

# The Brief

February 2025



**Who will you nominate?** Page 5

Supported by:  
University Hospitals Dorset NHS Charity 

**UHD Awards 2025**

## Smokefree UHD



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# TheBrief



**Wednesday 12 February - 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](mailto:communications@uhd.nhs.uk)

Update	Shared?
<p><b>UHD Awards 2025:</b> Our staff awards are back and better than ever. Please nominate your colleagues and teams by 17 March to celebrate their hard work - see page 5.</p> <p><b>Smokefree UHD:</b> Our sites go smoke free next month. See the support offers available for you, including managing cravings at work, and join our support session to help you cope with the change - see page 8.</p> <p><b>Disciplinary policy and procedure:</b> Please read the latest updates, guidance for managers and join our drop-in sessions to support you through the changes - page 14.</p> <p><b>Network news:</b> Head to page 10 to see our all the latest network updates, including our next ProAbility meeting, inclusion sessions and how to support our Pride Network.</p> <p><b>Freedom to Speak Up:</b> Your feedback is important to us and helps us improve our service, see page 7 to see how we have actioned your comments.</p> <p><b>Transformation:</b> Find out how to access the BEACH Building before the opening, and the future of elective care at Poole Hospital on page 12.</p> <p><b>People and Culture Champions:</b> Could you make a positive difference to staff experience? You could be a People and Culture Champion – see page 15.</p> <p><b>UHD Charity:</b> It's not too late to sign up to March for Men, our event to support those affected by prostate cancer. See page 24.</p> <p><b>Patient First:</b> Join our a3 problem solving masterclass, and learn practical techniques to identify, analyse and solve problems. Everyone is welcome. Read more on page 6.</p> <p><b>Health Hub:</b> Find out how to protect your wellbeing online, how to talk to a colleague about mental health and much more on page 16.</p> <p><b>Let's talk about IT:</b> Head to page 23 to find out how we can support our transgender patients on eCaMIS.</p> <p><b>And finally...</b> find out more about our latest Learn at Lunch, Lunar New Year celebrations, read Beverley's Blog, Good News Feed and much more...</p>	

**Staff questions or comments (continue overleaf where necessary):**

**Department:**

**Signed:**

**Date:**



# Your University Hospitals Dorset

## An update from Chief Executive, Siobhan Harrington



*“It’s not every day of the week you get to stop and learn of other peoples’ amazing achievements, to catch up with colleagues and friends, and to appreciate the hard work people do day in day out...”*

Welcome to your February edition of *The Brief* and the launch of our 2025 UHD Awards! That opening piece of feedback from last year’s event reminds us why staff recognition is so important - it is that moment to pause, reflect, and really acknowledge the difference you make to peoples’ lives.

We have two new categories for you to nominate in this year - our Digital Improvement Award and, as requested by you, our non-clinical Support Staff Member of the Year Award. The public can also have their say with our Patient Choice Award and I would really encourage you to put forward your volunteers too. Read more on page 5.

While these annual awards provide a focal point for celebrating Team UHD, there’s also great power in a simple thank you. Since we launched our new Thank You app in January, some 500 of you have sent an appreciative message to a colleague or team. Take a look at how to send one yourself on the intranet and via our UHD app.



I’d like to thank all our surgical teams who proudly showcased their services during a recent unannounced inspection of our surgical pathways. CQC inspectors looked at the whole journey, from ED or via our admission units through to our theatres, recovery and onto our discharge lounges. We await the full report but have received some really lovely feedback around engagement in the team, morale among staff, patient experience and the welcome the inspectors received. They also brought to our attention some issues that need addressing, these

are fixable and we are working through them already. Their visit was a good opportunity for us to reflect, with fresh eyes reminding us of the standard of care we want to provide.

Our transformation programme is all about working smarter and ultimately improving that standard of care for our patients, as well as the working environment for our colleagues. We are absolutely committed to delivering our ambitious plan as quickly and safely as possible. Thank you to all the teams looking at this constantly moving picture and keeping quality and safety at the heart of what we do as we embark on more major moves. With so many colleagues about to change the site where they work, I’m really pleased to see we have awarded the contract for our UHD shuttle bus and are gearing up for a 17 March launch date. See page 12 for more transformation updates and if you have any questions, join our Ask Me Transformation Special this Friday.

In my January briefing, I asked you what would improve your working life. Several of you talked about having break out spaces and quiet corners, so we are ordering a number of ‘pods’ to provide people with



spaces to break away into for quiet working. Initially they will be trialled in our libraries and elsewhere, and we have two person pods for open office environments to support private one-to-one conversations. We have also purchased pods for our new main entrance in the BEACH. It is hoped they will also free up space in our canteens, as we appreciate many people need to use those areas for meetings when space is tight.

In Christchurch, we're installing a new collaborative space to support our Patient First programme. Spanning 90m<sup>2</sup>, this space will be available in the coming weeks, equipped

with modern furniture and technology to facilitate training and team working.

Please keep talking to us about what's working and what you need support with. Our national Staff Survey results are due out later this month and while these are an important barometer for where we're at, you do not need to wait for a survey to speak up. For example, colleagues gave us some important feedback in response to us going smoke free next month. While I firmly believe this is the right thing to do, I do appreciate this won't be easy for everyone and a number of you have concerns. Smoking is not a 'bad habit', it

is a powerful addiction which is why our teams are here to offer support to both staff and patients. They're also hosting a special online session to support people to cope with this change, which for some will mean managing cravings while at work. See page 8 for more.

As ever, there's so much going on in UHD, so do keep an eye on all our communications and wellbeing offers, and please keep talking in your teams so everyone is kept informed. And while you're there, do think about who you could nominate for this year's staff awards.

