

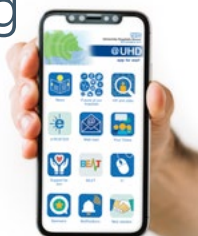
The Brief

March 2021



Page 13

Introducing
your UHD
workplace
App!



Page 3



Values Week

Page 7



International
women's Day 2021

Page 11

Your University Hospitals Dorset

Well Spring is definitely here, and what a week, with our children going back to school at last! We can all now enjoy a “spring in our step” when we think about the Covid roadmap, and how we shall be returning to some kind of normality over the next few months. We are all looking forward to reconnecting with friends and family, and with the better weather on its way, beginning to do more of the things we enjoy.

And we can see some really encouraging signs in many tangible ways within our hospitals. We have seen far fewer patients with Covid over the past few weeks, the number of outbreak areas has decreased dramatically, fewer members of Team UHD are off work for Covid-related reasons, and this week we have welcomed more visitors back to our hospitals. I also hope that like me, you have booked your second Covid vaccination from our fantastic vaccine team - such a huge success story and something for us all to be proud of.

Clearly, we are not out of the woods yet. Our hospitals are still busy caring for patients with Covid, and many of our colleagues are still impacted in one way or another. Nevertheless, every day, things are improving, and we can definitely see real signs of hope and positivity that tie in so wonderfully with our new bold, bright values.

Our Values Week last month was a great opportunity to recognise all the many achievements over the past year, and just how dedicated you all are. I could not be more proud of all of you and I was really pleased to be able to sign off a joint letter with our Chairman, saying a heartfelt thank you to each and every one of

you for your incredible contribution throughout the Covid-19 pandemic. We could not be more grateful to you, for such outstanding service. As a gesture of our appreciation, we are encouraging you to take an extra day of special paid leave as a ‘Wellbeing Day’. We would like you to use this day in a way that works for you - perhaps on your birthday - to do the things that you enjoy, that will allow you to rest and recuperate.

You can read more about our values, and how they will shape our new appraisal process, from page 7.

With the easing of restrictions, we are now thinking about how we can best resume the activities that have been put on hold as a result of the Covid pandemic. Of course, this has to be done in a way that works for you our staff, after all that we have been through together, and of course, we must continue to protect our patients, maintaining our stringent focus on infection prevention and control.

I hope you have seen the REFRESH campaign, which reinvigorates our approach to IPC and reminds us about the simple things we can all do, regardless of our role. You can read more about REFRESH on page 4 and please do take a moment to watch our new short film in which staff recount their experiences of caring during Covid-19. I found this film really moving, and I’m keen for as many people as possible to see it for themselves. A key message coming from it was the importance of compassion - something echoed by one of our own midwives, Becky Fry, who has penned a beautiful poem about caring during the pandemic. You can read this on page 16.



Welcome to UHP!

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

We have learned so much over the past few months, and we want to build on all this innovation going forward, so we can develop services that are even better for our patients.

It's also great to see new faces join Team UHD. Just last week, seven international nurses joined us from the Philippines, India and Ghana and will be working on different wards including ED and theatres. A huge welcome to you, and thank you to all our recruitment and training teams for their tireless work to bring new people to our trust and ensure they are trained to the highest standards.

As our thoughts now turn to recovery, we are all getting excited again about our transformation programme and all that this will mean for patients and local people. In fact, it's hard to miss this with all the building work that is going on! You can read more about the plans on page 9.

Looking back, the past couple of months have really taken their toll on all of us, as the number of patients with Covid has soared - and it will clearly take some time to recover. Nevertheless, looking

forward, there really is a bright outlook, and we can allow ourselves to feel positive. I would like to take this opportunity to thank you all once again for your dedicated service, and to let you know how very proud I am of the trust and all its people.

Thank you for your contribution, and here's to a much brighter future.

Debbie Fleming,
chief executive



Introducing your UHD workplace App!



We have launched a new app portal for UHD to bring together useful information and resources at your fingertips, wherever you are, from your mobile phone.

The @UHD app is available to download free to your smartphone and includes quick links to our latest news, ESR, e-Roster, wellbeing support, our networks and much more. It also gives you access to your work emails.

