



The VAST Programme Cheshire and Mersey Report Findings

NW PCC SiC LTV ODN

(North West Paediatric Critical Care, Surgery in Children & Long Term Ventilation Operational Delivery Network)

What is the ODN?

An ODN is an Operational Delivery Network that were established in April 2013, following the publication of the NHS England Strategy 'Developing Operational Delivery Networks: The Way Forward'.

They cover specialised services which span geographical areas where patient pathways often flow across a number of service interdependencies and organisations.

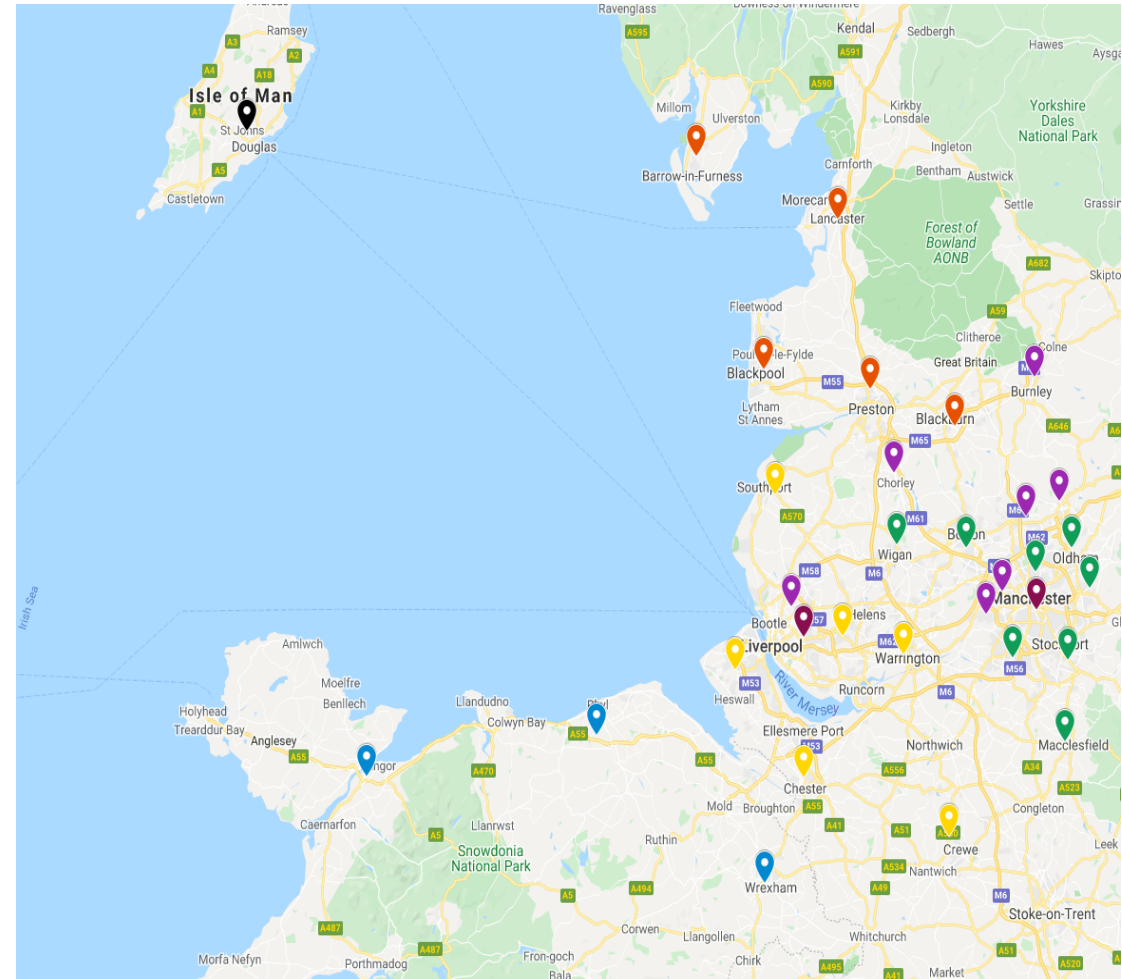
The North West Paediatric Critical Care, Surgery in Children, Long Term Ventilation Operational Delivery Network (NW PCC SiC LTV ODN) aims to provide impartial clinical advice and expertise to all providers and commissioners across the North West of England

The NW PCC SiC LTV ODN serves a population of circa 7.3 million of which approximately there are 1.5 million children under the age of 16 years old covering an area of 14,165 km.



