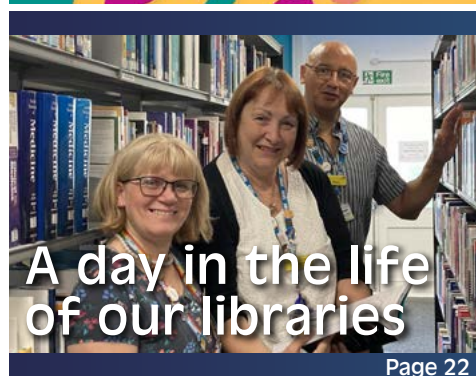


The Brief

September 2025



Supported by  University Hospitals Dorset
NHS Charity



The Brief



September - 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>Thrive Live: Our wellbeing event is almost here. Sign up for engaging talks, events and guidance sessions online and across the Trust on page 5.</p> <p>NHS Staff Survey: Your invite for the NHS Staff Survey should now be in your inbox. Please take time for you and colleagues to fill this in. Everything you need to know can be found on page 6.</p> <p>World Patient Safety Day: We're hosting a World Patient Safety Day Learn at Lunch special with our Mat Neo colleagues on 17 September. We're also hosting our first UHD Patient Safety Conference on 24 September. The event is now fully booked but you can join the sessions online. Read more about safety at UHD on page 8.</p> <p>Transformation: The opening our Coast Building at RBH, the big department moves, and Poole becoming our planned care site will now take place in July 2026. See the latest roadmap on page 9.</p> <p>Behaviour Charter: We have made our Behaviour Charter more accessible and easier to find. Please share with your teams and find the link on page 12.</p> <p>UHD Charity: Walk for Wards is this Saturday – sign up and fundraise for your ward or department. See page 16.</p> <p>Network news: Meet our Women's Network and join all upcoming events on page 18.</p> <p>Research matters: Our Research and Innovation Team are here to help you make a difference. Offering support in a variety of areas such as research design, budgeting and more on page 20.</p> <p>Hospital ratings: We have placed 67th out of 134 trusts in the new national 'league table'. The table looks at a number of domains, including access to services, safety, finance and improving health. We should be proud given the amount of change in our Trust over the past year.</p> <p>And much more: Including our first art exhibition, meet our Library Team, Patient First in practice, Ask Me Transformation Special, meet our Ward Clerks and much 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



So here we are in September - time to 'switch on' autumn mode and prepare ourselves for the busy season ahead.

But let's just pause for a moment.

Autumn and winter in the NHS is a hugely demanding time, and that can feel daunting. I encourage you instead to take time to focus on the smaller things - those daily interactions we have with our colleagues and patients, the kindness we show people, the space we give them to be heard - all those things that help **build confidence in our NHS** at a time our patients often need us the most.

Two very timely events happen in September - World Patient Safety Day and our Thrive wellbeing fair. Providing safe care and focusing on your wellbeing must be our drivers throughout winter. This year's safety day focus is on children - **'patient safety from the start'**. It is a timely reminder of our responsibilities, and our privilege, to look after the littlest in society, and set them on the right track for life. We're hosting a World Patient Safety Day Learn at Lunch special with our Mat Neo colleagues on 17 September and holding our first UHD

Patient Safety Conference on the 24th. See more on page x.

Providing safe, sustainable care during peak demand is only possible by pulling together and looking out for each other. In just two weeks we will be holding our second **Thrive Live Health and Wellbeing Fair** with events across UHD and online. While we can't remove all the challenges we face working in the NHS, we can create space to look after ourselves and each other, so please support your colleagues to attend.

See page 5. I also encourage you all to have your vaccines and help us protect our most vulnerable patients and each other this autumn and winter.

I know there are mixed moods across our hospitals right now, and more uncertainty with potential industrial action in the near future. Our phase three moves - including the opening of our Coast Building, departments moving from Poole to RBH, and Poole becoming our planned care site - have been moved back to July 2026. This will be frustrating for some, and I ask that you please continue with your pathway preparations so we remain 'move ready'.

We've also had a very busy few weeks planning for and adjusting to NHS.net. A huge thank you to all our IT colleagues and those who

supported them as floorwalkers. Change isn't easy, but our financial challenge is real, and this move will save our Trust £850k every year.



#SpeakUpSparkChange

It is more important than ever to keep the conversation going - giving honest feedback and talking to each other so we can make improvements that benefit all. Our **2025 NHS Staff Survey is now live**. Last year there were some real positives in the results, as well as areas you told us we absolutely needed to focus on. You can read more on page 6 and see what we have done to improve in these areas. Please complete the survey and be part of the change.

We recently received our official ranking in the NHS National Oversight Framework table. This looks at a number of domains, including access to services, safety, finance and improving health. We have placed 67th in the current table out of 134

trusts, which is something to be proud of given the amount of change in our Trust over the past year. We have also seen our placing improve since the first stats came in several months ago, so we are moving in the right direction.

In other good news, we now have three suppliers to choose from for our HealthSet **Electronic Health Record** Programme for Dorset and Somerset.

Last week we welcomed our NHS Regional Director, Sue Doheny, to RBH to meet colleagues and look around our BEACH Building. Thanks to those in Maternity and ED who showcased their services - Sue said she felt energised by meeting your teams.

And well done to our UHD Charity who have reached the halfway mark in their



£1.5m BEACH Appeal, thanks to the generous support of our communities and many of you - as well as events like soaking us execs. The charity's **Walk for Wards** takes place this weekend and is an opportunity to raise funds for your departments and work areas. I would also encourage you to speak to our charity colleagues about how you can apply for charity funding to support your areas, patients and teams.

A warm welcome to Melanie Whitfield, our new Chief People Officer, who has

joined us from Salisbury, and thank you to Irene Mardon who stepped into the CPO role prior to Melanie's arrival. We hope to soon welcome two GPs to our Trust to help strengthen the clinical leadership between UHD and primary care across Dorset.

Also, a very fond farewell to Rob Howell, who has retired after 31 years' service in our hospitals. Rob started as an SHO in Trauma and Orthopaedics and most recently has been one of our Consultant Colorectal Surgeons and the Group Medical Director for Surgery. Thank you for all you have done, Rob, you will be missed.

Thank you for all you do, and here's to those daily interactions as we try to make UHD better for all.