The app is still very much evolving so please do tell us what you think and what else you'd like to see included. It's provided to us for free and you'll also find some great staff discounts and offers.

We'll also be able to keep in touch using urgent notifications on any important news or urgent messages that might affect your day to day work.

You can feedback direct from the app once you've downloaded it or please do email communications@uhd.nhs.uk.

To download the app, please go to www.uhd.nhs.uk/news/workplace-app on your phone, or scan the QR code (above) with your QR reader or camera. Then click on the link to download.



Covid-19: the roadmap out of lockdown

In light of the national roadmap for easing lockdown restrictions, we are looking into how this affects our hospitals in terms of infection prevention control guidance, social distancing, and visiting.

We will keep our intranet, website and social media updated with all the latest news.

Update to visiting restrictions

Allowing visiting is challenging during a pandemic. The priority must be the safety of all patients, staff and visitors, balanced with compassion and understanding.

In line with the gradual easing of lockdown, from Monday 8 March we relaxed some of our current restrictions. You can see the full guidance [here](#), alongside posters for wards, risk assessments for allowing visiting, infection control guidance to reduce risk and examples for arranging visiting on your ward.

This guidance will be reviewed frequently. Thank you for all you are doing to support our patients at this difficult time.



REFRESH

If you haven't done so already, please take a few minutes to watch a new short film in which your colleagues recount their experiences of caring during Covid-19.

From becoming ill themselves, to seeing colleagues become unwell and how outbreaks can spread, the film gives an honest account of the pandemic and its effect on our staff, patients, wards and hospitals.

It's part of a new infection prevention and control campaign aimed at reinvigorating our approach. From providing good ventilation and the importance of regular cleaning, to clearing out clutter and adhering to social distancing, **REFRESH** aims to provide you with handy reminders about the simple things we can all do, regardless of our role.


"Making sure we all get the basics right when it comes to infection control sounds easy - but we know it can be hard to do consistently," said Paul Bolton, head of infection prevention and control.


"The film is an important way we can hear honest accounts of some of the difficulties we face providing care during the pandemic, but also what we can all do to support each other and our patients."


"By working together, and following the guidance, we can all make a difference."


You can [watch the film](#) here and find out more about REFRESH on the [intranet](#).




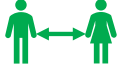
Regularly clean touchpoints, like phones and keyboards 


Ensure good ventilation - open a window to bring in fresh air 

Facemasks for all, to help stop the spread 

Remove the rubbish and clear out the clutter 

Eat and drink away from clinical areas 

Social distance to protect yourself and each other 

Hand hygiene and hand washing saves lives 

Covid-19

Covid-19 vaccination second doses set to start

The second round of Covid-19 vaccination doses begins next week, with thousands of staff already booked in for theirs.

The Pfizer vaccination is delivered in two stages, spaced up to 12 weeks apart. It is only after the second injection that recipients can benefit from the maximum protection offered.

If you have had your first vaccination at UHD, and are yet to book your second - please do so now. Visit the online booking portal at <https://vaccination.uhd.nhs.uk> to find a slot that suits you.

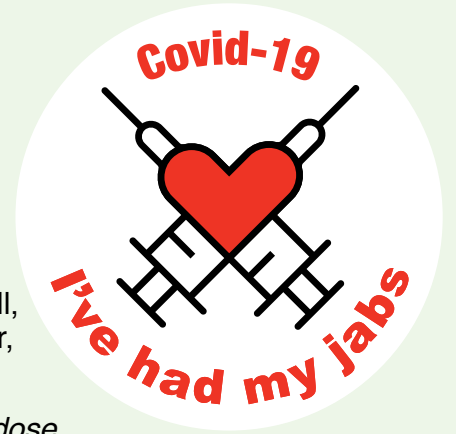
"While early reports about the effectiveness of the Pfizer vaccine after a single dose are encouraging,

the vaccine is a two part product," Dr Alyson O'Donnell, chief medical officer, said.

"Neither individual dose offers the same level of protection as both, administered within 12 weeks of each other.

"If you have had your first dose already, it is essential that you have your second."

If you have yet to have your first dose of the vaccine, find out how to get one [here](#).



Lateral flow kits - restock

More than 50,000 Covid self-testing results have now been uploaded to our portal, helping us to identify asymptomatic cases, and ultimately limiting the spread of the virus. The numbers of tests coming back positive has decreased dramatically, which is really encouraging. Thank you to all of Team UHD for being part of this important process.

We are now starting to distribute the second round of Covid self-testing kits to all staff, starting with those who are due to run out of tests first.

Each box contains a 12-week supply and will be distributed to wards and departments from our stores on the regular PPE run, and will need to be signed for.

For non-clinical areas, please contact steve.randle@uhd.nhs.uk (Poole) or stuart.fleming@uhd.nhs.uk (RBCH) when your team needs their second box.

A new spreadsheet is available on Teams for managers to log the second boxes for staff.

Please note: If you are symptomatic, please arrange for a PCR swab from our swabbing teams - staff.swabbingrbch@uhd.nhs.uk or staff.swabbingpoole@uhd.nhs.uk



For more information, including FAQs, videos, and how to upload your results, see our self testing intranet pages.

Working during the pandemic

For some of us, working during the pandemic has formed part of a long, varied career within the NHS. For others, it's been their first taste of life working in a hospital.

We caught up with Jamie Schneider who took up a role in portering in September last year and appeared in a special Channel 4 News feature, capturing the highs and lows of caring during a pandemic.

Jamie had intended to spend 2020 on a gap year before starting university in Manchester. Instead, he found himself on a five month post at RBH.



Jamie said: *"The first time I had to pick up a patient who passed away, you think 'who is this person, who am I taking here'. It's quite a frightening thing to have to do.*

"A year ago I would never have thought I'd be working in a hospital, seeing what I was seeing, doing what I was doing. It's going to stay with me for a long time. I'm going to think about it for the rest of my life."

Jamie has now left RBH for Costa Rica, where he is volunteering in construction and labour at a hotel in Jaco, Costa Rica.

He said: *"When I've finished volunteering, I'm planning on travelling around the country and maybe elsewhere in Central America. I'm going to Manchester University next year to study architecture but still hope to be able to come back and work at the hospital during my holidays.*

"I really enjoyed working at the hospital, and being part of the NHS family, I felt very proud to work for the NHS. At times it was difficult and very busy but I was always glad to be working."

Values Week

Thank you to all of #TeamUHD who got involved with our UHD Values Week. During the week our new values video was launched, with you as the stars of the show. This short film is available on our [values intranet pages](#) so do take a look, see if you recognise any of your colleagues and learn about our new values.

Members of our senior leadership team also spoke about what the values mean to them and their hopes for how they are going to shape the way we all behave - not just how we treat our patients, but each other too. You can catch up on these conversations [here](#).

The values conversation was clear to see throughout the week, with many of you talking to our culture champions and taking our paper 'conversation starter' kits back to your teams. This origami game may just be something you recognise from school! The game is available to download from the [values pages here](#).

There are so many ways to still get involved and keep the conversations going as we continue to embed our values into all our work. As much of our activity still remains virtual, why not pop the values on your Teams background like our strategy and transformation team?

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



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



How else can I get involved?

- Think about what the values mean to you. You can share your ideas and explore what the values mean to your colleagues.
- Think about how you are going to role model the new values. You can share your thoughts and encourage your colleagues to think about how they are going to role model them too.
- Think about how would you like to see these values in practice in your team? You can discuss this at your team meetings.

Contact the organisational development team if you would like any values resources for your areas.



New appraisals at UHD



We are pleased to be able to launch our new appraisal process for UHD alongside the launch of our new trust values.

The annual values based appraisal process is an important milestone within the year, and provides an opportunity to review and recognise achievements and progress. The meeting provides an opportunity to discuss how things are going, to receive feedback, establish future objectives and identify areas for improvement, as well as document and plan for training and development and future aspirations or goals.

The merger and launch of our new values has provided the opportunity to review our appraisal process and paperwork, building on the work our appraisal champions and staff had done from both previous trusts, and our new appraisal takes the best of both.

Focus groups were held at the end of 2020 and it was universally felt the new process needed to be simple and inclusive: supporting a quality conversation and not hindering it. This has resulted in one appraisal form for all, no matter what your role at UHD. The form supports an appraisal discussion which focuses on achievements and performance, our trust values and behaviours, wellbeing, future aspirations and development.

You can find out more on the intranet [here](#), where you will also find out more about the training available:

Appraisees

On the appraisal intranet pages you can find out more about the new process, what to expect, how to prepare for and get the most from your appraisal.

Current appraisers

Attend a Teams session to see the new documentation in readiness for your appraisals. No need to book, just use the links below to access the session of your choice:



16 March	2-3pm	Click here to join
18 March	3-4pm	Click here to join
30 March	2-3pm	Click here to join
20 April	10.30-11.30am	Click here to join

TIP: Copy and paste the relevant link into your calendar so you don't forget to join us!

New appraisers

The above Teams briefings are for experienced appraisers only. If you are a new appraiser or would like to refresh your appraisal skills, we have relaunched our appraisal skills training. [Click here](#) to find out more and to book a place.

Our values - email signature and Teams backgrounds

Our [corporate ID page](#) has been updated to include new Teams backgrounds and a new email signature strip that includes our values. There's also the corporate PowerPoint templates on there we should all use, which include our values too.



Transformation update

Changes to our car parks at RBH

In order to start the important enabling work for the new Maternity, Children's, Emergency and Critical Care Centre (MCEC) building and main entrance works on the RBH site, a number of car parks have been closed or relocated. Thank you for bearing with us as we settle in the new car parking arrangements. These are essential for the building works.

We have worked very hard to find alternatives and welcome further feedback and suggestions as we monitor the changes. For the latest on these changes, including which car parks are affected, details of alternative arrangements, and provision for cyclists and electric car users, [please click here](#).

Thank you for your assistance and we apologise for the disruption and inconvenience during these

construction works. If you have any questions or issues relating to car parking at RBH, please email travelteam@uhd.nhs.uk.



Dorset healthcare partners progress with national plans

Dorset healthcare partners moving forward with 'exciting plans' as part of the Government's healthcare investment programme

Our Dorset, the partnership of all of the NHS and local authority organisations in Dorset, is working to develop a host of exciting healthcare projects as part of the Government's national Health Infrastructure Plan (HIP).

The plans were presented earlier this week to BCP Council's Health Overview and Scrutiny Committee, where members were updated on the latest progress of these developments, including how they fit within the wider Dorset Clinical Service Review (CSR).

The Government's HIP aims to drive improvements through the delivery of 40 new hospital projects, with Dorset hosting 12 of these schemes. The new national team set up to deliver these plans, called the New Hospital Programme (NHP), has prioritised five of these 12 hospital proposals.

The investment into the Dorset system amounts to a planned £370m for the five hospital developments,

while the full 12 projects would take this total to more than £500m.

Dorset HealthCare Chief Executive Eugene Yafele, the senior responsible officer of the new hospital programme in Dorset, said:

"We were delighted to update local authority partners on the progress of these exciting plans, which will have a hugely positive impact on patients, service users, staff and the wider Dorset community."

"This programme is a key project for the NHS and a once-in-a-generation opportunity to integrate and improve mental health, community and acute hospital services."

Plans will be developed in partnership with each Trust's workforce, local communities and other partners, with the total programme of investment running up to 2026.

The presentation to BCP Council's Health Overview and Scrutiny Committee can be [read here](#).

New outdoor seating

With Spring in the air, it's the perfect time to get outside for your lunch break. Staff at Poole can now enjoy our new seating area thanks to Poole Hospital Charity.



Meet the team

As well as showcasing the changes planned across RBH, Poole and Christchurch hospitals, we have been speaking to colleagues to find out their role in these exciting plans

This month we are meeting Stuart Dixon, senior manager at our construction partner, Integrated Health Projects, who is helping to create the major planned care facility for east Dorset at Poole Hospital.

Stuart is the IHP senior construction manager responsible for the overall running of the day-to-day project to ensure it is built on time, in budget, to the correct quality and most importantly safely.

Stuart studied at Loughborough College and University of West of England to obtain his BSc Hons Construction Management. He has 13 years of on site construction management experience throughout various sectors, including retail, aviation, US military in Japan, and hospitality, both nationally and internationally. He was also involved with the construction of two Nightingale Covid hospitals at the start of the first lockdown. Born in Cape Town, South Africa, Stuart's family moved to Dorset in his early years and therefore has called Dorset home for over 25 years. His hobbies include any sporting activity but particularly football, boxing, and mountain biking.