Where?

- Tertiary Centers & District General Hospitals:
- Cheshire & Merseyside
- Greater Manchester
- Lancashire & South Cumbria
- North Wales & the Isle of Man.
- Covering 25 + 8 Hospitals
- 17 Trusts



What is the VAST Programme?

- Valuing All Staff Together (VAST) commissioned by HEE
- Reflect on the impact on staff wellbeing, following their experiences during COVID-19 & RSV surge and the following Winter Pressures within paediatric areas.
- All Staff: clinical and non-clinical staff working within paediatric services during COVID-19 and Winter RSV Surge
- Growing & Training our future workforce to make the NHS the best place to work.



Covid-19 & Respiratory Surge

- April 2020, 79% reduction of paediatric referrals into hospitals
- Paediatric staff moved to support adult services
- Winter 2021, ↑47% of paediatric referrals on top of predictable winter pressures
- Significant increase in CYP presenting with emotional health & well being concerns
- CYP services had Increased staff sickness
 - Isolation, exhaustion, infection & stress of redeployment



The VAST Programme Process

- Stakeholders engagement – All Staff Groups in Paediatric Services
- Questionnaires (August/September)
- Focus groups / Interviews – discussion about recurring themes
- Write a report
- Develop training resources & programmes

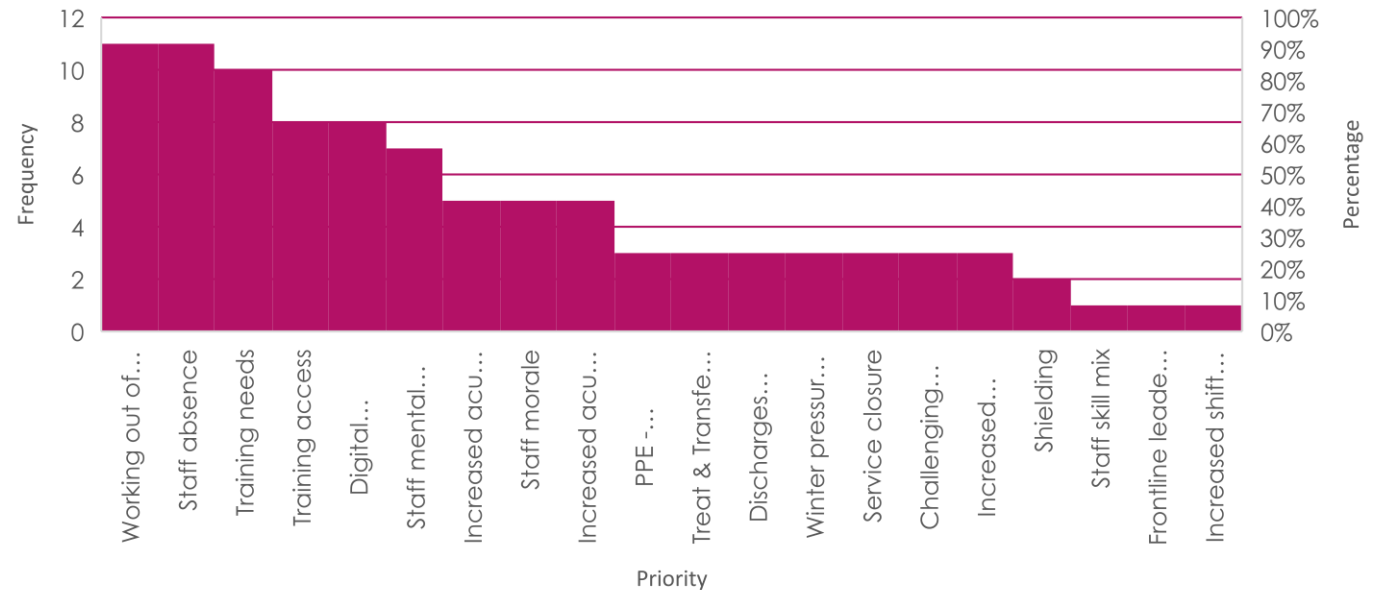
Survey Building

Following stakeholders' engagement, we devised a pareto chart that indicated what the priority areas were.

