On Bonfire Night, November 5, we are launching our Turnaround Avoidance Programme (TAP) with a bang. The Service and Improvement Team will be out and about across the Trust, creating a buzz and handing out information to staff. They will explain what the programme is, what it means to you and how you can get involved.

You should be aware of TAP from previous briefings. This work programme focuses on improving our financial and operational performance, and is to help us to avoid some of the difficulty we have seen in neighbouring hospitals. The Turnaround Avoidance Team is working with directorates on detailed plans under key workstreams, including performance improvement, fine eradication, expenditure control, staffing and opportunities for income maximisation.

But what does this mean for you? How does it affect you and how can you contribute to this programme of improvement? Your input is vital. We want to know your thoughts and suggestions.

Find out more on Thursday 5 November or let us know at www.york.nhs.uk/staffsuggestions.
Kevin is Star Award winner

Kevin Breheney, Mortuary Manager, was nominated by a colleague for his recent contribution to the Disaster Victims Identification (DVI) programme by undertaking post mortem work on the 30 or so victims of the terrorist attack in Tunisia.

Kevin worked in London providing post mortem services to the anti-terrorist police. Very few people in the UK are trained in this kind of work and Kevin worked late and long hours, sometimes from 6am until 1am. Kevin is praised as an outstanding mortuary technician doing a difficult job at the best of times, “to be selected nationally is a testament to his expertise and skill in mortuary services – we should be proud of this and recognise his contribution.”

Kevin has been a volunteer with the UK DVI programme for around 10 years. He spoke to Staff Matters about his seven intensive days in London working tirelessly to receive the victims, maintain evidential continuity, conduct identification processes and carry out post mortems. Kevin said: “We had to start with setting up an area that would be suitable to cope with a mass disaster and that has now provided a template for future incidents. Everything needed to be carried out in accordance with British procedures which meant a painstaking process photographing and logging evidence at every stage.

“We wanted to speed up the process as much as possible for families so some days we worked on post mortems from 7am until 1.30am with up to 40 people in a variety of roles working in the mortuary at any one time.

“My experience at the hospital was a great help and I’m thankful to the Trust for all the extra training and career development I have received. Everything ran smoothly and I would be happy to do the same again if I was needed, but I hope I never have to see that situation again.”

Following his experience Kevin received a letter from the police counter terrorism command thanking him for his ‘commitment, dedication and professionalism… ensuring that every single victim left the mortuary in as dignified manner as possible’.

THE TRUST has strengthened its Orthopaedic Team with the appointment of an additional surgeon.

Mr Cash joins the team as a lower limb arthroplasty (hip and knee) surgeon. Based at Bridlington Hospital he will run clinics out of Malton, York and Bridlington Hospitals. He joins the Trust from Wrightington Centre for Hips where he was a senior fellow.

He explained: “I am delighted to be joining the Orthopaedic Department at York Teaching Hospital NHS Foundation Trust. “I specialise in hip and knee surgery and will be taking all referrals regarding hip and knee degenerative disease, revision hip and knee procedures as well as arthroscopic surgery for degenerative meniscal tears.

“Whilst keen to embrace modern techniques and ideas in lower limb surgery, the foundation of my practice utilises proven implants and techniques to maximise implant longevity and patient satisfaction.

“I look forward to meeting and working with local GPs and patients in the near future.”

Mr Nick Carrington, Orthopaedic Consultant Surgeon said: “We are pleased to be able to strengthen our Orthopaedic service with the appointment of Mr Cash.

“Since the East Coast elective orthopaedic service moved from Scarborough Hospital to Bridlington Hospital in April 2014 the service has gone from strength to strength.

“We now have eight orthopaedic surgeons covering all specialties; this enables us to provide more orthopaedic specialist services closer to patients’ homes including expanding our services at Malton Hospital.”

Voting for Star Award reminder

Don’t forget you can now vote for your favourite for a Star Award! Voting is only open for a week so make sure you keep an eye on Staff Room in the Star Award section on the tab on the left.

Director of Estates and Facilities Brian Golding presents the Star award to Kevin
Event plugs into future of motoring

This month the Trust held an Electric Vehicle Event to showcase electric and hybrid cars and vans for staff to see possibilities for personal use, and the future of pool cars, lease cars and business vehicles.

