

Rosie Pastan.

FAREHAM/GOSPORT DIVISION HODS MEETING

Held on 30 May 1996 at St X and GWMH

Present

ST X

| | | |
|-------------------|------------------|-------------------|
| Barbara Robinson | Barbara Robinson | Maria Lowman |
| Sue Hutchings | Isobel Evans | Sue Proudfoot |
| Jeff Stanbridge | Sue Hutchings | Eileen Kettlewell |
| Teresa Dunne | Anne Stewart | Shelagh Joines |
| Pauline Sandifer | Betty Chandler | Joan Lock |
| Michelle Coleborn | Gill Hindson | |
| Allison Davidson | Anne Honey | |
| Louise Salt | Jerry Clasby | |
| Colin Campbell | Ian Latimer | |
| | | |

GWMH

- 1 APOLOGIES ST X Mike Sharpe, GWMH Rosemary Paxton, Geoff Saunders
 - Welcome to Maria Lowman, Clinical Manager, Phoenix Day Hospital Sue Hutchings, Co-ordinator, Small Hospitals
- 2 **INFORMATION EXCHANGE** Discussed and distributed
- 3 TRUST BUSINESS PLAN Distributed. Relevant parts as follows;-

Review of Performance 95/96 pages 6,7,+ 8 Looking Forward to 96/97 pages 22 + 23

- 4 **TRUST AWARDS** The Trust will make awards annually to individuals or groups for:
 - a) **People Matter -** an award given for achieving significant benefits for clients and patients
 - b) **Pounds Matter** an award given for achieving financial savings or generating income
 - c) Partnerships Matter an award given for implementing partnerships arrangements with other Agencies or carers.

- d) **Performance Matters -** an award given for improvements in effectiveness in people management, delivery of service, quality etc
- 5 **LOCAL COMPLAINTS PROCEDURE** Bob Smith/Bill Hooper will be holding training sessions for Co-ordinators during June/July.
- 6 **CONTROL OF INFECTION** Estates are arranging for a manual to be available on each site. To be kept in library, upstairs staff room, ST X, Duty Sisters Office GWMH.
- 7 **CLINICAL WASTE** Random audit on Clinical Waste to be conducted by Peter Tierney on 6 + 7 June 96. Staff to add to Induction Checklist.
- 8 **BANK AGENCY ARRANGEMENTS** Small working group to meet on 19 June 96 to review contract arrangements for Trust.
- 9 **JOINT NEGOTIATING COMMITTEE (JNC)** require a representative from each Division to discuss and agree with the Unions such issues as:-
 - Management of staff
 - Policy on Openness
- OUTPATIENTS The Health Authority wish to know of any new clinics that are set up and to be assured that National or local Standards are followed. Inform Barbara Hall who will act as the link.
- 11 **FIRE LECTURES** These should be booked twice a year and ensure all staff attend annually.
- 12 **PERSONNEL** Owing to ill health personnel are very stretched. Staff are asked to have understanding and patience. Suggestion that Personnel give a brief on when to contact Personnel and when to ask own Line Manger.

13 NHS EXECUTIVE INFORMATION

- a) Face to Face Contacts Community this has been revised to include proxy contacts.
- b) Out-Patient Attendance Consultant during a Consultant Episode Hospital Provider. Changes made to definition and description - information passed to Betty Chandler
- MAINLINE AMBULANCE SERVICE many complaints received from Clinical Managers. BR to write to Julie O'Neil at Trust Central Office.
- 15 **INPATIENT SURVEY** Leaflet designed at GWMH for Wards and OPD. To be undertaken in June and December for each Ward, Day Hospitals, OPD, Minor Injuries. Week beginning 17 June 96, 16 December 96 to be returned to Rosemary Paxton

