

The Brief

January 2024




**See pages
4 and 5**



We are your Patient Safety Crew ...and we need you!

**Save lives,
improve
patient safety**



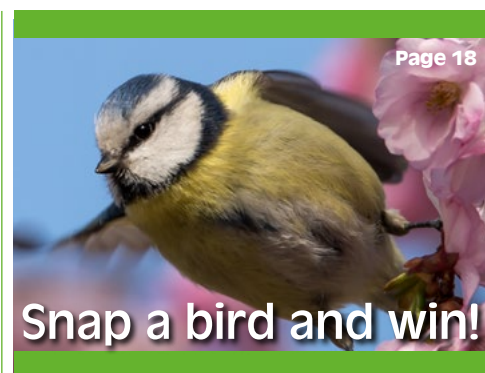
**A new year
for a new
challenge**

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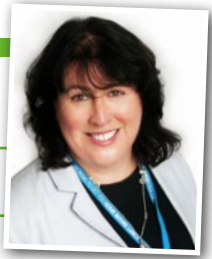


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Snap a bird and win!

Your University Hospitals Dorset

An update from chief executive, Siobhan Harrington



Life isn't about waiting for the storm to pass, it's about learning to dance in the rain...

After so much rain over these past few weeks, coupled with one of the most challenging starts to a new year, this saying feels very relevant for those of us working in the NHS.

We have just come out of the longest period of industrial action in the NHS's history, while also dealing with the pressures of winter which have felt especially difficult this time around. Yet throughout all of this, Team UHD has pulled together with a spirit of determination and camaraderie that makes me feel deeply proud. As such, I must start with a thank you to all of you for everything you are doing, and to wish you a happy new year - a year in which we hope to see a resolution to the national pay disputes, continued progress and many improvements to the way we work so it feels better for all of us.

January - a time to look ahead

Another saying that resonates with me is *'let's not do what we've always done because we'll get what we've always got'*. It really is time to fast forward into 2024 and to do what we need to do at pace.

Patient First is now rolling out to teams across our hospitals. It might feel like we don't have the headspace for this now, but this is exactly why we need it. We need to move faster on continuous improvement, building on the many strengths we have as Team UHD, and fostering the key elements of engagement, visibility and a coaching style of leadership that are all central to

the success of Patient First.

Our focus throughout the strikes, and for 2024, needs to be on patient safety and looking after each other. This is a huge focus for UHD this year and you can meet our 'patient safety crew' on page 4. As they so rightly put it, all of us in UHD are part of the safety crew and all of our voices count.

We are also just over a year away from moving into our Beach Building at RBH - and the eagle eyed among you will have noticed the cranes are no more! While the big physical moves are really important milestones, it is our 'Transforming Care Together' mantra that sums up the next phase of our transformation work - moving away from buildings to focus on people and our services. Watch this space for more and see our transformation updates on page 6 for more on a new endoscopy diagnostic hub at Poole that will make a big difference to thousands of patients and our teams.

Other things to look out for in 2024 are our work to secure a new electronic patient record for UHD and providers across Dorset, and we are working with Somerset on a joint approach. There are also a number of leadership and development opportunities on page 12, not to mention a jamboree of charity challenges to get stuck into.

Our charity is crucial in this difficult financial climate, supporting the things that go above and beyond what the NHS can afford. The financial challenge isn't going away and we are focused both on the work to deliver our financial recovery plan while also working on a longer term financial plan.

Thank you for all you are doing to support this. Change really is in our gift to make.

It is hard to feel at times, but we are making progress. We know it will keep raining, but I also know you will keep dancing. Thank you. Happy new year.

Siobhan

And the winners are

Our monthly Staff Excellence Awards are a way to recognise some of the amazing people and teams around our trust.

Every day people are living our values to help care for our patients and for each other and we want to celebrate where you have gone above and beyond.

This month's winners, as chosen by our chief exec Siobhan, are:

- John De Guzman
- Volunteer Evelyn Boyes
- Keith Waller

Many congratulations to you all.

If you would like to nominate someone for an award, [click here](#) or look for the pink icon on the UHD app.



Patient First wave one

Colleagues from critical care, our stroke units and Christchurch Day Hospital began their Patient First journey last month, learning how to adopt the UHD Patient First Improvement System into their clinical area.

They shared their hopes for Patient First before they began their training, with 78% at least moderately confident and over 30% extremely or very confident that Patient First will be able to improve the services in their areas. They also believe that Patient First will have a positive impact on their own job satisfaction, with over 80% at least moderately confident that the training will impact their overall satisfaction with their experience at work, and over 42% extremely or very confident.

Better patient experience, improving staff experience, addressing retention, and providing practical tools to help make work more productive were key themes on the expected impact of adopting Patient First.

Working with Bournemouth University Business School, we look forward to following their journey and evaluating the impact of Patient First in their service areas.

