



Brighton and Sussex
University Hospitals
NHS Trust

Friday 15 January 2021
www.bsuh.nhs.uk/buzz

BUZZ

Health & Wellbeing
Caring for our staff who care for our patients



Your wellbeing – start as you mean to go on

It's easy to forget to look after yourself but maintaining your health and wellbeing has never been so important. We have a number of resources for staff which the Health and Wellbeing team in partnership with BSUH Charity, are continuing to enhance to ensure you have the support you need at your fingertips.

Introducing our 'Heroes' Lounge' at PRH

We are delighted to show you the new communal staff room at PRH - the 'Heroes' Lounge'. This will be open to all staff from Tuesday 19th January. The staff room was funded by generous donations to the [BSUH Charity 'Help BSUH Hospitals Covid-19'](#) campaign.

Congratulations to Michael Clavecillas and Lisa Horrobine who won our competition to name the room. A big thank you also goes to Mike Newman of the Capital Development Department, who played an integral role in delivering this project.

Work will now start on the new staff room at The County and we will also be improving our existing staff rooms and creating more outdoor seating facilities across both sites.

Project Wingman

[Project Wingman](#), a charity run by airline pilots and crew, will be based at the Heroes Lounge at PRH three days a week to provide additional support for frontline staff. The uniformed crew will be on hand to look after you and have a chat over a cup of tea as they share your experiences of working in a high pressured environment. Look out for updates on [Workplace](#) and more details on the Project Wingman launch at RSCH – coming soon.

It's good to talk...

Don't forget there is always someone to talk to:



- [HELP service](#) – We have recently increased availability of counselling provision through BSUH Charity funding, ensuring more timely appointments are available. The service is now managed by Jane Faulkner and Jane and her team are there for those that need them, offering either support for teams or individuals on a referral basis.



Share your feedback about the Heroes Lounge on [Workplace](#) and follow updates from the grand opening on 29th January.



- [Vivup](#) - 24/7 helpline for BSUH staff (03303 800658) and online resources including CBT booklets, advice on sleep, anxiety and more.
- **Free NHS wellbeing support helpline** - Operated by the Samaritans and available from 7am – 11pm seven days a week on 0800 069 6222.
- **Schwartz Rounds and Team Talks** extended – In response to Covid-19 a new model of virtual team support has been developed from donations to BSUH Charity. Team Talk shares many common features with Schwartz, aiming to provide a safe facilitated forum to help staff feel connected and supported. Contact Carrie.weller1@nhs.net to request a session.

MSK support and online exercise

If you are experiencing an MSK issue, you can now self-manage your condition through our [MSK Hub](#) and use the enhanced self-referral system which is launching soon thanks to kind donations to BSUH Charity. You can also stay fit and active through [Fit 4 the fight](#), offering 40 free exercise classes for NHS staff.

Welfare Appraisals

As COVID rates continue to rise locally, staff wellbeing remains a real focus. To support this focus BSUH has replaced traditional appraisals with a new Welfare Appraisal. Welfare Appraisals are structured conversations with your line manager about your experiences and any additional support you may need.

Any staff member who is due an appraisal will now have a Welfare Appraisal in place of a traditional one. Information about how to prepare are in the Welfare Appraisal Guidance, accompanied by the form to use during the appraisal. Forms and guidance are available on the appraisal [Info-net](#) page.

We need your feedback to improve the process and develop training, so you will be sent an anonymous survey after you have your Welfare Appraisal. In the meantime you can visit the Health & Wellbeing [webpage](#) or [Workplace Group](#) for more resources and information.

We know that you give your best to patient care when you are supported to look after your health, enjoy a work-life balance and feel safe at work. Thank you for your support.



Introducing Shaun, Our new Freedom to Speak Up Guardian (FTSUG)

Speaking up about any concern you have at work is really important. In fact it is vital because it will help us to keep improving our services for all patients and the working environment for our staff.

Shaun Butler joined the Trust in November but because of the limitations of COVID, hasn't had much chance to meet staff yet. We caught up with him this week to hear about the role and what it entails – you can read the full interview on [Workplace](#).

Shaun said: "It's more important than ever that we continue to speak up about anything that impacts patient safety, including issues about culture that might impact the functioning of teams etc..."

