

Nightingale Standby

Frequently Asked Questions

3 June 2020

We will continuously update this document, and include new questions and answers in the weekly newsletter as well as posting the latest version on the staff hub.

If you have a question about standby that hasn't been answered below, please ask your line manager, or email communications.nwnightingale@nhs.net

Nightingale operations

How long will the Nightingale be on standby for?	The Nightingale will be on standby for weeks and potentially months from the end of June 2020.
When will we discharge the last patient?	The last patient will be discharged before the end of June.
Will patients be transferred to other hospitals or settings?	We will go into standby mode when the last patient is discharged. We wish to provide our patients with the best experience, so we are aiming to avoid having to transfer any patients. We will not accept any further patients whose estimated date of discharge is not before the end of June. The clinical teams are reviewing all current inpatients now to identify anyone who may potentially need a longer hospital stay, and will make appropriate arrangements for them now so that any transfer is well organised.

Working arrangements

Will I still be needed throughout June?	We will be caring for patients until the end of June, so will need to maintain appropriate staffing levels. Please continue to attend shifts, induction and training as previously agreed. It is critical that we continue to provide the best possible care for our patients currently on the wards. Some staff have been seconded to the Nightingale from other organisations, and we will still need you throughout the next four to six weeks. Your line manager will discuss arrangements with you shortly.
-----------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

When will my last day be?	This will vary based on individual circumstances, staff group and patient numbers. We are working with line managers to review this now, and your line manager will discuss this with you as soon as possible. Everyone will be given a minimum of one-week notice before their last day. We will honour any minimum commitment periods previously agreed with staff.
What does this mean for NHS Professionals staff?	We will continue to honour the four-week minimum commitment period previously agreed with NHS Professionals staff. We will also look to support NHSP colleagues in finding work in alternate settings. Further details about this will be available as soon as possible.
Can staff transfer to other trusts in the standby period?	We will work with staff on an individual basis as the Nightingale goes into standby mode. We will support staff to move into other roles within the health and care system. Staff employed through Interserve and G4S should speak with their line managers about future assignments if they have any queries.
At what rate do you expect the workforce to disperse in the next six weeks?	We will be caring for patients until the end of June, so will need to maintain appropriate staffing levels. Managers will be discussing staffing requirements and future plans with each colleague on an individual basis.
Will anyone be working at the Nightingale during standby?	Yes, there will be a need for some staff to continue working at the Nightingale during standby. Should you be required, your manager will discuss this with you shortly.
Pay	
How does this affect my pay?	Staff will continue to be paid as normal. Any staff who are currently under 4 week minimum commitments will be paid for the entirety of this period.
COVID-19 tests and isolation	

<p>Will staff be offered COVID-19 diagnostic or antibody tests?</p>	<p>We are currently working with our host trust and occupational health provider, Manchester University NHS Foundation Trust, as well as reviewing emerging public health and NHS guidance, to clarify and confirm the position.</p> <p>We will share more information on this in the coming days.</p> <p>If you have any specific concerns, please contact workforce.nwnightingale@nhs.net.</p>
<p>Will staff need to self-isolate before they go home?</p>	<p>The same guidance about self-isolation applies to Nightingale staff as to the general population. Some staff may choose to self-isolate when they finish working at the Nightingale if they live with someone who is shielding.</p> <p>If you live with someone who is shielding you will be able to stay in your accommodation for two weeks after your last shift. If this applies to you contact workforce.nwnightingale@nhs.net</p>
<p>Am I required to have test or self-isolate before I return to my substantive role/take up a new role?</p>	<p>Current Government guidance is that you only need to have a test if you are displaying symptoms of COVID-19. You do not need a test or to self-isolate in order to return to your substantive role or when taking up a new role – although those returning to an NHS Trust may be offered a test or screening by their employer. If you have any specific concerns in relation to this, please contact the Workforce Team.</p>
<p>Accommodation</p>	
<p>When will I need to leave my accommodation?</p>	<p>Accommodation will be provided for eligible staff until their last shift. However, staff who live with anyone who is shielding will be offered the opportunity to stay in accommodation for a further two weeks following their last shift in order to self-isolate.</p> <p>The workforce team will be contacting accommodation guests to discuss this further.</p> <p>If this applies to you and you wish to</p>

	<p>discuss it contact workforce.nwnightingale@nhs.net</p>
<h2>References</h2>	
<p>How do I obtain a reference during the standby period?</p>	<p>We are currently confirming the process for this and will provide more information as soon as possible. The usual process applies for staff employed through Interserve and G4S.</p>
<h2>My experience</h2>	
<p>How can I give feedback about my experience working at the Nightingale?</p>	<p>All staff are invited to attend a debrief session to reflect on and learn from our experiences of building and working at NHS Nightingale Hospital North West. These sessions are open to all staff groups – NHS, Interserve and G4S colleagues.</p>
<h2>Support and queries</h2>	
<p>Will HR support be available during standby?</p>	<p>Yes, there will still be HR support throughout the standby period. They will be contactable on workforce.nwnightingale@nhs.net</p> <p>Staff employed by Interserve and G4S should liaise with their usual HR contact about any queries.</p>
<p>How will we be updated during the standby period and beyond?</p>	<p>A weekly newsletter will be emailed to staff during the next six weeks and throughout the standby period. We will also have weekly team briefing sessions, both in the auditorium and online over the next six weeks – details will be confirmed asap.</p>