

Weekly News

New Hospitals Programme update



The NHS in Lancashire and South Cumbria has stated its preference for new hospitals on new sites for both Royal Preston Hospital and the Royal Lancaster Infirmary as part of the New Hospitals Programme, which plans to develop cutting-edge facilities, offering the absolute best in modern healthcare and addressing significant problems with the current ageing hospital buildings.



Following on from the announcement of the shortlist of proposals for new hospital facilities in March 2022, the Lancashire and South Cumbria New Hospitals Programme team has carried out a detailed assessment of the shortlisted options.

Each shortlisted proposal has been comprehensively assessed for deliverability, affordability, value for money and viability, considering feedback from patients, local people and staff:

- A new Royal Lancaster Infirmary on a new site, with partial rebuild/refurbishment of Royal Preston Hospital
- A new Royal Preston Hospital on a new site, with partial rebuild/refurbishment of Royal Lancaster Infirmary
- Investment at both Royal Lancaster Infirmary and Royal Preston Hospital, allowing partial rebuilding work on both existing sites
- Two new hospitals to replace Royal Lancaster Infirmary and Royal Preston Hospital (new sites).

Read in full [here](#)

Our new Values and Behaviours Framework



We recently asked for your input into the Behavioural Standards Framework (BSF) review, which we said we would undertake following our Moving Forward conversations.

Thank you to everybody who took part in the Microsoft Teams sessions or came to talk face to face – we really appreciate your input.

What was clear from your feedback is that a lot of you really value the Behavioural Standards Framework and that it helps clarify expectations and provides structure against which we can all relate our day-to-day experiences. However, your feedback also told us that it was sometimes used negatively and that we needed to try and give it a more positive prominence.

As a result of this feedback, we think it's important to maintain a framework of some sort and one that isn't too dissimilar to what we have currently. Read in full [here](#)



Ongoing review of People & OD at UHMBT



In response to colleague feedback received through the Moving Forward platform and Recovery Support Programme (RSP), an objective analysis and peer review of the People & Organisational Development (OD) function at UHMBT is currently being undertaken. The review is being led by workforce consultant, Sarah Kilner.

The purpose of the review is to ensure that the People & OD function is capable of fulfilling the requirements of the Trust and is aligned appropriately to deliver the NHS People Plan, the NHS People Promise and the Future of Human Resources (HR) & Organisational Development in the NHS.

The review will consider alignment of roles and functions against the following perspectives:

- Feedback gathered through the Operating Model Review on Corporate Support functions
- Feedback gathered through the Moving Forward platform on HR service delivery and approach
- Future requirements for People & OD Services as described in the Future of HR & OD in the NHS
- Local requirements for financial and operational efficiency and effectiveness.

Thank you to those colleagues who have already provided feedback to Sarah and if you would like to contribute to the review please email sarah.kilner1@nhs.net

The review is due to be finalised by the end of September when a detailed report outlining the current position, a series of options for consideration and a preferred approach will be available. We will continue to keep colleagues updated.



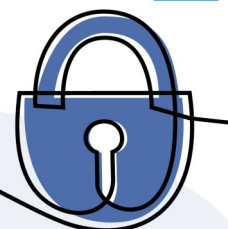
Staff Survey is here and it's confidential!

Colleagues often ask whether the National Staff Survey is confidential. The answer is yes — nobody from where you work will see your completed survey or be able to identify individual responses:

1. The information you enter in the survey is returned to an independent external research company Picker and not to UHMBT.
2. Picker then collates and analyses the data for your organisation; the reports they provide are all completely anonymised.
3. Results will only be reported to organisations in summary form and in such a way that it is impossible to identify an individual's responses.
4. Any barcodes, unique identification numbers or personalised links Picker uses in administering the survey are not shared with your organisation; they are only used to allow Picker to send reminders to staff who have not yet completed the survey and to ensure that survey responses are assigned to the correct NHS organisation.

Please do fill yours in and make sure you have your say. As the People Promise says: 'We each have a voice that counts'.

**Did you know the
NHS Staff Survey...**
is **completely confidential**.
What you say is kept anonymous.

People Promise

This is a promise we must all make to each other – to work together to improve the experience of working in the NHS for everyone.



