

The Brief

August 2024



**Celebrating the
cultures of #TeamUHD**

See Page 6

Good news feed

Page 13



**You said,
we did**

Page 10



**Junior Doctors'
Awards**

Page 26

The Brief



Spread the word – action for managers

All managers should use this sheet at your huddles, team meetings and handovers to communicate the key messages from *The Brief*.

Update	Shared?
<p>Patient First: Anyone can join our online sessions to ask questions and find out more. Head to page 4 to find out more.</p> <p>Transformation: We need your help to name our new ward block at RBH. Submit your suggestions with our form on page 8 and view the dates for our next transformation stands. An Ask Me transformation special will also take place on 8 August at 12noon.</p> <p>NHS Staff Survey: We made lots of improvements last year based on your views – see page 10 and ensure your email address is on ESR so you get this year's survey.</p> <p>Appraisal season: If you are an appraiser, or appraisee, on page 15 we have top tips to help you ensure you get the most out of appraisals and join our support sessions.</p> <p>Work experience: Could you have a placement student in your department? Email our youth development team via the information on page 5.</p> <p>Networks: Our UHD ProAbility Network has created a group to improve the working lives of deaf and hard of hearing staff and patients. See page 6. You can also catch up on our UHD Cultural Day.</p> <p>Let's talk about RTT: Find out more about patient access and referral to treatment, meet the RTT team, and access their resources on page 17.</p> <p>Let's talk about IT: Find out the latest update with our Electronic Patient Record, how to report issues with Single Sign On and much more on page 19.</p> <p>Sustainability: Head to page 20 to find out more about the steps we can all take to improve our air quality. You can also take part in our competition to win prizes.</p> <p>Get involved: Our UHD Charity has lots of upcoming activities to support our hospitals, sign up on page 24. Looking for upcoming events across our hospitals? Find more on our noticeboard on page 12.</p>	

Your University Hospitals Dorset

An update from chief executive, Siobhan Harrington



Welcome to your August edition of *The Brief*. Someone said to me this month that we were improving in a very complex environment, and it really struck a chord with me. It's always nice to hear the positives around improvement as we know that makes life better for our patients and colleagues, but as we in the NHS know, this complex environment is incredibly challenging, and that is something we never underestimate.

During this appraisal season, please do take the opportunity to focus on the improvements in your area and have a think about where things feel better. I encourage you to also have this conversation with your teams and to discuss what are the biggest challenges you face - the stones in your shoes. The power of listening to each other is incredibly strong, and the danger of not listening means we miss opportunities, or undervalue people we probably rely on the most.

I also urge you to speak openly in your teams about money. I know this can often be difficult to talk about, however Dorset as a whole

is in a very difficult financial position. This is not about scare mongering, but idea gathering. A shout out to our specialist medicine team who got together recently to hold an efficiency and productivity event and to discuss ideas around cost savings. Our pharmacy teams are also working with Dr Sarah James in OPS to see if we can switch an IV drug to oral, saving around £23 per dose. These are your ideas and they are making a difference. Read more on page 21.

Patient safety remains a key focus for our trust, and I encourage you all to take a look at the Learn at Lunch sessions hosted by our UHD Safety Crew. They both highlight and humanise the importance of a safety culture - read more on page 18.

When we're incredibly busy, maintaining a safe

environment can become more challenging, and during the summer we're often working doubly hard to cover those taking their well-earned annual leave. So thank you for continually rising to this challenge and please do speak out if you have concerns. If we know, we can help.

We welcomed our new MP for Bournemouth East, Tom Hayes, to RBH to meet colleagues from a variety of roles and to look at what we are doing in our stroke unit. It was a great opportunity to show him your incredible work, to highlight the challenges we face, and to talk about how he can politically champion and support us. We now look forward to a visit from the new MP for Poole, Neil Duncan-Jordan, who is visiting us later this month.



▲ MP for Bournemouth East, Tom Hayes (right), meets colleagues at RBH

On the welcoming front, it was wonderful to see our new F1 doctors gathering in the sunshine on their first day at UHD. Please do greet them as you see them out and about in our hospitals and welcome them to our UHD family.

I'm also thrilled to see we're building up work experience placements again as it's a wonderful opportunity to inspire the future of our NHS. Likewise, we're joining with BU to host a Leadership Event in September, an exciting opportunity for us to look to the future, connect and consider some of the key

challenges for all of us. Find out more on page 22.

One huge challenge for us all is how we adapt to change and make it meaningful for our teams. We have launched our Born at the BEACH campaign to engage with parents to be about the changes that impact them, and where their children will be born. After all, these huge developments aren't about the buildings, but the people cared for and working in them. It's how we make these 'houses' our 'homes'. Read more on page x, and please do join our next Ask Me transformation special later this week.

Talking of home, I was lucky enough to join in the cultural celebrations in July which made me very proud of #TeamUHD. I want our trust to be a place where colleagues can be proud of who they are every day, and to feel very much part of one family. So thank you to all of you who work tirelessly to uphold our values, and to continually improve in the very complex environment we call the NHS.

Thank you for everything you are doing,

Siobhan

Patient First - let's have a conversation

Join our next 'let's have a conversation' sessions with Siobhan Harrington, and Dr Peter Wilson, our chief medical officer. Come and ask any questions you have about how to get involved, and if you are already taking part in Patient First, come along and share your experiences.

[Click here](#) to join online on **Thursday 29 August**, 12-1pm.

[Click here](#) to join online on **Wednesday 25 September** 12-1pm.

