



Nightingale Hospital
North West

Team Brief

Monday 3 August 2020

How are you doing?

We know that many people may have found leaving the Nightingale, returning to work or starting a new role challenging.

It is important that you recognise this – and give yourself time to reflect on your Nightingale journey and readjust.

Our wellbeing support is available throughout Standby. Please make sure to visit the Staff Hub to familiarise yourself with what is on offer and don't hesitate to get in touch.

Current situation

The Executive Team continues to meet regularly to review our readiness to reactivate .Our Reactivation Report is being submitted to NHS England/Improvement and Manchester University NHS Foundation Trust. In summary, the report outlines that we remain ready to reactivate with seven days notice. Demand across the North West has not yet triggered the need. The report will be produced monthly.

Any decision to reactivate will be made by regional NHS England/Improvement based on the needs of the system and its ability to manage demand.

In the meantime, the hospital site is being maintained by estates and facilities colleagues from the NHS, Interserve and G4S.

All access passes have been deactivated. If you still require access, please email Mirjana.Liptrott@mft.nhs.uk.

Staff Pulse Survey feedback

We were really pleased that over 100 colleagues completed the survey (around 22% of our team) and shared their experience of working at the Nightingale with us.

You told us that the Nightingale has a **strong set of values** and there was real **compassion** for our patients.

You also recognised our commitment to staff **health and wellbeing** and felt we had an **inclusive** culture.

You felt that we strived to treat everybody with **respect** and you had a really clear sense of **belonging**.

You also felt this was a place for **innovative** practice.

Staff Pulse Survey feedback (2)

There are also areas where you told us we could do better.

Many of you said you would like to see a **more comprehensive role-specific induction**.

You felt that our senior leaders need to be more **accessible**.

You also said that those colleagues who joined the team later on, often had a **different experience**.

We also know that experiences differed across our teams and professions.

We are in the process of reviewing all of the survey feedback, along with what you told us in the debriefing sessions; to help improve the way we work should we need to reactivate.

Staff Pulse Survey feedback (3)

In the meantime, there are a number of actions we are already committed to taking as a result of your feedback should we reactivate:

1. Introduction of a full MDT induction that will include theoretical and practical hands on training to prepare clinical staff for working at Nightingale.
2. Improving the accessibility of our clinical leadership and executive team, especially in the red zone, including making the most of our weekly team briefs
3. Improving the way the whole MDT works together, with team building support to help create a strong sense of team

We will be running a **further Staff Pulse Survey next month**; to check in with you, how you are feeling and your readiness for reactivation, should we be needed. It would be really helpful if everyone could take a few minutes to complete the survey when it opens.



Nightingale Hospital
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Report on the provision of clinical care to the patient population at the NHS Nightingale Hospital North West

