of you to make a pledge to join the community. However, more importantly, I would encourage all of us, every day, to ensure we are truly listening, supporting and communicating with each other.

Not only will this improve how we work together and create a stronger community, but will make our hospital stronger. We must create the supportive environment for those that have great ideas but don't feel like they can talk up, to feel safe to shine.

No-one can be the best version of ourselves all the time. My experience is, however, that if we can have better conversations more often, that when we do fall short that people are more understanding because the relationships are there.

I am so grateful for all those that took the time to laugh, dance, talk and most importantly share their time with me. My challenge is for all of us to try and connect more frequently and to really see each other.

Peter

The key to building an effective team

Supporting and celebrating the invaluable skills, knowledge, experience and diversity of your team is a crucial part of creating a positive organisational culture with strong, compassionate and inclusive leadership.

It is so important for every member of your team to feel included, valued, respected and supported. This enables people to thrive in their work and empower them to cope with difficult situations. It also ensures everyone is well informed and feels involved in changes and improvements.

UHD team leaders, ask yourselves:

- Does your team have a clear purpose that everyone is united behind?
- Do you have agreed ways of working that bring out the best in everyone?

- Do you have clear team objectives?
- Do you spend time getting to know one another as individuals?
- Do you take time as a team to reflect, communicate and share ideas for improvement?

If you are a team leader and would like to strengthen your knowledge and skills in this area, take a look at our virtual skills based workshops; [‘Leading Your Team through Change’](#)

and [‘Leading your Team through Integration’](#).

If you would like any further information, contact organisational.development@uhd.nhs.uk

We are

#TeamUHD



Scope for Growth - we need you

UHD is excited to be a pilot site for ‘Scope for Growth’, a national framework for supporting and developing talent across NHS organisations in England.

Scope for Growth is a tool to help you have a conversation about your career and development. It supports person-centred development, helping to make sense of your individual career journey and understand your aspirations.

We are looking for staff from a wide range of roles and backgrounds who would like to have a Scope for Growth conversation and provide us with some feedback on the framework and the process.

Managers can also get in touch to find out how you could pilot this within your team. Just email organisational.development@uhd.nhs.uk.



Let's talk about IT

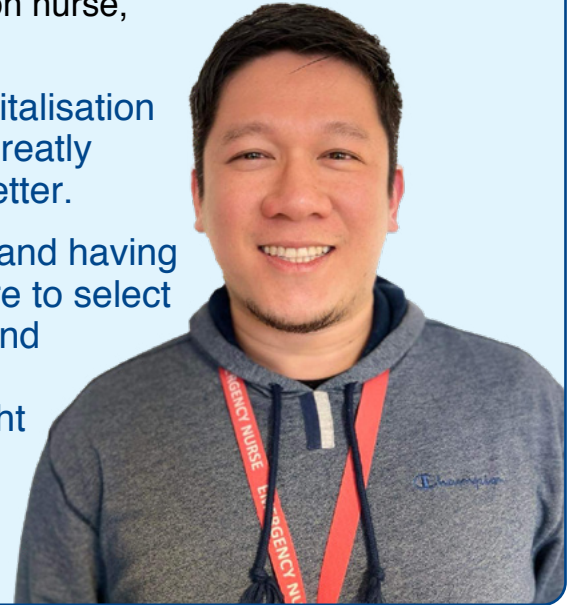
Becoming a clinical digital directorate lead

We caught up with **Bibiano Aranda**, ED IT implementation nurse, about the importance of this role:

“I took on this role because of my passion for the digitalisation of the NHS and my strong belief on how technology greatly impacts our efficiency as a department/trust for the better.

“Being a senior nurse in the emergency department and having worked between Poole and Bournemouth ED, I’m here to select a new EPR system that will be much more effective and efficient than the current system that we have. A new system is very exciting and it is vital to choose the right system to benefit both patients and staff.”

Contact peter.gill@uhd.nhs.uk if you are interested in a CCDL role.