If you'd like a member of the Patient First team to join your team meeting to provide an overview, email claire.mills@uhd.nhs.uk

Vital statistics

July 2024

- We saw **48,004** patients in our outpatient departments
- ...and an additional **9,928** virtually
- Carried out **1,943** day case procedures
- Supported the birth of more than **308** babies
- Attended to **13,604** patients in our emergency departments
- Cared for 204 patients at the end of their lives
- Started 238 patients on their radiotherapy journey

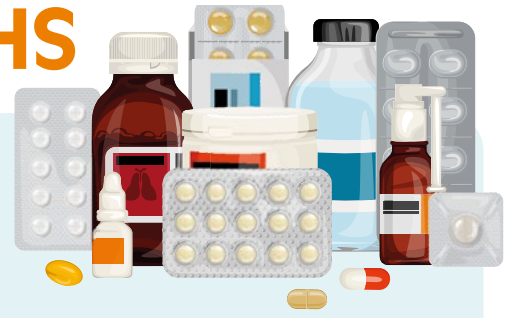
Thank you **#TeamUHD**

The Dorset #HelpYourNHS campaign

Our NHS in Dorset is highlighting the change in the way patients access medicines which can be bought over the counter. GPs will no longer prescribe these items for management of mild/moderate/self-limiting conditions and patients will be asked to purchase them instead. [Click here to read more](#) on the #HelpYourNHS campaign.

What this means for you

- Remember to ask about over the counter purchases as an important part of drug history taking.
- Hospital teams can prescribe over the counter items during hospital care but discharge letters to GPs should not request on-going supplies for mild/moderate or self-limiting conditions.
- A new [Dorset formulary classification](#) has been introduced, [GP Grey](#), this indicates medication which should not be prescribed in primary care and should be bought over the counter from a community pharmacy/supermarket for mild/moderate or self-limiting conditions.



Help us inspire the next generation of healthcare professionals

Our work experience and work placement programme aims to provide a week of first-hand experience for those aged 16 years and older. This year, we opened our doors to 37 young people whose experiences varied from one week, to a few days or more depending on the capacity of the individual department or wards.

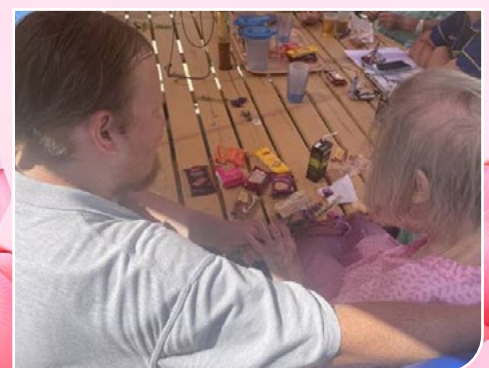
Contact youthdevelopment@uhd.nhs.uk and let us know if your department would like to offer work experience or placements between **September and December 2024**.

If your team can accommodate one person for a week, a few days, or a month our youth development officer will be in touch to structure a programme that suits everyone.

Blooming

together

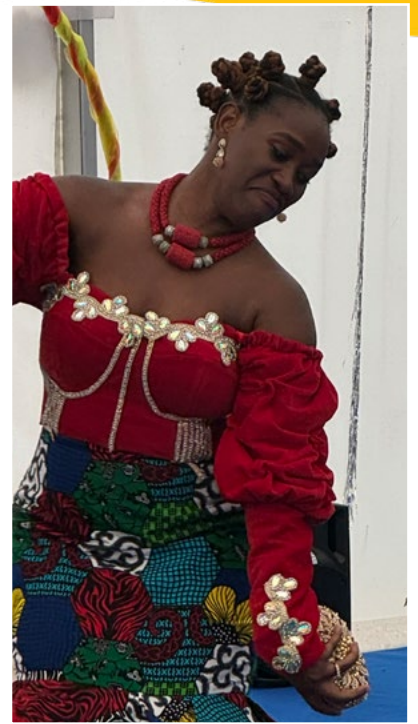
With a little help from patients, our dementia and delirium team have been busy in our Petal Garden growing flowers, strawberries, cabbages, and herbs. Patients and staff recently enjoyed an aromatherapy afternoon picking fresh herbs during a sensory and reminisce experience.



Network news

Celebrating the cultures of #TeamUHD

Last month we held our second UHD Cultural Celebration across our hospital sites. As well as celebrating all the rich, vibrant cultures that make up #TeamUHD, with the help of our staff networks we also highlighted the diversity and individuality of our colleagues and their impact across UHD. The day was filled with an exciting line up of story sharing, dancing and music. Here are a few of our favourite pictures from the day which showcase the music, food, and entertainment we shared.



UHD CULTURAL CELEBRATION



We were so pleased to see that the spirit of the day inspired you to celebrate in your departments too. Here are the interventional radiology team who shared food from England, Ghana, and India together.



Join our support group for deaf and hard of hearing staff

The UHD ProAbility Network has created a group to provide a safe space and share good practice to improve the working lives of deaf and hard of hearing staff. The group will be led by **Elayne Goulding** and **Toni Bailey**.

The first meeting is at 12.30-1.30pm on Wednesday 14 August, open to all deaf and hard

of hearing staff. Join to find out how the group can offer peer-to-peer support, discuss what you need and what equipment you use to help you, and how the group can assist the trust to communicate better with our deaf and hard of hearing patients. [Click here](#) to join on MS Teams.



Deaf and Hard of Hearing Support Group

Part of the UHD ProAbility Network

If you have any questions, please email **Elayne, Toni** or pro-ability.network@uhd.nhs.uk.





Help us name the new ward and catering block

Team UHD suggested the name for our BEACH Building - now we want your ideas to name the new ward and catering block at RBH.

Expected to be a landmark building to the east of the site at 30m it will be a similar height to the BEACH building when it opens in late 2025.

- **10,800 sq. metre state-of-the-art innovative modular construction**
- **four levels of hospital wards, focused on respiratory and gastroenterology patients**
- **110 beds**
- **ground-floor space acting as the main catering hub for new delivery system**
- **changing, showering and rest facilities for staff on the upper levels**
- **funded by £91m investment from NHS New Hospitals Programme**

So, to get the name right, we are seeking a name that preserves the positive regard for our hospitals, is clear, logical, and descriptive, follows these [UHD corporate guidelines](#) and reflects Dorset's past and future.

Fill out this form [here](#) to let us know your ideas and please let us know the meaning behind your suggestion to help with the shortlisting process. You can also email strategyandtransformation@uhd.nhs.uk if you have questions.

The deadline is 23 August following which a panel will shortlist names for our Board of Directors to make the final decision. The chosen name will be announced in the autumn.

Thanks for your ideas and support, as we build an exciting future for everyone.



