

6th May 2022



Official Information Act Request for – Winter Planning

I write in response to your Official Information Act request received by us 23rd March 2022, you requested the following information:

 I request copies of any winter illness preparedness reports, briefing documents or modelling for influenza, RSV or whooping cough illness that's held by Counties Manukau District Health Board for the upcoming 2022 winter season. This should include any planning or staffing reports relating to Middlemore Hospital's Emergency Department. The period I am requesting this information is from February 23 until March 23, 2022.

Counties Manukau Health Response:

For context Counties Manukau Health (CM Health) employs over 8,500 staff and provides health and support services to people living in the Counties Manukau region (approx. 601,490 people). We see over 118,000 people in our Emergency Department each year, and over 2,000 visitors come through Middlemore Hospital daily.

Our services are delivered via hospital, outpatient, ambulatory and community-based models of care. We provide regional and supra-regional specialist services i.e. for orthopaedics, plastics, burns and spinal services. There are also several specialist services provided including tertiary surgical services, medical services, mental health and addiction services.

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CM Health prepares an annual winter plan which provides information to the organisation communicating the strategies services use to manage seasonal peak over winter. The winter period is historically characterised by an increase in patient volumes, higher acuity patients and employee illness. Every year, we use historical bed utilisation to forecast bed numbers for the following winter.

The Winter Plan aims to provide a comprehensive plan of Middlemore Hospital bed usage during winter 2022 (1 April – 30 September 2022), related dependancies, risks, adjustments in service plans and the escalation of how Counties Manukau Health will respond to these pressures.

To support this, we also deliver a winter communication campaign aimed at informing the community of the correct channels of health care to access which will support our DHB with these expected winter illnesses. These campaigns are largely focussed on reducing presentations to the Middlemore Emergency Department that are not life-threatening or serious illnesses and to build awareness in the community to seek early advice from GP, Medical Centre or Healthline for winter ailments.

This year, organisational Winter planning was undertaken alongside the significant Omicron Surge planning and response. Detailed planning work on the Winter Plan started with a briefing to the Middlemore Central Clinical Governance Group on the 16th March 2022. It was requested that each Division review and update the previous year's plan.

We have limited documentation during the 23 February – 23 March 2022 because (as mentioned above) detailed Winter Planning and confirmation of the final Winter Plan was impacted by Omicron.

We are able to supply you with the following information:

- Appendix 1 Weekly Surveillance Meeting 21st March 2022 discusses Winter 2022
- Appendix 2 Middlemore Central Clinical Governance Group Presentation 11th March 2022
- Appendix 3 Excerpts of Winter Plan as follows:
 - Planning Principles
 - o Emergency Department Workforce Plan for Winter 2022

In relation to specific winter illness modelling for influenza, RSV or whooping cough, this is not modelling that is being completed by individual DHBs, this work is being undertaken Nationally by Technical Advisory Services (TAS).

You are entitled to seek a review of the response by the Ombudsman under section 28(3) of the Official Information Act. Information about how to make a complaint is available at www.ombudsman.parliament.nz or Freephone 0800 802 602.

Please note that this response or an edited version of this may be published on the Counties Manukau Health website. If you consider there are good reasons why this response should not be made publicly available, we will be happy to consider this.

Yours sincerely

Dr Peter Watson Acting Chief Executive Officer

Counties Manukau Health



Weekly Surveillance Meeting W/C 21st Warch 2022

Emerging Issues



Type of Concern	Issue	Action
Infectious Disease/ Vaccination	Decreased MMR/DTp Immunisation rates in South Auckland	 MoH discussions on MMR inclusion at COVID vaccination sites.
Infectious Disease (Winter viruses)	 Increasing non-isolated returnees and visitors to NZ. Removal of vaccination mandate for travellers. Decreased immunity to viruses, including RSV and Flu. 	 Monitoring – minimal change currently. Winter Contingency Planning Flu Vaccination Program rollout (April)
Natural/ Severe Weather	 Increasing torrential rain. Tornado Season continues. 	 Watching MetService Forecasts. Potential Impacts include flooding, damage due to high winds.
Natural/ Volatile Weather	La Niña: Greater than normal rainfall and warmer temperatures in the North Island.	Monitor for weather volatility.