Siobhan

Vital statistics August 2025

- We saw **42,118** patients in our outpatient departments
- ...and an additional **8,282** virtually
- Carried out **1,539** day case procedures
- Supported the birth of more than **327** babies
- Attended to **14,621** patients in our emergency departments
- Cared for **194** patients at the end of their lives
- Started **241** patients on their radiotherapy journey

Thank you **#TeamUHD**



University Hospitals Dorset
NHS Foundation Trust

Thrive Live

22-26 September 2025

UHD Health and Wellbeing Fair

A week of inspiring and engaging talks, events,
guidance sessions and health assessments

Mental wellbeing

Resilience / Burnout / Neurodiversity
Suicide awareness / Bereavement

Physical wellbeing

Sleep / Menopause / Nutrition
Human factors / NHS Health Checks

Financial wellbeing

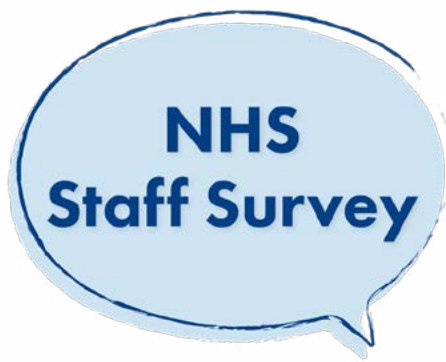
Fraud prevention / Budgeting
Financial resilience

[Click here
for more information](#)

Supported by



University Hospitals Dorset
NHS Charity



is now live!

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



Everything you need to know

How will I receive my invitation?

Email. Check your inbox for an email from **NHSStaffSurvey@iqvia.com**. The subject line will be 'NHS Staff Survey Invitation: University Hospitals Dorset'. It will have been sent to your preferred email address on ESR.



How can I fill it out?

Our **libraries** have computers available to you **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.



When can I fill out my survey?

Your manager should support you to do your survey **in your working hours**.



Do you really listen to my feedback?

Yes. We use your feedback to help us make UHD a great place to work and receive care. We will get the results around three months after the survey ends. Your manager will then create an action plan using your feedback to make improvements for your team.



Do you know who says what?

No. No one at UHD can see your completed survey or identify individual responses. We receive **anonymised** summary reports which you can view at **www.nhsstaffsurveys.com**. Click [here](#) to read our FAQs and confidentiality and data handling information sheets.



What did we do with last year's results?

Your feedback helps us make improvements and celebrate the things we do well. In 2024, three of the areas you told us we should focus on as a Trust were...

Behaviour

You told us that poor behaviour from staff, patients and visitors has affected your wellbeing, health and safety. This led to the creation of our new [Team UHD Behaviour Charter](#) which sets out the behaviours we expect from every member of Team UHD, patients and visitors. It also has guidance on how to recognise poor behaviour, respond to it, and report it.



Team communication and objectives

You told us that some teams could be better at information sharing and including you in discussions that affect your work. We have created [a new hub on the intranet](#) for all staff to access opportunities, information and resources for team development. This includes support to improve communication within teams and 'Navigating Change' eLearning to support you to understand reactions to change and feel more confident supporting yourself and others.



Career progression and development

You told us that you would like more opportunities for progression and development. At UHD we offer [programmes](#) for aspiring, new and established leaders. [Coaching](#) is also available to support you to unlock your potential and develop problem solving skills. So far in 2025, our [leadership workshops](#) have been attended by over 250 staff. They are designed to support staff to be compassionate and inclusive leaders, develop good people management skills, have coaching conversations and lead teams through change.



Click [here](#) to read more about how your feedback is used to spark change across the Trust.



Have your say

[#SpeakUpSparkChange](#)



Take action

[#EmpowerPeople](#)



Spark change

[#ShapeTheFuture](#)



Safe care for every newborn and child

17 September is World Patient Safety Day and this year the focus is on children.

Every child has the right to safe, quality health care - from the very beginning. Yet, newborns and young children face higher risks due to their rapid development, evolving health needs and different disease patterns. They also rely on adults to speak up and make decisions for them.

The World Health Organisation is calling on us all - health practitioners, health care leaders, parents, caregivers, educators and communities - to build a safer, healthier future for every child.



Delivering safe care for children

Tips for health practitioners

- Tailor care for children.
- Work with families by listening and explaining.
- Spot risks early and act early.
- Communicate clearly during handovers and referrals.

World Health Organization

Learn at Lunch

We're hosting a World Patient Safety Day [Learn at Lunch](#) special with our Mat Neo colleagues at 12.15pm on the day. Please join us if you can, and here's to 'Patient safety from the start!'

Safe care for every newborn and every child

Learn at Lunch: 17 September at 12.15pm

Join our Maternity colleagues as we look at building a safer, healthier future for every child

See the intranet for the Teams link



Save lives, improve patient safety

A focus on patient safety - live and online

Thank you to the 200 of you who have signed up to our 2025 UHD Patient Safety Conference, taking place at the Village Hotel on 24 September.

While the event is now full, we shall be live streaming the talks from our fantastic speakers so you can watch them from wherever you are, or catch up later. Keep an eye on the Staff Bulletin for the livestream links.

Here's just some of what we'll cover:

- How can we move away from blame to focus on system learning and investigation?
- What are the practical steps needed to support patients, relatives and our staff during a patient safety investigation?
- How can the new Patient Safety Incident Response Framework (PSIRF) support proportionate but effective learning?
- How do we challenge ourselves to ensure that safety culture is the top priority in UHD?

Learning from LERNS

Recently, a patient drove a car into the bike shelter outside the Christchurch Day Hospital. Colleagues there were not only excellent at supporting the patient at the time, but also submitted a really detailed LERN form relating to the incident, giving an insight into all the actions carried out by staff and the follow up actions taken.

Thank you to the team for being so clear and concise - it helps us to make improvements for all.

