



Celebrating accessibility for everyone

This month we are celebrating Disability History Month, recognising the history and experiences of disabled people across the UK. The theme for this year is “Access: How far have we come? How far have we to go?”

Access online

When you think of the term accessibility, you might immediately think about physical adaptations, however, it can also encompass information and communication. This is why we are making changes to ensure all disabled patients and visitors can access our online content, through:

- **The Recite Me tool:** Ever wondered what this is when you visit [our website](#)? It features a magnifier, colour changing tools, an online screen reader and a translation tool (with audio) covering almost every language you can think of.
- **Captions:** All new video content will be captioned and we are working to provide BSL content too.
- **Bye-bye PDFs:** We are converting patient leaflet PDFs into web pages so they can be translated and accessed more easily by assistive technologies. This work is being led by our Library and Knowledge Service.



Did you know?

At least 1 in 5 people in the UK has a long term illness, impairment or disability and many more have a temporary disability. For people with disabilities it can be a daily struggle to access the things many of us take for granted.

Accessibility will continue to be a priority as we build out our digital platforms through the merger and we will be sharing some top tips on how to make content more accessible on Workplace this month.

Access at work - This year, we introduced [Health Passports](#), a tool to help colleagues manage and record conversations about their health and any reasonable adjustments that may be needed. Michael Kempson, Digestive Diseases Booking Clerk, credits the Health Passport with helping him to feel more supported and confident at work through transparency around his access needs. [Download](#) a copy of the Health Passport today.

Access support - We have created a one stop-shop for disability resources on [Info-net](#), providing support, guidelines and policy information in one place for the first time. Please check it out or contact the [Disabled Staff Network](#) to discuss any disability related issues within a friendly forum.

Celebrating Access - The Disabled Staff Network has been [sharing](#) examples of disabled people who have overcome barriers to accessibility and achieved positions of success and influence for disability history month. Follow the network on [Twitter](#) and [Facebook](#) to join the conversation on International Day of People with Disabilities – 3 December.

Endoscopy nurses getting up to speed on the latest tech

Endoscopy nurses at BSUH attended a training day to enable them to perform procedures that can save the need for an operation and sometimes a stoma bag for patients. 'Endoscopic submucosal dissection' is a method of removing large polyps or early cancers with the endoscope.



'Speedboat' is a new advanced energy device which improves the speed and safety of the procedure and shortens recovery time. It is only possible for an endoscopist to perform Speedboat procedures after a period of intense mandatory training accompanied with their endoscopy nurse. At BSUH we are in the unique position of having two qualified endoscopists and recently became the second British hospital to run an in-house nurse training course – held at PRH in early November.



We now have a core group of nurses who have undergone thorough theoretical and practical training to enable them to support this exciting step forward which offers such great benefits to our patients. A special thanks to Amelia Amon who smoothed over all the complexities of arranging the training and made it possible.

Meet the BSUH Librarians – making a difference through knowledge and learning

Informing, Educating, Influencing - that's the mission statement of our Library and knowledge service at BSUH. Clinical Teams can rely on the Library and Knowledge service to provide evidence to answer specific patient care dilemmas and to ensure service development follows the most up to date and reliable guidance. Not only do they provide knowledge and training, but the service enables health professionals to find and appraise health information, giving them the confidence to research patient care for themselves.



The team have launched their **Annual Report for 2019-20** this month which illustrates the huge positive impact they made on patient care, service improvement, study, research and clinical teaching over the last year. Below is just a snippet of the positive outcomes from BSUH staff who have accessed the Library to improve the care they provide to patients:

Read the full report [online](#) and find out more on the BSUH Library website www.bsuh.nhs.uk/library/

"Our newborn patient had subcutaneous fat necrosis, a very rare diagnosis that few of our colleagues had seen in their working lives, especially to this extent.

The evidence report you provided improved our knowledge and enabled us to successfully manage the child's condition."

- Consultant Neonatologist, Brighton and Sussex University Hospitals

"I gained an understanding of the validity and reliability of studies and will use these skills to evaluate clinical evidence and apply it to patient care. Your teaching has enhanced my ability to present research findings to patients and staff in a more friendly and easy-to-understand way."

- Staff Nurse, Brighton and Sussex University Hospitals

PRH Volunteer springs into action



Neal is a volunteer who has been helping supervise the sanitizing station at weekends in the Princess Royal Hospital Atrium, experienced a rather eventful volunteering shift - typically only seen on TV! Neal's actions demonstrate how important it is to have volunteers around to help our patients, staff and visitors in need!

Neal explains: "One quiet Saturday afternoon a rather panicked gentleman arrived in the foyer wanting a wheelchair as his wife was in labour. I found a porter who went to look for a wheelchair and I rushed to A&E to get a doctor. When I got back to the gentleman and his wife, I realised that things were urgent so I called 2222 and the site manager. Another man in the hospital ran to maternity for help and eventually the baby was born in the parking bay outside the hospital. Mother and baby (a boy) were then taken up to the maternity ward."

