The Morecambe Bay Investigation - publication and trust response

The Morecambe Bay Investigation was published at 12pm today. Below is the official Trust response:

University Hospitals of Morecambe Bay NHS Foundation Trust has apologised unreservedly to the families of those who suffered as a result of poor care in the maternity unit at Furness General Hospital between 2004 and 2013.

Pearse Butler, the chair of the Trust Board said, “This Trust made some very serious mistakes in the way it cared for mothers and their babies. More than that, the same mistakes were repeated. And after making those mistakes, there was a lack of openness from the Trust in acknowledging to families what had happened. This report vindicates these families. For these reasons, on behalf of the Trust, I apologise unreservedly to the families concerned. I’m deeply sorry that so many people have suffered as a result of these mistakes. As the Chair of the Trust Board, it’s my duty to ensure that lessons are learned and that we do everything we possibly can to make sure nothing like this happens again.”

The Trust welcomes the publication of the Morecambe Bay Investigation report, accepts and acknowledges the criticisms and accepts its recommendations without reservation. Towards the end of the period covered by this report - as a consequence of the problems in maternity and neonatal services - the whole Trust board changed and the Secretary of State for Health commissioned the Morecambe Bay Investigation. The new board recognised the need for improvement in our maternity and neonatal services and the Trust has now made a number of service improvements including the following:

- We’ve made a significant investment in staffing with over 50 additional midwives and doctors.
- We’ve improved culture and team working at the Trust introducing, for example, multi-disciplinary ward rounds that take place four times a day on our maternity units.
- We’ve improved patient safety by ensuring best practice and learning are shared consistently across all of our hospitals.

The Morecambe Bay Investigation report notes that concerns over clinical practice were confined to Furness General Hospital and concludes that significant progress is being made at this maternity unit.

Jackie Daniel, the Trust chief executive, said: “We welcome these comments but we must not be complacent. We will address all the recommendations in this report to ensure that we further improve the services we offer to women and families, across our hospitals.”


If you have any general queries about the investigation, please talk to your line manager initially. You can also email the internal Investigation team on investigation.queries@mbht.nhs.uk
Drop in sessions
As part of my new role as Medical Director for the Trust, I am planning to hold drop in sessions on both the RLI site and FGH once a month.

The initial dates are detailed below.

Please note these will be informal sessions, I will not be presenting anything and there will be no Agenda, it is simply an opportunity for you to share any thoughts/ concerns with myself. The sessions are half an hour only and so there may not be time to discuss things at length but what it will allow, is an opportunity to make me aware of any issues so that if necessary I can go away and address them and arrange a follow up meeting with individuals where appropriate.

I look forward to meeting with some of you over the coming months.

Kind Regards
David Walker
Medical Director

Team Brief dates - March 2015
Team Brief is an extremely effective way for managers and staff to engage in two-way communication. We need you to make sure all your managers are attending the briefing sessions held at RLI, FGH and WGH. The dates for this months Team Brief are below:

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<th>Date</th>
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<tr>
<td>5th March 2015</td>
<td>10-11am</td>
<td>Lecture Theatre, RLI</td>
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<td>5th March 2015</td>
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<td>Lecture Theatre, FGH</td>
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<td>6th March 2015</td>
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<td>Boardrooms, WGH</td>
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Bedrails training is re-designed and re-launched
The new E-Learning package on the use of bedrails is now up and running on TMS. This has been completely re-written and now relates specifically to our Huntleigh beds with integral bedrails. It also provides guidance on the use of the bedrails assessment which is in the Patient Safety Bundle and explains procedures for repair. There is a quick knowledge check at the end and the whole package takes only 15-20 minutes to complete.

It is essential for all staff who make decisions about bedrails or who care for patients where bedrails are used to ensure you have good understanding of the risks and how to use them safely.

As it is almost 3 years since the vast majority of staff completed the original E-Learning package, this will now appear in TMS To Do Lists as a 3-yearly refresher. Please could TMS Coordinators ensure that it has been correctly assigned to everyone who should have it?

From the Harm-Free Care Operational Group
**One Chance to Get it Right - Caring for patients who are dying.**

Following review of the Liverpool Care Pathway new guidance called ‘One Chance to Get it Right’ encompassing five essential principles underpinning excellent care for dying patients and their families has been developed.

These 5 principles are all considered of equal importance:

1. The possibility that a person may die within the next few days or hours is recognised and communicated clearly, decisions made and actions taken in accordance with the person’s needs and wishes, and these are regularly reviewed and decisions revised accordingly.
2. Sensitive communication takes place between staff and the person who is dying, and those identified as important to them.
3. The dying person, and those identified as important to them, are involved in decisions about treatment and care to the extent that the dying person wants.
4. The needs of families and others identified as important to the dying person are actively explored, respected and met as far as possible.

An individual plan of care, which includes food and drink, symptom control and psychological, social and spiritual support, is agreed, coordinated and delivered with compassion.

