

Weekly News

New Freedom to Speak Up App launched by UHMBT



A new Freedom to Speak Up App has been created so that all colleagues can easily access information on how to raise concerns openly or in confidence.

Freedom to Speak Up (FTSU) is about speaking up about anything that gets in the way of doing a great job.

Heather Bruce and Wesley Blondel, our UHMBT Freedom to Speak Up Guardians, support colleagues to speak up when they feel that they are unable to do so in other ways. They have developed the app with Adam Lucas, a Digital Analyst from our Information, Informatics and Innovation (I3) Team, to help ensure that nothing gets in the way of our ability to provide excellent care.



FTSU Guardians L-R: Wesley Blondel and Heather Bruce

When things go wrong, we need to make sure that lessons are learned and improvements are made. If we think something might go wrong, it's important that we all feel able to speak up to stop potential harm. Even when things are good, but could be even better, we should feel able to say something and be confident that our suggestion will be used as an opportunity for improvement.

Our new app has been designed to enable colleagues to speak up in a safe and supportive way. It replaces the previous app which will no longer be on the App Store after December 2022.

How do I use the FTSU App? To learn how to use the app, [watch this video on YouTube](#) or follow the instructions on the [intranet here](#).

For any queries about FTSU, please email: FreedomToSpeakup@mbht.nhs.uk

For any queries about the functionality of the app, please contact adam.lucas@mbht.nhs.uk



Sustainable Financial Improvement Programme update



Our Sustainable Financial Improvement Programme (SFIP) update is out now and you can [read it on the intranet on this link](#). Improving our financial performance continues to be one of our 'Key Areas of Focus' for 2022/23.

This edition includes our monthly update on the Trust's overall financial performance and a focus on our work with system partners.



Areas of focus part 2 - We're here for you

Every year we set ourselves a number of key areas to focus on.

For 2022/23, the three University Hospitals of Morecambe Bay NHS Foundation Trust priority areas are:

- You're safe in our hands - Quality and safety of services
- We're here for you - Colleague psychological and physical well-being
- We're planning for success - Improved financial performance and transformation of services



This is the second part of a series of in-depth updates on each priority highlighting progress so far and the ongoing work to meet our objectives. This week... **We're here for you - Colleague psychological and physical well-being**

Our colleagues' health and wellbeing has always been a priority, but now more than ever, we need to put our arms around our colleagues and keep them as well as possible - both at work and at home. To achieve this, we will:

- Look after our colleagues by continuing to support and maintain colleague health and well-being
- Drive forward implementation of our cultural transformation programmes
- Progress our ambition to be a truly inclusive and diverse employer

Read in full on the Intranet [here](#)

There's still time!



Thank you to the 2016 (28.7%) eligible colleagues and 96 (8.6%) eligible bank-only colleagues who have already filled in this year's NHS Staff Survey. It's a great result so far, but we're only half way through!



Last year we heard from 50% of you and we'd love to hear from even more of you this year. If you haven't filled yours in yet, you still have time! The NHS Staff Survey looks at many important areas across our organisation including:

- Each of the seven NHS People Promise key areas such as 'work flexibility'; 'we are recognised and rewarded' and 'we are a team'
- Staff engagement and morale across teams
- If you would recommend UHMBT as a place to work; If a friend or relative needed treatment you would be happy with the standard of care provided by the Trust
- Bullying, harassment or abuse experienced by colleagues

Please do check your inbox for your survey link, the survey is entirely confidential and by giving just 15 minutes of your time you can help make UHMBT the workplace we all want it to be. By taking part in the survey, you can help us to understand what it's really like to work at UHMBT, improve the experience of working in the NHS for everyone, and ultimately help to improve patient care. [Find out more on the intranet.](#)



UHMBT Team see the 'future of Stoma Nurse education'

Last week the UHMBT Stoma Team attended the Association of Stoma Nurses annual conference in Harrogate. The conference was a brilliant way to share best practice and network with stoma nurses from across the country. Keynote speakers included BBC radio 1's Adele Roberts sharing her experience of having a stoma and many more inspiring people from the world of stoma care. The team said "here you can see some of the team trying Coloplast's virtual headset that is going to be the future of stoma nurse education!".