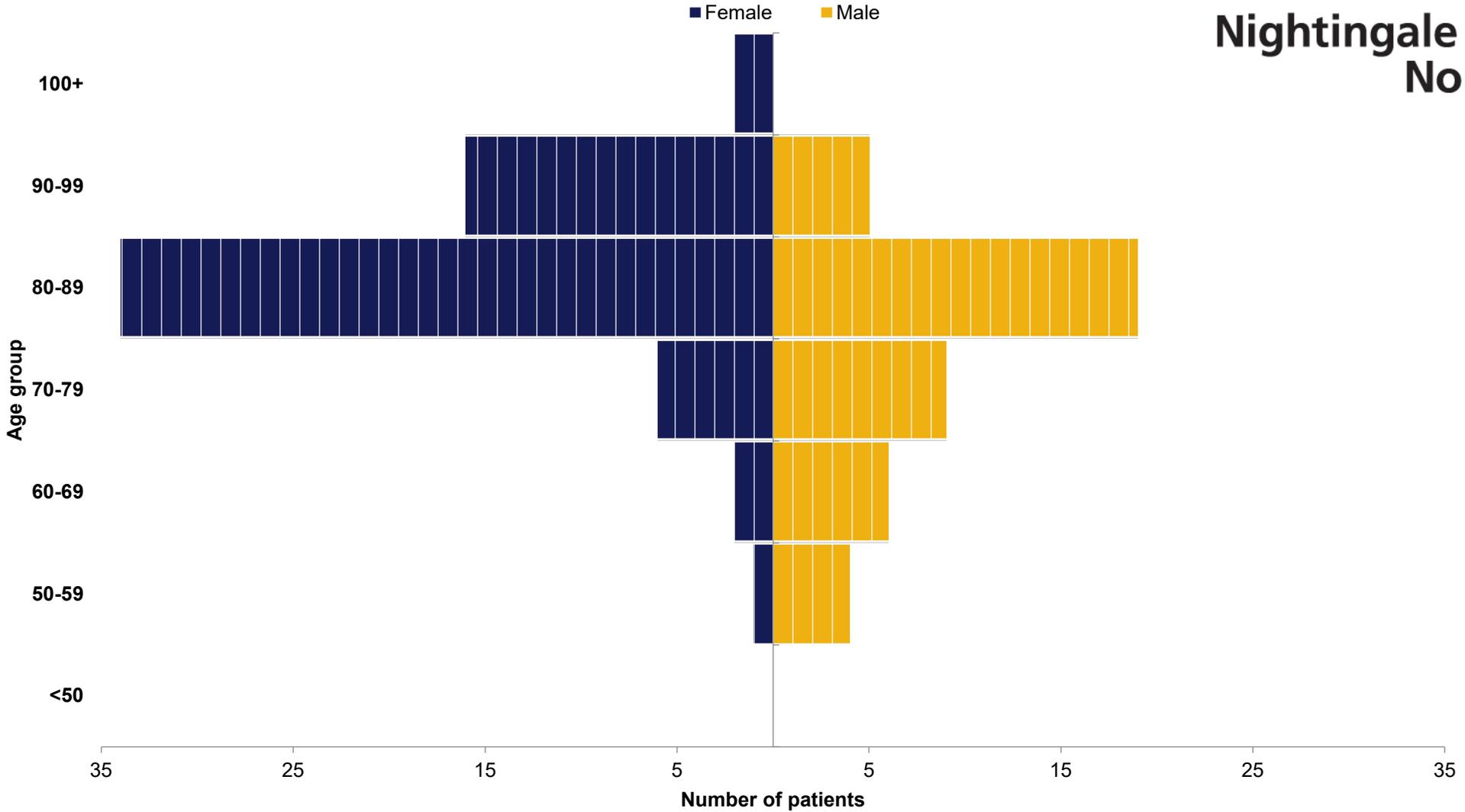
Professor Tony Redmond

Our 104 patients were the frail elderly

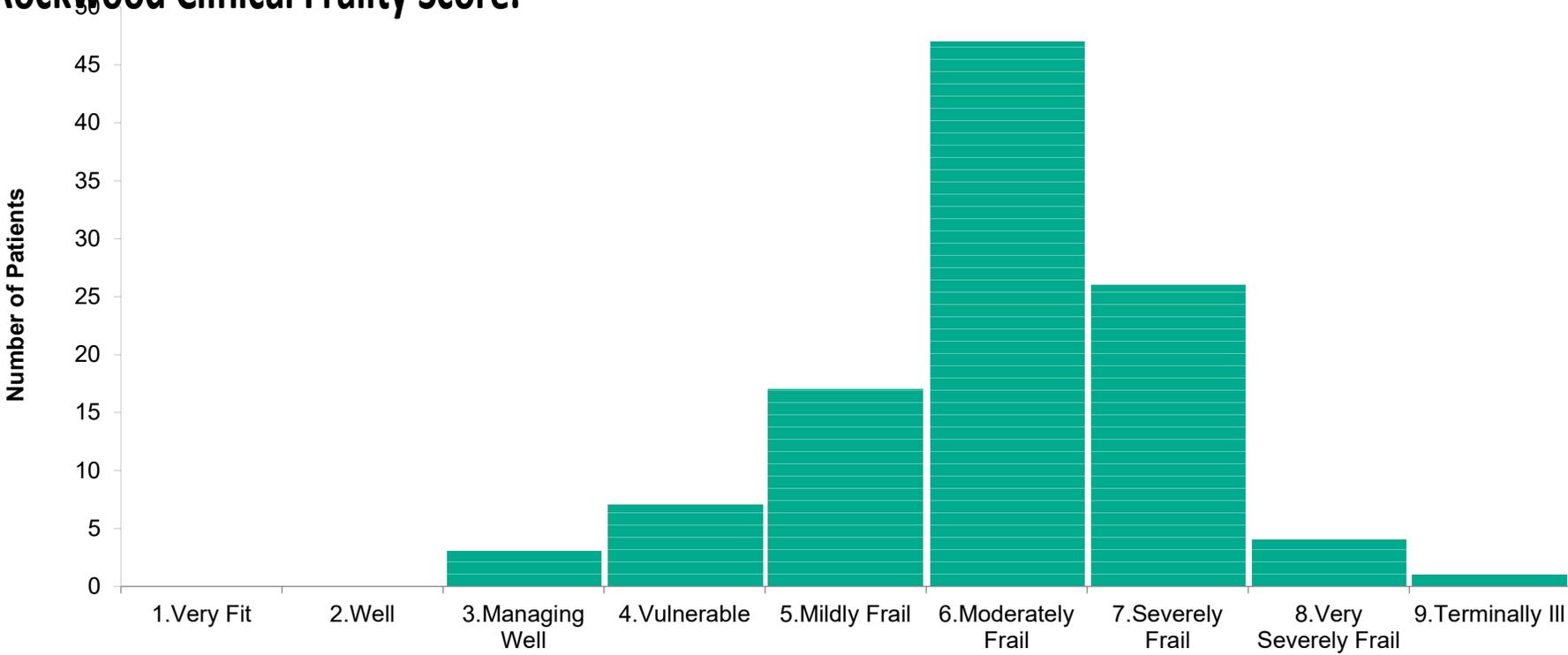
The median age of admitted patients was 85 years,

