

# Staff Briefing

## 10<sup>th</sup> February 2021

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

**David Moss**  
Chairman



**Debbie Fleming**  
Chief Executive



# Contents

**Welcome**

**Update on Covid-19**

**Developing our Organisation**

**Estates & Transformation Programme**

**Questions**

# Thank You

Our hospitals have never been so busy – firstly a HUGE thank you to each and every one of you

**#TeamUHD**

- The way you have cared for each other and our patients during this pandemic
- The way you have dealt with problems collectively as one inclusive team
- The way you have remained open & honest
- The way you have constantly looked for ways to improve, despite the unprecedented pressures

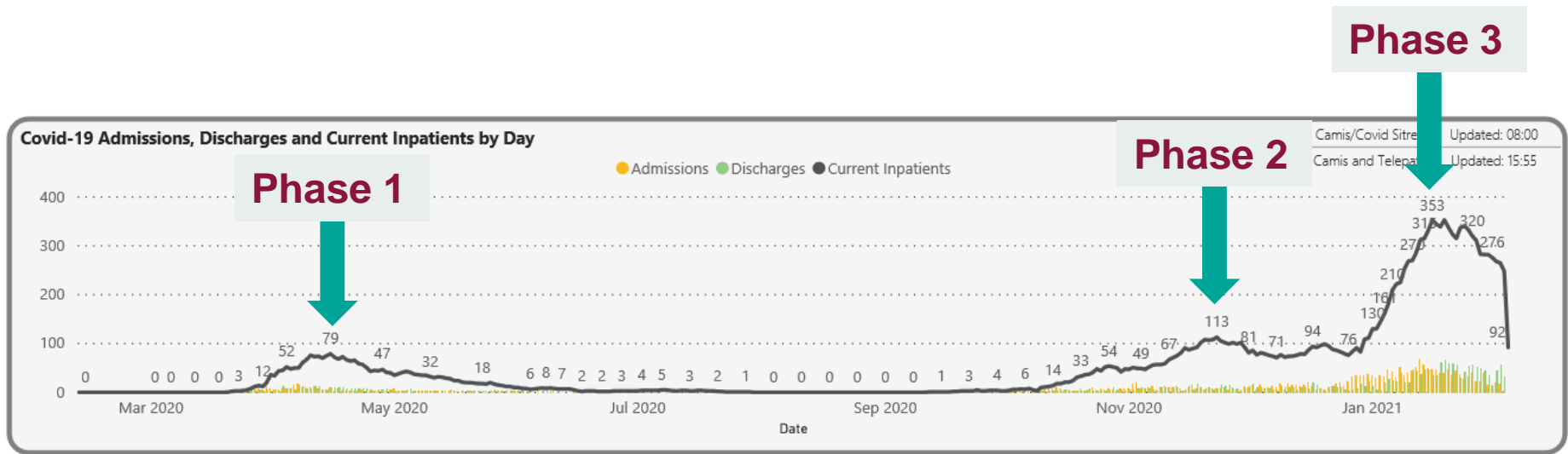


# Thank You

**From me  
From the Chairman  
From our Executives  
From the Trust Board  
From our Governors  
From our patients  
From the public**



# Covid admissions: the scale of our recent challenge



# COVID Trust Position

## Current Position

[Dorset-wide Covid-19 Dashboard](#)

Select all PHT RBCH

Bed state (PHT) @ 07:55 + 32

OPEL 3

Bed state (RBCH) @ 05:00 + 107

OPEL 4

## Inpatients

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

### Positive Cases

Currently admitted  
**187**

Cumulative cases  
**2729**

Cumulative discharges (excl. death)  
**1861**

Cumulative deaths  
**635**

Area	Positive patients
KIM	25
B3T	23
LYT	22
RBOPAU	17
ARNE	16
ICUB	13
RB02	11
RB03	10
RB05	8

### Awaiting Results

**86**

### Negative Cases

**724**

### Inpatients on a Covid-19 pathway

**273**

### Last 24 hours

Admitted yesterday: 14  
Admitted today: 0  
Discharged yesterday: 23  
Discharged today: 2

