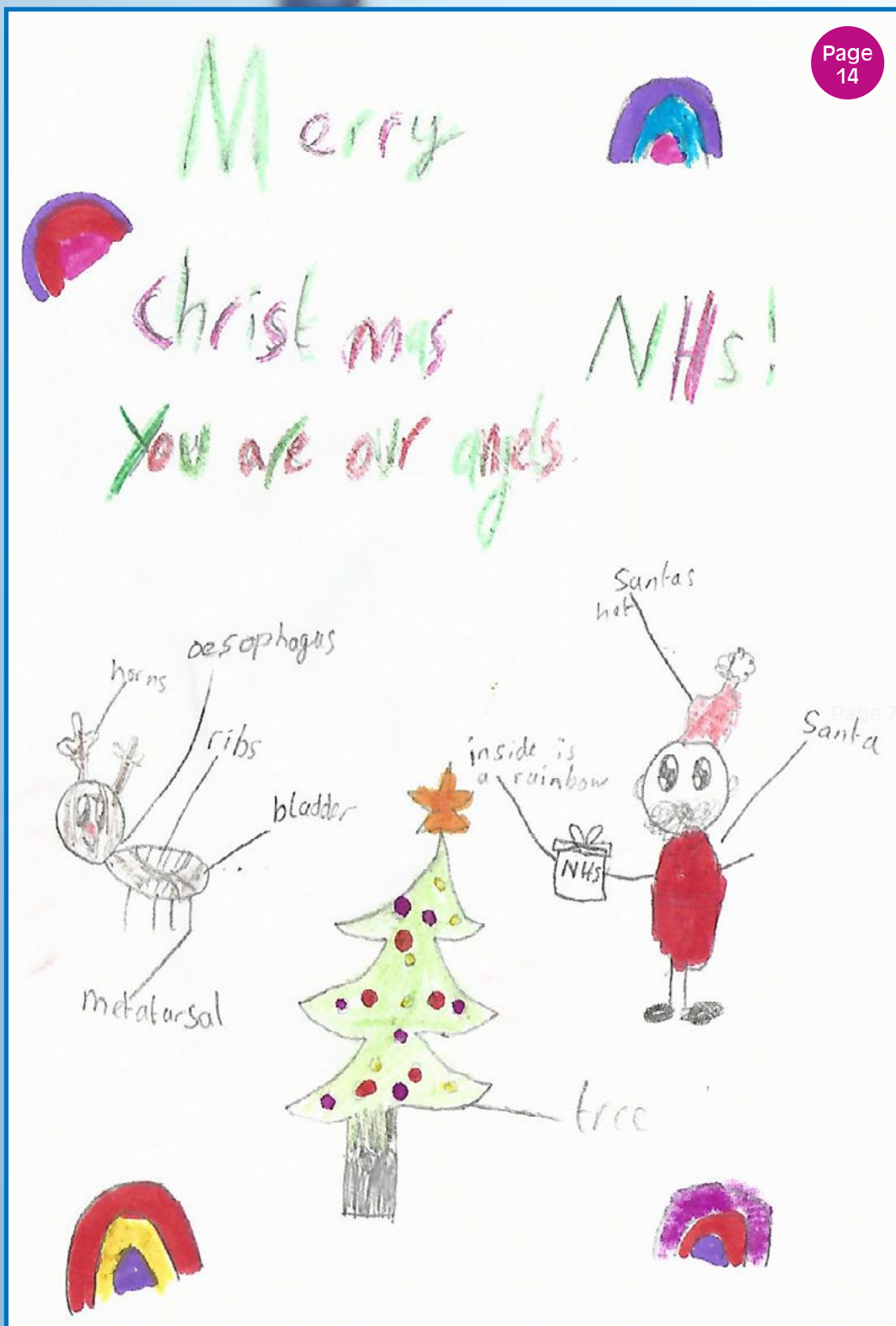


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Our University Hospitals Dorset

Well here we are in December, at the end of a year we shall certainly never forget! So much has been sent to challenge us this year, both personally and professionally, but in stepping up in response, there is so much to be proud of. We started the year as two separate organisations and we end it as one - united as University Hospitals Dorset, supporting each other to meet the challenges that come our way so we can do the very best for our patients.

This unity and sense of achievement is evident in the way we are managing the second wave of Covid-19. The numbers admitted have been higher than they were in March, and the same applies to our staff absence rate. But we have been able to carry out so many more tests this time round, thanks to our fantastic laboratory staff and swabbing teams, and we have learned so much about how to treat those infected with this virus.



As such, we have been able to achieve far better outcomes for our patients. Meanwhile, in conjunction with our partners, we have coped well with all the emergency work across Poole and RBH, while at the same time, treating more patients requiring planned care. Everyone has been working so hard, and I cannot thank you enough for your commitment, professionalism and dedicated service.

The pace of change is really fast with Covid, but it's great now to be able to focus on the positive things ahead of us - for example, the introduction of asymptomatic staff testing and of course, the roll-out of the vaccine. The lateral flow self-testing for staff is going to make such a difference within the trust in helping us to reduce the spread of Covid-19. You can find out more on the Covid pages of our intranet. Please do take part in this regular testing - for the sake of your patients, your colleagues and indeed for your families. And thanks so much to the dedicated teams who have pulled this together so quickly!

The news about the vaccine is perhaps the best Christmas present we could ever have possibly wished for. Isn't it wonderful to know there really is a light at the end of the tunnel? The mass vaccine plans are well underway within Dorset and we expect to start rolling this out imminently. Thanks to everyone who has played a part in developing these plans, and a huge thank you to all those who have come forward already to help.