A thank you

“I would like to extend a huge thank you and recognise the incredible efforts of all the people in ED, informatics, business intelligence and many others who have been involved in the preparation and implementation of Agyle at Poole.

“I liken it to changing your central heating boiler on the coldest week of the year while your family shiver in the background and you do your best to stitch your new boiler, knowing if you rush it you might have to start from the beginning.

“Many people have worked incredibly long hours, have exhausted themselves and then continued to give more. Thank you.”

Peter Gill

Chief informatics officer

We are

#TeamUHD

Wham bam, the end of Janam!

We've had some great feedback since we introduced our new PDAS and Bluetooth printers to those using Janams or administering blood.

Some 73 PDAs were deployed with Bluetooth printers at RBH and

Christchurch with 100% of those surveyed saying they were easy to use.

“Brilliant PDA system - works flawlessly making the process run so much more smoothly.”

Thank you to all involved.

Funding boost to strengthen our links with **AFRICA!**



When consultant microbiologist, **Dr Pasco Hearn**, visited Lira in Uganda last year as part a Poole Africa Link trip, it sparked an idea around a wider piece of educational work focusing on antibiotics - his bread and butter here at UHD.

Fast forward to 2023 and he has secured £65,000 in funding from the Tropical Health Education Trust and the Commonwealth Pharmacists' Association to bolster the microbiology labs in Lira and to encourage clinicians there to re-look at how they use antibiotics, working with pharmacy around how they procure them.

The project will see a team of UHD clinicians visit the hospital three times over 2-3 years, and for clinicians from Lira to come to Dorset to share their experiences.

Vitally, the focus will be on 'teaching the teacher', establishing IPC and antimicrobial champions

who will continue the work for the benefit of the community for years to come.

“Antibiotic resistance is one of the biggest global threats...”

Here at UHD, we currently spend thousands of pounds on antibiotics every year, and millions across the NHS. But crucially, it is antibiotic misuse and antibiotic resistance that is one of the biggest threats to global health, food security, and development today.

“Antibiotic resistance can affect anyone, of any age, in any country and can lead to longer hospital stays, higher medical costs and increased deaths,” explains Pasco. He adds: **“However, we can do something to reduce the impact and limit the spread of resistance.”**

For Pasco, success for this project would be a better understanding of antibiotic use and care, better engagement between the medics and the lab, and more trust around the results of laboratory tests.

The project is also about educating Team UHD and bringing that learning 6,000 miles back to Dorset.

“Here in the NHS we are often asked to work within limited resources...”

“Visiting Uganda, you see first-hand the constraints of working within limited resources, something we are often asked to do now in the NHS,” says Pasco. **“It is also a healthy reminder that the world is not a fair place and that the NHS is a valuable and extraordinary service that we are lucky to have.”**

Poole Africa Link was set up in 2009 when a link was formed

between Poole Hospital and Wau hospital in South Sudan. After a dozen successful visits, the team made Lira, Uganda their home in 2014.

The trips are an opportunity for UHD staff to hone their skills at making pragmatic decisions, help spread the positives of a no-blame culture, learn how to plan and deliver succinct education, and importantly, support individual wellbeing.

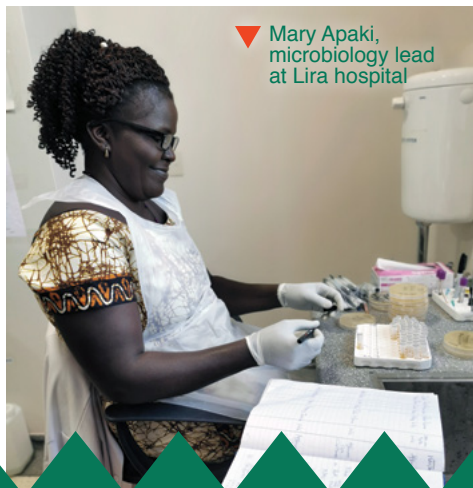
“I would urge anyone who is interested in joining a future PAL trip to Uganda to speak to us and find out more,” says Pasco.

