



Valentine's Love for BSUH Staff

BSUH Charity has been inundated with Valentine's cards for our #LOVEBSUH campaign. In late January, we invited the local community to share their words of thanks, positivity and love with staff across our four hospitals, by sending in handmade Valentine's cards.

We have been bowled over by the outpouring of community affection, and have received over 770 cards now. These will be distributed to wards across the four Trust hospitals this week, but we wanted to share a couple of our favourites...

Local school girl Grace's said:

"Most people don't know how much of an important job being an NHS worker really is, you risk your lives for others to live.

I know having Covid around is rough, but team NHS are very tough!

You should already know that you are perfect in every way, but just something that I would like to say, is happy Valentine's Day."

Christopher Pearson, Headteacher at Goldstone Primary School said:

"We are all delighted that these cards might bring a smile to some of the extraordinary staff that are working at the Trust. On behalf of the whole community of Goldstone Primary School, thank you so very much to you all, for your incredible work over the last year."

Please do send any pictures of staff receiving cards to BSUH.Charity@nhs.net or tag us on [Workplace](#). Happy Valentine's to one and all, we hope this brought a smile to your face - it certainly did to ours...

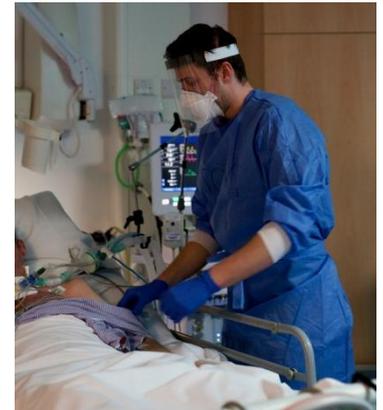
The BSUH Charity Team



Read some entries on the back page of Buzz or on Workplace

One year on – caring for patients throughout the pandemic

The Intensive Care Unit (ICU), Major Trauma department and teams from the Cancer service appeared on BBC South East News on Tuesday evening (9th February) as health correspondent Mark Norman visited The County to see our teams in action as they continue to provide care for patients throughout the pandemic.



Starting in the Intensive Care unit, caring for the sickest Covid patients, our ICU team showed the reporter around and shared their experiences of working on the frontline and how things had changed since the BBC first visited in May 2020.

After ICU, they visited Major Trauma, “there are other battles being fought in the hospital to try and maintain services despite the virus”, said Mark as they enter the department caring for people with major injuries.

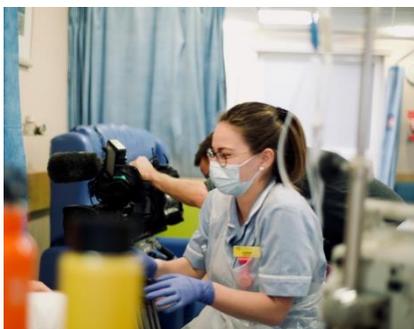
Jamie, a patient being treated on the Major Trauma Ward said: “It’s a scary world outside, it’s surprisingly less scary in here, but extremely busy. The girls and guys here are working non-stop and you cannot fault them, you absolutely cannot fault them.”



Also featured was the BSUH Cancer Service who despite seeing a drop in referrals, have been working harder than ever to provide cancer treatment and reassurance to patients. Chief of Service for Central Clinical Services, Dr Sarah Westwell, explained: “With this wave it’s been very different, we haven’t stopped any services we’re still doing breast screening, still treating with radiotherapy and the numbers of patients we’re treating are the same as pre-Covid, possibly even above as we’re catching up some of that work we didn’t do earlier in the year.”

Thank you to all the teams who took part in the filming and were able to provide a real insight into the outstanding care being provided by BSUH.

Watch the full feature online here: <https://vimeo.com/509961224>



Advanced clinical practitioner profiles – meet our surgery recruits

We are pleased to have welcomed 11 trainee Advanced Clinical Practitioners (ACPs) to our surgical divisions last week as part of our Surgical Workforce Modernisation project. The ACP roles enhance junior doctor training and career opportunities for both nurses and Allied Health Professionals (AHPs), improve team continuity and nurture multidisciplinary team working.

