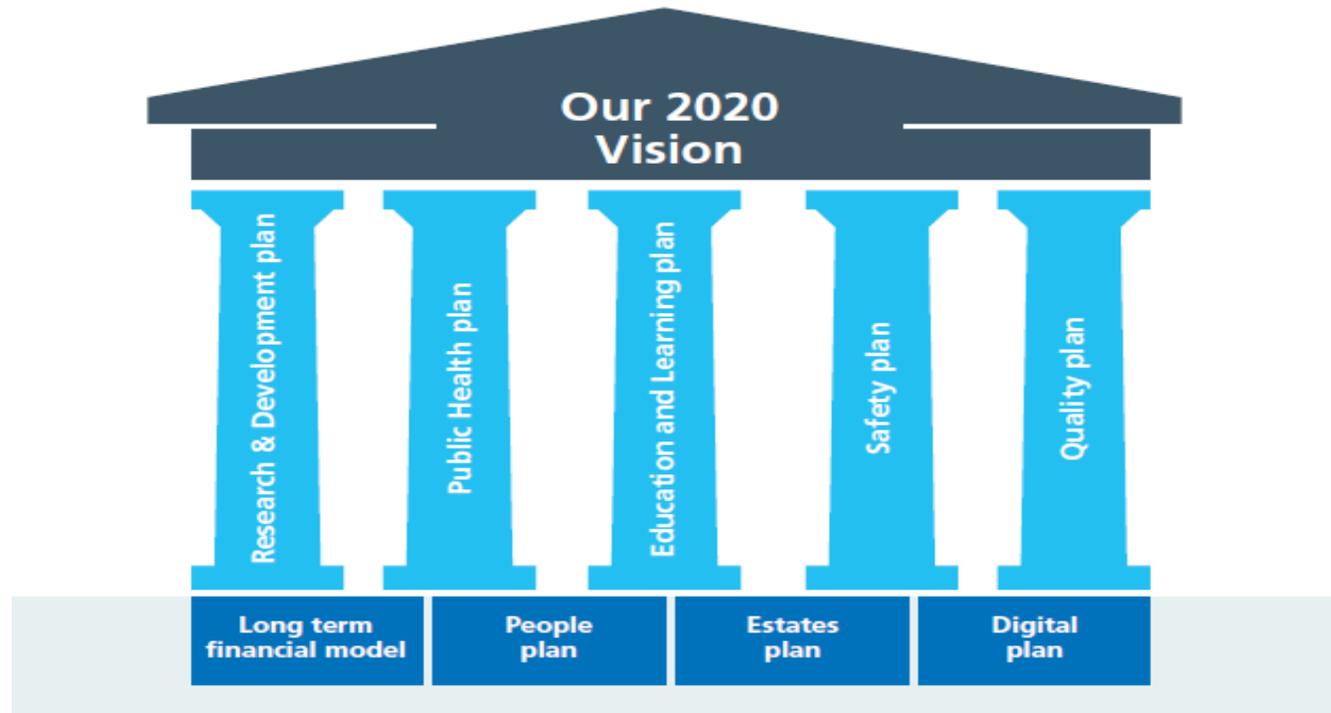


## Welcome to SWB TeamTalk

**WHILST MANAGING A PANDEMIC, KINDLY**

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



## TeamTalk Agenda

1.00pm: This month's priorities

1.15pm: Learning from our specialist FGM service

1:30pm: Covid-19: Latest update

1:35pm: Your questions answered

## March priorities: The legacy of Captain Tom

Your Trust Charity was granted £259,825 through the NHS Charities Together COVID-19 Appeal made famous by the late Captain Tom. Through his fundraising, Cpt Tom contributed £33m and with the funds we were granted we have been able to make a significant impact to the experience of our colleagues and the community.

