

DHCFT's Roadmap out of lockdown



Derbyshire Healthcare
NHS Foundation Trust



Stage 3:
November
2021 onwards



Stage 2:
July to
October 2021



Stage 1:
April to
June 2021





DHCFT's Roadmap out of lockdown - stage 1 (April to June 2021)



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Capacity draining
activities continue
to be stepped
down or
paused



Priority #1
areas for
increasing
focus



People First
and team
resilience



Annual Quality priorities throughout:
Focus on sexual safety; Reducing violence and restrictive
practice; Learning from COVID-19



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People First and team resilience means

- Planning and taking leave
- Celebration, and awards ceremony
- Commemoration and remembrance
- Teams supported to meet together safely to agree what have we learnt and what do we want for the future
- Individual health and wellbeing plans refreshed for all colleagues (Review Risk Assessments, lateral flow tests and vaccine up-take)
- CEO/Director Team engagement sessions recommence
- Deliver team goals – training and restorative supervision
- Virtual Non Executive Director engagement visits commence
- Staff networks to stand back up properly
- Virtual meetings agreements at organisational and team level – revitalise benefits /behaviours.





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PAUSE- keep stood down...

- Reduced clinical governance until June for example COATS remain stood down
- Maintain and not improve waiting lists/ times
- Delayed go live for P2 Older Adults OnEPR from April/May
- Cultural intelligence programme
- Full appraisal process
- Quality visits programme, clinical strategy and wider Quality Improvement
- We will gradually reduce Serious Incident backlog but this will not be fully achieved
- Reduced contractual requirements and CQUINs
- No traditional cost improvement programme but will commence preparations for system driven efficiency requirement from Q2 onwards





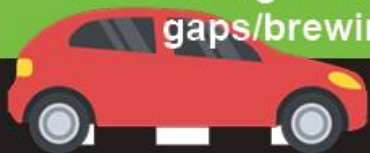
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Priority#1 Stepping up

- Completing outstanding CQC Actions
- Review operational policy - what do we want to change?
- Community Mental Health and Specialised - planning and implementing community mental health work
- Children's – plan service investments in Crisis Services
- Older Adults - Older Adults System One goes live on 7 June
- Background scan for any governance gaps/brewing problems
- Acute Care – contribute, innovate and design new service model for PICU and Acute wards.
- Achieve core standards – physical healthcare
- Recruitment drive to fill as many current and known vacancies – flexible as the norm though
- Maximise/secure the technology gain – ensure no drift back
- Transformation team back in role to support massive transformation agenda and team agreements on technological gains





DHCFT's Roadmap out of lockdown - stage 2 (June to October 2021)



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Continued actions to ensure safety of patients and colleagues during ongoing pandemic



Priority #2 areas for focus



Transforming how we work



Annual Quality priorities throughout:
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How we work – due to increasing rates of COVID-19 in our local communities, we need to:

- Practise social distancing and wear face masks/coverings in all buildings
- Continue current working arrangements (remote working where possible)
- Go 'meeting lite' – reduce the number and length of meetings (1 hour max.)
- Regularly take lateral flow tests
- Use MS Teams and Attend Anywhere for meetings – no face-to-face meetings indoors unless clinically indicated
- Pause training except PSTS, ILS and PBLs
- Deliver COVID-19 booster and flu vaccination programmes.

If community transmission rates in Derbyshire start to exceed 250 per 100,000 population, we will need to:

- Review visiting on our wards
- Review home visiting for community teams

If we have more than 70 staff away from work for COVID-related reasons, we will need to:

- Review service priorities
- Review the need for redeployment.





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Transforming how we work - during quarter 2 we will:

- Continue to engage with colleagues to agree a framework for how we work
- Embed a learning culture, taking a 'lessons learned' approach to COVID and learning from our best practice
- Continue to support colleagues health and wellbeing, ensuring regular conversations take place and that we continue to update and review our health risk assessments
- Implement improvements to reduce violence for our people
- Continue OnEPR programme with revised schedule for phases 3 and 4
- Cascade a Cultural Intelligence programme through leadership teams
- Refresh our Quality Improvement Strategy to help teams to make improvements and evaluate them
- Ensure projects are in place so that we can continue to provide services efficiently and cost-effectively.





DHCFT's Roadmap out of lockdown - stage 3 (October 2021 onwards)



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All teams
operating to their
specifications or
requirements
via new models
of delivery



Priority #2
areas for
focus



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- All teams operating to their specifications or requirements via new models of delivery
- Full focus on Team DHCFT and JUCD Strategy delivery
- Continue to support colleagues health and wellbeing, ensuring regular conversations take place and that we continue to update and review our health risk assessments

