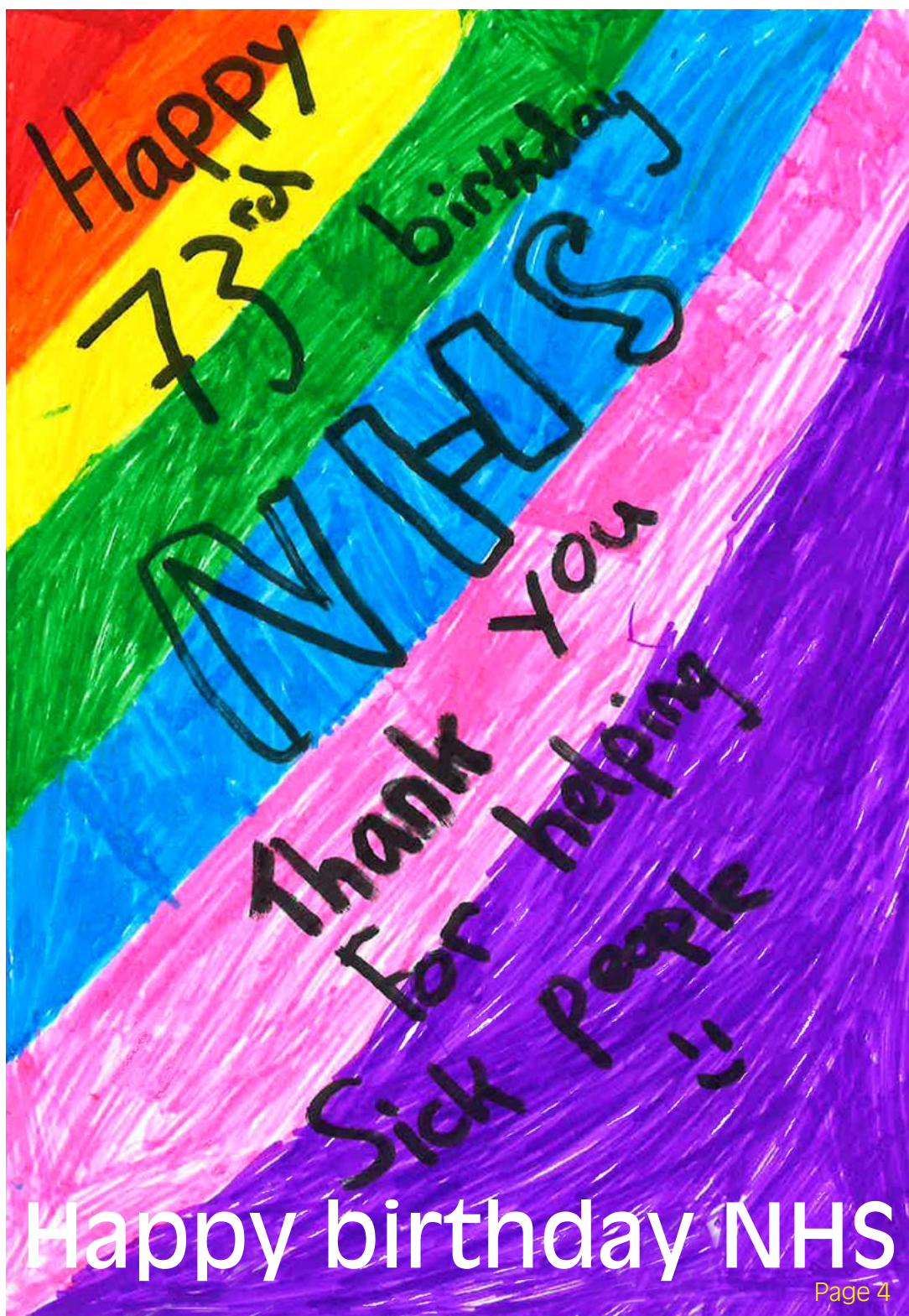


The Brief

July 2021



A global nursing career

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Your University Hospitals Dorset