Richard Renault

Chief strategy and transformation officer



Transformation update



Let us introduce you to **“Born at the BEACH”**, our new campaign to ensure we are ready to offer expecting parents everything they need for a smooth journey from pregnancy, birth and beyond. With state-of-the-art equipment and a dedicated team, we’re set to welcome over 4,400 babies each year in our modern, welcoming environment.

The facility also houses a large level 2 neonatal centre which is the only level 2 unit in Wessex.

We know our expecting parents have been eagerly awaiting this, and we’re just as excited to bring these services to life. While we’ll miss St Mary’s, our new home from April 2025 promises a brighter future in an enhanced, modern setting.

This campaign is backed by NHS Dorset and maternity and neonatal voices. Together, we’ll keep the public updated as we approach our April 2025 opening.

Check out the **“Born at the BEACH”** website [here](#).

Talking transformation

Have you seen the transformation team out and about across our sites?

With stands across our sites in the last few weeks, the ‘talking transformation’ events have been a great way to participate in the

conversation and gain valuable information about the exciting developments within our trust.

The next date is 15 August from 12-2pm at RBH. You can also find out more on our Transforming Care Together portal [here](#).



You said, we did

NHS Staff
Survey

With the 2024 NHS Staff Survey launching soon, we reflect on our feedback from last year and the positive changes you have helped to make...

You said **“I want to work in an effective team with strong working relationships”**

We have created [a suite of resources](#) to help you take steps to create a positive team culture. We held our first ‘UHD Team Month’ which saw 450 people attended our team development workshops. We have also started to incorporate effective team principle elements into all of our leadership development programmes.



the visibility of the [Freedom to Speak Up service](#). Our FTSU guardians and a team of 12 ambassadors are here to help. Growing this team means they can make contact within 48 hours of a referral being made and speak with over 400 staff through presentations, team meetings and inductions.



We need to reduce the number of errors, near misses or incidents. Our Patient Safety Crew launched a new campaign to raise the profile of patient and staff safety. The team hold [‘learn at lunch’ sessions](#), introduced the new [UHD Patient Safety Culture Assessment and Patient Safety Incident Response Framework](#) training.



You said **“I want to feel safe, healthy and valued at work”**

We are releasing a sexual harassment policy and a guide to support everyone working across our hospitals. We have also created four anti-racism guides to help you navigate incidents of racism or discrimination.

You can also report incidents that do not meet our trust values but did not result in a patient safety or clinical incident via an ‘Issue’ LERN form.



56.6% of you feel we take positive action on health and wellbeing. This has improved since 2022 but we can do better. In March we held ‘Thrive Live’ our first UHD wellbeing fair for staff which featured a variety of sessions designed to empower you to prioritise self-care and support one another. These sessions are now available to watch by visiting our [‘Thrive Live Rewind’](#) intranet pages. Our Health and Wellbeing Champions continues to grow and develop, [join them here](#).



There was a significant increase in the number of you that feel safe to speak up.

We continue to work hard to ensure staff can easily access information about who [they can raise concerns with](#), [the process](#) and [what happens after](#) raising a concern as well improve



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



You said **“I want to be able to make improvements in my area of work”**

55.8% said I am able to make improvements happen in my area of work, this means not all of you are involved in deciding on changes that affect your team. Our Patient First team is working hard to roll out Patient First Improvement System training to more areas of the hospitals over the next few years to give you the power to make changes to your department. Critical care, Christchurch Day Hospital, maternity, E3, SDEC and EMU have all now completed their training with more to start in September. We have also launched our ‘Patient First for Leaders’ training. For more information, [click here](#).



You said **“I want a meaningful appraisal and to be able to develop in my role”**

57.7% of you feel there are opportunities for you to develop your career in this organisation. We need to support you to improve your knowledge, skills and develop your potential. Your appraisal is your opportunity to review your progress with your line manager. We have also developed our resources for both appraisers and appraisees which can be found [here](#).

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

So far in 2024, we have worked with over 400 staff on our leadership development workshops, programmes, and coaching offers.



You said **“I want to be informed and consulted about changes happening in the trust”**

We have created a hub for all transformation information, support and guidance on our [Transforming Care Together intranet pages](#). In June, we also launched our [transformation communications toolkit](#), designed to help managers to communicate and distribute information to their teams and patients.

We have introduced a new feature on the [@UHD app](#) to support leaders to communicate key messages from The Brief with teams at huddles, team meetings and handovers.

Click [here](#) to read the full article.

Is your email correct on ESR?

The Staff Survey will launch in September, and we will be collecting all of your responses digitally in line with our [Green UHD plan](#).

To receive your survey invite electronically, you must have an email address saved in your personal information on ESR. To check your information is correct, [follow this guide](#). This must be done by 31 August.

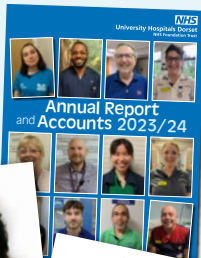


UHD noticeboard

Join us for our next Annual Members' Meeting

Our Annual Members' Meeting (AMM) will be held at **11am** on **Thursday 12 September**.

The event will also be live streamed via Microsoft Teams and will include presentations from chief executive, **Siobhan Harrington**, and chief finance officer, **Pete Papworth**, on the 2023/24 Annual Report and Accounts, and 2024/25 forward plan.



Michele Whitehurst, lead governor, will also give a presentation from the Council of Governors, including any amendments made to our constitution which relate to the powers or duties of the Council of Governors.

The meeting will be held in **St Saviour's Church, 32 Colemore Road, Bournemouth BH7 6RZ**. Please provide dietary requirements as refreshments are provided.

Booking a space is encouraged, email FTMembers@uhd.nhs.uk with names and contact details of who would like to attend or call **0300 019 8723**. Please submit all questions by 5 September.

An informative health talk will follow the event.

Let the music play with our Breathless Singers

Local choir, Breathless Singers will be visiting the dome in Poole from 2pm on 13 August. The group, who have all been diagnosed with chronic breathing problems, sing for fun and friendship and to promote positive lung health. Catch their latest visit to RBH on [our social media channels](#). See you there!



