

Weekly News

Important update: Smoking on our sites

Since 2007, people haven't legally been able to smoke inside any hospital building, and don't expect to be able to. However, the executive team is now regularly receiving increasing concerns from colleagues about their Health and Safety as a result of having to breathe in harmful cigarette smoke, as they enter some of our sites.

We are looking at different effective measures we can implement across our sites as a reminder to colleagues, locums colleagues, locums, agency staff, workers, students, volunteers, visitors and contractors that **all of our sites are smokefree**. These measures may include an audible cigarette smoking "spoken alarm" message outside our hospital's main entrances.

We will also shortly be commencing a wider review of our [smoke-free policy](#). This will include reviewing our approach to e-cigarettes, and the provision of shelters on our sites, although we have had very mixed feedback on this. There will be opportunities for all colleagues to be involved as we think potential solutions through.

Get more information about this work on [the intranet](#). We look forward to updating you on the measures we have implemented over the coming weeks.

This story reflects our aim to create the culture and conditions for our colleagues to be the very best they can be which is one of our four areas of focus for 2023/2024.



Commitment to care free from discrimination and prejudice

In common with the rest of the NHS, our Trust is committed to providing high-quality care to all patients and a diverse and respectful working environment for all staff, regardless of people's sexual orientation or gender identity.

We want to reassure everyone that we are committed to welcoming all, with a culture of belonging, trust and understanding - encouraging and celebrating diversity in all its forms. This is enshrined in the [NHS People Plan](#).

We will continue to work with partners to ensure that colleagues experience a good working environment that is free from discrimination and prejudice, to allow them to deliver the best possible care to all patients. This includes those within the transgender community.

If you are not familiar with it, you can access our Trust guidance on transgender care at: [Transgender Guidance - Colleagues and Patients.docx](#)

If you require any further information, please do not hesitate to contact any member of your Care Group Leadership team. Any colleagues who feel directly affected by this can get support from:

- **The Inclusion Team** inclusion@mbht.nhs.uk 07970 204 132
- **LGBT+ Network** lgbt.network@mbht.nhs.uk 07970 204 132
- **Occupation Health** occhealth.referrals@mbt.nhs.uk

This story reflects our aim to deliver outstanding care and experience which is one of our four areas of focus for 2023/2024.



NHS Staff Survey - Background Information

In the NHS Staff Survey, there is a section that is based on your background information and asks questions about you (e.g. disability, sexual orientation, ethnicity, parent and/or carer status). We understand that there are reasons why people may choose not to declare this information about themselves however, there are some important reasons why you may wish to consider answering those questions and sharing these details with us.

There is power in numbers, but only if the Trust is aware of those numbers. It is much easier to request tailored or specific support and resources for a larger number of colleagues. The NHS Staff Survey is an opportunity to share your status anonymously and for the Trust to have accurate information about how many colleagues have that thing in common. If we have accurate information, the Trust can plan, allocate resources and provide the right support. If we don't have those numbers it's much harder to justify spend and to divert resources from other more readily visible needs.

We also use this information as part of the Workforce Race, Disability, and Sexual Orientation Equality Standards which means that it can help us to understand the colleague experience for these groups and to take meaningful, targeted action where it is most needed. You can [view these reports on our website](#) and see what actions have been taken as a result of having this data available to us. [This story reflects our aim to create the culture and conditions for our colleagues to be the very best they can be which is one of our four areas of focus for 2023/2024.](#)



Reminder: Flu vaccination drop-in clinic dates available

Our Occupational Health and Wellbeing Department will be leading drop-in clinics to give colleagues the chance to have their flu vaccination as part of this year's Influenza vaccination campaign. A full list of drop-in clinic dates can be found on the Intranet [here](#).

Reminder: Flu vaccination walk-around clinic dates available

Our Occupational Health and Wellbeing Department will be leading walk-around clinics to give colleagues the chance to have their flu vaccination as part of this year's Influenza vaccination campaign. A full list of walk-around clinic dates can be found on the Intranet [here](#).