*Siobhan*

# Vital statistics

## January 2025

- We saw **47,001** patients in our outpatient departments
- ...and an additional 10,040 virtually
- Carried out **1,530** day case procedures
- Supported the birth of more than 295 babies
- Attended to **12,296** patients in our emergency departments
- Cared for **250** patients at the end of their lives
- Started **224** patients on their radiotherapy journey

Thank you **#TeamUHD**



# UHD Awards 2025

## Who will you nominate?

Our UHD Awards recognise and celebrate the amazing things you do and are now open for nominations!

Back for our third year, and bigger and better than ever, we need your help to make the awards as representative and inclusive as possible by nominating today. You can make as many separate nominations as you wish - anyone can nominate, and anyone can be nominated.

The award categories reflect our values, and new to this year is the Support Staff of the Year (non-clinical) and the Digital Improvement Award - so even more opportunities to recognise the wonderful people in Team UHD. We also have a Patient Choice Award for our patients and the public to nominate in. They look to recognise not just those providing clinical care, but a great experience at every point of their patient journey. We'll be promoting this opportunity far and wide over the coming weeks.

Nominations close at midday on **Monday 17 March 2025**, after which they will be judged by a panel comprising a wide range



of roles and responsibilities within TeamUHD. Please remember, you can nominate your own team! [Click here](#) to view the criteria and nomination guidance. You can also nominate via our UHD app.

**The winners will be announced at a special awards ceremony at the Pavilion in Bournemouth on Tuesday 20 May, funded by our UHD Charity. [Click here](#) to make your nomination.**



1. Caring
2. One Team
3. Listening to Understand
4. Open and Honest
5. Always Improving
6. Inclusive
7. Leadership Award
8. Volunteer of the Year
9. Clinician of the Year
10. Support Staff Member of the Year (non-clinical)
11. Patient Choice Award
12. Above and Beyond Award
13. Digital Improvement Award
14. Chairs Award





# A warm Team UHD welcome

Meet our newly appointed Deputy Chief Nursing Officer, Vivian Alividza. She has worked in the NHS for 21 years and has extensive leadership and management experience in senior nursing roles across acute and community settings. She joins us on 10 March from Guy's and St Thomas' in London where she was Deputy Director of Nursing, ILS and led on corporate initiatives and Trust-wide projects.

## Patient First: A3 problem solving masterclass

Join an upcoming session on mastering the art of problem solving using the Patient First A3 methodology at our new Patient First Hub at Christchurch. You will learn practical techniques to identify, analyse, and solve problems effectively. Our experienced facilitators will guide you through the

Patient First A3 problem-solving process, helping you gain valuable skills to tackle challenges in various aspects of your personal and professional life.

This event is open to everyone, whether you have started learning about the Patient First Improvement System or Patient First for



## Patient First

*Provide excellent healthcare. Be a great place to work.*

**Leaders. To get the most out of this session please bring along with you an example of a real problem that you would like to work through.**

Join us from 9am-1pm on 19 March, 1 April, and 7 May.  
[Click here](#) to book your place.

## Problem solving as a team

Many problems that we face in the workplace need a range of expertise and resources to resolve. Working together to solve problems as a team unites diverse perspectives, skills, and experiences. This leads to more creative and effective solutions. Sometimes it may feel more difficult to solve these problems together, but in the long run it will build resilience, relationships, and trust.

Use [this resource](#) to approach a problem as a team and see what you learn from one another.

Visit our [team development resources](#) page to find more like this.





# Freedom To Speak Up

## You said, we did

Supporting you  
to raise concerns

## Freedom to speak up

In October 2024, as part of Speak Up Month, we launched new mandatory FTSU eLearning for everyone. Since then, some 4250 of you have completed the training.

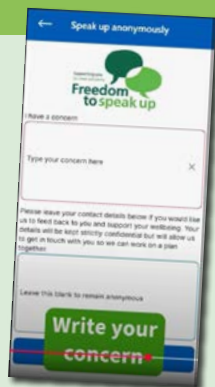
Some of you gave us feedback on ways we could improve the training and the process of speaking up at UHD.

**You said** “The clarity, accessibility and location of the FTSU policy needs to be clearer.”

**We** added a FTSU section on the Trust policies intranet page and inserted clearly visible links to the policy on our FTSU pages.

**You said** “Make it clearer how you can make anonymous referrals to the FTSU team.”

**We** have shared information across the Trust on how to use the UHD app to raise a concern anonymously using posters, screensavers, the Staff Bulletin, intranet sliders and app notifications. We also created [this video](#) which demonstrates the process.

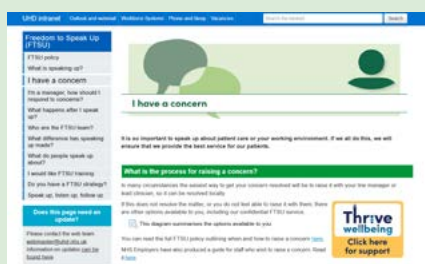


**You said** “Improve the search function on the intranet so if someone types in ‘FTSU’ or ‘whistleblowing’ FTSU appears in the results.”

**We** have made sure that the FTSU pages and policy appear when you search for a wide range of words relating to speaking up.

**You said** “Improve visibility of support services on the FTSU intranet pages.”

**We** have added a button to our FTSU pages which signposts to the Thrive wellbeing support available for all staff.



**You said** “Make more tools available to managers which could help them handle concerns.”

**We** have improved our [support for managers page](#) on the intranet by updating it with information on wellbeing support, signposting to the manager’s ‘Listen Up’ eLearning and creating [these tips](#) to help make sure every team members’ voice is heard. We have also created a [page of resources](#) to help everyone understand their role in the ‘Speak Up, Listen Up, Follow Up’ journey.



