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Cylchlythyr Staff

Staff Newsletter



ISSUE 3 12th May 2021



Message from Judith Paget, Chief Executive

Helo pawb / Hello all,

I am conscious that everyone remains extremely busy at this point in time, but I hope that this newsletter shines a positive light on some of the work going on as the pandemic eases and we restart our services for patients. Please keep an eye out for further developments, including an easing of hospital visiting restrictions, in the coming days and weeks.

I'm really proud of the way our staff have adapted to the change in working methods brought about by the pandemic and the Agile Working update on Page 2 exemplifies this.

During Mental Health Awareness Week, it is particularly encouraging to read that we have maintained our Gold Corporate Health Standard status. The wellbeing of our staff – and the support we are able to offer you – is so vitally important to us as an organisation.

I mustn't forget to wish everyone a happy International Nurses Day today, and National ODP Day on Friday (14th).

Cymerwch ofal a chadwch yn ddiogel/
Please take care and stay safe.

Judith

Gold Standard Support for Staff

Following a successful re-assessment, we are delighted to have been awarded the Gold Corporate Health Standard Award. The Health Board has now held the Gold Award since 2011.

The Corporate Health Standard is a continuous journey of good practice and improvement. The award takes an organisational development approach and acts as a tool to support the development of corporate policies and organisational practices to promote improved staff health and wellbeing.

The assessment concluded that the Health Board is "to be applauded for supporting the investment in the wellbeing provision which is so crucial to the successful outcome of your ambitious and innovative long term plans.

"It was interesting to learn how the health and wellbeing of the staff is now at the centre of everything that is done at the Health Board and how the 'rule book' seems to have been discarded and interventions are and have been put in place to meet the real needs of the staff in whichever department they work."

For more information on the support services available to staff, please visit the dedicated Employee Wellbeing website:

<https://aneurinbevanwellbeing.co.uk/>



The Acceleration of Agile Working

A year on from when organisations were catapulted practically overnight into a world of agile working, there is a growing realisation that there can be no return to pre-pandemic workforce models. The future of work is already here and we are in uncharted territory, with more than 1 in 3 people now working from home according to the Office of National Statistics.

Responding to the first two phases of the of the pandemic has profoundly changed the way we have all worked including working with extended use of technology from different sites and home-working. This has accelerated the agile working agenda and is consistent with the Welsh Government's position, who have stated they would like to see around 30% of the workforce in Wales working remotely on a regular basis.

It is important to draw a distinction between flexible and agile working. In very simple terms, one is about having greater flexibility in terms of work/life balance and the other is about challenging where, how and when work is undertaken. Agile working is more than working from home – it's about undertaking work in non-traditional environments through remote and virtual work, hot desking at alternate bases, sharing workspaces within the community, public sector, client sites, or any other location. It is important to recognise, however, that large numbers of our staff by the nature of their duties are not able to work from a home or a different location. The Health Board's approach will therefore need to carefully consider the needs of staff who fall into this category.

Last year the Health Board undertook two surveys to gain the views of staff (1,576 responded). This is what you said:

- 93% reported agile working as a positive experience
- 90% reported they wanted agile working to remain
- 81% reported a positive impact on their wellbeing
- 94% reported a positive experience on the use of technology
- 92% reported they wanted the use of technology to remain

We have set up an Agile Working Steering Group with Estates, Technology and Workforce & OD sub groups. The Board and Executive Team are keen that this agenda is progressed at pace and will receive an update at the end of August. An Agile Working Framework/Toolkit, which provides guidance for Managers and staff, can be found on the Intranet at <http://howis.wales.nhs.uk/sitesplus/documents/866/FINAL%20Agile%20Working%20Framework%20%20Toolkit.pdf>

Plaudits for post-Covid Rehab Team

The Health Board team who have responded to people's rehabilitation needs after ITU admission for Covid-19 has been celebrated nationally.

