

Staff Briefing: 17.11.21

Q&As from the chat bar

How are you going to recruit more staff?

The good news is that people want to come and work at UHD. We have internationally recruited nurses (200 arriving before the end of January 2022), with more expected during the year as well as nurse apprentices (working with our Dorset ICS partners) together with developing new roles such as nursing associates.

We are also looking at our processes and use of social media to encourage people to join us. There is an unrelenting focus to make sure that we can support all of our staff in the best way that we can, focusing on the retention of our current staff. We are also making it easier of our staff to stay on in a part-time role if they are considering retirement.

How are you going to staff Think Big at Beales?

The 'Think Big' project is all about doing things differently. We are already funded for additional appointments and in the creative use of technology. We've also engaged with the volunteer sector to make sure patients are received and supported in the appropriate way. A good example is how dermatology team are currently constrained, to maximise the number of patients being seen we will have tailor made facilities at Beales to provide a better experience for our staff and patients, seeing more patients with the existing workforce.

Lots of 'new' nurses coming, but how are you going to retain your experienced staff? It is only fair to patients and junior staff to try to retain some experience.

We appreciate the dedication and tireless work of our staff and are fully aware that new staff members joining puts pressure on our teams to ensure that our joiners have a brilliant environment to learn in. We are working with our medical teams to put 'wraparound' support measures in place as well as accessing support from our university partner. We are aware that getting the right workforce at UHD is not just about the number of people we bring in but keeping and rewarding the team we have.

Currently we have a band 6 down who has been off with long term sickness. We are covering her job but getting increasingly tired. Line manager says we can't get anyone else in.. why?

We have a brilliant staff bank but are aware that we must get substantive roles in place. If any staff member has concerns, please speak to your matron, line manager or HR representative so that we can work out how to handle safe staffing across your team.

Will the mandatory vaccine make staffing issues worse? how will you encourage staff to have the vaccine?

It is encouraging to note that since the vaccine was first made available, staff within UHD have been proactive in coming forwards for the jab (nearly 90% now). Nevertheless, with such high rates of infection in the community, we continue to advise staff, especially front-line staff, to get vaccinated. There are precedents for this, such as MMR and Hepatitis B, but if people have worries about getting the vaccine, please discuss this with your line manager

or infection control team. For details on how you can have your Covid-19 booster, or arrange your first or second vaccination dose, click [here](#)

Occupational health is taking much longer for our new team members. Can this be quicker?

The OH team has been under extreme pressure with the additional workload, and this has led to longer waits for appointments - it has been agreed to enhance and supplement the staffing in this area to support the delivery of the service.

Will staff be able to decorate for Christmas this year it was a knock to staff morale last year

We're pleased to be able to relax some of the infection, prevention and control restrictions that were in place during last year's festive season and have recently sent out guidance on this (click [here](#) for details). While Covid-19 has not gone away and remains a real threat, our aim is to strike a balance between ensuring staff, patients and visitors can enter the festive spirit whilst doing so safely.

Will #thankyou be coming back?

Staff have said how important a simple 'thank you' is to them - it makes a real difference – and we currently in the process of designing a new UHD staff recognition plan. Our culture champions have been involved in designing this new reward and recognition approach for UHD which we plan to launch early in the new year.

Re. staff survey some of us have not received them yet via email or physical letter.

We encourage everyone to take part in this national survey. The email providing access to the staff survey comes externally via Quality Health so staff should check their spam mailbox if they think it hasn't arrived. If not, please contact organisational.development@uhd.nhs.uk and they will help access the survey.

Will there be a better way for patients/visitors in hospital to wear masks - I am seeing so many people not wear masks around the hospital staff, and patients included. Will there be better measures put in place in the future?

In line with NHS guidance, we continue to ask staff and visitors to wear face coverings to help protect themselves, our patients, and our colleagues. Social distancing and visitor restrictions also remain in place for the time being. The communications team continue to support the infection control team with posters, screensavers and regular updates on the trust's website and intranet.

Are you worried about supplies over the winter with Brexit and truck driver shortage etc?

We continue to monitor the impact on Brexit across the trust, dealing with any supply chain challenges as they arise by sourcing alternative products as well as looking for other solutions. We work closely with suppliers, NHS centrally and local partners in Dorset to ensure we minimise the pressures on the healthcare supply chain.

Will free parking continue to be provided?

The offer of free parking part of national guidance and UHD is committed to keeping this as long as possible (currently planned until end of March '22) and we will give as much notice as we can before reintroducing charges. We also encourage sustainable travel and have invested in staff cycle parking as well as facilities such as showers and lockers.

Will there ever be a shuttle bus between Poole and RBH - cross site working is not easy.

As part of the plans to transform our hospitals the aim is to minimise staff travel between sites wherever possible. For the occasions when there is a requirement to work across sites we are making substantial provision for either a dedicated cross-site bus service or discounted travel cards for existing bus services. We want to work with staff to get this right and will be working with colleagues to consider all options open to us.

Will WHSmith be coming back to the RBH site?

Due to the major transformation work on the RBH site the WH Smith's that was based in the atrium closed in July 2021. The plans are for it to be reinstated as part of The BEACH Building main entrance when it opens in 2024. In the meantime, the facilities team are considering interim options, including 'pop-up shop' if this is supported by our staff and patients.

Will we have a bagpiper at all our events from now?

We were delighted that following the tradition of Sir Robert McAlpine, one of our main contractors, a bagpipe player led guests to the official ground breaking ceremony for The BEACH Building recently. We hope to see the bagpiper again as we 'top-out' (reach the highest point of works) on the completion of the new buildings across our hospital sites.

How far behind schedule are the building works at Poole? According to the original plans the entire steel framework and exteriors should have been in place by now but they are only up to ground floor level steel framework. Could this put everything back/cause delays down the line?

Work on the Poole theatres development had to be temporarily paused earlier this year because of asbestos being discovered in the demolition of the existing building. We have now resolved all of these issues and we are on track with our revised plan - with the building frame due to be completed at the end of Jan/early February '22.

I gave up my parking permit as I have been working from home but I now have to be onsite at Poole one day a week. I park in the car park and always get charged for doing this, is the free parking only for staff with a permit.

The commitment from the trust was to take on free parking in a planned and organised way and as such was to refund staff their existing permit charges and for those staff who would have paid to come to site during Covid to be refunded. Unfortunately, those that do not have a permit do have to pay a nominal rate as day visitors.

As you are aware that the flagpole on the Poole site is by a busy main road, Can we commit to having it moved to a quieter location in place for next years' service or any other remembrance services we may need to lead so that staff can pay honour in a more tranquil location

We can confirm our commitment to move the flagpole at Poole in a place that staff are happy with and work with our site transformation plans.

Where do the answers to questions taken away from Joint Staff Briefing get answered? Questions about Data Opt Out etc. - can there be an intranet page where outstanding questions are answered?

As many questions as possible raised at our regular staff briefings are answered during the session, with the film available to all staff through the staff intranet. To make sure that there is a record of the discussions, and to pick up any unanswered questions, a Q&As file will also be published on the staff intranet.

The national data opt-out (NDOO) allows patients to choose if they do not want their confidential information to be used for certain purposes beyond their individual care and treatment – for example for research, planning and some national audits. All NHS Trusts must comply with this standard by 31st March 2022.

The Trust has produced some general guidance on the impact of the NDOO, which can be found here: [National Data Opt Out FAQs September 2021 v2.pdf \(poole.nhs.uk\)](#). For specific Clinical Audit guidance on NDOO, please visit <https://intranet.poole.nhs.uk/index.php/clinical-audit/services/national-data-opt-out>