New timeline announced for our Coast Building

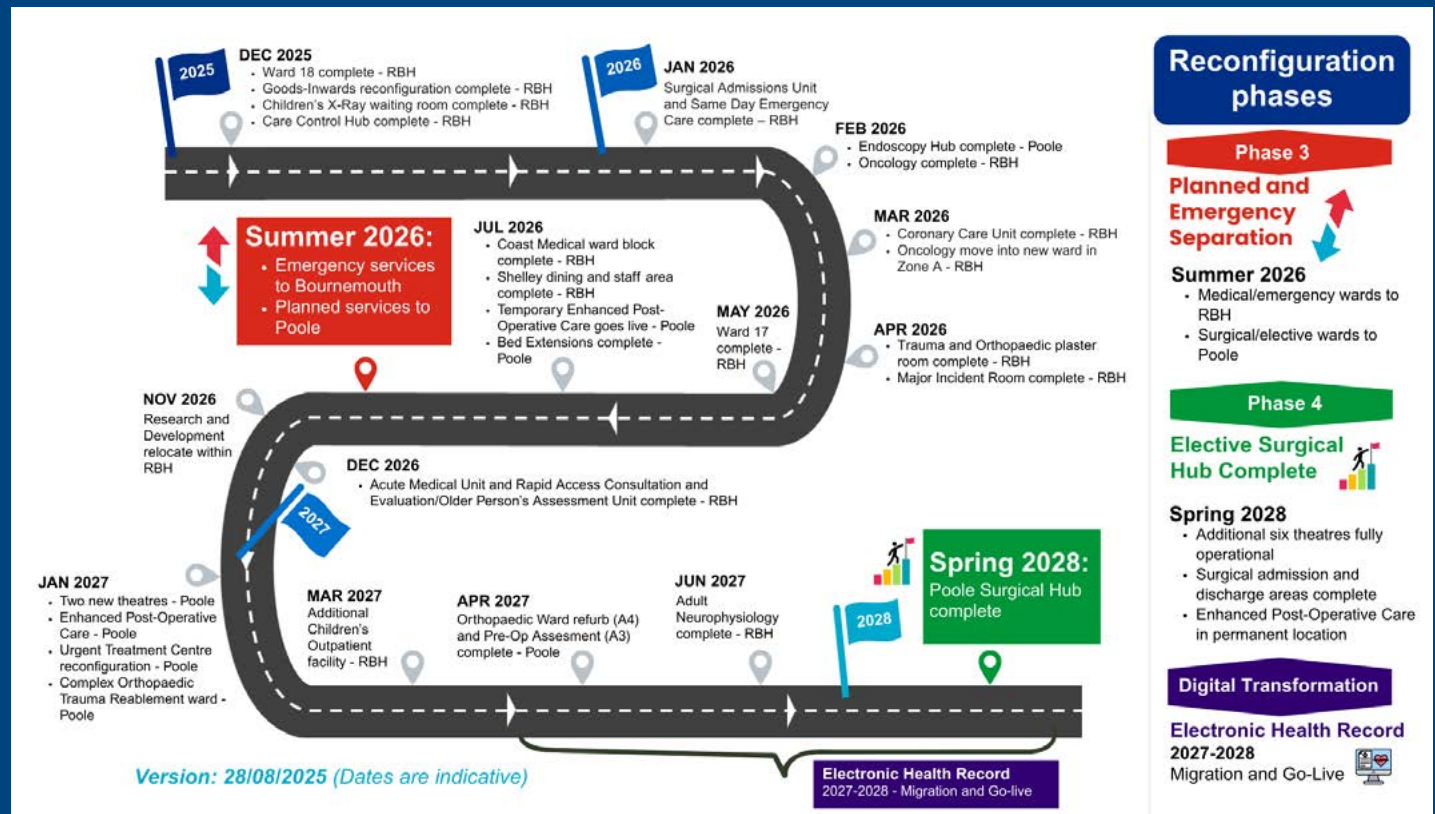
Moves into the new Coast Building and all other cross-site ward, theatre and outpatient moves will take place during the two weeks from 20 July to 4 August 2026.

The completion of the Coast Building will allow other major moves to happen at the same time, separating planned and

emergency care across our hospitals.

Please continue with your workforce planning and pathway preparations so that we remain 'move ready'.

Thank you to everyone for your continued hard work in preparing for this important next step in transforming our hospitals.



New transformation roadmap [Click here to view.](#)



Ask Me - Transformation Special

With our Transformation Director,
Steve Killen



What's happening with the building work?

BEACH Building: We remain open and our teams, especially in maternity, are working through some ongoing challenges. PACS and baby tagging have been the main issues, but the data shows we are getting better at managing them.

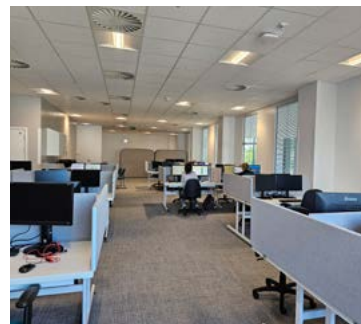
We have a few more weeks of roadworks at the front of the BEACH Building to improve the roundabout and junction. It has caused some delays, but the access road at the back of the site has helped keep things moving.



Coast Building: The construction has been delayed due to an issue with a subcontractor, which is now resolved. We now expect to be completed during the summer of 2026, with moving in and all other cross-site ward, theatre, and outpatient relocations taking place from 20 July to 4 August 2026. Meanwhile, tours of the building are still ongoing.

Poole site: The endoscopy building is progressing. Site tours will start once construction advances further.

Will there be adjustable desks in the new hot desk area in the BEACH Building?



We're adding adjustable desks to support flexible working. Our UHD Charity Team has approved funding for about 20 desks to be placed in hot desk areas over the next few weeks or months, depending on delivery times.

The pods have also been well received. They're on the street, near the main entrance, and in the library on both sites. We welcome any feedback on them.

What lessons have we learnt so far from previous moves?

The BEACH Building has been used as a test area for lessons learnt on equipment and move planning.

Funding has been requested for ward upgrades between moves. In addition, every move has had an equipment audit, so we now know well in advance what needs to be moved, and the plan is to tender the removal process soon.

With the estate audits, wards will be ready before anyone moves in, and vacated wards will be left in good condition for the next team. The moves will be quick and safe. Our Simulation Team is planning training

and simulations for new areas and clinical pathways. There will also be a focus on discharging patients and reducing activity before moves to make the process smoother.

Will the new SDECs at RBH have proper ventilation to prepare for pandemics?

The area now has a full mechanical ventilation system that meets current standards, along with more single rooms for better patient segregation and safety. This includes the SDEC areas for Surgery, Older Persons Medicine, and Cancer SDEC, previously called the Acute Oncology Unit.

Is the shuttle bus here to stay?



The staff bus has been a big success. We are reviewing the first year of data to see how we can run it more efficiently. The timetable may change but we are committed to keeping the service. The goal is to make sure we use our NHS Pound wisely.

What are the plans to improve parking across our sites?

We're close to finalising the purchase of Wessex Fields after Council approval in July, and we've improved parking near the residences and at the lower end of the site at RBH.