Ask Me... Transformation special

All staff welcome



Join us for a virtual drop-in session with **Dr Isabel Smith**, our medical director for strategy and transformation, and colleagues on **Thursday 8 August** from **12noon**.

Ask any questions, raise any issues, and share your experiences. See the intranet and Staff Bulletin for the Teams link.



Good news feed

Congratulations to our new nurses

A big well done to our first cohort of registered nurse degree apprentices (RNDAs) for completing their training with Bournemouth University. The apprenticeship took nearly four years to complete, and they all studied for their degree while working as healthcare support workers across RBH, Poole and Christchurch. We are delighted that many of the group that they have decided to stay at UHD for the next stage of their career as registered nurses.



Well done Lynette

Our therapy services are delighted to congratulate their first occupational therapy apprentice, Lynette Evans, for completing her degree. Her experience has been pivotal in building development opportunities for our valued workforce. We all wish her well in her first occupational therapy job.

Similar roles are advertised on NHS jobs at the start of the year ready for September intake. You can find out more about these from the therapy workforce team,

chloe.pike@uhd.nhs.uk or amanda.weaver@uhd.nhs.uk. You can also view the training providers [website here](#).



Maternity and children's services collaborate



Our St Mary's Maternity Unit has partnered with the charity, Downright Perfect, to support families who have a baby with Down's Syndrome diagnosis.

Head of midwifery, Kerry Taylor, said: ***"We are delighted to be working closely with Downright Perfect to ensure that our staff are well-informed regarding how we can best support families. We will have the opportunity to attend a training session, run by Downright Perfect, to truly understand how they can have the biggest impact on local families."***

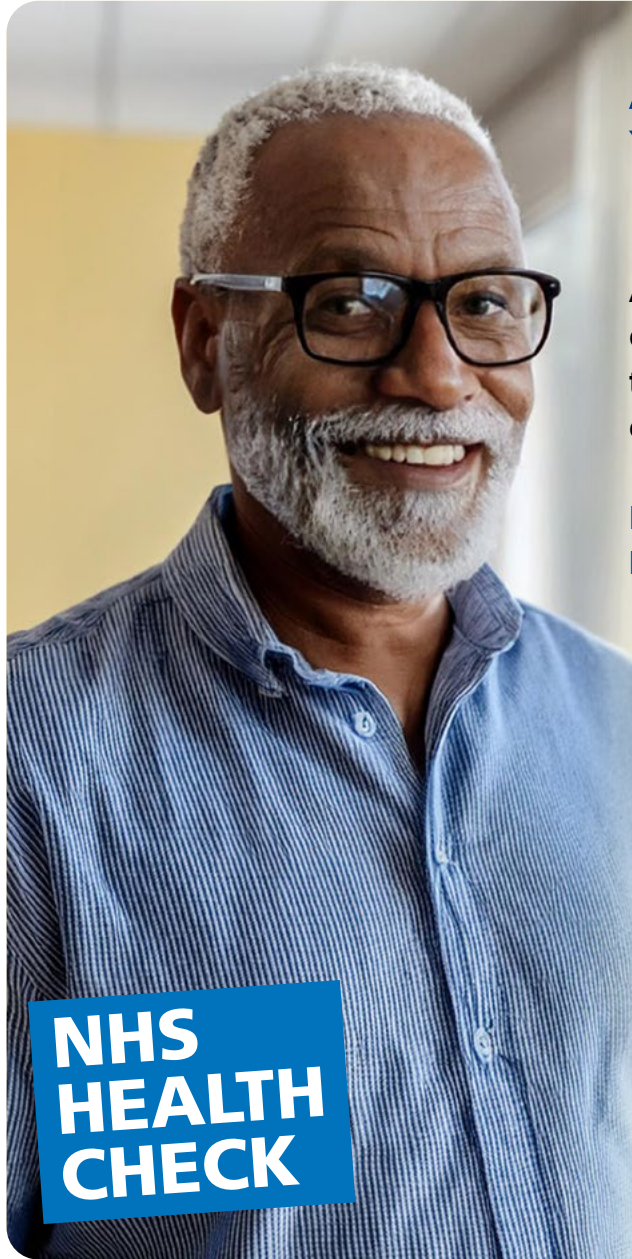
Downright Perfect will also continue to provide new parent hospital packs containing accurate information about Down's Syndrome and the support available which will be distributed by the maternity unit. For more information, [click here](#).



New cohort of F1 doctors

Our latest group of F1 doctors joined us on a gloriously sunny day in July. This cohort will be with us for the opening of our BEACH Building at RBH and the creation of the largest planned care hospital at Poole.





Are you aged 40-74? You may be entitled to a free NHS Health Check at UHD



As we get older, we have a **higher risk** of developing conditions like **high blood pressure, heart disease or type 2 diabetes**. Your free NHS Health Check can spot early signs and help **prevent** these happening to you.

Please read the eligibility criteria carefully before booking your appointment.



RBH occupational health department

Friday 30 August

Friday 6 September



Poole occupational health department

Wednesday 11 September



LiveWell Dorset are also running public events open to staff.

[Check the dates here.](#)

**NHS
HEALTH
CHECK**

Mental health



Morning Meditation

Dorset Healthcare invites Team UHD to join their morning meditation sessions facilitated by experienced meditation and mindfulness teachers. Just drop-in every

Wednesday at 8.30am, no need to book. You are never late and can leave when you need to.

Scan or [click here](#) to join. ➔



Did you know?

Research shows that practicing meditation helps us to feel **calmer, healthier**, and has lasting effects such as **improved focus and productivity**, and the ability to **cope** more easily with **challenging situations**.

Could you be a health and wellbeing champion?

Click or scan to find out more ➔



The power of positive and constructive feedback

As we work through this period of change and transformation, it is vitally important that staff and leaders are supporting one another to continuously improve. Positive and constructive feedback is a key part of this. Giving well delivered feedback builds effective team dynamics by helping to create a collaborative, high-performing, and engaged team environment.

Feedback is a powerful tool to help people develop and enable them to perform at their best in their

team. Appreciation is equally important as it reinforces positive behaviours and helps individuals and teams to understand their strengths and stay motivated.

