

The Brief

October 2025



Coming together as **#TeamUHD**



Support for you
this Stoptober

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Thrive Live thrills

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It's flu jab time!

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The Brief



October - 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>Our NHS owned company: We have stopped our work across Dorset on the proposal to create an NHS-owned company to share some of our services. This follows new national guidance on subsidiary companies from NHS England. We are now planning our next steps with unions and colleagues.</p> <p>NHS Staff Survey: Are you struggling to encourage your team to take part in our NHS Staff Survey? We have guidance and advice on page 5.</p> <p>Speak Up Week: The work to create a culture where everyone feels safe to speak up continues with our Freedom to Speak Up Team. You can also become an ambassador for the team - see page 6.</p> <p>Flu vaccines: These are available now! See page 8 for information.</p> <p>Smokefree UHD: Get advice on how to encourage people not to smoke on our site. See page 9 for information about our Teams meeting.</p> <p>Transformation: Big changes are on the way next summer as some of our major services move. Find out more about our Child Health moves on page 12.</p> <p>Network news: See page 15 for the events planned for Black History Month. You can also find the dates for our Remembrance Service events on page 16.</p> <p>Thrive Live rewind: Thank you to everyone that joined us at Thrive Live. Over 1,700 of you came to our inspiring and engaging talks, events and guidance sessions. You can catch up on the sessions online - see page 18.</p> <p>UHD Charity: Our Light up the Prom event is coming soon, join us to remember our loved ones in an evening of readings, music and fireworks. See page 19.</p> <p>And much more... Including our Sexual Safety Policy, catch up on our Patient Safety Conference, Sustainability, Let's talk about IT and more...</p>	

Staff questions or comments (continue overleaf where necessary):

Department:

Signed:

Date:

Your University Hospitals Dorset

An update from our Chief Executive, Siobhan Harrington



The local and national landscape right now reminds us of the importance of unity. Our UHD community may just be a pocket of a much bigger picture, but for me this is about coming together as one team.

Coming together as colleagues by respecting each others' backgrounds and celebrating our differences, **coming together** for our patients by having a clear focus on safety and putting Patients First, **coming together** as healthcare providers by protecting ourselves and each other from flu, **coming together** as teams as we navigate challenges and change together, **coming together** as a system to improve the lives of people where we live, and **coming together** in a way that everyone feels safe to speak out. We can do that as Team UHD.



Patient First

Provide excellent healthcare. Be a great place to work.

Thank you for all your hard work in preparing our hospitals for this busy winter period. There are so many ways you are all playing your

parts - from getting out there offering flu vaccines (find out how to get yours on page 8) to improving our discharge pathways and same day emergency care offerings so we are seeing patients in the right place at the right time.

The NHS 10 year plan has a very clear focus on care closer to home, and last week the NHS announced it is setting up an 'online hospital' - NHS Online. This will digitally connect patients to expert clinicians anywhere in England from 2027. It's a bold but necessary development, and I know here in Dorset we have been embracing virtual technology to see patients for years. It is very clear our NHS is changing and that we need to be a part of that (it's fair to say we have considerable experience in that respect!)

Change can be really difficult, and not always be received in the way you hoped. As you may now have seen, we

have stopped our work with Dorset HealthCare and Dorset County Hospital on the proposal to create an NHS-owned company to share some of our services across the county. This follows new national guidance on subsidiary companies from NHS England. We are now planning our next steps with unions and colleagues. The financial picture remains challenging, and we want to hear your views and ideas on what options we can develop going forward - **coming together** to find solutions.

Listening really is key - it's one of our core values here at UHD but I also know we don't always get that right. I always encourage teams to check in on each other and see how people are feeling each day - well this month, please continue to do that, but also really listen to what your colleagues have to say. We can learn a lot from each other.



As well as listening, we need to act. Speak Up Week this year is 13 to 17 October and this year's theme is about taking action and following up. This is how we show you you have a voice that counts. Go to page 6 to read some examples of where speaking up has sparked change, and **please wear green on Wednesday 15 October to show your support.**

One way to speak up is by using the NHS Staff Survey. We use your feedback to celebrate areas that we are doing really well in and to help us understand the challenges you face at work. Read more on page 5.

Speaking out is so important in bringing issue to the fore. Our Behaviour Charter rolled out in the summer and we have now launched our Sexual Misconduct Policy to support us as we tackle poor behaviour. Everyone,

regardless of grade or position, has a role in creating a safe and supportive working environment. Thank you to all those involved in highlighting the need for the policy and for being so driven for change. See page 24 to find out more.

Remember, our staff networks are a great source of support for us all and run various events throughout the year, as well as being a listening ear when we need them. Right now, we're celebrating Black History Month.



Here at UHD we are fortunate to have many colleagues of

Black heritage which helps strengthen and enrich our diverse community. We held a listening session with our DEN Network yesterday, and have special events lined up at RBH on the 24th and at Poole on 30 October - see more on page 15.