**You can find the Speak Up eLearning module on your BEAT VLE heart. The aim of the module is to help everyone working in healthcare to understand what speaking up is, how to speak up and what to expect when you do speak up. You will need approximately 45 minutes to complete the training and speakers or headphones to listen to the videos. Subtitles are also available.**

**There are computers and headphones in the Poole and RBH Libraries which you can use to complete your eLearning. These are available on a first come, first served basis and are not bookable.**

Your Heart is accessed by clicking on the ‘Role’ button underneath ‘My Competencies’.



**-Speak up-Listen up-Follow up➔**

# Smokefree UHD:

## Helping you cope with the change

There's just one month to go until all our sites go smoke free on 12 March.

Smoking is not a 'lifestyle choice' or a 'bad habit' - it is a powerful addiction and a chronic relapsing medical condition. That's why our fantastic tobacco addiction and smoking in pregnancy teams offer support for both staff and patients to stop smoking, and why treating tobacco addiction is now a standard of care at UHD.

### Support available

Our teams are on hand to offer:

- free advice and support to staff who would like to stop smoking, including offering stop smoking treatments such as nicotine replacement therapy
- training for all UHD staff in brief interventions and available treatment pathways at UHD - this includes de-escalation advice for when patients wish to continue smoking

- training and development of ward and department tobacco addiction champions.



You can find out more about the offer for staff on our [TACTS intranet pages](#) and in our discussion: [Thrive Live: Where Clean Air Meets Compassionate Care](#).

We're also hosting a special online information session around going smoke free and how we can help you cope with this change. [Join us here](#).

### Feedback from those supported to stop smoking

“The tips and advice have helped my health and my future...”

“I really appreciated the friendly, non-judgemental approach. I did not feel like a failure when I lapsed and felt supported to continue on my journey...”

“I had the opportunity to personalise my quitting journey...”

“My advisor has been fantastic - very supportive and communicative. Kept me on track and encouraged my progress...”

“The support helped me cut down from 15-20 cigarettes a day to using 3mg oil in a vape only...”

## How can we help you cope with this change...

### Friday 28 February, 12.30pm

### With our smoke free UHD colleagues



All staff welcome

UHD goes smoke free on 12 March. What does this mean for you and your teams? Would you like support to stop smoking, or tips for coping in a smoke free workplace?



# Managing cravings at work



When UHD goes smoke free, it may make it harder for you to smoke while at work as you will need to leave the Trust's grounds. Managing cravings can be tough, but there are several strategies that can help you get through them.

- **Distract yourself**

Engage in an activity that keeps your hands and mind busy - a conversation with colleagues/patients, check ward equipment or organise supplies.

- **Deep breathing exercises**

Breathing exercises can help reduce the intensity of cravings and help you refocus.

- **Drink water**

Drinking something can mimic the hand-to-mouth motion of smoking while chewing gum or mints can give you a similar sensation to smoking.



- **Practice mindfulness or meditation**

Try to stay in the present moment, focusing on your thoughts and emotions without judgment. Apps like Calm or Headspace can be very helpful. Headspace is currently free for NHS workers.



- **Get moving**

Go for a walk, stretch, or do a ward round to check in on your patients. Physical activity can help distract from the craving and release endorphins.

- **Change your routine**

If you usually smoke at specific times, like after meals, try to break the pattern by changing your routine. Maybe head to the canteens rather than going outside.

- **Positive reframing**

Think about the benefits of avoiding cigarettes: better health, saving money, and feeling proud of yourself.

- **Seek support**

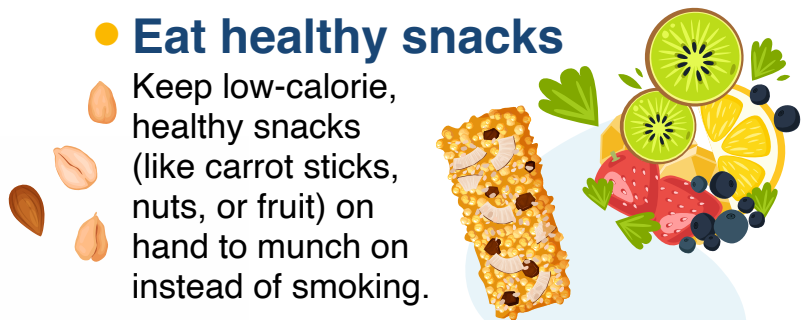
Talk to someone who understands what you're going through. Having someone to lean on can be very helpful.

- **Get enough sleep**

Fatigue can make cravings stronger, so make sure you're getting adequate rest to help manage stress and cravings.

- **Eat healthy snacks**

Keep low-calorie, healthy snacks (like carrot sticks, nuts, or fruit) on hand to munch on instead of smoking.



- **Remind yourself of the unwanted effects**

Sometimes reflecting on the long-term consequences of smoking can help you to avoid smoking in the short term.



# Network news

## UHD recredited as Veteran Aware

UHD has received approval of its Veteran Aware Accreditation for a further three years, endorsing our commitment to improving NHS care for veterans, reservists, and members of the armed forces and their families.

The accreditation, from the Veterans Covenant Healthcare Alliance (VCHA), acknowledges a number of key pledges we have made, [click here](#) to read them all.

Our Armed Forces Community Advocate, Rob Hornby, said: **“The safety of our staff is very important. I am dedicated in creating a workplace where UHD staff can feel safe, secure, and supported allowing them to focus patient care.”**



**“The Armed Forces Support Group and I are tremendously proud that UHD has gained reaccréditation for the Veteran Aware Scheme.”**



**“Since receiving the Veterans Aware accreditation in 2021, we have continued to ensure patients and colleagues from the armed forces community are not disadvantaged when accessing healthcare at UHD. We are looking forward to the year ahead and continuing with our hard work to support the armed forces community.”**

## Come along to our ProAbility meeting

**Join us at our next meeting on Tuesday 18 February at 1pm, where we'll be joined by Physiotherapist Tim Randell as he shares his work in the Prosthetics Department.**

A new peer support group of ProAbility is being organised for our neurodivergent colleagues, and we are looking for others to join, contact [Tessa.Vaughan@uhd.nhs.uk](mailto:Tessa.Vaughan@uhd.nhs.uk) if you can help with facilitating. Bi-monthly support meetings are due to set up soon, so look out for future comms about this. We are always looking for inspiring people to share their journey and have learnt so much from previous speakers. If you would like to share your lived experiences at a future network meeting, drop an email to [jo.olsen@uhd.nhs.uk](mailto:jo.olsen@uhd.nhs.uk).