Meanwhile, I know many of us are disappointed that we cannot celebrate Christmas in the usual way within our hospitals. However, it really is so important we continue to comply with the infection, prevention and control advice, so we minimise the risk to our patients and each other. We shall still be celebrating Christmas - albeit in a different way - and you can read all about this on page 14. 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.

As you will know, the Bournemouth, Christchurch and Poole areas moved into Tier 2 restrictions last week, which is the second most serious level, and means we are on 'high alert'. It's vital that as well as following the strict infection prevention and control measures that apply within our hospitals, we adhere to the restrictions that apply to us as residents. In this way, we can all play our part in reducing the rate of infection in the community.

Managing the pandemic on top of the usual winter pressures is a challenge to say the least. Our clinicians and senior leaders have been working tirelessly to create additional bed capacity and find ways of maintaining hospital activity - despite the various restrictions that have to be managed. It is evident that everyone is working really hard to do very best for their patients, in the midst of these difficult times.

I fully recognise the enormous emotional and physical burden that this places on individual members of staff, and indeed, on all our teams. Once again, I would



encourage you to familiarise yourself with our enhanced wellbeing service, and to make good use of the safe spaces and the rest areas that have now been put in place.



While Covid and the winter pressures are occupying so much of our time, it's wonderful to see the transformation work across our sites progressing so well. You can read more about this on page 10. I was particularly pleased to see the Dolphin Restaurant at Poole reopen this month after a £250,000 refurbishment, and I would like to take this opportunity

to express a big thank you to Poole Hospital Charity, their donors and supporters for making these improvements possible. Indeed, we should give a huge vote of thanks to all our charities for their tireless work over the past year, in support of our patients and our services.

Looking ahead to 2021, there is so much to look forward to. In January, we shall be getting to know our new Council of Governors, as we continue to take forward the development of our organisation. Throughout the year, we shall see significant progress with our transformation and capital programme. Most importantly, as time moves on, we will eventually see the end of this pandemic.

In closing, I'd like to say once again how very proud I am of all of you, and to thank you for all you are doing. I know this winter is going to be challenging, so let's be kind to one another, look out for one another - and know we will get through this together.

I wish you all a very Merry Christmas.

Debbie Fleming, chief executive

ASPIRE - a simple guide to help you talk about discharge

Our discharge teams have created a useful guide to help staff talk to patients and their families about discharge. Using the acronym ASPIRE (Acknowledge, Safety, Preparation, Include, Reassure, Escalate) this advice will help to guide conversations so there is a consistency of language used. You can access the campaign poster via the discharge section on the intranets.



University Hospitals Dorset
NHS Foundation Trust

Supporting our patients and staff in extraordinary times

- 1 The safety and care of all our patients and staff is our primary concern.
- 2 There is a very real risk of contracting Covid-19 in hospital. The risks of remaining in hospital when you no longer need hospital-based care are greater than the risks of being at home, even if you have continuing or complex support needs.
- 3 University Hospitals Dorset is supporting all our staff in the actions they take to help patients leave hospital at the earliest possible opportunity.

Acknowledge their fears or concerns about leaving hospital. 

Safety of our patients is our priority; the risk of contracting Covid-19 will be lower at home than in hospital. 

Preparation for discharge should begin from admission. Give them the national *Hospital Discharge Information leaflets*, and review daily whether they meet the *Criteria to Reside*. 

Include them in conversations about formal and informal support that may be possible, and explain that we must pursue the first available option. Consider *Alternatives to Increase Independence*. 

Reassure them that useful contact details will be given on discharge. 

Escalate to your senior or clinical discharge lead if concerned. 

Covid self-testing using a lateral flow device



NHS staff who are asymptomatic are being asked to self-test for Covid-19 as part of the government's response to the pandemic. In this phase of Covid we have seen an increase in the number of staff and patients who are positive for coronavirus and are not displaying symptoms but are able to pass it on to others who may then become seriously ill.

We are distributing Covid home testing kits to all staff at UHD using a staggered approach, starting with those working in blue (Covid) areas and staff who frequently move between wards and departments, for example our clinical site teams who have already piloted the system.

Your line manager will be contacted and you will each initially receive a 12-week supply of testing kits. You will still need to wear PPE and will be asked to self test even when we start to roll out the vaccine.

Please note: If you have any symptoms of Covid-19, please make sure you self isolate and arrange a PCR swab from our swabbing team.

Our Covid intranet pages have been updated with all the key information you need, including a video of how to do a swab, a picture guide to swabbing, FAQs and roles and responsibilities for this project. Just [click here](#).

Recording my results

NHS
University Hospitals Dorset
NHS Foundation Trust

Record your test result

Only use this test if you ARE NOT showing symptoms
This is a test for asymptomatic use only. If you have symptoms please contact your line manager and follow the Trust policy for this, do not use this kit for symptomatic testing

If you have used this service before, enter your token

[Record my test results](#)

[Register \(I am a new user\)](#)

We have set up a dedicated web portal for you to record your results. This can be accessed at mytest.uhd.nhs.uk so you can record the results using your phone. The portal is secure and has been approved by our data protection teams. Your results will be reported daily to Public Health England.

Anyone testing positive on the home device will need to self-isolate immediately and get a follow-up test with our swabbing team.

Donate convalescent plasma

NHS Blood and Transplant (NHSBT) is leading a major programme to collect convalescent plasma as a potential treatment for Covid-19 and urgently needs more people to donate.

The priority is males who have been hospitalised due to a tendency to have high antibodies.

