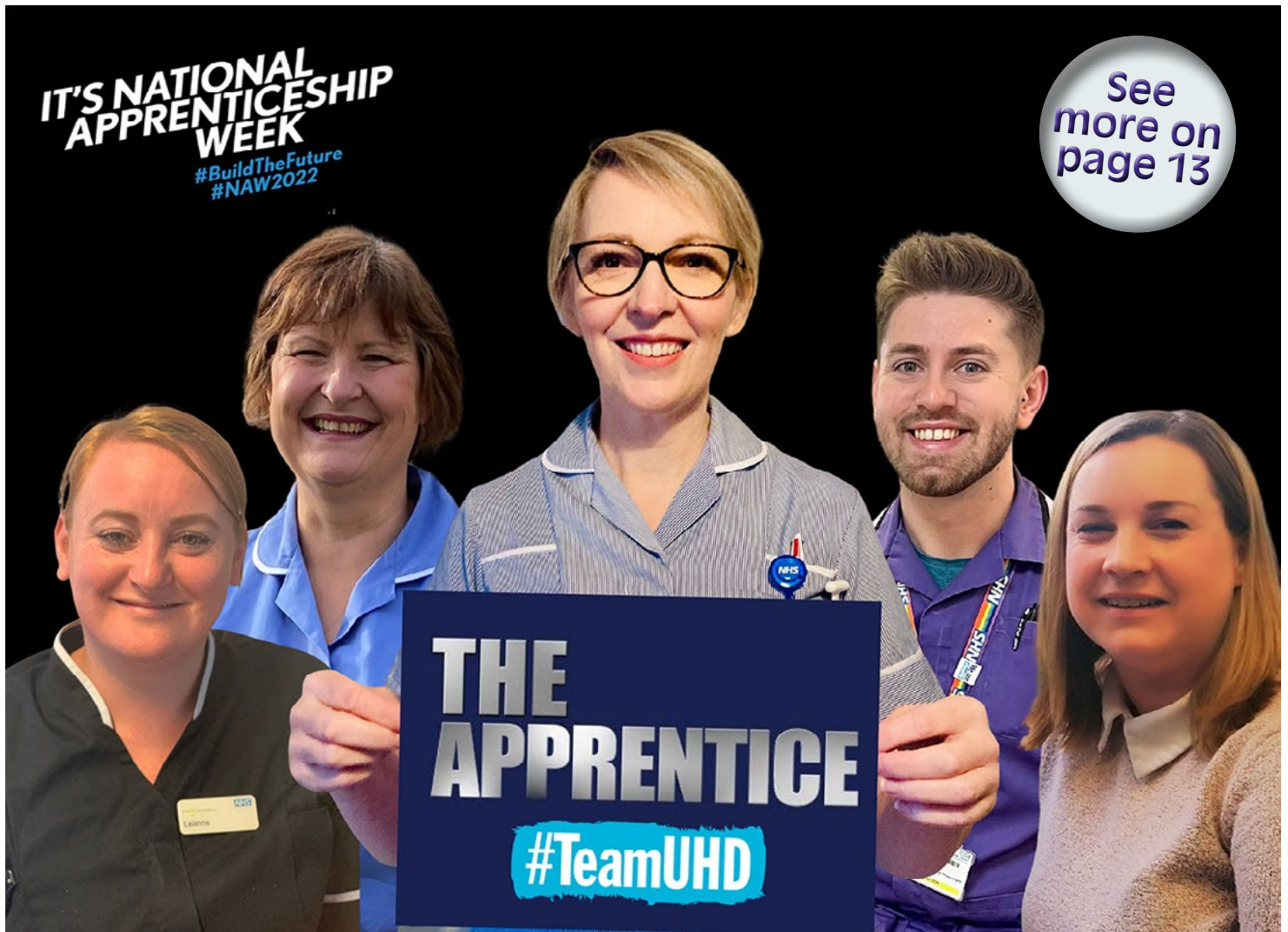


TheBrief

February 2022

IT'S NATIONAL
APPRENTICESHIP
WEEK
#BuildTheFuture
#NAW2022

See
more on
page 13



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Team UHD welcome
CEO of NHS England



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Improving your
experience



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Supporting our
patients to support
our ward teams

Your University Hospitals Dorset

An update from chief executive, Debbie Fleming

Well here we are in February, and what a busy few weeks it's been for our hospitals! It feels like the NHS is rarely out of the news, with the ongoing focus on Covid, and increasing concern about long waiting times. Nevertheless, it's important to remember that behind the headlines about full hospitals, busy emergency departments and lengthy waiting lists, there is an army of the most dedicated staff that anyone could imagine, doing their utmost for our patients - and as always, I am extremely proud of you all.

That's why this month I'm really keen to share with you the work of our culture champions and the new 'improving staff experience group' we've established to drive through their recommendations. You can read more on page 7. This time last year we introduced our new Team UHD values, a key one being **'listening to understand'**. I know how pressurised things are within UHD, and that at times we feel overwhelmed by the challenges we have to deal with, but I want to reassure you we listen carefully to your feedback - and most importantly, we act on what we hear. We've developed a broad range of initiatives aimed at supporting your health and wellbeing - see a special video on page 17 - and have recently been focusing on tackling some of the practical issues that have been raised by our teams, for example access to hot food at night. Please do keep speaking to us and raising any issues so we can tackle them together.

It has very much been this spirit of issue raising and idea sharing that has been at the heart of our operational planning over the past few weeks. We've spent much of the start of this year in internal capacity incident mode, but we have all been pulling together and working differently to support our patients and each other. While our hospitals remain extremely busy and the number of patients with Covid has remained fairly steady, we are starting to see our staff absence levels going down a little - thanks in part to the thousands of you who have had the Covid vaccine. It has been incredible to see how we have worked so well to keep our services running throughout this time and I cannot thank you enough for your innovation, dedication and compassion.