16 FUND RAISING WITHIN HOSPITALS

- a) May advertise charitable events
- b) Raffles for other organisations will not be permitted
- c) Selling of books, clothes etc as long as a % is given to Hospital
- d) Staff wishing to raise money for other causes may do so on a personal basis only.
- e) Have a fund raising committee at St X
- 17 **PERSONNEL SUPPORT MEETINGS-** to be held quarterly for Service Manager and Co-ordinators who will give information to HODS.
- 18 **TRAINING** for front line staff ie receptionists and secretaries for dealing with difficult customers. Possible other staff would benefit from training.
- 19 **Invitation to HMS Sultan** on Friday 28 June 96 at 18.30 20.00. Joan Lock and Barbara Robinson to attend

20 SUPPORT SERVICE MANAGER ITEMS

a) ST CHRISTOPHERS

- To revise security on top floor
- Shannon now has coded lock on courtyard door. Positive comments from relatives re the security
- Jeff now working full time and has taken on responsibility for day to day management of Admin and Clerical staff at Sylvan OPD.
- Mediguard HODS asked to audit their departments on a monthly basis and give to Jeff. Jeff to feedback to Mediguard.

GWMH

- **Keys** - safe keeping no set procedures. HODS requested to write out procedure;-

Who is responsible
Who has access
How are they accessed
What security arrangements

19 June 96 code to staff entrance will change. Staff to contact Head of Department for new number.

21 CATERING ITEMS

a) St Christopher's

- Meals on Wheels going well
- Recruitment three offers made for Catering Assistants
- I.O.U. staff must not abuse this privilege and should only use this system in "Out of Hours"
- Best wishes to Diane Dukes who is moving to Bristol
- Staff have requested a price list for food and snacks

b) GWMH

 Complaints from staff over lack of food at weekends - however staff are able to order food

22 **ABSENCE STATISTICS - distributed**

23 NVQ Assessor Awards gained by

Michelle Coleborn

Louise Salt

Maria Lowman

Congratulations to these members of staff who have worked very hard to obtain these awards.

24 ANY OTHER BUSINESS

- a) No Social Work attachment for GWMH
- b) Frequency of Handling, Resus update. Confirmed as an annual requirement
- c) Advertisements Staff have concerns about the way advertisements are being worded, eg Dolphin's did not have the name of the Hospital or the Unit. BR to talk to Personnel
- d) Betty Chandler 11 June 96 Computer Manager from Acute Unit to bring OPD on line.

Case note tracking - visiting new Medical records at QAH with some staff members.

Dolphin Day staff have had training to access pathology on the computer and have found it very helpful

- e) Water Jugs collection should be by domestic staff not by nursing staff.
- f) Door from Phoenix Day Hospital to Dryad is kept locked to stop patients wandering. It is a Fire Exit from Dryad and can be unlocked.
- g) Pay Scales concern over having to judge which increment new staff start on BR to talk to Personnel

25 CLINICAL ITEMS

- a) NVQ
- b) Documentation Package at ST X. Care Planning
- c) Bed Blocking
- d) PEG Guidelines from Stroke Forum to be produced
- e) Prevention of Pressure Sores Assessment by trained nurse can be done visually within 24 hours and be documented in 2 days
- f) Linda Maw has achieved conversion to RGN Congratulations
- g) Health of the Nation Forum Michelle Coleborn to join group on 18 July 10.30 Divisional Offices
- h) Support for those who are supervising Sue Hutchings reiterated her support. Requested monthly reflective practice with Sue.
- 26 **A.O.B. EMH -** Locked boxes for carriage of medicines and sharps containers

27 DATE AND TIME OF NEXT MEETING

- July 25th 1996

9.00 ST X

12.15 GWMH





INFORMATION EXCHANGE MAIN POINTS

Name of Manager responsible Name of group, eg. ward/team

Tony Horne O.M.G.

