



Dear colleagues,

We are continuing to develop our response to the Covid vaccination centre to ensure that we are reaching as many staff and patients as possible.

Alongside our main vaccination hub at Ribble House, Bamber Bridge, we have introduced satellite clinics, which are visiting our inpatient units and wards. So far, they have attended Guild Lodge, the Harbour, Skylark, the Orchard, Ramsey Ward and Hurstwood.

This week vaccinators will be on site at Pendle View, Ormskirk and Chorley.



We are grateful to our team of vaccinators and administrators who are running our hub and satellite clinics - we currently have over 160 people supporting this activity.

The number of Black, Asian and Minority Ethnic colleagues still to take up the vaccine is still a concern to us, although numbers are rising.

As you will know from previous updates, we have an ongoing campaign that is focused on this.

It looks at addressing concerns through personal case studies, sharing guidance and supporting messages about the vaccine from other credible sources and encouraging teams to talk about the vaccine in huddles and handovers. This is to encourage an open conversation that encourages everyone to get vaccinated and help protect themselves, their colleagues and our service users.

We are asking managers to talk to any staff across the Trust who have not yet had the vaccine so we can be sure we are doing all we can to positively encourage more take-up.

To help keep infection rates to a minimum, all wards will start Covid-19 testing on all inpatients on a weekly basis starting from Sunday (February 28).

This is in addition to the admission testing already in place on admission, day three and day seven, and then again every Sunday from that point until discharge.

I will continue to provide a snapshot weekly of the activity carried out by Lancashire and South Cumbria NHS Foundation Trust (LSCft), not just in response to the global coronavirus pandemic, but including important information, good practice, innovation and some good news too.

There is lots included in this bulletin to celebrate, as we continue with such an enormous response.

Please feel free to ask any questions, give us your feedback, ideas, suggestions and, indeed, share this with any colleagues who might find it useful.

Caroline Donovan,
Chief Executive, Lancashire and South Cumbria NHS Foundation Trust

Weekly headlines

Support for You and Your Teams During Covid

Please remember we have established a resilience hub for anyone working in health, social care or our partner organisations to support them with the psychological impact of Covid-19.

If you have been struggling during the Covid-19 pandemic or you're worried about someone else, you can now get in touch.

The Hub can help anyone – from someone in need of extra help and guidance on their wellness, someone who needs urgent psychological help to those who aren't sure what they might need.

It also offers support for those who are managing and leading during the pandemic as well as the family and friends of those who are struggling.



Here for all health and care staff and your families

Get in touch...
www.lscresiliencehub.nhs.uk
T: 01772 520228
E: lschub@lscft.nhs.uk



You can call the team at the Lancashire and South Cumbria Resilience Hub on: **01772 520228** or you can email the team on [**lschub@lscft.nhs.uk**](mailto:lschub@lscft.nhs.uk)

Building an Inclusive Organisation

The latest meeting of our Inclusion Council was held last week, which is part of ongoing activity to ensure all areas of our diverse workforce have their voice heard.

Despite only being set up a matter of months ago, it is already proving to be a valuable forum, uncovering challenges being faced by our colleagues that we need to address and highlighting positive work taking place to build inclusivity within the Trust.



Some of the key updates were:

- Our Black, Asian and Minority Ethnic network is hosting a focus group to consider the Mental Health White Paper
- Our Disability Network will be developing a new policy to support people with long term conditions
- Our LGBT Network is hosting a trans rights round table to understand how we can better support transgender people in the health system, both staff and service users
- Our Women's Network is currently focusing attention on flexible working, following feedback from staff, and will be hosting workshops to understand how we can continue to develop our flexible working practices.

A highlight of the meeting is hearing from a member of staff about their experiences at the Trust, which really helps us to see how our working practices impact on people and shows what is working well and what needs improving.

At the meeting last week, Dr Raphael Ogbolu (pictured right) shared his journey from leaving his home in Nigeria in 2019, where he was building a successful career, after being enticed to join the NHS and work for LSCft.

He talked about the strength of the NHS brand and how he has been supported in his move by the Trust's HR team.



But he also outlined the challenges he faced, with no social system supporting him which left him feeling isolated during Covid.

On the back of feedback from our international colleagues, improvements have been made including the launch of an International Staff network, the creation of a virtual get together (featured later in this update) and the development of a WhatsApp group, which is helping colleagues to connect with people going through similar experiences.

Strategy Engagement

We are continuing to develop our enabling strategies which will help deliver our overarching five year strategy and clinical services strategy that were published in December.

A series of staff engagement events have been set up, open to everyone who works for the Trust, where they can hear an overview of each strategy, ask questions and provide feedback.