Join the conversation

Join one of our online updates from chief executive Siobhan Harrington, and chief nursing officer, Paula Shobbrook:

25 January 1.30-2.30pm Paula Shobbrook - [Join here.](#)

13 February 3.15-4.15pm Siobhan Harrington - [Join here.](#)

22 March 12-1pm Siobhan Harrington - [Join here.](#)



Start on our
'Patient First'
journey



A3 problem solving

Join us for an in-person event focused on mastering the art of problem solving with the A3 methodology, a key part of Patient First. The training will take place at 9am at Yeoman's House on:

Wednesday 31 January

Wednesday 28 February

Thursday 21 March

Monday 20 May

Wednesday 19 June

During this interactive session, you will learn practical techniques to identify, analyse, and solve problems effectively. Register now [here.](#)

Industrial action thank you

This week saw the end of six days of industrial action by junior doctors. This has been the longest period of industrial action in the history of the NHS and came at a very challenging time for our hospitals.

Thank you to everyone who has been involved in covering for this and our usual winter pressures. We also had to contend with a security alert, traffic problems

caused by storm Henk, and flooded car parks, so we appreciate all of you who went above and beyond to help in our response.

There are no further dates set for planned industrial action. We hope for resolution as soon as possible as we appreciate how difficult this has been for all colleagues.

Thank you to all.

“Everyone in UHD is part of the ‘patient safety crew’...”



Jo Sims,
associate director for
clinical governance
associate director for
quality governance
and risk



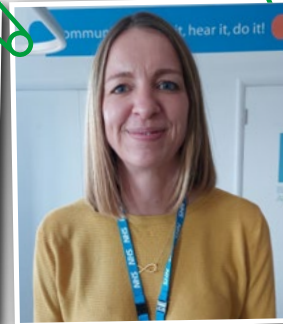
Natasha (Tash) Sage,
head of patient safety
and risk



Dr Sean Weaver,
medical director for
safety and quality



Dr Kamy Thavanesan,
associate medical
director for governance
and risk



Kelly Ambrose,
quality assurance
governance lead

What do you do as part of the safety crew?

Kamy: I provide leadership for the trust governance/patient safety forum, support all staff in improving the quality of care we provide for our patients, and ensure we have a safe and aligned process across UHD. I support the trust in developing a psychological safe space to speak candidly about patient safety.

Jo: My role is to help plan out the route and navigate the many waves on the way and try to keep us on course to continually improve patient safety.

Sean: I provide overall leadership with the aim of putting safety at the heart of all we do. I also chair and lead many of the significant patient safety investigations.

Tash: We manage the process and learning following safety events that occur in UHD.

Kelly: We prioritise safety of patients, staff and visitors - but as Jo says, everyone in UHD is part of the patient safety crew.

What are you most looking forward to in terms of safety in 2024?

Sean: My new year’s resolution is to make the work we all do to provide safe care more

visible. People can talk about governance, risk, but this is all actually about patient safety.

Tash: There has been a national shift in the language and we will embrace that and talk about patient safety more. We will also be working differently to capture and share learning from patient safety events.

Jo: I’m looking forward to developing our safety culture and engaging patients, relatives and staff in learning from patient safety incidents. We have to put patients at the heart of everything we do.

Kelly: We want a proactive approach to the identification and management of patient and staff safety incidents (preventing incidents from occurring), risk management and quality assurance. It is important to evidence the work we do as well as celebrating and sharing good practice.

Kamy: Through the learning from Patient First and implementation of PSIRF, I’d like to see everyone focusing on patient safety and engaging with the learning to sustainably improve the quality of care we provide. I would like Team UHD to feel like they work in a safe organisation where they drive improvements.



**Save lives,
improve
patient safety**

What are the safety challenges in 2024?




Kamy: We need to normalise speaking about patient safety-related events freely without the fear of blame. We need to also ensure that we keep our patients engaged in speaking about safety and ensure they are part of the improvement plans.

Jo: Implementing the new Patient Safety Incident Response Framework (PSIRF) will be a big cultural change, it is exciting but will need appropriate resourcing to make the changes and improvements we are aiming to achieve.

Sean: Despite a huge amount of skill and effort, sometimes our patients come to harm. We need to hear from our patients and relatives in those situations and keep them informed. We also need to ensure we support our staff who are involved in these situations, and we ensure that is as thorough as it can be.

Tash: Staffing will always be a challenge but much of this is about cultural change and the different ways of working required to address the 'big' topics.

How will you be supporting Team UHD to make safety part of all they do?



Sean: We want to hear your thoughts on how we can improve and will keep you informed on how all your hard work to improve safety and report incidents gets acted on. Reporting does make changes happen and we will be telling some of the stories this year.

Kamy: It is imperative we develop a patient safety culture across the organisation and build organisational memory by learning from patient safety events. We can only do this if we speak openly about any adverse events freely and ensure that the information is shared with everyone within the organisation.

