

# Staff Briefing

## 14<sup>th</sup> December 2020

# **hello** my name is...

**David Moss**  
Chairman



**Debbie Fleming**  
Chief Executive



# Contents

- Welcome (*David Moss*)
- Focusing on the “here and now” (*Debbie Fleming & Peter Gill*)
  - Maintaining services under pressure
  - Managing Covid-19
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- Looking Ahead (*Debbie Fleming*)
  - EU transition
  - Update on Appointments
- Focus on transformation programme (*Richard Renault*)
- Wishing you a Merry Christmas ☐
- Questions

# A reminder of our Challenge....

- Maintaining services during the busy winter period
- Managing this in the midst of a second wave of Covid-19
- Trying to catch up on our backlog of elective work
- Introducing a number of new initiatives
  - E.g. staff testing, mass vaccine programme

*Whilst at the same time...*

- Maintaining strict IPC: keeping everyone safe
- Managing with less capacity (beds, slots, facilities)
- Coping with higher staff absence

# And the result....?

It has never been so busy!

A huge **thank you** to everyone,  
for your on-going care,  
commitment, professionalism,  
hard work and tenacity

**It really is appreciated!**

# COVID Trust Position

## COVID-19 Metrics - RBCH & PHT

[Current Position](#)[Swabbing Trends](#)[Admission/ED Trends](#)[Mortuary Status](#)[Trigger Tool](#)[Dorset-wide Covid-19 Dashboard](#)

### Current Position

[Select all](#)[PHT](#)[RBCH](#)

Bed state (PHT) @ 07:55 + 20

OPEL 3

Bed state (RBCH) @ 06:00 + 31

OPEL 3

### Inpatients

Poole data: CAMIS / Telepath Updated: 07:55  
Bournemouth data: TelePath / CPI Flags Updated: 08:01

#### Positive Cases

Currently admitted

88

On ITU

7

On other wards

81

Cumulative cases

960

Cumulative discharges (excl. death)

652

Cumulative deaths

238

Area

Positive patients

RB22

20

RB14

19

LYT

13

RB21

12

ARNE

8

B2

6

ICUB

4

RBITU

3

RB26

2

Awaiting Results

58

Negative Cases

801

Inpatients on a Covid-19 pathway

146

#### Last 24 hours

Admitted yesterday

2

Admitted today

0

Discharged yesterday

3

Discharged today

1

### Critical Care

Poole data: ICIP Critical Care Updated: 07:55  
Bournemouth data: ICIP Updated: 08:00

Green Zone

Level 1  
5Level 2  
6Level 3  
2Available beds  
9Total beds  
19

Blue Zone

Level 1 (Covid)  
0Level 2 (Covid)  
1Level 3 (Covid)  
6Available beds  
8Total beds  
13Level 1 (non-Covid)  
0Level 2 (non-Covid)  
0Level 3 (non-Covid)  
0

### Staffing

Poole data: HealthRoster & ESR Updated: 11/12 08:43  
Bournemouth data: HealthRoster & ESR Updated: 11/12 08:43

Staff absence reason last 30 days

Shielding  
14Isolating  
106Symptomatic  
87

# UHD position – November 2020

Our challenging position locally is mirrored nationally as the Covid-19 pandemic continues to impact on elective services.

Thank you for your support as we have been working to restart non-emergency treatments and keep them going as much as possible during the second wave, where it is safe to do so for both patients and staff.

- **Referral to Treatment** - improving rate for patients
- **DMO1 - Diagnostics within 6 weeks** - improving (one of the best in country)
- **Waiting list size** for elective treatments - increasing & patients waiting >52ww (although patients waiting > 52 weeks is an improvement on the Trust's trajectory for November)
- **Cancer 2ww and 62 days** - demonstrating improving performance within month
- **Outpatient follow-up** - week on week reduction
- **Activity recovery** for day case is achieving national ambition (90%); however activity recovery in all other PODs is below the national ambition
- **Mean Time in Emergency Department** increasing
- **Ambulance handovers** – sustained reduction in the number of ambulance handover >60 min breaches

# Our Priorities

In doing everything we can to maintain our services and maximise activity, our priorities remain:-

- providing safe, high quality care
- supporting each other
- maintaining good communications
- learning from our experience and from that of others, so as to continually improve the quality and safety of our services
- maintaining an open and honest culture, where people feel safe to raise concerns

