EXPLORING OPPORTUNITIES OF SYSTEM PARTNERSHIP WORKING

THE NHS AND THE ARMED FORCES: A LONG-TERM PARTNERSHIP
CAROLINE WATERFIELD
Deputy Director, NHS Employers
Ashford and St Peters Hospitals
NHS Foundation Trust

NHS Military Conference November 2019
Andrea Lewis, Deputy Chief Nurse
Background

- Signed the Armed Forces Covenant July 2019 at our Community day with Col Ash Boreham CO of 256 Field Hospital.
- Embarked on the Step into Health Initiative July 2018
- Gained Silver Award in September 19 as part of the Employer Recognition Scheme
- Veterans in key appointments in the Trust
  - Chief Exec – Suzanne Rankin Ex Queen Alexandra’s Royal Naval Nursing Service
  - Chairman – Andy Field Ex Royal Signals
  - Deputy Chief Nurse – Andrea Lewis Ex Queen Alexandra’s Royal Army Nursing Corps
  - Medical Consultant – Clarence Chikusu Ex Royal Army Medical Corps
  - ODP – Richard Wooley Major Cadet Instructor with the Army Cadets
- From a poll there are 10 individuals either as Veterans or Reservists in the Trust.
Step into Health

- Conscious decision to make this an STP initiative – Surrey Heartlands
- Armed Forces Champion – Andrea Lewis
- Step into Health Project Officer – 1 year appt. Richard Wooley has worked with Surrey Heartlands Workforce Programme lead
- Veterans Questionnaire conducted – gave an insight as to who we had in the Trust. Not totally transparent from application forms. This has now changed.
- Insight days
  - Have conducted 4 days with 41 attendances. Mainly Army and RAF. No Navy.
- Shadowing opportunities
  - 8 people have taken up the shadowing opportunity at ASPH – interested in quality improvement, project work, operations
Challenges/Successes

- **Challenges**
  - Getting the STP/ICS organisations to engage with Step into Health initiative. Initially was Ashford and St Peters led, but organisations are more engaged now.
  - Communication on what an Armed Forces individual can offer – mind sets of NHS personnel on the capability of such individuals has been limited. ‘NHS experience issue’
  - Surrey expensive to attract Armed Forces personnel to settle. People looking to resettle elsewhere.

- **Successes**
  - The Insight days have been very well received – led by Suzanne and myself. Providing our transition journeys has been powerful! Has given people confidence to make the step.
  - The shadowing opportunities have provided greater insight – great feedback
Next Steps

- Engage with the wider ICS – now bigger footprint
  - Step into Health ICS Committee chaired by Armed Forces Champion (broaden out to a NHS/Armed Forces Committee)
- Engage more with our Veteran Patient Cohort – it is a gap
- Promote more Veterans and their families to work in the Trust
- Promote the Reservist role within the Trust – For all 3 services
- NHS Cadets – military opportunity with this
- Aim for Gold Employer Recognition Award
Community Day Clip

- Opened the doors of St Peter’s Hospital to welcome over 300 people to the first Community Day on Saturday 6th July.

- The feedback from all who attended was brilliant with comments such as ‘We’re so lucky to have Ashford and St Peter’s in our community – brilliant’ and ‘Amazing. Well done ASPH!’ posted on the visitor comments board.

- Interactive stands and activities were set up throughout the hospital for teams to showcase their departments and specialties, including a ‘behind the scenes’ operating theatre experience, which proved very popular with visitors. The hospital was also supported by various partners including Radio Wey, Surrey Police, South East Coast Ambulance Service, St John’s Ambulance and The Army Reserve and Cadets.

- Take a look at a short film of the day [here](https://www.youtube.com/watch?v=HahbQsGXraw)

- [https://www.youtube.com/watch?v=HahbQsGXraw](https://www.youtube.com/watch?v=HahbQsGXraw)
Any Questions

EMPLOYER RECOGNITION SCHEME
SILVER AWARD WINNER 2019
PROUDLY SUPPORTING THOSE WHO SERVE.
NHS and the Armed Forces conference

14th November 2019
Presentation

1. My role and background.
2. Partnership working and the benefits experienced across the Health economy.
3. Support to the Armed Forces community.
4. The impact and opportunity of Primary Care networks.
My Role and Background
Partnership working and the benefits experienced across the Health economy.

• DMS support to NHS.