Recent or Realised Issues



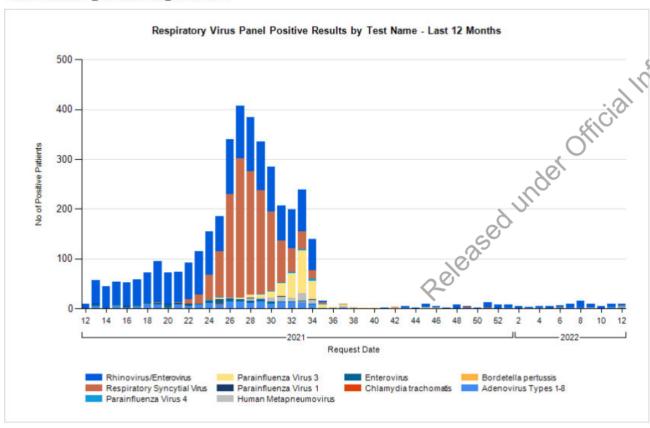
	- C	
Type of Concern	Issue	Action
Infectious Disease	 COVID-19 Omicron Surge: Staffing Capacity Bed Capacity/ Patient Flow Management of Status 	 IMT/ Response Team insitu. Whole of CMH Response: Decrease to minimum service delivery.
Natural/ Volatile Weather	21.03.22: Torrential Rain and Thunderstorms. Caused leaks and small ceiling collapses – small effect on patient care, but a number of issues across CMH sites.	 Monitor for weather volatility. Escalate structural issues to FEAM and ?Risk register.

Winter 2022; Open borders & winter viruses



Respiratory Virus Panel Positive Results by Week

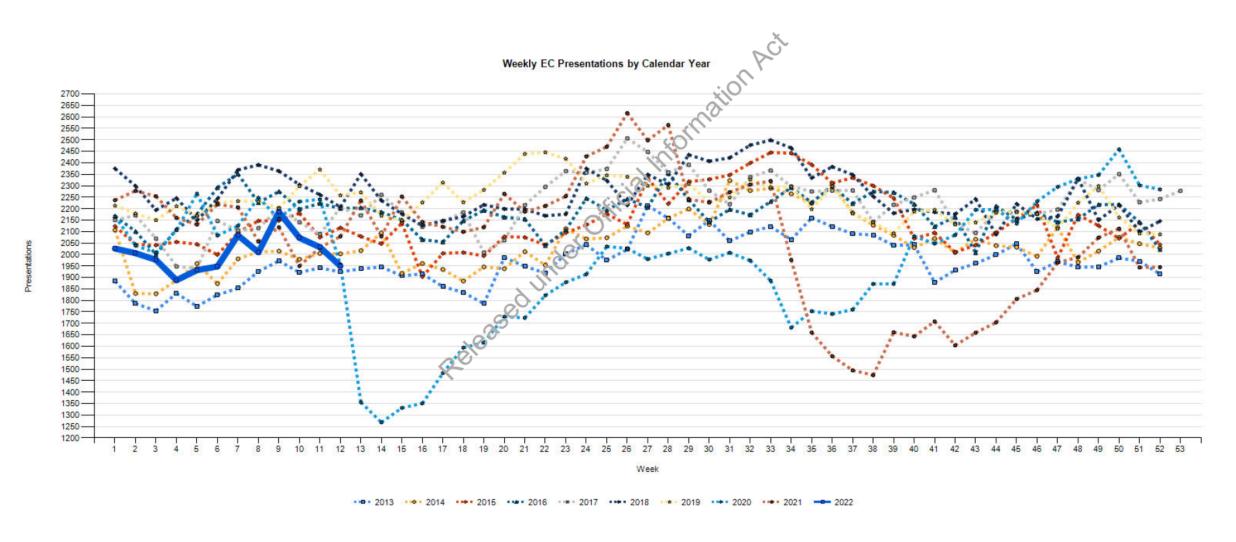
Number of Positive RPP Patients by Week in the last 12 months. Data Source: CMH_DW radlab.fact_radlab.result



- Combination of winter pressures, COVID-19 and respiratory viruses anticipated this year,
- Also risk on increase of VPDs due to low vaccine uptake,
- Monitoring ongoing,
- One case of RSV in CMH (Feb), two recently in Northland.

COVID: Emergency Department Presentations





Calendar



1 Week	1 Month	>1 Month
	Living with COVID (Planning ongoing)	Winter Pressures
	International Border Opening April 2022: Influenza, Measles, Resp. Viruses.	
	Easter & ANZAC Day; two long weekends and reduced staffing	
Weather event (See weather warnings)	Relea	





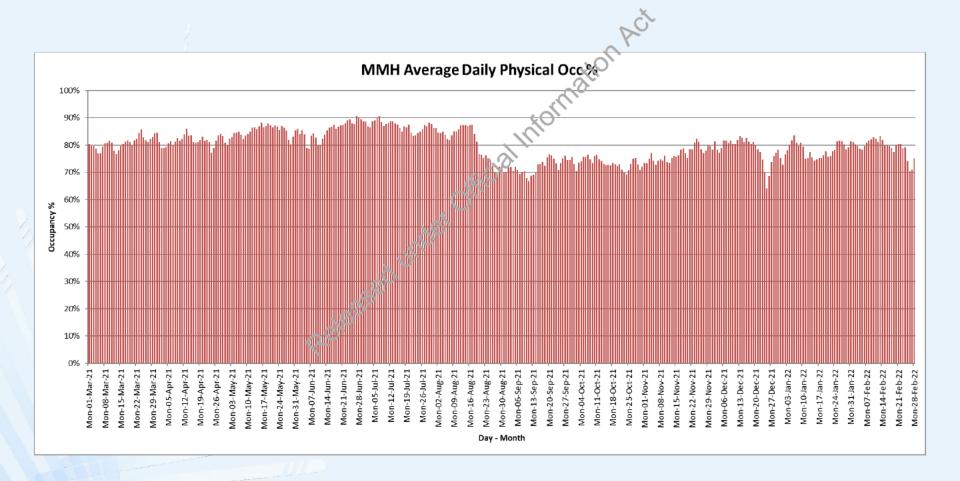
Winter Plan
-31 Serial 1 April – 31 September 2022