These are the areas concentrated on when devising the questions for the survey

- Working out of Area
- Staff Absence
- Training needs & training access
- Digital technology
- Staff emotional health & Wellbeing and Morale
- Increased acuity of patients (emotional health & well being)
- Increased acuity of patients (physical health)

VAST Priority Area Pareto Graph



Survey Results

642
respondents
throughout
North West &
North Wales
Region

- 308 Greater Manchester
- 151 Cheshire & Merseyside
- 108 Lancashire & South Cumbria
- 81 North Wales
- 3 Isle of Man
- 1 Not stated

Mixture of
professions

- 364 Nurses
- 73 Doctors
- 72 Admin staff
- 68 Healthcare Assistants
- 47 Allied Health Professionals
- 21 Other



The poster features the ODN SiC LTV NORTHWEST PCC logo at the top left and the NHS logo at the top right. The main title 'VAST' is in large white letters on a blue background, with the subtitle 'Valuing All Staff Together Survey' below it. The poster is divided into several colored sections: a purple section with the survey question 'Do you want to share your experience of working through COVID and winter surges within paediatrics?', an orange section with 'Do you want your experiences to be valued?', a green section with 'If so, complete the questionnaire and help make a change for the future.' and a QR code, a blue section with 'Learn from the past, Share the present, Prepare for the future', and an orange section with 'There is a £100 love to shop voucher prize to win if survey is completed.' The bottom of the poster has a blue background with a graphic of stylized figures and buildings.

ODN SiC
LTV
NORTHWEST PCC

NHS

VAST

Valuing All Staff Together
Survey

Do you want to share your experience of working through COVID and winter surges within paediatrics?

Do you want your experiences to be valued?

If so, complete the questionnaire and help make a change for the future.



Learn from the past,
Share the present,
Prepare for the future

There is a £100 love to shop voucher prize to win if survey is completed.