There are many other awareness events this month, shining the spotlight on our allied health colleagues, mental health, breast cancer, infection control, stopping smoking and more. It's a very broad spectrum, but ultimately it's about providing excellent care and being good colleagues. At the end of the day, we each have a responsibility to actively promote a positive culture across our trust - **and to come together.**

Thank you for all you do,

Siobhan

Vital statistics September 2025

- We saw **45,599** patients in our outpatient departments
- ...and an additional **9,224** virtually
- Carried out **1,678** day case procedures
- Supported the birth of more than **322** babies
- Attended to **13,867** patients in our emergency departments
- Cared for **192** patients at the end of their lives
- Started **228** patients on their radiotherapy journey

Thank you **#TeamUHD**



Tell us what you think and get a £3 voucher for our Trust-run food outlets.

#SpeakUpSparkChange



Engaging your team - a guide for leaders

Give them the time and tools to fill it out

If your team has digital surveys but limited access to computers, make sure they know about [our drop-in sessions](#) and that our **libraries** have computers available **24/7**. You could also **borrow a laptop** from the library and **set up a space for your team** to do their surveys. Staff can also access emails via the **@UHD app** on a phone or iPad. Tell your team to check their inbox for an email from **NHSStaffSurvey@iqvia.com**. If your team have paper surveys, make sure everyone gets one and has the time to fill it out.

Show them the value of their feedback

Use this year's survey as an opportunity to **highlight the improvements** you have made as a team since last year. Share your 2024 results summary in a team meeting and discuss how you can continue to build on what you have achieved so far. Share the improvements that have been made across the Trust by using our ['you said, we did together' examples](#).

Reassure them about anonymity

Use our [FAQs](#) and [confidentiality and data handling](#) information sheets to reassure your team that nobody at UHD can see their completed survey or identify individual responses.

Share Trust resources

[Download](#) our posters, email signature and MS Teams background.

Highlight the incentives



Everyone that completes the survey will **get a £3 voucher for our Trust-run food outlets**. Thank you to our UHD Charity for funding the vouchers. The team with the **most improved response rate** compared to 2024 will **win £250**. The teams with a **response rate of 100%** will receive a hamper.

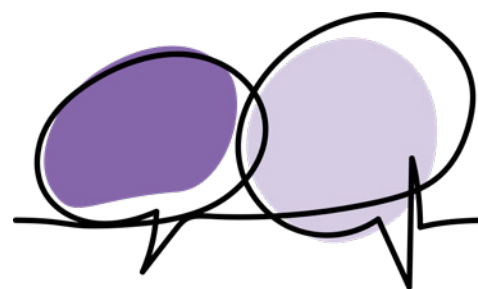


Speak Up Week 2025

Next week (13 to 17 October) is Speak Up Week. This year's theme is 'following up in action'. The FTSU Team will be visiting clinical and non-clinical areas. If you would like the FTSU Team to come to your area, email uhd.freedomtospeakup@nhs.net.



Last year we listened up - now is the time to follow up and act. We must all take personal responsibility, so that staff can see their voice counts. When we follow up with action, we prove that speaking up leads to real improvements and address fear that concerns will be ignored. We should also be aware of colleagues we don't usually hear from and those who face barriers to speaking up. Use this resource to help you make sure all voices are heard.



We each have
a voice that counts

-Speak up—Listen up—Follow up→



What is following up?

- 1 Making sure you understand what the concern is.
- 2 Escalating it to the relevant people.
- 3 Taking steps to resolve the issue.
- 4 Sharing learning across the organisation.

What can you do?

Do you have a passion for supporting UHD to be more open and transparent? A non-biased and non-judgemental attitude and approach? An understanding of the challenges that can exist for those who speak up. The confidence to speak at events?

You could join our team of Freedom To Speak Up Ambassadors. Find out more and register your interest by emailing uhd.freedomtospeakup@nhs.net by 31 October.

Leaders, it is your responsibility to:

- 1 Treat staff with respect and thank them for raising a concern.
- 2 Track improvements and keep staff up to date with progress.
- 3 Protect your staff from detriment, bullying or harassment.
- 4 Have regular health and wellbeing check-ins with your team.
- 5 Signpost your team to the UHD Behaviour Charter and Thrive Health and Wellbeing support.



You said, we did

Here are some UHD examples of
Speak up—Listen up—Follow up →

Supporting you
to raise concerns

**Freedom
to speak up**



**Be a great
place to work**

You reported to our UHD People and Culture Champions and used the NHS Staff Survey to tell us that you had experienced poor behaviour from staff, patients and visitors.

We have created the Team UHD Behaviour Charter and worked with our People and Culture Champions to help make sure staff know how to access it.

You used LERN to tell us that changing desktop backgrounds to notify staff about the NHS.net migration negatively impacted our staff with neurodiversity's and visual conditions.

A FTSU ambassador who works in our Health and Safety Team worked with our FTSU guardians, the ProAbility Network and Deputy Chief Information Officer, Russ King, to find a solution.

You used the 2024 NHS Staff Survey to tell us that our colleagues from the global majority are less likely to speak up.

Our FTSU Team are working to build relationships with staff from the global majority. We will measure the impact of this action using FTSU data and continue to report progress or improvements needed in this area.

You can also watch these short 'you said, we did' stories from [Cat](#) and an [anonymous staff member](#).

“I am Sharath Ranjan. Since April 2023, I've had the privilege of serving UHD as a Non-Executive Director. I am honoured to now take on the role of Freedom to Speak Up Champion.