These three key qualities make me incredibly proud of Team UHD, and just last week I was delighted to welcome the chief executive of NHS England to Poole so she could see all this for herself. Amanda Pritchard looked around our Outpatient Assessment Clinic at Beales and was hugely impressed by the way we are working to reduce the long waiting lists caused by the pandemic. She also met some of our volunteers who are providing vital support to the facility, making such a difference for patients. Amanda then visited our Dorset Cancer Centre and spoke to staff there about all they are doing to maintain urgent cancer treatment and care. Amanda really enjoyed her time with us, and was hugely impressed by our innovative, compassionate staff.

The past few weeks has also seen us transfer the first patients to our new care hotel facility at the Village Hotel opposite RBH - read more on page 5. This is just one of a range of initiatives that we have introduced in conjunction with our partners to tackle the high number of patients who remain in our hospitals when they are medically ready to leave. Frontline staff working on our wards and those involved with discharge planning know all too well how pressurised things are within the social care sector, which has also experienced significant challenges throughout the Covid pandemic. Creating more capacity within the community is very much a priority for the Dorset system, and we are working hard with our partners on a range of initiatives that will help us to improve flow throughout our hospitals.

With all the challenges our healthcare system is facing, effective partnership working is more important than ever, and as many of you will be aware, we are all focusing on developing a really strong Dorset Integrated Care System (ICS). There is a lot of work going on in this area that we shall need to keep you briefed on, as we establish robust arrangements for tackling inequalities and developing more integrated services for patients. In this way, over time, we expect to achieve much better outcomes for local people.

The pandemic has reinforced the importance of equality and inclusion, and one of our core UHD values is **'we are inclusive'**. It's so encouraging to see our staff networks continually growing and developing, and this month, the spotlight shines on our LGBTQ+ Network as they mark LGBTQ+ History Month - read more on page 6. This is just one of the events highlighted in our UHD diversity calendar which you can view [here](#). Please take a look and print off a copy for your colleagues.

When I think of our values, it is clear that **'we are improving'** is a driving force behind much of our work. You only have to look at the developments of our hospital sites to see all the improvements we are making for patients - and you can read more about this on page 14. Nevertheless, while a good environment is so important, it is always

the people that make the most difference in the quality of care we can provide. This week is National Apprenticeship Week and our special feature on page 13 showcases four of our colleagues who have taken it upon themselves to improve their own knowledge and enhance their careers. Their stories are a joy to read, and I am so proud of all that they have achieved - indeed, as I am of all Team UHD. You are the heart of the NHS, thank you.

Debbie Fleming
Chief executive



Team UHD welcome CEO of NHS England

We were delighted to welcome Amanda Pritchard, the CEO of NHS England, to our trust last Wednesday on her first visit to Dorset in her new role. She started her tour at our Outpatients Assessment Clinic at Beales in the Dolphin Centre before joining leaders from across the Dorset ICS to discuss the issues facing our local health services.

Amanda's visit to Beales was covered across the BBC as part of the publication of the NHS Elective Recovery Plan. You can catch up [here](#).

Her afternoon was spent visiting our Dorset Cancer Centre and hearing from staff about the services we offer our patients. She also visited our new Varian Linac machine that was going through final testing before coming into service this week. While there, Amanda recorded this short [social media video](#) to mark last week's World Cancer Day that was shared from NHS England.

Thanks to all who made this visit such a success, it was fantastic to be able showcase our trust in this way.



Update on mandatory vaccinations

The Government has announced that NHS staff now no longer need to have the Covid-19 vaccine as a condition of deployment (employment), meaning the two dose deadline of 1 April no longer applies.

However, vaccination remains the best way to protect yourself, your family, your colleagues and our patients from the virus, and we continue to offer vaccinations for staff. Full details on how to book yours can be found on the intranet via the front page vaccination link. Clinics run in our

occupational health departments during the week, and the national booking service can also be used to arrange an appointment outside of these days and away from the trust.

Vaccinations for inpatients also continue to be offered - the intranet also has more on this, including referral details.

The Government's decision is subject to Parliamentary process and will require further consultation and a vote to be passed into legislation.

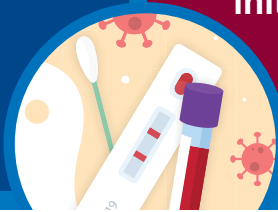
PCR? LTF? Not sure...?

PCR test

- If you have symptoms, even if your lateral flow test is negative.
- When you've been identified as a contact by NHS Test and Trace, or if you are a household contact. Complete the test once identified as a contact and continue to take daily lateral flow tests for 10 days after contact, even if the PCR result is negative.
- Restart lateral flow tests when you have returned to work after a positive PCR test.

Lateral flow test

- Twice a week if you have no symptoms.
- If you have had recent contact with someone with confirmed Covid-19.
- In line with any ward/department protocol for enhanced screening.
- If you're identified as a contact of a case either through NHS Test and Trace, or as a household contact following a negative initial PCR test.
- Restart twice-weekly lateral flow tests when returning to work after a positive PCR test.



For the latest guidance, [visit the Covid intranet pages.](#)

Covid guidance on the app: LFT, PCR and FAQs

You can now use our staff app to log your lateral flow test result, book a PCR test, arrange a vaccine, and see the latest HR FAQs and self-isolation guidance. Just click the 'Covid-19 tests and FAQs' icon on the homepage of the app and follow the links. You can download the app [here](#).

Thank you to Claire West from radiotherapy who suggested putting the LFT reporting portal on the app. This new Covid icon has already been clicked more than 3,000 times.



Join our app community:



Care hotel helps ease pressure

We are now into our third week of transferring some patients from UHD to the Village Hotel, opposite RBH. These patients are medically ready to leave but need support in the short term before returning home.

This is a temporary measure to help ease the flow of patients throughout our hospitals which will help with waiting times in the hospitals' emergency departments and with the ongoing recovery of elective surgery following the Covid-19 pandemic.

