

Humber Teaching NHS Foundation Trust

Covid-19 Strategic Response – refreshed May 2020

Mission Statement:

Our mission is keep staff and patients safe, protect their wellbeing and ensure their dignity

Our Key Organisational Strategic Goals

To maintain an element of continuity for our patients

To care for and to manage our patients and their family

To support the local system and system response

To support the resilience and wellbeing of our staff

Our Approach

We will proactively ensure that clinical staff have access to appropriate, safe and supportive practices across all our essential service areas.

Staff will be deployed to critical areas of need at the relevant and appropriate times – this will be done in a caring and compassionate manner.

Patients will be cared for in the community via digitally appropriate care to avoid unnecessary hospital admission to either a physical or mental health ward.

We aim to protect staff and patients by rapidly deploying a digital first approach to all of services where practical and clinically appropriate.

Gold Command:	Michele Moran, Chief Executive
Deputy Gold Command:	John Byrne, Medical Director
Silver Command:	Lynn Parkinson, Chief Operating Officer/Executive EPRR Lead
supported by:	Silver Operations Team
Restore & Recover:	Lynn Parkinson, Chief Operating Officer - Senior Responsible Officer (SRO)

Priority Work	Main Tasks (continuous review through Silver operations)
Mental Health	Each Divisional Business Continuity Plan identified critical services to deliver our mission and continue to deliver these.
Community Mental Health	
Crisis & Liaison Services	
Children's & LD	

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Primary Care	
Social Care	We have and will continue to ensure that appropriate social care continues to be provided, including the needs of our users who are self-isolated.
Volunteers	We have and will continue to ensure the best and most efficient use of our volunteers supporting the increase of volunteers.
Schools and Child Care	We have and will continue to ensure staff can access as appropriate the places that are available in the schools.
Local Economy	We have and will continue to ensure that HFT is aware of and can articulate the impact on local businesses. To ensure cash flow is maintained to local suppliers.
Staff	We have and will continue to ensure that HFT has and implements appropriate modified HR practices to ensure staff numbers are maintained and increased to aid fast recruitment of staff. We have and will continue to support and the resilience and wellbeing of staff. We have and will continue to ensure adequate and appropriate training as staff move service boundaries.
Supplies / Equipment	We have and will continue to ensure that HFT has adequate appropriate supplies and equipment to deliver our mission.
Communication	We have and will continue to ensure effective internal and external communications including daily updated web and intranet pages.
IT	We have successfully deployed a digital first approach to all our services where practical and clinically appropriate and continue to do so.
Payroll	We have and will continue to ensure that staff continue to be paid on usual payroll dates.
Estates	We have and will continue to ensure our estate is maintained and fit for purpose to provide the most effective care.
Systems Communication, Liaison and Support	We have and will continue to communicate and support, where possible, the wider NHS system to support maintenance of their capability to deliver care.

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Restore and Recover	<ul style="list-style-type: none">• Embedding new ways of working to improve efficiency and productivity• Moving to agile working/home working• Plans in place to cope with an expected rise in demand for mental health services• System working and support- specifically increased support to care homes• Supporting the workforce to ensure we retain staff
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Interface with wider system

Our response has been delivered and continues to provide:

- Public Health advice and support
- Re-prioritising tasks and workloads and preparing for staff redeployments where needed in order to deliver critical services
- Implementing emergency legislation (Care Act etc)
- Linking into other gold commands
- System mental health leadership
- Locality MDTs / decision-making – opportunities to be multi-agency
- Tracking capacity to help release HFTs share of hospital beds
- Bespoke support for care providers (bulletins, advice, webinars, hands-on support if urgent)
- Schools and childcare support
- Community response for isolated people and those at risk

Interface with other organisations – key issues

Our response has been delivered and continues to provide:

- Mutual aid and other requests from NHS – need to regularise NHS/local govt joint response at LRF level as well as within A&E Board footprints
- PPE and hygiene supplies for councils, care providers and direct payments
- Care provider viability –working with providers that are facing challenges
- Family carers
- Covid-19 case data
- Bringing together county and district councils and NHS data to target at-risk households

Michele Moran, Chief Executive
Humber Teaching NHS Foundation Trust

24th March 2020
Refreshed May 2020