'Be kind to your mind'



World Mental Health Day may have come and gone, but as we know our mental health is important every day.

We came across the 'Better Health-Every Mind Matters' campaign and thought it would be good to share.



Disability Staff Network

Better Health-Every Mind Matters is a campaign and digital resource designed to empower people to look after their mental wellbeing and support that of others. It focuses on promoting mental wellbeing as well as addressing the four most commonly-reported, subclinical mental health concerns: anxiety, low mood, stress and trouble sleeping.

The programme offers a range of evidence-based self-care actions and free resources designed to help people take care of their own mental health and prevent common concerns from escalating into mental health disorders.

At its heart is the free, NHS-approved **Mind Plan**, available on the website. By answering five short questions people get a personalised mental health action plan, providing practical tips to help them deal with stress and anxiety, boost their mood, sleep better and feel more in control. People can also join a 4-week email support programme, where they can get reminders, swap new tips and are encouraged to make looking after their mental wellbeing part of their everyday routine.

Website <https://www.nhs.uk/every-mind-matters/>

Mind Plan <https://www.nhs.uk/every-mind-matters/mental-wellbeing-tips/your-mind-plan-quiz/>

RLI Bleeps update

Please note, from Friday the 28 October bleeps for the RLI Diabetes Specialist Team, will no longer be in use. Referrals to the team **must** be made through the ALF system on Lorenzo. In an emergency, the team can be contacted through switch on their mobile phones.



Speak Up Month 2022 – Week 4 – Speak Up for Everyone



We're now in Week Four of 'Speak Up Month' and this week's theme is 'Speak Up for Everyone'.

Here at UHMBT speaking up is for absolutely everyone, no matter what a person's role is, and it needs to be seen as 'business as usual'. 'Speak Up Month' is an opportunity for us all to raise awareness of how much we value speaking up in our organisation. Speaking up enhances our working lives and improves quality and safety of care for our patients.



Listening and acting upon matters raised by any colleagues at UHMBT, and the fact that everyone has the Freedom to Speak Up (FTSU), will help our Trust be a great place to be cared for and a great place to work.

Our Freedom to Speak Up Guardians, Heather Bruce and Wesley Blondel, said: "We must speak up because we know that our patients don't, so it is everyone's responsibility to raise concerns if you feel that something may be wrong."

Our senior leaders said: "We recognise that speaking up should be 'Business as Usual' in our Trust – so every day is 'Speak Up Day' and as senior leaders, we want to know what colleagues have to say."

Wesley Blondel can be contacted on: 07818 468 363 and Heather Bruce can be contacted on: 07890 587 013. You can email Heather and Wesley in confidence via Freedomtospeakup@mbht.nhs.uk or contact the Guardian individually. All contact details are on our Intranet page: Freedom to Speak Up - Home (sharepoint.com)

The theme for this year's Speak Up Month 2022 is 'Freedom to Speak Up for Everyone', with each week having a specific focus. You can get involved with Speak Up Month on Twitter and LinkedIn by using the hashtag #FTSUforEveryone. Please tag in @UHMBT.

Find out more from www.nationalguardian.org.uk

Report published following independent investigation into East Kent maternity and neonatal services

You may have seen on the news that a report has been published following the independent investigation into maternity and neonatal services provided by East Kent University NHS Foundation Trust - led by Dr Bill Kirkup. The full report can be found on the Government's website [here](#).

We are absolutely committed to learning all we can from the investigation into East Kent's maternity services; and implementing any actions that will further improve the services we offer to women and families across Morecambe Bay. Our teams now need to take the time to review the report in full in order to respond fully about any actions we may take as a result of Dr Kirkup's findings and areas for actions. We will keep you updated. You can [read more on the intranet](#).



Update on Lateral Flow Testing

As lateral flow swabbing is currently being completed at ward level the IP team would like to confirm the following:

Lateral flow swabs should **NOT** be done routinely for those symptomatic of COVID-19 or on outbreak unless requested specifically by IP or the clinical site managers.