The care of the patients is being provided by Abicare, a CQC registered care provider, which is already running similar services in four hotels in England.

Mark Mould, chief operating officer of UHD, said:

“Our hospitals are the best place for acute care for our patients. However, when patients are medically ready to leave, we should do all we can to support this to help free up the space for new patients and ease the pressure on our staff. This is also better for the ongoing recovery of our patients.”



Watch: Deputy chief medical officer, Dr Matt Thomas, and chief nursing officer, Professor Paula Shobbrook, speak to BBC South Today about the care hotel

One UHD intranet

Our new UHD intranet will roll out from Monday 14 February!

The new intranet will have one homepage highlighting the most popular sections from each of the existing sites, as well as quick links to latest news, policies, web mail, Covid guidance, and the ever popular swapshop.

While there are still some sections that will live on the existing Poole and RBCH intranets for now, more than 80 sections have been brought over to the one UHD site.

Once the new intranet is established, we will start the process of training a limited number



of superusers who will be able to update their own content. This is predominantly for areas that regularly need to make changes. For most, the updates will be done by our web team.

If you need support with your pages in the meantime, contact

WebmasterGroup@uhd.nhs.uk

Network news

Check out our diversity and inclusion calendar

Our new diversity and inclusion calendar is available now on our [diversity intranet pages](#), highlighting key diversity and inclusion dates throughout the year.

Being mindful of diverse holidays, events and celebrations - and opportunities for inclusion - can help to create workplaces and communities where everyone feels included.

The calendar is available to download and

Diversity calendar 2022

January
 1 Jan New Years Day/Hogmanay Christmas (Orthodox Christian)
 6 Jan World Religions Day
 17 Jan Holocaust Memorial Day

February
LGBT+ History Month
 Chinese New Year
 1 Feb World Cancer Day
 4 Feb Race Equality Week / National Apprenticeship Week
 11 Feb International Day of Women and Girls in Science

March
Women's History Month
 1 Mar Saint David's Day (Wales)
 2 Mar Ash Wednesday
 8 Mar International Women's Day
 14-20 Neurodiversity Celebration Week
 17 Mar St Patrick's Day (Ireland)
 18 Mar Holi (Hindu)
 19 Mar International Day for the Elimination of Racism / World Down Syndrome Day
 27 Mar Mother's Day / British Summer time begins

April
Autism Awareness Month
 2 Apr World Autism Day
 2 Apr - 2 May Ramadan (Muslim)
 5 Apr International Romani Day
 15 Apr Good Friday (Christian)
 15-23 Passover (Jewish)
 17 Apr Easter Sunday (Christian)
 23 Apr Saint George's Day (England)

May
 3 May Eid Al-Fitr (Muslim)
 8-14 Women's Health Week
 9-15 Mental Health Awareness Week
 11 May National Day for Staff Networks
 17 May Vesak (Buddhist)
 17 May International Day against Homophobia, Transphobia, and Biphobia

June
LGBT+ Pride Month
Gypsy, Roma and Traveller History Month
 1 Jun Global Day of Parents
 7-12 National Carers Week
 19 Jun Father's Day
 20-26 Refugee Week (inc. 20 World Refugee Day)
 21 Jun Summer Solstice
 22 Jun UK Windrush Day
 25 Jun Armed Forces Day

July
 9 Jul Eid Al-Adha (Muslim)
 16 Jul - 17 Aug South Asian Heritage month
 23 Jul Birthday of Haile Selassie (Rastafarian)

August
 12 Aug International Youth Day
 23 Aug International Day of the Slave Trade and its Abolition

September
World Alzheimer's and Dementia Month
 10 Sep World Suicide Prevention Day
 21 Sep World Alzheimer's Day
 25 Sep World Day of the Deaf
 10 Sep - 2 Oct UK National Inclusion Week

October
Black History Month
 4 Oct Yom Kippur (Jewish)
 10 Oct World Mental Health Day
 19 Oct World Menopause Day
 24 Oct Diwali (Hindu, Sikh, Jain)
 24 Oct Bandi Chor Divas (Sikh)
 30 Oct British Summer Time ends
 31 Oct All Hallow's Eve

November
November Men's Health Awareness Month
 8 Nov Birthday of Guru Nanak Dev (Sikh)
 11 Nov Armistice Day
 11-18 Interfaith Week
 13 Nov Remembrance Sunday
 14-20 Transgender Awareness Week (20 Nov - Day of Remembrance)
 16-22 Anti-bullying Week
 19 Nov International Men's Day
 25 Nov International Day for the Elimination of Violence Against Women
 25 Nov - 9 Dec 16 Days of Activism Against Gender-Based Violence
 30 Nov Saint Andrew's Day (Scotland)

December
 1 Dec World AIDS Day
 3 Dec International Day of Persons with Disabilities
 10 Dec Human Rights Day
 18 Dec International Migrants Day
 18-26 Chanukah (Jewish)
 21 Dec Winter Solstice
 25 Dec Christmas Day (Christian)

We are #TeamUHD

Logos: BAME, LGBTQ+, EU Network, Pro Ability network, Armed Forces Support Group, International Doctors Initiative.

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

print for you to share with your team and in patient areas too. It is not intended as a prescriptive list, if you would like to suggest other noteworthy dates please email: organisational.development@uhd.nhs.uk

We are very grateful to our colleagues at Wiltshire County Council for sharing this template with us.

It's LGBT+ History Month

February is LGBT+ history month, and we want to remind everyone about our fantastic LGBTQ+ network. Our network is a friendly, helpful bunch of people led by deputy chief nursing officer, Dr Matt Hodson. We're striving to make change happen and promote diversity and equality throughout the hospitals, and we're always open to new members.

We want to create a safe space for our LGBTQ+ colleagues to feel supported and heard - a

space to connect with colleagues, share stories, have fun, and influence the culture of our hospitals.