“As we mark Freedom to Speak Up Week, I am proud of our commitment to making UHD a great place to work, underpinned by our value of listening to understand.

“I know from personal experience how damaging it can feel to be ignored or dismissed and the relief when leaders and colleagues listened, acknowledged the impact, and responded with kindness. These simple acts can play a huge role in helping us thrive at UHD.

“I encourage you to use your voice. Together, we can continue to build a culture where everyone feels safe, respected, and heard.”

[Click here](#) to see a video from Sharath.



Do you have a concern? [Click here](#) to find out how to raise

Getting ready for winter



Fight the flu with our

Vaccinations for flu are available now! The vaccination is one of the best tools we have to protect the health of our patients and colleagues.

Where can I get vaccinated?

- Get vaccinated with our UHDefenders, as they visit the different departments across our hospitals. **Please ask your manager or team lead who your peer vaccinator is.**
- Visit a clinic with our Occupational Health Teams. [Click here](#) to view them all. If the drop-in clinic you are attending is busy with queues forming, try another available clinic or contact your peer vaccinators.



- [Click here to book a vaccination appointment.](#) Please [use the guide](#) to help you self-book your flu vaccination.
- Ask for a visit from our Occupational Health Team if you have a team with 10+ colleagues. Email uhd.teamflurequests@nhs.net with your preferred date and time, an approximate number of staff requiring vaccination and a contact name, phone number, and email address.

Wear clothing that allows easy access to the upper arm for vaccination

Please bring your NHS number.



Everyone who has their vaccine will be given a hot drink voucher to spend on a hot drink in our Trust-run food outlets, with thanks to our UHD Charity.



Shining a light on infection prevention

Infection Prevention Control Week takes place on 19-25 October, raising awareness of infection prevention and keeping ourselves and patients safe.

This year, we invite everyone to [Stand UPPP for Infection Prevention](#), a call that highlights the power of collective action. UPPP stands for Unite, Protect, Prevent, Prevail. Remember, we all have a role in working towards our goal in eradicating avoidable healthcare associated infection.

Our IPC Policy can be found on the [intranet here](#), so be sure to read it and remind yourself of the fundamentals of good IPC practice.



Thousands of babies protected

Save lives, improve patient safety

A vaccination service run by teams from UHD, Dorset County Hospital, and Dorset HealthCare, has celebrated a successful first year providing vaccinations, such as whooping cough, RSV and complications from flu to pregnant patients across Dorset.

By coming together as three trusts, the team of midwives have developed a flexible year-round service, with almost 7,000 perinatal vaccinations delivered since September 2024.



Stoptober at Smokefree UHD



Stopping smoking is one of the best things you can do for your physical and mental wellbeing...



This Stoptober, why not take the first step towards a smoke-free future - for your health, your family, and your community.

Our Tobacco Addiction Care and Treatment Service and Smoking in Pregnancy teams are here to support Team UHD and our patients on their quit journeys.

The teams are out and about on the wards all month and have hosted information stands at RBH. **You can also catch them in the Dome at Poole today (8 October) until 4.30pm.**

Studies have shown that people who quit for 28 days are five times more likely to quit for good. Even a small step can lead to a big change. **Let's go smokefree, together.**



For more information or to access support, speak to a member of the team or email us at: uhd.smokefree@nhs.net. Alternatively, please check out our [intranet page](#).

UHD is a smokefree Trust!

Smoking cigarettes or other tobacco items is not allowed anywhere on our Trust grounds. This applies to all our colleagues, patients, visitors and contractors. You can see our smoking policy, as well as more information and support to quit smoking [here](#).

Stopping smoking in pregnancy

If you smoke, quitting during pregnancy is one of the most important things you can do for your baby's growth and wellbeing. It's not always easy, but you don't have to do it alone.

Our Smoking in Pregnancy Team offers free nicotine replacement therapy, vapes and behavioural support to make quitting feel more manageable, for you and your friends and family, one day at a time.

Get in touch at uhd.smokinginpregnancy@nhs.net.



Why have we gone smoke free at UHD? Let our colleagues - and their families - tell you more... [We are Smoke free UHD](#)



How can we encourage people not to smoke on site?



With our Smokefree UHD colleagues

Wednesday 15 October, 12noon

Join us to talk about Smokefree UHD, the challenges we face, get support to quit smoking, and advice on what to do if people continue to smoke on our sites.

See the intranet and Staff Bulletin for the Teams link



Meet our Private Health Team



Why choose us?

- “I wanted the chance to deliver really high-quality care, and with the proceeds going back into the NHS.”
- “I was drawn to the BPC because it's a smaller team, and the variety of patients makes the work more interesting.”

The best parts of the job?

- “I'm always proud of how well the ward runs. With the support of the whole team, we provide the best possible care for our patients.”
- “We're such a close-knit team. Every day is different, with patients from a range of specialities so there's always something new to learn.”

The challenges

- “It can be difficult when others don't fully understand what we're trying to achieve, but we're all part of UHD and working towards the same goal.”

What the team want you to know

Two clear messages came through loud and clear when we asked the team this question:

- 1 We are UHD.** All private health staff are employed by UHD, with the same terms, conditions, and governance.
- 2 Every penny helps.** All money generated from the private ward is reinvested directly back into UHD.