Middlemore Hospital

Created for: CD Vanessa Thornton Date: 11/03/2022

Average Occupancy

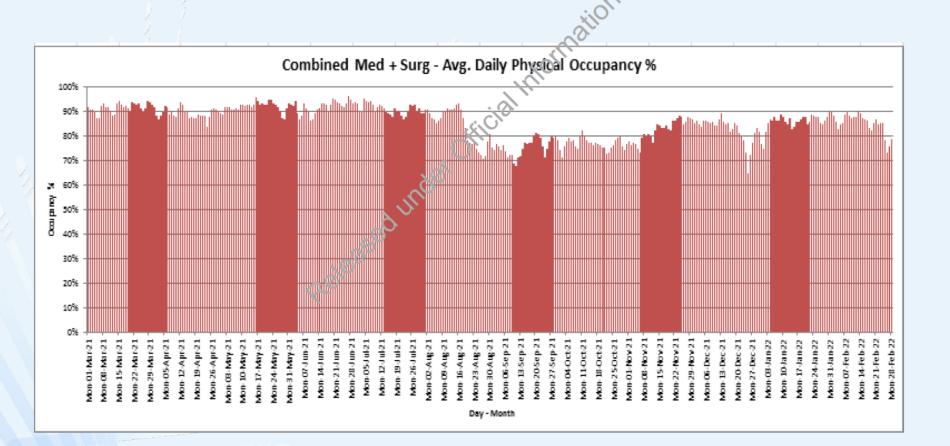




Note: Red graphs v3 in appendix 1

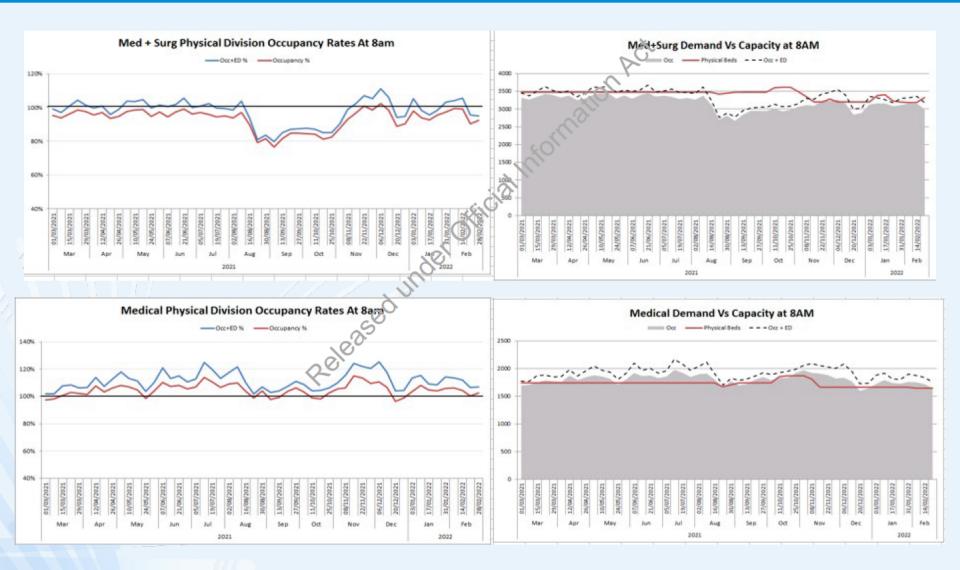
Hospital Average Occupancy





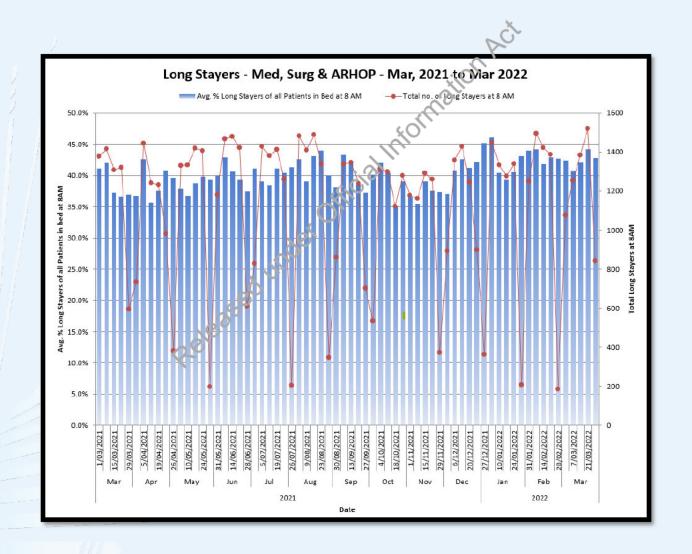
Divisional Occupancy





Long Stayers > 7 Days





Winter Plan 2022 Funding



- 4 Months 1 April 2022 to 31 Sept 2022.
- Ward 17 * 4 additional beds (winter funding)
- Ward 34E * 19 beds (funding)

Division	Dept		Funding
Medicine	Ward 17	4 beds	\$
Medicine	Ward 35E	19 beds	\$
MMC	1 Duty Manager	7pm-7am	\$
MMC	Discharge Lounge	9 beds	\$
Surgery	PSU	4 beds	\$
ARHOP	Wards (4,5, 31)	8 beds	\$

Isolation capacity increased overall (neg pressure + air flow)

Budget 2022



							Budgeted	Beds/C	ots/reclin	er chairs				
Division	Ward Name (in Capplan)	RC Code	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	A 1-22	May-22	Jun-2
urgical	TADUPSU	211-3055	8	8	8	8	8	8	8	8	2	○ 8	8	
urgical	TNBC	211-2214	10	10	10	10	10	10	10	10	10	10	10	
Surgical	WD08-AMC	211-2220	30	30	30	30	30	30	30	30	0	30	30	
Surgical	WD09-AMC	211-2221	30	30	30	30	30	30	30	3	30	30	30	
Gurgical	WD10-AMC	211-2218	30	30	30	30	30	30	30	. (3	№ 30	30	30	
Surgical	WD11-AMC	211-2218	30	30	30	30	30	30	30	30	30	30	30	
Surgical	WD34E-EHB	211-2211	30	30	30	30	30	30	30	30	30	30	30	
Surgical	WD34N-EHB	211-2212	30	30	30	30	30	30	(30)	30	30	30	30	
Surgical	WD35N-EHB	211-2215	30	30	30	30	30	30	30	30	30	30	30	
ARHOP	WD04-ATR	211-2226	28	28	28	28	26	26	26	26	26	26	26	
ARHOP	WD05-ATR	211-2464	28	28	28	28	26	16	26	26	26	26	26	
ARHOP	WD23-ATR	211-2223	28	28	28	28	28	. () 8	28	28	28	28	28	
ARHOP	WD24-ATR	211-2224	28	28	28	28	78	28	28	28	28	28	28	
ARHOP	WD31EHB	211-2474	20	20	20	20	20	20	20	20	20	20	20	
Kidz First	PMCARE	211-2450	24	24	24	24	24	24	24	24	24	24	24	
Kidz First	PSCARE	211-2451	20	20	20	2U	20	20	20	20	20	20	20	
Medical	CCU	04211-2356	6	6	6	. (7)	- 6		6	- 6		6	- 6	
Medical	SDU	04211-2356	12	12	12	-49	12	12	12	12	12	12	12	-
Medical	WD01-AMC	04211-2330	20	20	20	20	20	20	20	20	20	20	20	
Medical	WD01-AMC WD02AMC	04211-2201	29	20	753	29	29	29	29	20	29	29	29	
Medical	WD02AMC WD06AMC	04211-2204	30	29	- (- 2	30	30	30	30	30	30	30	30	
Medical	WD05AMC WD07AMC	04211-2204	30	30	30	30	30	30	30	30	29	29	29	