“It can be a challenging environment to work in but we are no strangers to challenges working in the NHS. As we mark our NHS' 75th birthday, it feels only right that we take the core values of 'improving lives' and 'commitment to quality of care' to a global community.

“To educate ourselves and others will ultimately save lives. That is both a privilege and a legacy.”

If you would like to find out more about Pasco's project, email pasco.hearn@uhd.nhs.uk.

You can find out more about Poole Africa Link at pooleafricalink.org.uk



▼ Mary Apaki, microbiology lead at Lira hospital

Working in partnership to benefit staff and patients

Our BU-UHD partnership creates benefits for both patients and staff, supporting efforts to attract and retain talent to our organisations.

Leila Kattach was working as an advanced nurse practitioner in dermatology at Guy's Hospital in London and was looking to develop her skills. She chose to move to Dorset to take up a four-year PhD studentship based in our dermatology team and linked to BU's Faculty of Health and Social Sciences.



Since starting the new role in September 2022, Leila has made a huge difference to the dermatology team and patients at Christchurch and helps embed research with clinical practice in the team. On her clinical days, her expertise as an experienced specialist dermatology nurse is in high demand, assessing patients in the adult acne clinic, complex case clinic and rapid access clinics. The rest of her time is dedicated to work on the research project.

Leila said: *"Working at Guy's and St Thomas' for three years was fantastic but I always wanted to do a PhD and was struggling to see how I could manage this alongside full-time work. Not only is this option financially more viable for me than a full time PhD, but I also hope to complete in four*

years rather than up to eight years in my own time.

"The combination of leading on a research project and working clinically to use all my experience to create change is very exciting. Nurses have a great deal of knowledge to share and have insights which can be used to investigate and improve areas and models that can make a huge difference to patients and staff.

"Many years ago I saw a young mum of three who sadly lost her life to skin cancer after not being referred earlier enough. This stuck with me so when this role came up and was both fully funded AND had the focus on a nurse-led model of care for early skin cancer detection, it felt like this was what I'd been waiting for.

"I've had lots of support from the trust, my kind and supportive dermatology consultant supervisor Dr Pearson, the UHD dermatology team, plus benefited from support of my supervisory team at BU.

"Detecting skin cancer early saves lives, and I'm hoping the outcome of this research will be used by dermatology units across the country to make positive changes.

"If you're thinking that combining research and practice is something that could work for you and the opportunity arises, I'd say go for it 100%. Is it hard work? Yes, but will it be worth it? Absolutely!"

Part-time PhD pathway

Are you keen to combine research with practice? Our new part time PhD pathway aims to support those who want to do undertake a PhD alongside their role at UHD.

Applications for part-time PhDs starting in September 2024 close in December 2023

giving you plenty of time to develop your ideas.

Interested? Our next virtual drop-in session will take place on 31 July via Teams. Please email susan.varley@uhd.nhs.uk for the link.

Research event posters

Did you miss out on the latest joint research event in May? If you did (or you went and you want a reminder), [click here](#) to see all the research posters. Watch out for details about the next joint research event in future edition of *The Brief*.



NHS Staff Survey

What to do with your teams' results

Case study: Outpatient nursing and phlebotomy

Kathy Worth, sister, outpatients...

“Although our team work across four different sites (RBH, Poole Hospital, XCH and OAC at Beales in Poole) our survey results showed similar key areas for improvement such as building team relationships, feeling valued through staff development and being kept informed of wider changes in the trust that affect our department and team.

“The needs of our teams are different, so we have to be flexible. For example our Poole team are thankful for their staff rest room, while at Bournemouth a common request is to have a rest area nearby, to improve team relationships and morale.

“Other actions include ensuring individual roles and objectives are discussed as part of the appraisal process, reviewing of band 2, 3 and 5 job descriptions, and increasing opportunities for staff to shadow and learn different speciality clinics.