PRIVATE HEALTH
UNIVERSITY HOSPITALS DORSET

Tucked away on the first floor of the RBH West Wing, you'll find our private ward, Bournemouth Private Clinic run by Private Health UHD. It's a small but busy team with a big heart, and we spoke to the staff to find out what makes it so special...

A team full of experience

Between us, the BPC nursing team has decades of experience, some up to 25 years! We have come from a wide range of backgrounds including medical, surgical, elderly care and orthopaedics. That mix of skills means the team is well prepared for the variety of patients we care for.

So next time you're passing, pop in and say hello! The team are always happy to chat about the service. Or email uhd.privatehealth@nhs.net or call 0300 019 4992.

Could you become a coach?



Join our upcoming information session on the Level 5 Coaching Apprenticeship. The session will be held on Wednesday 22 October, 2-2.45pm on Teams and will be facilitated by the apprenticeship provider, BPP.

This is an opportunity to find out more about the course and ask any questions. Following this, we hope to open applications for a January 2026 cohort.

To join the above session, [click here](#).

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

**Be a great
place to work**

How feedback can grow your team

Understanding the value of feedback and participating in staff engagement surveys is crucial for team leaders and members. Sharing insights helps identify strengths, address challenges, and foster meaningful improvements. It builds trust, enhances collaboration, and boosts motivation by demonstrating that input leads to action.

Take a look at our [new resource](#) which outlines the benefits. You can find our whole suite of team development resources [here](#).

Open communication within a team goes beyond sharing information; it

fosters connections, especially during times of change. Intentional conversations are crucial for maintaining team culture, problem-solving, and adapting processes.

We have tools to help you do this.

Why not take a look at our [TED Team Engagement and Development Toolkit](#) to help you get started. And remember, our NHS National Staff Survey is currently open until the end of November - your chance to be one of the voices that helps to create change in your area of work.



Transfer of Care Hub launch



**Tuesday 14 October and
Thursday 16 October, 12-2pm**



**RBH Discharge Services Office,
first floor, Stour Building**

TOC is a dedicated and collaborative space designed to bring all the right people together to improve discharge planning and help patients get home safely, sooner, and with the right support.

Come along to meet the team, and see how the Hub can help support you and your patients.



More information on our intranet and bulletin

The road to Summer 2026

Big changes are on the way next summer as some of our hospital services change sites. To share these journeys, we're launching a new series that highlights the teams making the

move and what it means for patients and staff. First up is Child Health, whose inpatient team will be moving from Poole to their new home in the BEACH Building at RBH.

A new era for Child Health an interview with Dr Fiona Hignett

Dr Fiona Hignett started her UHD career as a resident doctor in 2018, becoming a consultant paediatrician in October 2021. Recently appointed as the Transformation Lead for Child Health, she is leading the Child Health team's move into the BEACH Building.

Lucy Wadams sat down with her to ask her a few questions about the upcoming move...

What are you most excited about?

We'll be working in a space that's been purpose built with children and young people in mind. It will have finishing touches that will work well for children such as lower handrails, basins and reception desks.

It's bright, spacious and built to modern standards with a new, larger playroom, and we're hoping to work with our UHD Charity to kit out the outdoor play space on the balcony.

Some of our colleagues who've already moved into other areas of the BEACH Building have noticed the environment feels calmer and less stressful, mainly because it's less cramped and better designed, making a difference to staff and patients.

What areas will remain at Poole?

Inpatient services are moving to RBH, but Poole will still have a strong Child Health presence. It will become our Elective Outpatient Hub, and children will continue to be seen in other parts of the hospital too, such as radiology. There will continue to be an Urgent Treatment Centre (UTC) on site, which will also care for children, though the details of how that will operate are still being finalised.

What is the long-term goal for Child Health Outpatients?

The long-term goal is to have dual outpatient departments



at both Poole and RBH. By expanding outpatient services across both sites, we'll make things easier for patients and reduce commute times for staff. Ultimately, it's about making care more local and accessible for all.

How are you getting 'move ready'?

We've completed the first 'gateway review' and are working towards the next one, where we need to provide evidence around staffing provision and patient safety. The whole process has been a great opportunity to step back and look at where and how children are cared for across the Trust.



I was brought into the Transformation Team to look at those interdependencies and pathways, linking with surgeons, anaesthetists, radiographers, porters - creating new relationships at RBH. Luckily, we've learned a lot from moves that have already happened, such as how the Neonatal Team handled their relocation efficiently.

How long will the move take?

Our priority is to move safely, as well as quickly. We hope the move will be complete

within 24 hours. The exact timing of our move is linked to the wider transformation across the Trust.

How will patients move to RBH?

For complex or long-stay patients, we'll work with our regional intensive care transfer service, who specialise in safely moving unwell children. Many children are inpatients for less than 48 hours and those who are nearly ready to go home may stay in Poole. We'll briefly run both sites, admitting new patients to Bournemouth while

preparing to move those still in Poole.

To run both sites safely, we'll likely pause non-urgent outpatient activity for a short period to make sure we have the right numbers of staff available. It's a big task, but we are up for the challenge!

What are the main challenges?