Staff Absence

Impact of Staff Absence

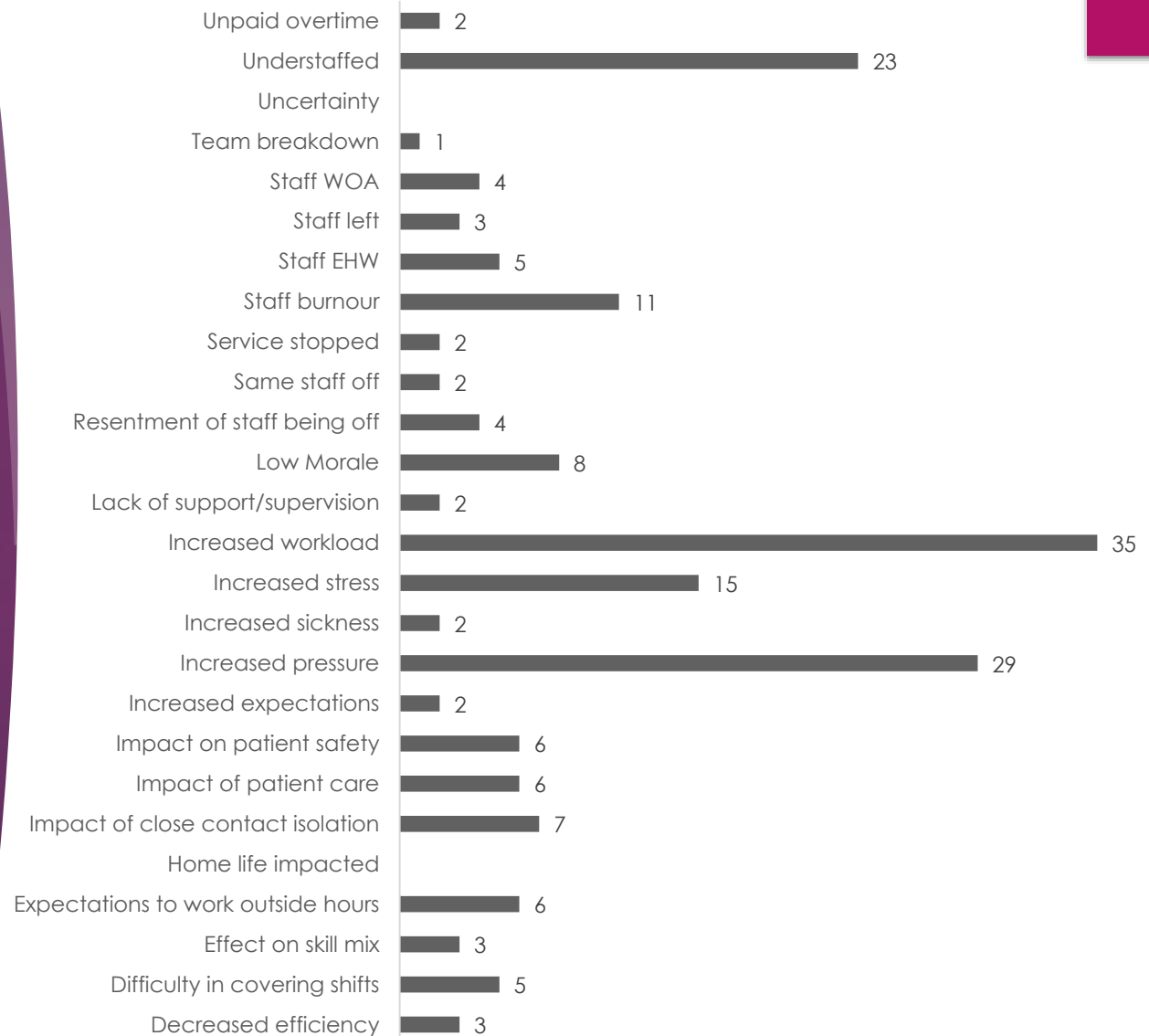
- Negative impact
- Negative impact on patients
- Retention
- Staff EHW
- Team & Management
- Work/life balance

Perceptions of Staff

- Resentment of staff being off
- Same staff being off

Cheshire & Merseyside Responses

CHESHIRE & MERSEYSIDE RESPONSES TO STAFF ABSENCE



Training Needs & Access

Impact on Training

- Changes to training
- Effects on training
- Negative impact to online training
- Positive impact to online training

Training Needs

- Responding to training needs
- Specific training needs
- Training variations

Support & Access

- Expectation to complete training outside of workplace
- Expectation to complete training in own time

Cheshire & Merseyside Responses

CHESHIRE & MERSEYSIDE RESPONSES TO TRAINING NEEDS & ACCESS



Training and development courses impacted

Training and development type	Percentage of staff affected
All training types	70%
Mandatory training	48%
Continuing professional development	39%
Other training/study days	24%
Conferences	7%
Pre/Post-registration training	3%