An update from chief executive, Debbie Fleming

Welcome to your July edition of *The Brief*, a month which has seen us celebrate our much-loved NHS' 73rd birthday. The NHS is a fantastic institution, at the heart of British society, and I know I feel an enormous sense of pride every time I put on my NHS lanyard and walk through the hospital doors. There really is something very special about this world-renowned organisation, and one of the many things this pandemic has taught us is how central the NHS is in all our lives. It deserves that place on the pedestal for the highest class healthcare, there for everyone from the cradle to the grave - something put so eloquently by John, one of our mortuary technicians who took part in a special 'happy birthday montage' video in which you told us what the NHS means to you. Please do take a moment to watch it - click the video on page 4 - it's a poignant reminder that despite everything we have all been through, we are a family.

I really enjoyed welcoming BBC Radio Solent to our RBH site on the birthday itself - they spoke to a range of staff about their experiences and it is these stories that bring our hospitals to life; the humans of our hospitals. There's some great examples in this month's *The Brief* of how and why you came to work for the NHS, including accounts from two of our student nurses at the very start of their careers, and a really enlightening interview with David Thomas, our lead TB nurse whose 30+ year career has seen him care for orphans in Romania, prisoners in Siberia, and villagers in Sudan and Gaza. Every single one of you plays a part in this often very complicated and high pressured jigsaw, and every single one of you is hugely valued for who you are and what you do every single day.

Our highly regarded staff networks continue to do so much to support so many of you, and I'd like to thank them once again for their work. As we continue to recruit from overseas, these networks will play an increasing role as we welcome colleagues from all over the world, and I'd like to echo this welcome.



▲ Some of our new international nurses at Poole

A number of our colleagues within our hospitals have served in the armed forces, and we value their contribution enormously. That's why I was delighted to formally demonstrate our commitment to them by signing the Armed Forces Covenant last week. You can read more on page 6.

I've also been reminded recently of the important role of our junior doctors - they make an enormous contribution every day and have played such a vitally important part in maintaining emergency and urgent services throughout the pandemic. We held our first UHD Junior Doctor Award Ceremony on Friday evening, shining an important spotlight on the dedication and teamwork of all our junior doctors. Congratulations to you all.



▶ Our junior doctors at RBCH (top) and Poole (bottom)

All of this hard work has not only been taking place in the midst of a pandemic, it has also been in the wake of our merger, which took place just nine months ago. Last week, I was delighted to be able to share our new care group and operational management structure charts, and to confirm the names of those individuals who have now been appointed to these senior leadership roles.

This announcement marks a truly important milestone in the life of our new organisation, as we shall now start moving forward at pace to integrate our services. .

I know that things are really busy across all our sites at the moment. Our emergency departments are extremely busy and maintaining the flow of patients through the hospital continues to be challenging. Both acute sites have been operating with a very high level of occupancy for some time, and we know the pressure this is putting on you all.

And of course, while the number of patients in our hospitals with Covid-19 has reduced significantly, we are still feeling the effects of the pandemic. Throughput has had to be reduced in some areas in order to maintain safe services, and we continue to experience workforce shortages in some areas. And all this of course comes at a time when our teams are focusing on recovery - working hard to reduce long waiting times and reduce the number of patients waiting.

So once again, my most important message this month is to say an enormous thank you - for your patience, your dedication, and your ongoing commitment. I regularly get lovely letters from people wanting to express their gratitude to the trust, asking me to pass on their thanks to various individuals and teams. These not only come from patients and their families, but they also come from members of staff who simply want to acknowledge the work of their colleagues or the volunteers supporting them.

Within UHD, our mission is to provide excellent healthcare for our patients and the community and to be a great place to work. We know that there is still a long way to go and many obstacles to overcome before this is the reality in every area. However, with so many dedicated staff working within this organisation, all committed to improving services, we have made a very good start...