Catch up on the previous meeting [here](#) with, Programme Manager, Dan Murray, who



informed members about the new signage and way finding in the BEACH Building. Thanks also to our other guest speaker, Lauren Mortimer, who shared her lived experience of being registered blind and we also got to meet Kilko who assists Lauren in her workplace in UHD.

 **ProAbility Network**

[pro-ability.network@uhd.nhs.uk](mailto:pro-ability.network@uhd.nhs.uk)



## DEN - Help us advance our inclusion journey in 2025

Following excellent feedback to our DEN Network after pilot sessions last year, we strongly encourage managers and colleagues to take part in a new series of conscious inclusion workshops that will be taking place throughout the year.

The workshop will cover essential concepts including cultural competence, bias, discrimination, racism, micro aggressions, and privilege. Participants will gain insights into the experiences of our colleagues from underrepresented backgrounds, along with strategies to foster self-awareness and culturally sensitive communication.

**25 February 9am-12.30pm**

Online session, [join here](#)

**10 March 9am-12.30pm**

Seminar Room 1 and 2, Education Centre, RBH

**9 April 1-4.30pm**

Seminar Room 3 and 4, Education Centre, RBH

**14 May 9am-12.30pm**

Lecture Theatre, Education Centre, Poole

**25 June 9am-12.30pm**

Lecture Theatre, Education Centre, Poole

**DEN**  
Diverse Ethnicity Network

DENnetwork@uhd.nhs.uk

All dates are now bookable via ESR under '153 UHD Conscious Inclusion Workshop'. If you are struggling to book on or do not have access to ESR, email [training.enquiries@uhd.nhs.uk](mailto:training.enquiries@uhd.nhs.uk) for support.

## Support your colleagues with PRIDE

February is LGBT+ Awareness Month, with the theme this year being 'activism and social change'. The awareness month was created in 1994 by Rodney Wilson, a high school history teacher in Missouri, United States. It is a time to celebrate the achievements and contributions of LGBTQIA+ people, as well as to raise awareness of the ongoing struggles and discrimination that they face.

The month-long celebration provides an opportunity for people to come together and support one another. It also helps to educate people about the challenges that the LGBTQIA+ community has faced and continues to face, and it can inspire people to work for greater acceptance and equality for LGBTQIA+ people.

Find out more about you can get involved with the month by heading [here](#), and for more information about you can support for our Pride Staff Network, visit the [intranet](#).



**VOLUNTEERS NEEDED JOIN OUR NETWORK**

Help to shape an inclusive and diverse workforce here at UHD

Please email for more details

**NHS UHD PRIDE NETWORK**

**NHS** University Hospitals Dorset NHS Foundation Trust

[pride.network@uhd.nhs.uk](mailto:pride.network@uhd.nhs.uk)



# Access all areas

The countdown to the move into the BEACH Building is getting closer. After final fire safety checks, access begins later this month. With just seven weeks until our Maternity and Neonatal teams move in, final touches, equipment deliveries, inductions, and training are in full swing.

During this period, access to departments will be limited to ensure safety. Team inductions will follow a three-tier approach - thank you for your patience. Learn more about accessing the building [here](#).



## Plotting the future of elective care

At the heart of our transformation plan is the development of the **elective surgical hub at Poole Hospital** with:

- ◆ Some 18 high-tech operating theatres to separate planned from emergency care, minimising cancellations and wait times.
- ◆ An end-to-end planned care pathway, streamlining the patient experience.
- ◆ Innovative working practices for a more efficient and empowered workforce.
- ◆ Endoscopy Diagnostic Hub, enabling us to treat more patients - reducing waiting times and enhancing the patient experience.





## Get involved

As part of the preparations for this phase, the elective care team are inviting you to share your ideas for innovation:

- How can we enhance care pathways?
- Can we optimise treatment room use?
- What improvements are needed for staff facilities?
- How can we reduce overnight stays and increase day-case procedures?

To share your ideas, contact [edward.lewis@uhd.nhs.uk](mailto:edward.lewis@uhd.nhs.uk).

## Elective care fast facts

- 6,000 patients annually will see shorter waiting times.
- 10 new state-of-the-art operating theatres, admission/recovery/discharge areas and major ward upgrades will transform surgical flow.
- Advanced technologies, including robotic surgery, an Enhanced Post-Operative Care Unit (EPOC) and a Urology Investigation Unit (UIU)
- Emergency ambulance 'retrieval' service that can be used from the Poole site to convey patients to RBH in the case of a clinical emergency.

Guiding this transformation is Group Medical Director for Surgery, **Rob Howell**, Consultant Anaesthetist, **Ben Thorpe** and Consultant Orthopaedic Surgeon, **Michael Kent**.

“Poole Hospital is set to become the UK's largest planned care centre, with certainty in our patients' procedures, and regular cancellations becoming a thing of the past. We're on the countdown to January 2026, and would welcome your support to make this transformation a success.”

Rob Howell, Group Medical Director for Surgery



## Save the Date!

### Next phase of transformation

Our Trust Management Group has agreed the timeline for the next phase of our plans to create an emergency hospital at RBH and a planned care hospital at Poole, with a 24/7 Urgent Treatment Centre. Scheduled to start on 12 January 2026, this is part of our ambitious restructure

## Timeline:



**December 2025:** Clinical arrangements underway to make full use of the new Coast building, creating space for trauma and other inpatients.