Buzz catches up with two of the surgery ACP trainees who started in their roles in July 2020, Joy Murphy and Rose Hesling, to find out more.

What are your backgrounds?

Joy – I'm a nurse by background and my career until recently was in post anaesthetic nursing. I worked as a charge nurse and then as a PACU practice development nurse for a couple of years.

Rose – I was previously a cancer nurse specialist, and prior to that a surgery nurse specialist within a similar field to what we are doing currently. My background was ITU originally.

What's it been like starting in your new roles?

Rose – There are some established ACP roles in cardiac surgery, so when we first started we shadowed them for a week and saw how they did it. Because the disciplines vary so much, it was interesting to see how they shaped their roles and how it could benefit the service. We spent a lot of time at the beginning thinking about where the gaps are and where can we add value using our advanced skills and the four pillars to optimise care.

Joy – There is no blueprint for the ACP role that's specific to our surgical speciality (yet), which is intimidating but satisfying at the same time as we're a part of creating it for others. There's so much to learn, and the new ACP colleagues joining us this month will add a super helpful layer too with their vast experience in general surgery.

How has your role changed as an ACP?

Joy – If all goes well we should be qualified to prescribe in the summer, which we predict will be hugely beneficial for supporting our patients and colleagues. There are also differences in terms of responsibility in clinical practice. Previously I'd assess a patient and gauge what the clinical issue was but I would escalate to an anaesthetist or senior colleague, and now I find myself being the person being escalated to, and it unavoidably pushes you to develop beyond your comfort zone.

What benefits have you seen in the surgery division?

Rose - There has been early feedback from staff and patients that shows the difference we are making in terms of bridging the gaps between specialities. Team relations between rotational and non-rotational staff are also strengthening and this continuity of care is positively impacting our patients. Through working with both nurses and multi-disciplinary team members, we understand different perspectives and bring a holistic view to patient care which helps to improve discharges and lengths of stay.

How does the ACP role support your ambitions?

Rose – If you want to progress in nursing, you often have to drop the clinical side of things. For me personally, I didn't go into nursing to do a management role day to day – the joy I get out of my job is the clinical side of things, so these ACP posts have created a new and exciting career pathway, which is fantastic.

Joy – The beauty for me is that you don't have to leave anything behind, such as my educator background. Whatever your skills and experience, the chances are it is relevant to the four pillars and can help to provide you with a really rewarding career opportunity.



Joy Murphy



Rose Hesling

Did you know?

- ACP roles are open to anyone with the required skills, experience and competencies. All fully qualified ACPs have completed an MSc in Advanced Clinical Practice or a relevant field with level 7 transferable modules.
- BSUH first introduced ACPs into cardiac surgery in 2016, and since then we have had ACPS working across neonatal, general ITU, paediatrics, renal, trauma, recovery and haematology, amongst other areas.

To find out more about ACP roles at the Trust, please contact [Tara Bartley](#).

Look out for an interview with our first Allied Health Professional ACP in a future edition of Buzz.



Welcome to our Military Discharge Support Team

A warm welcome to six RAF personnel who have joined us from various units across the country to support our Integrated Discharge Team at The County.

They will be undertaking non-clinical duties such as assisting with community referral forms, booking

transport and transferring patients down to the Discharge Unit - helping patients to get home or on to their next place of care swiftly and safely. Be sure to give them a friendly welcome if you see them out and about!

