

Message

From: Mark Farmer [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=D0A021637939420185D9559A5EC48088-MARK FARMER]
Sent: 22/01/2021 15:19:24
To: Rose Gallagher [rose.gallagher@rcn.org.uk]
CC: Jude Diggins [jude.diggins@rcn.org.uk]; Kim Sunley [kim.sunley@rcn.org.uk]
Subject: RE: PPE REMOVAL FROM WARDS AND DEPARTMENTS Irrelevant & Sensitive

Thanks, by way of brief update we gather I&S removed some FFP3 as referred to below as staff were wearing it without being fit tested appropriately. They may bring it back with fit testing in place. That said there is disparity across London with some trusts voluntarily providing higher grade PPE because they recognise it makes staff feel safer-all links in to the postcode lottery press release that's been prepared.

From: Rose Gallagher <Rose.Gallagher@rcn.org.uk>
Sent: 22 January 2021 15:08
To: Mark Farmer <Mark.Farmer@RCN.ORG.UK>
Cc: Jude Diggins <Jude.Diggins@rcn.org.uk>; Kim Sunley <Kim.Sunley@rcn.org.uk>
Subject: RE: PPE REMOVAL FROM WARDS AND DEPARTMENTS AT I&S

Hello Mark – thanks this is really timely. Its very disappointing to hear staff being responded to in the way described below.

I have copied Jude in for some advice as I also had a conversation today where I discussed with a member barriers to staff requesting FFP3's. The new IPC guidance (NHS not PHE as they just publish it on behalf of the NHS) does allow for employers/Trusts based on local risk assessment to implement a move to use of FFPs's in areas or across the board. If this happens though staff must be fit tested – using FFP3 or 2 masks based on increased risk without fit testing is against HSE requirements.

We many have to consider an FAQ to advise staff what to do – it aligns with raising concerns but we do know there is real anxiety out there and lots of vulnerable staff e.g. BAME. RCN is continuing to challenge the national culture of 'stick to the guidance' but I think this is going to be an increasing issue for reps locally especially as we know some Trusts are moving away to a broader use of FFP3 to protect HCWs and reduce staff sickness.

Jude how should we move this issue forward?

Rose

Rose Gallagher MBE
Professional Lead Infection Prevention and Control/AMR

Royal College of Nursing
20 Cavendish Square
London W1G 0RN

Irrelevant & Sensitive

I&S

From: Mark Farmer <Mark.Farmer@RCN.ORG.UK>
Sent: 21 January 2021 13:36
To: Rose Gallagher <Rose.Gallagher@rcn.org.uk>
Subject: FW: PPE REMOVAL FROM WARDS AND DEPARTMENTS AT I&S

Hi Rose

See below for email in from rep at **I&S** do you see any problem with local reps supporting this or us as a region supporting reps to support this? I'm happy with it but wanted to check on your thoughts

Many thanks

Mark

From: Name Redacted **Irrelevant & Sensitive**
Sent: 21 January 2021 12:01
To: Trish Davis <Trish.Davis@rcn.org.uk>; Julie Mulvey <julie.mulvey@RCN.ORG.UK>
Subject: FW: PPE REMOVAL FROM WARDS AND DEPARTMENTS AT **I&S**
Importance: High

THIS EMAIL ORIGINATED OUTSIDE THE RCN

Hello

This is FYI. Can I support this with the RCNs backing or not? I can't find an easy answer to that on the PPE pages, just the statement that the RCN has asked for a review of guidance generally. I'm not sure of the evidence base but what I would say from experience that you can't guarantee the Covid status of anyone you're dealing with so not having FFP3 masks available does seem to be an extreme measure, and there is new research published in the last couple of days that suggests that talking can produce a lot of lingering viral particles, plus I think there may be something about prolonged exposure, so if you're spending all day talking to people with Covid an FFP3 mask does seem to be more sensible.

Thanks



Name Redacted

From: Carr David
Sent: 21 January 2021 10:43
To: Name Redacted **Irrelevant & Sensitive**

Irrelevant & Sensitive

Subject: PPE REMOVAL FROM WARDS AND DEPARTMENTS AT **I&S**
Importance: High

Dear Name Redacted

I have been contacted by several members of staff yesterday, last night and this morning about PPE provision on 


Staff have been told at morning handover that they were not allowed to wear FFP3 masks (These masks have been physically removed from PPE stations in the areas discussed)
Staff have been told that they will be challenged if 'caught' wearing them.

[Irrelevant image]

ward had their FFP3 stock removed to the dismay of staff working there.

I understand that the [I&S] in this area has supported the decision to remove FFP3 from non AGP areas.

We understand that the Trust is following PHE guidance, we could debate the science endlessly but anecdotally staff are seeing their colleagues increasingly off sick with covid and there is constant discussion about the new variant being easily transmissible. The virus is still out of control in our communities. The death rate is horrendous. Staff are understandably frightened and anxious about contracting and spreading the virus especially to their patients and families.

Staff in the [Irrelevant image] and replacement services have told us they do not feel safe coming to work anymore, many report poor sleep quality and some have been referred for counselling and therapy due to high anxiety levels

We understand you are looking at a decision on PPE guidance currently, again Unite is stressing the urgent need for staff to be allowed to wear whatever PPE they feel safe in (Employments Rights Act 1996 section 44)

We are not asking for FFP3 universally, although we would be happy with that!, We are asking that staff have the choice to wear the PPE they feel safe with.

Incidentally medical staff in the same environment as nurses are wearing full FFP3 and long sleeve gowns, this adds even further distress and alarm to our nurses discouraged from doing likewise.

This is the biggest health crisis in the history of this country our staff are like gold dust, we must do everything we can to ensure they *feel* safe protected and supported at work, including wearing FFP3 masks if they choose to.

I know that acquiescence to this request will be of great relief to many staff but at little cost to the Trust as the provision of reusable masks continues to roll out and not all staff will insist on wearing upgraded PPE

Please reconsider your position
Yours Sincerely

Dave Carr
Unite the Union

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