If you've had a confirmed case of Covid-19 or the symptoms, please volunteer to donate plasma by calling **0300 123 23 23**, or by providing your details at www.nhsbt.nhs.uk.

There are 23 donor centres around the country, and a number of pop-up donor centres. Donation takes about 45 minutes.



You matter

Wellbeing and emotional support

We are all facing unique pressures while working through Covid. Whether you work in a clinical or non-clinical setting, life has become a more difficult.

We recognise the impact this may have on you, your family and colleagues and in response the organisational development team has put package of support in place to help you.

This includes help with your **emotional and mental health** and **practical tips** to help care for your general wellbeing and that of your colleagues. It includes **team leader development offers and individual team interventions**, as well as giving information on where you can access new temporary **safe spaces and rest areas**. Please note, safe spaces are a quiet area for

decompression and reflection, while rest areas are a space for breaks and lunches.

You can access all this information and more on our **You Matter: wellbeing and emotional support** pages on the intranet and website.

Find out more

If you have any questions about how to help your own wellbeing or others, please contact the OD team:

- organisational.development@uhd.nhs.uk
- ext. 8674 (Poole) or ext. 4438 (RBCH)
- follow us on Twitter for updates: @od_uhd_nhs

Tier 2 - what it means

Bournemouth, Christchurch and Poole are now under Tier 2 restrictions, which means 'high alert' and is the second most serious level. Tier 2 measures include:

- not socialising indoors with anyone who isn't in your household or support bubble - this includes private homes and indoor venues like pubs and restaurants
- socialising in a group of up to six people outdoors while maintaining social distancing
- pubs and bars only operating as restaurants, while venues only serving alcohol with substantial meals.

[Click here](#) to read the Government guidance about what Tier 2 restrictions mean for you. As healthcare staff, let's all do our bit to help reduce the spread of coronavirus.

HM Government

CORONAVIRUS TIER 2 HIGH ALERT

YOU MUST:

- ▶ Not mix with other households indoors
- ▶ Only meet people outdoors in groups of up to six
- ▶ Work from home if possible
- ▶ Reduce the number of journeys you make

For further details, go to gov.uk/coronavirus

STAY ALERT CONTROL THE VIRUS SAVE LIVES

Covid-19 vaccine

News of the Covid vaccine is clearly extremely welcome news, and I know that many of you will be eager to hear more information on the roll-out of the vaccination programme, including when and how staff will be vaccinated.

The Covid-19 vaccination programme is complex and involves a range of national bodies including the NHS, the Government, Public Health England and others.

As you may imagine ensuring that information about this programme is accurate, as well as up-to-date, has to be the highest priority. We are expecting further information about the programme very soon, and we will bring you as much information as we can when we have it.

Peter Gill,
chief informatics and IT officer

NHS

VACCINE APPROVED

- ✓ Safe
- ✓ Effective

Vaccines are only made available to the public after meeting strict safety and effectiveness criteria

HM Government

KEY FACTS ON VACCINES

Immunisation currently prevents **2-3 million deaths** every year from diseases like diphtheria, tetanus, pertussis, influenza and measles.

SAFE -
EFFECTIVE -
IMPORTANT -



Support for our EU colleagues

“We really value our EU staff. As the UK approaches the date when we are scheduled to leave the EU, we would like to reaffirm our commitment to each and every one of you and reiterate how much we value your contribution across all areas of our hospitals during this exceptional year.”

Those are words from chief executive Debbie Fleming this week in an email to all staff, giving support and thanks to our EU colleagues.

Here’s how you can get support if you’re an EU colleague. You can also support your EU colleagues as a peer, team mate or manager, by signposting them to this information.

- You can [apply to the EU Settlement Scheme](#) if you meet the criteria. The closing date is 30 June 2021.

Across all our hospitals:

- It is free to apply now for the EU Settlement Scheme. Our community partners, [Dorset Race Equality Council](#) can help with applications as can a local team at [Citizens Advice](#).

- Support from our HR teams: **Kelly Taylor** (ext. 8674, kelly.taylor1@uhd.nhs.uk), and **Caroline Gibbs** (ext. 5620 caroline.gibbs@uhd.nhs.uk)
- The European Staff Network can offer further support. Email them at European.Network@uhd.nhs.uk or go to the Equality, Diversity and Inclusion pages on the intranet.
- You can also speak to our Freedom to Speak Up guardian and ambassadors, email: freedomtospeakup@uhd.nhs.uk
- The chaplaincy team can also provide a confidential listening ear. You can find them at
 - Poole chapel, first floor, management offices
 - RBH chapel: first floor, trust management offices
 - Christchurch chapel: located in the corridor between pathology and the Macmillan ward
- If you or any of your colleagues are experiencing any inappropriate comments or behaviours, please do report these immediately. You can do this either with your line manager, your HR department or through the LERN system at RBCH or the Datix system at Poole.



EU Network

Spotlight on: Wellbeing in the Cardiology Directorate



Jo Blackwell



Cheryl Richardson

“It feels different this time round. The support from the community has died down a bit and the whole focus at the hospital has changed too; at the same we’re being challenged on performance.”

“We’re seeing that pressure and exhaustion at times leaking out into behaviours that aren’t helpful, and that’s having an impact on wellbeing and peoples’ ability to work well”, so says Jo Blackwell, cardiology directorate manager at UHD, when asked how her teams were reacting to the second wave of the pandemic.

So what is the directorate doing to try and change things and create a positive culture that benefits wellbeing and, ultimately, patient care? *The Brief* sat down with Jo and cardiology service manager and wellbeing champion, Cheryl Richardson, to find out their top tips and ideas.