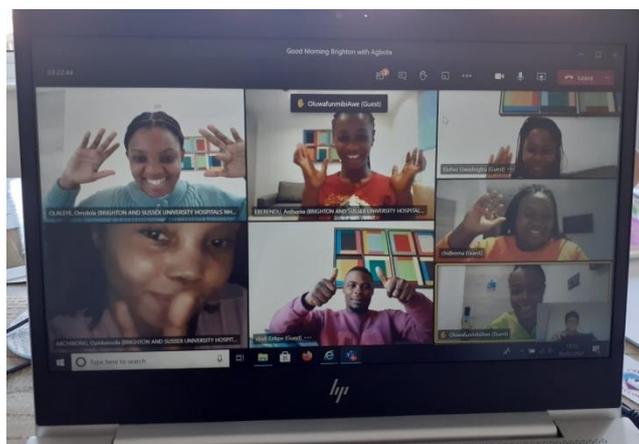
Welcome to our international nurses

Seven new nurses are currently in quarantine after flying in from their native Nigeria on their way to join BSUH, despite none of them ever having been to the UK before! These seven are the first of 200 new nurses coming on board through our international nursing recruitment programme.

They'll complete their quarantine on Sunday, when they'll be able to emerge from their hotel rooms and experience the great British weather for the first time. They'll spend the next six weeks preparing for their OSCE exams before joining clinical departments in early March.

Sue Dawson, international recruitment senior sister said: "They're all really switched on, keen to learn, glad to be here and grateful for the opportunity. We've been keeping in touch using Teams and WhatsApp, but are looking forward to meeting them all and showing them around our hospitals."

Buzz will be meeting our new nurses once their quarantine is finished and introducing them very soon.



Star of the month awarded to 'enthusiastic, cheerful and smiling' volunteer

Congratulations go to BSUH volunteer Leah Ashley on her Star of the Month win. Leah currently works with the Audiology team but has also worked at The Alex and spent time during the pandemic packing staff gift boxes, making wellbeing calls and working in the vaccine hub.



Leah was nominated by Julie Wiseman who said:

"At a time when the country was locking down and people were staying at home Leah came out and supported us more than ever. She is always up beat, enthusiastic and helps to motivate others with her positive can do attitude. You only have to ring Leah and she will come running to help with anything that she can! She treats patients with kindness, compassion, patience and respect and her positive attitude has not gone unnoticed by staff patients and visitors."

Leah was presented with the award via MS Teams and with some of her Audiology team present who echoed the praise for Leah. Well done to Leah!

Merger update

Please share the following merger news with your teams and discuss this week's merger themes in meetings and huddles, wherever appropriate. This information should also be printed and added to staff notice boards.

12 February 2021

Merger remains on track following board to board

A significant milestone was passed on Tuesday this week when the trust board met with the NHSEI board to deliberate over our merger. Formal feedback and a risk rating will not be received until early March but in her all staff Teams briefing today Marianne said their feedback was very positive. Subject to ongoing approvals, the new trust remains on track to come into being on 1 April 2021.

Upcoming events to help deliver your hopes

New staff engagement events will be taking place over the next six weeks to help ensure the new trust delivers on the hopes and ambitions of staff and patients. This builds on the feedback already received from the merger survey, NHS Staff Survey and other sources. Please look out for your invitation to events. Also, next Wednesday (17/2) in his weekly Q&A, George will discuss the development of a new clinical strategy.

Protecting your terms and conditions

StaffSide and HR have launched a TUPE consultation to explain how BSUH employees' terms and conditions will be protected as our two trusts merge to become University Hospitals Sussex on 1 April. A series of events are taking place for both BSUH and WSHT staff from 23 February. Please see below for further details dates. Invitations will be sent out by global email in due course.

StaffSide and HR engagement opportunities - invitations to follow soon

In the merger survey completed by 3,000 staff before Christmas, the key concerns for most staff related to:

Job security and working arrangements – please note, trust leaders have said the new trust will need more staff, not less, and they don't envisage any need for redundancies. The overwhelming majority of staff will continue to work where they do now and will not have to travel any further to work.