Organisational level Unit/Division/Locality/Department/Team

| MAIN POINTS | COMMENTS AT MEETING |
|--|---------------------|
| 1 PERFORMANCE | |
| 1.1 1995/96 Activity | |
| The end of year returns showed overall 1.98% over performance on the value of our contracted activity with the Health Commission. We are anticipating an additional non-recurring payment to reflect this. Significant areas of over achievement included: | |
| - Childrens Services - Substance Misuse Services - Elderly (Medicine) - Family Planning - Palliative Care - Learning Disabilities - O.T Physiotherapy | |
| Thanks to everyone for the efforts in achieving a very satisfactory year end position. | |

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| | |
| 1.2 Trust Publishes 1996/97 Business Plan | |
| Over the next few weeks, copies of the Trust's 1996/97 Business Plan will be made widely available as we publish our plans and objectives for our services over the next 12 months. | |
| This is the third annual business plan produced by the Trust and it is intended primarily as a working document setting out what we wish to achieve in the forthcoming year. It has two main purposes: | |
| review performance and achievement of plans to provide a clear framework to guide our activities and priorities in the current financial year | |
| This year there are also two summary versions of the Business Plan, designed to reach a wider audience. One is a summary leaflet, the other is an e-mail 'screen slide-show' summary of the plan. | |
| If you wish to see a copy of the full or summary plans, please contact your manager. | |

MAIN POINTS

COMMENTS AT MEETING

2 DEVELOPMENT

2.1 Learning Disability Services - New Arrangements

New management arrangements for the Learning Disability Services will be implemented from 1 June 1996. Services will be divided into the Social Care/Residential Division and the Specialist Learning Disability Service.

The revised organisational arrangements marks the beginning of the creation of distinct services and further work is still needed to achieve the disentanglement of services.

The Specialist Health Care function will be managed by Diane Wilson and the Social Care element by Gavin Wright.

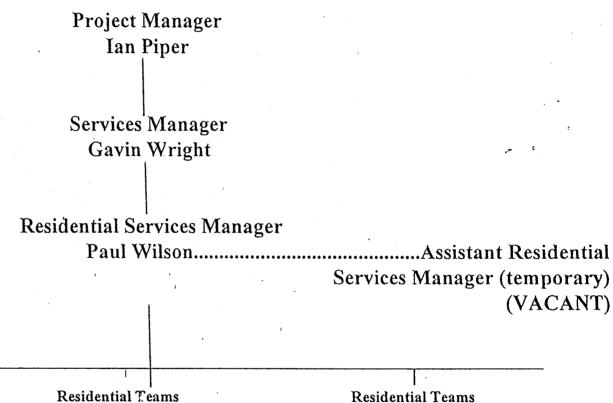
The Specialist Health Care Service will be responsible for providing Community Nursing Teams and Challenging Behaviour Support Teams in each locality. The residential component of this service is yet to be fully defined, however from 1 June 1996 Tamarine, Thomas Parr, Redclyffe Bungalows and the proposed Sarisbury Green Bungalows will be managed by the Specialist Health Care Service Division.

The Social Care Division will be responsible for providing residential care, in all of the existing Learning Disability houses, and the new developments resulting from the Coldeast Closure. In the long term it is envisaged that the Social Care Division will be purchased directly by Social Services.

Interim management structures are attached.

| MAIN POINTS | COMMENTS AT MEETING . |
|---|-----------------------|
| 3 QUALITY | |
| 3.1 Health & Safety Executive Visit (18/6/96-21/6/96) | |
| We are due to receive our first health and safety inspection visit by the Health & Safety Executive between 18 and 21 June 1996. | |
| The aim of the visit is to: | , |
| • Check that health and safety management arrangements are in place | |
| • Monitor how specific responsibilities/risks are being dealt with (eg. Fire Safety; Manual Handling; COSHH; Security) | |
| We will be visited by a team of 3 people - who will be talking to managers, health and safety representatives and other staff (see timetable for visit attached). | |
| At the end of the visit the HSE will provide a written report, including any follow up action they would want the Trust to pursue. | |
| | |