Digital Technology

Accessibility

- Positive/Negative Impact

Communication

- Positive/Negative Impact

Education

- Positive/Negative Impact

Impact on Patients

- Positive/Negative Impact

Service Impact

- Service Changes / Continuity

Staff EHW

- Positive/negative social interaction

Virtual Technology

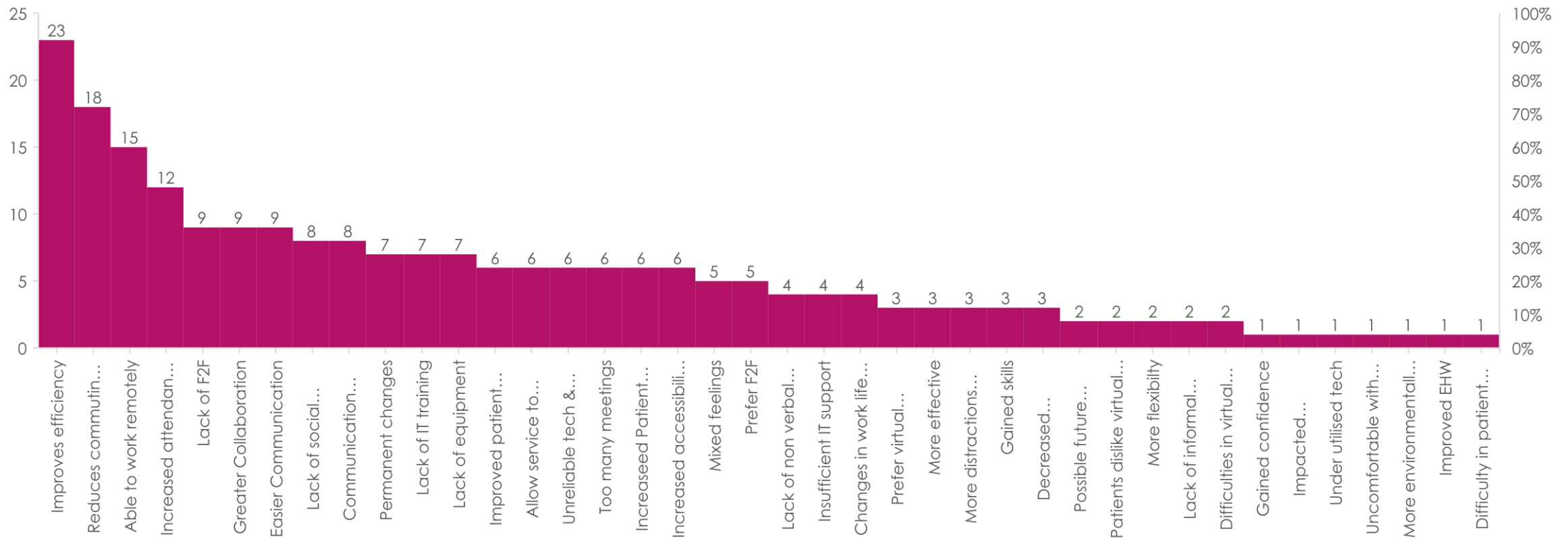
- Positive/Negative Impact

Technology Difficulties

- Equipment resources
- Negative experience of technology

Cheshire & Merseyside Responses

CHESHIRE & MERSEYSIDE RESPONSES TO DIGITAL & TECHNOLOGY



Staff Emotional Health & Well-being & Morale

Covid-19 Risk

- Negative Covid-19 Perception

Impact On Staff

- Lasting Impact
- Negative emotional impact
- Positive/Negative impact
- Positive remote working
- Impact on life

Support & Recognition

- Lack of EHW
- Lack of support & recognition
- Positive/negative support & recognition