Kelly: We will encourage staff to feel confident to speak up, and encourage an inclusive and positive culture of continuous learning and improvement...

Tash: ...and we will help them understand how safety is relevant to all disciplines, roles and practice. We must be visible.

Jo: I'll certainly be talking about patient and staff safety at every meeting I attend!

What can we look out for in the next 12 months?




Sean: You will hear more about patient safety. We want people talking about it and sharing their views. We will be having conversations to get the thoughts of Team UHD on how safe we are and hosting 'learn at lunch' sessions on subjects central to patient safety.

Kamy: Patient safety should be our priority and be part of routine clinical practice at all levels...

Kelly: ...and we'll make sure there is a governance structure in place across all care groups which supports a proactive, open and transparent approach to safety and quality assurance.

Tash: We'll be rolling out the new UHD Patient Safety Culture Assessment and PSIRF training, and will have tools on the intranet and face to face training to support teams on all things safety.

Jo: Look out for more articles in *The Brief* talking about the improvements made following a patient safety incident, and look out for us. **We're your safety crew, and we need you.**



If you would like a green safety pin to display on your lanyard, get in touch with one of the safety crew.

Transformation update

Improving the endoscopy experience

2024 sees exciting plans to expand our endoscopy service, with a new modular unit planned for Poole, part of its role as the major planned care site for the region.

The new facility will be located in the area currently occupied by Parkview House and will have six procedure rooms and the opportunity for future expansion as a training centre.

If plans are approved, demolition is expected around April/May, with project completion in spring 2025.

Dr Suranga Dharmasiri, consultant gastroenterologist

and the Dorset ICS lead for endoscopy, said: ***“As we move into a new year it’s really exciting to look forward to our new centre which will enable us to see and treat more people, reduce waiting times, improve people’s experiences and train the next generation of endoscopy staff for Dorset.”***

The £21m development is central to Dorset ICS’s long-term vision for the Community Diagnostic Centres Programme (CDC), providing a ‘Hub and Spoke’ model for elective diagnostics. As the



Design team sketch illustrating general massing and contextual positioning

For illustration only ▲

construction is modular most of the construction will be off-site, meaning less disruption to the hospital when work starts.

We will be sharing more information on this exciting development in the coming months.

Spreading festive cheer (and sprouts!)

Our catering team went the extra mile over Christmas, delivering breakfasts, lunches and teas to hundreds of staff and patients on the big day.

Overall, the UHD catering teams served up a colossal 6,000 sprouts, 120 turkeys, 2,000 mince pies and 1,300 portions of Christmas pud.

Dr Matthew Hodson, deputy chief nursing officer and chair of the UHD nutrition steering group, said: ***“A big thank you to our catering teams who go above and beyond every year to bring the spirit of Christmas to those unable to spend that special day with their families.”***

Thanks to funding from our charity, we provided free hot drinks and treats leading up to Christmas as well as breakfast for all staff working on the big day.



Dates for the diary

‘Ask Me’ transformation specials return

Join **Dr Isabel Smith**, our medical director for strategy and transformation, for a new series of Ask Me transformation specials this year.



Dates are: **23 February, 24 May, 8 August** and **28 November**.

Isabel will also be joined by some of her transformation colleagues, so if you want to know more about what’s happening at our hospitals and how it might impact you, these specials are a great time to ask a question.

You find out all the details [here](#) as well as links to watch the sessions from last year.

Transformation trolley on tour in ‘24

Our transformation team will be back out with the trolley this year to keep you up to date on all things transformation and help you understand any plans for your area.

Look out for info in the Staff Bulletin, and look out for the trolley!





Physical health



Dry January - Are you in?

Going alcohol free for 31 days lowers blood pressure, reduces diabetes risk, lowers cholesterol and reduces levels of cancer-related proteins in the blood.

It can also help you sleep better, save you money and improve your mental health. Alcohol Change UK has created the free Try Dry app to help you stay motivated and on track. Scan the QR code or visit dryjanuary.org.uk to download it today and double your chances of an alcohol-free month.



Spotlight



Does your team have a health and wellbeing champion?



Our network of champions are here to support your health and wellbeing, so it's important you know who they are. If your team doesn't have one, could it be you? Scan to learn more.

Here are champions John and Nick to tell you how they support their colleagues...



John Heppell, practice educator

"Working in the NHS can be really difficult. In theatres we sometimes get patients that we go to operate on only to find that we can do nothing for them. It has quite an effect. If you're not feeling it, it's not a great place to be, so we created a wellbeing room in an old

office. It gets used daily. It's a quiet space where people can go to take a private moment either alone or, if they want, we sit and talk.

"We recently got 60 staff together on one of our clinical governance days and provided lunch using charity funding. We've done things like yoga sessions, 'laughtercise', and we went over to Poole Park for cream tea.