### What we achieved:

- Provided staff wellbeing packs to all of our 7,000 staff during wave 1 - including lip balm, hand cream, face masks, toiletries, and snacks
- Delivered fruit & cereal bars to all our wards during wave 2
- Gave NHS rainbow badges and a gift to all of our staff during wave 2
- Enabled additional holistic therapies and further wellbeing support during the pandemic
- Purchased one Metronap energy pod so our staff can rest and recover
- Provided new ward based volunteer roles, helping families bereavement support
- Helped 20 schools in North West Birmingham to run their food and essentials collection and distribution project during wave 2
- Facilitated emotional wellbeing outreach support to our diverse communities during wave 2
- Provided a Covid-19 response programme for elderly people



## March priorities: PDRs to Personalised Plans

It is widely acknowledged that this has been the hardest and most unprecedented year in the history of the NHS for the pressures faced by our staff. As a result the Trust has carefully considered its approach to the Personal Development Review Process (PDR) to ensure that this is both meaningful and conducted in a way which is practical, given our ongoing constraints on capacity.

In view of the disruption in effective delivery of PDR objectives in 2020 due to COVID, and in recognition of the outstanding achievement of all our staff in consistently exceeding expectations during the pandemic, we will look at how we might provide wider, rather than individual, PDR score based recognition for the immense contribution of all our staff in the Trust; further discussion and review on how this may add to the support already in place will occur over coming weeks.



## March priorities: PDRs to Personalised Plans

For 2021/22, we are considering changing the focus from traditional scoring against the delivery of objectives from the previous year, to the development of a Personalised-Plan for each individual as an alternative. Additional bespoke personal development will be put in place for those staff previously recorded as being in the highest performing, highest potential categories, for which the L&D team will assist. The aim of this is to support the recovery, resilience and development of our staff.

The process would be streamlined to make it much simpler and easier to conduct, alongside the timescales for completion being increased. More guidance is to follow on Connect, to support these conversations. We will also be conducting a survey to support the ongoing development of the Trust's PDR process to ensure it remains pivotal to supporting talent management and succession planning in the Trust.



## March priorities: Shaping the future of our estate with Engie

- From 5 April 2021, Engie will take over the management of our estates. It will mean new response and rectification times across all areas (see below).
- A new intranet page will soon be available. You'll find lots of useful information such as FAQs, contact details, a user handbook and staff profiles.
- Best of all, the phone number and the people you deal with will remain the same. To log an issue, all you need to do is call 0121 507 4444.

**Sandwell and City**

Call Category Priority	Response Period		Rectification Period	
	In-hours	Out of hours	In-hours	Out of hours
Emergency	15 minutes	1 hour	4 hours	5 hours
Fire	10 minutes	1 hour	N/A	
Urgent	1 hour	2 hours	8 hours	9 hours
Routine	N/A		72 hours	

**Leasowes and Rowley**

Call Category Priority	Response Period		Rectification Period	
	In-hours	Out of hours	In-hours	Out of hours
Emergency	1 hour	1 hour	5 hours	5 hours
Fire	1 hour	1 hour	N/A	
Urgent	2 hours	2 hours	9 hours	9 hours
Routine	N/A		72 hours	

## Urgent Treatment Centre to cater for minor injuries

Sandwell Hospital will soon be opening its doors to a new Urgent Treatment Centre where patients regardless of whether they reside in Sandwell and West Birmingham can be seen on the same day by the right healthcare professional.

The walk-in centre is being unveiled a year earlier than planned and replaces the service provided by Malling Health at Parsonage Street. The team at Malling Health will continue to work with the Trust to deliver the GP led service from Sandwell Hospital.

The Sandwell Urgent Treatment Centre will:

- Provide timely assessment, intervention and monitoring for patients
- Streamline the patient episode of care with expedited and safe discharge with the appropriate support
- Support flow through the system and reduce pressures on ED through provision of a streamlined pathway from ED and in-reach into ED.

The new walk-in centre facility will be up and running from Spring/Summer 2021 will ensure the patient needs are met including:

- Seeing the right healthcare professional
- Seeing someone the same day
- Getting an appointment at a time to suit them

If you have any questions about the urgent care centre please contact Rachel Clarke [rachel.clarke10@nhs.net](mailto:rachel.clarke10@nhs.net)

## Bringing Midland Met to life

Building a world-class healthcare facility is no easy feat. Opening a new hospital takes strategic vision, meticulous planning and expert execution. It's vital that everyone understands the part they play in bringing Midland Met to life. That's why we're pleased to share the focus of the build at group level over the next three months with you.

### At a group level we will:

- Complete acute care model scoping sessions (MEC and PCCT)
- Introduce MMUH business partners to clinical groups
- Group Directors will present clinical models to the Trust Board
- Bed base to be confirmed; ward locations confirmed
- Launch a theatre and scheduling work stream
- Group leadership and specialty project leads to understand local project milestones and engage in project set up and delivery
- Set up workshops to accelerate some work streams e.g. ED, SDEC, theatres and scheduling, plus population health.

- Document all project plans on Microsoft project. This will help us identify how we will work and what we have to do
- Start procuring equipment
- Finalise the joint master plan for the City site with Homes England
- Determine move leads with clinical groups.

*There remains a responsibility for the wider system to support the MMUH programme to ensure that the clinical pathways are consistent for patients and that the hospital business case remains fully realised. We continue to work with partners on this important issue.*

## March priorities: Q-Park new car park operator

- From Monday 1st March Q-Park will take over as the new operator of parking provisions.
- Q-Park will work closely with the existing security and administration teams to allow for a smooth handover of the day to day running of the car parks. The goal is to have all areas of the handover complete by August 2021.
- At City Hospital Q-Park can be found in the Energy Centre and at Sandwell Hospital in an office adjacent to the Hallam restaurant entrance. Rowley Regis will not have a permanent Q-Park presence but will benefit from new equipment that can be operated remotely and regular patrols.
- You should not see any significant changes at this time as the Q-Park team work to familiarise themselves with the sites and site practices.
- If you require a new pass or have a query you can still contact the team on ext. 6424 or [carparkidadminoffice@nhs.net](mailto:carparkidadminoffice@nhs.net)



## March priorities: Q-Park building for the future

- As part of our commitment to providing quality parking many of you will have already seen the construction being undertaken by Q-Park at Sandwell and City Hospitals. This will bring a number of new spaces to meet the demand.
- The two new multi-storey car parks opening in summer 2021 and will offer 550 spaces at Birmingham City Hospital and 401 spaces at Sandwell Hospital.
- Both of the multi-storey car parks are on time and due for completion in the Summer of 2021.



## SWBH FGM Service

Alison Byrne  
FGM Specialist Midwife

# The Beginning

- FGM Service 2002 UHB
- FGM Service SWBH Mrs Ajibona
- FGM Service SWBH EK & AB
- Summerfield Clinic November 2019

# Staff Benefits

- Mandatory Training for Midwives
- Drs Training at induction
- FGM Study days for all staff
- Attendance in clinic

# Patient Benefits

- Confidential Service to meet their holistic needs
- Clear pathways/Staff awareness/Better outcomes
- Self referral
- 3 members of team

# Lessons Learnt

- Always something "new" to be learnt
- Continuous raising of awareness/education
- Holistic approach to FGM
- Battles won!

# Impact of Covid

- Disruption of Services
- Language barrier/Phone consultations
- Longer consultations/Time implications
- Keeping safe

# The Future

- Keep fighting the fight!
- FGM Team
- Pan Birmingham Service
- A World Without FGM-2030

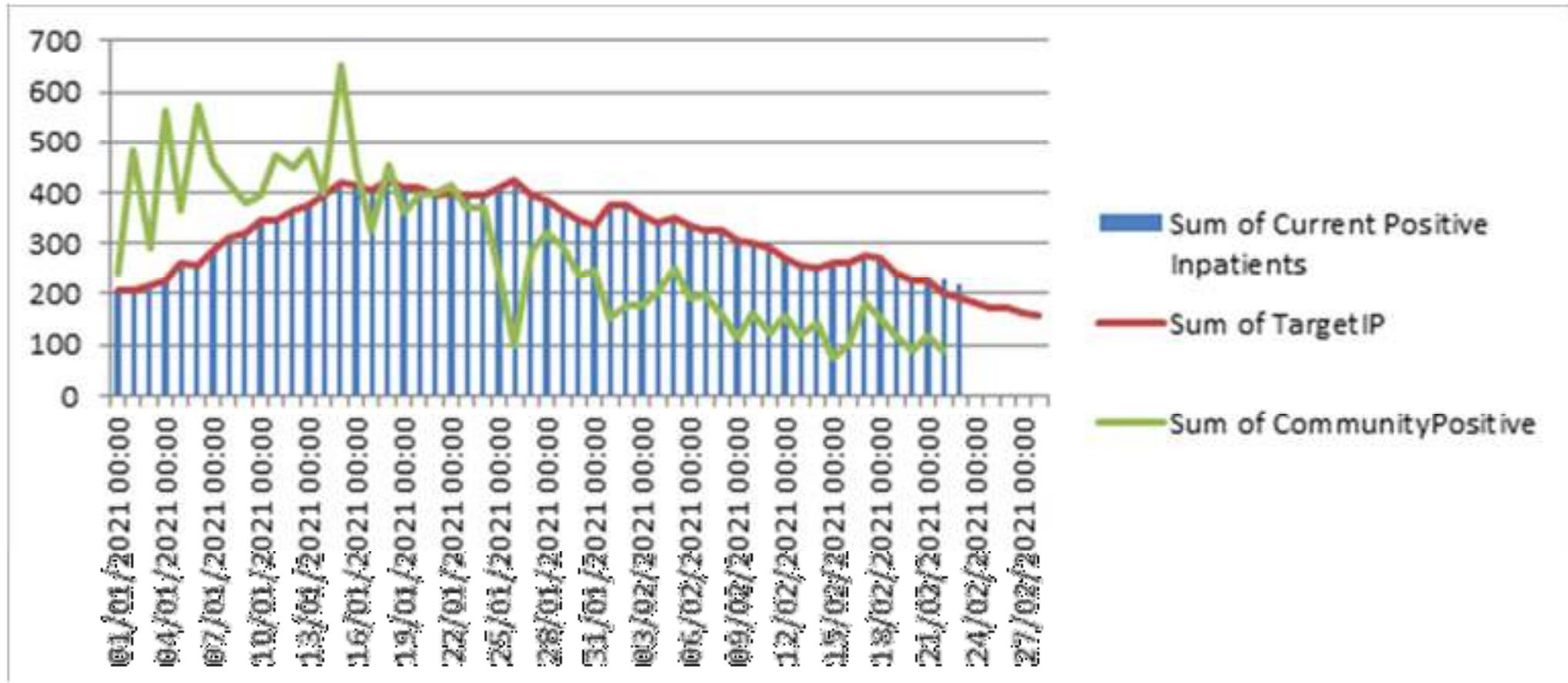


# Questions

Thank you for your time!

# COVID-19: Latest updates

## COVID-19: Latest Dashboards



## COVID-19: Lateral Flow to LAMP

Earlier this month we began our switch to LAMP (Loop Mediated Isothermal Amplification) testing from the Lateral Flow tests. These remain screening tests for asymptomatic staff. If you have symptoms suggestive of COVID then you must still self-isolate and obtain a PCR swab test and not just wait for the LAMP test result.

LAMP testing is a weekly test where you collect a saliva sample first thing in the morning (before you brush your teeth or have your breakfast). You collect your sample at home and as you come into work, you deposit your sample in to one of the collection boxes which is then sent off to the lab to be tested. LAMP test results are processed quicker than the usual PCR swab tests and notifications of both positive and negative results sent back to you via text message.

Instructions on how to perform the test have been shared in comms and are available on [Connect](#).

If the result comes back positive you and your household will need to immediately isolate for 10 days and you **will not** require a PCR swab test to confirm the result.

You can read the Frequently Asked Questions by [clicking here](#)

## COVID-19: Shining a light on LAMP testing – The rollout

Colleagues in the following directorates are part of the first stage of roll out and should already be completing the new tests or registering in preparation to go live.

### Currently Live

- Admitted Care A
- Admitted Care B
- Emergency Care
- Medical infusion Suite
- Gynae and Gynae Oncology

### Live from 1<sup>st</sup> March

- Anaesthetics
- Specialist Surgery
- Theatres
- Ophthalmology
- General Surgery

If you work in one of these directorates and you are yet to register or collect your test, please call 0121 507 2664 option 6, Monday to Friday between 8am–6pm or Saturday and Sunday on 07816992873, between 8:30am-4pm to register and book your kit collection slot. The roll out plan is available [here](#).

By 22 March, we plan to have testing available for all staff. You should continue with the lateral flow testing until you move to the LAMP testing programme.

You can read the Frequently Asked Questions by [clicking here](#)

## COVID-19: It's not too late to get vaccinated

If you are yet to get the **first dose** of the COVID-19 vaccination, you can still book in to get your jab at either Walsall Hospital, at the Black Country Living Museum or at Tipton Sports Academy. Alternatively colleagues can also book their jab through the Your Health Partnership Primary Care network.

To book your jab online use one of the following links:

[Black Country Living Museum](#)

[Walsall Hospital](#)

[Your Health Partnership](#)

We advise all colleagues to take the time to read the [COVID-19 guide for healthcare workers](#).



## COVID-19: Taking another jab at protecting yourself

If you were one of the colleagues who received your first dose of the COVID-19 vaccine at Walsall in December you will be aware that your second dose has been re-arranged for between 10 and 12 weeks after your first dose.

Second doses are currently taking place at Walsall Manor Hospital. Please ensure you know the date and time of your second jab and set yourself a reminder to be sure you don't miss it.

If you don't know when your appointment is for your second dose at Walsall, you should contact their vaccinations team on [covacc.enquiries@walsallhealthcare.nhs.uk](mailto:covacc.enquiries@walsallhealthcare.nhs.uk) or 01922 444023 (9am-5pm, 7 days per week).



## COVID-19: Rolling over annual leave

Any colleague who has been unable to take their annual leave entitlement due to the impact of COVID-19 on our services, has the opportunity to carry over up to 10 days. This must be agreed by the line manager and documented (updated on ESR, the rostering system or other leave booking systems). The line manager will need to agree that it has been impossible for the individual to take their leave during the 2020/21 leave year.

Colleagues who have more than 10 days annual leave entitlement remaining may be able to carry over up to 20 days. This will need to be agreed by the line manager, approved by the Group triumvirate, or departmental lead, for corporate areas and signed off by the relevant Executive Director. The expectation is that the leave that is carried over will be taken during the next two years at a time agreed with the line manager and service manager. There may be opportunity for colleagues to be paid for some of this leave entitlement should they prefer, however the process and criteria for this is to be determined.

Line managers will be required to confirm that any annual leave carried over is due to the impact of COVID-19 on the services that the Trust provides and the need for staff to be at work. Such authorisation must not be due to an employee's holiday arrangements being disrupted due to for instance, travel restrictions and/or national lockdown arrangements. All discussions about annual leave carry over must be completed by 28 February.

## COVID-19: SWB hailed a SIREN success

Following the roll-out of vaccinations among healthcare workers, the SIREN study will be leading the way in providing estimates of vaccine effectiveness.

One of SIREN's current priorities is to maximise recruitment and ensure insights into vaccine effectiveness are as robust as possible. This is particularly important for groups that are currently underrepresented; non-clinical support workers, males and people from ethnic minority backgrounds.

**SWB has been identified as a one of SIREN's most successful recruiters.**

Currently, over 1.6% of all SIREN participants have been recruited from Sandwell and West Birmingham Hospitals NHS Trust. With our Trust being amongst the leading recruiters for all three underrepresented groups, with 30% of our participants indicating they are from an ethnic minority background, 17% identifying as male, and over 5% working in non-clinical support roles.

Thank you to every one of the research participants and to the R&D team for making the SIREN study such an incredible success.



## Your questions answered