Thank you

Debbie Fleming,
chief executive

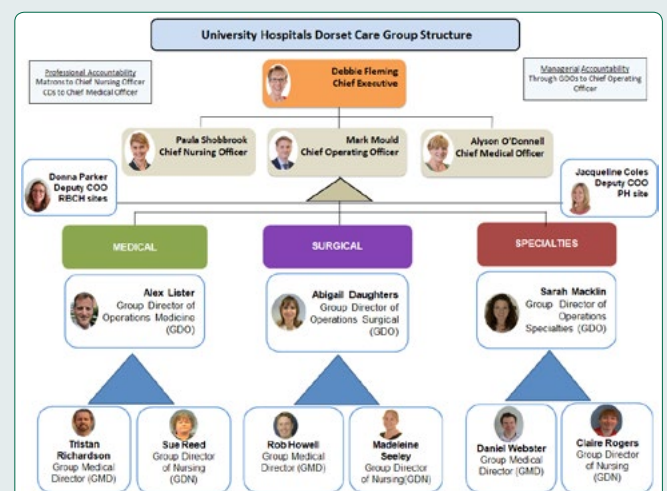


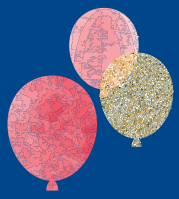
Care group and operational management structure

I am delighted to share our new [care group and operational management structure charts](#), following the final round of appointments to senior management roles.

The leadership provided by these individuals as they set about integrating their teams, tackling variation and developing common policies will help us to deliver consistently high quality services.

The pandemic has repeatedly shown us the importance of strong leadership, and I believe we have an exceptional team in place. Each one of them will play a vital part in shaping the future of UHD and the healthcare services our communities expect from us.





Happy birthday **NHS**

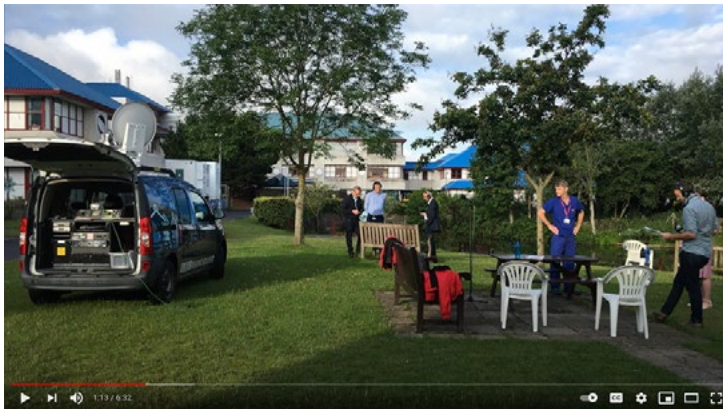


The coronavirus pandemic has seen the NHS go through a year like no other. But with the many challenges came hope and some enormous achievements.

Hospitals have cared for around 400,000 seriously ill Covid-19 patients, including more than 100,000 admitted in January alone, along with millions more besides. At the same time the NHS has rolled out the biggest vaccination programme in health service history.

None of this could've happened without all of you, those who hold the NHS so dear to their hearts.

We welcomed BBC Radio Solent to our trust as part of the birthday celebrations and they spoke to a range of staff on a variety of subjects. You can catch up here:



Director of breast screening, Lisa Bisset, and orthopaedic surgeon, Professor Rob Middleton, talk about the recovery of our services.



Jade and Lilly, two of our aspirant nurses, talk about working across clinical areas during the Covid pandemic.



Jenny House and BJ Waltho, two of our UHD nurse leaders with 102 years of service to the NHS between them, on their pride in the NHS.



Debbie Fleming, our CEO, on her pride in all of Team UHD and our ambitious plans for the future.

What the **NHS** means to us...



Here's what some of Team UHD has to say...



Roadmap end in site

With the government confirming that it is committed to lifting restrictions in place due to Covid-19, we will be evaluating national guidance and communicating widely any changes to our current practice and advice that may affect you, our patients and visitors.

Please look out for the latest information in the twice-weekly Staff Bulletin, the intranet, screensavers, and on our social media channels.

Coming together to remember

Our cancer services team based at Poole Hospital came together to plant a tree in Sandbanks garden last week in memory of their patients who sadly died of Covid-19 during the pandemic.