# You Matter: staff wellbeing

## Emotional and mental health support

- Clinical psychologist and in-house counsellors are providing more specialist emotional and mental health – accessed via on-line portal
- Occupational Health department triage referrals for more complex cases to appropriate interventions
- Immediate listening support available to staff, provided by a nationwide confidential NHS Support Helpline and Care first, UHD employee assistance programme
- Continuing to work alongside BAME network and Pro Ability colleagues to recognise additional specific needs

## Self care support including safe spaces

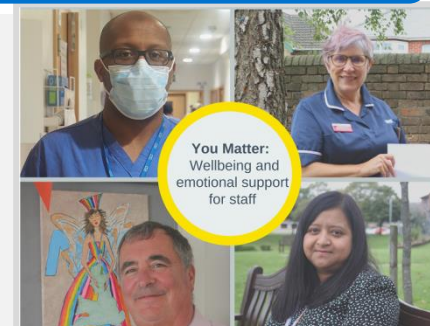
- Temporary safe spaces available at both sites for staff to decompress and recharge
- Increased space for rest areas for lunch / breaks via marquees at RBH and Poole
- Guidance, tip sheets and relevant wellbeing apps available on line
- Webinars / short training sessions under development to include support for sleep, healthy lifestyles

## Leading teams through Covid

- Bespoke team resilience support [clinical debriefs, managing psychological response to stress and anxiety] available via H&WB team and being accessed
- Guidance from OD team and support for leaders in managing change and encouraging health and wellbeing conversations

## Telling us what you need - staff engagement and involvement

- Wellbeing Hubs in operation as central information points, providing staff with the option to talk to someone about their concerns
- Wellbeing Team Recognition Fund providing teams with opportunity to make local decisions on how to support their health and wellbeing
- Food and hydration response to high intensity work areas on an exceptional basis





# Update on IPC

- Established plans on both acute sites to manage blue and green pathways
- Outbreak Control and tactical meetings taking place every day
- Engagement / escalation with Strategic / GOLD command
- Infection Prevention & Control practice and implementation, in line with national guidance
  - Cohorting patients
  - Testing patients
  - Reducing movement of staff
  - PPE
  - Social distancing
  - Estates and cleaning
  - Training
  - Visitors guidance
- Mobilisation of wellbeing support for staff and teams
- Regular engagement and scrutiny by the Board
- Regular engagement and communications with our Regulators

# Lateral Flow Testing

- NHS staff who are asymptomatic are now being asked to self-test for Covid as part of the government's response to the pandemic
- We started this in early December and are now rolling out to all staff through line managers
- Alyson O'Donnell (Chief Medical Officer) and Darren Jose (Deputy Group Director of Operations) are leading on this work
- Each staff member will initially receive a 12-week supply of the lateral flow testing kits. The twice weekly antigen testing takes no longer than 5 minutes, with a 30 minute wait for results
- **There is a dedicated web portal ([mytest.uhd.nhs.uk](https://mytest.uhd.nhs.uk)) for staff to record their results – please can staff in receipt of kits upload ALL results to the portal ASAP**
- If a member of staff tests positive on the home device, they will need to self isolate and get a follow-up test with our swabbing team