“Our senior manager has started an OPD newsletter to keep our teams up to date with developments and encourages contributions from the team.

“At RBH the team particularly valued ‘Thank you Thursdays’ and having a voice in our HCA forums, which includes XCH HCAs. ‘Thank you Thursdays’ is now being introduced to Christchurch OPD.

“At Bournemouth and Christchurch, the team said they felt trusted to do their jobs and are able to make suggestions. At Poole nursing and phlebotomy, the provision of a staff room has made a real difference to staff and they feel supported by their immediate managers.

“Our team was very proactive in coming up with suggestions to help us make improvements. We want everyone to feel able to get involved and have put our action plans on display.

“Phlebotomy teams are planning team away days to help build stronger working relationships across site.

“We have come some way in improving team relationships and caring for one another since the staff survey. Bournemouth and Christchurch have even had an OPD weekend trip away which is a first!”



Our Dorset engagement event

Over 150 people attended the 'Our Dorset' health information event, led by UHD, at the Mowlem Theatre in Swanage.

Local residents were updated on changes that have taken place to the NHS in Dorset recently, informed about what will be happening in the future and how these changes may affect them.

Films about the changes were played throughout the day and staff from different health organisations were on hand to answer questions face to face.

Many of our partners from the ICS spent the day alongside UHD's transformation team, governors and charity. Visitors

were able to visit the stands of NHS Dorset, NHS 111, Dorset HealthCare, Dorset County Hospital, LiveWell Dorset, Health Watch, and the local Patient Participation Groups, and get a Covid vaccine if wanted.

Representatives from Defend Dorset also came to engage with the different organisations and voice their views.

A big thank you to everyone that took part and a special shout out to the portering team for their support.

The event was a huge success and a great example of how partnership working and Our Dorset benefits the community.



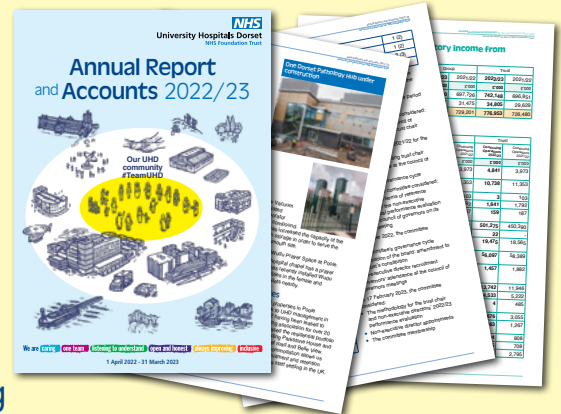
Annual Report and Accounts published

Our Annual Report and Accounts for 1 April 2022 to 31 March 2023 is now available.

The report provides information about our achievements over the last financial year and our ambitions for the future.

Rob Whiteman, chairman, and Siobhan Harrington, chief executive, said:

"While it's a challenging time in the NHS, and our hospitals have been very busy throughout the year, we are very proud of what UHD has achieved, although we recognise there is more to do to strive to be the best possible organisation that our patients and staff deserve.



"By making UHD a better place to work with services that we seek to continuously improve, we are excited to deliver the best possible outcomes for the people of Dorset."

The publication also includes a spotlight on the trust's transformation plans as well as updates on finance and performance over the period.

You can read the report [here](#).

Recruitment ROUND UP

Healthcare support worker open day a great success

We have offered over 60 people a healthcare support worker role here at UHD following our recent open day at RBH! A huge thank you to all the #TeamUHD staff who helped organise the event and those who represented their department and conducted interviews.

We couldn't do it without you.

Our next event will be hosted on **Saturday 29 July** in the Education Centre at Poole Hospital.



Exit interviews

Once a leaving date is recorded on ESR, you will receive an email which prompts you to log in and complete an exit questionnaire via your workflow notifications. This is crucial to gathering information about what people working in the organisation have valued about their time at UHD and scope for improvement.