A special service was led by Fr. Declan McConville who invited the team to lay painted NHS stones around the base of the tree. Matron for cancer services, Andrea Moxham, also read a poignant poem, written by 8-year-old William Chester, son of a member of Team UHD.



Covid lateral flow tests - important changes

NHS England is no longer supplying the trust with lateral flow testing kits for us all to use. This will eventually mean we have to order our own kits online to be sent to our home addresses.

We are currently assessing what stock levels we have left, how long our current stock will last, and how we can distribute the remaining kits as fairly as possible. We will update you shortly.

In the meantime, if you are about to run out of tests and need to restock your box, please see the information available [here](#).

These tests are really important, especially with the increase in cases of the Delta variant. Please remember, every time you take a test you need to upload your results to our portal - mytest.uhd.nhs.uk

Remember

Every time you self test for Covid, upload your results to our secure portal mytest.uhd.nhs.uk



Covid-19 update

Guidance on face-to-face meetings and resuming patient groups

New guidance on face-to-face meetings and resuming patient groups is now available, and should be used in conjunction with current UHD and national IPC guidance. The updated guidance includes:

Staff group meetings

- Observe the room's risk assessment and do not exceed it. If no risk assessment has been carried out or there is no Covid-19 secure sign on the door, do not use the room.
- External meetings should be attended by six staff or fewer, except in exceptional circumstances.
- Fluid resistant surgical face masks (or a face shield if clinically indicated) must be worn in all meetings, and hand hygiene practices and the 2m social distancing guidance adhered to.

Resuming patient group meetings

- If digital or online meetings can continue and are working well for all participants, they should continue instead of face-to-face meetings.
- Revisit risk assessments for proposed meeting rooms to make sure the meeting is appropriate for that venue.
- Subject to room size and an appropriate Covid-19 risk assessment, groups of up to 30 can meet where officially organised to provide mutual aid, therapy or support.
- Fluid resistant surgical face masks (or a face shield if clinically indicated) must be worn in all meetings, and hand hygiene practices and the 2m social distancing guidance adhered to.

Read the full guidance for face-to-face staff meetings and for patient groups on our Covid intranet pages.

Marking our commitment to our Armed Forces colleagues

We've signed the Armed Forces Covenant - committing our hospital trust to honour and support the Armed Forces community and recognising the value serving personnel - both regular and reservists, veterans and military families - contribute to our organisation and country.

Kevin Moore, Dorset Armed Forces Covenant programme coordinator, joined David Moss, UHD chairman and Debbie Fleming, UHD chief executive, in signing the Covenant at a ceremony on Tuesday 6 July and agreed to uphold its principles - to be an Armed Forces-friendly organisation to our staff, patients, suppliers, contractors and the wider public.



For more about the Armed Forces Covenant, please click [here](#).

nurse

noun:

(the title given to) a person whose job is to care for people who are ill or injured, especially in a hospital

verb:

to spend a lot of time taking care of something as it grows or develops

pandemic nurse:

put on PPE, go into work, and nurse those who need you now more than ever



The pandemic has placed a spotlight on our nurses like never before. The people who in the greatest time of uncertainty for the nation since World War 2, walked into work with their NHS colleagues when many of us were able to do the opposite. To stay at home.

Despite all of the many challenges they faced, that very core value of ‘caring’ shone through them like the beacon of light we associate with Florence Nightingale, the lady of the lamp.

And it shone in abundance. At UHD alone, we have hundreds of nurses working in a range of roles.

For some, the dream of becoming a nurse is planted from a very young age. Others come to the career later in life. And for some, the journey is a global one.

In the month of the NHS’ 73rd birthday, *The Brief* speaks to two of our aspirant nurses whose first experience of life in a hospital was during the pandemic, and to David Thomas, a nurse with more than 30 years of experience working across the globe...

Throughout the pandemic more than 200 ‘aspirant nurses’ embraced the opportunity to step into their placements in various positions across the trust.

Two of these student nurses now at the end of their course are Lilly Goff and Jade Saunders. They started their placements at the beginning of the pandemic, seeing the highs and lows of hospital life first hand.