[Take a look at this resource](#) to learn more about the benefits of giving good feedback in your teams. You might start to see improved team performance, stronger relationships built on trust and higher levels of motivation.

Thrive
building effective teams

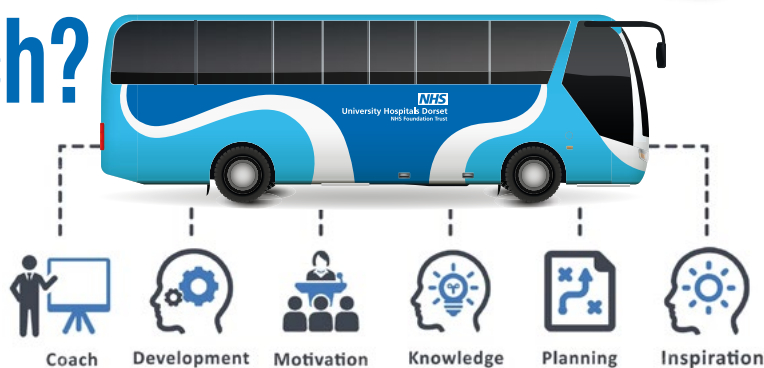
Visit our [team development intranet page](#) to access the full suite of resources and share with your teams.



Could you be a coach?

The applications to the Level 5 Coaching Professional Apprenticeship through BPP are now open. Starting in November, this is a 15-month apprenticeship will see you become a qualified, accredited coach. Following completion, you will become part of our UHD network of coaches and support our staff in their continued personal and professional development. You will also be given the choice of completing the [Mary Seacole Leadership programme](#) alongside the apprenticeship.

There are certain requirements that you will need to meet to be considered for the apprenticeship.



To view these, [click here](#) and to find out further information about the apprenticeship, [click here](#). If you want to apply, email **organisational.development@uhd.nhs.uk**. Applications are open until **6 September**. Completed applications must be emailed to the OD team by this time.



Appraisal season

With just two months left of appraisal season, we hope you have yours booked in. Look at these tips and resources to help you all to have a meaningful development conversation.

- Both the preparation and discussion form are available for you to download off our [intranet](#).
- If you are a new to our values-based appraisal, there is [guidance](#) for both appraisers and appraisees so that you can familiarise yourself with the process.

- Our [updated FAQs](#) provide guidance on the process, whether to hold an appraisal in a probationary period, and our trust objectives. They also detail different scenarios that might be applicable to you this appraisal season
- Check out our in-house and external development opportunities, including [leadership development](#) and [education and training offers](#).

Are you an appraiser? Would you like to get involved in reviewing our values-based appraisal process? If you would like to provide some feedback on the process, [click here](#).



Becky's blog

with Dr Becky Jupp, deputy chief medical officer

I'm writing this having been lucky enough to have just come back from a two-week holiday in America. I went with my husband, two boys and met up with my brother and his family. My brother lives in Canada and although we do speak on the phone and FaceTime, nothing beats meeting in person. It surprises me how well our two families get along. He has a wife and two boys also, although they are a lot younger than mine. All four boys seem to have a bond and get along very well. We had a great time exploring and a lot of fun was had in the swimming pool.

Being away has made me reflect on the importance of time away from work. It is so important to have a break and switch off. I have come back refreshed and ready to tackle the challenges ahead. It has also reinforced in my mind the importance of family. I did not see my brother for many years as neither of us could afford the flights, but we have been able to reconnect recently, and I will cherish those memories forever.

I didn't think I was going to like America much; it is portrayed in the news in a certain way, and I didn't think it would be for me. Everyone is so friendly and helpful. Shop assistants, taxi drivers and waiters all love a conversation, and nothing is too

much trouble. I really enjoyed seeing the sights and the enormous food portions!

I do hope you all get the opportunity to get a well-deserved break from work. Do try to switch off completely. Working in healthcare is physically and emotionally hard work and everyone needs a rest. Enjoy the rest of the summer.

Hope you enjoy it. Look after yourselves and until next time.

Becky



UHD Annual Report and Accounts now available

Our Annual Report and Accounts for 1 April 2023 to 31 March 2024 is now available, providing information about our achievements over the last financial year and our ambitions for the future.

Rob Whiteman CBE, chair, and Siobhan Harrington, chief executive, said: "Thank you to everyone across UHD for helping us deliver significant improvements to patient care

through the year. Although we still have much to do it is great to see the progress in the last year to improve our urgent and emergency pathways, our waiting times for patients and our patient and staff surveys."

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

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



Let's talk about RTT

We all have a role to play in ensuring patients requiring elective care are managed fairly and consistently. That's why the patient access and RTT (referral to treatment) team are continuing to deliver a training programme and resource hub to support you and your teams.

Who are the RTT team?

The centralised RTT team (or 'validation' team) support many clinical services across our hospitals and play an important role in validating and tracking patient pathways. They help us to maintain the accuracy of our waiting lists and reduce waiting times for patients by making pathways more efficient.

Recently the team were visited by our CEO, Siobhan, and had a discussion about improvements for the future. The team are keen to promote the use of patient centred language in everything we do - especially when discussing the targets set to reduce waiting times.



Training and development opportunities

The team is in the process of rolling out their RTT and patient access development programme for all relevant workforce groups. The training sessions are accessible, interactive, and aim to help simplify and align processes across teams. We also have a resource hub which centralises all the relevant resources and latest news.



Who are the RTT team?

The team has got lots of exciting updates coming over the next few months, including the launch of their online training hub and expansion of their #AccessMadeEasy webinar series. You can stay

in the loop by registering to receive their monthly newsletter.

The team would also love you to get in touch via email, or pop in and introduce yourself - they are based at Yeomans House or the portacabin in Poole (near to the Dolphin restaurant).

Did you know?

- The RTT team **validate around 40,000 patient records every month**
- Through our digital validation programme, we regularly **contact around 6,000 patients every four weeks** using text messaging to reassure and support them while they wait for care. Through this process they also identify patients who no longer need to be seen, which can be up to 10% of the cohort.
- Over the past 18 months they have **delivered RTT training to over 300 individuals** across UHD.