SOCIAL CARE DIVISION - PROPOSED STRUCTURE



Residential Teams

MENTAL HEALTH & LEARNING DISABILITY SPECIALIST SERVICES DIVISION

PORTSMOUTH **HealthCare** TRUST

SPECIALIST HEALTH SERVICES FOR PEOPLE WITH LEARNING DISABILITIES

. 88:10 **HEAD OF SERVICE** Diane Wilson LEAD CONSULTANT Dr Sunita Ratnam COMMUNITY **CHALLENGING BEHAVIOUR** RESIDENTIAL NURSE CONSULTANT SUPPORT TEAM SERVICES OFFICE **ADMINISTRATION** MANAGER CLINICAL MANAGER COORDINATOR Ged Kearney **PSYCHOLOGIST** Nigel Cross Mike Drake THOMAS PARR HOUSE Vacant Vacant COMMUNITY REDCLYFFE **NURSING TEAMS** CHALLENGING -Fareham/Gosport -Portsmouth City **TAMERINE** -Havant/Petersfield 급 -Fareham/Gosport SARISBURY GREEN BUNGALOWS -Havant/Petersfield STAFF DEVELOPMENT ANY OTHER **DESIGNATED NHS BEDS**

MANAGER

BEHAVIOUR

-Portsmouth

TEAMS

TIMETABLE FOR HEALTH AND SAFETY EXECUTIVE VISIT 18-21 JUNE 1996

| H.S.E. Team | | ETABLE FOR HEALTH AND | JOAFEII | EXECUTIVE VISIT 18-21 | JUNE 199 | 96 |
|---|--------------------------------------|---|------------------------------------|--|-------------------------------|--|
| Dates | | H.S.E "A" | | H.S.E, "B" | | .H.S.E. "C" |
| TUESDAY PM | 0930-1100 1130-1230 Man | Introduction and Presentation to Dir Introduction and Presentation to Un agement of Health & Safety | ectors, Mana ion/Health ar | nd Safety Reps. | Offic | in Trust Central e Meeting Room |
| 18th JUNE (Based: T.C.O Meeting Room) | 1300-1400 1400-1500 | Helen Bowers Pam Grosvenor | | Estates Peter Tierney and Estates Department | 1400-1500 1545-1645 | Occupational Health Occupational Health Dept. and Richard Sawyer, CH Margaret Jay, HHC |
| WEDNESDAY PM | 0900-0945 1030-1130 1245-1345 | Assessments and Action Plans Tony Horne and Max Millett, SJH Lorna Green and Julie Jones, SJH Bill Hooper, SCH | 0830-0930 1130-1230 District | Violence/Aggression Paula Turvey & Lindy Thorpe, LRHC Bob Smith, his office, SJH Nurses/Health Visitors Group | 0900-1100 1130-1230 | COSHH Alan Jones, HHC |
| 19th JUNE (Based: Coffee Lounge, SJH) | 1530-1630 | SCH/Health & Safety Cmte Meeting Annie Coulson, SCH Manual Handling | 1400 | Meeting - City Distict Nurses & Health Visitors Teaching Room, LRHC Innagement Interviews | District N | Meeting - Havant |
| THURSDAY | 0900-1030 1100-1200 Site Visit | Handling Review Group, QAH Nicky Pendleton, Maureen Mills & Jan Peach to Elderly Medicine Wards, QAH | 1030-1130 | Neil Stubbs at SJH | 0900-1030 1100-1200 | Management Jean Compton, SJH Amanda Leigh, SJH |
| 20th JUNE (Based: Committee Rm) | Site Visits: | St James' Hospital Wards Community Houses | 1400-1530 1530-1630 | Rob Gondelle at Fair Oak House, SJH Janice Romer, Committee Room | Community I Disability Ser | LMental Health and Learning rvices Teams Group Meeting |
| FRIDAY PM | 0945-1045 1045-1145 | Diane Wilson, Coldeast Alistair Macnaughton, Coldeast | 1200-1300 | Gavin Wright, SJH | 0830-0930 | June Salter, SJH |
| 21st JUNE (Based: T.C.O. Meeting Room | 1400-1600 | DE-BRIEFING SESSION - T.C.O. | . MEETING | ROOM, ST JAMES' HOSPITAL | | • |

For Key to venues/sites and details of Job Titles/Bases/Divisions please see overleaf

| | L/ED/ |
|------|---------------------------|
| | KEY |
| | |
| HHC | Havant Health Centre |
| SJH | St James' Hospital |
| LRHC | Lake Road Health Centre |
| NPC | Northern Parade Clinic |
| SCH | St Christophers' Hospital |
| QAH | Queen Alexandra Hospital |
| TCO | Trust Central Office |
| CH | Coldeast Hospital |