Sometimes it can be difficult to help a colleague, friend or family member who may be experiencing difficulties or lifestyle changes based on their gender or sexuality - it can be hard to know the right things to say, or how to help. Our network is open as a listening ear for you too, to give you advice and tools to help you support your loved ones in their lived experience.

Join in! This month we are delighted to welcome the LGBT+ poet laureate Trudy Howson to host

a poetry session 'An LGBT+ Life: How it was, How it is' for our staff during LGBT history month. The session with Trudy will run on 17 February from 1.30-2.30pm on Teams. [Click here to join.](#)

If you would like to find out more about the network or you are in need of support please email LGBTQ+network@uhd.nhs.uk



We are #TeamUHD



Improving your experience

Our trust has established an 'improving staff experience group' to drive through the recommendations and improvements you asked for via our culture champions.



▲ Some of our culture champions

The culture champions were recruited in April 2021 and set out to find out what makes you feel valued and how you like to be recognised. They reflected on what you said and themed your views to make recommendations to our Board. You can see the recommendations on page 9, and read the full paper [here](#).

The improving staff experience group is supported by three executive sponsors - Peter Gill, Richard Renaut and Deb Matthews - and works with the transformation team, culture champions and relevant departments.

Their current focus is:

- providing hot food at night for night staff
- your health and wellbeing
- car parking and travel
- provision of lockers
- increasing and improving staff rest areas
- implementing a new online thank you system

So far, progress includes:



- Hot food at night pilot in January with a second pilot scheduled for 14-18 February. See page 16 for details.

- Microwaves and microwavable food available in vending machines on our hospital sites.



- The shower and changing facilities have been refurbished in F and A blocks at Poole with plans in place to refurbish other changing facilities.



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



- £10 shopping voucher for staff at Christmas.

- HR is currently reviewing the UHD long service policy.

- Senior leaders have been dropping some goodies to various wards and departments.



- Culture champions are currently working on the new electronic UHD thank you system to replace the #ThankYou! and Above and Beyond schemes.

- Communications about car parking and travel options will be shared to help further explain what is available.

- Recruitment is now open for UHD 'wellbeing ambassadors'. Deadline for applications is 4 March - find out more and apply [here](#).



- Culture champions helping to identify suitable spaces for lockers.

- Options are being considered for additional rest areas.

How can I get involved?

We are always keen to hear your views and ideas

#ListeningToUnderstand.

By working together, we can all help to make improvements.

Do you need staff lockers or know of a suitable space for them?

Contact Nikki Greenall from OD:

Nikki.Greenall@uhd.nhs.uk

Have you got a staff room?

Do you have ideas about where additional staff rest areas could go? Contact Richard Renaut, chief strategy and transformation officer:

Richard.Renaut@uhd.nhs.uk

Culture champion recommendations

Getting the basics right

- 1 Acknowledge the staffing issues**
How will you have the conversations to explicitly demonstrate you have heard?
How will our ward staff hear these messages?
- 2 Focus on health and wellbeing**
Can we offer cheaper, healthier and sustainable food 24/7?
More explicit endorsement from leaders for us all to focus on our health, fitness and lifestyle choices.
- 3 Ensure there are enough showers and lockers now and in the future build**
Existing provisions need to be in good working order and in the right places. Will new facilities be considered as part of the new building work?
- 4 Accessible and appropriate rest spaces for staff to eat their lunch, take their breaks and rest**
Staff spaces should be seen as equally important as the numbers of beds.
- 5 Workable office spaces**
All staff have access to an appropriate space to work and the equipment they need to do their job.
- 6 Acknowledge the parking issues at our sites**
Look for other parking options that make coming to work easier for staff who have no option other than to drive. With cross site working becoming the new normal we need other options.

A simple thank you

- 1 Build a UHD culture of appreciation**
It becomes the way we do things at UHD, linked to our trust values.
This needs to be heart felt, genuine and embraced by all staff at UHD.
- 2 Design a new UHD thank you system**
It will be used by staff to thank each other, as well as for patients and their families to thank staff.
- 3 Visibility of senior leaders**
With new jobs and inherited new teams, it is difficult. Simple, authentic ad-hoc conversations are required.

- 4 Small gifts such as coffee vouchers and ice creams are nice**
These have been well received and should continue at regular intervals during the year.

- 5 Develop a trust wide 'Thank you Thursday' or 'Feedback Friday' campaign**
Celebrate success and highlight staff who have demonstrated our trust values well. Could be linked to the new UHD thank you system.

Time for my wellbeing

- 1 More time explicitly for my wellbeing**
'Wellbeing days' really well received because "it gave permission to do something for myself".
Some wellbeing time each year would make staff feel valued (even if just an hour a week/month).
- 2 Time to be prioritised**
This could be for staff development or time for teams to have team development.
It could be time allocated to attend a wellbeing activity or permission to leave work early if workload allows.
- 3 Consider action cards for OPEL status that insist on a wellbeing focus**
More time to be given for team debriefs after stressful events.
- 4 Find a way so that taking my break is not a considered a luxury**
Make more time for staff so that they can take their breaks. We want a UHD culture where working longer unpaid hours and not taking a break is unacceptable to avoid burnout.

Financial benefits

- 1 Review our long service award policies to create a new 'UHD Way'**
Implement a financial reward for those staff that have worked in the trust for a long time.
- 2 Staff have told us they want money or vouchers**
Can the money allocated to staff for Christmas be spent on vouchers to buy food/drink for their areas, or an individual voucher for each member of staff to spend on what they choose?

Meditation and mindfulness

Mindfulness sessions take place on Tuesday at 12.30pm in the RBH chapel with Jools Kilbey. You can also join online [here](#).

Coming soon: Twice weekly meditation sessions led by our chaplaincy team's Buddhist representative, Emma Sessa. They will take place at 1pm on Mondays and 2pm on Wednesdays.



