

**UNIVERSITY HOSPITALS BIRMINGHAM NHS FOUNDATION TRUST  
COUNCIL OF GOVERNORS  
WEDNESDAY 24 FEBRUARY 2021**

<b>Title:</b>	<b>COVID-19 – STAFF HEALTH &amp; WELLBEING</b>
<b>Responsible Director:</b>	<b>Lisa Stalley-Green, Executive Chief Nurse</b>
<b>Contact:</b>	<b>Lisa Stalley-Green, Executive Chief Nurse, Ext: 14332</b>

<b>Purpose:</b>	To present an update to the COUNCIL OF GOVERNORS
<b>Confidentiality Level &amp; Reason:</b>	NoneBoard
<b>Board Assurance Framework Ref: / Strategy Implementation Plan Ref:</b>	BAF - SR1/19 - Prolonged and/or substantial failure to deliver standards of nursing care  SIP - #3 Provide the highest quality of care to patients through a comprehensive quality improvement programme
<b>Key Issues Summary:</b>	<ul style="list-style-type: none"> <li>• Staff have been working in extra-ordinary pressure for a year and achieved so much.</li> <li>• Multiple demands and changes have impacted on all staff across the Trust.</li> <li>• Investment has been secured from NHSE.</li> <li>• The Trust is clear on the need for rest and renewal.</li> </ul>
<b>Recommendations:</b>	The COUNCIL OF GOVERNORS is asked to receive and discuss the content of the report.

<b>Signed:</b> Lisa Stalley-Green	<b>Date:</b> 15 FEBRUARY 2021
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**WEDNESDAY 24 FEBRUARY 2021**

**COVID-19 – STAFF HEALTH & WELLBEING**

**PRESENTED BY CHIEF NURSE**

**1. Introduction and Executive Summary**

Trust staff have worked through the Covid-19 Pandemic for a year now. Staff are experiencing and developing a wide range of physical and psychological symptoms from the experience of this work, they are, to varying degrees, tired, exhausted and stressed, some feel guilty, wounded and some resentful.

When they have used up all of their reserves they can get sick, they may experience mental health problems and many will want to leave or retire.

There will be huge numbers of people waiting for treatment, but the context will be reduced staff numbers through sickness, exhaustion and the 'moral injury' of not being able to provide the care they wanted to.

There should not be a return to 'business as usual'. Don Berwick, visiting fellow at the Kings Fund talks about shaping a 'new normal' as without a physically and psychologically safe and healthy workforce, excellent health care is not possible.

The first imperative is giving staff the space and time to recover, for some that may be as simple as the team being back together in their speciality area. There is a need for breathing space, it will take months rather than days or weeks. We need leaders to think creatively, be courageous and persistent to implement enlightened practices to retain and sustain a healthy, caring and compassionate workforce. Support for leaders is also important as they have had to contend with relentless pressures in recent months, and have had to prioritise and respond with little recognition beyond the Trust.

The second imperative will be to seek to transform the way health and social care are delivered, demand will be unrelenting given the backlog, continuing Covid and the wider mental health problems that have developed over the last year.

The Pandemic has accelerated innovation and system working and this needs to continue. Our staff have core needs at work, where all of these are met staff thrive in a culture of compassion and innovation which starts to reset the challenges ahead and improve care for patients. These needs include:

Autonomy: The need to have control over one's life, and be able to act consistently with one's values.

Belonging: The need to be connected to, cared for by, and caring of colleagues, and to feel valued, respected and supported.

Contribution: The need to experience effectiveness in work and deliver valued outcomes.

## **2. Recommendation**

The Council of Governors is asked to **RECEIVE** and **DISCUSS** the content of the report.

**LISA STALLEY-GREEN**  
**CHIEF NURSE**  
**15<sup>th</sup> February 2021**