The goal is to move more staff parking to Wessex Fields, freeing up car park C and parts of the multistorey for patients. Surface

parking there is only temporary. Long term, we want better facilities, possibly a multi storey car park with EV charging. The extra land gives us space to make that happen.

What are the plans for Wessex Fields?

The case for buying Wessex Fields was built on [four key things](#).

First, we need a better multistorey set up to improve parking on the emergency site. Second is key worker housing. We know staff moving here often struggle with housing costs, so the idea is to offer homes at below market value to help them get started. People can then move on later, making space for new staff.

Third, there is huge potential to work with BU on research and possibly a medical school or training facilities. And fourth, there is scope for things like a care or nursing home in the future. We will need your help to shape what happens.



Is there an update on Christchurch's development plans and the Mac Unit?

Our plans for the Christchurch development remain the same. We're still exploring opportunities for a care village and senior retirement living.

For the Macmillan Unit and Forest Holme, we are reviewing what future provision should look like, especially since Covid-19 care preferences for end-of-life patients have changed. We will share updates in a future Ask Me - Transformation session once plans are clearer.

Behaviour Charter

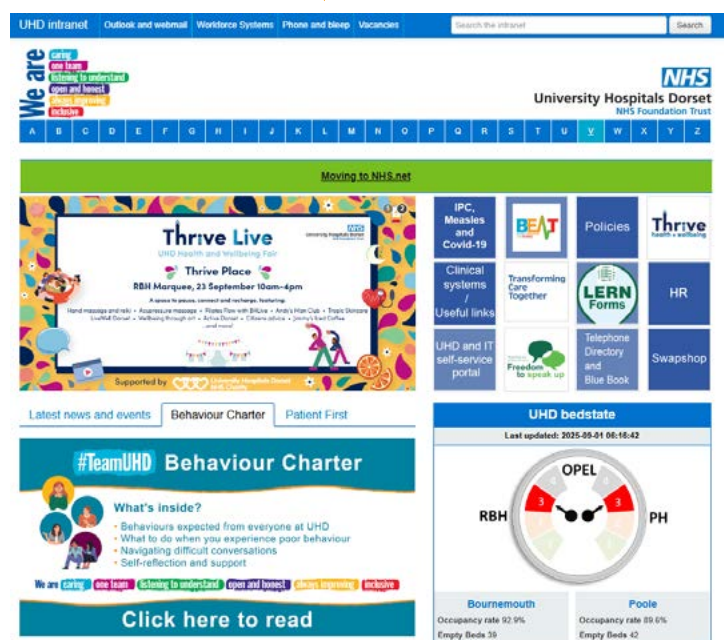
You said, we did



At August's all staff briefing, we asked you "How can we make sure that everyone can easily access the Team UHD Behaviour Charter when you need it?"

You suggested adding to the home page of the intranet.

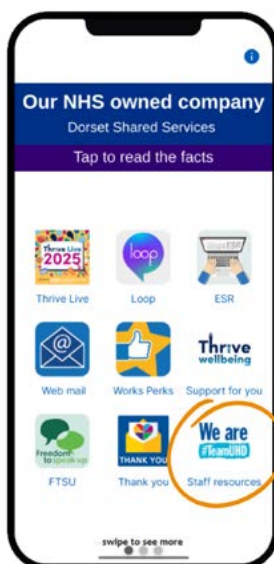
We have added a new section to the homepage next to latest news. Just click the image to go straight to our Trust values and behaviours pages. ▼



You suggested creating a page on the external website and @UHD app for staff who cannot access a Trust computer.

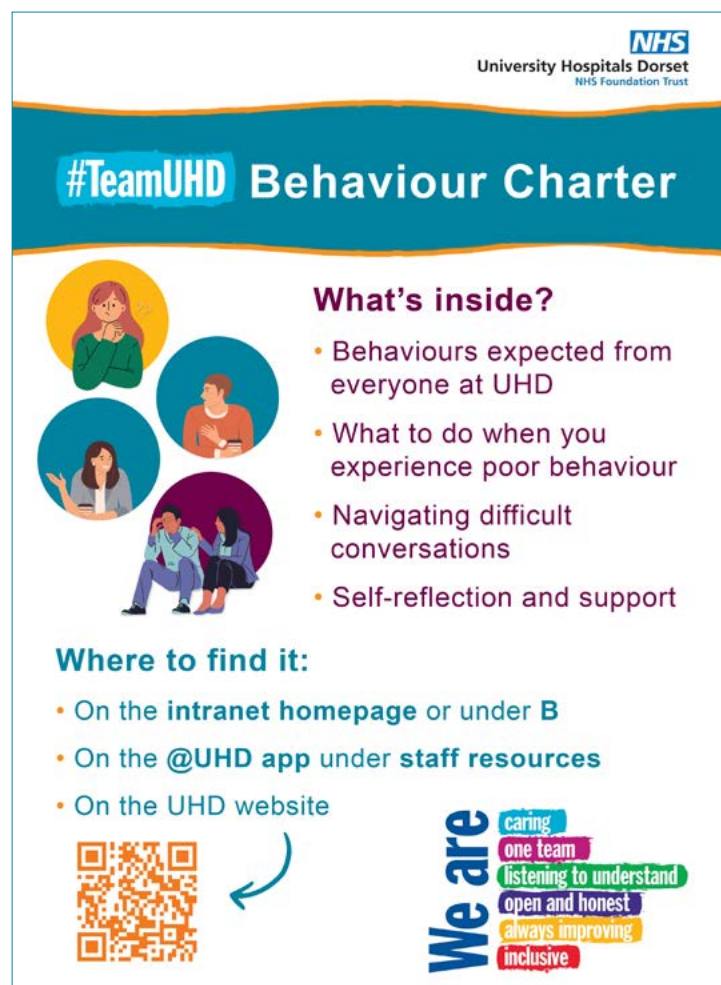
We have created [this page](#) on the UHD website so that the charter can be accessed on any device. We will also be using this page for information related to our Trust behaviours, aimed at patients and visitors. Updates on this will be shared in our communications soon.

You can also now find the charter on our @UHD app under staff resources. ►



We have also put up posters around the Trust and will continue to regularly share screensavers with information on how to access the charter from any device. [Download a copy here](#) to display in your area.

Be a great place to work



You also suggested more ideas such as adding it to appraisals and recruitment processes or working with our People and Culture Champions and leaders to promote role modelling the behaviours. We have started looking in to how best we can take these ideas forward and updates will follow in a future edition of *The Brief*.