Ask Aly

Join us at 12noon on 10 February for Ask Aly, hosted by our chief medical officer, Dr Alyson O'Donnell. It's a great opportunity to ask questions, raise concerns or 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.

Understanding Endometriosis

Anne Chalk, endometriosis nurse specialist
Monday 7 March, 5pm



To mark endometriosis awareness week and month, we will be holding an Understanding Health talk focusing on endometriosis on Monday 7 March.

Anne Chalk, our endometriosis nurse specialist, will talk about what it is, symptoms and treatments. She will also take questions from those watching the live event on the day.

The free event will run via Microsoft Teams at 5pm - just click [here](#). A recording of the talk will also be available after the event.



International Women's Day #BreakTheBias



Join the Health and Care Women Leaders Network this International Women's Day (8 March) as they raise awareness of barriers facing women in the workplace and celebrate the skills and talents of women across health and care. The day starts with a [morning Tweetchat](#) followed by a [virtual event](#) to be held on Zoom from 10am with NHS chief executive Amanda Pritchard. [Book your free place now.](#)

Supporting our patients to support our ward teams

For some inpatients, going without cigarettes in hospital is a necessary inconvenience. But for others, it can lead to anxiety and agitation, which can lead to disruptive behaviour on wards.

A new team is aiming to support these patients - and busy ward staff - by providing personalised expert support to inpatients admission wards who smoke.

The tobacco dependency team consists of a specialist acute nurse, advisor and mental health nurse, supported by a team of three healthcare assistants. Their role is to identify patients who might benefit from professional support beyond that which ward staff may be able to offer. This includes everything from prescribing nicotine replacement therapy (NRT) for free while in hospital, to offering behavioural support, information and guidance on ways to quit and lead healthier lives after leaving our care.

Patients are identified on admission through the electronic nursing assessment (eNA) tool, and a member of the team is allocated to visit them at their bedside.

▼ Alex Szymanska, tobacco dependency nurse specialist

Alex Szymanska is a tobacco dependency nurse specialist, and joined the team after two years nursing on the acute medical unit at RBH.

“It’s really helpful to have experienced inpatient care here before I joined the team as I understand the frustrations and challenges that caring for someone with a tobacco dependency can cause.

“I also understand it from the other side, that smoking is addictive and that being without cigarettes can prompt a range of reactions from patients, some of which are hard to manage.

“If we can help to remove some of the disruptions wards experience by providing tailored support to smokers, then everyone benefits,” said Alex.

The tobacco dependency team is part of a Dorset Integrated Care System initiative to tackle smoking as part of the NHSE Long Term Plan, with specialist nurses like Alex also available to inpatients at Dorset County and Dorset Healthcare hospitals.



Did you know?

- Around 14% of the population in England smokes.
- Smoking reduces life expectancy and increases the risk of chronic health issues.
- Practical support like NRT can double the chances of quitting successfully.

Let's get social

We blasted into the new year on our social media, starting 2022 with plenty of news updates, health information and of course, celebrations of the amazing work of #TeamUHD.

Our Twitter posts were viewed over 290,500 times, while over on Facebook our posts were read over 328,700 times. Some 1,193 people interacted with our content on Instagram and our YouTube videos received 4,042 views.

University Hospitals Dorset
Published by Annabel Platt · January 1 ·

A huge congratulations to our chief executive, Debbie Fleming, who has been awarded an OBE for services to the NHS in the Queen's New Year Honours List 2022.

Debbie has worked for the NHS for nearly 38 years and been a chief executive for 20 years. In 2014, Debbie was appointed as chief executive for Poole Hospital, where she served for five years before being appointed as joint chief executive for both Poole Hospital and the Royal Bournemouth and Christchurch hospitals. She then led the merger of the two organisations and is now very proud to be chief executive for University Hospitals Dorset NHS Foundation Trust.

#TeamUHD is so proud of Debbie for receiving this thoroughly deserved honour, and so thankful for everything that she does for our trust.

Read more here <https://www.uhd.nhs.uk/news>



On Facebook the fantastic news that our chief executive, Debbie Fleming, was awarded an OBE in the New Year's Honours list reached over 9,000 people. Over 380 people reacted to the post, and many of our followers congratulated Debbie on the honour.



YouTube

1,525 people watched our newest YouTube videos in January, with 357 people tuning in to watch the BBC South Today film on how our medically ready patients are being moved to Village Hotel for continuing care to help ease hospital pressures.

University Hospitals Dorset NHS Foundation Trust
@UHD_NHS

We listened to feedback & this weekend we're trialling the provision of subsidised hot food for our night shift teams 🍕 This has been organised especially for our hardworking teams - the vans will be on site to provide a hot meal to our brilliant staff. Read more on the intranet

Hot meals
for our
night-shift teams
this weekend!
Friday 14 - Monday 17 January
inclusive 11pm-3am

We are trialling the provision of subsidised hot food for our night shift teams.

Ninja Noodles and Vines Pizza Shack

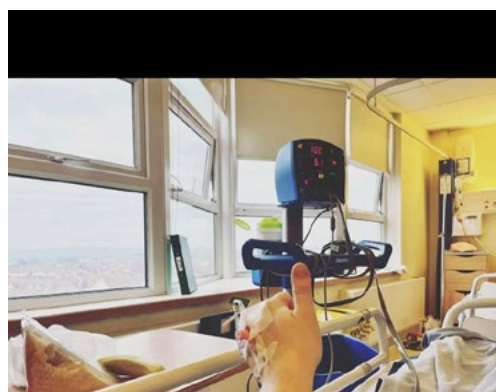
will be parked outside the main entrance at Poole and outside ED minors/DPC in the carpark at RBH.



Our top Tweet which received 169 likes and 84,910 impressions was our announcement of UHD's first trial of hot food for our night shift teams. UHD colleagues, and colleagues in the wider NHS, commented to congratulate us for providing this for our hardworking staff.