It's important to acknowledge how emotional this move is for staff. Many of our team have worked in the Child Health Unit at Poole for decades. It's a place we are deeply proud of. The move will be hard and can feel like a loss of identity or control, so we will work through this together. We're planning ways to honour the history of Child Health at Poole with farewell events, memory walls, and photos. It's a way of helping people hold on to those memories as we start this new chapter.

Latest brochure, out now

Read the our latest edition of the Transforming Care Together brochure, which shows how our sites are being transformed through a £500m investment.

The latest update highlights the benefits already making a difference for our patients and staff, as well as what is yet to come. It also includes an updated timeline of the changes. You can read it [online here](#). Printed copies will also be available across our sites in the coming weeks.



RBH: Our ward names are changing!

A new way to navigate our RBH site is being introduced to assist everyone as we move around our changing site.

The site will be divided into three zones:

Zone A (West Wing)

Zone B (BEACH Building, including new main entrance)

Zone C (East Wing and Coast Building)

Each ward/department will be given a new location identifier, this is made up of the letter of the zone your area is in and a number (for example, A19). The function of the ward will not change and will still be visible to patients (for example, our Outpatients Department).

We're working closely with clinical teams to ensure patient letters are updated with new information. Emergency Call action cards will be produced for all locations to ensure patient safety during these changes.



New maps are also being prepared, and more information will soon be available on our [Transforming Care Together intranet pages](#).

Timeline of upcoming name changes

October

Week commencing 20 October, external signage will be fitted, including car parks.

November

Existing internal signs will be removed, main hospital corridors will be repainted, and temporary signage will begin to be fitted.

December - January 2026

New internal signage fitting will be completed. Clinical system changes (e.g. eCamis) will begin, with each ward name updated on the system to reflect its function alongside the new location identifier.

February 2026

All wards and departments at RBH should now have their new name and signage which will be reflected in patient letters and clinical systems.

BLACK HISTORY MONTH

October marks [Black History Month](#); a time for reflection, education, and inspiration. This year's theme, **Standing Firm in Power and Pride**, is a powerful tribute to the resilience, strength, and unwavering commitment to progress that defines the Black community across the globe and at UHD.



Come along to our Black History Month celebrations taking place at the **RBH Lecture Theatre on 24 October, 2.30-4.30pm**, and at **Poole Lecture Theatre on 30 October, 2-4pm**, for a series of presentations, staff story sharing, music, and much more.

It is the **responsibility of everyone here at UHD** to actively promote a positive culture across the organisation, support equality and inclusion, and speak up against discrimination of any kind.

Proud to be celebrating the past, present and future of Black NHS colleagues



Here are some other suggestions to help celebrate:

- Share your stories and experiences with colleagues. Could you share a meal, decorate your workspace or show off your cultural attire? Send us your photos!
- Grab tea or coffee with your colleagues and take the time to communicate.
- Engage with your staff network monthly meetings and events.
- Demonstrate a zero-tolerance policy on racism and bullying, read our [anti-racism guidance](#) on our EDI pages and sharing with your team.
- Enrol and support the See Me First campaign. If you would like to know more on See Me First campaign, please see [here](#).
- Complete your [staff survey](#) and encourage a speak up culture.
- Sign up to one of our UHD Conscious Inclusion workshops with date bookable now via ESR under '153 UHD Conscious Inclusion Workshop'.

Join our ProAbility sub-group meeting

Our next [Deaf and Hard of Hearing meeting](#) will take place on **Wednesday 8 October, 12.30pm** where we'll be discussing how to improve deaf awareness and communication. Join the meeting on Teams [via the link here](#).



Pride

[International Pronouns Day](#) (15 October) seeks to make respecting, sharing, and educating about personal pronouns commonplace.

Being referred to by the wrong pronouns particularly affects transgender and gender non-conforming people. Using someone's correct pronouns is a way to respect both them and their individual identity.

Our UHD Pride Staff Network is hosting a Pronouns Awareness Day meeting via Teams on **Wednesday 8 October**, 12.30-1.30pm. [Click here to join](#). They will also be hosting a pronoun awareness trolley walk at Poole Hospital on **Wednesday 15 October** in the afternoon.

For more resources, information, support and guidance, visit our [intranet page](#).



Armed Forces Support Group

Rob Hornby, our Armed Forces Support Group Lead, will be selling Poppies in Poole Hospital's Dome on Wednesday 29 October, and in the main entrance of the BEACH Building on Thursday 30 October, from 12.30-2.30pm.

On Tuesday 11 November at 10.55am we will be holding remembrance events in the following locations with everyone welcome to attend:

- **RBH:** At the flagpole by the lake
- **PGH:** Outside the Dolphin Restaurant
- **Christchurch:** At the front of the hospital by the Tommy silhouette

We will also be livestreaming the event on our [Facebook page](#).



Women's Network

World Menopause Day is held every year on 18 October. It's a day to raise awareness and promote the support options available for improving health and wellbeing.

Join our Women's Network on **Thursday 9 October** at 11am for a session dedicated to the menopause, where we'll also be joined by reps from Occupational Health and HR to discuss [UHD's Menopause Policy](#). Join the meeting via Teams [here](#).