Medical			26	30	30	30			-	26		30	30	
Medical	WD17-Med WD32EHB	04211-2252 04211-2208	30	30	30	30	26 30	26 30	26 30	30	30	30	30	
Medical	WD33F-FHR	04211-2208	- 3C	30	30	30	30	30	30	30	30	30	30	
Medical	WD33E-EHB	04211-2209		30	30	30	30	30	30	30	30	30	30	
	WD33N-EHB WD35E		34		19						19			
Medical		04211-2202	19	19		19	19	19	19	19		19	19	
Neonates	Neonatal Care	211-3037	34	34	34	34	34	34	34	34	34	34	34	
Kidz First	C-Pod		12	12	12	12	0	0	0	0	0	0	0	_
Womens Health	BA	211- 302	25	25	25	25	25	25	25	25	25	25	25	
Womens Health	BABYMN	211 24t 1	23	23	23	23	23	23	23	23	23	23	23	
Womens Health	BABYMS	211-2460	22	22	22	22	22	22	22	22	22	22	22	2
Womens Health	BBU	£11-3302	25	25	25	25	25	25	25	25	25	25	25	
Womens Health	MATYN	11-2461	23	23	23	23	23	23	23	23	23	23	23	2
Womens Health	MATYS	211-2460	22	22	22	22	22	22	22	22	22	22	22	2
Womens Health	WD21WF	211-2455	30	30	30	30	30	30	30	30	30	30	30	
Womens Health			15	15	15	15	15	15	15	15	15	15	15	
Critical Care Comple	CU (1)	211-3002	12	12	12	12	12	12	12	12	12	12	12	1
Critical Care Compl x	h yri	211-5208	6	6	6	6	6	6	6	6	6	6	6	
Middlemore Central	Discharge Lounge	211-5235	23	23	23	23	23	23	23	23	23	23	23	- 7
Emergency Dept.	Acute Adults	211-3048	25	25	25	25	25	25	25	25	25	25	25	- 7
Emergency Dept.	Acute Paediatrics	211-3048	12	12	12	12	12	12	12	12	12	12	12	
Emergency Dept.	Monitored	211-3048	10	10	10	10	10	10	10	10	10	10	10	
Emergency Dept.	Resus	211-3048	6	6	6	6	6	6	6	6	6	6	6	
Emergency Dept.	Adult Short Stay Unit	211-3046	23	23	23	23	23	23	23	23	23	23	23	
	Medical Assessment													
Emergency Dept.	unit - Acute	211-3005	21	21	21	21	21	21	21	21	21	21	21	
	Medical Assessment													
Emergency Dept.	unit - Short stay	211-3005	21	21	21	21	21	21	21	21	21	21	21	- 2
	Paediatric Short Stay													
Emergency Dept.	Unit	211-2452	13	13	13	13	13	13	13	13	13	13	13	
	Surgical Assessment													
Emergency Dept.	Unit	211-3049	15	15	15	15	15	15	15	15	15	15	15	
Mental Health	Wd40	211-2305	10	10	10	10	10	10	10	10	10	10	10	
Mental Health	Wd41	211-2304	20	20	20	20	20	20	20	20	20	20	20	
Mental Health	Wd42	211-2303	20	20	20	20	20	20	20	20	20	20	20	
Mental Health	Wd43	211-2302	10	10	10	10	10	10	10	10	10	10	10	
Mental Health	Koropiko	211-2465	14	14	14	14	14	14	14	14	14	14	14	

