

REASON WHY?

Since April 2022 the Improvement Hub has facilitated monthly sharing huddles via MS Teams. The aim of the huddle is to enable colleagues at all levels to share their improvement projects, highlighting the improvement methodology. Attendance at the huddle has not been high with many key demographics (Clinical Colleagues) not attending. This is likely impacted with the huddle timing, which clashes with the Nursing, Midwifery, AHP & Facilities meeting.

PLAN

Following a local audit, it was identified that the trend for colleagues attending the huddle was 14 (mode). The lowest number seen was 3 in April 2024 with the largest attendance of 18 in September 2024.

Additionally, a survey was sent out to a range of colleagues to understand the reasons for not attending the sharing huddle. The results were:

Workload Constraints – 66%
Timing of huddle: 34%

Although we cannot accurately associate the two reasons, it is likely that there is a correlation between the time of the huddle against work commitments.

Some additional comments from the survey suggested advertising the huddle topics in advance when sending out the email invites to target areas of interest.

It was agreed by the Team to test out changing the time of the huddle during the Fundamentals Course, to test whether this would encourage more colleagues to attend, particularly our non-corporate colleagues.

DO

During the February 2025 Fundamentals course, the timing of the huddle changed to 3.30pm. This was communicated to colleagues via:

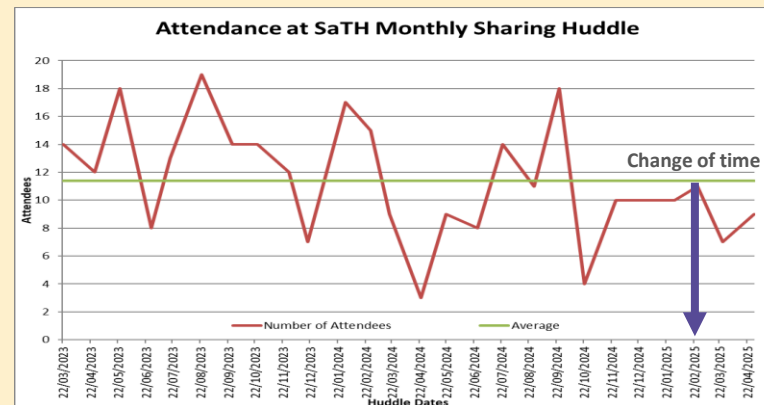
- Updated MS Teams invite
- Email sent to all Improvement trained colleagues
- Communication via weekly Trust Bulletin
- Shared at monthly Nursing & Midwifery meeting,



STUDY

S SPECIFIC | **M** MEASURABLE | **A** ACHIEVABLE | **R** RELEVANT | **T** TIME-BOUND | **AIM**

To increase the number of colleagues who attend the SaTH Sharing Huddle by 80% (25) by 1st May 2025.



During the testing phase no significant increase in attendance was noted however, during this time there was a freeze put on training which for some colleagues included attending various meetings/events. Despite this, we did notice a change to the cohort of colleagues attending with a slight swing towards our clinical colleagues. The following feedback on the change of time was received.

"As an ACP I was keen to attend the sharing huddle, but could not, due to the time of 12.30. By having it later in the day, it enabled me to finally attend, thank you"
"We prefer the huddle at the end of the day as it is easier to follow having covered all the subject matter" (Fundamental Course attendees).
Course Facilitators said "Having the huddle towards the end of the training day is far less stressful and flows much better with the timetable"

ACT

Following the test of change, the attendance has remained close to the average. Additionally, very positive feedback has been provided by attendees at the huddle and attendees at the Fundamentals Course. Course facilitators much prefer the time as it enables the course to flow more efficiently. It has been decided therefore to **ADOPT** the new time for the foreseeable future.

As the huddles only take place once a month, further remeasures will take place to better inform the impact of the new time.

Further work will be undertaken to identify other opportunities that will lead to a more significant increase in numbers of colleagues attending the huddle.