1,615 people saw our Instagram from a patient thanking us for our hard work during their stay at Poole Hospital. 74 people liked the post, which highlighted the 'absolutely world-class' care given by #TeamUHD



Have some good news you would like to share? Get in touch with the communications team on communications@uhd.nhs.uk

apprentice

noun:

a person who works for another in order to learn a trade

hospital apprentice:

an army of colleagues working both clinically and non clinically, learning in our hospitals, enhancing their careers and supporting our trust

This week is National Apprenticeship Week and we're shining a very worthy spotlight on some of our apprentices at UHD...

Saran Wylie, staff nurse

Registered Nurse Degree Apprenticeship

"Getting my qualification was a massive highlight. The first day I wore my Band 5 uniform was brilliant! What appealed to me was being able to work and study at the same time. It has been tough at times, but the study time made available for you is really helpful.



The structure of practical and academic learning really allows you to put your new knowledge and skills into practice on the job. I'm truly grateful for this opportunity and the support from my ward and mentors."

Lauren Trudgett, eLearning co-ordinator

Business Administration Apprenticeship

"I applied for an apprenticeship so I could gain a qualification while continuing to work, meaning I didn't need to worry about my income or childcare. My role is admin based and since gaining my qualification, I have been able to progress in my career



and start working in a secondment role with a higher banding. I've also helped to promote apprenticeships to others so they can progress in their career too."

Kyle Wilson, respiratory physiologist

Healthcare Science Apprenticeship

"I was attracted to the respiratory side of this course because I love interacting with patients. There have been many highlights, including meeting colleagues from different hospitals. However, I think the biggest highlight was actually completing the degree; being awarded a first is a massive achievement. There is a national shortage of qualified respiratory physiologists so the trust will benefit from my apprenticeship too."



Leanne Aggas, head of nursing

Senior Leaders Masters Degree Apprenticeship

"I applied for the apprenticeship to broaden my knowledge and skills. It allowed me to network with people from other sectors and backgrounds outside the NHS. The apprenticeship was also integrated into my job and allowed me to apply theory to real-time situations. The highlight has been the opportunity to network and learn from other sectors, which ultimately helps our patients."



For more information on our fully funded apprenticeships, contact apprenticeships@uhd.nhs.uk



Humans of our hospitals



Transformation update

New pathology laboratory a step closer

Preparations for a new pathology laboratory on the RBH site, including a histopathology diagnostic hub, have now been completed, bringing this cutting-edge facility a step closer to the people of Dorset.

The innovative new facility will provide a wide range of pathology and research services as well as offices, staff facilities, new access road, car parking, cycle stores and landscaping. It will include a specialist diagnostic hub which will be used to study and diagnose diseases and illnesses using the latest in medical technology to analyse anything from a simple blood test to advanced genetic screening.

Stephen Harding, head of service for One Dorset Pathology - a collaborative partnership between Dorset County Hospital and University Hospitals Dorset - said: *“Pathology services are an essential part of the efficient and safe running of hospital and GP services, analysing the thousands of tests that are done for patients every day.*

“The new facility will have the very latest in specialist technology and deliver better value, high quality diagnostics and care for patients across the region.”



See more information on the development [here](#).

Poole Hospital

The steel frame for the new theatres building has just been completed with the concrete planks currently being installed. Plans have already started for a ‘topping out’ ceremony (a traditional ceremony held when you reach the highest point in the building) which we hope will take place towards the end of May 2022.



RBH

The demolition phase on the BEACH Building construction site has been completed and the piling work continues at great pace. The new energy centre frame (near the outpatients entrance) and the contractors staff welfare area have also been completed.



Elsewhere on site the new modular Derwent theatre installation has been completed and will welcome its first patients later this month. Finally, the ground clearing is well underway in Wessex Fields which will enable the development of the new pathology hub.

Christchurch

Work continues to develop the updated masterplan for the site ahead of further stakeholder engagement.

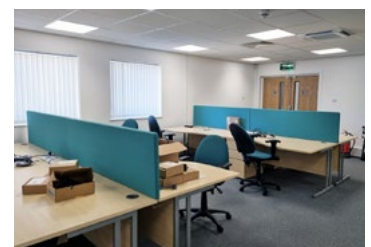
Yeomans Way - leading the way in agile working

The countdown is on with last-minute preparations being completed before some of our non-clinical teams move to their new base at Yeomans Way. The site is one of a number of agile working solutions being put in place to help alleviate the pressures on space during the major transformation work across all three UHD hospital sites.

The facility has ample parking and good transport links and will house office-based teams from IT, HR, RTT, commercial services and BI as well as incorporating a large warehouse and extensive off-site storage. Currently the furniture is being assembled, Wi-Fi enabled, with final preparations underway to ensure that it can welcome colleagues from 14 February.

Yeoman’s Way also has a number of meeting and training rooms with display screens for hosting interactive sessions. Once the teams have settled in, we will let you know how these can be booked by staff for off-site meetings. For more information please contact Katie Pritchett, project manager:

katie.pritchett@uhd.nhs.uk

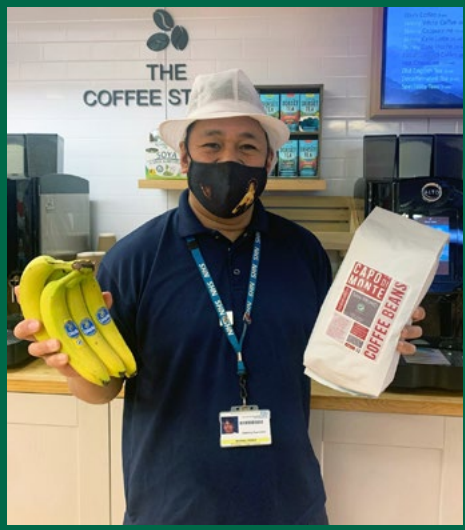


Put your green foot forward this 2022

Hot on the heels of Veganuary, find out how your teams can make an impact on our local environment for the rest of 2022 with our new green calendar. Take part in awareness days, make a change in your life or workplace and help make an impact on our carbon footprint.