Resource hub

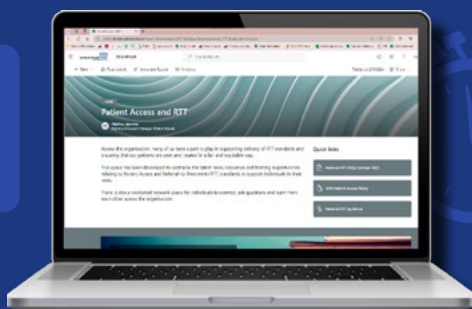
#AccessMadeEasy webinar

Resources for roles

Register to receive newsletters

Get in touch:

jasmine.mather@uhd.nhs.uk
or validation@uhd.nhs.uk



See our
patients
sooner



Save lives, improve safety

"You said, we did..."

A member of Team UHD with a severe latex allergy suffered a reaction to the elastic bands used for internal mail deliveries across the trust.

Follow an incident panel, our health and safety team has been working with commercial services and we have now introduced black latex-free elastic bands at all sites.

The commercial services team has also introduced a new process where elastic bands are removed and disposed of safely at our post rooms, while our health and safety transformation adviser is also ensuring all contractors use latex-free products going forward, such as screed for flooring.

Well done all involved!



Six months of Learn at Lunch!

Our UHD Safety Crew launched 'Learn at Lunch' in February, a series of monthly interactive sessions on safety issues.

Six months in and the crew has covered safety language, what the new PSIRF means for Team UHD, how human factors are essential to patient safety, taken a look behind the scenes of the clinical governance group, and asked the question - what is patient safety and how can we measure it.

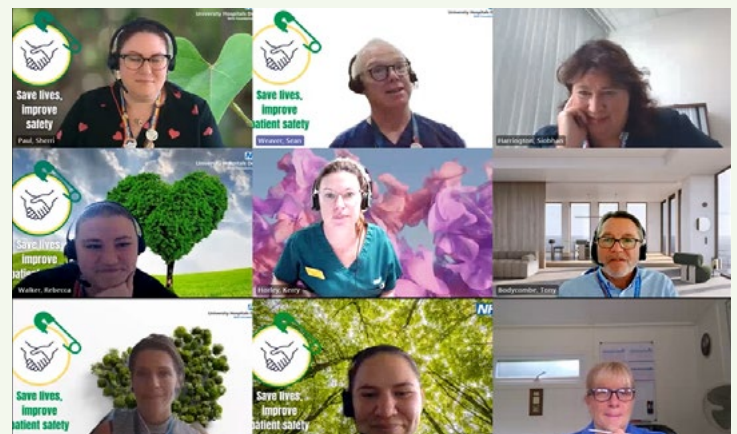
You can catch up on all the sessions - including the latest session on 'The principles of good family engagement within patient safety investigations' - on our Learn at Lunch intranet page [here](#). The talk was presented by Lou Pye from Maternity and Newborn Safety Investigations, who spoke about the **power of communication and inclusivity**, and the need to **balance kindness**

and competency when handling safety investigations.

The interactive sessions are suitable for all of Team UHD, as we are all part of the Safety Crew. You can use them for personal CPD points too.

We hope to see you at the next one!

#UHDSafetyCrew



Save lives,
improve
patient safety

Learn at lunch



#UHDSafetyCrew



Let's talk about IT

Shape our new Electronic Patient Record

As part of the new EPR (electronic patient record) project we are currently process mapping all clinical departments in the trust.

The team will get in contact with your department, but if you have not been contacted yet, please email **richard.jordan@uhd.nhs.uk** to arrange an appointment with one of our team. By doing so you will take advantage of a rare opportunity to shape the procurement of the new EPR system.

What can patients see on the NHS app?

The NHS app is for patients to be able to access their GP health records online. This makes it easier for them to manage their health as they can order prescriptions and see their appointments. Patients can also view information such as consultation notes, test results and letters. Currently the only test results available on this app are requested by their GP, not tests completed in hospital. If a patient may ask why they are not on the app, we are unable to assist with this.

Digital fluid balance live on eOBS

Well done everyone for the successful rollout of our electronic fluid balance (eFB) on the electronic observations system (eOBS).

The electronic fluid balance system helps in the collection, analysis, and documentation of fluid data digitally. We now need your feedback and improvement suggestions on the use of this system by filling out the survey or email **clinicaldigitalnurses@uhd.nhs.uk**.



What do I do when issues arise with single sign on?

We understand that encountering issues can be frustrating, but our IT team are here to help. Issues around lost autologin functionality can often be fixed quickly. Please raise SSO related issues [here](#) using the new incident tile with 'SSO brief' written in the call summary.

Do not attempt CPR - allow a natural death form upgrade

As part of a clinically led IT project which includes representation from primary care, the replacement EPR form, once live, will be able to be sent electronically to GPs and the Dorset Care Record. The new form will still need to be printed on red-bordered paper for the front of the notes and a paper copy given to the patient on discharge. If you have questions, email **priscilla.aimila@uhd.nhs.uk**.

IG top tips

Did you know that all emails, documents, and MS Teams messages that you create as part of your work are potentially disclosable under legislation? Please be aware of this and communicate accordingly.



Breathe the fresh air

Air pollution is a mix of particles and gases in the air that can cause harm to health. Did you know that air pollution is the fourth leading risk factor for early death worldwide with estimates of 36,000 premature deaths in the UK every year? Air pollution affects people throughout their lifetime and can cause asthma, lung cancer, COPD, heart failure and more.

Air pollution is costing the NHS billions of pounds every year. [Lung conditions are the third biggest killer in the UK and biggest cause of winter pressure](#) and are rising at three times the rate of general admissions. [Research](#) also suggests spikes in air pollution can result in increased pressure on healthcare services for up to 100 days after exposure.

What can we do about it?

The NHS is responsible for 5% of all traffic on UK roads, so we all have a part to play. As a trust, we have a policy to buy zero and ultra-low emissions

fleet vehicles under 3.5 tonnes. Our staff salary sacrifice vehicle scheme also adopts the same approach. We are also offering increased levels of digital services, avoiding unnecessary patient journeys.