DETAILS OF TITLES, BASES/DIVISIONS

Helen Bowers, Risk Adviser, Trust Central Office Pam Grosvenor, Quality Director, Trust Central Office Peter Tierney, Estates Manager, Estates Department, St James' Hospital Richard Sawyer, Occupational Health Doctor, St James Margaret Jay, Chief Podiatrist, Civic Offices, Havant Tony Horne. Operational Director, Trust Central Office Max Millett. Chief Executive. Trust Central Office Lorna Green, Business Manager, Trust Central Office Julie Jones, Assistant Business Manager, Trust Central Office Paula Turvey, General Manager, Portsmouth City, Northern Parade Clinic Lindy Thorpe, Service Manager, Portsmouth City, Lake Road Health Centre Bob Smith, Organisational and Staff Development Manager, St James' Hospital. Alan Jones, District Dental Adviser, Havant Health Centre Aileen Macnaughton, Service Manager, Portsmouth City, Northern Parade Clinic Bill Hooper, General Manager, Fareham/Gosport, St Christophers' Hospital Annie Coulson, Service Manager, Fareham/Gosport, St Christophers' Hospital Nicky Pendleton, General Manager, Department of Medicine for Elderly People, Queen Alexandra Maureen Mills, Personnel Manager, Department of Medicine for Elderly People, Queen Alexandra Jan Peach, Service Manager, Department of Medicine for Elderly People, St Mary's Hospital Neil Stubbs, General Manager, Havant/Petersfield, Civic Offices, Havant Jean Compton, Catering Adviser, Trust Central Office Amanda Leigh, Service Manager, Long Stay Hospitals Division, St James' Hospital Rob Gondelle, Senior Nurse, Fair Oak Unit, St James' Hospital

Diane Wilson, Assistant General Manager, Mental Health and Learning Disability Specialist Service Alistair Machaughton, General Manager, Mental Health and Learning Disability Specialist Service

Janice Romer, Service Manager, Portsmouth City, Northern Parade Clinic

Gavin Wright, Social Care Manager, Coldeast Hospital June Salter, Domestic Adviser, Trust Central Office





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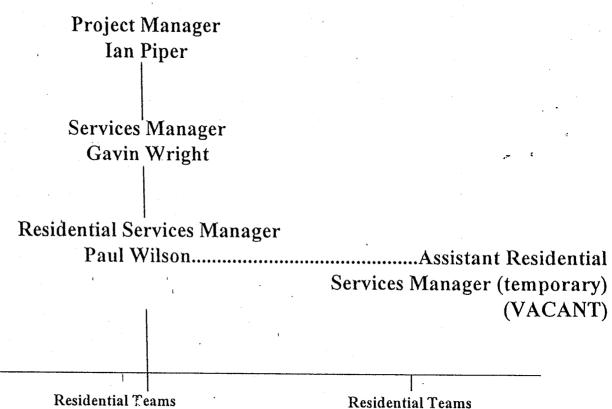
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Appendix 1

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13:58

CENTRAL

OFFICE

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SPECIALIST HEALTH SERVICES FOR PEOPLE WITH LEARNING DISABILITIES

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Ged Kearney

SUPPORT TEAM

MANAGER

THOMAS PARR HOUSE

CHALLENGING BEHAVIOUR

CHALLENGING BEHAVIOUR **TEAMS** -Fareham/Gosport ·Portsmouth

-Havant/Petersfield

COMMUNITY **NURSING TEAMS**

-Fareham/Gosport -Portsmouth City -Havant/Petersfield

COMMUNITY

NURSE

MANAGER

Nigel Cross

STAFF DEVELOPMENT

Mike Drake

REDCLYFFE

TAMERINE

SARISBURY GREEN BUNGALOWS

ANY OTHER **DESIGNATED NHS BEDS** **ADMINISTRATION** COORDINATOR

Vacant

Vacant

TIMETABLE FOR HEALTH AND SAFETY EXECUTIVE VISIT 18-21 JUNE 1996

| H.S.E. Team Dates | | METABLE FOR HEALTH AN H.S.E "A" | | | TOORE 19 | 30 |
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June Salter, Domestic Adviser, Trust Central Office