## Critical Care

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

**Green Zone**

Level 1	Level 2	Level 3	Available beds	Total beds
0	2	3	10	15

**Blue Zone**

Level 1 (Covid)	Level 2 (Covid)	Level 3 (Covid)	Available beds	Total beds
0	6	12	-1	28
Level 1 (non-Covid)	Level 2 (non-Covid)	Level 3 (non-Covid)		
0	1	10		

## Staffing

Poole data: HealthRoster & ESR Updated: 09/02 07:57  
Bournemouth data: HealthRoster & ESR Updated: 09/02 07:57

### Staff absence reason last 30 days



Shielding: 72  
Isolating: 112  
Symptomatic: 169

- ☐ Select all
- ☐ Add Prof Scientific and Technic
- ☐ Additional Clinical Services
- ☐ Administrative and Clerical
- ☐ Allied Health Professionals
- ☐ Estates and Ancillary
- ☐ Healthcare Scientists
- ☐ Medical and Dental
- ☐ Nursing and Midwifery Registered
- ☐ Students

# Vaccination Programme

- **A huge success** – the vast majority of staff vaccinated
- A huge thank you to those who supported this programme
- We are administering the vaccine in line with national guidance to the JCVI priority groups
- Now that internal demand has reduced we have scaled back to one site only (RBH) until we are ready to begin the 2<sup>nd</sup> dose
- All UHD vaccine work to be paused from 13 February
- Arrangements are being made for staff who have not been able to access their first dose at UHD to access the large vaccination centre at the BIC
- Second doses will be given 10-12 weeks after the first – more information will follow
- We are developing plans to be able to administer the AstraZeneca vaccine to our inpatients

# Current Hot Topics



# Infection Prevention & Control

- Getting the basics of infection control right sounds easy...
- ...but with so many pulls on our time and attention, it's hard to do consistently

**REFRESH** is a new campaign that focuses on the essentials, and what really matters to our patients and colleagues



# Current Hot Topics

- Infection prevention and control
- Provision of PPE
- Staffing levels
- Oxygen levels

Do keep sharing your concerns – and be confident they receive attention

We will continue to maintain relevant, accurate communications

**Please be assured there are robust risk management processes in place across the Trust, underpinned by an open reporting culture**

# Freedom to Speak Up

## We believe in being Open and Honest and free to Speak Up

Speaking up is about raising concerns about when:

- **things go wrong**
- If we think something **might go wrong**,
- **when things are good**, but could be even better



**FTSU Guardian:** Helen Martin

**Ambassadors:** Catherine Bishop, Monica Chigborogu, Jillian Ireland, Declan McConville, Dr David Morgan, Sally Papworth, Hazel Rodriguez, Dr Anjee Shah, Dr Carly Slinger, Tara Vachell, Sue Whitney

Speak up to your line manager or for confidential advice contact the FTSU team who can listen, provide impartial advice or signpost you to the expert

**Contact:** [Freedomtospeakup@uhd.nhs.uk](mailto:Freedomtospeakup@uhd.nhs.uk)

**Tel:** 0300 019 4220

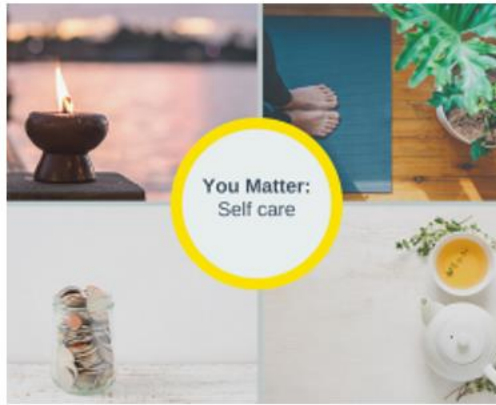
Maintain an open, positive culture where staff feel confident to raise concerns

# Light at the end of the tunnel...

- Infection rates are coming down – nationally and locally
- The roll out of the vaccine has been truly impressive
  - 12 million vaccinated nationally
  - Vast majority of UHD staff
  - Will lead to a significant reduction in pressure on the NHS
- We are beginning to think about recovery recognising that this means different things to different people
  - some teams/individuals need “time out”
  - some teams/individuals just want to get back to doing the work they love
  - for some, work in itself is healing
- We all want to get back to enjoying our work
  - enjoying a good day on the wards
  - enjoying a good day in each department
  - again going home feeling that we have done a good job,
- We are beginning to get excited again about developing our organisation and taking forwards our transformation agenda