February

Fairtrade Fortnight, from 21 February: Fairtrade means fairer pay, improved livelihoods and less of a global impact. Keep an eye out for the logo in our restaurants and shops.



May

No Mow May: For the whole month of May don't mow your lawn, easy! Allowing plants to flower can create enough nectar for 10 times more bees. Here at UHD, wildflowers are allowed to grow in a number of areas.

June

Clean Air Day, 16 June: Every year, air pollution causes up to 36,000 deaths in the UK. Poor air quality causes heart and lung problems and poor mental health, putting pressure on our NHS.

July

Plastic Free July: Can you reduce how much plastic you buy during July? What single use plastic items do you use at work - cutlery, food packets? Is there a better alternative?

August

Cycle to Work Day, 4 August: Saddle up and reduce your carbon emissions, improve your heart and lung health and release endorphins to help you arrive at work happy and relaxed. 'Bike Fix' regularly visit our sites to offer free bike MOTs too.



September

The Great British Beach Clean, 17-25 September: We are lucky to live on a popular coastline, so let's protect it and keep Dorset an attractive place to live and work.

October

No Disposable Cup Day, 4 October: Every day in the UK we use seven million disposable cups. Can you encourage your colleagues to change to a reusable cup and water bottle?



November

World Recycling Week, 20-26 November: What does your department throw away? Could you recycle more? Our sustainability team can offer tips and advice for recycling at work.

December

Human Rights Day, 10 December: The fulfilment of human rights depends on a healthy environment to live in and we can all play a part in looking after our local environment.



GUHD

March

Nutrition and Hydration week: How can your team help support our patients better? Speak to our dietitians about the importance of preventing malnutrition and dehydration.

April

Walk to Work Day, 1 April: Enjoy the spring mornings, embrace a change in routine and see how a slower start to the day can benefit your health. Forgoing your car a few days a week can make a massive difference to your carbon emissions.



Alyson's Blog

Alyson O'Donnell, chief medical officer

Well here is some good news to start us off this month. Since my last blog, at the time of writing, we officially have 73 more minutes of day light. There is something which seems to give a burst of energy when you don't start and finish your work day in complete darkness. Even better I am looking forward to sharing afternoon dog walking duties with my other half in the not too distant future. I am jealous of those of you who get to stroll along the beach but being out in the forest after work, in the peace and quiet, is a really important marker of the end of the work day for me in the months where that can happen. Using the moments to reflect or to catch up with loved ones recharges my batteries and I am really grateful for it. I really don't mind if it is in wellies and sou'wester, it is all good. A nice evening is preferred though - I am Scottish but not completely daft.

There are green shoots other than the daffodils on the horizon this year. For the first time it feels like we can be a

little hopeful that the next year really is going to be better and that our lives will get to a point where we are able to live with Covid rather than being dominated by it. The success of the vaccination programme in Dorset was a big reason why we escaped relatively unscathed in the last wave and it will hopefully keep us safe going forwards. Without being a negative Nellie - let's celebrate but keep ourselves, our patients and our families safe as we don't really know where this is going to go just yet. That is not stopping me from planning a much needed holiday although at the moment I am thinking west Wales with the dogs rather than somewhere hot and sunny.

We are all going to see a lot of changes over the next couple of months with the news of the departure of both Debbie and David as chief executive and chair. They have both done a sterling job of steering us through merger and setting us up to be a really successful organisation going forward. I know our incoming chief

executive was very impressed by the organisation, our people and what we are striving to achieve. As we see buildings beginning to emerge from the ground it makes it all real and reminds us more than anything else how important it is that we help all teams to see themselves as one team, no matter what site they are based on, and with one way of doing things. That will make it so much easier when those shiny new buildings are ready for us to move in to. Hearing your voices about how we make things work for staff and patients will be so important over the next few years. It is quite sobering when I realise that the first of our big moves is not much further in the future than my appointment as shadow CMO was in the past. That may just be me and the horrible way time seems to have sped up as I get older.

So as always take care of yourselves and each other. Fingers crossed that spring progresses without too many artic blasts or Covid hiccoughs. I'm looking forward to my first big bunch of daffodils.

Alyson

More hot food at night!

Our next hot food at night trial will run from 14-18 February, this time for our weeknight workers.

Food trucks will once again be on our Poole and RBH sites, with a delivery service available to Christchurch.

We learned a lot from our first trial, and following your feedback we will be offering healthier meal choices from new vendors at times that suit your needs.

These trials are a result of the work of our culture

champions, and will help us make decisions on how we can provide a sustainable long-term offer for all of our overnight staff.

Keep an eye on the staff bulletin and intranet for further details.

Our NHS Staff Survey

The results from our first Staff Survey as University Hospitals Dorset are expected to be with us in the next few weeks and the highlights of these will be shared in the trust prior to the national reports being made available to the public.

For more information please contact Marie Cleary in the organisational development team on marie.cleary@uhd.nhs.uk

Helping Team UHD access health and wellbeing support

Our health and wellbeing has never been more important which is why we have a range of support to meet your needs, both physically and mentally.

WATCH: To help you to find out what might be helpful for you, please watch this [short video](#). It guides you through different forms of support, from self-help activities to specialist therapeutic support. If you are a line manager please share this with your teams.



Leadership development

It has been a busy few years and we've all had to adapt to working differently. During this time, your organisational development team has been working hard to bring you leadership development opportunities, including the following two-hour workshops:

- **Coaching Conversations workshops**
- **Feedback Skills workshops**
- **Leading Teams through Change workshops**

The courses are a great opportunity to enhance your skills and network with colleagues. You can book them on the [leadership development intranet pages](#) where you'll also find bitesize pieces of development to support you in your day to day responsibilities.