Commenting on his role, Stuart said: *“What better way to repay the medical profession for my own health, than to be part of this transformation being undertaken here in Poole. The best thing for me about working and helping bring this project together is that I’m a local, and with the country going through this current pandemic, I feel proud to play a part in bringing together a facility that will help others in the short term, and will provide facilities I one day might have to rely upon.”*

Find out more about the progress on the Poole Hospital site in our [latest neighbourhood newsletter](#).





International Women's Day 2021



This year for International Women's Day we're being asked to celebrate women's achievement, raise awareness against bias and take action for equality.

As Jo Blackwell, directorate manager for cardiology, says:

“Gender Equality is not a ‘women’s’ issue, it’s a human issue, its affects us all.”

As part of the international event, we celebrate three of our wonderful Team UHD women...



Yvonne Gorton is a nurse at Christchurch Hospital. She said: *“I was bullied in school and left at 15 with no qualifications. They told me I’d never get a good job. Well I qualified as a nurse at*

the age of 50 and I can tell you that seeing my uniform hanging on my son’s bedroom door the night before my first shift was the proudest moment of my life. My first shift was 1 January 2007, 7.15am on Ward 8. I will never forget it.

“After losing my dad at age 12 it was just me and mum. We worked as a team and eventually I became her carer - caring had always come naturally to me. Before having my son I worked in a dry cleaners and shoe repair shop, but when I became pregnant it was no longer safe due to the chemicals. Financially I had to return to work when my son was four months old and so I took a job in a nursing home. I loved it and stayed there for 10 years doing NVQ qualifications when I could. By chance I

went with a friend to a talk at a university about nursing and realised I met the entry criteria for the course, so I applied.

“Uni was nothing like school, it was a whole new world and I loved it. It’s never too late to do something different, learning never stops, it happens every day. I love being a nurse. People make up their minds about you and how their experience is going to be in the first three seconds of meeting you. I see it as my job to make that impression a positive one.”



Stephanie Grigsby is lead research midwife at Poole Hospital. She said: “I came into my role six and a half years ago and there was no research in maternity. Since then we now have a portfolio of 15 different studies. From these studies we have since started a pre-term birth clinic and twins study clinic and we’re now actually changing peoples’ lives, picking up problems earlier and improving outcomes.

“One lady had a pre-term birth at 23 weeks in her previous pregnancy. We picked her up through screening, put her on the studies with her consent, and she had her baby at 37 weeks. As far as I am concerned we have improved her life and the life of her baby.

“My role as a research midwife has enabled me to support numerous women at various stages of pregnancy and I have found it to be rewarding to be able to help women to make informed choices at difficult times. Having participated in a trial when I was pregnant, and several since, I fully appreciate and can empathise with the decisions they make which helps me to understand their position better. I am really grateful to all the women who have been happy to participate in our studies and value the contribution they have all made to maternity research in Poole and improving the care offered to others.”



Rosie Swallow has been a consultant interventional cardiologist at RBH for the

last 15 years. In 2005, when appointed, she was one of only six female interventional cardiologists in the country. Alongside her colleagues she set up the Percutaneous Coronary Intervention (PCI) programme in the Dorset Heart Centre (DHC) at RBH, which soon became the largest non-surgical PCI centre in the UK and the 7th largest PCI centre in the UK.

Rosie has performed over 4,000 PCI cases as the first operator and has been heavily involved in intervention training with her colleagues.

In 2020 Rosie was proud to be invited by the British Cardiac Society to be a mentor and role model to women in cardiology wishing to pursue a career in interventional cardiology, as women currently make up only 4% of interventional cardiologists nationally.

She said: “I am a mother and try to maintain a good work life balance but primary PCI sometimes gets in the way. I’ve retained my enthusiasm for cardiology and medicine as a whole and I am always keen to make a diagnosis and share interesting cases with colleagues and junior medical staff. I think it is important to listen to the patient, always keeping them informed as to their diagnosis and plan. I pride myself on my fastidious behaviour as to patients’ investigations, results, treatments and correspondence. I think I am approachable, kind, and helpful and have been told I am a voice of reason when required. I love to tell a story; particularly a medical one and people usually want to listen!”