The work of the team has been promoted by Public Health Wales and a professional publication detailing their work has been accepted for the European Respiratory Journal. Lead physiotherapist Jill Howarth has also been invited to speak at a forthcoming Physiotherapy UK conference.

This is a fantastic achievement, well deserved by this team.



COVID Update

The incidence of COVID across the Health Board's area continues to fall, with all local authority areas incidence rates now below 12 per 100,000.

Newport currently has the highest case rate in Wales – at around 28 cases per 100,000 – but it has been below the 50 cases per 100,000 threshold for six weeks and is picking up around six positive tests a day, compared to more than 200 at its peak.

We are extremely proud to announce that we have now hit the momentous milestone of administering half a million vaccinations.

Think 111 First

The Health Board has launched a new campaign to encourage people to 'Think 111 First' if they have an urgent healthcare issue and are unsure what to do.

When people call 111 for free help and advice, their symptoms will be assessed and they will be signposted to the right place for their care.

People are being reminded that their GP Practices and local pharmacies across the Health Board area are open to care for any medical concerns. We are urging patients not to leave it until they need more urgent or emergency care.

Please help the Health Board share the important message that if people are unsure whether they require urgent or emergency help, please contact 111 before attending any of our hospitals.



Ensuring Safe Ventilation

The Health Board's Health & Safety Department is reminding staff to take extra steps to protect ourselves and others by ensuring work environments are well ventilated.

Recent research has shown that letting fresh air into indoor spaces can significantly reduce the risk of transmission by over 70% and the BMJ recently stated that "fighting airborne transmission is key to any future attempts to reduce the transmission of COVID-19." It is important to ventilate indoor enclosed spaces with fresh air by opening windows to remove any infected particles lingering in the atmosphere by improving air flow.

At work and home:

- If possible, leave windows open a small amount continuously; or
- Open windows for short, sharp bursts of 10 to 15 minutes regularly throughout the day.
- Continue using heating and air condition ventilation systems to maximise fresh air and minimise recirculation.

For further information or guidance, please contact the Infection Prevention and Control Team on 01633 238101 / 01873 732048 or at Infection.Control3@wales.nhs.uk

Reminding people of the changes to our NHS services

As the hospitality sector reopens, we are running a campaign in local pubs, clubs and taxi premises to urge people to use the right service, or attend the correct hospital for their needs.

When The Grange University Hospital in Cwmbran opened last November, it became the only Emergency Department (A&E) in our area. The Royal Gwent and Nevill Hall hospitals still have Minor Injury Units, as does Ysbyty Ystrad Fawr, but they are not able to treat very serious life-threatening conditions such as heart attacks, strokes and breathing difficulties.

A poster and digital communications pack has been circulated to local pubs, clubs and taxi premises for them to share this important information with their customers to help avoid inappropriate attendances at our hospitals. Please also share this important information with your friends and family members so they can help to direct people to the right service for their needs.



We really appreciate your assistance with this matter of public safety. You can download the following posters to print and display in your work area.

ENGLISH -

<http://howis.wales.nhs.uk/sitesplus/documents/866/A4%20Medical%20Help%20poster.pdf>

WELSH -

<http://howis.wales.nhs.uk/sitesplus/documents/866/A4%20Medical%20Help%20poster%20Welsh.pdf>

This work is part of the 'Spotlight On...' campaign, which focuses on different services available to patients and changes that are taking place – more information is available at: <https://abuhb.nhs.wales/files/clinical-futures/spotlight-on/>

If you have any ideas for this fortnightly newsletter, please send an e-mail
ABB.CommsAndEngagement@wales.nhs.uk



Aneurin Bevan University Health Board



@AneurinBevanUHB

Ein GWERTHOEDD yw...

Pobl yn gyntaf

Cyfrifoldeb personol

Angerdd am welliant

Balchder yn yr hyn a wnawn

Our VALUES are...

People first

Personal responsibility

Passion for improvement

Pride in what we do

Am fwy o wybodaeth ffoniwch 01633 623801

For more information please contact the Organisational Development Team on 01633 623801