However, we all need to use active and sustainable modes of travel. We can explore our options through a simple [Personal Travel Plan tool](#). We also have fantastic new [cycle storage facilities, changing rooms and showers](#). Each month we offer [free bike maintenance services](#) and we can all access a tax-free [cycle to work scheme](#).

Fancy getting the bus? We can offer you [discounted public transport tickets](#).

For those that really need to travel by car, we have a [car pool system 'Liftshare'](#) which comes with perks such as priority parking bays and, coming soon, cheaper parking tickets for our Liftsharers.

To mark Cycle To Work Day, we have some fantastic prizes to offer from Muc-off.

This year, we want to hear why you would recommend cycling to work. Is it helping you stay fit, is it quicker, more fun, or saving you money? Whatever your motivation, tell us in a short video clip. If you can do this somewhere on your cycle commute, even better.

Send your video clip to greenuhd@uhd.nhs.uk or post your video clip to X or Facebook with the hashtag #UHDlovescycling. Entries close 31 August.





Sharing ideas with specialist medicine

A big well done to the specialist medicine team for coming together and facilitating an efficiency and improvement event. The aim was to search for opportunities to make things easier for everyone, and hopefully save some money!

The team came up with over 80 suggestions on ways to improve around ward consumables, food, documentation, and pharmacy. The team said:

“Greater awareness will make us think more in practice, and it was great to get together to share ideas.”



Save your time with our print room

Meet Sharon, ward clerk on AMU/SDEC who wrote into our NHS Pound team:

“One of our important roles is photocopying our continuation sheets. I would like to do over 1,000 copies, but I have recently been very frustrated as the photocopiers always get paper jams. This is very time consuming, would this make sense financially to outsource this?”

After some investigation by our NHS Pound team, they found our print centre based at Poole can supply printing to RBH, Poole and Christchurch. Your local photocopiers and printers should not be used for bulk jobs - anything over 30 sheets will be better quality and more cost-effective via the print centre.

Continuation sheets will no longer be available to order via eProcurement and will need to be ordered via the print centre. For example, the centre recently printed 5,000 continuation sheets, and sent them to RBH next day in internal post.

This will save you money as each page is 4p from eProc and only 1p with our print centre. This will also save you time.

Order work by emailing printcentre@uhd.nhs.uk and [click here](#) to view all the information you will need to supply.



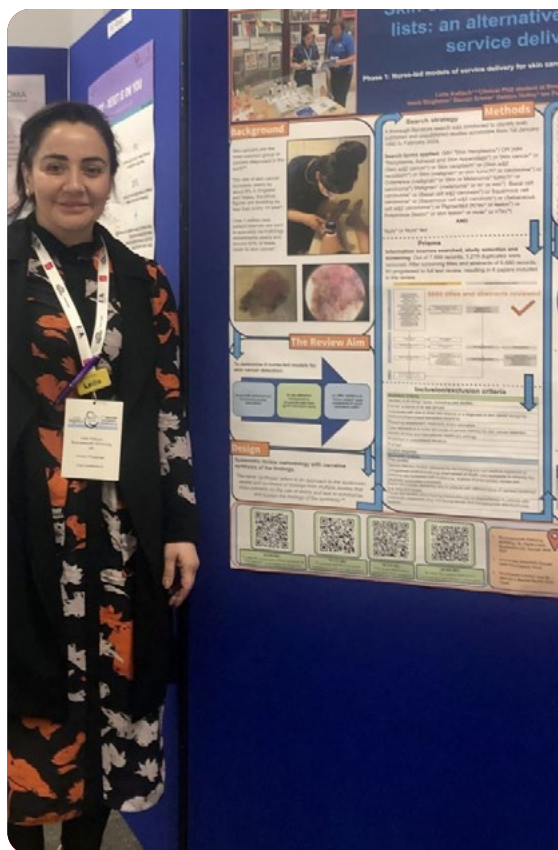
BU-UHD Leadership Conference

Bookings are now open for our first BU-UHD leadership conference hosted as a collaboration between UHD and Bournemouth University.

Taking place on **6 September from 9.30am-3pm** at the Fusion Building, Bournemouth University Talbot Campus, the event brings a range of national speakers to Dorset to help

inspire and support our teams as we develop and transform our services locally for patients.

This event is likely to be of interest to managers and leaders who should already have received an invite to book via Eventbrite. [Click here](#) to view topics and guest speakers. For more information, contact **BUpartnership@uhd.nhs.uk**.



Prize-winner

Congratulations to BU student and advanced clinical nurse specialist for dermatology at UHD, Leila Kattach, who won the 'Best First-time Presentation' for her research poster on skin cancers and NHS waiting lists at the [European Sigma Conference](#).

Leila said: "It's an honour to be recognised in this way. I hope my accolade inspires others in the nursing field to pursue their research with passion, knowing that their hard work can lead to meaningful achievements and contributions to their field."

"Funded PhDs such as this are innovative, and it's great that UHD and other trusts outside of London pioneer these projects. I also want to thank BU and UHD for supporting nursing to undertake clinical PhDs, innovate clinical nursing practice, and pioneer hybrid PhD opportunities for nurses."

Data and Digital Leadership CPD

Our next Teams question and answer taster session will take place on **14 August at 1pm** to find out more about our Data and Digital Leadership training.

The training offers clinical and non-clinical staff opportunities to improve their knowledge using data for service improvements.

You can find the UHD application form and details of costs [here](#). You will need statement of support from your manager and answer a few questions about your interest in the CPDs and how they will benefit your role. There is a CPD [quick guide](#) to help you answer any questions your manager may have. The course can

be taken with assessment as 20 credit CPDs at either level 6 or level 7 and may be transferred to relevant BU diplomas and degrees.

Please note: If you need further details/support contact **susan.varley@uhd.nhs.uk**. For questions relating to the content of the modules **afeigenbaum@bournemouth.ac.uk**.

Become an associate principle investigator

The associate principal investigators (PI) scheme is a six month in-work training opportunity, providing practical experience for health and care professionals starting their research career.

Meet anaesthetic and intensive care medicine registrar, Dr Katie Preston, who took part in the scheme...