Queen's Nurses at UHMBT and Bay Health and Care Partners

Here at UHMBT, and in conjunction with our Bay Health and Care Partners, we have started a Queen's Nurse Network for the Queen's Nurses that we have within our footprint. The Network is led by Queen's Nurses for Queen's Nurses.



Queen's Nurses are members of the Queen's Nursing Institute (QNI), which is a registered charity dedicated to improving the nursing care of people in the home and community. The QNI is the oldest professional nursing organisation in the UK and is believed to be the oldest nursing charity in the world. The charity traces its origins to 1887 with the grant of £70,000 by Queen Victoria from the Women's Jubilee Fund.

A Queen's Nurse is someone who is committed to high standards of practice and person-centred care. They are trusted and valued by the people they serve and respected and admired by their peers. They are enthusiastic and passionate about the care they provide. The Queen's Nurse title is not a qualification, and it is not a requirement to help take on a particular role. It is a commitment to quality care, advocacy for individuals, families and carers, and to leadership, learning and development.

The Queen's Nurse title will:

- Connect individuals with a supportive professional network
- Give individuals access to the QNI free developmental programme, bursaries and networking
- Provide formal recognition of an individual's commitment to improving care for patients
- Link individuals with a regional QN group
- Entitle individuals to attend the Queen's Nurse annual meeting
- Provide other learning and leadership opportunities.

The title of Queen's Nurse (QN) is available to individual nurses who have demonstrated a high level of commitment to patient care and nursing practice. All nurses, health visitors and midwives with five years' experience of working (over 50% of working time) in the community are eligible to apply.

If you would like to find out more about what it means to be a Queen's Nurse, please click on the link here for the Queen's Nurses Institute: <https://qni.org.uk/> or contact Queen's Nurse Anita Sloane for further information.

Event: Annual Medical Book Club dinner

The oldest book club in England, The Lancaster and Morecambe Medical Book Club, invites all Medical and AHP Staff to its Annual Dinner.

The event is on Saturday 15 October at The View, University of Cumbria. Tickets available from Ms Leigh Pinches; Education Centre in RLI Education Centre. The Dinner will be followed by Guest Speaker Dr P Batty. He is the UK's leading sports medicine doctor. The evening promises to be irresistible fun.



Project Management training available from the Programme Management Office

Have you been asked to join a project, or are you interested in finding out what 'projects' are?

The Trust and wider health system is undergoing a huge amount of change at present; project management provides a structure and framework that helps you to manage this change and deliver the things you need to, to deliver excellent patient care and make UHMB a great place to work.

UHMBT's Programme Management Office is running sessions that will introduce you to project management. Delivered by qualified project managers, using a mix of discussion and interactive activities, by the end of the session you will:

- Have gained knowledge of what a project is and is not
- Understand the stages of a project
- Have awareness of the key skills and attributes of an effective Project Manager
- Know where to get further support to help you with your projects.

All staff are welcome to attend, whatever your background or role. You can now reserve a place via TMS (Training Management System) by searching 'project' and selecting the 'Project Management: Fundamentals (Management and Leadership)' option. All the sessions will be delivered through Teams so you can attend whichever suits your diary best. The following dates are available to book now, but further dates will be added soon.

- Tuesday 25 October - 9.30am - 11.30am
- Thursday 1 December - 1pm - 3pm

If you would like more information about the courses or would like any further support, please do not hesitate to contact the Programme Management Office at: PMO.Mailbox@mbht.nhs.uk

Join the new Wellbeing Choir in Barrow



You are invited to join a new weekly Wellbeing Choir that will take place from 3pm to 4pm every Friday at Victoria Hall, Rawlinson Street, Barrow. The choir will be well led by Lesley from South Lakes Rock School in Barrow and will start on Friday 7 October. You will be joined by other enthusiastic singers from a local support group called Lookin' Good and Feelin' Great.