You can also access a coach to support you in your development and get support for your team as well - just let the OD team know and keep an eye on the OD intranet pages.

Become a health and wellbeing ambassador

Are you passionate about the health and wellbeing of your colleagues? We can all be involved in taking a proactive approach to supporting each other's wellbeing, and one way to do so is by signing up as a health and wellbeing ambassador.

Our ambassadors will support our ongoing wellbeing strategy promoting key health and wellbeing initiatives to colleagues within their directorate.

Full support will be provided and you have until 4 March to sign up. More details can be found [here](#).

Schwartz Rounds - could you be who we're looking for?

Join a group of inspirational people who are motivated to improve the experience of Team UHD...

The Schwartz Rounds steering group is looking for new members to help organise the rounds and enable all staff in Team UHD to benefit from discussing difficult emotional and social issues that arise in caring for patients.

Schwartz Rounds can help us feel more supported in our jobs and be given time and space to reflect on our roles. Evidence suggests that when staff feel supported and positive about

the care they are offering, this is beneficial for them, the patients, and the organisation as a whole.

Amy Pharaoh, consultant in palliative medicine at Forest Holme and Schwartz Round clinical lead, said: *"I have been involved in Schwartz Rounds for six years, first as a facilitator and then as clinical lead. I have seen first-hand how we can learn from each other by sharing experiences at Schwartz Rounds."*

"Being part of the Schwartz Round steering group has given me access to people and places in the trust that I

did not know existed and a unique understanding of how our organisation works through connection with our incredible staff."

"It's now time for me to pass the baton on and draw on new ideas and experiences and we are looking for new facilitators to join our fantastic team and a new clinical leader to strengthen the group."

If you'd like to find out more about joining the group, please visit the [Schwartz Round page](#) of the intranet or email amy.pharaoh@uhd.nhs.uk.

March for Men returns!

March for Men returns to Bournemouth Pier Approach on Sunday 13 March welcoming participants of all ages, abilities and genders to challenge themselves while doing something truly amazing. Walk or run 3km, 5km or 10km and raise important funds to support men's health.

Tommy Johnston, consultant urologist, said:

"The support from this event has enabled us to introduce a range of new procedures



which have improved the diagnostic accuracy and treatment of common conditions affecting men's health."

"March for Men has recently helped us purchase the mini-PCNL (percutaneous nephrolithotomy) surgical kit which allows us to treat larger kidney stones using a smaller skin incision. The introduction of this

new procedure has improved patient outcomes and shortened their length of stay in hospital."

Together, we can continue to improve men's health services for every man in our community. [Sign up today!](#)

Tickets are

£15 for adults (16+),

£8 for children (under-fives go free).

Adults will receive a March for Men t-shirt and everyone taking part will receive a complimentary drink.



Qi update

Qi Lite **“Qi Lite felt much more tangible and easier to apply...”**

Qi Lite is an interactive two-hour course, which gives participants a quick and basic understanding of quality improvement (Qi). It is aimed at individuals who are new to the subject and want to understand what we mean by Qi and how we can use an improvement methodology in our everyday roles.

It is open to all staff, and is free of charge. The next dates are:

- Thursday 10 February (10am-12noon)
- Monday 28 March (10am-12noon)
- Tuesday 26 April (10am-12noon)

Here is what some of the participants have said:

“Motivating, interesting, and really well explained...”

“My take away is ‘not coming with a solution’ and ‘test, make one change, test again’...”

Book your place [here](#).



New Treatment Escalation Plan (TEP)

Following extensive consultation and testing, a new digital Treatment Escalation Plan (TEP) form has been developed which can be created, viewed and updated through EPR. This Qi project has been led by Dr Amy Pharaoh and supported as a quality improvement project.

You can find more detail [here](#) under ‘T’ on the intranet, including a short instructional video and the Grand Round which introduced the new TEP and its evidence base.

One of our values is ‘always improving’ and in the short time since the launch of this new TEP form, we have been able to use your feedback to improve, for example in extending the word limits on the text boxes. Other ideas may take a bit more time to implement, but we will look carefully at them all, in the spirit of continuous improvement.

We are keen to hear your views. Please feed back any suggestions to Dr Amy Pharaoh or Dan Richter.



Let's talk about IT

Removing paper for outpatients

The development of an electronic appointment outcome form has enabled the specialities working at the new Outpatient Assessment Clinic in Beales to fill in their patients' clinic appointment and referral to treatment (RTT) details online.

Clinicians in dermatology, ophthalmology and orthopaedics open the form in EPR where they can see auto-

populated information about their patients. Once finalised and submitted, the form then feeds the clinic appointment outcome and RTT outcome into the patient's record within eCamis without the outpatients admin team needing to input it manually.

An electronic copy of the completed form is also automatically stored on to the patients' record in EPR.

It is hoped the electronic form could soon be used by more specialities across UHD.

Thanks IT colleagues!

Healthcare evidence and knowledge a simple search away

The new Health Education England funded [NHS Knowledge and Library Hub](#) is a 'one-stop' gateway which connects NHS staff and learners to a significant range of free knowledge and evidence resources, services, tools and databases, all in one place.

Content of the easy-to-use platform includes high quality open access content, thousands

of journals, e-books - including OUP handbooks, clinical decision support tools - such as BMJ Best Practice, NICE guidelines and clinical and medical databases.

Accessed via OpenAthens, users will be able to tap into the same system wherever their career takes them. [Start your search here.](#)

Dorset Care Record annual user survey launched

Please take five minutes to fill in [this short survey](#) and help shape the future development of the Dorset Care Record (DCR). It will allow you to highlight what you like and don't like about the DCR and what you'd love to see added or changed.

Last year's survey showed the system was benefitting both patients and professionals alike.

Your responses from the 2021 survey revealed:

- 9 out of 10 users said that time was saved using the DCR
- Over a third of users successfully reduced the use of paper and printing costs

The deadline for responses is 18 February.