"Everyone has a different idea of what wellbeing is. If you are unsure of the best way to support your team, ask them what they need. For my personal wellbeing I cycle in every day, rain or shine. It just clears my head and helps build my resilience for the day ahead. My tip is to just keep yourself active. Looking after yourself is vital."



Nick Coates, lead portering and security supervisor

"To build trust with my colleagues, I try to be as open as I can. If what they are telling me is something I can relate to, telling them so might make them feel less alone. Being open means I get on better with my team and they appreciate that

I wear my heart on my sleeve; it makes them feel that they can speak to me about anything.

"I support my team with mental health concerns, learning difficulties and social difficulties. A number of the team have dyslexia, I have dyslexia myself, and this helps me understand what support they need. If I can give advice, I will. If not I'll point them in the right direction for support. I make sure to say 'anything you speak to me about is confidential'.

"We need more men to become champions because our network is majority women at the minute, and some men may feel more comfortable talking to another man about their wellbeing. The more male champions that get their faces out there, the more people will feel confident to confide in them. I speak to people not just from my own team but other teams around the trust too. Sharing personal experiences with colleagues and getting different perspectives on things is so valuable.

"If a five minute chat makes people feel more positive and as though they are better able to control their emotions throughout their day then I've made a difference and that is what champions are here for.

"We are also here to take the information shared with us by communications and make sure that it is getting through to our teams by interpreting and presenting it in a way that we know they will understand."

UHD noticeboard

Ask Me...



Ask Me in 2024

Ask Me is a great opportunity to ask questions, raise concerns or share your views every month with our chief medical officer, **Dr Peter Wilson**, deputy chief medical officer, **Dr Becky Jupp**, and medical director for strategy and transformation, **Dr Isabel Smith**.

Peter, Becky and Isabel are often joined by fellow colleagues and cover a whole range of topics.

You can see upcoming sessions for 2024 under '[Ask Me](#)' on the intranet. The first takes place on Friday 19 January at 11.30am. We hope to see you there!

Health talks

Understanding Health talks have been booked for the first half of 2024. This year the talks will be joint events with Bournemouth University and will all have presenters from both organisations.

These events are expected to be very popular and so booking early is advised. To reserve your place, please book through Eventbrite using the QR codes below.

Understanding Menopause

...with Rosie Harper, clinical specialist physiotherapist in pelvic health at UHD, and Dr Emma Thurston, senior lecturer in physician associate studies at Bournemouth University and GP with a special interest in women's sexual and reproductive health.

Wednesday 6 March
3-4pm

Bournemouth Gateway Building,
Lansdowne (Room BG-110)



Understanding Concussion in Sport and Practice

...with Dr Keith Parry, head of department for sport and event management, and Osman Ahmed, senior physiotherapist at UHD.

Thursday 2 May
4-6pm

The Share Lecture Theatre
in the Fusion Building
on Talbot Campus



Understanding Pathology: Health under the microscope

...with Paul Massey, head of pathology at UHD, and Dr Anna Mantzouratou, FIBMS, FHEA principal academic in human genetics and program leader BSc (Hons) biomedical science life and environmental sciences department.

Tuesday 4 June
6-7pm

The Share Lecture Theatre
in the Fusion Building
on Talbot Campus



NHS
University Hospitals Dorset
NHS Foundation Trust

EARLY CAREER CONFERENCE

**Bridging the Gap:
Transitioning from
Student to Professional**



Preparing for Practice
Applying for your first job
Preceptorship
Psychological safety & Resilience
Key Note Speakers



Chris Moon MBE
Keynote Speaker

Monday 15 January

9am or 1pm

Bournemouth Education Centre

For all final year students!



REGISTER NOW

<https://www.trybooking.com/uk/CZIG>

Understanding Hips: How to avoid surgery

Join Professor Robert Middleton, consultant orthopaedic surgeon, in this community health talk on **28 February**, brought to you by your trust governors.

The free talk will take place at 2.30pm at St Saviours Church, Colemore Road, Bournemouth. Doors open at 1.45pm for refreshments and exhibition stands. To book or for further information, email ftmembers@uhd.nhs.uk or call **0300 019 872**.



Vital statistics

December 2023

- We saw **35,618** patients in our outpatient departments
- ...and an additional **7,499** virtually
- Supported the birth of more than **307** babies
- Attended to **13,525** patients in our EDs
- Cared for **281** people at the end of their lives
- Started **204** patients on their radiotherapy

Thank you

#TeamUHD

Being part of an effective team



We all know working in a busy environment can sometimes be overwhelming. Checking in with the people in our team and those around us can make a big difference to their wellbeing.

The simple act of checking in with team members can often be overlooked, yet its significance cannot be denied. Regular check-ins are pivotal because they allow us, as teams, to build trust, foster collaboration, promote wellbeing, drive productivity and support us to detect challenges at an early stage.