At the heart of our wards

If you've ever spent time on a hospital ward, chances are you've seen a ward clerk, often the first face you encounter when you arrive.

As part of our series, we begin this month with Paula Raymond, a ward clerk on E3 Trauma, who shares what the job really involves...



Human first, always

People can arrive frightened, grieving, or overwhelmed, and those first moments of contact matter. I've helped de-escalate tense situations by listening and guiding people calmly into the right channels. Emotional intelligence isn't a bonus in this role, it's essential.

Challenges and change

Although I mainly work on a ward, I support three others, all within my three working days. We are all adapting to ongoing staffing pressures. Flexibility is vital, especially for keeping patient admin consistent, like getting notes to medical records on time and managing outpatient appointments.

Recent Trust-wide changes, including the moves to RBH, have added uncertainty. I've seen how this has affected morale and led to experienced clerks leaving. Without dwelling on it the reality is - it's been a challenging time. But we keep going, together.

Unsung, yet indispensable

Ward clerks used to be tucked away in back offices. Now we're at the centre of the wards; coordinating, supporting staff, and stepping up when needed. Our desks have quietly become safe spaces for staff to regroup, breathe, and carry on.

What I wish others knew

I wish people understood how dynamic this role is. It's emotionally rich, logistically demanding, and central to how a ward runs. I love the people and the variety most.

And outside of work? That's where I recharge. I'm happiest spending time with family and friends, walking my dogs, or reading. My garden is my sanctuary, full of plants I've nurtured. These are the things that ground me and give me energy to show up each day.

Beyond the stereotype

Fifteen years ago, after leaving a management role in banking, I became a ward clerk. I was looking for a better work-life balance. What I found was a role with far more depth, complexity, and emotional weight than I ever expected.

My day starts fast, juggling record-keeping, booking appointments, managing discharges, supporting staff, and answering a constant stream of questions. On paper, it may look like admin. In practice it's multitasking and problem-solving.

A small achievement of mine is creating an admissions and transport book that helped improve coordination and patient tracking.



Patient First

Provide excellent healthcare. Be a great place to work.

Patient First in practice: Emergency Department

Hi I'm Cassie and I'm an Emergency HCA at RBH in the Emergency Department.

The Patient First huddle boards have allowed us to give suggestions and ideas to make the department better/safer for both patients and staff. We run through the ideas each week and work out ways in which they can be implemented. We discuss if each idea is something that we can do easily ourselves, if we need UHD Charity funding and if we need to make this into a larger project with management. Once a ticket is completed, we celebrate it as a win within the department. The boards also allow us to celebrate other achievements such as staff training.

Supporting families

Through the Patient First huddle boards we have been able to source funding for play equipment to be installed in the children's waiting area which has now been installed and is proving a hit! It also allows the child to be distracted while they are in hospital. It also allows the parents/care givers of the child to relax as they are able to see the child happy and playing.



The waiting area was funded by our UHD Charity's BEACH Appeal. Find out more and get involved in fundraising by visiting their [website](#). The official opening event for the area will be on 21 October. Look out for more information coming soon.

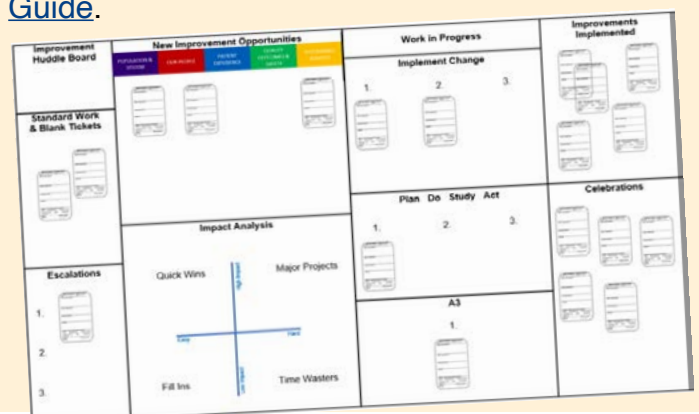


One of the other suggestions that we have been able to take forward is alerting mums to an informal online support group called 'The Anxious Mum Club'. It is a group that was started by a local mum that has now gone across the country allowing mums to connect over all things parenting. It was set up with the aim of destigmatising anxiety in pregnancy and motherhood.

I hope that the Patient First boards allow us to continue to find ways that we can improve the department for staff, patients and their relatives.

Improvement tool spotlight

The Patient First huddle board is for discussing improvement ideas for your driver metrics and general improvement ideas. Move your improvement slips around the board to show the progress of each idea. Find out more about how to use your huddle board in the [Patient First Guide](#).



Supporting young people in hospital

Listen, encourage and help connect to specialist support.

Olivia and Paige are our new 'No Limits' youth workers, here to support young people aged 11-25 who have come to our emergency departments or been admitted to our hospitals.

'No Limits' is a charitable organisation which offers specialised emotional support, crisis intervention, and access to ongoing services for young people in need of help, significantly reducing the likelihood of future readmissions.

Olivia and Paige can talk through a range of issues, including money and budgeting, drug and alcohol education, self-harm and emotional resilience, homelessness, sexual health, as well as supporting victims of crime or those involved in violence. They can also help with setting goals to achieve positive life changes.

Olivia said: **“It can be scary coming into hospital. Having us here means young people have someone to talk to and offload to, so when they leave, they have a bigger network of support in place. I worked in a similar role in Portsmouth and the initiative was successful - we're really pleased to be able to offer this at UHD.”**

Paige added: **“It's so important to address both physical and mental health. If young people feel safe and comfortable in a non-judgemental space, that actually helps with their physical needs, making those easier to cope with.”**

Dr Juliet Browning, Consultant in Adult and Paediatric Emergency Medicine, said: **“These roles have been funded by our UHD Charity and the Office of the Dorset Police and Crime Commissioner and we're really grateful for their support - this could be transformative for the young people we see.”**

Olivia is based in ED at RBH now, while Paige is based in Poole ED, both working Sundays, Mondays, Tuesdays and Thursdays. Referrals



can also be made for them to follow up with appropriate patients if they haven't been able to see them in person.