Members of our Women's Network will also be hosting awareness stands at RBH's Atrium and Poole's Dome on **Wednesday 15 October**, 12-2pm, and for colleagues at Christchurch and Yeomans, information stands will be on-site with leaflets and other resources available to take away.



Women's Network

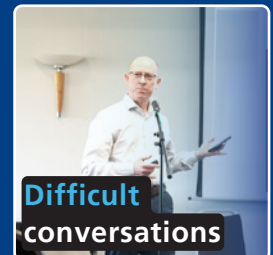
Patient Safety Conference

Our first UHD Patient Safety Conference was a great success, with around 250 colleagues joining in the safety conversation both in person and online.

From PSIRF to difficult conversations, and human factors to supporting staff and families through patient safety incidents, speakers from across the country challenged us all to look at the culture of our Trust and how we as individuals support safety.



Save lives,
improve
patient safety



You can now catch up on all the sessions from the conference [here](#).

We are all part of the UHD Safety Crew, and the learning and improvement does not stop here.



Learn at Lunch

Quality and Safety Strategy

Learn at Lunch: 21 October at 12.15pm



Join our Quality and Safety colleagues, Jo Sims, Tash Sage and Kelly Ambrose to find out more...



See the intranet for the Teams link

You can now:

- Scan the QR code above to support the implementation of our Quality and Safety Strategy by getting involved in a workstream.
- Tell us [here](#) how would you like learning from patient safety events to be shared with you.
- Join our monthly Learn at Lunch sessions - see what's coming up and catch up on our previous sessions, on our [Learn at Lunch intranet pages](#).

Thrive Live thrills

Thank you to everyone that joined us at **Thrive Live**. Over **1,700** of you came to our inspiring and engaging talks, events and guidance sessions. Here are some pictures from our Thrive Place event in the RBH marquee.



If you missed any events or talks, you can catch up now. Visiting our Thrive Live Rewind [intranet](#) or [web page](#) to watch the videos, including:

- Practical tools to manage stress and build resilience
- Discover the importance of sleeping well from Sleep School specialists
- Thought-provoking sessions on understanding neurodiversity at work from NeuroBox
- How behaviours shape wellbeing
- Support and guidance for financial wellbeing.

Please share the links with your team to help support your colleagues' health and wellbeing.



Light up the Prom for the ones we have lost

Those that we have lost will always hold a special space in our heart and it can be a comfort to reflect on special memories. Join us at our Light Up the Prom event on Monday 3 November 2025 at Bournemouth Pier Approach for readings, music from a local choir and a fireworks display.



You can also donate on our website and receive a candle to light at the event [here](#).

Trade in the ward round for the open sky of Tanzania

If your idea of a break is an experience that makes you feel alive and takes your breath away, get ready for our charity Mount Kilimanjaro trek in 2026. Sign up as a solo challenge, or with a team to raise invaluable funds for our hospitals.

We've teamed up with Discover Adventure to hold a seminar on Wednesday 5 November at 12.30pm to tell you about the experience. Sign up now at or come along to the seminar to find out if it's for you by emailing UHD.Charity@nhs.net



What's on for Christmas?

We will be funding Christmas decorations for everyone to decorate their wards with some festive flair and seasonal magic. Stay tuned to hear more about when these will be provided and how you can get yours.

This year's Christmas Appeal will go live at the start of November to raise funds to provide every patient who cannot be home for Christmas with a present. Stay tuned for charity news on how these will be provided to every ward.



Church, cheers and charity fun!

Last month, fearless fundraisers raised £5,157 for our hospitals in the first gravity-defying charity Abseil of St Peter's Church spire for the BEACH Building.

One highlight of the day was seeing our Deputy Finance Business Partner Fiona's, delighted face when her husband surprised her by abseiling down the church with her.

Find out how you can Back our BEACH by visiting our [website here](#).



Colouring books bring fun and joy

Our patients living with dementia and delirium at Poole and RBH are enjoying custom made colouring books, all thanks to the brilliant local artist, Sebastian Avoray.

The designs are a trip down memory lane with traditional fish and chips, the legendary TV dog and the iconic retailer Woolworths pages. This is beneficial as colouring promotes focus and reduces stress that can come with living with dementia and delirium.



Porters go the extra pink mile for breast cancer patients in October

During Breast Cancer Awareness Month, our brilliant porters are proudly stepping out in style to raise awareness and support for everyone supported by our Breast Cancer Teams at UHD.

If you want to send them some love, visit the UHD Porters JustGiving page [here](#).



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

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

Appraisal essentials

Are you a new UHD staff member seeking information on appraisals, an appraiser needing a refresher, or an appraisee wanting to maximise your appraisal experience? Join our upcoming 'Appraisal Essentials' sessions, available for all.

These sessions provide an overview of our values-based appraisal process at UHD,

including why appraisals are important, what makes a good appraisal, and some of the skills involved. There will also be some signposting and a Q&A with members of the Organisational Development Team.

Please note, all new appraisers should complete the Appraisal Skills training, and these sessions do not replace the formal training.

Available on Teams, join our upcoming dates:

- Wednesday 5 November, 11-11.30am
- Tuesday 9 December, 8.30-9am
- Wednesday 16 January, 9-9.30am

To request a space, please complete the following booking form [here](#). If you have any questions, email uhd.organisational.development@nhs.net.