This week we unveiled our Finance, Estates and Service Users and Carers Strategies.

Around 200 people are attending each engagement session and they are providing really valuable feedback, which is ensuring we are considering everything before approving the final strategies.

Southport and Formby Update

We are continuing to work with Mersey Care to ensure a smooth transition as we transfer community services to them in May.

In line with our strategic direction to provide local services to Lancashire and South Cumbria residents, we did not bid to continue to provide community services.

This decision will enable us to focus and consolidate on the geographical footprint of the Lancashire and South Cumbria Integrated Care System (ICS).

In December it was announced that Mersey Care NHS Foundation Trust will be the new provider of community health services for its residents following a rigorous re-procurement process.

All staff working within this team will be subject to a TUPE transfer process and we are supporting them through this process.

As part of this activity, more than 150 staff at Southport and Formby joined three virtual staff engagement sessions with the Mersey Care NHS Trust Executive Team recently.

They were able to meet the team and hear more about future plans. Staff also shared their thoughts and feelings which highlighted the immense pride, commitment and passion felt towards patient care and seamless delivery of community services.

Life-Saving Psynergy

The valuable support provided by the Trust's Psynergy Team was highlighted this week after they saved a man's life.

The Psynergy vehicle is a collaborative partnership to help people experiencing a mental health crisis across Blackpool, Fylde and Wyre.

Last week, the family of a man placed a concerning call to the Trust's Mental Health Services following a head injury.

The LSCft Home Treatment Team, North West Ambulance NHS Service Trust (Nwas) and Lancashire Constabulary worked together to ensure the service user received appropriate and timely care.



The Service Manager for Fylde Coast Urgent Care Pathway, Kelly Morrison said: “We are incredibly proud of the Psynergy Team. Without the presence and authority of combined services, this outcome for this man may have been very different.

“The service user was presenting very paranoid with psychotic symptoms, prompting the Psynergy Team to make their assessment.

“The police highlighted risk markers and allowed the team to gain access to the property, and the paramedic was able to establish physical concerns when face to face with the gentleman.

“The Psynergy Team has seen great success since it launched and this example just shows how important the service is to the community and how it can help relieve pressures on A&E departments across the Fylde Coast.”

Good news, good practice and transformation

International Staff Get-Together

As part of ongoing support for our international staff, the first of a regular virtual get-together has been held.

The online catch-up included musical entertainment, a chance to share stories and lots of laughter.

The event was organised after international staff told of feeling isolated during lockdown, with opportunities to socialise in person restricted.

The catch-up saw three new nurses welcomed to the organisation and a WhatsApp group set up so staff can keep in touch in between events, which will now be held every two weeks.



The get-together is part of ongoing work to support staff from other countries, including an international staff network set up in January tasked with supporting this group of colleagues.

Lunch and Learn

As part of activity to bring the Trust closer together and help people learn more from the diverse skills and experience of their colleagues, the Trust's library services is launching a series of lunch and learn sessions.

They are short workshops offering staff the chance to hear from a key speaker on their lunch break once a month.

Speakers from within and outside of the Trust will also be invited to talk about their specialism to increase awareness of their field of work.



The first session, on March 18, will hear from Sam Tyrer, who specialises in mental health and wellbeing.

Sam, from the Trust, is founder of the Change Talks service and co-host of a weekly webinar series called the Mental Health Family Hour, which recently received national recognition from the Prime Minister.

The Points of Light Award was given to Sam and his co-host, Dave Cottrell, for their work throughout the lockdown to support people's mental health through their weekly webinar series.

Shake It Off

Mandy Halstead, Team Manager for the Specialist Triage, Assessment and Referral Team (START) Fylde & Wyre introduced a Star Of the Month award – with the first winner being Gail Martin, Support Worker.

Her colleague, Diane Heaton said: "Gail took on the role of Wellbeing Champion and introduced a daily 'shake down' in the office with social distancing and Personal Protective Equipment of course!

"Our colleagues at our other base and those working from home also joined in on Teams.

"Gail's shake down at the end of the day involves gentle exercises to shake off the day and round up positive things that have happened to each of us that day.

"Gail is bubbling with enthusiasm which fills the office with positivity and joy. It has been well received and is a great way to end the working day."



Random Acts of Kindness

Our Specialist Perinatal Community Mental Health Team at North Hub were treated for Random Act Of Kindness Day by Emma Stoney, Specialist Perinatal Nursery Nurse.

Emma gifted the team with individual roses and cards with motivational messages such as 'you are worth it', 'the universe believes in you' and 'you are doing a great job.'

Faye Hanlon, Admin Assistant, who was one of the lucky recipients, said: "It most definitely brightened our days and we will be sure to pass on the positivity."



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