# Staff Wellbeing – You Matter!

- Constantly developing and reviewing our offer throughout the pandemic
- Mixture of both internal UHD support and access to external agencies



## Emotional and Mental Health Support:

- Psychological support to individuals and teams
- 3 counsellors
- 40 hours of counselling per week
- Self or management referral to OH

## Tools and Resources:

- Available on intranet and wellbeing hubs
- Focused on self care and team support
- Links to national offers and useful Apps

- **Safe Spaces** available on RBH & Poole sites
- **Rest Areas** for safe meal breaks
- **Water and Snacks** provided into 6 COVID wards and ICU
- **Charity Fund Pot** to support teams

# **Developing our organisation**



**Chief Executive**  
**Debbie Fleming**



**Chief Medical Officer**  
**Alyson O'Donnell**

- Medical – Responsible Officer, Governance, Risk & Safety
- Medical Examiners
- Clinical Claims and Inquests (inc. Learning from Deaths)
- Caldicott Guardian



**Chief Nursing Officer**  
*Deputy Chief Executive*  
**Paula Shobbrook**

- Quality, Governance & Risk (inc Clinical Audit & Effectiveness – CQC, Health & Safety)
- Patient Experience (inc Chaplaincy, Complaints, PALS & Volunteers)
- Clinical Practice Infection Control
- Safeguarding Adults & Children



**Chief Finance Officer**  
**Pete Papworth**

- Finance
- Commercial Services
- Business Intelligence



**Chief Strategy & Transformation Officer**  
**Richard Renaut**

- Estates (inc Clinical Engineering)
- Strategy & Transformation
- Quality & Improvement



**Chief People Officer**  
**Karen Allman**

- HR Operations / HR Strategy
- Organisational Development
- Education & Training
- Workforce Development, Strategy & Planning
- Occupational Health
- Communications



**Chief Operating Officer**  
**Mark Mould**

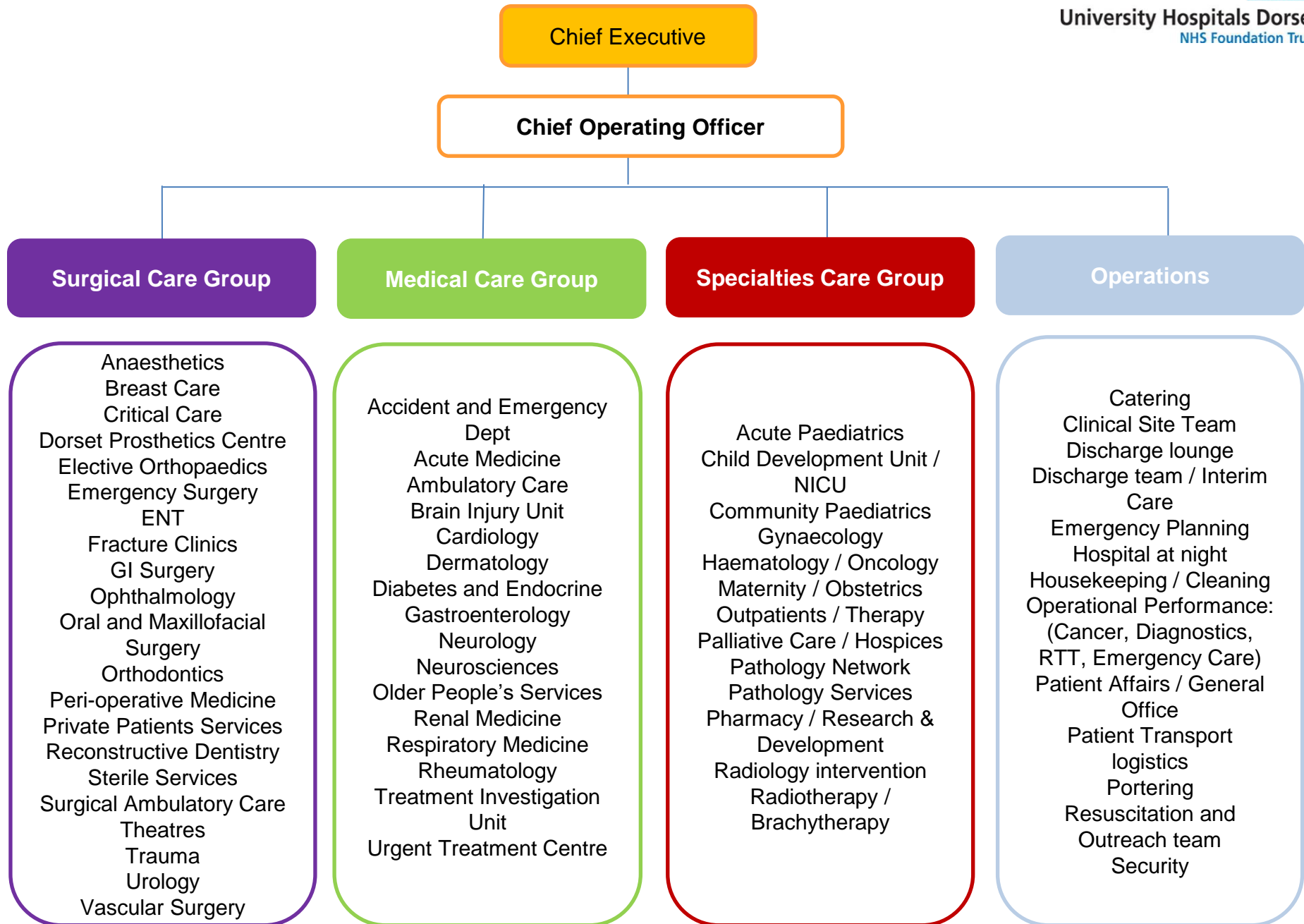
- Operations
- Surgical Care Group
- Medical Care Group
- Specialties Care Group
- Emergency Planning & Response