“Challenge unhelpful behaviours”

Jo: *“Over assertive, negative behaviours can be really unhelpful. People are here, they’re working hard, they’re committed. We don’t have to bash people. We need to refocus on being kind. We need to challenge the behaviours - by not challenging, we’re accepting it.”*

“Encourage civility”

Cheryl: *“To help encourage the right behaviours, we have tried to bring in the Civility Saves Lives campaign, which shows that being uncivil to staff has a real impact on staff wellbeing and patient safety. I don’t think kindness can be learnt, but being civil is a basic right and people should not be rude to each other.”*

“Focus on what’s important”

Jo: *“In our appraisals we have tried to focus on listening to our staff and how they were feeling and how we could support them, rather than ambitious and challenging objectives. I’m really pleased to say that this year Cardiology’s appraisal compliance is about 94% at last check.”*

Cheryl: *“We also have our weekly Big Hearts In Cardiology campaign - we take nominations and in our Tuesday meeting we read them out and give the winner the mug, take a photo and it goes on the Big Heart wall, which is now full of happy photos of our staff.”*

Jo: *“It reinforces the message that of all the good achievements - it’s the achievement of being kind, caring and compassionate that we value most. It’s not about achieving 100% in performance during these tough times, it’s about being compassionate.”*

“Give opportunities for staff to voice how they’re feeling”

Jo: *“In our weekly directorate meetings and monthly care group wellbeing meetings, we try to make sure staff have the opportunity to voice how they are feeling and what support they may need.”*

“Signpost staff to the right support”

Cheryl: *“We have made multiple recommendations to occupational health and accessing clinical psychologist support, particularly the staff we sent to ITU. They had a tough time and needed a lot of support. We’ve also got a lot of support from the organisational development team.”*

“Say thank you and value everyone’s contribution”

Jo: *“Thanking people for their contribution isn’t hard. It can be as easy as saying it face to face or an email, but we’ve tried to think a bit differently.”*

“Our admin staff were not in a great place this summer, so we arranged a socially distanced Cake by the Lake for them. It cost us £5pp and it really made a difference.”

“We also wrote thank you letters to each of the teams, appreciating their contribution. We also sent letters to children of parents thanking them for keeping safe and understanding their parents were doing a really good job. It was so nice, one of the best things I have ever done. I have all these videos of children reading the letters and their mums crying. It was so good and really meant a lot to people.”

“Be welcoming and inclusive with every member of your team”

Jo: *“Porters, consultants, cleaners and physiotherapists - they are all a critical part of our team. We need to recognise and value everyone.”*

Cheryl: *“Last week we had Minnie from the BAME staff network come in to talk to us about unconscious bias. We may not feel we’re being rude to someone, but because English might not be their first language they may not get the humour, so we’re not including them and creating a barrier, we need to be more emotionally aware.”*

“Have wellbeing champions”

Cheryl: *“We have wellbeing champions from different departments, from therapy teams, from AMU and ED and older peoples’ medicine, we just talk about what we’d like to do, what we may need, ideas that other units have had. They really make a difference.”*

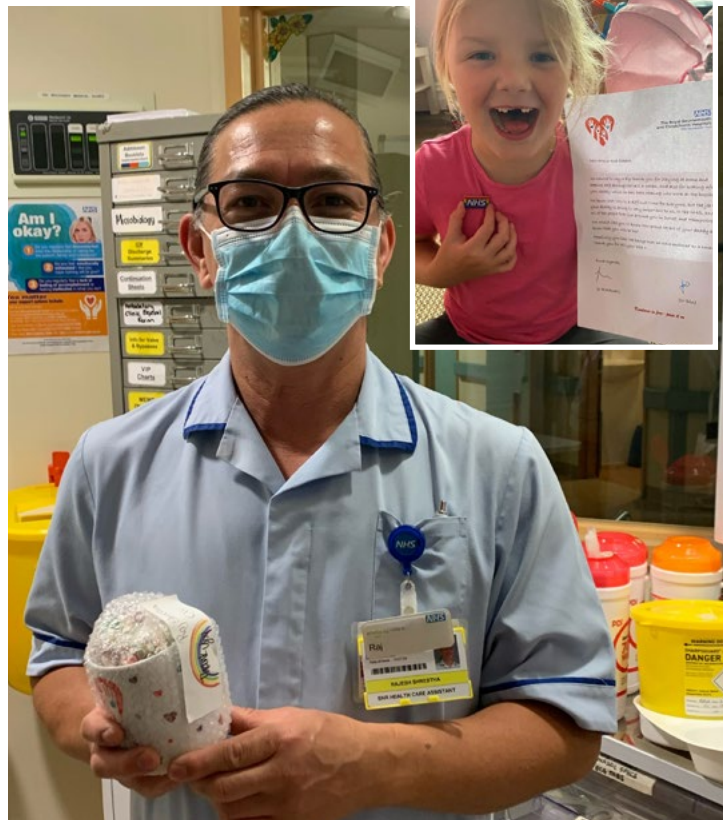
“Know what’s in your control”

Cheryl: *“At times it can feel like we’re fighting fires. A bit like ‘whack a mole’ - every time you hit one another one pops up.”*

Jo: *“But it’s important to realise what’s in and out of our influence. We can’t control patient numbers for example, but we can control how we treat each other. The end is in sight and there is support if we need it.”*

“Kindness is free - pass it on”

Cheryl: *“The majority of the time we have great times, but we’re just tired. In all of this, we can be kind to each other and if we’re kind to each other we can get through anything.”*



Would you like to take part in our wellbeing advent calendar?