The rationale for taking a LFT is:

- Being discharged to regulated care (ie nursing home) when patient has been positive for COVID-19 in the last 90 days.
- For reduction of isolation on request of IP or Clinical site managers

Lateral flow swabs should not be held at ward level but requested. The stocks will be held by the IP team, COVID Command & Site Managers and at WGH with the Matron. Please can we ask that any lateral flow swabs which are being held by the wards are handed back to either the site managers or the IP team.

PCR testing should be undertaken for:

- Patients who are symptomatic of COVID-19
- Those being discharged to regulated care (i.e. nursing home) when a patient has not been positive for COVID-19 in the last 90 days.
- On clinician request
- On request of the IP team

Please also see the SOP for lateral flow swabbing to confirm the process that is required for this testing including documentation: [Patientlateralflowtestingon the ward.docx](#)

Recruitment event - become part of #TeamUHMBT!

Are you looking for a new start, or know someone who is? Everyone is welcome at our next recruitment event which is taking place at The Forum in Barrow-in-Furness on 17 November 2022 between 10am - 4pm.

We're looking to recruit to a number of roles including Clinical Support Workers, Domestic, Porters, and Midwives and Nurses looking to return to practice.

Registering is essential by either scanning the QR code or by visiting <http://ow.ly/gMxk50Le7un>

For more information, please email keyworkerjobs@mbht.nhs.uk



The poster features a colorful border and the UHMBT logo at the top left. It includes the NHS logo and the text 'University Hospitals of Morecambe Bay NHS Foundation Trust' at the top right. The main heading is 'RECRUITMENT EVENT'. Below this, it states the date and time: 'Thursday 17th November, 10am - 4pm, Forum 28, Duke Street, Barrow'. It lists the roles on offer: Clinical Support Workers, Domestic, Porters, and Nurses and Midwives returning to practice. A QR code is provided for registration. At the bottom, it says 'Register by scanning the QR code. For more information email: keyworkerjobs@mbht.nhs.uk'.



The Trust's QSIR programme

You may have heard of QSIR-V (Quality, Service Improvement Redesign-Virtual), the Trust's virtual training programme for quality improvement (QI). But, did you know that this started out as a face-to-face programme, known as QSIR-P (Practitioner)?



During 2018 and 2019, the Trust trained 180 colleagues across the Trust and its healthcare partners! Unfortunately, in 2020, Covid meant that any face-to-face training had to be paused. NHS England, alongside other Trusts who also paused their QSIR-P delivery developed a virtual intermediate version of QSIR-P so that QI training could continue in the interim. It was so well received that it is continuing to be delivered alongside QSIR-P at many Trusts.

As we look to improve our QI capability and capacity and re-introducing QSIR-P to our QI training offer, we have been catching up with past training participants to assess the impact of the training. We have been in contact with both QSIR-P and QSIR-V graduates to get some feedback on both aspects of training. As you can imagine, the QSIR-P graduates had to cast their minds back a few years, but all spoken to remember the course well. In fact, the feedback for both Practitioner and Virtual programmes has overall been very positive with comments such as:

"[I] understand the steps of improvement projects more"

"[It] made it more structured and [I] began thinking more widely - questioning more, and aims and objectives clearer with more reasoning"

If I hadn't have done QSIR-V - "I think my approach would have been really scattered and everything dumped into a pile rather than using a structure and a plan. [It] really made it more manageable and into bite sized pieces"

"I hadn't had any project management or improvement experience and an operational role just makes you get on with it. The QSIR[P] process helped to step back and think about it. It was good to be in person and [I] found it useful to be with other colleagues and less distractions"

"Yes, in my role as team manager, and with others who know I am a QSIR Practitioner. [I] would definitely be able to support others [in improvements]"

If I hadn't have done QSIR-P - "I don't think I would have had all the skills and tools to deliver the project"

If you are interested in participating in a QSIR course, all you need to do initially is [express your interest here](#).

Happy retirement Helen

North Lancs Community Respiratory Team wish Helen Duncan a very happy retirement after 40 years in the NHS as a nurse. Helen was the first Practice Nurse in North Lancs and her forward thinking enabled Pulmonary Rehabilitation to be established in this area.