The aim of the choir is to come together and promote our joint emotional wellbeing. The emphasis is on fun and unity, rather than singing talent, so don't be shy, come along and join in. It's appreciated that shifts may interrupt some of your attendances, but we'll work around that. The choir aims to be ready to perform at local care homes and the Outpatients' Department at Furness General Hospital in December. For further information please contact Amanda Carswell, UHMBT Governor, at: Amanda.Carswell1@mbht.nhs.uk



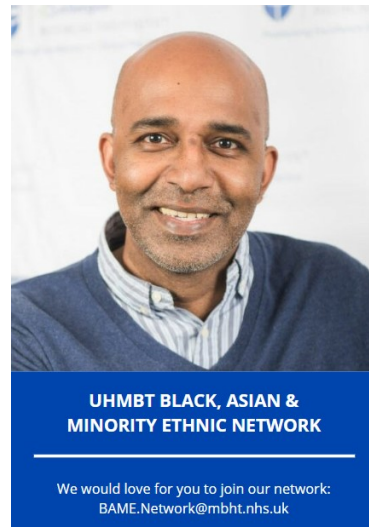


October is Black History Month

Join the BAME Network for lunch with Professor Anton Emmanuel

As part of our celebrations for Black History Month, the Black, Asian and Minority Ethnic Network will be hosting guest speaker Professor Anton Emmanuel, Head of the Workforce Race Equality Standard (WRES) at NHS England.

Professor Emmanuel is highly respected in the NHS for his expertise in race equality and will be speaking to us about the WRES and the difference we can make in our Trust for colleagues across Morecambe Bay. This will be an exciting session to be a part of and all are welcome - it would be great to see you there. Please bring your questions, or contact Hannah.Chandisingh@mbht.nhs.uk if you would like to submit a question in advance.



12.30pm — 1.30pm, Thursday 27 October, Via MS Teams. Click here [to join the meeting](#)

Book your tickets for Diwali 2022

The Black, Asian and Minority Ethnic Network invites all colleagues and their families to join us to celebrate Diwali, the festival of lights.

Festivities will take place at University of Cumbria, Lancaster campus on Saturday 29 October, beginning at 4pm and continuing through the evening, including music, henna, dancing, and a beautiful Indian buffet. Please join us in traditional or formal dress and have a wonderful time!

Tickets are £20 each, and free for under 4s. Family tickets (4+ people) are available for £70 for parents with children. Contact Yaseen.Gani@nhs.net to book.



**29/10/22 Diwali Night
BME Network UHMBT**

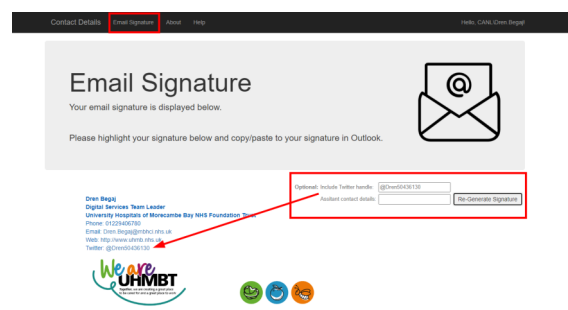
New corporate email signature

All staff can now update their email signature at the same time as updating their contact details.

To update your details and signature, and to see instructions on how to add your new signature to outlook, please visit: <https://nhscanl.sharepoint.com/SitePages/Your-Contact-Details.aspx>

We urge all colleagues to update their details as and when there are any changes. Please note that you need to be either at work or connected to the UHMBT network via VPN to update your details.

For any queries or further information, please contact the [I3 service desk](#).



Hundreds of health checks have been carried out with the rural community in Lancaster

Private and confidential health checks for farmers and their families take place on the last Friday of every month, between 9am and 1.30pm at North West Auctions Limited in Lancaster.

Bay Health &
Care Partners
delivering



The sessions were started in 2019 to give farmers and their families living in rural and isolated communities easier access to health care. The sessions were postponed during the COVID-19 pandemic, but were restarted in July 2021.

Since the health checks began, 543 blood pressure and pulse checks, 56 full NHS checks and 60 conversations around mental health have been carried out.

The sessions have highlighted undiagnosed hypertension (high blood pressure) and atrial fibrillation (a heart condition that causes an irregular and often abnormally fast heart rate) in several attendees. Those diagnosed are now on medications to treat their conditions and have regular check-ups at the sessions.