Self-care and looking out for our colleagues has never been more important this year. If you’d like to lift your team’s spirits or that of #TeamUHD in general, by giving thanks or some positive words of reassurance, please get in touch! Just send a photo or video of you or your team or network (in landscape if possible) with a message to julia.bullas@uhd.nhs.uk. You can follow the latest advent calendar openings on our Twitter page @UHD_NHS with the hashtag #TisTheSeasonToCare.

Education and training update

As we continue to progress with the ongoing work to merge our education and training processes, please note:

- Resus level 1 training should be completed annually for all non-clinical staff - a new line will appear on the VLE, please complete as soon as you can.
- We'll be making changes to mandatory training so it is fit for purpose across UHD.
- We will have an aligned trust induction to reflect the whole of UHD from January.

BEAT VLE launching at Poole

The BEAT VLE system, also known as the 'Green Brain', will be launching at Poole Hospital on 4 January 2021. This system will allow all staff to access their training record and complete e-learning for mandatory core skills. The VLE has a traffic light system so you can monitor when you need to complete your training, and your brain will turn green when you are in date.

Lola Randall, e-learning co-ordinator, said: "The BEAT VLE is a quick and easy system to use. It's great, as you can see all your training in one place!"

How to access your account:

1. Access from any device, doesn't need to be a Trust computer.
2. On **Google Chrome** go to **www.vle.rbch.nhs.uk**
3. Enter your login information, your username is your **8 digit assignment number** and your password is your date of birth in the following format **04-Nov-1985**.

If you access your account in the month of January you will automatically be entered in a prize draw to win a £50 Amazon Voucher.

Find out more:
The BEAT team will be running an online launch event on 4 January at 2pm for all Poole staff as an introduction to the system. To join this webinar, [click here](#).

Competency	Expiry Date
Tissue Viability	29/01/2021
Dementia Awareness - Tier 1	17/02/2021
Information Governance (Data Security Awareness)	03/03/2021
Infection Control Level 2	29/03/2021
Dementia - Tier 2	11/04/2021
Blood - Clinical	13/04/2021
Equality, Diversity & Human Rights	04/05/2021
Safeguarding Adults Level 2	13/07/2021
Fire Awareness	20/08/2021

For more information about the BEAT VLE visit our intranet page or email e.learning@uhd.nhs.uk.

Transformation update

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. This update lays out the most recent changes across all sites and plans for the next month.

Royal Bournemouth Hospital

- Discussions with BCP Council continue with a view to discharging planning permission conditions, particularly in respect of transport solutions.
- Our estates department is extremely busy delivering the additional schemes, including work to the emergency department, ward expansion/upgrades as well as the creation of admissions units.
- More detailed plans for site compounds, traffic and parking management, and access to the main buildings are being developed with the installation of site compound areas and new access roads starting early in the new year.



Poole Hospital

- Integrated Health Projects (IHP), principal partner for this extensive project, has set up the site compound for the theatre works.
- Ahead of demolition work, all department decants have now been completed, the contractor has disconnected services, and work is ready to commence after Christmas
- Debbie Fleming, chief executive, has written to Poole Hospital's local neighbours and businesses with an update on the major construction project currently underway. You can read Debbie's letter and accompanying joint newsletter [here](#).



Christchurch Hospital

- The Macmillan Unit proposals are now complete regarding the detail design and ready to go to the market to obtain tenders.

Keep up to date on our transformation programme via the internet.



Space utilisation

- Pilot areas are set to trial a hot desk booking system, which if successful could be rolled out in the trust.
- A questionnaire has been designed for managers to assess their needs in relation to office space.
- A presentation has been given to the trust leadership forum on the issues of non-clinical space and a short animation produced to help engage teams in the process. You can view the 'We need to talk about office space' animation [here](#).



Clinical design

- The prioritisation plan has been agreed which supports both longer-term reconfiguration, the building works and supporting clinical and operational teams with required changes to get through winter and Covid-19 pressures.

Fight the flu!



Thanks to the 63.3% of frontline staff who have now had their flu vaccination over the past eight weeks. The flu jab is an important way in which you can protect yourselves, colleagues, patients and families this winter. And it's not too late to have yours.

As our focus moves to the delivery of the Covid-19 vaccination shortly, the flu jab can still be given by our incredible team of

peer vaccinators. These are clinical staff who have had special training to deliver the vaccine to nearby colleagues.

At RBH, peer vaccinators are also offering the vaccine in the recovery department, in main theatres, each weekday from 9-10am.

Search 'flu' on the intranet to find your nearest peer vaccinator - with more than 130 across University Hospitals Dorset, one is never far away!

Our charities in 2020

This has been an extraordinary year for Poole Hospital Charity and Bournemouth Hospital Charity.

We have been truly overwhelmed by the support shown to you, our NHS Heroes, during this pandemic.

Both charities have seen amazing generosity from so many businesses, organisations, community groups and individuals. Support came in the form of both donations and fundraisers, often inspired by Captain Sir Tom, to do something positive during lockdown. From Thursday night clapping, to garden marathons, head shaves, rainbow weeks and dinosaur walks, it has been humbling to know how much the hospitals and our staff are loved, and we thank everyone who has supported us this year.

Since March we have raised £582,226 for our staff health and wellbeing funds, including money from Talbot Village Trust and NHS Charities Together grants.

These funds have allowed us to ensure the health and wellbeing needs of all staff at UHD can be met both during and after the pandemic. To date this money has helped fund the creation of safe spaces and rest areas, the provision of non-perishable food and hydration for teams working in Covid areas, care packs and wellbeing bags, as well as emotional and psychological support.