She will be dearly missed by each and every one of us. We hope she continues to build on her success as a published author.





supporting
life's journey
together

Issue 810 25 October 2022



University Hospitals of
Morecambe Bay
NHS Foundation Trust

Join the Bay Hospitals Charity Christmas extravaganza

Help to make it an extra-special festive season by decorating your ward this December! Each day during advent Bay Hospitals Charity will publish a photo of a ward or department and their Christmas decorations. Let's spread some festive cheer and help to raise awareness of the amazing teams who work in our hospitals. If your team would like to get involved, [email charity@mbht.nhs.uk](mailto:charity@mbht.nhs.uk)

Calling all staff at UHMBT

BAY HOSPITALS CHARITY INVITE YOU TO
JOIN IN THE FUN THROUGHOUT DECEMBER
IN THE LEAD UP TO CHRISTMAS

CHRISTMAS ADVENT

How can you get involved? We would like you to trim up the entrance to your ward/department or office. Let's make this Christmas extra special. A number between 1-24 will be allocated and each day throughout December a door on the Advent calendar will be opened. We will take a photo or film staff and share on social media.

Please email: charity@mbht.nhs.uk to register your interest by Tuesday 1 November 2022

Let's all spread a little Christmas happiness

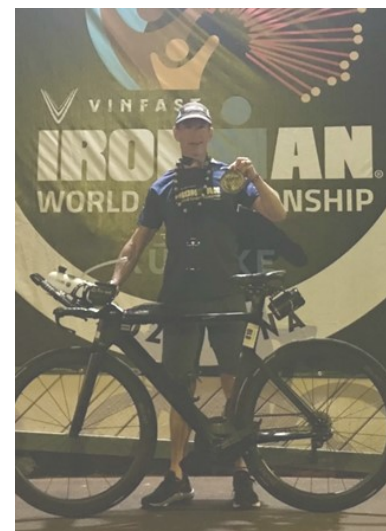
Radiology colleague raises funds in Ironman Triathlon World Champions

Massive congratulations to Paul Smith in competing in the Ironman Triathlon World Championships in Hawaii. Such a great achievement!

Paul qualified to compete in the Ironman Triathlon World Championships in October 2022. This has been a culmination of four years, of dedicated triathlon training, having qualified from racing the Ironman UK in 2021.

Paul has managed to raise a staggering £1,680, with all proceeds going to the Morecambe Bay Hospitals Charity and will be used for procuring equipment to help patients within radiology. Paul managed to complete the Ironman in 11 hours and 3 mins which is a personal best for him.

His team said "Well done Paul, such a fantastic achievement."



Paul said "Racing in the Ironman World Championships in Hawaii was a dream come true and the pinnacle of a five-year plan. The race day conditions were favourable as the typical strong winds didn't happen, though the heat and humidity were a real challenge.

"I would like to thank all my friends and colleagues for their support, and for the generous donations made to the Morecambe Bay Hospital Charity which achieved its target, and is to be used to acquire a mobile language interpretation unit for our department."

Check out the new Bay Hospitals Charity website

Have a look at the new Bay Hospitals Charity website! www.bayhospitalscharity.org

We've given our website a fresh new look and added some exciting new features. For the first time, visitors to our website can make instant one-off donations to the charity, as well as set up regular donations via direct debit. Fundraisers can also promote their own money-raising activities by uploading them to our interactive events calendar.

All money received by Bay Hospitals Charity is used to support University Hospitals of Morecambe Bay NHS Foundation Trust, to help make patients more comfortable and ensure they get the best possible care and treatment.

Head of Charities and Fundraising Suzanne Lofthouse says: "We hope our new website will make it easier than ever for people to get involved in the work of Bay Hospitals Charity and support us on our mission to provide the best experience to UHMBT patients."

Evidence searching service available from UHMBT Library

Do the patient information leaflets in your department need updating?

Are you creating a new patient information leaflet?

Don't have time to do a search for the latest information and guidance?

Save yourself some time by asking UHMBT Library and Knowledge Services to carry out an evidence search for all the most up to date information on your patient information leaflet topic!