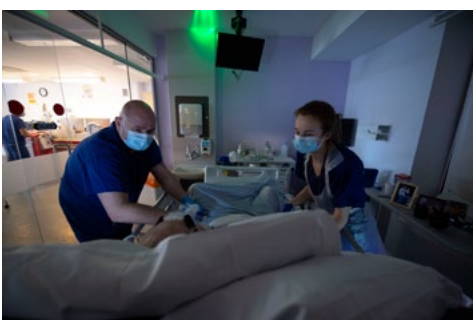
Thanks to service personnel

On Friday we held events at Poole Hospital and RBH to thank the service personnel who have been working alongside us since 19 January. This was an opportunity to recognise all that has been achieved by the teams from the army, navy, RAF and Royal Marines who undertook a wide range of activities to help support us.

Debbie Fleming, our chief executive, said: *"We have been delighted to welcome our service personnel colleagues to UHD and really appreciate all the support the teams provided across both our sites at a time of unprecedented challenge."*

"We thank them all for working to such a high standard alongside our teams, so that we could collectively maintain essential services and deliver safe, high quality care. It has been a pleasure to have them within our organisation."

Fiona Hoskins, deputy chief nursing officer, said the service personnel being deployed was a huge morale boost for our teams: *"It has been a marvellous piece of collaborative working; especially with regards to how quickly they all fitted in and became part of our team. I have been truly humbled by the care and compassion shown to both our patients and staff by our military colleagues."*





Find out more about our Charity changes

Last month we announced that our two charities - Poole Hospital Charity and Bournemouth Hospital Charity - are set to come together to create a new charity, University Hospitals Dorset NHS Charity, from 1 April.

To find out more about the changes, the charity team has produced a set of FAQs which you can read [here](#) or via the news section of the intranet.

Join UHD's 'Living Library'

Interested in becoming a 'human book' to share your story? Why not take part in UHD's first virtual Living Library event from 19-23 April.

Based on the national Human Library movement, the Living Library asks volunteers to become human 'books' and tell their personal stories, sharing their lived-experiences with other members of staff who choose to 'borrow' a human book.

The event provides a safe space for conversations to support colleagues, share best practice and use the power of personal conversation to positively challenge prejudice or discrimination. You will be

'borrowed' by a reader who chooses you based on a short synopsis you have created for the story you have to tell. A Teams call will then be set up at a time convenient for both the reader and 'the book' to ask questions and talk in a safe environment.

The event aims to bring people together from across our hospitals to share experiences, challenge stereotypes and raise awareness of the lived experience of others. If you would like to get involved please fill in the form via this [link](#) to let the team know your availability, or speak to the team directly, and create the synopsis for your story!





Alyson's Blog

Alyson O'Donnell, chief medical officer

The team at University Hospitals Dorset continue to amaze me. The early days of 2021 were undoubtedly dark and were more challenged than I think any of us had dared consider only a couple of months ago. I am currently sitting in the spring sunshine and it really feels that we have come through the worst. I know we have a long way to go, and that our hospitals are still busy with so many very sick patients as a result of Covid at the same time as we are aiming to treat more patients who have been waiting a long time for treatment. Winter is bad enough at the best of times but these were really not normal times. It feels like we really have seen the best of the NHS - stories of individual bravery and compassion, teams pulling together to support each other and even hospitals supporting their neighbours who are more significantly affected than they are at the time.

We have been able to both provide that support to others but have also been able to access support from other

critical care units and the Nightingale Hospital in Exeter when the pressure has been on here. We are really grateful for that and would do the same if the situation reversed. We welcomed back our final year nursing and medical students to support our clinical teams. Thank you for making them welcome and providing them with a good experience despite how stressful it might be at times. We are also really grateful for the military teams who were deployed to UHD - all these little islands of support helped make us feel like we are not alone in all of this.

The days are definitely getting longer. What a feeling when you get to drive to or from work in the light. An extra two minutes a day is suddenly feeling like it is adding up. I can see the first daffodils and crocuses in the garden, such happy flowers. As the pressure decreases - just a little bit - there are the green shoots of hope for spring too. I know you will all be looking forward to spending time outdoors and to seeing friends and loved ones in person.