Employment terms and conditions – these are largely very similar between the two trusts and aligned with national NHS terms and conditions (T&Cs). Again, there will be very little change for the overwhelming majority of staff. BSUH staff employment T&Cs will be protected by TUPE regulations in law. This includes:

- Contracts of employment, including all terms and conditions such as pay, hours of work, holidays, job title and function, and sick pay provisions.
- Contractual provisions such as job or workplace flexibility.
- Continuity / length of service
- Accrued entitlements such as where a bonus or holiday entitlement has built up over a period of time, but has yet to be taken or paid

Meanwhile, the T&Cs of WSHT staff will not be affected because legally, the WSHT Foundation Trust is changing its name to University Hospitals Sussex and welcoming new colleagues from BSUH via the TUPE process. Using the "shell" of an existing Foundation Trust, such as WSHT, is the only way to create a new NHS Foundation Trust.

The following StaffSide and HR engagement sessions are taking place for any staff member to join. Invitations to the Teams events will be sent via global email in due course.

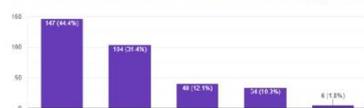
Date	Time	Which Organisation
Tuesday 23 rd Feb	10.00-11.30	BSUH & WSHT
Friday 26 th Feb	13.00- 14.30	BSUH only
Friday 26 th Feb	15.00-16.30	WSHT only
Wednesday 3 rd Mar	15.30-17.00	BSUH & WSHT
Friday 5 th Mar	10.00-11.30	BSUH & WSHT
Tuesday 9 th Mar	18.30-20.00	BSUH & WSHT
Thursday 11 th March	12.00-13.30	BSUH & WSHT
Tuesday 16 th March	14.00-15.30	BSUH & WSHT

Look out for your invitation to engagement sessions in February and March

Due to the severity of the second wave of Covid we have been focusing much more on the pandemic in recent months. Your responses to last week's survey showed this has been working:

(1) How well informed do you feel about our Covid response?

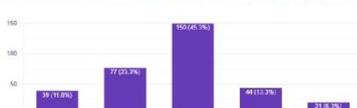
Positive.....Negative



The survey also showed that while more staff are positive about merger, most are feeling somewhere in the middle. This is to be expected given the unprecedented pressures recently: With

(2) How do you feel about the WSHT and BSUH merger?

Positive.....Negative



Covid on the retreat, however, and the merger still on track for 1 April 2021, we will now be providing much more information about our exciting future as University Hospitals Sussex NHS FT.

A series of engagement workshops will be taking place for staff at BSUH and WSHT. Please look out for your invitation to various sessions being scheduled in the coming weeks.

Meanwhile, for the latest information about merger, please visit the merger pages on the intranet and tune in to the regular all staff briefings / Q&A events.

Health & Wellbeing

Caring for our staff who care for our patients

Project Wingman fly into RSCH!

[Project Wingman](#), a charity run by airline crew, will be based at The Horizon Centre between 11am – 3pm Monday – Friday. The crew will be on hand to look after you with a cup of tea and snack as they share your experiences of working in a high pressured environment.

You can also visit them at Heroes' Lounge, PRH.



Get the help and support you need

Don't forget that support is available. To find out what's on offer [download this poster](#) and print for your nearest staff noticeboard.

Notices, events and quick links:

LGBTQ+ History Month 'Thank You' Nominate Colleagues or teams!

To celebrate LGBTQ+ History Month and Random Acts of Kindness week, the LGBTQ+ Network are running a 'thank you' campaign. Nominate your colleagues for their contribution to inclusion - email ashley.hicks@nhs.net or nick.groves@nhs.net with details of who you'd like to nominate and we'll send them a Network 'thank you' certificate and BSUH Pride/Trans/Allies pin badges.

- **Support for Redeployed staff**
Claire Hunt, Neonatal matron, and Caroline Davies, senior [Covid](#) nurse, will be running weekly TEAMS support/ reflection group at 2pm every Wednesday. [Find out more on info-net.](#)
- **Phone numbers are changing**
From April 2021, trust phone numbers will go from 4 to 5 digits. [Find out more on info-net.](#)