Lilly said: *“The first chance I had I jumped at the opportunity. It was quite exciting being on ICU at*

the centre of it all and I did not want to miss the experience. Every opportunity I got with my degree I always took and ran with.”

Jade began her placement on one of UHD’s Covid wards. She added: *“I came back in to my third year after a year out and I just wanted to give something back. I am so happy I opted in to the Covid ward; all the staff amazed me as they were always so positive. They really pushed me to learn new things and I can’t wait to start my new job there.”*

Our aspirant nurses were celebrated at a special event on 5 July - the birthday of the NHS. Alice Girling, deputy head of education, said: *“What they have done for us in the last 18 months is phenomenal; I don’t think we could have asked any more from them, they gave the trust absolutely everything. All our aspirant nurses are beyond caring, dedicated and will be valuable assets to any team they join.”*



“The very heart of nursing remains the same...”

David Thomas, is a tuberculosis (TB) consultant nurse and lead for our TB service, which diagnoses and treats all cases of TB and related infections across east Dorset and into the New Forest. Here's his global journey...

“After leaving college in 1988 I spent a year working in rural Eswatini (Swaziland) where I began to appreciate the diverse effects of poverty on people's lives. After the Romanian revolution in 1989/90 I joined a small team working in one of their orphanages.



These experiences kindled my belief that professional nursing knowledge, management and skills need to be shared globally, perhaps now more than ever.

“I trained as a nurse in Southampton in the early 1990's with a view to working overseas in the aid sector. After gaining emergency experience and studying tropical nursing, I joined Medical Aid for Palestinians (MAP) and spent a year working alongside paediatric and emergency teams based in the Gaza Strip.

“Our main focus was improving basic and emergency care and we were privileged to work with teams of resilient nurses who, despite losing family and colleagues during the ongoing military conflict, still embraced opportunities to improve their patients' care. This coincided with the Western wall tunnel riots in September 1996 in which fierce clashes between Palestinians and the Israeli Defence Force quickly spread from the West Bank to Gaza. On the worst day of fighting more than 1,500 casualties were brought into the ED at Gaza's main hospital and sadly over 100 people died.

“We operated a tiny four bed resuscitation unit and I remember a mound of discarded blood soaked shoes, trainers and army boots that steadily grew against the wall like an inappropriate memorial to those who lost their lives.



“It's the patients' individual stories and how we fit into this in a tiny way that brings this job to life...”



“Later that year I joined Médecins Sans Frontières (MSF) Belgium and was posted to a Siberian Gulag where a small international team initiated and supervised treatment for 1,800 prisoners with multidrug-resistant TB.



“Nearly all of our patients are seeking a better life for themselves and their families...”

“Understandably that was quite an oppressive environment in which to work but it kindled my belief for all countries to play an active role in managing TB.

“In 1998, I was posted to Southern Sudan and led a small team running a bush hospital and feeding centre in a remote refugee camp. MSF had worked there for a few years treating victims of the civil war and feeding thousands more facing starvation. This was a fantastic project working directly with the very tall Dinka tribe, who incidentally have the lowest doors imaginable to their grass huts. I believe this was deliberate to fend-off predators - and my need to approach these on hands and knees always caused laughter!



“Nursing knowledge and skills need to be shared globally, perhaps now more than ever.”

“Very sadly a government backed militia attacked the village and killed around 20 people and took others as slaves/hostages.

“After escaping into the bush we faced a dilemma of walking to the next air strip (two-three days away) or returning to the scene. We knew the militia were moving fast so returned to the village and did our best to treat the survivors. Some died but we were able to evacuate others by an MSF chartered plane a few days later. Sadly the ongoing threat of further attacks ended our mission and I soon returned to the UK to marry my wife Rachel in 1999 and settle back in west Dorset.

“For the past 18 years I've been incredibly privileged in leading a local TB service, treating incredible people from all over the world. It's a fantastic job that has evolved into a nurse-led service. Nearly all of our patients are seeking a better life for themselves and their families and have encountered life-long barriers. Many are scared and appreciate that left untreated; TB will destroy their livelihood and potentially lead to social discredit and mortality. The majority of patients we work with have experienced adverse stigma due to race, colour or vulnerable status, so to be able to welcome them to our trust and offer treatment and support is a fantastic privilege. While my role is somewhat different to working overseas, many of our patients aren't and it's their individual stories and how we fit into this in a tiny way that brings this job to life.