Both charities are continuing to work closely with our organisational development team to ensure we continue to provide support where it is most needed; looking after you, our UHD staff, as they look after our community.



▲ Bournemouth Hospital Charity helped replace staff bikes that had been stolen while on shift



▲ First Steps Nursery held a NHS rainbow week



▲ Sara walked over 300km to and from work in May dressed as a triceratops for the Walkerbot appeal

▲ Madison Fry rode 100 miles during August for Poole Hospital Charity

We have recently launched a team wellbeing recognition fund with OD, which is now open to all teams across UHD. This is approximately £10 per member of staff across all teams and managers will liaise with teams to agree how to spend the 'local pot' to ensure it benefits the wellbeing of the whole team. This can include white goods for your areas, such as kettles or microwaves, radios, music subscription services, pot plants and more. Further details can be found on the intranet charity pages.

As we head into the winter months, we look back on the summer and cannot help but feel privileged for the love we felt from our local community. At Poole Hospital Charity we called on our supporters to be OUR Superheroes and take on a personal challenge to support all areas across Poole Hospital - we saw some amazing challenges being undertaken! At Bournemouth Hospital Charity we encouraged people to fundraise in their own way for our NHS Heroes and launched a 300k Step Challenge for people to put their best foot forward and help fundraise for our Walkerbot appeal.

Looking to 2021, we are excited to announce our charities are planning to merge in April. Our mission remains the same - to enhance the care and treatment of patients accessing NHS services at University Hospitals Dorset by fundraising to provide additional facilities, state-of-the-art equipment and supporting NHS staff development to enable the trust to provide the excellent care we would expect for our own families.

As one charity the teams will continue to fundraise and receive donations for the individual hospitals and clinical areas as well as collectively for all. This is a wonderful opportunity to create a diverse fundraising calendar to help support both you and your patients' needs. Until that time both charities will continue to support all areas of our hospitals to support staff, enhance patient care and experience as we approach our merger.

In the meantime, to help bring some festive cheer to our hospitals, both charities are running a series of events - find out more on page 14.

As the year comes to a close, a huge thank you to you all for your incredible work and dedication in 2020.



Alyson's Blog

Alyson O'Donnell, chief medical officer



It feels like a time of very many emotions at the moment. Joy, hope and a bit of sadness to start the list.

It is a bit of a strange thing to be planning for Christmas this year. After a year of uncertainty I think we all need a bit of cheer, warmth and the good company that makes it such a great time of year. But it still feels difficult to plan when we have to be so careful about mixing households within the rules. My first point of joy comes from finding out that my son is going to be able to get home from Scotland - providing the rules don't change again - during the Christmas travel window. I really didn't think we were going to get to see him and we were planning how to make it special for him with thoughts of hampers and a trip north when permitted. I am so grateful he will get here, but to be honest I am looking forward to doing nothing special - a glass of wine, some cheese and a cheesy film with us all on the sofa will do just fine.

Why am I hopeful? Well the last few weeks have been a really testing time for all of us in the trust. We have seen much higher number of Covid positive patients than at any point in wave

one and at the same time have managed to continue with almost all of our planned elective work. I know that has been really hard and you have all worked your socks off to make it happen and to keep people safe. The good news is we have seen the effect of the national lockdown with numbers well down from the peak. We have started to roll out asymptomatic staff testing. This is an important step to prevent outbreaks as we know that asymptomatic carriers have played a part in spreading the virus without knowing they have it. There is even better news which is that we are ready to start vaccinating staff against Covid-19 soon. It has been an enormous privilege to have worked with the teams who have made both of these developments possible in a very short space of time. It has been pretty amazing. The effect of all of this is the hope - that with such a great group of staff - that we are looking at a brighter 2021.

My little bit of sadness comes from watching Archie, my beloved Labrador, who is now 14 and a half and realising that the time is coming when we will have to say goodbye to him. He has many middle names

- venerable, stoic, loyal, devoted, loving. The list goes on. Despite his creaking old bones he remains happy and a joy. There is so much that we can learn from a good dog. Live in the moment, don't hold grudges, expect the best from people; after all when you are a Labrador everyone has to be your friend. I know I will be terribly sad when the day comes but I have countless happy memories as he has walked by my side through the good, the not so good and the blooming marvellous.

I also feel remarkably lucky having won the staff lottery this month. I feel blessed and want to share some of that so I am just waiting for some great ideas to support our junior doctors across the trust and also from the Pro-Ability Network of which I am proud to be the exec sponsor. I've had a few but happy to hear more.

So for my last blog of the year I would just like to say thank you to each and every one of you for you have done in the last 12 months. I am really proud to work with all of you. I hope you all have a joyful, restful Christmas and get to spend some time with those you love. Here's to a bright and hopeful 2021.

Alyson

Christmas across our trust

This has obviously been a year like no other and unfortunately Covid is going to affect not only how we celebrate Christmas at home, but also how we celebrate at work. Below is information about how we can celebrate at work along with the Christmas guidelines which are essential to protecting our patients and colleagues.

News to put a Christmas smile on your face...

- We can spend time with other households (max of three households per bubble) from 23 to 27 December!
- The NHS Heroes Wellbeing Recognition Fund, a local recognition fund of more than £90,000, has been made available from our charities. It is up to departments to decide how to spend this to benefit your team, so please do speak to your line manager with any ideas you have.
- All staff can enjoy a voucher to spend in our restaurants and get a free cooked breakfast if working on Christmas Day. Further details to follow, so watch this space.
- We are looking ahead to see how we can thank staff for everything they've done during this challenging year and we want your suggestions. Please email communications@uhd.nhs.uk with your thoughts!