**Winter 2025/26:** Endoscopy Diagnostic Hub at Poole completed, enabling us to treat more patients, reduce waiting times and enhance the patient experience.



**Second week of January 2026,** the main transformation begins and Poole ED moving to the BEACH Building.

“With many projects already completed and in progress this year, we're now on the countdown to January 2026 when the next phase of our transformation reconfiguration begins.

“By separating emergency and planned services, refurbishing facilities, and embracing innovative ideas from our teams, we're transforming patient care and shaping a brighter future for healthcare for our region.”

Mark Mould, Chief Operating Officer



You can find the latest timeline and service moves grid [here](#).

# Revised disciplinary policy and procedure

Our managing disciplinary issues policy and procedure addresses issues related to conduct and/or conduct related performance issues. The policy has been reviewed and amended in partnership with Staff Side representatives to ensure compliance with the latest employment law. Some of the key changes include:

- Removal of formal verbal warning and first written warning by mutual acceptance, where the employee does not attend a disciplinary hearing.
- Improved process of managing issues informally with the introduction of an Informal Conversation of Concern and template for managers to guide and record.
- Just and Learning Culture Principles embedded throughout the policy which includes a fact-finding' section to guide managers on the steps to follow when there are allegations of misconduct to explore route causes to the issues.
- Investigations to be completed within a six week timescale where possible and can only be extended if agreed by Commissioning Manager / HR to support more timely completion of investigations.

The revised policy can be found under the HR policies section of the intranet [here](#).



## Guidance for managers:

To support managers in the implementation of this revised policy, a HR policies managers guidance intranet page has been set up including useful flowcharts, templates, FAQs and guidance for chairing disciplinary and appeal hearings.

We are hosting drop-in sessions via Teams to run through the key changes as well as answer any questions. **Everyone is welcome.**

Date	Time
Wednesday 19 February	2.30-3pm
Thursday 27 February	10.30-11am
Tuesday 4 March	11.30am-12noon
Wednesday 12 March	2.30-3pm
Thursday 20 March	10.30-11am

If you have any questions about the policy, please contact HR Operations.



# Could you represent the views and voice of your colleagues?

Are you passionate about making a positive difference to staff experience? Do you want to be a part of changing the culture of our organisation?

You could become a People and Culture Champion!

Fill out [this form](#) to apply before 24 February 2025.

Are you:

- motivated to work beyond your current role?
- keen to learn and develop?
- curious and inquisitive?
- able to represent the views and voice of people in your team?

Your role will be to listen to the views of colleagues in your team and directorate and gather feedback about their experience of working for UHD. You will then use your platform to share their ideas, questions and

concerns and work with the Organisational Development Team to improve our Trust approach to culture and engagement.

[Click here](#) to find out more about the role including time commitments.

**Please get your line manager's consent before applying.**

We are looking for one People and Culture Champion per directorate. We will share the full list of applicants with the leaders of each directorate to ensure we have fair representation across teams.

We look forward to receiving your application.



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

## **Parking update**

We have signed a new contract with [Saba Parking](#) to deliver car park management services across our sites. We will be phasing out paper permits and move to digital e-permits and ANPR technology. The paper permit application system is currently suspended in preparation for a new e-permit system. To make a change to your permit or if you are new to the Trust and would like information on parking, visit the [car parking](#) intranet pages.

Head to the travel intranet to find out how UHD is supporting alternative forms of transport. You can also view our personalised travel planning tool, [cycle to work scheme](#), [discounted bus offers](#) and [Liftshare scheme](#). For support contact [travelteam@uhd.nhs.uk](mailto:travelteam@uhd.nhs.uk).

## RBH: Traffic concerns

We recognise the ongoing pressures on parking and traffic flow specifically at RBH. Many delays are due to traffic issues and accidents outside of our site. We are working on our new link road due to open in February and additional car park provision ready for April.





## Time to talk



6 February was **Time To Talk Day** but starting conversations about our mental health shouldn't just happen once a year. There is no right or wrong way to talk about mental health, but these [talking tips](#) can help. By talking openly about how we're feeling we can help ourselves and others.



### Talk to a colleague

Use [this directory](#) to reach out to a **Health and Wellbeing Champion** in your area. The team are available to listen and signpost you to support.



We have created [these guides](#) to help you have meaningful **check-in conversations** with your line manager to discuss your wellbeing, concerns and identify any support you may need.

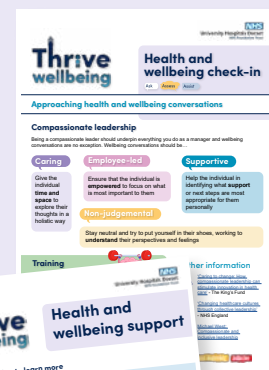


Visit our [Thrive wellbeing pages](#) to read more about the other ways to **connect with your colleagues**.



### Talk to someone else

If you would prefer to talk to someone outside of work [this guide](#) has the **full list of support** available to you.



## Spotlight on...

### Protecting your wellbeing online

Social media can help us connect, share our interests, stay up-to-date and get support. But our experience isn't always positive. Misinformation, distressing content and unrealistic representations of others' lives can all take a toll on our self-esteem, lead to anxiety and have a big impact on our mood. Spending too much time online can disrupt our sleeping patterns and take us away from the things we enjoy doing offline. It's important to have balance and acknowledge our feelings. We also recognise that the NHS is a big talking point and reading negative comments can be upsetting. That's why we have created [a page full of tips and advice](#) to help you protect your wellbeing online.



## VivUp

Our employee assistance programme is here for you when you need it.  
**Register at [vivup.co.uk](http://vivup.co.uk) for:**

- A free 24/7 helpline.** Call 03303 800 658.
- Free telephone counselling** with a qualified counsellor.
- Free expert debt advice** to help you take control of your finances.