The rural health checks are an Integrated Care Community (ICC) led initiative supported by partners such as Quit Squad, Adullam (a charity which supports vulnerable individuals and people who are on the margins of society) and Choose Health.

The next rural health check will be held on Friday 30 September between 9am and 1.30pm at North West Auctions Limited, Wyresdale Road, Lancaster, LA1 3JQ. The session will be attended by Choose Health, a not-for-profit company, with the aim of delivering high-quality healthcare services to the communities in Lancashire and beyond.



Changes to universal mask wearing guidance

We'd like to start by thanking colleagues for their cooperation with the restrictions we have had in place since the start of the pandemic. Your support has been very much appreciated.

As we have stated in previous communications, we have been keeping our COVID-19 restrictions under continuous review; our priority remains the safety of our colleagues, patients and community.

We have seen a significant decrease in COVID-19 cases and feel we are now in a position to move into the next stages of the 'living with COVID' guidance.

This means that we no longer require universal mask use at our sites. There will still be heightened restrictions in place in certain situations where colleagues will need to wear a mask. [Find out more on the intranet.](#)

Mask Guidance Webinar



On Tuesday 20 September our Infection Prevention Control (IPC) team hosted a webinar via MS Teams to update colleagues on the new guidance.

For colleagues who were unable to join, a recording of the webinar can be viewed here:

 [Q&A Webinar for mask use change-20220920_161708-Meeting Recording.mp4](#)



Recharging of personal electronics on Trust sites

Personal electronics, such as phones, tablets and game consoles, belonging to staff, patients or visitors should not be recharged within UHMBT sites unless:

- They display the CE mark of conformity
- The charger was supplied with the device (no mixing of chargers/devices)
- It has been visually inspected prior to use and is free from defects, cracks, damaged cables, burn marks, etc.

Following this guidance will ensure that damage or injury is avoided, and that we can keep everyone safe.

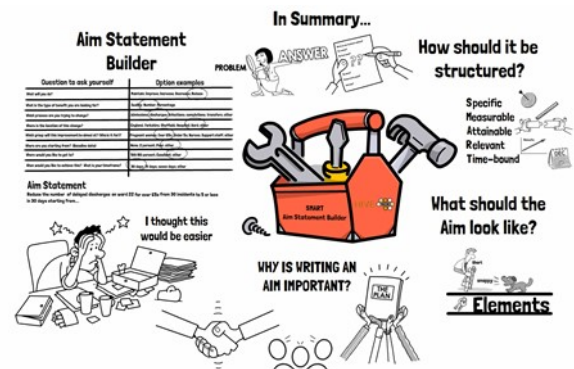
NEW QI Tool Video - The SMART Aim Statement Builder



Tools to help YOU to improve YOUR Services

The newest video in the Hive's Improvement Toolbox mini-series is now available: [Aim Statement Builder](#)

The Aim Statement Builder is a great quality improvement (QI) tool to help you start your improvement project; it will help you to be clear on what you aim to achieve and ensure that your aim is specific, measurable, attainable, relevant and time-bound (SMART).

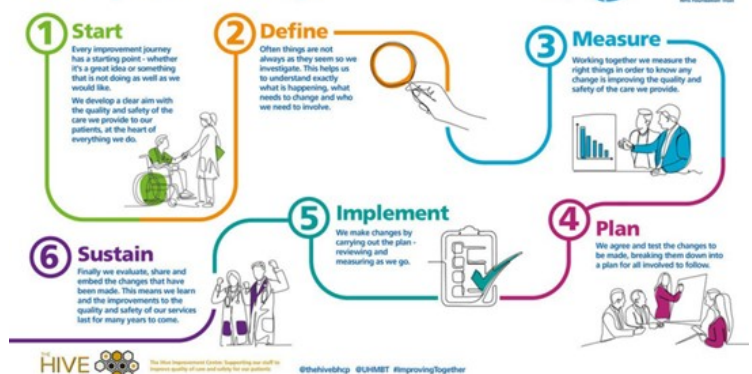


Your aim should focus on the problem, not the solution, and answer: what you are trying to achieve, for whom, by how much, by when, compared to what and why.