Beds CaG



	Division	Dept	2021	2022	Ċ
	Medical	ccu	6	6	0
	Medical	SDU	12	12	^
	Medical	WD01-AMC	20	20,	11
	Medical	WD02AMC	29		
	Medical	WD06AMC	32	29	
	Medical	WD07AMC	30	29	
3 4 4	Medical	WD17MW	26	30	
	Medical	WD32EHB	300	30	
	Medical	WD33E-EHB	30	30	
	Medical	WD33N-EHB	30	30	
	Medical	WD35N-EHB	0	19	265
	carour	(, ()			
	Surgical	PSU	0	8	
	Surgical	WD08 ANC	30	30	
	Surgical	WD()9 - AMC	30	30	
	Surgical	V/D10-AMC	30	30	
	Surgical	WD11- AMC	29	29	
	Surgical	WD34E-EHB	30	30	
	Surgical	WD34N-EHB	30	30	
	Surgical	WD35N-EHB	30	30	
	Surgical	WD-TNBC	10	10	227
	05				
	APHOP	WD04-ATR	28	28	
	ARHOP	WD05-ATR	28	28	
	ARHOP	WD23	28	28	
	ARHOP	WD24	28	28	
	ARHOP	WD31EHB	20	20	132
	Womens Health	GCU	15	15	
	Womens Health	MATYN	23	23	
	Womens Health	MATYS	22	22	
	Womens Health	WD21WH	30	30	90
	Kidz First Medical	PMCARE	36	36	
	Kidz First Medical	PSCare	30	29	
H-1011	Kidz First Medical	Ncare	18	46	111

Winter Bed Plan



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A	Adult Beds	Winter 2020	Summer 2021	Winter 2021	Winter 2022 - DB	Winter 2022 - Bed No.	Winter Grey Graph	Additional beds planned 2022
N	Medicine	262	242	251	269/22₹	265 265	<mark>265</mark>	Includes CCU and SDU Ward 17 @ 30 Ward 7@29, Ward 6@30 Includes 35E @ 19 267 total to be updated
S	Gurgery	228	245	249,00	240/218	227	227	Excludes 25 Gynae beds Excludes Kidz in KFSC Includes 8 beds PSU
4	ARHOP	128	128	124	132/127	132	132	Includes 8 un-resourced beds
A	Adult Total	618	635	624	644	641	616	Includes 35E