“Nursing has evolved beyond belief. Few jobs offer a greater scope for practice or the ability to travel and bridge the gap between clinical practice and academia. Through excellent support from the trust and the National Institute for Health Research, I have been able to gain both first and masters degrees and encourage others to seize these opportunities.

“But despite the advances, the very heart of nursing remains the same - as a nurse, your actions will make a difference to the lives of your patients, your colleagues, your community and your profession.”



Transformation update

RBH big build naming

Thanks to everyone who gave their thoughts on the preferred name for the new 'big build' on the RBH site. We've had a fantastic 800 responses to our shortlist of three names (BEACH, Cornerstone and Unity), plus a few new suggestions.

The results will now be analysed and the final decision will be taken by our trust board in late summer. Thanks for your support and we look forward to sharing the agreed name very soon.



Fly through the new emergency department

In the latest in our series of films explaining the transformation plans for our hospital sites, ED consultant Dr Farhad Islam explains the development plans for our new emergency department on the RBH site.

These developments are part of plans to make RBH the major centre for emergency care for east Dorset, while Poole Hospital becomes the major planned care hospital. You can watch the film [here](#) and previous films [here](#).



RBH - advanced notice of main entrance closure and new site map

The next phase in erecting the hoardings that will surround the site during building works begins in August, meaning the main entrance will be closed from 2 August. Throughout September, fencing and hoarding will be erected to create the site compound with new vehicle and pedestrian travel routes in place by the middle of September. Keep an eye on our intranet and website for our updated hospital map together with the latest site access arrangements.



Find out more on the 'high-level' plans for our sites

Paula Rayson, head of clinical design, has created a short video highlighting the 'critical path', the series of moves needed to deliver the planned and emergency hospitals, while maintaining services. You can see the high-level changes and timetable of moves required in her video [here](#).

Transformation update

Poole Hospital - site crane installation

When?

Friday 30 July to Monday 2 August (or the following weekend if weather conditions are unsuitable)

Why?

To build the crane for the main theatre build. Due to the scale of the project, we will be using a section of Longfleet Road to 'lay down' parts as they are delivered

before being lifted into position via a mobile crane. This has been agreed with BCP Council and respective partners and IHP will be supplying traffic marshals to assist with pedestrian and traffic flow.

Road closures?

Minimum road closures will be in place, managed with the local highways department, traffic

management specialists, the emergency services, and the hospital teams to maintain best traffic and pedestrian access as possible. Diversions will be in place for through traffic, with hospital access for ambulances maintained over the weekend.

More information?

Details of the crane installation plans and road closures [here](#).



Managing our resources

In the final video to mark the launch of UHD's **Green Plan**, Edwin Davies, associate director of estates and capital development, and George Atkinson, associate director of estates, together with Dr Isabel Smith, consultant anaesthetist and medical director, strategy and transformation, highlight how our we're reducing the consumption of finite resources as well as putting sustainability at the heart of our patient pathways. You can watch it [here](#) and visit the Green Plan portal [here](#).





Alyson's Blog

Alyson O'Donnell, chief medical officer

My first question to all of you is where is the summer? I feel that I might have been a bit premature in my last blog advising you all to wear sun screen as I found myself in wellies and a sou'wester in recent days. Not my most glamorous look to be fair but I stick by the adage of there is no bad weather, just bad clothes. My labrador puppy is showing his love for water by pouncing in every puddle he encounters no matter how disgusting. For those of you with small children just imagine a 2-3 year old with new wellies. The palpable joy is just the same.

It feels even less like summer inside the hospital. I've always quite liked the idea of Christmas in July but not if it means winter hospital pressures. I know you are all working really hard to deal with all the spinning plates of front door pressures and delayed discharges, all while we are trying to treat as many of our elective patients as we safely can. More than ever I think we all need to ensure that we take some time over the summer to just have a breather and recharge our batteries.