# You said, we did

## COSHH - Control of Substances Hazardous to Health

Following an incident, we have been looking closely at how we are managing our hazardous substances. Please ensure that no areas within the Trust are using or storing 'HAZ - TABS' as these are not on our approved UHD COSHH register. If these are found within your area, please dispose of these correctly and replace with 'Actichlor Plus' which has been approved for use at UHD.

Also please ensure that your COSHH items are stored either within a secured area or a locked COSHH cabinet.



The UHD COSHH Register is accessible on SharePoint [here](#). You will be able to select the products you use in your area and complete the risk assessment which will be accompanied by the safety data sheet. This is to be held locally as a hard copy and updated annually.

Please inform the Health and Safety Team if you use any products not on the register or purchase any new products. They will need to be approved and will need to be added to the register.



**Save lives,  
improve  
patient safety**

## A focus on medicines safety

with the UHD Safety Crew



**Join pharmacists  
Lenka Dowdell and  
Steve Bleakley on**

**13 February, 12.15pm**

**See the intranet for the Teams link**



## Do you feel overwhelmed by emails?

Lots of you have told us that you feel overwhelmed by the number of emails you receive. Too many emails lead to stress and frustration and many of you find it impossible to keep up.

We cannot reduce this pressure unless we work together.

Please read these tips and complete [this short survey](#) to help us understand the impact of too many emails on your work and wellbeing. We will use your feedback to inform our 'Think outside the inbox' campaign.



# Want to share research, quality, or a service improvement project?

Abstracts for our next 'Working in Partnership' conference are welcomed from everyone at BU, Dorset Healthcare, Dorset County Hospitals and UHD. They must highlight research (encompassing primary research, clinical research delivery and implementation research), quality improvement, service improvement and clinical audit undertaken in the past few years that is likely to be of interest to others.

The focus this year is working in partnership, so we are particularly interested in applications from staff or teams working across the four organisational boundaries or linking with other NHS partners to deliver improvements or new

understanding that benefits patients, students, staff or communities.

When applying please indicate if you are interested in a short presentation (a five-minute presentation to either a single or up to three PowerPoint slides) or a long presentation (a 15-minute presentation with longer slide deck). We will be grouping presentations together by theme so indicating which of the theme(s) you feel your abstract relates to is useful. The sub themes this year are health inequalities, patient and public involvement, people and workforce, sustainable futures, digital futures, cross Dorset/collaborative working, medical science and proof of concept/early phase trials.

**BU Bournemouth University** **NHS** University Hospitals Dorset NHS Foundation Trust

**Dorset Research and Improvement Event:**

## "Working in Partnership"

**Wednesday 23 April 2025**

Talbot Campus, Bournemouth University

**For staff from BU, NHS, Social Services and Voluntary sector/partner organisations**

**Join us to celebrate and share your QI, clinical audit or research**

To submit an abstract for our upcoming all-day event, jointly hosted Bournemouth University, Dorset County Hospitals, Dorset HealthCare, and University Hospitals Dorset, please visit [www.uhd.nhs.uk/about-us/BU-UHD-partnership-programme](http://www.uhd.nhs.uk/about-us/BU-UHD-partnership-programme) or scan the QR code

**Deadline for submissions: 5pm, Wednesday 5 March 2025**  
Please submit all completed applications to [BUPartnership@uhd.nhs.uk](mailto:BUPartnership@uhd.nhs.uk)

**Book your place and attend for...**

- A full day of presentations
- A range of workshops
- Networking opportunities

Click the QR code to secure your place or find out more.

**WEMN** This event is kindly sponsored by the NIHR Wessex Experimental Medicine Network (WEMN)

As per previous years we really welcome abstracts from across our hospital teams - clinical and non-clinical. The closing date for abstracts is 5 March 2025.

[Click here to take part](#)

# Inspiring the future workforce

A big thank you to our Deputy General Manager for Networked Medicine, Nicki Walsh, who represented UHD at the recent Pathways to Progress: Shaping your Professional Future, a BU Career Progression Panel Event.

Nicki was part of a panel which had representatives from a variety of industries and gave students an insight into her career to date and what she thinks key to being successful is. These events are a great way to encourage students to think about the NHS as an employer beyond medical professions and to inspire them through lived experiences.







# Beverley's blog

with Beverley Bryant, Chief Digital Officer

It's three months since I joined UHD, and I still can't believe that I now live by the sea!

It's been a dream of mine and my husband to move to the coast for some years since our children flew the nest. I have been an active cold-water swimmer for many years and have already been enjoying early morning dips in the sea at the weekends. We can't wait to explore the area in our sea kayaks.

As the Chief Digital Officer, I have responsibility for managing all our IT infrastructure and applications. I have hit the ground running and am enjoying meeting with you all and listening to your experiences of IT across the Trust. Everyone agrees that we need a new strategic electronic health record, and that is being actively pursued. However, we also

need to improve the stability and reliability of the existing IT systems that the clinical and operational teams rely on every day to carry out their roles. We now have regular meetings in place to discuss and agree the IT priorities and I am looking forward to applying my experience to resolve the current IT issues for staff as quickly as possible. **It won't be fixed overnight but we have some amazing people in our IT Department who want to improve the service for the clinical and operational teams that we serve.**

The move to UHD has also meant a major house move for us. We sold our house in West Yorkshire a few years ago and have been renting in London while I fulfilled my previous CDIO role for Kings College Hospital and Guy's and St. Thomas Hospital



Trusts. We are now in the process of buying a house in Bournemouth and hopefully, by the time this edition of *The Brief* comes out, we will have moved in. I'm excited about the stability that this will bring us.

Technology has the potential to transform ways of working for our staff and to improve patient experience and I have spent over 20 years driving digital transformation within health and care.