Christmas guidelines

- Learning from outbreaks that have occurred across the country is showing us we need to increase the frequency of cleaning for all common touch points in all areas, so we are advising that no decorations are placed in clinical and non-clinical areas. We will be making local exceptions in children's and long term stay areas with IPC assistance.

There are Christmas trees at our hospitals, just not in ward or department areas this year.

- Trust policy is no food should be consumed within clinical areas and with the presence of Covid-19 still high within our community, it makes sense for us to avoid shared food in all areas. This will greatly reduce the opportunity for transmission to occur.
- We do not have the capacity to safely store gifts from patients and families, therefore we have requested all physical donations from the public are politely declined - information has gone out on our website and social media to notify the public and thank them for their well wishes. This does not include gifts that we can give each other to take home.
- All staff should enter and leave the hospitals in their own clothes and uniforms should be taken home separately in a clean bag and cleaned at a high temperature. This means no Christmas jumpers or hats in clinical areas as these cannot be effectively cleaned.
- Sadly the charities will not be able to run any raffles to raise funds for our hospitals due to issues with selling tickets face to face and cash handling which is being avoided to minimise transmission. Our charities are running a number of virtual events (please see page 15). They will also be funding patient presents so every patient in hospital on Christmas Day will receive a little festive treat.

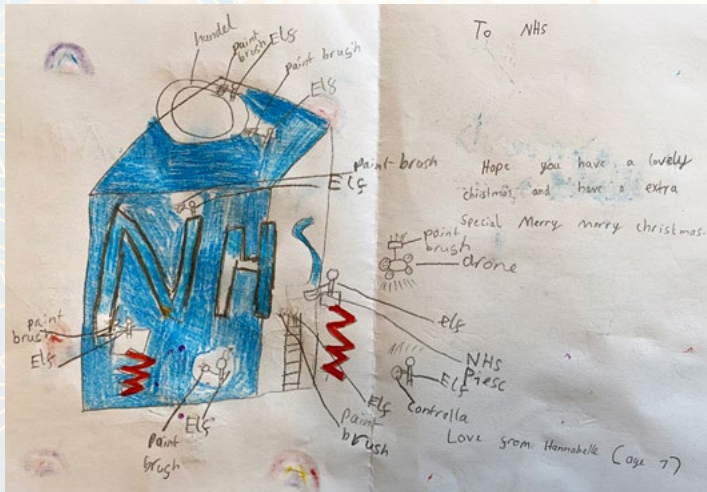
'Covid Christmas' Schwartz Round

We are excited to be hosting our first UHD Schwartz round on the subject 'Covid Christmas - silver linings' tomorrow (**Thursday 10 December 1-2pm**). This will be a normal Teams meeting rather than a live event. Everyone will be asked to mute themselves but they will be invited to put their hand up/unmute if they wish to contribute/participate. You can join on your computer or mobile using the below Microsoft Teams link [here](#).

Unfortunately the round will be limited to 100 people so if you can safely socially distance around a PC or laptop, more people can join in.

At the end of the meeting you will be encouraged to complete the feedback survey and send to Simone Burne (simone.burne@uhd.nhs.uk). In return you will receive a small Christmas treat which will be posted to you via the internal mail.

Our cracking charities



Light Up Our Tree - Remember your loved ones this Christmas with Light Up Our Tree. Make a dedication in memory of a loved one and we will place a personalised candle decoration with their name on it on our tree in the Chapel of the Royal Bournemouth Hospital. You will also be invited to take part in our virtual Light Up Our Tree remembrance service in December. Find out more and make your dedication at BHCharity.org/outree

The UHD charities are in full Christmas mode with the Elf Dash and Reindeer Run starting last weekend. With more festive activities coming up, there are lots of ways to get into the Christmas spirit while staying safe...



The **Poole Hospital Elf Service** is now in its fifth year and aims to raise £25,000 to purchase specially selected items on the Christmas wish list, as well as fund presents for patients in hospital on Christmas Day.

Virtual Christmas wish card - send and share virtual Christmas wishes to your family, friends and colleagues while supporting the Poole Hospital Elf Service 2020. Click [here](#), write your Christmas message and donate to make your extra special Christmas donation this year.

Virtual Elf Dash 2020 - Some of our Elves ran last Sunday (6 December) but you can take part at any point in December. Sign up [here](#) to take part and remember to get sponsored.



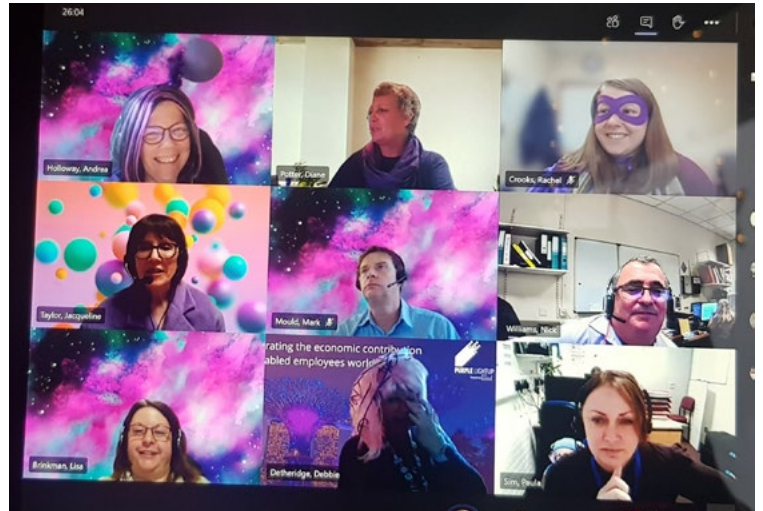
Bournemouth Hospital Charity

Reindeer Run - Some of the herd ran their 5km on Saturday (5 December) but you can run on any date until Sunday 20 December. Registration is £8 per person or £20 for a group of four. Sign up to the festive run with the virtual twist [here](#).