Ranged from 50 to 100

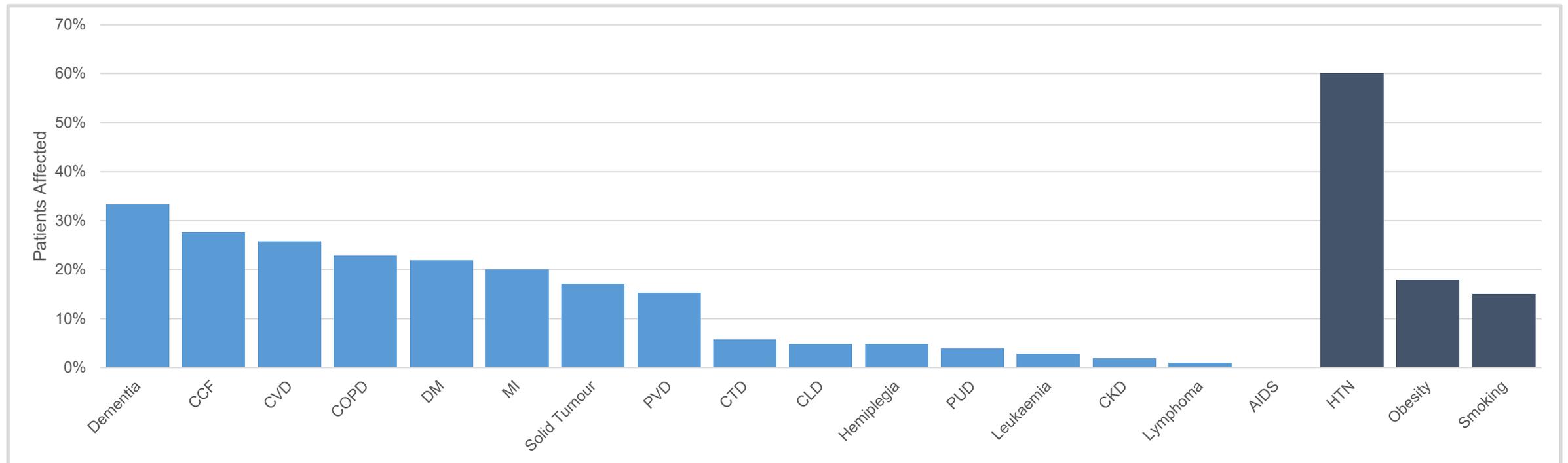
61 (58%) were female and 44 (42%) were male



Rockwood Clinical Frailty Score.



Many had other illnesses



Achievements

- It created a buffer zone for the NHS in the northwest.
- A workforce of healthcare professionals was successfully recruited, trained and deployed in weeks, and remain available to buffer the regional response if the facility is reactivated.
- The framework for a rapid build emergency hospital infrastructure has been established and successfully trialled.
- This experience has increased the emergency preparedness and resilience of the NHS locally, regionally and nationally, and enhanced its capacity and speed of response, should a similar crisis emerge in the future.



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Thankfully, due to the initial success of lockdown, only a fraction of the bed capacity of NNW was utilised.

Due to the doubling of regional critical care capacity in anticipation of the pandemic, the additional need from acute trusts was found to be not for step down respiratory care but for the medical care and rehabilitation of a cohort of very frail elderly patients.

By meeting their needs with compassion and multidisciplinary expertise, we have demonstrated that we can provide safe and effective care to a complex and vulnerable population.

In doing so, we have also made nursing homes, community care, and families safer from the on-going threat of infection.

We stand ready to adapt and respond to the changing demands of the pandemic.

Sharing your stories

- We know many colleagues have been asked to share their experiences of working at the Nightingale – and we really welcome the opportunity to share the good practice we developed here.
- Please make sure to get in touch with the Communications Team so they can obtain approval for any articles/blogs etc – they can also help share them with our team through the newsletter and on our Staff Hub. You can email them on communications@nwnightingale@nhs.net.

Keeping you updated in standby

We want to keep you updated on all developments during the standby period.

Unless you have indicated otherwise, you will continue to receive:

- Our e-newsletter Nightingale News on a regular basis (frequency will be reduced during standby).
- An invitation to Team Brief (virtual only) - which will be held monthly
- An invitation to complete our Staff Pulse Survey (issued later in August)
- Access to the Staff Hub: nhsnightingalepeople.co.uk/nw

Please remember to inform workforce.nwnightingale@nhs.net if your contact information changes.



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Eid Mubarak to all colleagues who have been celebrating over the weekend.