Team Impact

- Negative team Impact
- Perceptions of absence
- Team Development

Morale Boosting Improvements



TEAM MEETINGS

WALKAROUNDS / VISITS

RECRUITMENT

SOCIAL EVENTS

WELL-BEING CHAMPIONS

TEAM BUILDING

EHW SUPPORT

AWARDS / RECOGNITION

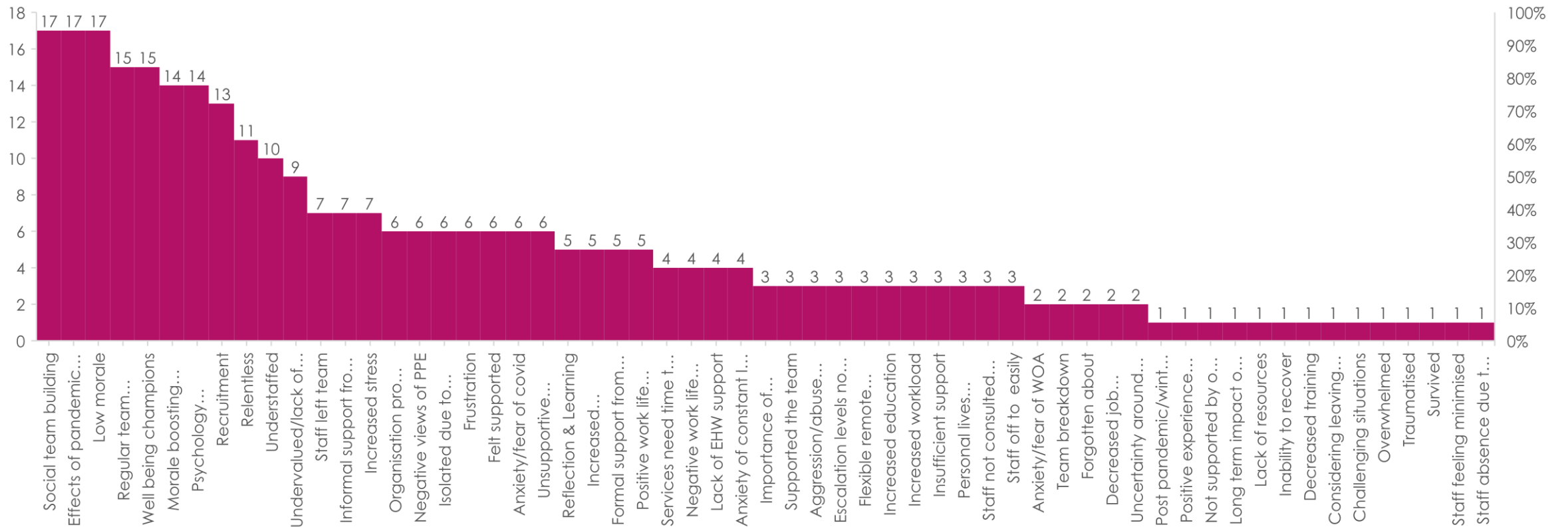
CAKES & TREATS

POSITIVITY BOARDS

PEER SUPPORT

Cheshire & Merseyside Responses

CHESHIRE & MERSEYSIDE RESPONSES TO STAFF EMOTIONAL HEALTH & WELL-BEING



Increased Acuity of Patients (EHW)

Effects on staff

- Effects on staffs own emotional health & well being caring for more patients with emotional health & well being needs

Increased Patients

- More patients presenting with self harm
- More patients presenting with anxiety
- More patients presenting with tics

Being Unprepared

- Specialist staff
- Inappropriate placement
- Under resourced
- Team support
- Training need