As we embark on another year of challenges and triumphs, let's pledge to make check-ins with our team part of our day-to-day routine. [Here are some top tips for checking in with your colleagues.](#)

If you and your team have any new year's resolutions about team development, you might want to think about attending our [Leading Through Change](#) and [Leading your Team through Integration](#) workshops

Work as one team, fit for future changes

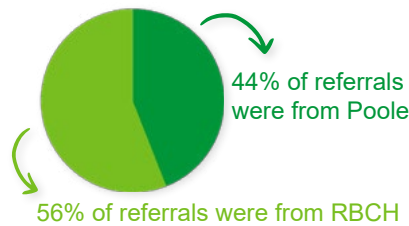
Email organisational.development@uhd.nhs.uk to see how you can support your team through 2024.



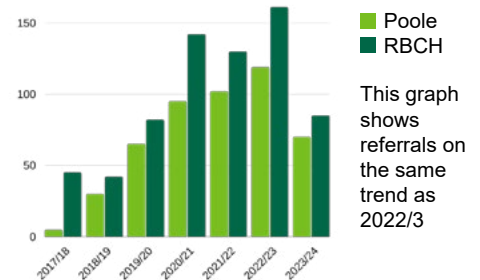
FTSU data from 1 April - 30 September 2023

NHS University Hospitals Dorset NHS Foundation Trust

138 staff came to speak to FTSU

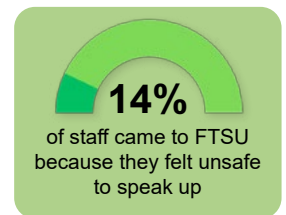
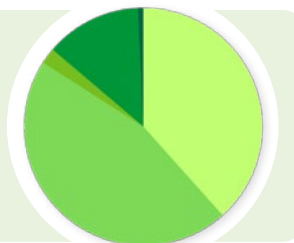


Annual number of referrals to the FTSU team



Themes

- 63 referrals for 'attitudes and behaviours'
- 53 referrals for 'policies and procedures'
- 18 referrals for 'worker safety and wellbeing'
- 3 referrals for 'patient safety'
- 1 referral for 'other'



24% of referrals came from ethnically diverse staff



Of these, 79% were attitudes and behaviours

Staff who completed FTSU BEAT modules (Qtr 2 July - Sept)

-Speak up-Listen up-Follow up->

20 **8** **6**

Let's get social

Trends in '24



Social media is an ever-changing landscape, but one platform that isn't going away any time soon is Instagram, with a whopping 2.35 billion monthly active users. And that figure is set to increase again this year.

Although Reels and short-form videos still reign supreme, experts predict a slow yet steady rise in longer-form content, although still in the popular portrait format. 15-30 seconds has its place for sharing a short, fun, message, but for more meaningful content we'll start to see creators extending the duration of their clips.

For #TeamUHD, we'll be looking to put more friendly faces front and centre of our socials, whether that's through a 'day in the life of' your team, behind the scenes access of your department, or a Q&A session with a colleague. After all, it's you, our UHD people, who receive the most likes and engagement on our social media posts time and time again, and we want to keep it up!

So please get in touch if you'd like to get involved with our social media by dropping an email to communications@uhd.nhs.uk.

Christmas content

December was a busy month across our social media, with carols from our very own choir and Christmas messages shared by colleagues proving to be some of our top-performing posts. [This video](#) of the UHD choir received an impressive 49k views on Facebook and almost 1k likes!



Festive thanks

"A massive thank you to our maternity team for working so that most of us get to spend Christmas with our families. So far eight babies have been born but we still have a few hours to go. Thank you to the mummy who kindly let us post a photo of her lovely Christmas baby..."

The words of our head of midwifery, Kerry Taylor, who tweeted thanks to her team on Christmas Day along with photos featuring a very sweet new-born.



The team was publicly thanked in the [Bournemouth Echo](#) by parents whose little one also arrived on Christmas Day.

"I would like to thank the staff at Poole Maternity Unit for ensuring the safe arrival of our beautiful boy. They were absolutely fantastic; we were so well looked after and feel very lucky."

Another feel-good Christmas story that did incredibly well featured former ward 1 patient, John, who visits with his wife on Christmas Eve each year, delivering presents and thanking staff who looked after him so well. Our [Facebook post](#) was seen by more than 8k people, along with almost 300 likes from the public and colleagues alike, and as ward sister, Annie Bush, told us

"it really did give John such a boost".



Have some good news you would like to share or thinking about joining social media? Email communications@uhd.nhs.uk

Are you keen to develop your leadership skills in 2024?

Last year we worked with over 1,000 of you on your leadership journeys - this year, let's make that number even bigger!