Complete the [online form](#) or alternatively contact kerry.booth@mbht.nhs.uk for more information. Need to know more about the leaflet process? Contact Helen Quayle for a copy of the Patient Information Handbook today by emailing helen.quayle@mbht.nhs.uk

UHMBT Microbiology: Syphilis Testing update

All serum samples sent to UHMBT Pathology for Syphilis screening are referred on to the Virology department at Lancashire Teaching Hospitals (LTH) for confirmatory testing, when reactive on UHMBT analysers. The assay used by LTH for confirmatory testing was Treponemal Pallidum Particle Agglutination Assay (TPPA), but due to a national supply issue LTH have permanently changed to using the Treponemal Pallidum Haemagglutination Assay (TPHA) for confirmation.

This will mean that there will be a change to the reports issued to service users, **effective from 14 October 2022**.

Lorenzo reports will now differ, you can see how on the [intranet](#).

Information is only available from your own organisation until Logitech's Relationship controls are operating.

Result details	Status	Report Status	Reported results	Ref	STRENGTH/STRENGTH	Test Date	Level	State
Syphilis confirmation screen			Syphilis screen positive					Final
Comments			Performed by Local Protein Hospital Microbiology					Final
Syphilis RPR			Negative					Final
Syphilis confirmation interpretation			Consistent with IgG-mediated infection at some time					Final
Treponemal pallidum haemagglutination assay (TPHA)			Positive (1:64)					Final
Overall Comments			Testing KTHA Mapping					Final

Trust procedural documents e-Learning

Two e-Learning modules for 'Trust procedural documents' are now available on the new TMS training system.

The two modules are:

- **'Trust procedural documents e-Learning (for all staff)'** - describes how to navigate the Trust Procedural Document Library intranet site, including hints and tips for finding procedural documents quickly and easily
- **'Trust Procedural Documents e-Learning (for authors and reviewers)'** - covers the process of writing, reviewing and approval of procedural documents.

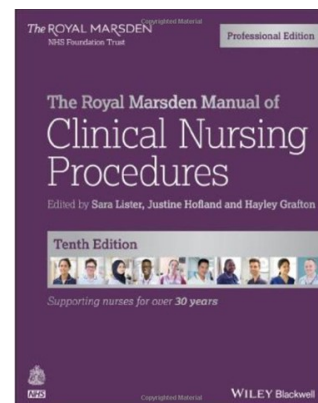
To access these modules, log onto the TMS system, click 'Search the catalogue' and search for 'procedural documents' or find them in the 'Personal and Professional Development' sub-category. If you have any questions about this e-Learning or need any more information, please contact the Policy Coordinator.



UHMBT Library—Clinical Nursing Procedures now available

The 10th edition of the Royal Marsden Manual of Clinical Nursing Procedures is available online - search by chapter, procedure or illustration online, anytime, anywhere, whenever you need it: Click on this link to get started - <https://www.rmmonline.co.uk/>

If you are using a Trust computer you can access immediately via the UHMBT Library and Knowledge Services Intranet page. If working from home or using an external device, get access via your institutional login (OpenAthens) – if you do not have an account, you can create one via this link <https://openathens.nice.org.uk/> or contact library@mbht.nhs.uk for any assistance.



Training sessions to become an FFP3 mask fitter

Colleagues can book onto the new course by searching for 'FFP3 Mask Fit Tester Training (Emergency Preparedness) course' on TMS. The next available course dates are:

- Thursday 27 October 9.30am-4pm at Furness General Hospital
- Friday 11 November 9.30am – 4pm at RLI
- Friday 2 December 9.30-4pm at RLI

This is a comprehensive course to train staff to be able to competently fit FFP3 masks, and is suitable for anyone who would like to be a mask fitter for the Trust - there are no pre-requisite requirements.

If you would like more information, please contact the Clinical Commander, "Covid Coordination Centre (UHMB)", Covid.Cc@mbht.nhs.uk, 01524 551249.

Please note the FFP3 Kolmi Medcom (medium) mask is being withdrawn from the Trust by the end of October. All relevant colleagues have been notified and requested for a refit if applicable. If you have any queries or would like to book in for a mask fitting please contact the Central Operations team at <mailto:Covid.Cc@mbht.nhs.uk> or call 31250/ 31054

Genomics competency framework for nurses

The Genomics Education Programme (GEP) is inviting feedback on a [framework](#) that sets out the key competencies required of all nurses in a modern genomics health service.