For the first time in over a year I now have a few nice things in the diary to look forward to - a concert here, a party there and a hotel stay for our anniversary. It is very

exciting as we come towards the lifting of restrictions. I am looking forward to meeting up with friends and family and just to being a bit more spontaneous than has been possible for such a long time. But I am sure I am not the only one that is looking at it with a degree of anxiety.

There is a note of caution to be had. Infection rates are still rising locally. The really good news is that even with the current infection rates the proportion of patients being admitted is much lower than in previous waves but we still have our summer holidaymakers to come and need to learn from others. The message is - let's not be complacent. For all of our vulnerable staff and patients we need people to stay responsible. We need to remember that wearing masks and maintaining social distancing, for many of us, is about keeping others safe more often than keeping ourselves safe. I for one will be looking after my loved ones by continuing to wear a mask in crowded places and what we do in the hospital is not changing significantly.

I am now off for another look at the long range weather forecast to help decide whether it is safe to buy some sandals or not.

Alyson

Improving quality of care for all our patients this summer

To be able to admit patients who need a bed, to the right bed, when they need it, means getting our patients home as safely and timely as possible, and it's even more important for both patients and staff during the summer holiday season.

Completion of 'Criteria to Reside' and delay reasons on 'Health of the Ward' helps us to improve the quality of care and experience for all our patients.

Teams across UHD are invited to join in with capturing current glitches and generating improvements and fixes with the C2R Implementation Group during the week of 19 July.

Keep an eye on the bulletin and screensavers for updates.

UHD noticeboard

Bourne Free

Bourne Free takes place on 21 August and we're hoping to be able to join this event if restrictions are fully lifted. Please email LGBTQ+network@uhd.nhs.uk if you would like to be involved or if you would like to join our LGBTQ+ network.

Calling all healthcare science trainees!

We're looking for those currently on the Scientist Training Programme (STP), Route 2, the Practitioner Training Programme (PTP) and anyone soon to be starting their training to join our Healthcare Science Group.

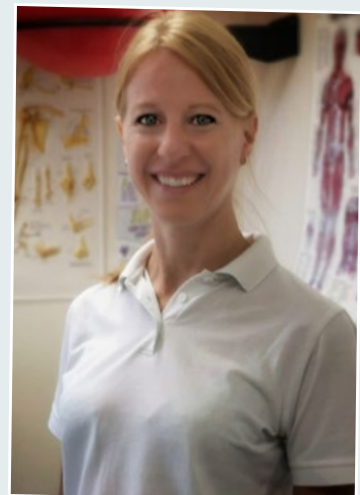
We're a group of clinical scientists across UHD and we meet to present work to each other and to cover shared competencies.

Please get in touch with lead trainee, Siobhan Gorman, on Siobhan.Gorman@uhd.nhs.uk. The first meeting takes place online on 23 July and we look forward to meeting you in person too.

Need a physio?

Our musculoskeletal physiotherapy service is specifically for Team UHD and operates clinics at Poole and RBH. Referring yourself is easy and confidential - just follow this link to submit a [Physio Self Referral](#).

Once you've been triaged, you'll be seen by a senior physiotherapist who can offer you manual treatment or health and exercise guidance and advice, whether to get you back to work or to help you with other activities and sports.



UHD noticeboard

Walk for Wards

Join us in the grounds of the prestigious Somerley House on 4 September as our flagship fundraising event, Walk for Wards, returns.

This will be our first 'in person' event as University Hospitals Dorset NHS Charity and this year, our family friendly event will take on a festival feel as our communities come together to celebrate our local NHS.