Connecting with Gen-Z Getting our job adverts right

We recently attended the NHS Dorset People Conference which offered valuable insight into the future of our workforce and how we work together.

There were informative workshops as well as an opportunity to speak to Gen-Z students to find out what matters to them. They told us the wording on job adverts and how we advertise them is key, as well as knowing there is an opportunity for career progression.

If you would like help with your job adverts, email sian.wright@uhd.nhs.uk.

We need you!

We are always on the lookout for staff to attend recruitment events. We work closely with the local job centres and regularly attend these days to talk to people about careers in the NHS. If you'd like more information or want to represent your department, please email sian.wright@uhd.nhs.uk.





Good news feed

Milestone bell boosts morale for patients with cancer

A big thank you to David Le Monnier from Jersey for donating a symbolic bell for his fellow patients to ring when they reach a treatment milestone.

In treatment since January and a regular patient at RBH, David is currently on his fourth round of chemotherapy and waiting for a bone marrow transplant. He was inspired to donate the bell when seeing other patients on the ward.

“I want anyone who achieves anything to ring the bell. Although it is for patients in their treatment, I also want staff to ring it if they have had a good day at work. All achievements are important.”



Warm welcome to UHD

A big #TeamUHD welcome to our latest international nurse arrivals. Our newest recruits from the Philippines, India and Ghana will join recovery, interventional radiology, our emergency department and various wards across our trust. Thank you for choosing us.



Communication, communication, communication

Our surgical secretaries admin team held an away day at AFC Bournemouth recently with a focus on wellbeing and being valued members of Team UHD.

The day centred around what the team need to do their roles better, what they want to know and how they want to be treated. And communication, communication, communication was the main response!

Amanda Linford, surgical secretariat manager, said: *“Admin and clerical jobs are rarely mentioned in any media, and there is a misconception that they are overstuffed area of the NHS.”*

“During Covid all our teams were in the hospital with consultants, doctors and nurses coming in and out of the shared offices all day long. We are also experiencing the recruitment and retention pressures seen in the wider NHS, and this is a challenge for our teams.”

“We had brilliant feedback on the away day, nice food and a great morning away from all the normal stresses of work.”

The Brief



Wednesday 12 July - spread the word

Please use this sheet to communicate the key messages from *The Brief*. Return your form to Siobhan Harrington, CEO, or email it to communications@uhd.nhs.uk

Update	Shared?
<p>Team UHD objectives: These describe what we're trying to achieve together as UHD and should form part of your appraisal. Download an objectives poster from page 4.</p> <p>Industrial action: The British Medical Association (BMA) is planning industrial action involving junior doctors from 13-18 July and involving consultants from 20 July.</p> <p>People Pulse: We need to hear your experiences of working at UHD so we can make improvements and share best practice. See page 5 to complete the quick survey.</p> <p>UHD Awards 2023: Huge congratulations to all the winners and those highly commended in our first UHD awards. See page 6 for pictures from the night.</p> <p>NHS75: Our NHS is 75 years old! See our special NHS75 feature from page 10 and hear about what the NHS means to some of Team UHD.</p> <p>You said transformation special: Our transformation team answers some of your questions around travel, office moves, building works and more. See page 14.</p> <p>See ME First: We've launched See ME First, helping us to create a more inclusive, non-judgemental work environment for all. See page 9 for how you can make a pledge and see page 18 for a round up of our first UHD Cultural Celebration.</p> <p>Patient safety: Dr Kamy Thavanesan is our new associate medical director for governance and risk. Find out more about Kamy and patient safety on page 13.</p> <p>Tackling TB: Our CMO, Dr Peter Wilson, has written to clinical teams asking them to consider whether TB could be the cause of their patient's symptoms. See page 13.</p> <p>And finally: See <i>The Brief</i> for BU opportunities, wellbeing offers, Green UHD, Living Libraries, Charity and recruitment round ups, and more!</p>	

Staff questions or comments (continue overleaf where necessary):

Department:

Signed:

Date: