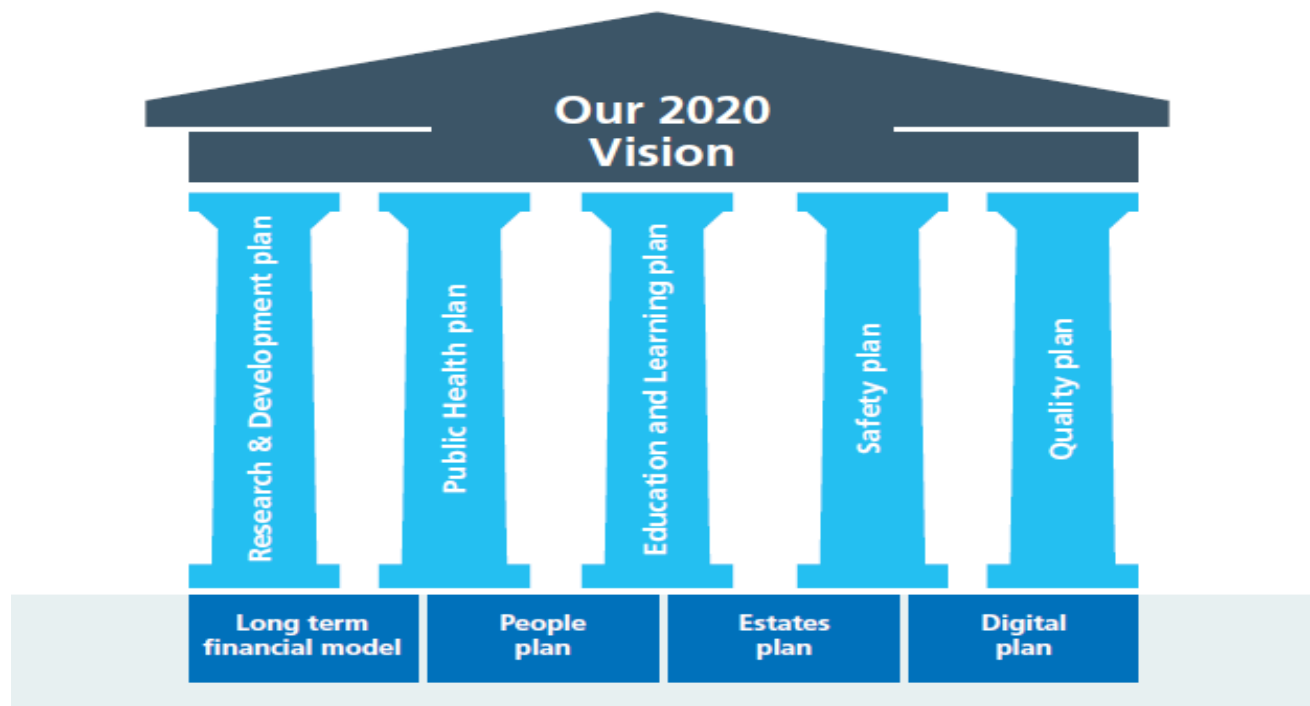


## Welcome to SWB TeamTalk

Becoming renowned as the best integrated care system in the NHS...



## TeamTalk Agenda

1.00pm: Tune In: News from across our Trust and further afield

1.10pm: Learning from Excellence: **QIHD Poster Competition 2019 – The finalists**

1.25pm: What's on your mind?

1.35pm: Things you need to know (CLE feedback...)

1.50pm: This month's topic: **Confidentiality Circles**

**Toby's monthly video post will be issued this week and will reflect your TeamTalk feedback.**

## Feedback from last month's topic: Local and corporate induction for new colleagues

This month we asked you to discuss with your teams how we could improve the experience of colleagues when they first join our organisation. We asked you to consider:

1. What does a good local induction look like in your area?
2. Are there any additional improvements that can be made to corporate induction?
3. How do you know that your new starters have had a good local induction?
4. Following local induction, how best could we all support our new starters during their first few months?

You said:

- A good local induction should include a named buddy to support and introduce the new starter as well as ensure that they have everything they need to start work.
- Induction should include practical information including, transport, parking, catering, gym and nursery provisions.
- All equipment, passes and ID's should be ready for the first day of work.
- One to One's \ PDR's reveal when new starters have had poor inductions.

## National and regional news – General election 2019

### What does this mean for the NHS?

The Government is likely to:

- reintroduce the two bills directly related to health and social care that featured in the October Queen's Speech - the Health Service Safety Investigations Bill and the Medicines and Medical Devices Bill.
- Enshrine in law the 'fully funded, long-term NHS plan' in some way and commit to continuing to reform the current Mental Health Act.
- Bring in a new Immigration Bill for a new post-Brexit points based immigration system.

Other health commitments in the Conservative manifesto included:

- Investment in NHS hospital buildings.
- Additional doctors, nurses and primary care professionals with schemes such as a student nurse maintenance grant and a NHS Visa for overseas healthcare professionals.
- Technology in frontline care to enable flexible working easier and improve patient experience.
- Make hospital car parking free for those in most need.

## Contract signed between Trust and Balfour Beatty to complete Midland Met

On Wednesday 11 December the Trust and Balfour Beatty signed the contract to complete the construction of Midland Met. The contract sees building work start again in coming weeks, and we aim to complete the hospital, ready to move in before the 2022 Commonwealth Games.

The new construction contract does not mean new extra costs for the local NHS. The extra costs have been met from national budgets held centrally.

The contract signature signals the start of work on major change as teams will come together and pathways change. We are not waiting for 2022 to make those improvements. The respiratory changes, the integrated care hub at Sandwell, new neonatal unit and GP practice on site are all examples of this positive change.



## welearn poster competition: 2019 winners

Two weeks ago the finalists of our annual welearn poster competition came together for the awards ceremony at Sandwell Education Centre. This year 70 posters were submitted to the competition from across the Trust from which 13 shortlisted finalists had an opportunity to showcase their hard work.

### **Winner: £5,000 Prize:**

[Using PDSA to Improve Sepsis Screening](#)

### **People's Vote winner:**

[A NEW referral pathway for suspected Cancer patients presenting to the ED](#)

### **Runners up:**

[Frailty at the Front Door](#)

[Nasal Photo Therapy for Difficult to Manage Perennial and Seasonal Allergic Rhinitis from a patient and nursing perspective](#)

The posters will remain on display in the Education Centre at Sandwell as well as on the digital kiosks around the trust. You can also view them on Connect [Welearn Poster Gallery](#)

## Integration of children's ED and PAU at City

Building work to create a new integrated unit within City ED has now started. The integration of the two units will allow the children's ED and paediatric teams to deliver a joint service in a dedicated single unit that will be accessible 24/7. This will ensure children and young people who attend our emergency department at City Hospital continue to receive round the clock high quality care, with early specialist assessment and treatment.

The works will create some changes to other services including:

- Creation of a new waiting area for the X-ray rooms in ED (this work will start in January)
- Creation of a route for the construction team to access through the building across the corridor between ED and the entrance by Arches
- Reduction of seating at Arches from mid-January for the duration of the works. On completion of the works there will continue to be some reduction in the seating area but with a new seating bar. We will provide further information in the New Year regarding temporary seating provision during the building period.

The building works to create the new integrated children's ED and PAU are expected to continue until spring 2020.

## Learning from excellence:

QIHD Poster Competition 2019 –  
The Finalists



# What's on your mind?

## End of Year Quiz

## End of year quiz

1. What date did the smoking ban come into force across the Trust?
2. Which service was rated outstanding in the 2018 CQC Inspection?
3. Who is our 2019 Employee of the Year?
4. What colour t-shirt did the Unity squad wear?
5. What extension number do you ring to get IT help?

## End of year quiz

6. How many GP practices has the Trust taken on so far?
7. A plaque honouring which lead singer was unveiled at Sandwell Hospital in August 2019?
8. What is the monetary fine for parking illegally on any of the Trust's sites?
9. Which month did the staff gym at City re-open?
10. Which wards at City Hospital are the new in-patient respiratory hub?

# What's on your mind?

End of Year Quiz

How many did you get right?

## End of year quiz

1. What date did the smoking ban come into force across the Trust? **5<sup>th</sup> July 2019**
2. Which service was newly rated outstanding in the 2018 CQC Inspection? **Critical Care**
3. Who is our 2019 Employee of the Year? **Richard Burnell**
4. What colour t-shirt did the Unity squad wear? **Green**
5. What extension number do you ring to get IT help? **4050**

## End of year quiz

6. How many GP practices has the Trust taken on so far? **Three**
7. A plaque honouring which lead singer was unveiled at Sandwell Hospital in August 2019?  
**Phil Lynott**
8. What is the monetary fine for parking illegally on any of the Trust's sites? **£50**
9. Which month did the staff gym at City re-open? **November 2019**
10. Which wards at City Hospital are the new in-patient respiratory hub? **D15 and D17**

## From our Clinical Leadership Executive:

- **Flu:** M&EC group are doing their jabathon this week to increase the numbers of staff in clinical areas having the vaccine. Flu is now circulating and it is vital we reach our herd immunity status with over 85% of patient-facing staff being protected.
- **Winter plans and ED performance:** The countdown to Christmas has begun with a focus on discharging patients every day to ensure that the festive period is safe for those who need to be admitted for care. The process for reporting sickness absence has been shared with Trust managers and employees to ensure that staffing levels are appropriate.
- **GIRFT:** Getting it Right First Time is a national programme that supports specialties in analysing data and comparing them to services in other Trusts. The idea is to look for areas of improvement and develop and implement planned changes. The GIRFT team have engaged with a number of specialties across the Trust. Ophthalmology and obs & gynae presented their improvement plans to CLE.
- **Unity optimisation:** Each group has a detailed plan on optimisation of Unity with trajectories to improve by 31<sup>st</sup> March 2020.

## Winter plan and emergency care standards: Countdown to Christmas

With only seven sleeps to go until Christmas Day we are beginning our campaign to get our patients home for Christmas so that they can be out of hospital during the festive period where possible. Additional schemes have been set up to help including:

- Community in-reach to ED
- Additional therapy input for assessments (many that can be done in the community rather than waiting in hospital)
- Think Glucose assessment as an outpatient appointment with daily rounds earlier in the day
- Additional transport crews
- Hot clinics for certain specialties where specialty review is required for a patient. These can be booked for the following day in most cases, saving patients staying a night in hospital

We are aiming to discharge a further six patients each day at Sandwell and three patients each day at City every day (including weekends and bank holidays) over Christmas and New Year.

There should be no barriers to discharge so let's try and get our patients home!



## This month's topic is Confidentiality Circles

Keeping colleague information confidential is of vital importance. Information held about you belongs to you. We have developed an explanation of confidentiality circles that describes how information about colleagues should not be shared with people outside the “circle” without your prior consent. The circle applies to your employment and personal information.

This month we want you to discuss with your teams how you will ensure confidentiality is maintained with colleagues.

Think about various scenarios e.g.

- A team member notifies their manager of a significant personal change in their circumstances.
- A complaint is received about a team member from another member of staff.
- A member of the senior management team wants to see the PDR file of a team member.

How would you deal with the above scenarios?

- What can you share?
- Who would you tell?
- Who can you seek advice from?