Five myths about the flu vaccine

It is essential that we do all we can to protect ourselves, each other, and the people we care for from flu and COVID this year. Frontline health and social care workers are more likely to be exposed to both viruses. As part of this year's campaign, we will be sharing a myth about the flu vaccine each week in the Weekly News.

Myth 4: I had the vaccine and still got the flu, so it doesn't work

Fact: Several flu viruses are circulating all the time, which is why people may still get the flu despite being vaccinated since the vaccine is specific to one strain. However, being vaccinated improves the chance of being protected from the flu. This is especially important to stop the virus from affecting people with vulnerable immune systems.

COVID-19 vaccination drop-in clinics

COVID-19 vaccination drop-in clinics are being held at our Occupational Health and Wellbeing Department's across our three main hospital sites. More information and drop-in clinic dates can be found on the Intranet [here](#).



Black History Month 2023

Black History Month is an opportunity to recognise and celebrate the invaluable contributions of black people to society and to the NHS. It also serves as an opportunity to inspire and empower future generations. This year, Black History Month is dedicated to honouring the achievements of black women who are often forgotten.

The theme of '[Saluting our Sisters](#)' highlights the crucial role that black women have played in shaping history, inspiring change, and building communities. Across the NHS events are taking place to showcase and celebrate the work of pioneering black women in health care.

Visit the official [Black History Month website](#) to find out what else is happening during the month.

You can also get involved on X (formerly Twitter), by using the hashtags #BlackHistoryMonth and #SalutingOurSisters to join in the celebrations, share stories and resources.



Black History Month

Proud to be celebrating the past, present and future.

Francesca Higgins appointed as UHMBT Inclusion Lead

What are your plans or ideas for improvement?

There's such a lot to do in this role that it's hard to know where to start. There are a lot of really good projects and initiatives which I want to make sure we see through to completion (for example, the talent management programme for diverse aspirant leaders, raising awareness and understanding of neurodiversity at work); there are stakeholders who I want to build stronger working relationships with, especially the Staff Networks who do such amazing work across the Trust.

I'm determined to continue to improve all colleagues' experience of working within the Trust. This means stamping out bullying, harassment and other poor behaviours in the places where it can occur. We work in a pressured environment and it's easy in those circumstances for people to have some poor experiences in their interactions with others. We know this can be damaging, so ensuring colleagues have the skills and knowledge to challenge poor behaviours when they witness it and ensuring people act as allies towards each other is a priority.

A lot of the work to support inclusion and to ensure we are living by our values can only be done if EVERYONE gets involved and feels they have responsibility for it, so I see my priority as being the catalyst and support for this happening. I'm also keen to ensure that colleagues are given the support they need to be their very best at work. This means ensuring that where people need adjustments to be able to fully contribute, then this process is made easy for colleagues and their managers.

Inclusion is all about making sure that all colleagues are supported to be their best at work and feel that they belong here. That means different things for different people and it won't happen on its own.

[Read more about Francesca's motivations for working in inclusion, and her lived experience that supports this work.](#)

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Speak Up Month 2023

I have been a Freedom to Speak Up (FTSU) Guardian at UHMBT for some time, and this is our seventh annual Speak Up month which is promoted nationally through the National Guardian's Office (NGO).

We are all very aware of the importance of raising concerns when we witness something that gets in the way of good patient care – and I think everyone knows what good care looks and feels like. However, speaking up is not always easy and your FTSU Guardians are here to advise you if you are not sure what to do or where to turn to.

Last year the NGO found in the National Survey of FTSU Guardians that the biggest barrier to raising concerns is the feeling that nothing will be done as a result.

This is dispiriting and alarming as there has been an understandably outraged response to the media publicity around the crimes committed by Lucy Letby at the Countess of Chester Hospital – where consultants and other staff had spoken up and their concerns were not listened to or welcomed.

“Being afraid of what might happen or feeling that you won't be listened to can stop people from speaking up. They may be worried because of their background, their heritage, or their experience. They may feel they might not be listened to because of their banding, their circumstances or their job role.” [Speak Up Month 2023 - National Guardian's Office](#)

We must understand that concerns raised are information and that information is a gift which we should welcome - because with that gift we can improve patient care and the experience that we all have at work.