Dorset Police and Crime Commissioner, David Sidwick, said: **“Tackling violence, particularly among young people, is a key commitment in my Police and Crime Plan for Dorset. I know the power of early intervention and I hope this project will be an effective tool as we continue to work with partners across the area to reduce violence, safeguard victims and keep everyone safe.”**

Debbie Anderson, UHD Charity Director at UHD, added: **“It's great to be able to support such innovative work to support for young people across our communities; we will be fundraising to continue this service which is a great example of the Charity going above and beyond what the NHS can fund.”**



Improve patient experience, listen and act

For more information, contact juliet.browning@uhd.nhs.uk or find out more about **No Limits** and the role of youth workers at [No Limits | Young People's Support Charity](#).

Back to school weekend plans sorted - join us at Walk for Wards

As the summer sun begins to fade, why not squeeze in a feel-good weekend event and join us at Walk for Wards?

Taking place on Saturday 13 September at Upton Country Park, Walk for Wards is the perfect way to celebrate the end of summer and raise funds to support an NHS team close to your heart. Plus, there's an early bird discount if you register before the event! [Sign up now.](#)



The BEACH Appeal hits halfway mark

We're thrilled to share that we have raised over **£750,000** for The BEACH Appeal - and are now just over halfway to our goal target of £1.5m. This incredible milestone reflects the generosity of our community.

The funds raised so far are already making a difference to the BEACH Building. A new CT scanner is now in use in the ED, and children attending the ED can benefit from new play and sensory equipment.

To celebrate these milestones, our Executive Team braved our Soak the Execs challenge, raising over £2,600.

While this is a fantastic achievement, there is still more to do. We're continuing to fundraise for children's outdoor play areas and additional comforts within maternity and ED, helping us to further improve the experience for both patients and staff.

[Find out more here.](#)



A gift of light and love

A sensory trolley is bringing comfort and calm to children in our ED in the BEACH Building, thanks to local charity Sophie's Legacy. The mobile high-tech trolley brings comfort to our youngest patients with its light and colour.

Sophie's Legacy was created in memory of Sophie, who sadly passed away at age 10 just a year after she was diagnosed with a rare form of cancer. The charity supports families within our community who have unwell children in hospital.





Cheryl's sky high wing walk

This September, Cheryl, who is part of our bereavement and patient affairs team, is doing something truly spectacular, a wing walk. Cheryl will be raising funds to enhance care for everyone supported by the Respiratory Team at RBH, a team that went the extra mile for her mum after she was diagnosed with lung cancer in 2023.

Visit her JustGiving page

Rock on with On the Nash

Mark your calendars because our infamous staff band, On the Nash, will be taking to the stage at the Bell Pub, Pokesdown on 10 October with a performance that will be sure to hit all the right notes.

Plus, we will be present on the night to host a raffle for Gully's Place, a service that supports children and young people with life-limiting conditions in our community.

No tickets required, just grab your colleagues band together for a night of fun and fundraising!



Our Critical Care Garden is blooming

Created on an open balcony area beside our Critical Care Unit, the garden offers a space where patients can feel the healing power of nature; families can have a calm space away from the unit to visit their loved one, and staff can also rest and recharge in their own private area amid long shifts.

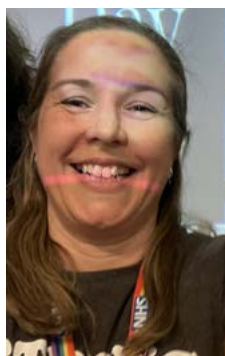


If you are interested in finding out more about how you can support the charity:

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

Spotlight on... Women's Network

Women's Network



We caught up with Women's Network co-lead, **Sam Murray**, to tell us a little bit about their progress this year, as well as exciting plans for 2026...

What kick started the network, and why is it important?

Some 76% of our workforce is female or identify as female. There are many factors that affect the working life and work life balance of our staff, and I thought there was a gap in support. As a full time working mum to a neurodivergent daughter, I knew there was more we could do as a Trust to support and empower our staff in a variety of ways.

What support does the network provide?

We provide regular talks on a variety of topics. We support the Trust in updating and creating relevant policies, and we help answer staff queries. We work really closely with our other networks in the Trust as well as external networks within Dorset Police, BCP Council, and Dorset Women's Network.

What impact has the network had on you?

Since starting in July 2022 we now have 270 members and a regular attendance to our monthly talks. The feedback we receive on the topics we have presented on, as well as the signposting support for staff, has been really positive. This gives me a real sense of purpose to keep going to support our staff. I personally received a Staff Excellence Award from CEO Siobhan Harrington on the work the network does.

How important are allies?

We want to be sure that our network is inclusive to everyone. The topics we discuss and present on may not impact all our staff directly, but it could be impacting someone you know. Everyone is welcome, and we encourage all staff at UHD to join us.

What have we done this year?



We celebrated International Women's Day and supported the Trust to release a staff Menopause Policy. We've also been involved with Staff Survey feedback and discussion, UHD's Behaviour Charter, work around progression and flexibility within the workplace, and Pride Month.

Some great speakers at our meetings have included members from Dorset Police on fraud, and Rosie Martin on her experience of living with a transgender history. Catch up on our talks and resources [here](#).

What's next for the network?

Working on the period poverty project and inviting more exciting speakers to our meetings. We also plan to record more podcasts and work closely with our other amazing networks.

We're keen to get more champions and supporters to be able to spread the word of the network and we would love to reach 300 members by the end of 2025. The 300th member joining us will get a prize! [Click on the link](#) to join our Teams channel, and we will invite you along to our regular talks.

The rest of the year's meetings will be as follows:

- **Thursday 11 September, at 12noon: A discussion about the Mounjaro jab from specialist nurse.** [Click here to join.](#)
- **Thursday 9 October 11am: The Menopause Policy with reps from HR and OD.** [Click here to join.](#)
- **Wednesday 15 October, 12-2pm: Stands at RBH atrium and Poole dome (plus information sharing at our other sites) on World Menopause Day.**
- **Wednesday 19 November, 1pm: A talk on endometriosis from specialist nurse.** [Click here to join.](#)

Want to be more involved with the Women's Network, help with events or plan speakers?

Become a Women's Network Champion/Ambassador by emailing **UHD.womens.network@nhs.net** for more details.



Championing women's advancement

Beverley Bryant,
Chief Information Officer

“As a proud sponsor of the UHD Women's Network, I'm committed to more than mentorship for women. I'm focused on active advocacy, strategic support, and visibility for women across our organisation. We are a vibrant community where we can connect, share experiences, find mentorship, and support each other in navigating challenges and celebrating successes. Remember, our Women's Network is not just for women! We champion diversity in all its forms and are pleased to champion men who champion women.”