DB Command Centre Dashboard

- * NOTE: Total IPM Physical Beds is capacity + escalation + closed
- ** NOTE: Open Capacity excludes closed beds and escalation beds
- *** NOTE: Bed plan appendix 4 (may need updating)
- ****Note: Event Table (maintained) to track changes needed in IPM, CaG

Winter Bed Plan



Paeds Beds	Winter 2020	Summer 2021	Winter 2021	Winter 2022 - DB	Winter 2022 bed	Additional beds planned 2022
Kidz First	66	49	66	65/36	65	1 bed removed KFSC KFMC is 24 + 12 = 36 KFSC = 29
Neonates	38	38	18	46	46	
Paeds Total	104	87	84	117	111	

Women's Health	Winter 2020	Summer 2021	Winter 2021	Winter 2022 - DB	Winter 2022 - Bed No.	Additional beds planned 2022
B&A			C	29	29	
Maternity		C		45	45	
Gynae		00.		15	15	
Ward 21				30	30	
WH Total		2		90*	90*	
		The same of the sa				

DB Command Centre Dashboard

- * NOTE: Total IPM Physical Beds is capacity + escalation + closed
- ** NOTE: Open Capacity excludes closed beds and escalation beds
- *** NOTE: Bed plan appendix 4 (may need updating)

Community – Funded by Medicine



			1.		
Community beds	Winter	Summer	Winter	Winter	Additional beds planned
winter	2020	2021	2021	2022	2022
Pukekohe		.60	5	6	Nil
HOspital		Mr.	3	O	IVII
Hospital in the		7	20	20	nil
home		-6	20	20	****
Community Total	0	5	25	25	

Planning Assumptions (Surgical)





Planning Assumptions (Surgical)