Please be assured that if you have concerns that you feel are not being welcomed then your FTSU Guardians would like to hear from you – we can meet/speak with colleagues, in confidence at a mutually agreed time.

Your Guardians at UHMBT hope that you will feel safe to speak up on a day-to-day basis in your usual work area – and if you feel that you are not being listened to and no actions are taken to address or resolve your concerns within your teams or through usual line management routes then do contact us – all our details are on the [Freedom to Speak Up - Home \(sharepoint.com\)](#)

We are pleased to report that year on year more colleagues are raising concerns and contacting one of us Guardians for support and advice.

For most of us, our Trust is also where we, and our friends and families will be cared for so we need to own our Trust to do everything that we can to improve our safety culture to ensure that we are a “Great place to be cared for and a great place to work”.

To celebrate Speak Up Month here at UHMBT your FTSU Guardians will be looking forward to meeting with TEAMS so that we can hear about any barriers that you feel would stop you from speaking up – we would love to hear from any teams and managers in our acute and community parts of the Trust who would like one of us to attend a team meeting.

Heather Bruce
Freedom to Speak Up Guardian

Registered Nurse to Registered Midwife Conversion Course

Are you a Registered Adult Nurse with a minimum of a 2.1 degree? We have a fabulous opportunity for adult nurses who wish to pursue a career in midwifery to undertake the two-year MSc (Masters) post-RN (pre-registration) midwifery programme at Salford University, starting January 2024. Applications must be completed by Sunday 22 October 2023. More information and the link to apply can be found on the [intranet](#).



New UHMBT Critical Care Outreach Team is a safety net for extremely sick patients

In last week's edition, we featured the new UHMBT Critical Care Outreach service. In this week's edition, we introduce you to the team leading the service.

The team, which is part of the Critical Care and Surgery Care Group, has 12 members of nursing staff and is led by Dr Rachel Markham, Consultant in Anaesthetics and Critical Care and overseen by Helen Irving, Cross Bay Matron for Critical Care and Surgery.

Team members include Clinical Nurse Specialists in Acute Care, Catherine Wild, Rachel Aspinall, Kimberley Murphy, Bernadette Hope, Emma Hilton and Kristina Henry, as well as Acute Care Nurse Specialists, Lois Jones, Laura Kidger, Helen Cheesbrough, Clarisse Estrada-Cantero, Wrenzy Carlos and Rachel Hill.



The team uses the Deteriorating Patient Alert System (DPAS) to identify the most unwell patients at FGH and the RLI. The highly advanced DPAS system was developed by UHMBT and was a finalist in the Nursing Times Awards in 2022.

To contact the Critical Care Outreach Team, please call the following numbers or contact via switchboard.

- Furness General Hospital: 07977827893 or 07974042434
- Royal Lancaster Infirmary: 07974634800 or 07977827894

For less urgent enquiries, email our shared mailboxes: outreach.fgh@mbht.nhs.uk or Outreach.rli@mbht.nhs.uk. The full story can be read on the Intranet [here](#). *This story reflects our aim to deliver outstanding care and experience which is one of our four areas of focus for 2023/2024.*

Reminder: Changes to security

Colleagues should be aware that security coverage will be reduced to pre-pandemic levels from Sunday 1 October. The new security provision has been approved by the Trust Management Group Board.

New coverage will be:

Royal Lancaster Infirmary (RLI)

- Emergency Department RLI, 24/7

Furness General Hospital (FGH)

- Emergency department FGH, 24/7

Westmorland General Hospital (WGH)

- Night cover from 7pm-7am, seven days per week

Security patient monitoring (bedwatches) will still be available contact Lingwood on 07772 074075 and Police assistance is available.

When the COVID pandemic hit in March 2020, there was a need to have security on each of the entrances to the Trust's main sites in order to enforce a number of issues that arose. This included restricting visiting and flow of people onto our sites, ensuring masks and sanitising stations were stocked and used by all coming into the Trust and being the first point of contact for everyone coming in and out of the Trust's premises.