Whether you're looking to grow professionally or connect personally, our network offers:

- **Professional development**
Workshops and leadership opportunities to help you thrive in your career.
- **Community and support**
A space to share experiences, build confidence, and feel empowered - together.
- **Mentorship and guidance**
Access mentors and peer support to guide your journey and celebrate your wins.
- **Inclusivity and diversity**
Join a community that values diverse perspectives and uplifts every voice.

ProAbility

Join our ProAbility network meeting on **Tuesday 16 September, 1-2pm**, where we'll be joined by Ella Lucia Ricci, Head of Health, Wellbeing, and Engagement from Central London Community Healthcare NHS Trust, to discuss reasonable adjustments in the workplace.

We'll also have an update on UHD's Behaviour Charter by Tara Vachell, FTSU Guardian.

Join the meeting [via Teams here](#), and we hope to see you there.



Team leaders, have you signed up for TED?



TED (Team Engagement and Development) is a continuous improvement approach designed to help teams take control of their own engagement. TED will guide you through having structured team conversations about the issues that are important to your team. There are training session spaces left for 2025, register today so you don't miss out! [Click here](#) to find out more and register.



Research matters

Research and innovation support

Do you have a research or innovation idea that you would like to take further? Meet the teams that can help:

R&D Sponsorship Team

We support and oversee staff in developing and running their own research projects. This may lead to benefits for patients, the Trust or the NHS. Our team can advise and facilitate with areas such as research design, budgeting, applying for funding, ethics and regulatory approvals, project management and sharing of results. Get in touch at uhd.researchsponsorship@nhs.net



Dorset Clinical Trials Unit (DCTU)

Dorset Clinical Trials Unit (DCTU) provides costed project management support to clinicians leading original research at UHD. Our core activities include:

- Developing, delivering, and analysing robust clinical research.
- Embedding patient and public involvement (PPI) to ensure research is informed by lived experience and meets patients' needs.
- Generating high-quality evidence to improve healthcare outcomes and inform best practice.
- Supporting the adoption of research findings into services and treatments across UHD.

Innovation

The Research and Innovation Department provides you with hands-on support to develop your ideas into new products and services that will benefit the Trust and wider NHS, as well as providing advice on areas such as intellectual property, developing a business case and project planning, funding opportunities and commercialisation options.

We also provide signposting to other services and funding opportunities outside UHD. To find out more about your options contact uhd.researchsponsorship@nhs.net.

Leading the way in stroke recovery research



Our Stroke Research Team is the UK's leading recruiter for a national clinical study to support patients recovering from stroke.

In a ground-breaking new trial, led by experts from the University of Nottingham, the

Improve patient experience, listen and act

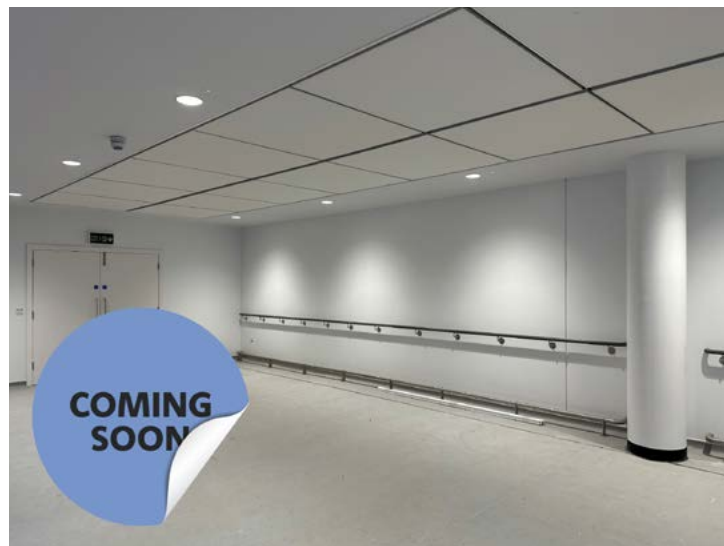
team at RBH is assessing whether Pharyngeal Electrical Stimulation (PES) can help people to recover the ability to swallow again following a stroke.

The PhEAST (Pharyngeal Electrical Stimulation for

Acute Stroke dysphagia Trial) trial may have other benefits including reducing hospital lengths of stay, decreasing dependence, and improving overall quality of life for patients.

“This is Menopause UK” - exhibition coming soon

This autumn our first Art Space exhibition will be installed in the RBH atrium. The project behind the exhibition was organised by Pauline Ferrick-Squibb, a Senior Lecturer of BA (Hons) Commercial Photography and MA Photography at Arts University Bournemouth.



Art Space
Create. Inspire. Heal.

“As a menopausal woman I have first-hand experience of the issues that women experience at this phase in their life. This work began with taking portraits of peri, post and menopausal women in their homes and collect their handwritten experiences. The participants were selected to give a broad representation, including those who had experienced early menopause and as a result had undertaken fertility treatment using donated eggs, women who had experienced surgical menopause, women who had suffered from depression during perimenopause, women who were using HRT, women who were using alternative methods to treat symptoms and women from different ethnicities”

Pauline Ferrick-Squibb

You can find out more about the project [here](#). Head to our [website](#) to find out more about Art Space and the upcoming projects at UHD.

A day in the life of our libraries

Our [Knowledge and Library Services](#) is a busy service at UHD. From August 2024 to August 2025 there have been **65,787 visits** to our libraries, and from April, the team has already loaned **1,043 books** to staff.

Made up of five librarians, three library assistants and our library manager, [our team](#) provides knowledge and library services to UHD, Dorset Healthcare staff and students from Poole Hospital Library and RBH Library.

Have you ever wondered what it's like to work in an NHS library? Read on to learn about a typical day at work...

Morning:

- Attend a new staff induction to explain the [library resources](#) and [services](#) available. We have so much to offer in addition to our print books!
- Back to the library to carry out a 1:1 [training session](#) on how to undertake a [literature search](#) and a refresher on referencing for a colleague's Advanced Clinical Practice MSc.
- Help with [book searches](#), loans, online resources questions and general enquiries.
- Respond to [journal article requests](#) from colleagues and other libraries.
- Organise a meeting between a reader and one of our [Living Library](#) human books.
- Check and update our topic guide page on Ophthalmology. You can browse all our topic guides on our [website](#).
- Compile and send out [monthly bulletins](#) to help keep staff up to date in their area of interest.