**The key to success in all digital transformations is acknowledging that it is not really about the technology but rather it is about the people.** I'm hoping to bring regular updates and musings to colleagues across UHD through this channel and others as we begin our journey of digital transformation together. But for now, I just want to say hello, thanks for having me and do bear with me if I become over excited about living close to the sea.

**Beverley**





# Good news feed

## Pioneering stroke trial gains national attention

A groundbreaking new trial to improve stroke rehabilitation, testing how a wearable device can help strengthen hand and arm function, featured on BBC Breakfast and ITV Meridian News. Since the report, we have had 105 enquiries about the study and Dorset Healthcare have had over 50.

Reporters spoke to participant, Ian Odd, along with Stroke Consultant, Dr Louise Johnson, about how UHD is making waves in the field of research to improve the quality of life for people after stroke.

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



## Making a difference to our patients

Dr Saskie Dorman, Consultant in Palliative Medicine at Forest Holme Hospice and UHD, has had an article published in the British Medical Journal about how people working in healthcare use 'Clean Language' to reduce bias and assumptions. You can read more about Clean Language questions, and the difference they can make, [here](#).



## Look out below!

What a shot! Thank you to our #TeamUHD colleague, Mel, who took this beautiful picture at RBH featuring our new BEACH building.



## Strictly stars shine for Forest Holme Hospice

The ballroom sparkled for Forest Holme Hospice Charity's Strictly Extravaganza Gala Dinner raising a staggering £80,387.

The spectacular event, sponsored by Colten Care, dazzled a crowd of more than 350 attendees at the Lighthouse in Poole. Ten amateur dancers, including Vanessa Barents, an End-of-Life Nurse Specialist at Poole Hospital, and Trudy Rayner, a Senior Administrator in our Strategy and Transformation Directorate at UHD, took to the floor alongside professional partners, delivering jaw-dropping ballroom and Latin routines.

The glitterball trophy went to Tom Redman, dancing in memory of his wife, and his professional partner Diana Coojagar, whose high-energy jive captivated the audience and judges alike. Well done everyone!





# Lunar New Year celebrations

A huge thank you to Bingbing and staff members across the Royal Bournemouth for putting on such a fantastic event in the atrium to honour Lunar New Year, a celebration of the arrival of spring and the beginning of a new year on the lunisolar calendar. Lunar New Year is widely celebrated across Asia, and we were thrilled to see the performances and activities on offer for TeamUHD, as well as special menus across our hospital restaurants. We couldn't be prouder to help celebrate our colleagues' rich history and vibrant culture.





## UHD noticeboard

**NHS**  
University Hospitals Dorset  
NHS Foundation Trust

### Understanding Pelvic Health


in Pregnancy  
and the  
12 Months  
Following  
Delivery

**Monday 10 March, 5.30-6.30pm**

With **Sally Sheppard**  
Service Lead for Pelvic Health  
Physiotherapy

and **Beth Fletcher**  
Public Health Lead Midwife,  
at UHD

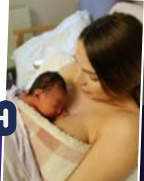
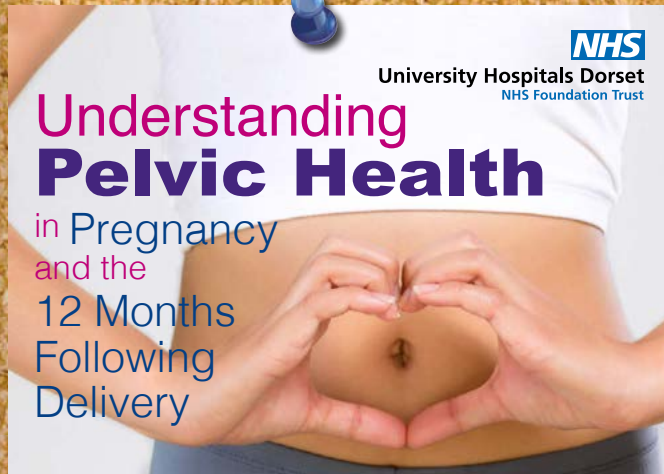
**Lecture Theatre, Education Centre,  
Royal Bournemouth Hospital, BH7 7DW**

 Scan here for more information  
and to book your place

Parking available in car park C  
(pay at machine before returning to your car)

**BORN at  
the BEACH**

Our new Maternity Unit opens  
in April 2025! Find out more about this at  
[maternitymattersdorset.nhs.uk/beach](https://maternitymattersdorset.nhs.uk/beach)



## Get your Staff Lottery money bids in!

Is there something that you think could benefit the wellbeing of your team or department? Our Staff Lottery committee are inviting you to bid for money from the lottery funds, for items and equipment that will benefit as many members of staff as possible.

We are unable to fund NEW electrical items only replacement. Depending on the number of bids received, the committee may not be able to fund all requests or may only be able to offer partial funding.

Due to previous years successful bid process the lottery committee is having to set a maximum bid level of £500. To find out the requirements and policies, and to make a bid, [please visit the staff lottery pages on the intranet.](#)



**You have until the 31 March to make your bid, with successful bids being notified in April.**

## Ask Me...

### Transformation special

Friday 14 February, 12.30pm

Join us for a virtual drop-in session hosted by Dr Isabel Smith, our medical director for strategy and transformation, and colleagues.

**Ask any questions, raise any issues,  
and share your experiences.**

**See the intranet and Staff Bulletin for the Teams link.**



**All staff  
welcome**





# Let's talk about IT

## BloodTrack upgrade success

To align our services across UHD, we have enabled electronic blood tracking by implementing PDAs with printers to relevant inpatient areas. A big thank you to all the teams that helped get this project over the line and finished in record time.