If you have any queries about the changes to security provision, please contact Daniel Geere, Local Security Management Specialist, on 01524551241 or danny.geere@mbht.nhs.uk.

Security Team



Five things on Finance

October 2023

The Procurement Bill



The Procurement rules that regulate how public authorities, including the NHS, purchase goods, services and public works will be subject to major reform following the UK's exit from the EU via the introduction of a new 'Procurement Bill' which is due to come into force in October 2024. The House of Commons passed the Bill with amendments. It is now with the House of Lords waiting for consideration of Commons amendments during September 2023.

The Procurement Bill will naturally result in changes to tendering procedures for the Procurement Dept and the Trust, however, the Procurement Dept will share further information as the incoming regulations become clearer. In the meantime, further information can be found via:

[Procurement Bill: Progress of the Bill - House of Commons Library \(parliament.uk\)](https://www.parliament.uk/library/subject/subjects/procurement-bill/)

PMO Training

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.



Awards Shortlisting

Members of the Finance Team have been shortlisted for the following awards:
Skills Development Network – Juliet Wearing for the Brian McNaught Award (Finance Staff Development) and Denise Hodgson for the John Andrews Award (Health & Wellbeing).
Public Finance Awards – WAVE implementation for the Digital Finance Project of the year.



NHS Fraud Podcast

Check out our first episode of MIAA's Podcast Talking Fraud for an in-depth discussion on how the NHS Counter Fraud Service has evolved post-COVID and how cyber-enabled fraud is rising. https://www.linkedin.com/posts/mersey-internal-audit-agency_nhs-counterfraud-cyberfraud-activity-7109854954936250369-EPiy?utm_source=share&utm_medium=member_ios



Demystifying NHS Finance

This is a comprehensive event designed to educate healthcare professionals and managers who do not have a finance background about the basics of NHS Finance. The morning session is compulsory, but you are free to leave and return in the afternoon, depending on which sessions are of relevance to you. <https://onenhsfinance.nhs.uk/ar/0/events/169-demystifying-nhs-finance/>



To find out more about the work of the Finance Team, Procurement & PMO please visit our SharePoint pages at:

[Finance \(Sharepoint.com\)](#) [Procurement \(Sharepoint.com\)](#) and [PMO \(Sharepoint.com\)](#)



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Commitment to Carers: lunch & learn session

Wednesday 1 November 2023: 1pm-2pm

NHS England will be delivering this lunch and learn session for all front-line practitioners working across all service areas in Cumbria, Lancashire, Blackpool and Blackburn with Darwen. The session will focus on the benefits of identification, support and involvement of unpaid carers and the positive impact this can have on the carer, and those they care for.

To book a place and receive the link to join the session please email csab@cumberland.gov.uk including your full name, job title and employing organisation.

September 2023 Clinical Audit Newsletter

Welcome to the September 2023 round-up of clinical audit news, events and programmes from the Health Care Quality Improvement (HQIP). [Read the newsletter here.](#)

Paediatric Orthopaedic Multidisciplinary Team – Manchester International Clubfoot Conference 2023

Paediatric Orthopaedic Surgeons Mr Paul Marshall and Miss Ana Jeelani (Foot and Ankle Specialist from AlderHey), Paediatric Clinical Lead Physiotherapist Gemma Passmore and Paediatric Orthotist Emily Farquharson attended the Manchester International Clubfoot Conference 2023 at the Lowry, Salford recently, to discuss and network with a group of international healthcare professionals who treat a wide range of atypical and complex clubfoot presentations.

The conference is part of an initiative to standardise the treatment of congenital talipes equinovarus (CTEV), or “clubfoot”, and to develop existing communications with the North West Clubfoot Network whilst auditing and comparing data on current service both in the UK and internationally. [Read more on the intranet.](#)



Recording: October's CEO all colleague virtual briefing

A virtual all colleague briefing session took place on Monday 9 October via Microsoft Teams. Hosted by Aaron Cummins, Chief Executive, the briefing session is a great opportunity for colleagues to hear the latest key updates about our Trust. You can view the recording on the [intranet here.](#)

UHMBT Library and Knowledge Service

See how our evidence searching service could help you and your team.

