1. Staff take centre stage at HSJ judging visit

Three judges from the HSJ Awards 2019 spent the morning at The County Hospital this week and heard first hand from staff about the Patient First programme and the many improvements to patient care they have been able to make.

The Trust has been shortlisted for Acute or Specialist Trust of the Year and the judges came to see why BSUH would make a worthy winner. Chief executive Marianne Griffiths, chief delivery and strategy officer Pete Landstrom and chief workforce and development director Denise Farmer all highlighted the leadership, method, culture and people that are at the heart of the BSUH improvement journey.

Presentations were made by a number of staff including a team from A&E who spoke proudly about the 24/7 consultant service they provide, the introduction of ground breaking single clerking and the many awards their work has received including Emergency Department Training Department of the Year.

The Patient First method was demonstrated by the Critical Care team who took the judges off to watch a huddle on Level 7 of the Thomas Kemp Tower. The judges also heard about the great improvements in the BSUH staff annual survey results, the growing BSUH staff networks and the very successful BAME and LGBTQ+ conferences.

Following a staff focus group with the judging panel, judge Andrew Reed, Chief Executive, Royal College of Surgeons, said: “These have been fantastic showcases, I am envious of your success, you all have so much energy. We know there is more work to be done but you have a very compelling story - congratulations to you all.” The winners will be announced at a special ceremony in London in November.

2. Congratulations to our latest PFIS graduates

Congratulations to Wave 6 teams from PRH who have just completed their Patient First Improvement System (PFIS) training and graduated on Monday. Sixty teams have now completed this 4 month intensive training programme and 10 more teams have just started their PFIS journey at RSCH.

Kimberly O’Hara, Head of Nursing, Division of Surgery said: ‘It was a pleasure to hear about the improvements our teams have been making to reduce waiting times, improve the information we give to our patients and the quality of their experience and make it easier for staff to do their jobs. And the great work they have started is continuing.’
PFIS empowers teams and individuals by providing the tools and processes for making improvements in their areas. No improvement is too small - it's all about 'removing the rocks from our shoes' to improve care and put our patients first.

We will also be hearing about the work of our PRH PFIS teams at our AGM on Wednesday 25 September – 3-5pm, Euan Keats, PRH.


Next week is National Inclusion Week (23-29 September) and we'll be taking the chance to celebrate and showcase the fantastic work the Trust does to uphold equality and diversity for all colleagues.

Starting on Monday we will be focusing on a different inclusion area each day beginning with disability and then covering sexual orientation on Tuesday, race on Wednesday, hate crime and value based recruitment on Thursday and religion and belief on Friday.

Look out for updates on social media, on info-net. Plus drop in and meet the Equality, Diversity & Inclusion team at their stands in the foyers at Audrey Emerton from 10am to 2pm Monday to Friday (excluding Thursday) and Princess Royal Hospital on Wednesday, Thursday and Friday. As well as having lots of information they will have vision impairment glasses and an age simulation suit to try on and experience. See you there!

4. Improving health and wellbeing in the Medicine Division

In the 2018 Staff Survey, 23% of 566 respondents agreed with the statement ‘BSUH takes positive action on their health and wellbeing.’ For the HIV/GUM teams, the result was only 15%. Following on from this, one of the key areas of focus for making improvements this year is to look at ways we can support staff wellbeing.

Our fantastic HIV/GUM team at SHAC and Lawson Unit have been leading the way for the medicine division in improving the health and wellbeing of staff in their department. Kiersten Simmons, one of the Speciality Registrars at the unit has been getting the whole team involved in wellbeing initiatives and has been looking at ways to better support staff and improve daily working life.

Kiersten said: “Often we are so caught up in looking after other people, that we aren’t able to think about ourselves too.”

With this in mind, Kiersten set to work on setting up initiatives and events in the department.

“Every day the team deal with traumatised and vulnerable patients in an empathetic, compassionate and skilful way. The increasing challenges in the NHS; in particular funding cuts to such a vital sexual health and HIV service, puts an ever growing pressure on staff.” Kiersten said.