**Chief Information & IT Officer**  
**Peter Gill**

- IT / Telecoms
- Health Records
- Information Governance







# Appointment of Deputy Chief Executive

**Professor Paula Shobbrook, our chief nursing officer has also taken on the role of deputy chief executive for UHD**

- Paula joined RBCH as director of nursing and midwifery in 2011, having previously been director of nursing at Winchester Hospital where she worked for 10 years
- She was appointed as deputy chief executive at RBCH in 2014
- We are all pleased to be continuing to work together within our new executive structure, which has been designed to meet the needs of our new much larger organisation



# Moving on with Tier 3 appointments

- Consultations to start the final week of February for the main Tier 3 nursing, general management and medical posts reporting directly into the Tier 2 leadership triumvirate roles
- We will be communicating full details with the relevant colleagues

# Established the Council of Governors

## Bournemouth



Judith Adda



Keith Mitchell



Sharon Collett



Marjorie Houghton



Sue Parsons



Diane Smelt

## Poole & rest of Dorset



Robert Bufton



Christine Cooney



Patricia Scott



Andrew McLeod



David Triplow



Michele Whitehurst

## Christchurch, East Dorset & rest of England



Richard Allen



Carole Light



Chris Archibold



Robin Sadler



Sandy Wilson

## Staff Governors



Marie Cleary



Cameron Ingram



Marcus Pettit



Kani Trehorn

## Appointed Governors



David Richardson



Stephen Tee



Beryl Ezzard



Paul Hilliard



Connor Morton

# Launch of Trust Values – w/c 22 Feb

**We are**  
**#TeamUHD**

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



**University Hospitals Dorset  
NHS Charity**

Registered Charity No. 1057366

- Following the trust's charity fundraising committee earlier this week, our two charities – Poole Hospital Charity and Bournemouth Hospital Charity - are set to come together to create a new charity, to be named, **University Hospitals Dorset NHS Charity**
- The newly formed charity will be officially launched on 1 April 2021 but retains the same commitment – to fund care and provisions above and beyond what the NHS can offer
- Its new logo creates a fresh, distinctive strong 'parent brand' for the successor charity as well as refreshed logo for Bournemouth Hospital Charity, Poole Hospital Charity and Christchurch Hospital Charity as part of the charity family
- It will continue to support all areas of UHD's work, with supporters still being able to donate to a ward, department, or hospital of their choice
- Watch out for a communications and engagement campaign to follow, giving more information on the change, as well as addressing any concerns of staff, donor and wider public

# **Estates & Transformation Programme**

## **How are sites are changing**

# Questions & Answers

Please use the Q&A bar to submit any questions