Support the new Christmas Appeal which will help patients make special memories with their loved ones. Find out more [here](#).

Celebrating International Day of People with Disability (IDPWD) in a purple haze



Did you wonder what all the purple outfits were about last week? If you spotted them, you'll know they were for #PurpleLightUp campaign. UHD's Pro Ability Staff Network celebrated the movement on Thursday 3 December, to help draw attention to the economic

contribution of the 386 million disabled employees around the world. Network members and allies dressed in purple where appropriate and posted a timeline of success stories on Twitter. Chief medical officer Alyson O'Donnell even baked a purple cake to celebrate.

See all the outfits and read all the updates on Twitter with the hashtag #PurpleLightUp. You can carry the spirit and momentum of the day forward, by asking what else our teams and departments can do to improve working conditions for disabled employees.

Introduction to our surgical frailty service

Our surgical frailty service is made up of a multidisciplinary team of frailty practitioners with a variety of training and background. The team works closely with the trust's surgical and anaesthetic colleagues to improve the outcomes for older and potentially frail patients undergoing planned or unplanned surgical care.

The team sees patients over 65 years old who are under the surgical care pathway and have complex health and/or social problems.

They are passionate to work together to improve the outcomes of older patients undergoing planned or unplanned surgical care.

The team is available Monday- Friday, 8am-4pm and can be reached via surgical.frailty@uhd.nhs.uk, or bleeped via the consultant pager **2439** or the frailty practitioner **2450**.

If you have an urgent out-of-hours referral, please escalate to your usual emergency medical or surgical teams.



Practice makes perfect

Theatres education teams share learning and ambitions for the future

Our theatres practice development teams came together last month to help plan the future of the service to best support our hospitals in the future.

Closer working will ensure that as the surgical focus of Poole and the Royal Bournemouth hospitals change in the years ahead, our theatres teams will be well-placed to ensure our operating theatre teams have the right skills and experience.

Both sets of staff have been working hard together in the pandemic to ensure that orthopaedic trauma surgery was able to continue, and have used the learning from that experience to help better understand how they can work even more closely in the future.

The meeting took place at RBH and included a tour of the hospital's four theatre units. Staff also heard from Clare Bone and Will Blackman, matrons for theatres at Poole and RBH

respectively, who shared their vision for practice education with colleagues.

Continuing to promote staff wellbeing and development opportunities were other areas discussed, including the pilot of a new operating department practitioner apprenticeship from next year, which will offer students the chance to work across sites and increase their learning opportunities in the process.

Emma Ford, lead for practice education at RBH, said the session was really valuable.

"We found that we all share the same difficulties and challenges and it was interesting to hear how Poole staff had found solutions to some of these challenges."

"Both teams are really invested in staff wellbeing and how we can focus on this in the future to support our teams and their development."

The teams are also already planning joint learning opportunities utilising next year's clinical governance days.

Doctors, ANPs and ACPs: we want you!

We're looking for prescribers across the trust to be involved in our multi-disciplinary project to improve the supply of medicines on discharge and help patients and GPs understand the medication being given.

What we can do for you?

- We can offer quality improvement training and coaching.
- Support with data analysis and publicity.

- Opportunity to gain a Quality Improvement Project certificate of completion.
- Opportunity to present your project to senior managers and clinicians.
- Opportunity for poster presentations and publications.

To register your interest and get more information, contact claire.mills@uhd.nhs.uk

Thank you. *Dr Naomi Fox, Dr Tristan Richardson, Dr Anjee Shah*

New staff benefit 'Salary Finance' launches

Money can be complicated, and for that reason many of us don't like to think about it. Salary Finance is a new staff benefit that could help you worry less about money by making it simple. Launched this week, all staff will be able to access Salary Finance and its financial wellbeing tools.

[Salary Finance](#) offers:

- **Money insights:** a range of tips and videos as well as tools for budgeting and saving to help make money simple.
- **Simple savings:** savings accounts with Yorkshire Building Society with contributions transferred directly from your salary, helping you to save without the hassle, as well as the government-backed Help to Save scheme.

- **Advance earned pay:** Your pay, your way - the ability to access some of your earned pay ahead of your regular payday. Make payday when you need it and avoid relying on overdrafts and credit cards.
- **Loans repaid through salary:** Loans at affordable rates with higher acceptance than banks. A lower-rate loan could help you save money by paying off more expensive debt or allow you to pay less interest if you need to borrow money for a car, home improvement or unexpected expense. Representative Rate 9.9% APR (fixed). For loans under £5,000, Salary Finance offers a price promise - if you get a better rate they'll match it.

To find out more and register your interest, visit: uhd.salaryfinance.com

Salary Finance

Financial education.
Simple savings.
Advance earned pay.
Affordable loans.



Important: The "Advance" product is not a regulated lending product. This is an option, not a recommendation. University Hospitals Dorset NHS Foundation Trust does not benefit from offering this service and all your communications will be with Salary Finance. Loan applications will be assessed to ensure the loan is appropriate and affordable for you. "Learn" content is for guidance and educational purposes only and is generic in nature. Salary Finance does not offer regulated financial advice. Please seek independent financial advice.