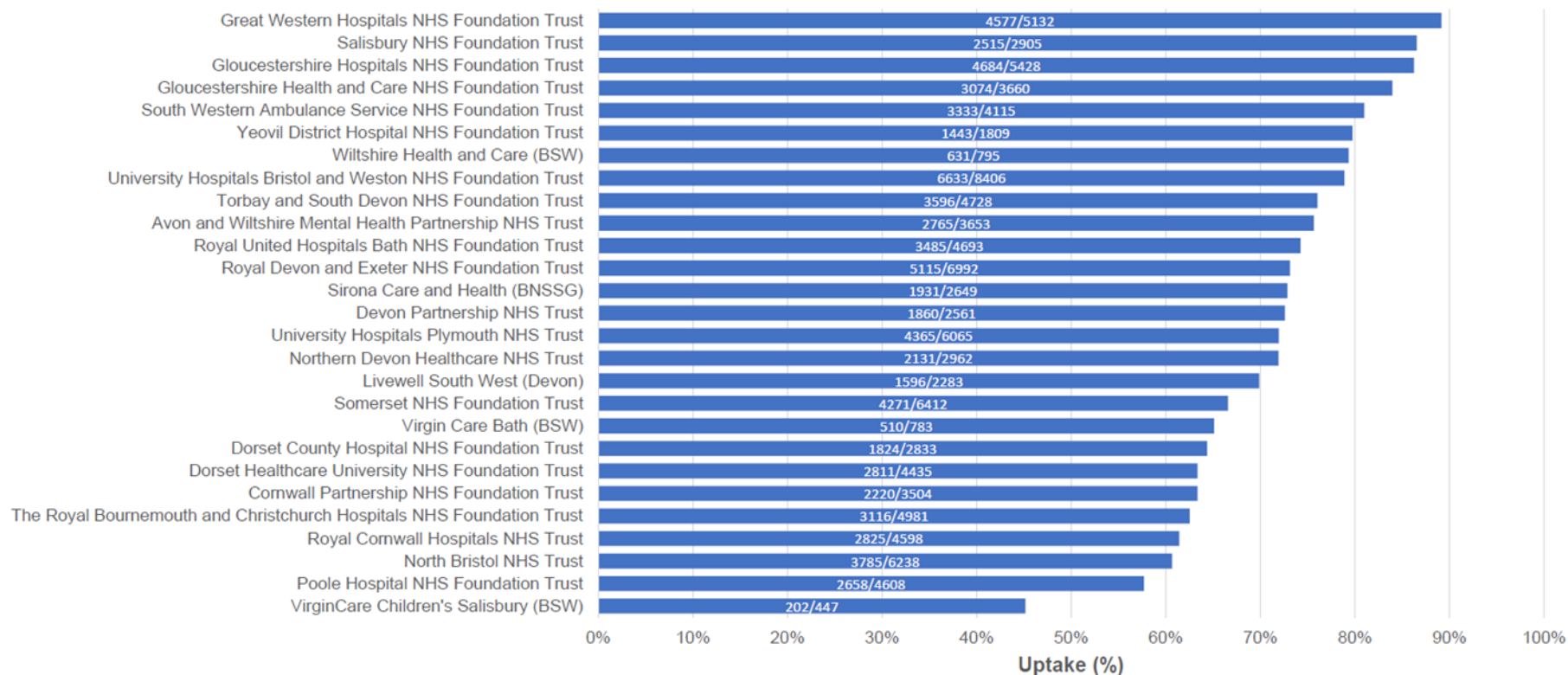
***If you have symptoms, do not use the lateral flow kit - instead, isolate & organise a PCR test ASAP***

# Flu vaccination

- Our ambition is to achieve 100% of our staff protected from flu
- Currently 63.3% of staff are protected
- This is not where we want to be.....



## FHCW Flu Vaccination Uptake (to 4<sup>th</sup> December 2020) Acute Trusts & Community Providers



# Help us to understand why...

Take part in our quick Mentimeter quiz..!

**Your feedback**

Go to [www.menti.com](https://www.menti.com)

# How to get your jab

- Occupational Health staff are now focussing on delivering the Covid 19 staff vaccination programme
- Flu vaccinations are being provided by our incredible team of **peer vaccinators** - now more than 130 strong!
- Lots of options available – including Drop in clinics, 24 hour mobile vaccination schedule and flexible ‘bleep’ service
- Visit the intranet to find out who your nearest peer vaccinator is and how to contact them

## Please do get your flu jab!

- Leave 7 days between receiving the flu vaccination and the first injection of the two-dose Covid-19 vaccine

# COVID Vaccination

- 50 Hospital hubs in England) have now received the Pfizer vaccine
- It is being rolled out nationally to people most at risk, phased programme
- First cohort is over 80s and care home staff and residents
- Dorset are taking a collaborative approach:
  - Dorset County Hospital commenced the vaccination programme on 8<sup>th</sup> December for care home staff
  - 6 designated PCN sites will begin vaccinating from tomorrow (15<sup>th</sup> Dec)
  - UHD is waiting for confirmation – Task & Finish Group in place, clinical space identified in outpatients at RBH and Children's Day Unit at Poole and continuing to rehearse – we are well prepared to stand up
- Pfizer vaccine is a logistical challenge: -80 degree storage; two doses required
- The next cohort will be NHS and social care staff – the order of which will be based on advice from the independent Joint Committee on Vaccination and Immunisation at a national level
- Future vaccines expected to be easier to manage
  - Oxford / AstraZeneca vaccine is going through approval process

**We will share more information with you as it becomes available**  
*In the meantime, please avoid contacting our OH teams with queries as they're unable to provide further information*