"A key focus of my reactive work is on helping staff with speaking up and having their speaking up matters responded to and addressed in a timely way. This most often happens through confidential discussion with staff members. I help them to consider options for raising a concern and what works for them. In some instances, this may mean I escalate the matter on their behalf, either openly (named) or

confidentially (not identified). Staff can approach me anonymously, and I'll do all I can to help, but it does make it harder for me to raise and feedback on speaking up matters." Find out more on the Speaking Up Info-net page: www.bsuh.nhs.uk/working-here/freedom-to-speak-up-whistleblowing/

Star of the Month roll call 2020

Almost 130 nominations for Star of the Month were made during 2020 from people wanting to highlight their colleague's extraordinary care, kindness and team work or to thank them for going the extra mile. Don't forget to keep the nominations coming in each month through 2021 by completing [this form](#).

Our 2020 winners were:

January: PRH maternity team

February: Barry Hewett

March: Cameron Bishop

April: Lucy Williams

May: AAU team

June: Lucy Francis

July: Vanessa Matterface

August: Lucy Pitt

September: Bridget McGee

October: Debbie Burnage

November: - Lia (volunteer)

December: - tbc



[Take a look at the full list of nominations on info-net](#)

Saying farewell to Donna Butler, lead for the HELP service

After a 34 year career with BUSH we said a fond farewell to Donna Butler on Thursday (14 January) as she left the Trust to move into private practice.

Donna began her career at BSUH in 1986 as a nurse in A&E and then, following counselling training and a degree in psychotherapy, introduced and managed a staff counselling service to the Trust which in 2009 became the Health, Employee Learning and Psychotherapy (HELP) service.



Photo from 2019

Donna was wished well by colleagues on Tuesday (12 January) and said: "Thank you for all the kind and heartfelt messages I have received and for the gifts, flowers and cards. It really is with a lifetime of memories of the amazing people and teams (and patients) that I take with me as I am leaving. BSUH staff will always have a special place in my heart – I grew up here!" [Read more on Workplace](#).

Refer a friend to join us as a member

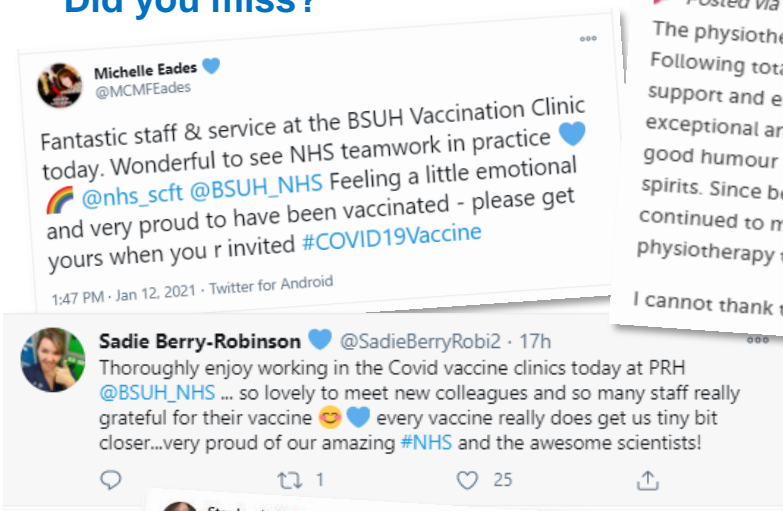
When our merger with WSHT is finalised we will become a Foundation Trust (FT), supported by members and publicly elected governors, and we will be looking for new members to represent the communities we serve.

Staff will automatically become members but we need your help to recruit friends, family and patients to join us. Anyone over the age of 16 is welcome to register and can lend their voice to shape our future – plus access a range of health service discounts!

Go to www.BSUH.nhs.uk/Members for more info, please pass on this link.



Did you miss?



Notices, events and quick links:

- **Health & Wellbeing newsletter returns** – if you'd like to receive the latest support, tools, and tips to staying healthy and well, [email the team](#) to be added to the mailing list.
- **Vaccine hub opens at PRH** – find out more about the opening of the new vaccination hub which is being run by BSUH and SPFT staff – watch the BBC news story here: <https://youtu.be/PKROQYMAGdw>
- **Thank you to everyone who has helped to protect BSUH against flu this year.** 77% of BSUH staff have now had the flu jab – if you had your jab elsewhere (pharmacy or GP) please let us know by emailing amy.bourne1@nhs.net so we can include you in the figures!