Here's a taste of what is on offer:

Skills-based workshops

- Coaching
- Giving and receiving feedback
- Courageous conversations
- Leading your team through change
- Leading your team through integration

Management induction

- Compassionate and inclusive management
- Good people management



Leadership programmes

- Leadership in Action
- Leadership Fundamentals

Coaching and mentoring

NHS Leadership Academy

Check out our [leadership and management intranet pages](#) or email organisational.development@uhd.nhs.uk to find out more.

Level 7 Senior Leaders Apprenticeship

We are excited to advertise places on our Level 7 Senior Leaders Apprenticeship training programme, delivered for Dorset ICS in partnership with BU.

This funded, two-year part-time programme starts in September and leads to:

- Level 7 Senior Leader Apprenticeship
- Postgraduate Diploma in Business from Bournemouth University
- Level 7 Diploma in Strategic Management and Leadership Practice from the Chartered Management Institute (CMI).

On completion, you could apply to undertake top up modules to achieve a Masters in Business Administration (MBA).

You are expected to spend 20% of your work hours on the apprenticeship so you will need support from your line manager and be able to manage your time effectively.

Applicants will need:

- a UK honours degree (or equivalent) and 3 years' experience as a senior manager, **or**
- 5+ years' experience as a senior manager
- You also need to evidence GCSE grade C equivalent in maths and English. Email organisational.development@uhd.nhs.uk for assistance.

Interested?

- For more information, go to [Level 7 Senior Leader Apprenticeship I Bournemouth University](#).
- Email organisational.development@uhd.nhs.uk for an expression of interest form before 16 February.
- Join a live session on Teams to get more info. Register via learninganddevelopment@nhsdorset.nhs.uk:
 - Tuesday 30 January - 10am
 - Thursday 8 February - 1pm

New way of accessing coaching at UHD

We currently have three ways of accessing coaching depending on your personal requirements.

- 1 For a one-off coaching session, you can request a session via the Express Coaching form [here](#) and you will be matched with a UHD coach.
- 2 For multiple coaching sessions, you can request a session via the Programme of Coaching form [here](#) and you will be matched with a UHD coach.

- 3 For an external coach, you can access one within the south west region on the [South West Leadership Academy Coaching Hub](#).

MyeCoach is no longer used as our coaching platform, meaning that any current users on the system will no longer be able to access it. If you had an active coaching relationship via MyeCoach, you may continue with your existing coach.

If you have any questions, please email organisational.development@uhd.nhs.uk.

Network news

Military skills matter



Ben Sykes ▲

This month, *The Brief* caught up with Ben Sykes, estates decontamination officer and a member of our **Armed Forces Support Group**.

How do your skills from the military help you in your role?

Every day I call upon a range of skills to undertake my role successfully. My ability to work under pressure and to tight deadlines has benefited me in what can be a very fast-paced environment. Each day is different and, as a result, I regularly need to adapt my approaches to developing situations. Other skills developed in the military such as problem-solving have also been key in dealing with high-pressure conditions. Clear communication and the ability to work effectively

as part of a team have also been integral to my developing role.

What drew you to a role in the NHS?

The NHS provides a stable and secure career with opportunities to progress and develop. They offer excellent access to CPD which has enabled me to increase my skillset and progress within my role.

Do you have any advice for veterans considering a career in the NHS?

It is an excellent career choice with training opportunities and a wide variety of roles. Having

access to the Armed Forces Support Group also allows you to maintain a link with fellow veterans which is particularly valuable for recent service leavers.

Why do you like working at UHD?

Every day is different and there is always a new challenge. The people are friendly and knowing there is a network of other service leavers within the trust provides peace of mind - there is always support and understanding if needed.

Bank in brief

We are #ProudToBeBank

Medical bank Locum's Nest



From 4 March, all claims for medical bank shifts, additional duties and extra-contractual work including WLIs will need to be submitted via Locum's Nest.

You can read a statement from Dr Peter Wilson, chief medical officer, and Irene Mardon, interim chief people officer, [here](#).

Drop by, grab a bite to eat and meet the medical bank and Locum's Nest team:

- **Poole:** 17 January, 11.30am-2.30pm, Education Centre
- **RBH:** 19 January, 12-3pm, Education Centre

The bank lowdown for 2023

Temporary staffing stats of 2023:



100,000+ Emails actioned



20,000+ Phone calls answered



245 New bank members recruited to UHD



1,600 Internal joiners forms processed for UHD Bank

Bank recruitment

We have had an incredible 365 expressions of interest from students looking to work alongside UHD around their studies on a bank basis, following careers events at BU.

We also launched our first mental health support worker roles across the trust in 2023 and have 17 in-house people available to support patients. If you are interested in joining us as a bank MHSW, apply [here](#).



We're going green!

Joining the bank is now paperless, saving over 5,000 sheets of paper a year.

If you or members of your team would like to join the bank, you can access our new paperless forms [here](#).