Developed in partnership with nurses, the framework defines eight core competencies that the GEP and associated expert authors believe all nurses will require as genomics becomes embedded in routine care. These core competencies can then be built upon or incorporated into other frameworks for more specialist roles. **Have your say**—Before the framework is finalised, the GEP are inviting stakeholders to review and comment on the competencies in an [open consultation](#) until 8 November 2022. Further information on how the framework was developed can be found [here](#). If you have any questions while reviewing the framework, please contact Ed Miller at the GEP, Edward.Miller@hee.nhs.uk.



New Quality Governance and Accountability Framework launched within UHMBT



A new Quality Governance and Accountability Framework has been launched within our Trust.

As part of our UHMBT Improvement Plan, we have been working with Care Groups, NHSE/I and our Improvement Director on the development of the Quality Governance and Accountability Framework which is intended for use at all levels of the organisation.

The framework sets out our approach to ensuring that roles and responsibilities are clear and that there are robust systems of governance and accountability in place at all levels to support the delivery of high quality, sustainable services. It describes the governance structures that are in place within each Care Group and how quality performance, risks and issues are reported and escalated through the wider organisational structures up to the Trust Board.

We have organised our new framework in line with the accepted definition of quality in the NHS, which is to provide care that is effective, safe and provides as positive an experience as possible. Risk management is an integral part of our Quality Governance and Accountability Framework and is embedded in meetings at all levels of the organisation. [Read more on the intranet.](#)

We will share more information on what this means for colleagues over the coming weeks. In the meantime, if you have any questions, please contact your Care Group leadership team or Governance Lead.

Too many communications? Not enough? Let us know!



Thank you to colleagues who have filled in our 'Communication and Engagement' survey so far, we have had a great response – but with just one week left until the survey closes, there are still lots of colleagues who have yet to share their views.

The survey will be open until 31 October 2022, and it will help us to shape the future of communications and engagement at our Trust. Answers are anonymous, but there will be an option to provide your contact details to take part in follow up focus groups.

We are offering a prize draw of 3 x £20 of Amazon Vouchers to anyone who completes the survey – you just need to provide your name and email to qualify at the very end of the survey. We are doing this because we want to try and ensure that we have provided colleagues with every opportunity to tell us their opinions about how communications work currently in our Trust. If you have already completed the survey and would like to be entered into the prize draw, please don't worry you have not missed out on this opportunity! All you need to do is email your name and email address to communications.team@mbht.nhs.uk and you will be entered into the draw.



Simply scan the QR code or [visit this link](#) to complete the survey



Change to FGH restaurant opening hours

Colleagues please note, as of **Monday 31 October** the opening hours of the restaurant at FGH will be:

- Monday - Friday 8.00am to 6.30pm (hot food will be available until 6.15pm)
- Saturday and Sunday 8.30am to 6.30pm (hot food will be available until 6.15pm)

Join the New Hospitals Programme webinars

You are warmly invited to find out more about the latest New Hospitals Programme developments at one of the upcoming webinars with Jane Kenny, Lead Nurse, and Claire Granato, Lead AHP.

Join us to hear more from the team and ask questions, the online sessions will be held on MS Teams and are open to all staff working in the NHS in Lancashire and South Cumbria.

Please click on your preferred date below for the MS Teams link for the meeting and make a note in your calendar:

- [Join the NHP webinar on Monday 31 October, 4.30 to 5.30pm](#)
- [Join the NHP webinar on Wednesday 2 November, 4.30 to 5.30pm](#)
- [Join the NHP webinar on Friday 4 November, 8.30 to 9.30am](#)
- [Join the NHP webinar on Tuesday 8 November, 8.30 to 9.30am](#)



Photo of the Week

This weeks Photo of the Week is from Lynne Wyre:

It's a photo of Whitby Bay seen from the Abbey steps.

Amber Wyre added "It's just so beautiful".

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 21st October

0 0 9 7 6 9

Play the Bay Hospitals Charity Lottery online now!

Visit www.bayhospitalscharity.org/lottery/

and help make a lotto difference across
Morecambe Bay Hospitals.

