

Deputy Chief Executive CONNECTS



Dear Colleague,

05/05/2021

This is my first time writing an issue as Deputy Chief Executive so thank you very much for taking the time out of your busy days to read what I have to say. I have to begin by noting the positive news that Wales has taken the step from COVID-19 Alert Level 4 to Alert Level 3. As we see COVID-19 restrictions begin to ease we must take a moment to recognise that this is only possible due to the diligence of everyone who has followed the guidance to date. It is also down to the incredible effort of the vaccination teams who have been working tirelessly to protect us. As of yesterday, Wales was leading the UK on the rollout of first doses with an incredible 59.1% of its population having received at least one COVID-19 vaccine. Further, 30% of our population has received a second dose: an amazing effort.

As part of our Covid vaccination campaign we are now inviting people aged 18-29 to attend our Mass Vaccination Centres to receive their first dose of the Pfizer vaccine. This milestone is a huge testament to the work of our Mass Vaccination Teams, our GP Practices, Community Pharmacies and volunteers who have supported each other to deliver this programme. By the end of this week our Mobile Teams will have finished the second doses for our housebound patients, and we are working on further clinics to vaccinate the homeless population.

Our Bayside Mass Vaccination Centre has now become a dual site so is able to deliver both the Oxford AstraZeneca vaccine and the Pfizer vaccine.

However, it's crucial that these efforts do not go to waste; we must continue to follow the regulations as set out by Welsh Government, which include maintaining social distancing, wearing a mask in all indoor public places, and regular hand washing. Although it feels as though the pandemic is subsiding, it is by no means over. You may have seen over the weekend that the Prime Minister Boris Johnson speculated that social distancing may be scrapped in June but I must ask on behalf of all of my colleagues who have given so much to look after patients throughout the pandemic that you continue to follow social distancing regulations as per Welsh Government regulations until it is safe not to do so.

Do not forget that the Senedd elections take place tomorrow and that we are still in the pre-election period. If you plan to vote in person, please ensure that you do so safely, by wearing a face covering inside your polling station, sanitising your hands, maintaining social distancing and importantly by bringing your own pen or pencil.

Dr Stuart Walker
Deputy Chief Executive

COVID-19 in India

Looking at the COVID-19 situation globally, it is clear that we are seeing a humanitarian crisis in India. This is a terrible tragedy and, as a Health Board, we are in discussion about what we can do to support India. We are also extremely mindful that we have a large proportion of staff who are of Indian origin to whom my thoughts go out, and with whom I am sure you will join me in standing in solidarity. We are looking at what we can put in place to support staff members who have friends and family in India. The Health Board draws its strength from the fact that we are a global community and we will do everything we can to support members of our community in their times of need.

We have begun working with the British Association of Physicians of Indian Origin (BAPIO) who have set up a peer support group in Wales and a cohort of 18 clinicians has already been trained. They can therefore provide pastoral support to staff who have had relatives or close friends affected by the pandemic.

Their close association with the Hindu temple, mosques, and churches also enable them to help with the spiritual dimension as needed. The peer support group is not a professional group, but more of a friendly, sharing, unburdening, and spiritual type of support. The email to reach out for this support is bapiowales100@gmail.com

Internally, we are arranging some drop-in sessions across the UHB over the next few weeks, where staff and managers can come together to talk, ask questions or simply just have a few minutes space away from it all. Details of the first two sessions taking place next week are below:

- Wednesday, 12th May- 1pm to 5pm - Jubilee Courtyard Staff Haven (opposite Aroma and Radiology), UHW
- Thursday, 13th May - 1pm to 5pm - Staff Haven, UHL

Finally, I am incredibly proud to say that the Health Board has identified around £160,000-worth of equipment which we will be providing to support the pandemic efforts in India.

A thank you to our midwifery teams

Wednesday 5th May is International Day of the Midwife. I'd like to thank all of our midwifery colleagues for the exceptional work they've put into supporting expectant mothers over the past year.

During 2020, our staff delivered 2683 girls and 2699 boys. This included 71 sets of twins and one set of triplets.

Our biggest baby was 4980g (10lbs 15oz), and our smallest was 480g (1lb 1oz).

It has been especially difficult with visiting restricted. Our midwives have been an immense support to all the families affected by this, and we hugely appreciate their passion and resilience in this challenging time.

Congratulations to Rachel Gidman, our new Executive Director of People and Culture

I would like to extend my sincere congratulations to Rachel Gidman, who was appointed on Friday as our new Executive Director of People and Culture. Rachel has been in this role in an interim capacity since the departure of Martin Driscoll earlier this year and I am delighted that she will now be taking it up on a permanent basis.