I can't wait as, very soon, it will be a year since I saw my son in person. The amazing achievement of our vaccination team in vaccinating so many UHD staff in such a short time will no doubt help get us there too. In the meantime please make sure that you make use of all the resources available (see the intranet for details) to support you if you are struggling in any way. We are so lucky to have benefitted from the fundraising efforts of the incredible late Captain Tom which are to be used for the wellbeing of staff. His example has certainly made me think about what I need to do to challenge myself in the next year.

In the meantime I am focusing on maintaining my resilience by cooking random recipes from random cook books (nothing inedible yet) and getting out in the New Forest for walks. I have had to set aside the pilates at the moment as I am finding it rather difficult with a Labrador puppy sitting on my head or chest! I am taking lessons on relaxation and the joy of living in the moment from him and in patience and tolerance from the long suffering Jack Russell.

Take care everyone.

Ask Aly...

Thank you to all of those who attended our February 'Ask Aly' Teams forum with chief medical officer, Dr Alyson O'Donnell. For those of you who could not attend [click here](#) to watch via Teams.

The next 'Ask Aly' event will be on Wednesday 24 March, 12-1pm. It's a great opportunity to ask questions, raise concerns and share your views. [You can join the meeting here](#) and if you'd like to send any questions in advance, pop them through to communications@uhd.nhs.uk and we can ask on your behalf.

Invite Schwartz to your department

Our Schwartz Round team is running a series of mini Schwartz Rounds throughout 2021 to give departments and teams the opportunity to talk about the emotions of what we do and discuss the social and emotional issues we face in caring for patients and their families.

Mini rounds focus on specific themes from a particular department which are then discussed in a supportive environment and are only open to staff directly involved with the department where the round is taking place.

The first mini round of 2021 was held with the maternity team at the end of February, and included this thought provoking poem by one of our midwives, Becky Fry...



Becky's poem

In a world where compassion is free
I stand here to tell you what it means to me
Is it support or is it emotion?
Or is it something of another notion?

To me compassion can be both of those, but as a midwife? *sigh* Here goes...

From day dot we put on a brave face
And practise midwifery like a swan with grace
But what about the pressures and the physical strain?
Of lockdown 2 or 3 and a baby boom again!

We watch as our colleagues one by one burn out
Where's the compassion that we are shouting about?
The noticing of someone suffering this pain
Or from the side effects of the Covid vaccine again.

Compassion is noticing and wanting to empower
To water the seed and watch it flower
Kindness matters and empathy too
Look inside yourself, what more can you do?

When compassion is lacking it's time to turn the tide
Self care, meditation or a duvet day and hide!
It's important to care for the person you are
So you come back stronger and shine like a star.

I deserve compassion and so do you
Our sisters, our friends and the women too.
Just take an extra moment to show that you care
And watch the world change, the feeling is rare.

Staff sickness will go down
And so will complaints
I know you can do more within the NHS constraints

I know this pandemic will bring great change
Reaching out to each other even at range.
Next time the person needing compassion could be you.
So try to remember this quote from Maya Angelou

"People will forget what you said, people will forget what you did but people will never forget how you made them feel..."

Please email schwartz.round@uhd.nhs.uk to request a mini round for your own team or department and find out more about Schwartz Rounds [here](#).

#TeamUHD welcome to our new company secretary



Fiona Ritchie has joined University Hospitals Dorset as designate company secretary from Monday 1 March. Born and brought up in Edinburgh, Fiona has worked in various NHS organisations in Scotland and England. Most recently she was company secretary for NHS foundation trusts in the north of England. Fiona is working on a

handover with Carrie Stone, who is leaving our trust this month after 38 years working in the NHS. We wish Carrie all the best for her retirement and thank her for all her years of dedicated service, most recently as company secretary for Poole Hospitals NHS Foundation Trust from 2015 and then for UHD from 1 October last year.

New UHD intranet

We are currently working on bringing together our two intranets into one site for UHD. While a number of departments have already brought their pages together, there are still many that have two separate pages, so please speak to each other and see how the content can be joined up. Your joined up content can then be sent to charlotte.ruddick@uhd.nhs.uk

With the new intranet expected to launch in May, any requests for new pages and sections will be created for the new UHD intranet only, so please be patient.

Once the new intranet is established, we will start the process of training superusers to update content.

