



## Appendix 1:

Recruitment communication (Email): Wednesday December 23, 2020 – 21:57

Dear all UCL Royal Free Hospital Medical Students,

This is an urgent email sent on behalf of Dr Dilworth by Adam Boggon, Clinical Teaching Fellow, concerning the opportunity for you to contribute to the Royal Free Hospital's response to a significant deterioration in the pandemic.

There is a specific, urgent need for medical students willing to undertake paid work in the hospital in Band 3 Health Care Assistant (HCA) roles across medicine, the emergency department, the renal unit, the renal dialysis service, and in intensive care.

You will already have received the options available and many of you have put your names forward.

- If you have already put your name forward please consider signing up for shifts over the holiday period
- If you have not yet decided we are re-attaching the roles available and inviting you to let us know either if you can contribute immediately or in the near future. In this case please state your preferences ordered 1-3 by email as soon as you can.

If you have not attended an induction, there is an opportunity to attend a MS Teams-based induction led by Maggie Maxfield's nursing team 10:30-12:30 on Christmas Eve - tomorrow morning. You are welcome to attend this induction whether or not your application has been processed by the staff bank. Attending the induction session does not commit you to working but it may help you make an informed decision about this choice. During the course of this induction meeting Dr Dilworth and I will be present where possible to answer any questions you may have about this.

You may access the session here: [Microsoft Teams Link]

Ashley Poole, Year 5 MBBS, has provided this clarification of the intensive care unit role which will apply across all roles:

*'We are put on the nursing rota as Category C which is a HCA role within the ICU setting and must make sure that we are fulfilling those specific needs within the department. We are not a part of the medical team and we are being relied upon to fill large gaps in the nursing rota so while helping with medical jobs here and there, it is our job to be a member of the nursing team. Having experienced shifts in this role there is often a shortage of people able to do Category B roles such as measuring observations, helping with drugs, taking blood and monitoring patients while been over seen by an ICU nurse. We have had confirmation from the medical school and the relevant people in the trust that as long as we are comfortable and most importantly are competent in doing so then going above what is written on the task card is acceptable. However, you must speak up if you feel like you are being given too much responsibility and we mustn't take blood/perform specific tasks unless we have been signed off on our placements. These are unprecedented circumstances but the need to be responsible and safe medical professionals is still of the upmost importance. This is a good opportunity to prepare us for the professional requirements of FY1 and being able to recognise our limits in difficult situations. I encourage you to offer your help where it is most needed on your shifts and to learn from the incredible ICU nurses so that we can offer them the support they need.'*

Ashley states that she will have access to her emails over Christmas so if you have any questions, or want to discuss anything, or wonder if it's right for you then please don't hesitate to message her: XXXXX

We would not write to you in this fashion at this late hour at this time of year unless there was no other way. You need not be reminded what the National Health Service and the Royal Free Hospital in particular have contributed to this city and this country. This hospital has never closed its doors to those in need and will continue to act as a surge centre accepting patients from across North London as required.

Yet healthcare is provided by human beings, not by hospitals.

We are asking you if you will come.

Adam

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