Preparation required for staff to support CYP

Basic/essential emotional health and wellbeing training

Specialist emotional health and wellbeing support

Escalation/de-escalation management training

How to access/navigate services

Eating disorder training

Awareness of signposting for support

Communication training

Easier access to emotional health and wellbeing services

Face to face emotional health and wellbeing training

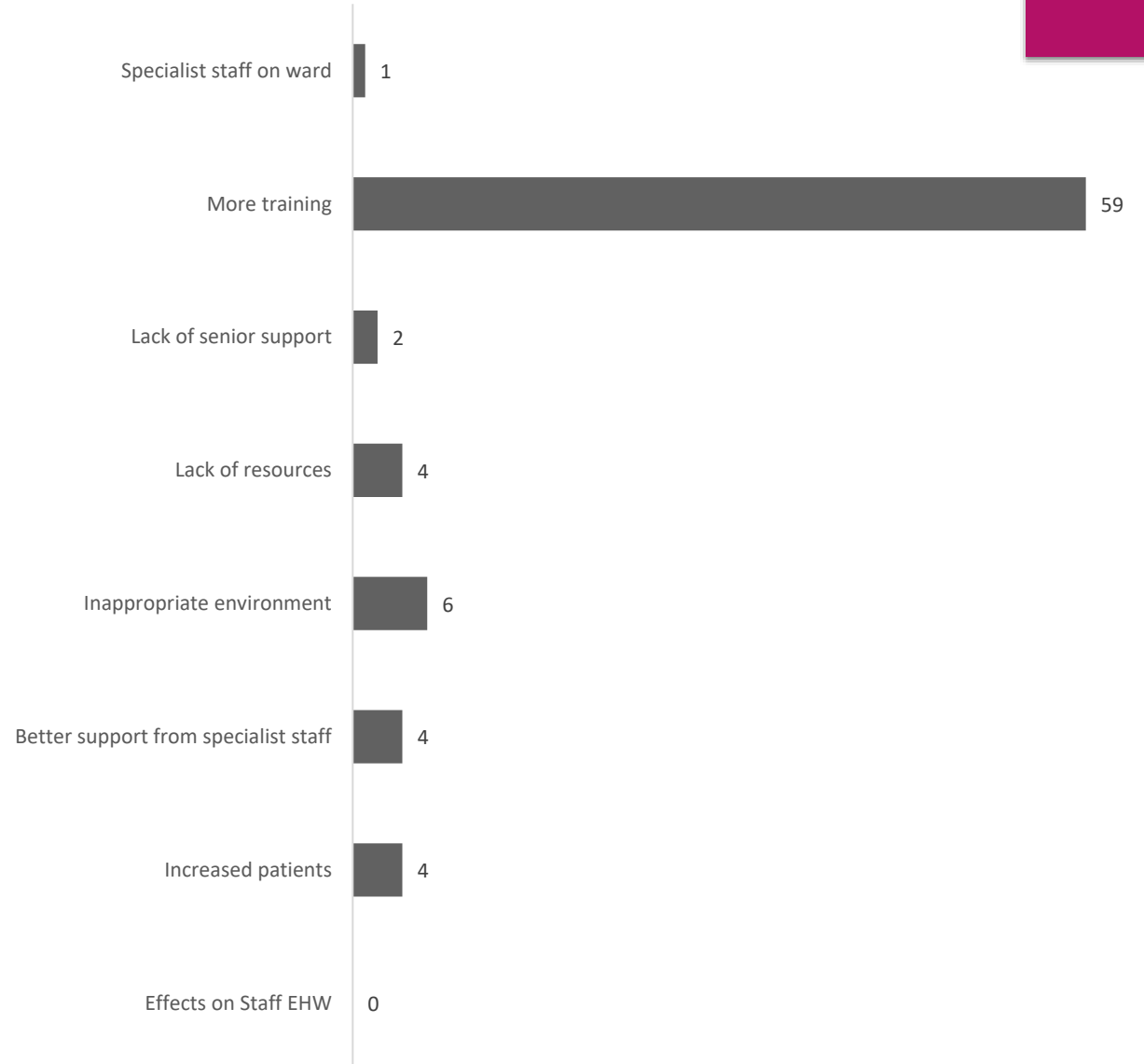
Increased resources

Training/support from mental health nurses

What staff
identified
to support
CYP with
EHW

Cheshire & Merseyside Responses

CHESHIRE & MERSEYSIDE RESPONSES FOR EHW ACUITY



Increased Acuity of Patients (physical)

