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Request for Information Reference: 11.21.08

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Email only

31st January 2022

Freedom of Information Act 2000 – Request for Information

Please accept our apologies as there are some discrepancies in the data were provided. Please find below the updated information that you require.

Thank you for submitting a request for information which we received on 4th November 2021 in relation to County Durham and Darlington NHS Foundation Trust (the Trust). Your request has been processed under the provisions of the Freedom of Information Act 2000 and I am now able to provide you with a response.

Firstly please accept my apologies for the time taken to respond. Your request was in relation to workforce funding and I am providing the following information in response to your specific questions:

1. Does your trust or associated Integrated Care System (ICS) have access to funding or grants aimed at supporting one or more of the following workforce areas e.g. from NHS England & Improvement/NHSX/Health Education England etc. for purchase of technology or services

- Wellbeing
- Recruitment and Retention

2. If yes, please indicate the amount of funding available and the name of the organisation that awarded the funding

- £0.062m – Health Education England – MH Resilience Hubs [2020/21]
- £0.045m – North East Leadership Academy – Enhanced Occupational Health & Wellbeing [2020/21]
- £0.186m – Integrated Care system (Via County Durham CCG) [2021/22]
- £0.480m – International Nurse recruitment (NHSE/I)

3. Please provide further detail on the purpose of the funding

Health Education England – MH Resilience Hubs and Integrated Care system (Via County Durham CCG)

As part of our ongoing commitment and provision around support for mental health/wellbeing, the Trust have looked at specialist trauma risk management training (TRiM) initially for those people working on Covid wards to facilitate early interventions and ongoing support. The Trust are running pilot of TRiM with an initial cohort of 50 volunteers from a mix of critical care, covid wards, other clinical areas and corporate directorates.

The employment of two Higher Band 5 Assistant Psychologists and one Assistant Psychologist Band 4 with the aim of meeting our duty of care to staff and providing the following:

- 1) Meeting with managers to promote and offer support around the wellbeing conversations and creating some communication around this with the help from the communication team;
- 2) Meeting with staff to build knowledge and awareness of good mental health and wellbeing in staff and encourage them to share this with their colleagues;
- 3) 1st line triage after Trauma Risk Management (TRiM). When we identify a traumatised staff member (via the TRiM practitioner) they can offer some techniques and or psychoeducation on an individual basis. This may prevent a staff member needing to seek outside support or it can sustain someone while waiting to be seen by an outside agency such as Talking Changes;
- 4) Offer 'walk ins' around the Trust sites, setting up drop in sessions and distributing leaflets and communicating about campaigns;
- 5) Offer Trauma psychoeducation groups or other appropriate groups (depending on the needs of staff);
- 6) Contribute to the evaluation of the TRiM project;
- 7) Evaluate the impact of the interventions that Psychology staff offer towards the health and wellbeing of staff

To engage a project manager to investigate the issues surrounding the recruitment and retention of allied healthcare professionals.

To ensure correct coding of AHPs on management information systems to allow correct reporting.

To work across the ICS to share information and collaboration.

North East Leadership Academy – Enhanced Occupational Health & Wellbeing [2020/21]

Funding was to provide funding to NELA employment of a member of staff on a fixed term contract to enhance the OH offer to the North East & Yorkshire region by NELA.

International Nurse Recruitment

The NHS England and NHS Improvement Nursing Directorate has identified funding to support nursing international recruitment. This is critical work to support the delivery of the NHS Long Term Plan and to reduce nursing vacancies across the system.

This allocation was to both support our organisation with nursing international recruitment and ensuring our international nurses are supported throughout the process.

4. Has any of the funding been spent/planned to be spent so far? If yes, please provide further detail

Yes – details as per (3)

5. What date does the funding need to be used by?

Variable but all by 31 March 2022

6. What does your organisation use e.g. tools, third-party suppliers to capture ROI (Return on Investment) for any initiatives associated with the workforce areas listed in question 1?

The Trust are evaluating the project by gaining feedback from people who use TRiM via an online service. We will then collate this information in a report along with how data around the usage of TRiM.

In order to validate the benefits of this work, the ICS have requested that the Trust update them on a monthly basis. Evaluation of the success of the Psychological posts will be presented using local data in respect of how many people they have supported and gaining feedback from the individuals by a short, anonymous survey, documenting the amount of manager conversations, analysing the data on the wellbeing conversations in order to identify any statistical improvements via the staff survey. In addition the Trust will monitor any comments received on the private CDDFT Facebook page supported by local intelligence.

Monthly reports are posted to HEE to ensure progress is made and that outcomes are achieved.

In line with the Information Commissioner's directive on the disclosure of information under the Freedom of Information Act 2000 your request will form part of our disclosure log on the Trust's website. However please be assured that we anonymise all responses prior to adding them to the disclosure log.

I hope that this response has provided you with the information you had requested. If you have any queries or wish to discuss the information supplied, please do not hesitate to contact me by telephone or in writing. If however, you are dissatisfied with the way in which your request has been handled and would like an internal review, you will need to contact me in writing at the above address or via cdda-tr.cddftfoi@nhs.

If you remain dissatisfied with our response following an internal review you have the right to appeal to The Information Commissioner at Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. More information is available on their website; www.ico.gov.uk.

Yours sincerely

Corporate Records and Freedom of Information Facilitator