The Communications Team had the exciting task of test driving a range of cars including the BMW i3, Mercedes C300 and the BMW i8 for Staff Matters.

“The i3 is a fully electrical car and would make a good lease car with over an 80 mile range on a full battery. Having never even been in an electrical car before, never mind driven one, it was quite an eye-opener! Deceivingly small from the outside, but was quite spacious in the front (for two women at least). The car is completely silent and sails past almost ghost-like, this is something that takes a little while to get used to, but the i3’s ability to zip in and out of traffic across York makes commuting look easy! “The Mercedes wasn’t quite as nippy but definitely had a much quicker pull. It was complete luxury inside with a leather finish and a dash full of gadgets. As a hybrid it’s not as economical as the i3 but certainly a contender for longer commutes and for comfort with a lot more space in the back than either of the BMWs.

“The i8 was in a completely different league… a hybrid sports car with low fuel consumption, but by no means lacking in high performance. A little wider than a lot of cars, it was a struggle to drive out of the York Hospital multi-storey car park, but its power and responsiveness might convince you to part with £800 a month to own this Batmobile-esque on the lease scheme!”

Zara Ridge, Transport Manager, said: “As the Trust moves forward to practising greener travel we’re hoping to implement electric vehicles into our pool, business and lease vehicles by the beginning of next year. We’re also looking into installing charging points for staff to use should they choose to go down this path with their personal cars too. Keep an eye out for updates on this in Staff Matters and on Staff Room.”

New DVD created to enhance recovery

A NEW video has been produced by the enhanced recovery team at York Hospital that will help people recover more quickly after having major colorectal surgery.

The team regularly discuss the enhanced recovery programme and how it can be further developed. The idea of a DVD came up as a way to further empower patients to lead their own recovery and get back to full health as quickly as possible.

Consultant Dibyendu Bandyopadhyay led the project to bring the DVD to life using their own team to share the very same information that people are given face to face.

Dibyendu said: “Having an operation can be both physically and emotionally stressful. I’m very grateful to the team for all their hard work in making this DVD which gives the patient all the information they need about the programme and what to expect. It introduces the clinicians involved in their care and why it’s important to follow the programme and what this will achieve for them.

“It is being given to patients prior to their surgery to help inform them of what is to come and it can be used as a guide throughout their journey as to what to expect next, and what they can do for themselves to aid in a quick recovery.”

From October patients that are suitable for the enhanced recovery programme will be given a DVD in their outpatient appointment, with a link to YouTube and a QR code in their patient information.

Many hospitals have an enhanced recovery programme in place, and it’s now seen as standard practice following surgery. Sometimes referred to as rapid or accelerated recovery, enhanced recovery ensures that patients are as healthy as possible before receiving treatment, receive the best possible care during their operation and receive the best possible care while recovering.

Research has shown the earlier a person gets out of bed and starts walking, eating and drinking after having an operation, the shorter their recovery time will be. To view the video go to the Trust’s YouTube channel, entitled York Hospital Enhanced Recovery.
You said, so we did…
Staff Survey time again

Most of you should now have received an email with a link to participate in this year’s NHS National Staff Survey. The current return rate for this year’s survey is already at more than 30 percent which is a fantastic achievement. Those without an email link should have received a paper copy. As demonstrated in our You Said We Did campaign, we do listen to your comments and make changes following your feedback so please take this opportunity to complete your staff survey if you haven’t already done so.

Vicki Mallows, Employee Relations and Engagement Manager, explained: “It is really important that you take the time to tell us what it is like to work for us and your department. The results for each department are broken down and local actions are identified where real improvements can be made to your working life. Some may be small, others bigger but changes are made as a result of your feedback.”

You have until 26 November to complete your staff survey.