• NHS support to defence.
## External Reserves Training Totals by Service: 1 Apr 19 - 21 Oct 19

<table>
<thead>
<tr>
<th>External Course Name</th>
<th>Army</th>
<th>Royal Air Force</th>
<th>Royal Navy</th>
<th>Total Individuals</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALS (Advanced Life Support) course</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>APLS (Advanced Paediatric Life support Course)</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>ATLS (Advanced Trauma Life Support)</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>BBTS Specialist Cert Transfusion Science Practice</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>BSc (Hons) Paramedic Pathway</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Cert Specialist Practice Emergency Care</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Combined Services Orthopaedic Society Conference</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>CPD event</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Critical Care Nursing Specialist Pathway</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Diploma faculty of Sexual &amp; Reproductive Health</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Diploma Occupational Medicine</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Emergency Care Pathway</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>FRCA Primary OSCE/OSCE Examination</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Generic Instructors Course</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Health Assessment And Clinical Examination</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>IBMS CPD Event</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Management Of Minor Illness</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Misc Studies</td>
<td>2</td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Nurse Prescribing and Supplementary Prescribing</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Perioperative Practice</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>PG Cert Global Health and Conflict</td>
<td>2</td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Pg Cert Professional Practice</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Pre-hospital Trauma Life Support</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Primary Care Modules</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Study Day</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>University Level 7 Module</td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td><strong>Totals:</strong></td>
<td><strong>23</strong></td>
<td><strong>2</strong></td>
<td><strong>3</strong></td>
<td><strong>28</strong></td>
</tr>
</tbody>
</table>
Support to Armed Forces community

• Step into Health.

• Integrated Career GP opportunities.

• Employer recognition schemes.
The impact and opportunity of Primary Care Networks

- NHS Vision

- Championing veterans?
Any questions?
Reserves in the Scottish Ambulance Service

Pauline Howie, OBE
Chief Executive
Scottish Ambulance Service
Honorary Air Commodore 612 Squadron
Reservists Policy at SAS

• In 2009, the Reserve Forces Training and Mobilisation policy was develop for the NHS in Scotland.
• From that SAS has developed its own policy – Armed Forces & Reservist Policy. This gives all SAS employees:
  o One week paid leave
  o 2 weekends
  o Deployment on operations
  o No contractual detriment
Scottish Ambulance Service

MOD employer recognition scheme - SAS Gold Employer

Signatory Armed Forces Covenant

- Reservists
- Veterans
- Cadets
- Families

Engagement with MoD agencies through Memorandum of Understanding to utilise military personnel across the Service

Support for Armed Forces Day
Recruitment

- Regularly attend CTP (Career Transition Partnership) recruitments event to raise awareness of SAS as an employer

- Our observer policy allows for external bodies such as military personnel to gain an insight to the Service
“He who would become a surgeon should join an army and follow it.”
- Hippocrates

“Medicine is the only victor in war.”
- William Mayo
Benefits to Employers

- NHS patients benefit from skills learnt and practised in military e.g. poly-trauma (circa 1% of paramedic activity in Scotland)
- Patients (while on deployment to operations) benefit from practising clinicians
- MOD clinical colleagues benefit from working with practising NHS clinical staff
- SAS colleagues benefit from experience of reservists
  - E.g. sharing deployment learnings – organisation, clinical environment, logistics, leadership, clinical skills- at senior leadership team meetings
Benefits to Reservists

• Confidence of having supportive employer
• Transferrable skills NHS & military (leadership, clinical, etc.)
• Opportunity to increase fitness levels
• Training opportunities that can be used in all walks of life
• Deployment opportunities
• Cultural understanding and tolerance
• Building strong social activities and relationships
• Remuneration
• Public support
Benefits to Employees

• Free training and education especially in areas such as:
  – Leadership
  – Increased levels of fitness
  – Increased levels of resilience and
  – Team building

• Highly transferable skills, both clinical & non clinical

• Recognition and sense of personal achievement

• Strong communication skills
NHS Scotland, Military Liaison

- Strategic oversight & tactical implementation groups – veterans health
- NHS & MOD coordination group, reservists
- NHS Board champions
- MOD Highland and Lowland employer engagement boards
Ongoing Engagement

• Share practice with other NHS services
• Enhance and expand support to veterans, families, cadet force adult volunteers
• Increase medical and other training opportunities for MOD clinicians and managers
• Further support to managers in application of policy
• Further participation in opportunities
QUESTIONS