Rachel trained as nurse in Cardiff and qualified in 1994. Most of her nursing career was in the cardiology directorate where eventually became a Cardiac Rehabilitation Sister. In 2011, she was appointed as Head of Nurse Education before taking up the role of Head of Learning, Education and Development in 2014.

Rachel has always had a passion for people and culture, which became the focus of her role when she was appointed as the Assistant Director of Organisational Development (OD) in 2018. During her time in this position, she successfully led and designed OD transformation programmes of work in tandem with the Health Board's ten-year strategy Shaping our Future Well-being, which included Amplify 2025, championing the Equality, Diversity and Inclusion agenda as well as the Welsh Language, and leading on the Health Board's staff health and well-being work, attaining a platinum level Corporate Health Standard.

As part of the COVID-19 response, Rachel led the Dragon's Heart Hospital workforce, including workforce planning, operational human resources, staff training and well-being provisions. She was also instrumental in capturing the organisational learning from COVID-19 and was one of the leads in the development of the UHB's COVID-19 Learning Report.

Rachel has more plans to continue to invest in our workforce and the workforce of the future through innovative new programmes of work, including a digital showcase for training and development following on from Amplify2025 which took place prior to the pandemic. I am looking forward to working alongside her in this endeavour and seeing how this work progresses and the difference it will make to our staff across the health system. I hope that we can replicate Rachel's remarkable career progression with as many staff members as possible through programmes such as Amplify2025 and the Dragon's Heart Institute.



Stumping up for trees

You may have seen in a previous issue that Cardiff and Vale UHB recently became a member of Global Green and Healthy Hospitals, a vibrant and growing international community of hospitals, health systems, healthcare facilities and health organisations dedicated to reducing the health sector's ecological footprint and improving public and environmental health

I was therefore delighted to see the news that colleagues from our Critical Care Unit are planting 1,000 trees near Crickhowell to offset the carbon emissions created by the machinery on their wards and create a lasting memorial Woodland to the staff working through, and the patients who were lost due to, the COVID-19 Pandemic.

The BBC interviewed Dr Jack Parry-Jones and Dr Craig Spencer from our critical care unit, and Kate Beavan from Stump up for Trees about the project, [which you can watch here](#).



Buzzing about No Mow May

Cardiff and Vale University Health Board is also supporting [Plantlife's No Mow May](#), a national initiative which aims to protect our pollinators. As well as our hospital sites, the Health Board is responsible for a number of community health centres, many of which have green spaces that are usually kept mown. For the whole of May, however, these lawns will be left to flourish and provide pollinators with the nectar they need. It emphasises Cardiff and Vale UHB's move towards finding a more comprehensive way to look at health, which takes into account our environment including those busy pollinators.

Declining bee and pollinator health and populations are increasingly a cause for concern in the UK and globally.

Cardiff & Vale WellBeeing Project is a bee garden established in the orchard at University Hospital Llandough with landscape design and planting of specific flowers designed to enable local researchers to test for antibacterial compounds in honey that kill antibiotic resistant hospital superbugs such as MRSA. We have hives onsite at UHW and UHL, one of which produced 50 jars of honey last year.

The long-term project will develop native Welsh wild flowers and bees to enhance biodiversity and the benefits of the UHB's green spaces with regards to patient physical and mental health. It aligns with the Welsh Government Action plan for pollinators.

With No Mow May, we are further embracing the intent that everything we do must have a positive impact, and being proactive as a health board. As a result, from now until June our mowers will stay in their sheds, giving our wild flowers and pollinators an opportunity to bloom.

Employee Wellbeing

Our Employee Wellbeing Service's programme for May is now available, and this month focuses on Mental Health. Read tips on ways you can support your mental health, see this month's programme of wellbeing workshops and view information about further support on the [staff intranet](#), or on the go via the [StaffConnect app](#).

You can contact the employee wellbeing service on 02920 744465, or by emailing employee.wellbeing@wales.nhs.uk.



Apply for the EU Settlement Scheme

We're proud to be a diverse organization, and we are made stronger by this diversity. Our talented workforce also includes a large proportion of staff from the EU whose contributions are integral to the fantastic work that happens throughout the Health Board every day, and our growth as an organisation. We want all of our staff to be confident that they have secure, vibrant and fulfilling futures here with us, which is equally true for colleagues from the European Union. The EU settlement scheme is an important step towards achieving that, so I encourage staff from the EU to please take time to submit your application for the scheme, before the 30th June 2021 deadline.