The short video provides an overview how to write your aim using the Aim Statement Builder to then share your goal with others, so everyone is clear on what you're aiming to achieve. Creating your aim is the Start of your improvement journey (see [our improvement steps](#)).

It, like many other QI tools available on the [Hive intranet](#), will help you not to jump to solutions, but to understand the problem you are trying to solve and help you identify change ideas you and others believe will have an impact on your problem focussed aim (theory of change).

Our improvement steps



The Hive - Improving Together for a shared purpose



Colleagues wish Christine Spry a happy retirement

The Radiology teams across the Trust would like to wish Christine Spry a fabulous retirement at the end of this month.

Christine started as a student radiographer at North Lonsdale Hospital and then worked at FGH before moving to become Deputy Head at WGH and then later becoming Head of Department for both FGH and WGH.



The Radiology teams said: "We will miss Christine enormously, but hope she enjoys the travels she has planned - plus a well-earned rest."



PAM workshops — September to December

Clinical care is only one step along the path to helping a patient achieve their optimal state of health. While cutting-edge procedures and innovative therapeutics play a critical role in treating or managing diseases, they typically can't produce the best possible outcomes on their own. Patients must be engaged and activated to participate in their own care in order for clinical services to be effective. Patient activation, a measure of an individual's understanding, competence, and willingness to participate in care decisions and processes, is a key component of treatment.

There will be 2.5 hour PAM Workshops running monthly from September to December. These workshops are free for staff and colleagues (social care and voluntary) within Lancashire and South Cumbria. [Please find the dates and links to register on the intranet.](#)



Lighting the skies pink for Organ Donation Week

Our Trust is marking Organ Donation Week by turning the skies pink across Morecambe Bay.

During Organ Donation Week (Monday 26 September to Sunday 2 October 2022), the Royal Lancaster Infirmary, Furness General Hospital and Westmorland General Hospital will be lit up pink in support of Organ Donation Week. The



Ashton Memorial in Lancaster will also be lit up, thanks to Lancaster City Council.

UHMBT will join a number of hospitals, businesses and community groups across the country in lighting their buildings to raise awareness of the 'Yes I Donate' campaign, which aims to inspire people to tell their families that they want to be a donor and to register their decision.

[Read more on our website.](#)



Yes I donate
ORGAN DONATION





supporting
life's journey
together

Issue 806 27 September 2022



University Hospitals of
Morecambe Bay
NHS Foundation Trust

Maternity team raises more than £1,000 for Bay Hospitals Charity at 'Tough Mudder' challenge

A team of 20 colleagues from the Royal Lancaster Infirmary maternity unit raised more than £1,000 for Bay Hospitals Charity by taking part in a challenging 10k obstacle course.

The team tackled a series of obstacles, including muddy pools, ice baths, steep slippery walls, barbed wire and even electric shocks when they took part in the recent Tough Mudder event at Cholmondeley Castle, Cheshire.

[You can read the full story on this link.](#)



Photo of the Week

This weeks Photo of the Week is from Rebecca Fairclough:

"The dramatic scenery of Great Gable and the Screes that surrounds Wastwater, is hard to beat, making it my favourite lake in the Lake District. Especially in Autumn when the water is so still, the reflections really show off the changing colours of the trees."

If you'd like to be featured, send a photo that made you smile, your name and a short description to Weekly.news@mbht.nhs.uk.

Please note: Weekly News is shared with the public via the Trust website and on notice boards across the sites.

Trust Procedural Document Library

Please see the link below for procedural documents updated in the last 30 days. If you have any queries contact policy.coordinator@mbht.nhs.uk. [Trust Procedural Document Library - Documents Updated in the Last 30 Days](#)

Have you won the Bay Hospitals Charity Lottery this week?

This week's winning numbers are:

Draw date: Friday 23 September

1 4 4 9 0 7

Play the Bay Hospitals Charity Lottery online now!

Visit www.bayhospitalscharity.org/lottery/

and help make a lotto difference across
Morecambe Bay Hospitals.