“My day to day role involves anaesthetising people for operations in theatre and looking after people in intensive care. I work under the supervision of a consultant but also supervise more junior doctors. I have an interest in research but as a rotating junior doctor it can be difficult to know where to start before moving hospitals again.

“As an associate PI I helped set up the [AIRWAYS-3](#) trial in UHD, working closely with the PI and lead research nurse. I helped advertise the study locally and provided a useful link between the permanent research staff and rotating anaesthetic trainees.



“The associate PI scheme gives me formal recognition of my involvement in research which is useful for my CV and applying for jobs in the future.”

Meet research nurse, Charlotte Humphrey, part of the study team that worked alongside Katie...

“Both the [AIRWAYS-3](#) study, and POPPY study involved Katie, as an associate PI. She came and met with the research nurses to gain a better understanding of how we conduct feasibility and set realistic recruitment targets.

“Katie was keen to learn about research, share clinical knowledge and insight of how the clinical team operates to integrate the studies into everyday practice. The insight she was able to provide was invaluable. It helped streamline how we ran these trials and how we would improve the delivery of future trials.”



Both the AIRWAYS-3 and POPPY studies performed well at the UHD. Not only did the teams meet their recruitment target, but they actually over-recruited in both studies. For more information about the scheme, take a look at the [NIHR Associate PI scheme webpage](#)

£50,000 gift from Morebus to The BEACH Appeal

Earlier this year, Morebus staff voted for the our charity as its good cause of the year for 2024/2025 with many workers citing the support provided by our local hospitals.

Morebus managing director Andrew Wickham said the charity is a *“crucial local resource, providing financial support to areas of the hospitals’ services beyond that the NHS will fund.”*

He said: *“We hope this latest donation will help make a real difference to those accessing its services across our region.”*



Black tie evening raises over £2,000

A big well done to Deben Harris, lead respiratory physiologist at UHD, for raising a phenomenal £2,050.30 for his black-tie event.

In October, Deben will trek Mount Kilimanjaro as a personal challenge and a touching tribute to his father's remarkable life and adventurous spirit.

Having witnessed his father's battle with Parkinson's, Deben is driven to raise funds to support local Parkinson's services, aiding those beginning their journey with the disease and our respiratory services. You can donate to his future challenges [here](#).



New wall wrappings brighten entrance in Poole

The Dorset Cancer Centre entrance in Poole received a lovely upgrade thanks to new floral and forest-themed wall wrappings.

Using charity funding, the cancer care team added these vibrant designs to create a warm and welcoming atmosphere for patients and their families experiencing a difficult time. Plus, patients can snap an even better photo near the entrance when they want to share updates about their journey.



Join the fun and make a difference: Share your story for Walk for Wards

We need your incredible stories for Walk for Wards, kicking off on Saturday 28 September.

Share why your ward or department is unique and why our community should go the extra mile for this event. Your experiences inspire us and our community, so please help us make Walk for Wards bigger and better than ever by sharing your voice this year. Email maggie.baska@uhd.nhs.uk, or [fill out this form](#) to find out how you can help us.



RUN BOURNEMOUTH HALF MARATHON



REGISTER NOW!

RUNBOURNEMOUTH.COM/HALFMARATHON

CHOOSE 'UNIVERSITY HOSPITALS DORSET NHS CHARITY' FROM CHARITY LIST WHEN SIGNING UP.

Running for The BEACH

Our first UHD Half Marathon was a phenomenal success. Nine enthusiastic staff members and their loved ones took on the challenge of running over 13 miles in June.

Georgia Knight sprinted to first place with an outstanding finish time of 01:44:53, Greg Turpin claimed second place, crossing the finish line in 01:56:58, while Tom Hopkins closely followed in an impressive third place with a time of 02:04:13.

We owe a huge thank you to everyone who took part, your dedication and effort have had a significant impact, helping to raise funds for an additional CT scanner at the new BEACH Building.



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

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

Junior Doctors' Awards

Congratulations to all our winners and runners up of our Junior Doctors' Awards 2024. The evening was filled with appreciation, value, and support for our doctors.

Siobhan Harrington, our chief executive, said: ***"This is one of my favourite events of the year, I am so proud of all our junior doctors. A big thank you to our great medical education team and faculty for their support."***

Here is a list of our winners:

Louisa Morris
Patient Care Award

Deborah Scott
Going the Extra Mile Award

Haseebullah Wardak
Leadership Award

Sara-Fatima Memon
Innovation and Research Award

Chang Woo Lee
Teaching and Education Award

Sian Meldrum
Team Player Award

Orvil Collart
Rising Star Award

Owen Anderson
Trainer of the Year Award

Gemma Scrimgeour
Chief Medical Officer Award

Lucy Greehy
Chief Resident Award



Recruitment ROUND UP

Updated team organisation chart

We've had some changes in the recruitment team. To find our most up-to-date team chart [click here](#) or visit the recruitment section of the intranet.

A guide to writing job adverts

We've created a one-pager guide on how to write job adverts! This includes prompts as well as bits you can sample to include in the text. It's important we create consistency across the adverts we're putting out and this will help

ensure we're attracting the best possible candidates.

You can find this under the 'job advert library' on the recruitment intranet page. To access this guide [click here](#).



Can you help represent #TeamUHD at the BU Careers Fair?

We're looking for staff to attend the following events at Bournemouth University to represent UHD and promote us as a place to work:

22-24 October: Annual Careers Fair (Talbot Campus) - open to all students from finance, business, IT, HR, engineering, and more (**non-clinical only**).

Date TBC for November: Nursing, Health and Social Care Careers Fair (Lansdowne Campus) - open to students from nursing, medical imaging, biomedical scientists, midwifery, ODPs, psychology, and more (**clinical only**).

If you're interested in coming along, email sian.wright@uhd.nhs.uk. Please note this is first come, first served basis with only limited spaces.



Follow our UHD jobs social media accounts

Keep up-to-date with vacancies, events and other good news staff stories on our dedicated UHD jobs social media accounts. .

Instagram:  [@UHD_jobs](#) X (Twitter):  [@UHDjobs](#) Facebook:  [@UHDNHSjobs](#)

If you have a vacancy you'd like posting across social media, get in touch with sian.wright@uhd.nhs.uk