- | | |
|-----------------------|----------------------|
| • Patient Care | • Trust documents |
| • CPD | • Research |
| • Quality | • Presentations |
| • Improvement | • Keeping up to date |
| • Patient information | • Service planning |

"The literature search service is so important for developing guidelines and providing information to guide evidence based practice."

Fill out the form on the library website or email library@mbht.nhs.uk



Appraisal of Leadership is supported by CQI

How undertaking a Quality Improvement Project contributes to our Vision and Strategic Priorities whilst providing evidence of leadership you are asked to reflect on at appraisals.

If your appraisal is due soon, you'll have spotted the format has changed slightly and the 'leadership section' links directly to the Trust's strategic priorities. If you're involved in or leading a quality improvement, you will be contributing to the Trust's vision to create 'a great place to be cared for and a great place to work' and our strategic priorities and will have evidence to draw upon for sharing leadership qualities in your appraisal.

If you have undertaken or are undertaking a quality improvement project, you will likely be contributing to all four areas of focus (our strategic priorities). Most quality improvements aim to improve the care and experience of our patients and colleagues and improve the way we work together to ensure they are efficient and effective.

You may not have had an improvement project in the past year to reflect on, but you could think about an improvement you would like to see and be involved in during the coming year.

The Improvement Centre have lots of information, resources, tools, support, and training to empower you to improve the quality of your services.

Join us in Improving Together for UHMBT to be 'a great place to be cared for and a great place to work'.



Patient Activation online workshops are back

We are pleased to announce that we have Patient Activation sessions back up and running across Lancashire and South Cumbria! The Patient Activation webinar will enable participants to gain further insight into Patient Activation and the different ways in which the PAM tool can be used.

As part of the 2.5-hour virtual workshop, we will explore:

- How patient activation links in with Personalised Care
- The meaning of patient activation
- What the patient activation measurement tool is
- The different levels of activation and what these levels may look like
- How you might tailor your approaches with the patient dependant on their PAM level.

Please find details below of PAM (Patient Activation Measure) and how this can benefit you in your current role. Please also find below a PAM Application Form, should you wish to attend any of our free PAM sessions being delivered, via teams from September – December 2023.

Details of the PAM Workshop sessions can be found [here](#).

Please [fill out an application form](#), highlighting the dates you wish to attend and send it to workforcetraining@activelancashire.org.uk.





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October is Breast Cancer Awareness Month

We hope you will join us in fundraising. Wear it pink day is on 20 October but you can choose to wear pink any day this month and make a donation in support of Breast Cancer Services [UHMBT](#) supporting local people.

Your donation will really make a difference for the women and men accessing our services. We hope you will use this campaign as a reminder to check your breasts.

Touching, looking and feeling your breasts. Common signs of breast cancer include a lump or swelling, changes to the skin such as dimpling or puckering, a change in colour if your breast is inflamed or red, a change to the nipple if it has become inverted, crusting or a rash around the nipple, unusual liquid or changes to the size or shape. If you do find any changes, please contact your GP.



Breast Aware information stall

Between 9.30am and 3pm on Tuesday 17 October and Tuesday 31 October, members of the Breast Care team will have a stall outside the RLI restaurant with information to help raise awareness of the importance of being breast aware.

Everyone is welcome to talk to the team (Rose, Danica and Louise will be there) and get some information.

Pictured are (L-R) Santosh Somasundaram, Louise Ogden, Rose Harpley, Danica Guanzon, Adel Ben-Hamida, Shazyia Ali.



Photo of the Week



This week's photo of the week was sent in by... Jonathan Ward, Community Patient Contact Centre, Westmorland General Hospital.

"Just returned from a holiday in Siracusa, Italy. I thought my colleagues at UHMBT would appreciate the sight of a hospital in the bright Sicilian sunshine!"

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 13 October

6 5 2 7 7 5

Play the Bay Hospitals Charity Lottery online now!

Visit www.bayhospitalscharity.org/lottery/

and help make a lotto difference across Morecambe Bay Hospitals.