Effects of increase acuity

- Ratios Impacted

Being Unprepared

- Under resourced
- Lack of competence

Perceived preparation needed to care for higher acuity CYP

Sufficient equipment/resources

Equipment training

PIMS-TS management

Intubation/ventilation management training

Non-invasive respiratory support (includes both HFNC and NIV) training

Safe staff numbers

More skilled/experienced staff

Training to care for paediatric patients

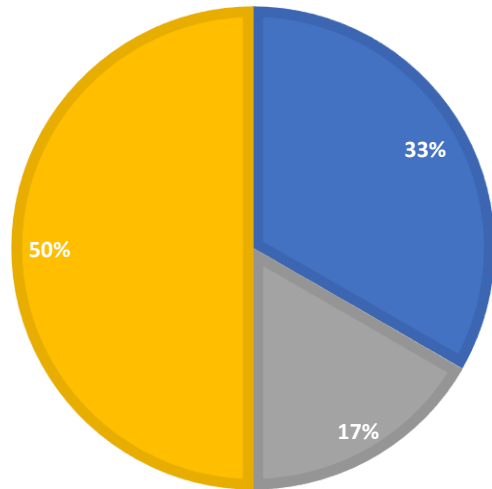
PCC Level 2 care training

What staff identified to care for CYP with higher acuity

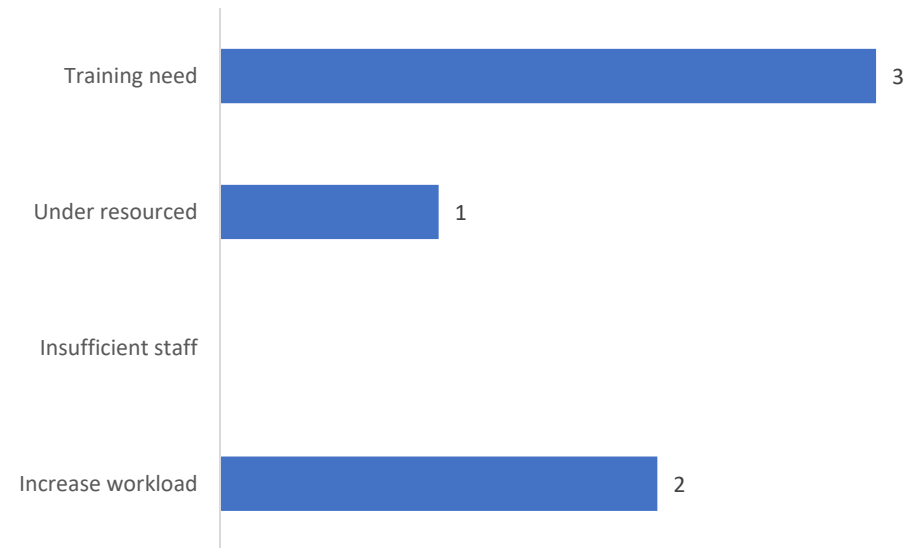
Cheshire & Merseyside Responses

CHESHIRE & MERSEYSIDE RESPNSSES TO PHYSICAL HEALTH ACUITY

■ Increase workload ■ Insufficient staff ■ Under resourced ■ Training need



Cheshire & Merseyside responses to Physical Health Acuity



Recommended Training & Development Solutions



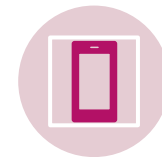
Support provisions of
PICC across ODN
footprint



Appropriately trained
staff for CYP with EHW



Services continue for
essential training &
development



Digital technology has a
positive impact



Managers & leaders are
confident in supporting
staff with EHW



Positive recognition &
support

Well being Resources



[Practitioner Health](#)

Practitioner Health is a free, confidential NHS primary care mental health and addiction service with expertise in treating health & care professionals.



[Nurses, Midwives & Healthcare Support Workers - ShinyMind](#)

ShinyMind is an evidence-based, proven mental health and wellbeing app, co-created with the NHS



[Home - Doctors in Distress - Support For Healthcare Workers \(doctors-in-distress.org.uk\)](#)

Doctors in Distress provides mental health support for all health workers across the UK through confidential facilitated peer support groups.



[Your wellbeing \(bma.org.uk\)](#)

We have a range of services and information to help support you. Our counselling service is open 24/7 to all doctors and medical students - by telephone and in person. It's confidential and free of charge.



[Member Support Services | Royal College of Nursing \(rcn.org.uk\)](#)

As an RCN member, you can get free, confidential advice, representation and support on a range of issues that affect you at home and at work.

Wellbeing videos

[Webinar 3: Bereavement - What has Changed? - YouTube](https://www.youtube.com/watch?v=HBB4xjBu4IE) - <https://www.youtube.com/watch?v=HBB4xjBu4IE>

[How do we relax and recharge? - YouTube](https://www.youtube.com/watch?v=A7IDjGIE3y8) - <https://www.youtube.com/watch?v=A7IDjGIE3y8>

How does the VAST project benefit your work place?



Decrease staff sickness



Improve retention of staff



Make your staff feel valued



Shape future learning



Any
Questions?