Afternoon:

- Run a '[Writing in Plain English](#)' session on MS Teams, a quick interactive training session about how to write simple, clear information for patients.
- Begin a literature search for a colleague looking into [Tirzepatide](#).
- Receive [new books](#) delivery!
- Facilitate a [journal club](#) on MS Teams with a hospital department.
- Lastly, some of the UHD volunteers come to get the patient book trolley to take round the wards; they deliver word games, a book swap and magazines. If you would be interested in a visit from them on your ward, [get in touch](#).



Did you know?

The libraries at RBH and Poole are accessible 24/7 with your staff ID badge. They have PCs, study areas, and quiet seating areas if you fancy a peaceful break.

Goss from the boss:



“I'm fortunate to lead our dedicated team. Recently, my focus has been on managing the renewal of our information resources, ensuring our services meet NHS England's quality assurance requirements, and promoting our '[Library Champions](#)' initiative. I have also been supporting several colleagues who are writing systematic reviews and conducting research.”

Sam Thomas

Patient First training and support helps us deliver our five improvement priorities



See our patients sooner



Be a great place to work



Improve patient experience, listen and act



Save lives, improve patient safety



Use every NHS pound wisely

Let us help you find reliable information

Are you tired of sifting through countless Google search results to find the evidence you need? Finding reliable, detailed information for work can be a challenge, and AI-generated content can be unreliable.

That's where your library service comes in. We can save you time and provide high-quality information with a literature search. This is a comprehensive, systematic search of published and unpublished literature on a specific topic. The results, typically journal articles and reports, can be used for a wide range of purposes, from patient care, policies, teaching and Patient First projects.

No matter your role, we can help. Simply fill [out our request form here](#).



Literature searches by departments

Medical and Dental

Nursing and Midwifery

Allied Health Professional

Non-Clinical

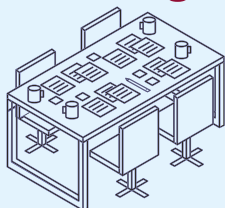
Additional Clinical Services

Psychologists

2024-2025 stats

2181

Room bookings



2943

In person enquiries



334

Literature searches



95

Training sessions given and

535

Users received training

3155

Library members



Get in touch: 0300 019 4270 (RBH) | 2101 (Poole)
uhd.library@nhs.net | <https://nhslibraryuhd.co.uk>



A very UHD welcome



In August we welcomed our latest intake of new doctors. It was great to see them all at our UHD Medical Induction, happy, keen and raring to get started! Thank you for choosing UHD.



Maternity advice success

A big well done to our Maternity Team for holding a pregnancy health drop-in event in the BEACH Building.

They discussed key topics, such as nutrition, activity, stopping smoking and pelvic health. They also offered flu jabs as well as find out more information about RSV and Covid vaccines.



Step into Christmas at the Italian Villa

The Forest Holme Hospice Charity Christmas Party will take place on Thursday 11 December in the Italian Villa at Compton Acres, Poole.

Guests will be welcomed with a glass of fizz on arrival, before enjoying a delicious three-course dinner and after dinner, the celebrations continue with an exciting line-up of entertainment, including a fun casino, DJ and charity raffle.

Tickets are priced at £60 per person, with option to book a table of 10 or individual places [here](#).



Staff Excellence Award winners



Congratulations to our head and neck team for winning a CEO Staff Excellence Award. The team has been instrumental in contributing to and running our Free Flap Service, while providing great care to our patients.



Let's talk about IT

Are you moving from your department or leaving?

All managers, leavers or movers are expected to use the leavers/movers IT form on the eForms portal. If you're unsure what to do, [this short film can help](#). This should be completed in addition to the HR leavers questionnaire, also available on the eForms portal. This supports our IT colleagues who can use it add, remove, or amend system and software permissions.

Meet our IT Training Team

Our IT Training Team provides training on a variety of our IT systems to support the delivery of better and safer patient care. We are a friendly team with a range of knowledge, skills and experience.

Our course catalogue includes sessions on the following IT systems:

- **eCaMIS** - Patient, outpatient, waiting list, recording tracking, patient correspondence and pathway maintenance
- **EPR** - File and media uploader and removal, clinical letter and eDischarge
- **EPR interops** - PACS, ICE requesting, Dorset Care Record
- **BCP** - Business Continuity Plan
- **SystemOne**
- **Agyle, Tomcat and ICE** - View only
- **Dragon Medical One (DMO)**
- **National Care Records Service (NCRS)**
- **ESR Manager Self Service**

We use a variety of teaching methods to suit the needs of our learners. Our courses are delivered as group face to face sessions in our training rooms, eLearning or virtual options via Teams.

We also deliver bespoke/urgent training on request when necessary.

When we are not training, we are assisting with your questions and issues with using the IT systems. We update our guides and videos regularly and publish them on our IT Portal [here](#). You can also find us on the intranet under 'I' for IT Training.



Using Grammarly

Please do not use Grammarly to check your grammar and spelling. This app is unsafe to use. Thank you.

Speak Up Week 2025



We will be marking Speak Up Week at UHD from 13 to 17 October.

We will be raising awareness of the importance of speaking up and creating a culture where it is valued. This year's theme is 'following up in action'. At UHD we are focusing on making sure everyone understands their role in the Speak Up, Listen Up, Follow Up journey and promoting following up to leaders.

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.

What can you do?

Help us raise awareness of the FTSU service by **wearing green on Wednesday 15 October**.

Complete the FTSU eLearning on your VLE Heart. We want all of Team UHD to feel confident to speak up and knowing that appropriate action will be taken. **The Speak Up** module is aimed at all workers including volunteers, students and those in training and will help you understand what speaking up is. **The Listen Up** module is designed for our line managers, focusing on the power of listening

Supporting you
to raise concerns

Freedom to speak up

and the barriers that can get in the way. **The Follow Up** module is designed for leaders at all levels to help you understand your role in setting the tone for a good speaking up culture, and how speaking up can promote organisational learning and improvement.

Thank you to all staff who have already completed the eLearning. Since launching in October 2024, 70% of you have completed the Speak Up module.

[Share these resources](#) to promote speaking up in your teams and make sure colleagues have the information they need.

Read and share our new [Team UHD Behaviour Charter](#) which has guidance on:

- Behaviours expected from everyone at UHD
- What to do when you experience poor behaviour
- Navigating difficult conversations
- Self-reflection and support

-Speak up-Listen up-Follow up➔