**Supportive Care Document**

UHMBT is adopting a supportive care document developed by the NE Strategic Clinical Network which guides practice and is used to record discussions, decisions and treatment in line with the 5 priorities for care. Following piloting of this document it will be introduced across the organisation during 2015, supported in practice by the GSF Educators and Palliative Care Teams. Training sessions on how to use this document are bookable via TMS, or please contact the GSF Educators direct.

**Palliative care education**

A new education programme provided jointly by St John’s Hospice, St Mary’s Hospice, UHMBT and Cumbria Partnership FT is now available to RGNs (all bands) who frequently care for dying patients as part of their role, and similarly for Clinical Support Workers. The full day session covers: Recognising Dying; Symptom Control; Advanced Care Planning and Mental Capacity Act; Nutrition and Hydration; Communication; Essential Care; Self-Care, and Bereavement.

For dates and booking details for this education please follow this link on the Palliative pages on the intranet: [http://uhmb/clinicalservices/pe/documents/edocument%20day%20poster%20april%20to%20july%202015.pub](http://uhmb/clinicalservices/pe/documents/edocument%20day%20poster%20april%20to%20july%202015.pub)

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**INTERNATIONAL WHEELCHAIR DAY – Help bring our Wheelchairs back!**

Each day patients arrive at our hospital entrances needing a wheelchair. Although we have supplies which are meant to be returned to A&E, X-Ray and main reception, we often run out and have to ask the porters to search round for them whilst the patient waits. We are in the process of sourcing more chairs to try and reduce this issue, but we will still need to get the chairs back to their bases, however many we have!

We don’t feel it is fair or appropriate to require our patients to return the chairs to where they got them from, so would really appreciate your assistance!

If you see any wheelchairs in the hospital that are not in their normal place (this is written on the back of the chair), and if you are heading in that direction, please would you take it with you as far as you can. When your journey is no longer in the same direction, please leave the chair safely, not blocking any exits or corridors, for the next person to take it on the next stretch of its journey. If everyone could help us with this, the wheelchairs will make their way back to their department of origin much more quickly, and we will able to help our patients more promptly in future.

Thank you!
Happy Retirement Pam
Radiographer Pam Pearson is leaving after 40+ years of dedicated service in the NHS. She started as a student at North Lonsdale Hospital and continued as a qualified Radiographer. Her specialty was GI and Interventional radiography. Pam took flexi-retirement in 2011 but has remained working part time since then. Pam will be greatly missed by her friends and colleagues. We all wish her well for the travelling she has planned in the future.

DECHOX - Save calories, Raise money!
The nursing staff on the Coronary Care Unit and High Dependency are giving up chocolate for the whole month of March. This is a sponsored DECHOXER in aid of the British Heart Foundation, a very important charity. If anyone would like to sponsor us they can contact Therese O’Neill, Clinical Leader, or Karen Fawcett, Clinical Support Worker on CCU/HDU at FGH.

The Hospital Alcohol Liaison Team Update
There is now have a generic email account for the Hospital Alcohol Liaison Team, which is: HALS.team@mbht.nhs.uk
Please email this account with any general queries or correspondence and one of the team will get back to you. This account has been created to ensure that emails are responded to in a timely manner by one of the HALS team. If you need to refer a patient, please continue to bleep 3353 or call x42282.

Stop Smoking on-site pilot, RLI
This will run Tuesday 3rd, Tuesday 10th and Tuesday 17th March; 2pm – 4:30pm. Appointments last approx. 15minutes. The service will operate within Southfield Meeting Room 1 (next door to the OH Administration Department), Occupational Health Department, Southfield, RLI. To book an appointment please call North Lanca-shire Stop Smoking Service 01524 854145 – for further information visit http://uhmb/cd/ohwe/Pages/Stop-Smoking.aspx

Change in Eye Care Vouchers process
The Trust provide computer users with free eye care vouchers for Spec Savers, for further information visit http://uhmb/cd/ohwe/Pages/Eye-Care.aspx

IOSH Managing Safety Course
This is a 4 day course for Managers accredited by the Institute of Occupational Safety and Health. It is now the expected standard for our managers to ensure a consistent level of knowledge and a consistent approach trust-wide, supporting the improvement of our health and safety culture. It looks at relevant aspects of general health and safety management and gives Managers the tools and knowledge they need to manage the health and safety issues they are responsible for. It covers: Managers role and accountability, Risk assessment, controlling risks Understanding responsibilities, Identifying hazards, Investigating accidents and incidents, measuring performance, protecting our environment. All 4 days must be completed and attendees must pass a test at the end of the course to be awarded the certificate. This course will replace the need for managers to attend: COSHH for Managers, Stress for Managers and the Risk Assessment Workshop. There will be an administration charge of £ 42.00 per person which is required by IOSH to cover the cost of your registration, workbook and certificate. To book on TMS, simply book the first date of the 4 day course you wish to attend and the subsequent dates will be booked for you: http://tms/
Job of the week
Trust Associate Specialist

The Emergency Department sees 53,000 new patients a year. Medical Staffing in the ED consists of 5 Consultants, 2 Specialist Registrars (ST4-6), 6 Associate Specialists, 2 FY2, 4 GPVTS and 1 ACCS (ST1/ST2) plus GP 0830-1830 weekdays and an evolving tier of Advanced Practitioners. A 24/7 middle grade rota operates. The hospital is a Trauma Unit and receives Major Trauma from the Lake District as well as from the local catchment area.