# EU Transition

- In light of the current developments in the UK-EU negotiations, as a Trust we have stepped up our plans and preparations for EU transition
- We have been working on this with partners for some time now, but recent developments mean that we must look again at how this might affect our staff and services.
- Our EU transition Task and Finish Group meets regularly and monitors the guidance coming out from the national team
- This group will have more to do in coming weeks to ensure that we meet the national assurance and preparation guidelines, especially regarding:
  - Procurement and supplies
  - Information governance and data security
  - Workforce planning – both for existing staff and recruitment
- Meanwhile, our Board is **very clear about the important contribution made by our EU staff**, and has asked that we once again reiterate our commitment and support during these unsettling times.
- We really value our overseas staff, and very much appreciate all that you do. If you have any concerns or need any help with your settled status applications, please do raise this with your line manager.

# Governor Appointments

- Election results have been received and will be made public shortly
- 17 public governors and 4 staff governors will be elected to our new Council of Governors (CoG)
- The Board and our CoG have a Development Event scheduled for 20<sup>th</sup> January 2021
- The first CoG meeting will be held on 28<sup>th</sup> January 2021



# Tier 3 appointments

- We are working towards consultations to start early in the new year for the main Tier 3 nursing, general management and medical posts reporting directly into the Tier 2 leadership triumvirate roles
- Some corporate areas have already appointed senior leads at Tier 3
- There are a few other specific leadership roles that may progress to consultation earlier
- Factors influencing readiness for start of consultation include:
  - final agreement on the structure required to deliver services,
  - affordability and sign-off of the structures,
  - correct ‘pooling’ of the people impacted and
  - confirming there are no dependencies on other consultations which may affect pools and phasing.
- We are communicating with the groups likely to be impacted by the next consultations and explaining that we are balancing the need to progress the new structures with the operational pressures on our people through winter pressures and Covid
- Please see the updated Frequently asked Questions on *The Future of our Hospitals intranet page menu* – this relates to the merger and organisational change and touches on future service and CSR related change

# UHD transformation

- Our three sites of Bournemouth, Poole and Christchurch hospitals will be transformed over the next five years, with these changes impacting on our staff, patients and visitors who use our hospitals.
- Part of £250 million capital programme
- We have created two videos, narrated by Dr Isabel Smith, that lays out the planned changes across Poole and RBH sites over the period



**Dr Isabel Smith**

Consultant anaesthetist and Medical  
Director for Strategy & Transformation

# Poole Construction

<https://youtu.be/26U-Le71Ois> [1 minute 35 seconds]

- Poole will become our main centre for Planned Care
- Development of new Theatres Complex – 15 theatres on 2 surgical floors
- New Urgent Treatment Centre and Community Hub
- Expansion of Outpatient, Cancer & Diagnostic Services
- Build phase starts early 2021 and completion in 2023



# RBH Construction

<https://youtu.be/b-hXLtcLvlQ> [2 minutes 9 seconds]

- RBH will become our main centre for Emergency Care
- Maternity, Childrens, Emergency & Critical Care Unit (MCEC) – equivalent to
- Ward refurbishments, multi-storey car park extension
- New pathology Hubs
- Upgrades to energy, IT and other infrastructure
- 3 years construction – internal and external finishes 2024



# Christmas – celebrating this year in a different way



- We know that many are disappointed that we cannot celebrate Christmas in the usual way within our hospitals
- However, its really important that we continue to comply with the infection, prevention and control advice, to minimise risk to our patients and each other
- We shall still be celebrating Christmas - albeit in a different way:
  - funds from the NHS Heroes Wellbeing Recognition Fund has been made available from our charities - please speak to your line manager with your ideas as to how this can be used for the benefit of your team
  - all staff can enjoy a voucher for coffee and cake to spend in our restaurants
  - all those working on Christmas Day can have a free cooked breakfast
  - See The Brief for an update on other initiatives taking place across our sites
- Finally, please do send us your thoughts and suggestions as to how we can have a **massive celebration next year**, when we know that the pandemic has finally ended - please email [communications@uhd.nhs.uk](mailto:communications@uhd.nhs.uk) with your thoughts!

**In Closing....**

**We wish you all a truly Merry Christmas,  
and we look forward to a really positive,  
much brighter New Year**

**Here's to 2021!**

# Questions & Answers

**Please use the Q&A bar to submit any questions**