University Hospitals Dorset
NHS Foundation Trust

Going Green: Joining our bank is now paperless

#TeamUHD members can scan below
join the bank

From the 1st of February 2024, internal joiners' forms will be paperless, saving over 5,000 sheets of paper per year

A new year for a new challenge

If you want to make 2024 a year to remember, look no further than your hospital's charity. From skydives to mountain hikes, we have a range of challenges to suit everyone...



If heights are your thing, why not reach for the skies with a **skydive or wing walk** in 2024?



If you prefer your outdoor adventure closer to the ground, join us for a trek across the beautiful **Jurassic coastline on 6-8 September**. You'll take in 95 miles of beautiful scenery from Old Harry Rocks in Dorset to Orcombe Point in east Devon. If you have a passion for history and fossil-hunting, this walk along England's first natural world heritage site is for you.



Is pedal power your thing? Then saddle up on **4-8 September to cycle from London to Paris** for a ward, department or project that is close to your heart. Cycle through Kent's picturesque countryside, cross the Channel into northern France and get ready for some strenuous hill-climbs before reaching the Eiffel Tower.



If you are a thrill-seeker looking for a fun but alternative way to make a difference, why not take the plunge - quite literally - and **abseil down the Spinnaker Tower** in Portsmouth for your UHD Charity?



Go for more in 2024 and **climb Kilimanjaro this September**. It's the highest freestanding mountain and a challenge to remember.



If these have got the adrenaline going, go to **uhdcharity.org** to find out more. We look forward to supporting your 2024 challenges!

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



Joint research sandpit events

Our BU-UHD research sandpit events in November gave teams from BU and UHD the opportunity to convert research ideas into potential joint funding bids.

Building on work undertaken at our joint research conference in May, the four groups each focused on a different priority research area. They are now working to develop the research bids prioritised for development

in the next six months, including deprescribing, use of technology to improve patient outcomes, and initiatives to support teams working to address health inequalities.

Partners from the voluntary sector and the Dorset ICS contributed to the discussions while PIER members - Public Involvement in Education and Research - provided the public/patient voice.

Joint evaluation

BU postdoctoral researcher, Dr Erica Fletcher, is working with our Patient First team and the three clinical teams starting their Patient First journey to understand the impact of training on patients, staff and our organisation.

With a background in researching communities and with a number of close family members working in the NHS, Erica will bring a range of skills to the team as we roll out this important part of Patient First.

Know your numbers

Our health kiosks are back in the restaurants at RBH and Poole Hospital. The kiosks carry out a 'Health MOT' by testing key indicators of general health and wellbeing including blood pressure, heart rate and BMI. You will receive a personal confidential printout of results.



Becky's blog

with Dr Becky Jupp,
deputy chief medical officer



Happy new year everyone and welcome to my first blog!

For those of you who don't know me, I am Becky Jupp and I have been the deputy chief medical officer at UHD for three months now. I am full of enthusiasm for my role for 2024.

I am a stroke consultant by background and I have worked at UHD since 2010. I live with my husband and two sons, the eldest of whom is doing his mock GCSEs at the moment. All the boys are dedicated AFC Bournemouth football fans and we have a constant running football commentary at home (which does get a bit boring from time to time if I am honest!). Personally, I am a fan of all things fitness, but more on that later.

So, the new year often means new beginnings, but for us at UHD we started with industrial action, which is tough for us all. I recognise all of us are under increased pressure at the moment but I am so proud of all our teams who continue to put patients at the heart of everything they do. I have also witnessed great camaraderie and peer support, which no doubt helps us all get through the most difficult of days.

We do need to look after ourselves in order to give our best to our families and our patients. I am sure many new year's resolutions will be broken by the time the next few weeks are out but I would urge everyone to consider their own mental and physical wellbeing at this challenging time.

Although there are not many daylight hours at this time of year, do try to get a bit of fresh

air, eat as healthily as possible and get some steps in (even some outside of work). I am lucky enough to belong to an amazing gym but I don't always have time to get there. So, if I'm short on time I do try to do a quick workout at home. I thought I would share the one I did on Monday. It's only 15 minutes long but do remember to warm up first. Here it is:

Repeat as many rounds as possible in 15 minutes and rest when needed:

- 10 burpees
- 15 air squats
- 20 running on the spot with high knees
- 15 sit ups
- 10 press ups

Look up the moves on the internet. I promise it will increase energy levels and make you feel good. (Disclaimer, I am not a qualified fitness professional!)

Let me know how you get on. Until next time...

Becky

Recruitment ROUND UP

New year, new career?

Come along to our healthcare support worker recruitment day!

Our recruitment day takes place on Saturday 20 January in the Education Centre at RBH from 9am-3pm. Applicants will get a taste of life as a hospital HCSW in our SIM suite followed by an interview. Head to the careers section of our website under nursing and midwifery vacancies to apply.



Need help recruiting?