You can walk either 3km, 5km or 10km within this beautiful estate and entry is £10pp, with children under 16 going free. You can also choose which hospital, department or ward you'd like to support, so [sign up today!](#)



 University Hospitals Dorset
NHS Charity

Registered Charity No 1057366

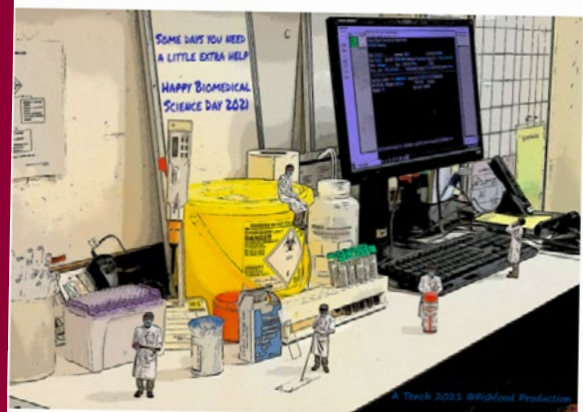
Ask Aly

The next 'Ask Aly' event with our chief medical officer, Dr Alyson O'Donnell, takes place on Thursday 19 August from 12.30pm. It's a great, informal opportunity to ask questions and raise any issues. The link to the Teams event can be found [here](#) and you can send your questions in advance to communications@uhd.nhs.uk

Scientist and artist!

Congratulations to Adam Tench, biomedical scientist at Poole, who won the Institute of Biomedical Science's prize for best Biomedical Science Day artwork. Other entrants shared photos, videos and even cakes to raise the profile of the biomedical science professions. Well done, Adam.

Best Biomedical Science Day artwork



Adam Tench - Poole Hospital

Have you downloaded our UHD App yet?



4558 users to date

62 of you downloaded the app last week!

Our most viewed page: **eRoster**

Join our App community
- search for App on the intranet.

UHD Virtual Open Day - 11 September

Our first UHD virtual Open Day is fast approaching and lots of departments have already come forward to take part. All the workshops, health talks or tours that are being shown throughout the day will be shared far and wide online, increasing our audience beyond the thousands of people who usually walk through our doors.

Maternity, prosthetics, prosthesis, education, pharmacy, HCS's, AHPs and estates are already involved and the content for the day is looking really exciting. The Annual Members Meeting will also be taking place via Teams as part of the Open Day. All information, exciting new films and links to all live elements will be published on our dedicated site at 10am on the day - www.uhd.nhs.uk/openday2021. We'll also be encouraging children to dress up as their hospital hero, have a photo taken of them while doing one of our workshops and post their photo on social media, tagging **#UHDHERO**. All entries will go into a prize draw.



We need your help to start spreading the Open Day word. Please share our posts when you see them on social media. You could even encourage your friends/relatives who don't live in Dorset to attend - we're sure they'd like to see where you work!

It's not too late to get involved - if you'd like your department/ward to be part of the Open Day, please email melanie.croydon@uhd.nhs.uk



Book a 'simulating' experience

Our clinical education department has secured an NHS grant, allowing us to purchase some new simulation equipment to be used across UHD to aid your clinical skills experience. The new equipment includes:

- 82-year-old Beryl, a very realistic simulation model
- Sim Baby, who has been named Billie by our competition winner Kate Horswill
- a premature simulation baby

The team has also relaunched the bookable simulation sessions, now titled 'the deteriorating patient'. Book a session online via ESR, we look forward to seeing you!

- **Monday 16 August:**
9-10.30am and 11-12.30pm
- **Wednesday 8 September:**
1-2.30pm and 3-4.30pm
- **Wednesday 6 October:**
9-10.30am and 11-12.30pm



- **Friday 12 November:**
9-10.30am and 11-12.30pm
- **Wednesday 8 December:**
1-2.30pm and 3-4.30pm

#TeamUHD culture champions focus on reward and recognition

Our culture champions have been working hard behind the scenes over the last few months, looking at best practice both nationally and globally (!) for how different organisations reward and recognise their staff. They have been talking and networking with other NHS trusts to see what

they do for staff, and also talking to non-NHS companies from around the world.

The champions have designed some questions that they would like to ask you. They will be listening to understand how you would like to be thanked and recognised for the hard work you do every day. A short online survey will be launched shortly and they would like to hear as many staff views as possible, so look out for this in the Staff Bulletin. By listening to what is important to you, it gives UHD the opportunity to create some reward and recognition schemes that everyone can benefit from.



We are
#TeamUHD

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