The scheme allows you and your family members to get the immigration status you need to continue to live, work and study in the UK beyond 30 June 2021 and continue to be eligible for public services. There is a lot of information and assistance available to help you through the process.

You can apply and find out more information at: www.gov.uk/eusettlementscheme

For any support or assistance in applying for the EU settlement scheme, you can get in touch with a trained advisor at Newfields Law free of charge on 02921690049, via info@newfieldslaw.com or [via their website](#).

I would also urge staff members to ensure their nationality details are up to date on the ESR so we can contact you soon as possible with any important updates about the settlement scheme. [Find information on updating your nationality in ESR here, including a step-by-step guide.](#)

Genomics Showcase 2021 (Virtual Event)

The Genomics Showcase is a fantastic opportunity to network with health professionals, researchers industry and members of the public. There will also be discussions on the role that genomics plays in wider precision medicine agenda for Wales. If you are interested genomics and would love to learn more about the exciting role it plays in delivering healthcare outcomes for Wales don't miss the first ever Genomics Showcase 2021.

- Date: Friday 14th May
- Time: 10am- 7pm

To learn more or to register visit:
<https://genomicspartnership.wales/genomicshowcase2021/>



Food Vale launches Good Food Movement video starring local pupils

Food Vale, the Vale of Glamorgan's sustainable food partnership from Cardiff and Vale University Hospital Board, has launched a new video. It is part of the Sustainable Food Places programme led by the Soil Association, Food Matters and Sustain: The Alliance For Better Food And Farming, in addition to linking into our Move More Eat Well plan.

The 2.5-minute video has been created in collaboration with Barry school children, and promotes the Good Food Movement in the Vale, as well as introducing the Food Vale Charter.

The Charter comprises three key priorities:

- A good meal for everyone every day
- Thriving independent food businesses which are supported and valued
- Think global, eat local

The film, which was funded by a National Lottery Awards for All grant, stars children from Oak Field Primary School, Ysgol Gymraeg Gwaun Y Nant and Pencoedtre High School, all urging us to eat seasonal food produced locally, reduce food waste and get involved in local food projects.

You can [view the video here](#), visit the [Food Vale website](#) for more information, or search #ValeGoodFoodMovement on social media to get involved.



Feedback for the Breast Centre

Last week, we received excellent feedback from a patient for staff at the Breast Centre, which I would like to share with you below:

"I would like to thank the physios and staff at Llandough Breast Centre for the amazing transformation that they have helped me to achieve over the last six months, with regards to being able to move my arm following surgery.

"I tried to follow the online advice but nothing can beat interacting with other breast cancer patients and having physios like Tor, Nat, and Rose at your disposal online 4 days a week, and 5 when the pool re opens!

"Their firm encouraging attitude has also done wonders for my mental health which really deteriorated after my cancer diagnosis and got worse when mixed in with COVID.

"Their programs have enabled me to nurse again, and now I am able to scrub up in theatre as well as returning back to my army nursing post in the reserve with adapted duties.

"Miss Satherley and Annette the Breast care nurse have also turned my life around with advice and a date for re-symmetry and risk reduction surgery.

"After almost three years of worry I have finally found a team that I feel are there for me. I was heading to a very dark place but the girls have turned me around. I will try my very best to help others as they have helped me.

"Keep up the good work you're inspirational. I could never have conquered these limitations without you. Without this service I don't know where I would be."

Other News and Events

PROP Appeal Newsletter

The latest edition of the Prop Newsletter is out, [read about what has been happening during the past year here.](#)

Annie's Coastal Path Challenge

[The amazing Annie is inspiring her friends and family to take on the Wales Coastal Path to raise funds for The Breast Centre Appeal and City Hospice](#)

Staff Lottery Superdraw

The £5,000 Staff Lottery SuperDraw is taking place on Friday 25th June 2021 – [sign up by May 31st 2021 to be in with a chance of winning.](#)

Health Charity supports International Day of the Midwife

Cardiff & Vale Health Charity is proud to support our Midwifery team on International Day of the Midwife. [Read more about how we help and support our Midwifery team to deliver the best care for women and their babies here.](#)

Our Health Meadow

There's only one week left to [have your say on Our Health Meadow.](#)

New Hearth Gallery Exhibition

The Hearth Gallery is delighted to announce our new exhibition, [Connections: an exploration of Creativity, Nature and Identity,](#) which is a showcase of artwork and creativity produced within a recent collaborative art project between University students and patients at hospital.