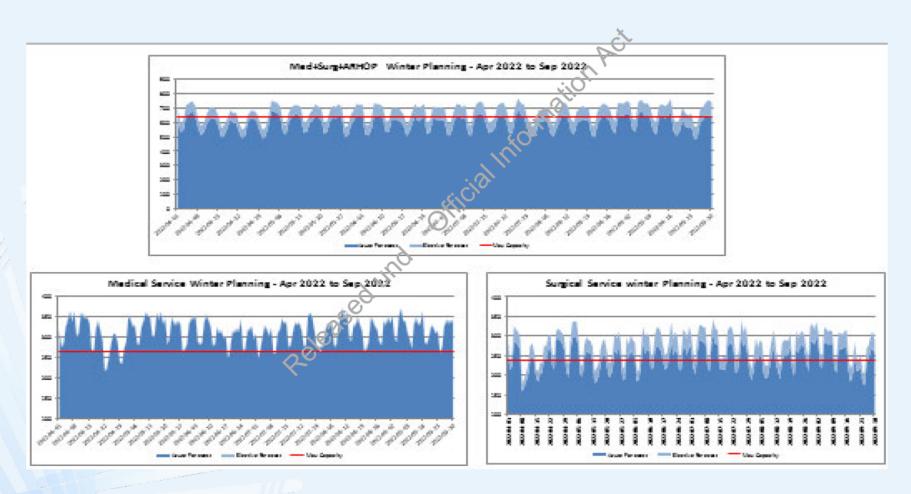


					Be	ed Days				Patients I	n 🛬			Patient Turn	
						ril to September				Period: April to Se				Period: April to September	
	2017	2018	2019	2020	2021	2022 Base Assumptions	2022 Service Advise d Bed Days	Advised Change 20	01.7 2018 2019 2020 202	2022 Base Assumptions 20	22 Service Advised Patient of Advisory Char	ge 2017 201	18 2019 2020 202	1 2022 Base Assumptions 022 Service	Advised Patient Turn Advise dChan
1 KidzFirst Medical Care	7243	6086	6842	3754	5017	4796	4796	20	91 2688 2712 1733 218	2180	2100	72 7	3 25 22 23	3 22	22
2 Acute	6900	5758	6414	3381	483	4/36	4/50		851 2486 2468 1482 199		196		4 26 23 1		23
3 Elective	343	325	429	373	184	328	328		240 252 244 251 19		34		3 18 15		14
Paediatri c Medicine	4772	4102	4694	1996	3412	2992	2992		24 1706 1840 852 135		1301		4 2.6 23 25		23
5 Acute	4772	4092	4685	1980	3402	2976	2976		824 1652 1779 796 129		1,240		5 26 25 2		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
6 Elective	47.12	40.20	10	16	10	12	12		0 54 61 56 6		61		2 02 03 0		0
7 Plastic Surgery	689	68	694	491	376	500	500		135 268 249 234 22	40.00	28		5 28 21 17		21"
8 Acute	532	462	505	327	299	399	359		221 170 157 14 16		156		8 32 23 1		
9 Elective	157	201	189	163	77	139	139		114 98 92 90 5		82		1 21 18 1		2
0 OrthopsedicSurgery	1256	958	1169	969	865	955	255		114 95 92 90 3 138 447 398 375 35		302		1 29 26 2		25
1 Acute	1110	880	970	813	799	815	815		469 388 340 306 31		316		3 29 27 2		
12 Elective	136	72	200	156	66	134	134		69 59 58 69 1		56		3 3.4 2.3 1.		3,
3 Hand Service	199	160	97	108	108	106	106		25 151 144 171 19		151		1 0.7 0.7 0.7		0.7
3 Handservice		150			108	106			222 150 143 140 15		51		1 0.7 0.7 0.7		0.7
IS Elective	198	156	96 0	106		106	106		1 190 143 14 15		ы				
6 ICU - Paediatri c Medicine	1 1	3		1	0	38	38				13		9 0.4 1.3	0.6	29
	59	22	23	9	91						13		6 2.1 4.5 3		29
17 Acute	55	12	23	5	91	38	38		16 7 11 2 2		13	37 2	6 2.1 4.5 3.	4 29	5
18 Elective	q q	q	0	0	0	0		0. 4	0 0 0	0	0	U CONTRACTOR			
9 Burns	62	48	38	3	24	18	18		9 6 2 4	5	5		2 19 0.7		3.5
20 Acute	62	43	38	3	24	12			9 6 2 4	B 5	5	<u>u</u> 6.9 7.	2 15 0.7	3 3.5	4
11 Elective	C	C	0	0	0	/ 0	9		0 0 0		0	e			
2 Maxillo-Facial Surgery	74	51	36	24	39	30			56 43 24 22 2		E E		2 15 11 1		12
23 Acute	72	45	31	24	38	29			52 37 22 21 2	7 24	24	e 14 1	3 14 11 1	4 1.2	1
M Elective	3	4	5	0	0	/ 1	2	0	4 6 2 1	1 1	1	0 0.7 0.	6 25 0.4 0.	3 15	2
S Cardiology	0	7	0	0	- 0	0	0		2 2 0 0	0	0	01 3	5		
No. Acute	0	7	0	. 0	/ 0	0	0	e	2 2 0 0	0	0	0 01 3	5		
27 Elective	0	0	0	/ 0	0	0	0	0	0 0 0	0	0	9			
8 Gereral Medicine	32	0	21	57	6	30	30		14 0 4 33	1 15	16	23	5.3 1.7 16	6 1.9	1.9
19 Acute	32	0	21	57	/ 6	. 0	30	0	14 0 4 38	1 15	16	0 23	5.3 1.7 1	6 1.9	2
00 Elective	0	0	0	- 0	-0		0		C O O O	0	0	0			
1 DHB Mat. Provider WN B	8	1	0	0	0		0		2 2 0 0	0	o"	39	1		
12 Acute	8	2	0	- 0	0	0	0		2 2 0 0	0	0	2 39	1		
3 Elective	1	10	0		- 10	0		e	0 0 0	0	0	0			

* **NOTE:** Provided as a spreadsheet with individual service tabs for updating in yellow columns