INFORMATION EXCHANGE MAIN POINTS - 28th May 1996

DIVISIONAL EXCHANGE

Name of Manager responsible: Mr W

Mr W M Hooper, General Manager, Organisational level

Name of group eg, Ward/Team Fareham/Gosport Unit/Division/Locality/Department/Team

MAIN POINTS

1. Personnel Changes Update

Welcome to Sue Hutchings, Gosport War Memorial Hospital/St Christopher's Hospital Co-ordinator, who joined the Division on 20th May 1996 and is undertaking her Induction Programme.

Louise Sprinks, Senior Occupational Therapist Rehabilitation, based in the Mansion, Coldeast Hospital covering Adult Mental Health and Community Services who joined the Division on 7th May 1996.

Mike Townson, Chief Podiatrist will be completing his final six month secondment to Information Services until the end of September 1996.

Bob Pullen, Project Co-ordinator, Primary Care is now based at St Christopher's Hospital, Fareham, 01329 286321 - Ext 240.

COMMENTS AT MEETING

MAIN POINTS

Sue Frogley, Senior Nurse Clinical Audit will be based at Coldeast Mansion from 4.6.96 - Tel No: 01489 574241.

Nigel Cross and the Gosport & Fareham Resource Centre, Coldeast Mansion will be transferring to the newly formed Social and Long Stay Divisions which will take effect from 1st June 1996.

Please also refer to Appendix 1 attached.

2. Retirement

The Divisional Team send *Mrs Isobel Evans, Hospital Manager Gosport War Memorial Hospital*, their "Best Wishes in her Retirement" which becomes effective on 31st May 1996.

3. New Buildings Completion

The Meadows 30 Bed Acute AMH Unit and Rivendale 14 Bed Rehabilitation Unit AMH, successfully transferred patients on 18th and 19th May 1996 to the new Units

COMMENTS AT MEETING

MAIN POINTS

This completes the current Capital Programme within the Division and a special "Well Done" to all the staff from both departments and the Administration Department that transferred to the Mansion, Coldeast Hospital, for all their hard work in a very successful transfer of patients and staff from Knowle to the Coldeast site.

Special thanks to the Catering Department who opened the new kitchen on time.

4. Community Dental Service Audit - 1996

The above Audits which have again been organised by *Chris Marshall, Senior Dental Officer Gosport Health Centre.* Visits to all Dental Clinics across the Trust will be carried out by Senior Managers, Health Commission representatives and Senior Dental Officers who will be participating in the Audit process.

COMMENTS AT MEETING

MAIN POINTS

5. Ride to Work

A final gentle reminder from Nick Torlot/Barbara Higgins and the Team that the Ride to Work Week commences on *5th June* 1996.

6. Health & Safety Executive Visit

Confirmation that the Health & Safety Executive will be visiting the Trust in the week commencing 17th June 1996 and the Gosport & Fareham Team visit will be on 19th June 1996 to discuss the current Divisional Action Plan, Risk Assessments and discuss any issues with Staff Representatives.

A programme of Trust visits will be available in June.

7. St Christopher's Hospital - Kitchen

Congratulations to the staff who have been given by Fareham Borough Council Environmental Health Officers and the Dietitians, the **HEARTBEAT AWARD** for their catering standards and meal service.

COMMENTS AT MEETING

MAIN POINTS

Senior Nurse Child Protection

Effective from 20th May 1996, Elizabeth Emms has been appointed to this role.

Elizabeth will be meeting staff across the Division to clarify her role within Gosport & Fareham. All correspondence regarding Child Protection should be sent to Rosemary Robertson, Secretary at Divisional Offices, St Christopher's Hospital, Fareham.

Elizabeth can be contacted by pager as follows:-

Dial:

01399 1133

Give Pager Number: 01399 733184.