The Trust has a keen interest and deep involvement in medical and dental education at both undergraduate and post graduate levels. Medical Students from Lancaster Medical School receive the whole of their education, academic and clinical, in Cumbria and North Lancashire following the Liverpool undergraduate medical curriculum.

UHMBT is the lead NHS organisation and takes responsibility throughout the five years of the degree for the provision of acute practice placements. You must have full GMC registration with a licence to practice plus post graduate training (or equivalent) which could have been gained on a part time or flexible basis. Alternatively you may have equivalent experience and competencies with relevant specialty clinical knowledge.

In order to meet the requirements for this post you must be capable of Independent working as you will be the lead doctor on duty University Hospitals of Morecambe Bay are keen to attract enthusiastic committed individuals and in return will offer attractive relocation package and generous SPA allowance as part of the job plan for the right candidate.

Candidates requiring further information are invited to contact any of the current Consultants.

Lead Clinician: Ray.McGlone@mbht.nhs.uk Tel: 01524 583247
Paul Grout: Clinical Director Tel: 01539 795257

Change of contact number
With immediate effect the Patient Environmental Services and Domestic Services Supervisors at FGH will no longer be contactable via the Vocera communication system.

If you require the services of the Patient Environmental Services and Domestic teams at FGH please contact x51215 / 52125 or alternatively bleep pager number 1285 and we will be happy to support you in your request.

SharePoint 2003 is being decommissioned
Please note that this version of SharePoint will no longer be supported and any site content will be archived on 31st March 2015. From 1st April 2015, the SharePoint 2003 site will be decommissioned. Web editors have been contacted and all useful content has been migrated to SharePoint 2010 which is the current Intranet.

If anyone has content on the old Intranet that they want to migrate to the new Intranet, please contact the Service Desk on x46000.

Deprivation of Liberty Safeguards (DoLS) Information
Please will all clinical staff note that patients who die whilst subject to Deprivation of Liberty Safeguards (DoLS) now require an inquest, click here for more information: http://uhmb.cd/commsmarketing/Documents/GUIDANCE%20No%2016%20DoLS.PDF

"A great place to be cared for; a great place to work"
Pension Scheme Changes from April 2015

In April 2015 a new pension scheme is being introduced to the NHS, this change affects current and new employees to the scheme. On the trust intranet site you can find out more information here on the new 2015 scheme. Drop in sessions have been arranged on all three main sites on the following dates, you will be able to pick up some literature about the new scheme and ask the team any general questions that you may have about the changes.

In addition to the drop in sessions the Employment Services team will be on all three sites on the following dates, you will be able to ask specific questions about how these changes affect you, places will be limited, to book your place please contact Nicky on x42100 or Jeanette on x42108.

If you can't attend either the drop in sessions or the pension clinics you can e mail your questions to pensions es at any time. You may wish to seek independent financial advice about these changes.

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In the RLI Skylight Restaurant, and WGH Main Entrance, and FGH Lonsdale Grill.

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Care Co-ordinator staff nurse– Band 5, working for Blackpool Trust but based within the Garstang district area

Partner Organisations - better care together

Following the publication of the Better Care together strategy, the Trust is keen to ensure that you are all aware of our collaborative working with our partner organisations. In order that Better Care Together is implemented, we need to start thinking outside of just UHMBT when it comes to recruitment and sharing potential recruitment opportunities across the patch in Lancashire and Cumbria.

We are currently recruiting into posts which straddle the Trust and our partner organisations, such as Lancashire Care, Cumbria Partnership, Blackpool Trust to name just a few and listed below are three posts, which are currently being advertised and are linked either directly to the strategy or to some of our partner organisations.

There are currently the following vacancies:
Senior Better Care Together Project Administrator – predicted Band 5 http://www.jobs.nhs.uk/xi/vacancy/3761325bdf322f7b7253c1558f8babbb/?vac_ref=913675200
Better Care Together Project Administrator – Predicted Band 3 http://www.jobs.nhs.uk/xi/vacancy/ab98f9d57f0d2dc62a702703188bc9d3/?vac_ref=913675166
Care Co-ordinator staff nurse– Band 5, working for Blackpool Trust but based within the Garstang district area http://jobs.bfwhospitals.nhs.uk/job/v357670

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