Forecasting since 2017

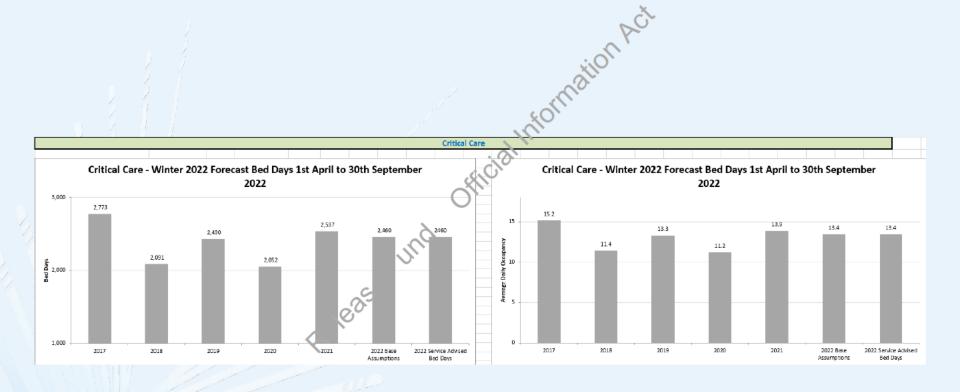




*NOTE: forecasting graphs will change if planning assumption columns changed

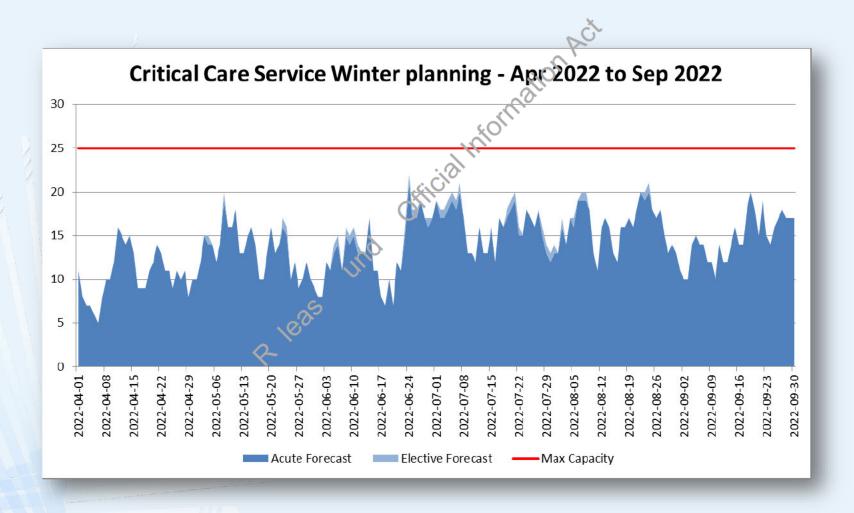
Critical Care





Critical Care





Any Questions?



- Request update, increase distribution list
 - Winter Plan 2022 with 4 appendices
 - Section included for Mental Health
 - Circulated in 2 parts MMH Acute & Community, including communications etc.
 - 2021/22 graphs updated including occupancy, ALOS inserted into body
 - Include SM
- Action (Services)
 - Review Planning Assumptions
 - Edit body with MOC changes, winter resourcing additions
- Action (MMC)
 - Update Appendix's (Grey Graphs)
 - Update Resourcing (recirculate Avinesh)
 - Review event table against bed plan, update and recirculate
 - Update Play book (how to repeat exercise for winter review)
 - Endorsement & dates needed for submission to SLT/ELT (Vanessa)

APPENDIX 3 - WINTER PLAN EXCERPT - WINTER PLANNING PRINCIPLES

Winter Planning Principles

- 1. The patient comes first
- 2. Minimise admissions decide to admit not to admit, make a decision
- Services responsible for creating strategies to manage volumes within physical capacity which are documented and reviewed annually.
- 4. Services responsible for providing and supporting a workforce able to meet seasonal demand
- 5. Primary Options Acute Care (POAC) for all patients. POAC is a service allowing doctors to access investigations, care, or treatment for their patient, as an alternative to an acute hospital admission. This is a solution offered by Primary Care to assist in managing the acute demand for hospital beds in the Auckland, Counties Manukau Health and Waitemata District Health Board regions. See http://www.poac.co.nz/
- 6. Share the workload, resources and manage risk across the organisation as the physical capacity of the organisation becomes more constrained, decisions regarding placement, cohorting patients and staffing after hours needs decision makers for risk to be mitigated. This may depend on the type of patients, the time of the day, the staffing resources and skill mix available at the time of decision.
- 7. Responsibility for agreed actions in the organisation's bed management plan will be expected to be carried out. It will be the responsibility of all clinical and operational management staff to ensure their areas are responding as agreed within the plan.
- 8. Bed Management Operations Manual (found on Middle wore Central web site, under documents) will form the basis of placing the right patient in the right bed. Escalation plans will be the guide to the expected response by professional group.
- 9. The Ministry of Health targets will remain a priority.
- 10. Communication holds the organisation to ether and enables a shared response from services keeping each other informed of their capacity, staffing and any issues. This will happen every day at 1200 hours via zoom and is referred to as MMC 'Stand Up Meeting' led by Duty Managers.
- 11. Emergency Department committed to ensuring patients are treated in the right inpatient setting.



WINTER PLAN EXCERPT - EMERGENCY DEPARTMENT

Workforce

Staff are our most valuable resource. The department is on track to be fully recruited to establishment FTE in both medical and nursing. In extended the model of care there is a requirement for additional resource. This includes:

- Bringing forward the 2022/23 SMO ISF, funded by the winter plan. This will increase senior decision making in key areas, including the TAR area.
- Bolstering the ED Clinical workforce;
 - o 2 extra charge nurses (ACNM) for paediatrics over winter in order to cover 24/7
 - 3 additional RNs each shift to provide flexible cover in the TAR area and across the department
 - 1 x additional FTE RN for Paeds N shift
 - 1 x additional RN in MAU to manage surge volumes
 - o 3 x HCA to assist with care in the TAR and waiting room areas
 - 1 x additional clerk to support surges (4pm -12am)
 - 1 x additional phleb (24/7)
 - 1 x weekend manager to provide support to the wider team as had been done during COVID (Backfill)
 - 1 x clinical coach for 16 hours per day to assist the predominantly junior nursing workforce in both adult and paediatric ED.
- Ensuring the team is well supported by
 - Engaging in the divisional wellness project
 - ED wellness trolley
 - Regular huddles, meetings and updates to all staff (as has been done in COVID)
 - Schwartz rounds
 - o Another round of the Kia Kaha fitness challenge
 - Utilisation of EAP, coaching & mentoring and Pastoral care team as required