Kiersten wanted to recognise the dedication of the team in supporting patients, often at the most difficult time of their lives, by providing healthy physical and mental outlets for them. There is also evidence that improving staff wellbeing leads to better team work, lower rates of absenteeism, lower staff turnover, reduction in burnout and ultimately, better patient outcomes, which is always our main focus. The initiatives, which are focused on the time spent at work rather than personal time, include the introduction of a well-being box in the staff room which everybody can contribute items such as head massages, art materials, stress balls and playing cards. They have also been arranging team games evenings and bike rides, providing fresh fruit, in-house mediation sessions and pop-up yoga in the department, alongside improvements to the staff room and skill sharing sessions.
The team were commended by Brighton and Hove’s Mayor and local MEP Alex Phillips, who visited the Lawson Unit recently. The Mayor joined the team to talk about why health and wellbeing are so important in a department that cares for people during such challenging times in their lives. She was very complimentary about the work of the team and encouraged them to keep concentrating on their wellbeing so they can continue to provide such a good service to patients.

**Don’t forget** – from 3rd October, you can have your say by completing the annual NHS Staff Survey 2019. Staff will receive an email notifying them of the survey or those not regularly based at desks will receive paper versions.

**5. Congratulations to our Star of the Month**

Congratulations to Shelley Preston, Healthcare Assistant, on winning Star of the Month!

Shelley was nominated by her Louise Cross who said: “Shelley has worked on level 8a East trauma unit for 13 years and since joining us has always strived to gain new skills and further her career. Shelley has just graduated from a foundation degree with fantastic grades and has worked so hard to achieve this whilst continuing to work on the ward. She shows loyalty and resilience along with an inner drive to succeed and is a brilliant role model encouraging others to follow her path and mentoring new HCAs. Her nursing care is exceptional, always treating the patients as individuals and giving that little bit extra. Shelley is a fantastic ambassador for BSUH and I really feel it is her time to shine after such perseverance, commitment and loyalty. I am exceptionally proud of her.” If you would like to nominate an individual or team just complete the nomination form on info-net.

**6. AGM and Board meeting**

It's that time of year again for us to take a look at everything we have achieved over the last financial year at our AGM. The AGM is an opportunity for staff, patients, their families, members of the community to find out more about the great work at BSUH. Hear from Chairman Alan McCarthy and Chief Executive Dame Marianne Griffiths about our recent successes and the improvements made across our services. Following this will be a formal presentation of our accounts and annual report from Chief Financial Officer Karen Geoghegan.

The meeting is also an opportunity to hear from some of our most recent PFIS graduates and hear more about exciting plans for the future.

The AGM will be held on **Wednesday 25th September 2019 at Princess Royal Hospital, Haywards Heath from 3 – 6pm in the Euan Keat Education Centre** and will be followed by the Public Board meeting which all are welcome to attend.

**7. Getting ready for Workplace launch**

It's all systems go! Seventy of our Workplace ‘Champions’ attended a training session hosted by Facebook this week.

In addition to a presentation by Facebook there was a lively discussion - lots of questions asked about how to set up groups, ensure profile information is up to date and set notifications. Ideas for useful groups (e.g. lost and found!) and ways in which Workplace could be useful for teams were also shared.
Our champions have volunteered from across the Trust. Colleagues from ED, pharmacy, clinical admin, pathology, supplies, property and beyond have been given early access to create groups for their teams and departments. Groups for our staff networks, wards and admin staff are already being set up ahead of Workplace being launched to all staff on 30 September.

It’s not too late to become a champion! Email laura.donaldson6@nhs.net if you’d like to join the group and get involved in setting your team up.

Best of BSUH

Thanks to you

Did you miss? (posted on info-net over the past week)

- New date for Help Shape Race Equality meeting
- Get a move on for Fitness Day
- BSUH AGM 2019
- Show and TEL: Improve your teaching and maximise engagement using learning technologies
- Get ready to celebrate Bi Visibility Day (Monday 23rd September)
- Staff Discount at The Daddy Longlegs
- No Diabetes Inpatient Specialist nurse 24th Sept

Events and training next week

Please see www.bsuuh.nhs.uk/news/events-calendar/
All training events are on http://iris.bsuuh.nhs.uk

- Colleagues as Carers Support Group, 23 Sept
- Medical Appraisal Walk-in Session 24 Sept
- Is it the same Disease? 25 Sept, RSCH
- Medical Appraisal Walk-in Session – PRH, 25 Sept
- Appraisal Training for Managers & Appraisers
- Medical Devices Training, PRH 26 Sept

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