Art workshops for staff

An opportunity to decompress and take some time out for you...

Cyanotype workshop

Thursday 16 October from 12-2pm

Learn a historic photographic technique developed in the 1800's with Tara Hay, a locally-based analogue landscape and fine art photographer. We will use nature from the surrounds of the RBH lake to create beautiful dreamlike images.



'This is Menopause' exhibition launch and workshop

Saturday 18 October from 1-4pm

Celebrate the launch of the **Art Space Gallery** at UHD with our first exhibition: 'This is Menopause' by photographer **Pauline Ferrick-Squibb**.

On **World Menopause Awareness Day**, you are invited to a talk by the project artist, followed by a practical workshop to create a banner as a backdrop for 'selfies'. Menopause allies at any stage of life are welcome to join us.

Book one of our limited spaces by emailing our Arts Manager, laura.joy3@nhs.net.

Laura is gathering feedback to help shape future staff art workshops across our hospitals. We'd be grateful if you could spare a minute to complete this [quick survey](#) and help Laura tailor the workshops to your interests and needs.



Let's talk about IT

ICE filing: How to use cumulative view

When you are filing your reports, click on the 'cumulative' button which displays all results for the patient over time. The cumulative report is configured to display the results by **reported** date and time rather than the date and time the phlebotomy took place. It does not relate to the same chronology as

the blood test sample collection time as EPR graphing does.

We are leading a project to move to **paperless** requesting and reporting where we will change the cumulative report in ICE to display sample collected date/time. Further communications will be sent soon.

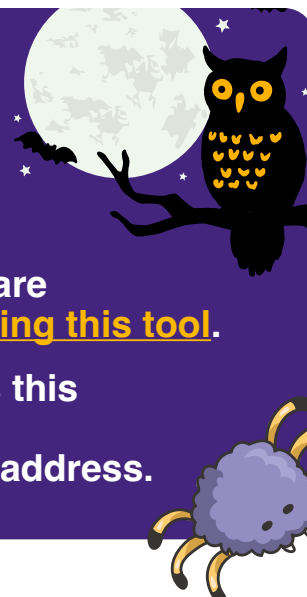
The screenshot shows the NHS EPR system interface. At the top, there's a login bar with 'Login' buttons. Below that, a patient record for 'IT TEST TESTPATIENT A' is displayed. The patient's details section shows: Name: KAD TEST, Hospital Number: 60810, NHS Number, Date of Birth: 01/07/1975, Age: 48, and Tel. Number: 01202 665511. The 'Referral Details' section is partially visible below. A red arrow points from the 'Patient Alerts (21 active)' section to the 'Patient's Details' section.



IG top tips

Please be sure you are sending emails to the correct recipient. Since our merge to NHS.net, it is always worth checking that you are sending to the correct person [using this tool](#).

If you enter a UHD email address this search will provide you with the person's updated NHS.net email address.





Let's talk about IT

Meet Louise, our Chief Nursing Information Officer



“I work at the intersection of clinical practice and digital innovation. My role is to ensure that technology and information systems truly support patient care and staff. This means advocating for digital transformation with the teams that I represent, our nurses, allied healthcare professionals and healthcare scientists.

“In preparation for the introduction of our new Electronic Health Record (EHR), I have been working closely with colleagues on workflow process design and service improvement. Governance and clinical safety are also a key part of my role, working to ensure that every digital system or process is introduced safely.

“My role also involves using data and analytics to enhance service development by mapping care pathways alongside digital and financial needs. With my brilliant Digital Nursing Team, I collaborate with clinical digital leads, corporate nursing colleagues, and regional partners in Dorset and the south west. Our Informatics Team includes various specialists that maintain systems, work on the new EHR, and manage digital projects that support frontline care. My role, though relatively new, is vital for ensuring that digital transformation is clinically led, strategically aligned, and beneficial for all.”

EPR form upgrade: Do not attempt cardiopulmonary resuscitation and allow a natural death

Working with colleagues from primary care, our new EPR form should still be printed on red border paper and placed at the front of the inpatient paper notes.

Those marked with 'indefinite decision' will be able to be electronically transmitted to GPs in Dorset and Hampshire, and the Dorset Care Record after being fully completed and locked.

One of the key requirements for the project is to have cancelled forms clearly labelled within the

EPR tree and cancellations will also be transmitted to the GP and DCR, when appropriate. The new form should still be printed on red-bordered paper for the front of the notes and given to the patient on discharge, along with a Lions pot.

Dates for the diary:

Monday 13 October

Go Live of the new eAAND/ DNACPR form replaces the DNACPR - AAND. Find in the EPR tree 'create documents' folder DNACPR or TEPs.

13-27 October

Old template forms will be able

to be edited to enable users to finish partially completed forms. All new created forms should be on the new template. Old forms cannot be transmitted to the GP and DCR, so consider transcribing information to the new form where this is desirable.

Monday 27 October

The old DNACPR/AAND form will be set to read only. If in the future, a form completed on the old template needs to be cancelled, users are advised to raise a service desk ticket, selecting the EPR and eCaMIS clinical document removal/ eDischarge unlock option.