Sian Wright, our designated digital marketing and communications officer for recruitment, can support you with social media, events and rewriting job ads. Get in touch at sian.wright@uhd.nhs.uk.

We need your pics...

We're looking for photos of #TeamUHD for future recruitment campaigns. From catering to housekeeping and admin to clinical roles, we need you! Email sian.wright@uhd.nhs.uk if you're interested.

Snap a bird and win!

In the run up to the RSPB [Big Garden Birdwatch](#) on 26-28 January, we are running our own birdwatching photo competition this January.

Whether in your garden or at local parks and wildlife areas, upload your avian beauties within our [Ecoearn](#) platform for a chance to win one of five £20 vouchers, 500 green points and a guided tour around Arne nature reserve.

The competition deadline is 31 January so get snapping while you can.

Why it's important:

Showcasing your avian photography promotes conservation appreciation so let's use creative expression to inspire connecting with nature.

Want to learn what local birds are in your garden or community green spaces?



ecoearn

Click below to open the RSPB bird identifier resource. Browse pictures and recordings to correctly name sighted species.

www.rspb.org.uk/birds-and-wildlife

You can also earn another 300 green points within [Ecoearn](#) for expanding your wildlife knowledge.

People PULSE



Can you help us improve staff experience at UHD?



Visit www.nhspeoplepulse.com or scan the QR code to take part in this anonymous survey



Let's talk about IT

RBCH and XPOOLE migration

We have now started migrating all RBCH and XPOOLE servers to the UHD domain. The transition will simplify administration and align logons for both sites, making cross site working easier.

Migrations will be scheduled over the next few months and expected downtime is two hours. The team will work with you to ensure minimal impact on you during this time. If you have any questions, please contact the team on uhdservermigration@uhd.nhs.uk

IT service desk opening times

You can reach us on ext. **4222** on:

- Monday to Friday: 7am-5pm
- Saturday, Sunday and bank holidays: 8am-4pm.

Clinical Viewer semi retirement

From 1 February, Clinical Viewer will only include eCaMIS captured data e.g. inpatients, outpatients, waiting list, theatres and letters.

By the end of September:

- all external events will be removed e.g. pathology/radiology/Viewpoint/HICSS
- the Poole document events will be removed

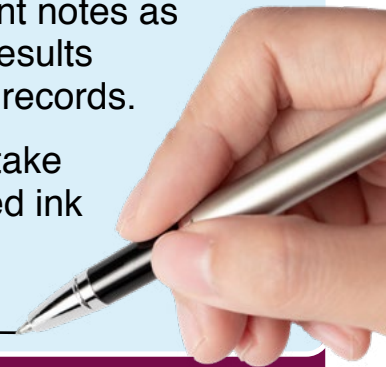
The Bournemouth folder on EPR will also be removed as all key events from Clinical Viewer are now in the EPR tree.

We are working on the future PAS / EPR where everything will be in one system.

Black pens please

A gentle reminder to use a **black pen** when hand writing patient notes as this allows for the best results when scanning medical records.

Scanning in colour can take longer and pencil and red ink do not scan accurately.



Outpatient discharge summary form retiring

Now we have an electronic EPR clinical letter form which is sent to GPs and the Dorset Care Record, the paper outpatient discharge summary will no longer be used after the end of February.

IG top tip

Do you double check the contents of your emails, files and attachments before sending? Are there any additional tabs on your spreadsheets that you need to delete?

A quick second check can prevent inappropriate disclosure of information and avoid beaches of confidentiality.



The Brief



Spread the word

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

Update	Shared?
<p>Thank you: We came to the end of six days of industrial action by our junior doctors this week, the longest action in NHS history. A huge thank you to everyone. Page 3.</p> <p>The Patient Safety Crew: Meet the team focuses on patient safety and encouraging us all to wear our green pins and be part of the crew. See page 4.</p> <p>Have your say: Our latest People Pulse survey focuses on how well we as a trust deal with patient safety and responding to incidents. See page 18.</p> <p>Patient First: Three UHD teams have started their journey and you can find out more in an online update with either Siobhan Harrington or Paula Shobbrook. See page 3.</p> <p>Bank in brief: The latest updates from our UHD Bank, including going green with no more paperwork and a change to booking medical bank shifts. See page 14.</p> <p>Transformation: Plans have been submitted for a new endoscopy unit at Poole, and the Ask Me transformation specials return for 2024. See page 6.</p> <p>Thrive leadership and development: Level 7 senior leaders apprenticeship applications are open now, workshops, coaching and more on page 12.</p> <p>Green UHD: Enter our birdwatching photography competition to win green points and a tour round Arne nature reserve. See page 18.</p> <p>And finally... Becky's first blog, the social trends to look out for this year, health talks, Ask Me sessions, IT updates, and charity challenges to boost your adrenaline in 2024.</p>	

Staff questions or comments (continue overleaf where necessary):

Department:

Signed:

Date: