

Team Brief

June 2008



Julian Hartley Chief Executive's Report

NHS 60th Anniversary Celebrations

It is the 60th anniversary of the NHS on Saturday July 5th 2008 and the Trust is to feature in a series of short films to celebrate this. The three five-minute programmes will be screened on BBC1's The One Show on Monday June 30th 2008, Tuesday July 1st 2008 and Wednesday July 2nd 2008. Filming has taken place in several parts of the hospital over the past two weeks including SCBU, cardiac, catering, medical wards, maternity, and pathology. Thank you to everyone who has contributed to these programmes which will showcase some of the fantastic work that goes on at our hospitals and will raise the profile of the Trust.

In addition, BBC North West Tonight is to spend the day with us on Tuesday July 1st 2008 to film a snapshot of life in a busy hospital 60 years after the birth of the NHS. This will be screened on North West Tonight on Friday July 4th 2008.

A health fair is also taking place in Blackpool Town Centre on Saturday July 5th 2008 to celebrate the anniversary. There will be displays looking back at the history of the NHS and information on stopping smoking, healthy eating, sexual health and other lifestyle issues. There will also be a 'street doctor' offering health checks to members of the public.

Annual Plan

Representatives from the Trust had a teleconference with Monitor on Monday June 9th 2008 to discuss the Trust's annual plan submission. The annual plan is a public description of the Trust's development plans and a risk assessment tool for Monitor in the areas of finance, governance and mandatory services. Overall, Monitor expressed satisfaction with the annual plan and indicated that the Trust is likely to be classified as follows:

- Financial risk rating: **4** (rating is 1 to 5, with 5 being the best score)
- Governance risk rating: **green** (shows compliance with the terms of authorisation)
- Mandatory services risk rating: **green** (shows compliance with the terms of authorisation)

The annual plan has been circulated to divisions, requesting that their updated IBP's are submitted by the end of August.

Corporate Services Recognition Day

Corporate Services was proud to celebrate its successes and the services it provides, at the recognition event which took place on Wednesday June 18th 2008. We were delighted with the number of colleagues who attended the event, and for the favourable comments received. Thank you to everyone involved.



Aidan Kehoe

Deputy Chief Executive's Report

Visit by Prime Minister's Delivery Unit and Department of Health 18 week Team

Nick Chapman, the Department of Health's National Director responsible for the achievement of the 18 week target, and a team of six visited the Trust on Tuesday June 24th 2008.

Groups of staff, managers from both the Trust and Blackpool PCT and clinical teams were interviewed by the team as part of their on-going process to understand issues around delivery of the 18 week target and identify risks in achieving and sustaining delivery in 2009 and 2010.

Feedback from the visiting team was excellent and they left with a very positive view of the work the Trust and PCT is doing together to further improve waiting times and outcomes for our patients.

Management Changes

There will be a number of changes to senior management arrangements with effect from Tuesday July 1st 2008.

Joanna Beith, Associate Director of Operations for Medicine, is leaving the Medical Division to take up a new corporate role. This will involve working closely with the Primary Care Trusts, partner organisations and other key stakeholders on the development of services.

Marie Bowler will be the acting Associate Director of Operations for Medicine for six months, at which time Neil Upton will take over this post. Neil Upton will remain in the cardiac division for the first six months to support the Directorate Manager, Jane Meek, and Head Nurse Gill Crane, in their new roles.

An acting-up opportunity will be advertised for the Associate Director of Operations for Clinical Support for six months while Marie Bowler is covering for medicine. In addition, there will be an acting-up opportunity for three months for the vacant Directorate Manager post for medicine. These positions are currently advertised internally on the intranet.

LEAN Event in Stroke

A multi-disciplinary team involved in delivering stroke care took part in a continuous improvement event during the week commencing Monday June 2nd 2008.

The team focussed on three areas of the patient pathway; admission, inpatient stay and discharge. During the event they designed the ideal patient pathway and developed an action plan to implement this, focused on each stage. As an outcome of the event a redesigned admission process has been implemented, allowing speedier diagnosis and improved health outcomes.

The event overall, and work that has gone on since, has been an excellent example of the Blackpool Way in action. Staff across a range of areas have collaborated and made changes to their working practices with the aim of improving services to patients. Congratulations to everyone involved - I am looking forward to seeing further patient benefits from the continuous improvement event.

Feedback from Medicine LEAN Event

On Monday June 16th 2008, the improvement team from wards 25 and 26 gave a 30-day report back on the improvements that had been implemented in their wards following the LEAN event. The outcomes from the work undertaken by the team in this area have been staggering, with the average length of stay being reduced from nine-ten days to five days. This has been achieved through redesigning processes to improve communications and reduce unnecessary delays.

Discussions will be taking place soon about how we spread the learning from wards 25 and 26 to other areas of the hospital and support local teams in implementing change in their areas.



Mandie Sunderland Director of Nursing and Quality's Report

Infection Prevention

Performance to-date against the MRSA target shows that there has been one case since April and therefore the Trust remains on target. I would like to thank staff for the contribution they have made in this area. We do, however, need to ensure that this remains an area of priority and that staff keep up the good work.

Performance against clostridium difficile targets show that there have been 64 cases since April, just under the trajectory. There is a lot of work that needs to be done in this area and the Trust is taking significant steps to affect this change. We are currently in negotiations with the PCTs to discuss the targets. In addition, practices with regards to antibiotic prescribing are being regulated in-line with the 48-hour review date and the five-day stop-date. For further information on this policy, please refer to the document library of the intranet.

Members' Update

This quarter's edition of Your Hospitals is currently being distributed to members of the Trust. It will launch a new consultation section which will give the Trust a chance to get ideas and views back from members. Also, there will be a discount card sent with the newsletter which will give all members discounts on products and services from local businesses, details of which will be printed in the middle pages.

The next membership seminar will take place on Tuesday July 8th 2008 at 9.30am in the HPEC lecture theatre, where there will be a presentation by Dr McIlmoyle on 'stroke - prevention, recognition and management'. If you would like to attend this seminar, please book a place by calling Heather Eckton on 6673.



Mike Gallagher Director of Facilities' Report

Proposed Residential Parking Scheme

Blackpool Council has advised the Trust that they will be placing a public notice in the Blackpool Gazette at the beginning of July regarding their intention to extend the residential parking scheme in the area surrounding the Blackpool Victoria Hospital site. Following publication, objections should be submitted within 21 days.

When we receive notification of the date of publication, an email will be sent to all staff so that they have the opportunity to make representation. The Trust is seeking to meet with council representatives and will write to object to the scheme, however, despite these efforts we feel that the scheme is likely to go ahead in the next six months.

Many staff who park in this area will be adversely affected by the scheme which we understand is likely to include North Park Drive (as far as Milton Avenue), Newton Drive and the roads in-between.

The Trust will be considering the impact this scheme will have on car parking and possible options to address the shortfall in parking. Suggestions from staff are welcome and should be submitted to parking@bfwhospitals.nhs.uk.

Business Case

The business case for Phase VI, the Urgent Care Centre and the Women's and Children's Unit have now been approved by the Trust Board.

These developments form an important part of the Trust strategy which set out how Trust services will be transformed over the next decade.

Capital Programme

The Trust Board has approved the capital programme for 2008-2009. The total amount of capital approved is £8.4m.

This funding will be allocated for a number of schemes including:

- Phase VI
- Urgent Care Centre
- Women's and Children's Unit

In addition, funding is included for replacing and improving IT equipment and replacing medical equipment.

Energy Costs

Like the rest of the country, the Trust is being affected by the high price of oil. Recent gas and electricity bills are roughly double the amount we paid for the same period last year.

With further increases looking likely, the Trust will be doing everything possible to manage energy use. Staff can help by turning lights and machinery off when not needed, ensuring they use local thermostats sensibly and reporting any faults to estates.

Recycling Trial

Richard Taylor from Leeds University has been carrying out a study into the possible costs and benefits of improving recycling at Trust premises.

His initial results suggest that in some areas more than 25% of the black bag waste could be recycled. The Trust pays more than £50 per tonne for waste disposal so this could mean substantial savings are possible.

Richard has commented that staff have been overwhelmingly helpful and enthusiastic. I would like to thank everyone involved for their support of this important work. We will be communicating the full results of the trial in a few weeks.



Nick Grimshaw Director of Human Resources' Report

Annual Pay Award for Non-Medical Staff

We have now received confirmation of a new multi-year pay settlement for all staff employed under agenda for change conditions of service. This multi-year pay deal will cover the three years from April 2008 to March 2011.

The first stage of this is an increase of 2.75% to all pay scales from April 1st 2008. Details for the second and third year will be published in due course and it is possible that, given the situation in the UK economy, the NHS pay review body may request a remit from the Secretary of State to review the proposed increases in years two and three of the agreement.

In the meantime it is expected that, subject to final confirmation from the national ESR team, the new rates of pay and back-pay from April will be paid in July's salary.

HPMA Excellence in Human Resource Management Award

The Trust has been successful in winning the 2008 Healthcare People Management Association (HPMA) Excellence in Human Resource Management Award for Partnership Working. The award is given in recognition of outstanding partnership working between managers and staff representatives undertaking joint projects that result in significant improvements to services and patient care. The Trust was specifically praised for the way managers and staff representatives worked together to achieve the major cost improvement programmes in the past two years.

The award, which was open to entries from all health and social care organisations in the UK, was presented at a celebration evening in London attended by representatives from Human Resources and the JNCC. The judges acknowledged that the Trust's entry was 'an outstanding project' that was 'well structured, with clear evaluation and excellent outcomes'. They further stated that it was 'an excellent example of partnership working and deep employee engagement'.

HR Policies and Procedures

The following human resource policies and procedures were approved at the joint negotiating and consultative committee in May:

- Prevention of bullying and harassment procedure
- Appraisal policy
- Supporting staff who are victims of domestic abuse policy

- Lone working policy
- Preceptorship policy
- Checking registrations of healthcare professionals procedure

These policies can be found on the policies and procedures section of the intranet.

Occupational Health and Improving Working Lives

Louise Dowell commenced the role of Senior Nurse Manager for Occupational Health and Improving Working Lives at the beginning of June. Louise will be involved in the day-to-day running of the Occupational Health department, bully buddies, stress and other Improving Working Lives initiatives and can be contacted on 7958.



Dr Paul Kelsey Medical Director's Report

Confidentiality Clause and Expressing Concerns

There have been a number of occasions recently where members of staff have either threatened to go to the press with their concerns about services or have, in some circumstances, contacted the press. If staff have genuine concerns about the safety of patients or other members of staff, they should be expressed through their line manager. For further information, please refer to the raising concerns policy, which is available on the intranet.

Recently information, including the name and details of a patient, was provided to the press, allegedly by a member of staff. If this was the case, this type of behaviour is, of course, a serious breach of professional responsibility and potentially would constitute gross misconduct. May I remind staff of the confidentiality clause, which you can refer to in your contract of employment.

Quality Framework

I recognise the good work which has been carried out, in particular the work on Saving 100,000 lives and the Department of Health's intervention on saving lives.

I want to pull together all the projects and initiatives that have taken place into an overarching clinical strategy for the Trust. The key aims of the strategy will be reduction in mortality, reduction in adverse events and measurable improvements in quality of care. I plan to have some drop-in sessions and workshops for staff to seek their views before producing the final strategy.

Information Governance

Having been in the role of Caldicott Guardian for just over 12 months, I have seen the issues surrounding the ability of organisations to provide assurance on the safe handling of person-based identifiable information grow ever higher on the agenda. Earlier this year laws were introduced which permit extensive fines to be given to organisations who do not handle person-based data safely.

There have been well publicised losses of data in the news recently from various public organisations, including the NHS. With this in mind, I would like to remind staff of the following points:

- It is the responsibility of everyone to maintain and protect personal information regardless of format e.g. paper, electronic.

- All staff are required to familiarise themselves and comply with existing information governance policies and the Trust's confidentiality code of conduct.
- Staff must not email person identifiable information in insecure formats.
- Staff must not remove person identifiable data in the form of USB sticks, CDs etc.
- Person identifiable data must not be held on unauthorised databases.

Encryption software has been obtained and will be installed shortly, which enables the hard drive of devices such as laptops to be protected if lost or stolen and the encryption of individual files. If you have a Trust laptop, please refer to the document under latest additions on the intranet.

Information security audits will shortly be taking place across the Trust. If you have any questions or concerns, please do not hesitate to contact the Information Governance Department on 3057.



Tim Welch Director of Finance's Report

Finance Update

After two months of the financial year, the Trust is £0.2m behind its forecast financial performance. In order to have the resources required to fund our future development plans it is essential that the Trust returns to plan in future months. The finance department will be working closely with the divisional management teams to support delivery of our financial targets.

July Team Brief

The next Team Brief will be published on Wednesday July 30th 2008.

Team Brief

Feedback Form ... June 2008

This feedback form aims to give staff the opportunity to ask any questions about the issues mentioned in this month's Team Brief. All questions raised from this feedback form will be answered in the next edition.

The form can also be used if staff have any items which they would like including in next month's edition.

Name:

Ward/Department:

Hospital site:

Question:

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Please return completed forms to:
Communications Department
Trust HQ
Blackpool Victoria Hospital