Neal's timely actions and response was perfect, he alerted others, raised the alarm appropriately and even remembered to complete an incident form afterwards. The next day the new parents saw Neal when they were leaving and said, *'they didn't know what they would have done without him!'*

'Can the flu jab cause flu?' Your questions about flu vaccination answered

Flu jabs are still available and it's important for all staff to get their as soon as possible to avoid delays to COVID-19 vaccination.

See a full list of [FAQs on Info-net](#) but here are some of the most commonly asked questions about Flu and why healthcare workers should be first in the queue for vaccination.

Why should health care workers be vaccinated against flu?

- Having the flu vaccine protects you, your family and patients from flu. **On average over 11,000** people die each year from flu. Some years it's much more and many more are hospitalised each year.
- **Vaccination means less staff sickness from flu**, helping the NHS to keep running effectively during a flu outbreak, when GPs and hospital services are particularly busy.

How long does the flu vaccine take to become effective?

It takes **between 10 and 14 days** for your immune system to respond fully after you've had the flu jab.

Can the flu vaccine cause flu?

No. The vaccine does not contain any live viruses, so it cannot cause flu. You may get a slight temperature, and your arm may feel a bit sore where you had the injection. Other reactions are rare.

BSUH Charity Update



Work began this week on the new communal staff room at the Princess Royal Hospital. Colleagues had identified the need for a comfortable space and the funding to make it happen came from **the 'Help BSUH Hospitals COVID-19 campaign.'** By Christmas, teams will be taking well-deserved breaks in their snug new space.

It's nearly time to put your quiz heads on for the BSUH Charity inaugural Virtual Christmas Quiz Night. Challenge your friends, colleagues and family to find out who is the King or Queen of trivia. The cost is just £5 per

entry and there are prizes, so what are you waiting for? It's going to be Quiztastic sign up [here](#).

Christmas Jumper day - just 3 weeks until [#ChristmasJumperDay](#) on 18 December. Pull out your festive threads, take a photo, tag us & support our [#SpreadChristmasSmiles](#) campaign 2020 at <http://bit.ly/32ZD7nS>



Health & Wellbeing

Caring for our staff who care for our patients

MSK support right away through the new staff Hub

A new **MSK Hub** for staff has launched thanks to support from BSUH Charity, NHS Charities Together, and the Health & Wellbeing team. It is one of the actions we have taken in response to the 2019 Staff Survey, where work-related musculoskeletal (MSK) issues affecting the joints, bones and muscles was a theme. The service is run by BSUH physio Carl Smith and offers practical advice as well as an enhanced self-referral system, launching soon.

“My name is Carl and I am a physiotherapist working as part of the BSUH Occupational Health Service, having joined the team in 2009. I provide advice on fitness for work and treat a wide range of musculoskeletal disorders that might be affecting a person's ability to work comfortably/normally.



“For many NHS staff, the current Covid-19 pandemic has increased both the physical and psychological demands of their work and this has created a greater demand for physiotherapy services.”

“Over the last several months I have seen an increase in the number of MSK referrals made by staff, although this may be due to a number of other factors created by the recent COVID-19 pandemic including limited access to normal health services. Lower back, neck and shoulder problems continue to be the most common complaints followed by lower limb problems.

“The new MSK Hub and self-care resources mean that staff now have access to support online allowing them to manage their symptoms right away. This is important as we know that early intervention can help people to recover quickly. To try it for yourself visit the **MSK Hub**.

What can staff do to prevent an MSK injury?

“The priority for me has always been regular exercise for good cardiovascular health, strength and joint range/flexibility. Diet, hydration and sleep are also important, as well as maintaining good work place practices such as correct manual/patient handling techniques and good workstation set-up. I'm personally enjoying trying yoga at home – why not try one of the BSUH **yoga classes** which are running virtually.

Did you miss?



Notices, links and resources



World AIDs Day – Tuesday 1 December, rock the red ribbon in support and solidarity of people living with HIV and AIDs – [download your virtual ribbon](#) and find out more about the great work of our Sexual Health and HIV service and clinic at the Lawson Unit on info-net next week.

- **December payroll deadline** is Thursday 3rd December and Christmas pay day is 22nd December - **more information on info-net**
- **FREE mindfulness courses** for staff provided by Sussex Partnership Trust – [get involved on the SPFT website](#)
- **Become a Princes Trust volunteer mentor** for young people wanting to work in health and social care – [find out more](#)
- **IRIS** – [downtime scheduled 7- 8 December](#)
- **Health and Wellbeing Tell us what you think** – let us know what you'd like to see this winter by posting on the H&W group on [Workplace](#) using #h&whotseat hashtag.