Have questions? Email suzanne.hutt-williams@nhs.net, Kerry.fleet2@nhs.net, or priscilla.aimila@nhs.net.

At the heart of our wards

From Ward Clerk to Executive Assistant

This month we speak with Kayleigh Smart, whose NHS journey began at the front desk. She now works as an Executive Assistant supporting senior leadership. Her story is one of progression, learning, and balancing a growing career alongside life's milestones...

“Clerks are the glue that holds the ward together, often going above and beyond. Career support can be inconsistent, especially when line managers don't specialise in admin roles. I was fortunate to have encouragement, but many don't. It's a role that stays with you. It teaches resilience, empathy, and how to handle anything that comes through the door. That's a foundation I'll always be grateful for...”

[Read the full article here.](#)



Our UHD Sexual Misconduct Policy is here

Sexual misconduct in any form is unacceptable and will not be tolerated in the NHS and at UHD. Sexual misconduct can happen to anyone, and we know how difficult it can be to report.

We are committed to making UHD a safe place for everyone. This is why we are launching our [Sexual Misconduct Policy](#). Any member of staff who has experienced inappropriate, harmful sexual behaviours at work will be supported and the incident dealt with seriously, sensitively and efficiently.

Everyone, regardless of grade or position, has a role in creating a safe and supportive

working environment. You are encouraged to speak up if you feel you are experiencing sexual harassment at work. You may also find the '[Sexual Misconduct: what you need to know](#)' booklet helpful, with advice regarding support networks and how to report anonymously.

We are proud signatories of the [NHS Sexual Safety Charter](#), which commits to providing you with clear reporting mechanisms, training and support.

If you have experienced sexual misconduct at work, dedicated support is available in our [Sexual Safety Booklet](#) or contacting uhd.sexual.safety@nhs.net.



**Be a great
place to work**

Roaring success for Tiger Waste

#NHSpound

Save

We're excited to announce that we have successfully rolled out our offensive waste stream (Tiger Waste) across all sites. The final phase was completed at RBH in early September, marking the full implementation across UHD.

Why is offensive waste important?

Offensive waste is clinical waste from non-infectious patients. By segregating offensive waste from higher temperature clinical waste, we're now sending it to waste incinerators. These operate at a lower temperature, reducing our carbon footprint and disposal costs.



At RBH and Poole, we compact this waste using onsite mobile compactors, further reducing costs and environmental impact. Based on our UHD tonnage, this change could result in a carbon saving of 103



tonnes, the equivalent of the annual carbon output from 43 family cars.

If any areas are still using orange clinical waste bags in non-infectious zones, please get in touch with us at dan.thomas10@nhs.net.

Philip Watson, Directorate Manager for Facilities, said:

“Our waste operatives have embraced change for this new waste stream. Challenges with implementing this change have been overcome with thanks to our brilliant Waste Team.”



Stuart Lane, Sustainability and Carbon Manager, said:

“This step greatly reduces carbon emissions from waste, with proper processing of Tiger Waste resulting in 94% lower emissions than orange clinical waste for infectious patients. While some clinical waste is essential, redirecting other waste to suitable streams is vital for saving our NHS Pound.”



Dan Thomas, Waste and Environmental Manager, said:

“This work would not have been possible without the collaboration and support of our facilities and clinical teams. With the backing from the Sustainability Team, Estates Management, and our waste contractors, Stericycle and Veolia.”

New cycle compound

A new cycle compound at RBH replaces the mortuary bike compound, featuring 22 hoops for 44 bikes. It is padlock-fitted for staff-only access, using the same key as the mortuary.

New users should contact uhd.travelteam@nhs.net to obtain a key for the compound. If you no longer need your bike compound key for RBH, please return it to the travel office (west wing entrance) for redistribution.





Rising star at UHD

Huge congratulations to Debbie Daniels, our UHD Senior Health Play Specialist, who has been named Mentor of the Year in the 2025 Starlight Play in Healthcare Awards.

With over 20 years' experience, Debbie has supported children through some of the most challenging hospital treatments, and now, by mentoring the next generation of health play specialists, she's making an impact that will last for years to come.

[Read more here on Starlight UK's page.](#)

Con-grad-ulations Saima

A very big congratulations to Saima Islam, our first ever UHD Radiotherapy apprentice, who graduated this July with honours. Saima began her journey with the Trust in February 2019 as a Band 2 healthcare assistant and three years ago applied for a new apprenticeship position within the Radiotherapy Department.

It is no small feat to work and study at the same time, especially when you are the only apprentice in a brand-new role that has never been done before. We are so #UHDProud of her achievement.



Double the celebrations

A huge congratulations to our two Level 6 Healthcare Science apprentices within Cardiac Physiology, Katy and George, for completing their degrees and securing permanent positions as qualified Cardiac Physiologists within the Trust. They are the first apprentices to complete the Cardiac Physiology Scheme at UHD in 15 years, marking a significant milestone.

Going for the win with our Capital Estates Team

We're thrilled to celebrate our Capital Estates Team for being shortlisted for Public Sector Organisation of the Year at the APM Project Management Awards, taking place in November 2025!

This recognition reflects the team's hard work, innovation and dedication, which have been at the heart of our transformation journey.