The team worked with Dan Hatami, from the medical technology company, Haemonetics, who recognised the hard work of UHD. He said:

*"We are now using UHD as an example of how it can be done. Everyone pulled this off in record time. The efficiency, organisation and eagerness demonstrated by everyone at RBH and Poole to get this upgraded completed was incredible. There's always challenges long the road with BloodTrack upgrades but it has been the smoothest upgrade I have been involved with. An excellent and professional job!"*



## Update to form on service manager

The PC login and email account IT portal form has been renamed to '[New User Account](#)'. It's been improved and expanded to allow for the requesting of 21 applications in addition to a PC/email account, so new starters are better prepared for when they arrive.



Clinical Application - Request

New User Account

Use this form to request a UHD PC Login ac...  
5 days - Estimated Fulfilment

## Supporting our transgender patients on eCaMIS

Since going live with version 34 of eCaMIS, there have been 137 instances of the patient gender field being populated with that same gender as the sex field. **This is not the correct use of this field.** The purpose of this new field is to support transgender patients, so it is **very important** that **all staff** understand this. Unless a patient asks you to flag that they identify with a gender that is different to their gender/sex at birth, the option of 'X = not known' **must** be used. You must never assume someone's gender based on appearance.

Read the full guidance [here](#).

## IG top tips

Do you know that you must only access medical records where you have a legitimate professional relationship with that person/patient? Such as being involved in providing care to them? Do not access records if you do not need to.



## Exciting update from our BEACH Appeal

Our BEACH Appeal has raised almost £600,000, and this incredible milestone is a testament to the generosity and support of our community. However, we can't stop there...

We need your help more than ever to continue making a significant impact and reach our £1.5m target. Whether it's through donations, fundraising challenges or spreading the word, every bit of support counts.

### How you can help:

**Donate:** Every contribution, no matter the size, brings us closer to our goal.

**Take on a challenge:** Check out our website to see how you can get involved.

**Spread the word:** Follow us on [Facebook](#), [Instagram](#) and [LinkedIn](#) to see fun updates about The BEACH Appeal. Then share our mission with friends, family, your dogwalker, everyone!



## Step into action for March for Men

Join us on **Saturday 29 March 2025**, during Prostate Cancer Awareness Month, for a fun 5km or 10km walk or run along the Bournemouth seafront to make a meaningful difference to patients and their families impacted by prostate cancer in our region.

Whether you choose to go solo or bring your besties, every step you take will enhance services at UHD.

[Sign up for today.](#)



## ACT's team smash Dry January race

Our incredible Addiction Care and Treatment Service Team has sprinted into action [with their Dry January 10km race](#) and are now on the home stretch to hit their £2,000 fundraising goal while raising awareness about the benefits of going sober. There is still time to support the team by clicking the link [here](#).





## Stay in the loop for Funded Fridays

Every Friday on our socials, we're celebrating the incredible items, projects and more - all above and beyond NHS funding - that are brightening up our hospitals. Follow us on [Facebook](#), [Instagram](#), [LinkedIn](#) and more to see the incredible impact we're making together! Plus, it's a great way to stay updated on all the fun stuff you can get involved in all year long.



## Sharing the love to support Gully's Place

A big thank you to a local knit and natter group who raised an amazing £8,000 for Gully's Place by selling their creations and hosting a Christmas tombola. The money will be used to support children and young people with life-limiting conditions and their families.



Poole Centenary Club also bowled us over with their dedication to raising awareness and funds for Gully's Place. They will continue to support as their good cause of the year for 2025.

## Morebus generous gift to The BEACH Appeal

A big thank you to Morebus for their £5,210 donation to The BEACH Appeal, [our fundraising appeal to enhance the new BEACH Building](#). They pledged to donate £10 for every staff member who took part their recent staff survey. Morebus has also selected us as their good cause of the year for 2024/2025 and gifted an incredible £50,000 to launch The BEACH Appeal.

## Fly high with our charity skydive

Fancy feeling like a superhero for Team UHD? Our charity tandem skydives, coming up on **12 April**, are the ultimate way to support UHD while crossing something epic off your bucket list. [Click here](#) to sign up today.



## Beach hut ballot winners



A huge thank you to everyone who entered for a chance to enjoy one of our charity-funded beach huts this year as our little way of showing appreciation to Team UHD. We have contacted the lucky winners. If you have not been contacted, assume that you have not been successful this time, and do need not to contact us.

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](https://www.UHDcharity.org), or contact the office on 0300 019 4060/8449

# Going for gold

We have been recognised as a Commute Zero Hero as part of the Mobilityways Commute Zero Hero Awards, and we couldn't agree with the accolade more! Our Travel and Capital Project Teams have won the award for our commitment to reducing Scope 3 emissions through their sustainable commuting initiatives.

The teams are working collectively to integrate cycling infrastructure in their future projects, including cycle lanes in major developments at our RBH site, and have already completed plans for a fully connected cycling route. A standout achievement is the introduction of our Footbus app, which addresses late-night safety concerns for staff walking to and from our hospital sites, particularly benefiting vulnerable employees. This holistic, team-driven approach not only promotes environmental sustainability but also fosters employee wellbeing, creating a lasting positive impact on both the organisation and the wider community.



Travel and Transport Manager, Lauren Cannings, said:

**“It’s always lovely to be recognised for the work the Trust is doing to increase participation in active travel. Removing barriers to walking and cycling is a priority for UHD, and this can only be achieved by continually striving to improve our infrastructure, facilities, incentives, and access to information.”**

## Veganuary celebrations

Thank you to everyone who showed interest in the UHD Veganuary campaign in January. Six lucky staff members have won some amazing plant-based nutrition and recipe books. For more on plant-based nutrition, check out this [podcast](#) by dietitian, Didem Varol on Hospital Radio Bedside. Stay tuned for more Veganuary activities next year. But why wait until then? [Veganuary](#) is always here to provide you with plant-based recipes and inspiration.