Here’s just some of the changes that have been made over the past year as a result of your comments:

### Catering at York

<table>
<thead>
<tr>
<th>You said</th>
<th>We did</th>
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<tbody>
<tr>
<td>That you found it hard to find the time to undertake your statutory and mandatory training</td>
<td>Workbooks have been developed and implemented so staff don’t need to attend face-to-face training or do e-learning.</td>
</tr>
<tr>
<td>The Chief Executive’s Staff Brief was not cascaded effectively</td>
<td>All managers now attend staff brief and an attendance record is kept, the brief is then cascaded to the team in a face-to-face briefing as well as being displayed on staff room notice boards and staff areas.</td>
</tr>
<tr>
<td>You didn’t know what the Trust values were or understand them</td>
<td>The Trust’s values are now incorporated and discussed as part of the appraisal process. They are also clearly displayed on all staff room notice boards and offices.</td>
</tr>
<tr>
<td>That the accessibility and approachability of the management team could be improved</td>
<td>Managers have adopted an open door policy and staff are positively encouraged to discuss issues and ideas. Supervisors and team leaders are also encouraged to develop and identify training requirements as part of the appraisal process and attend leadership courses where appropriate.</td>
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### Child Health Directorate

<table>
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<tr>
<th>You said</th>
<th>We did</th>
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<tr>
<td>Better clarity was needed around the administration roles and DDM roles which cover both Obs &amp; Gynae and Child Health</td>
<td>The administration and Deputy Directorate Manager roles that previously covered both Obs &amp; Gynae and Child Health have been divided so they now only work for one Directorate.</td>
</tr>
<tr>
<td>The working environment could be improved</td>
<td>A new Staff Room on Ward 18 was created for staff from Wards 17 and 18 to use. We also put in new nurses’ stations and redecorated the ward in more vibrant colours to make the ward a nicer environment for both staff and patients.</td>
</tr>
<tr>
<td>You would welcome additional support</td>
<td>A new Band 7 role was created to give additional support on Wards 17 and 18. A new Nurse Educator role also helps to ensure consistency in support for training across both sites.</td>
</tr>
<tr>
<td>Communication could be improved</td>
<td>To help improve communication a directorate newsletter is now circulated.</td>
</tr>
<tr>
<td>You found it hard to undertake your statutory and mandatory training</td>
<td>New computers have been purchased for both sites so that staff have IT access to enable them to complete training.</td>
</tr>
</tbody>
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YORSEXUALHEALTH is working in partnership with North Yorkshire business LTC Healthcare, to supply condoms to York and North Yorkshire residents through a new condom distribution scheme. The scheme will help to reduce STIs and unplanned teenage pregnancies through the distribution of free condoms.

Tina Ramsey, Clinical Services Manager, at YorSexualHealth, continued: “We are pleased to be working in partnership with LTC to increase greater access to free condoms across York and North Yorkshire. The scheme will target young people and those most at risk of sexual ill-health.

“The next part of this scheme is the development a “C-card” scheme which will enable service users to register with the scheme and then pick up condoms from a range of venues, such as GP surgeries, colleges and youth services.”

For more information about accessing sexual health and contraception services, including where to access free condoms visit www.yorsexualhealth.org.uk

Safer manual handling

Manual handling is one of the most common causes of injury at work and causes over a third of all workplace injuries. Care providers such as nurses, allied health professionals and support staff suffer more back injuries than any other profession including construction, mining and factory workers.

For more than ten years the Trust has endorsed a ‘train the trainer’ approach by training employees to become manual handling link workers, helping to promote back care awareness across the organisation.

Staff Matters met two of these unsung heroes who play an important role in providing advice and training for staff in both clinical and non-clinical areas. Lizzie Watkins, Staff Nurse, ward 37 says that the minute she sets foot on the ward her eyes and ears go into overdrive. As well as having complex medical conditions, patients on this ward suffer with dementia. This means that staff have to assess even the simplest task as patients’ reactions can vary from compliant to resistant at any time.

Lizzie said: “One of the biggest challenges is the constantly changing mental states of the patients. Nearly all of our 21 patients are a falls risk so we ensure wherever possible that they are wearing suitable footwear and have the correct mobility aid. When it comes to moving patients we may need to use anything from slide sheets to slings and hoists. Every step of the process and the environment must be risk assessed and planned.”

Lizzie also undertakes workplace risk assessments for staff to make sure they are not putting themselves at risk during the normal working day.

Brenda Mitchell is an assistant radiology practitioner in the x-ray department. Her role is equally challenging and very fast moving.

Brenda said: “It’s essential that you know about safe moving and handling so you don’t hurt yourself or the patient. “We see every type of patient in x-ray whether it is through the emergency department, as an inpatient or through outpatients. On a typical day I could be organising training for staff, sourcing new hoist slings to move patients, accessing bariatric equipment and advising on transfer of a heavy patient or assisting on transferring a distressed patient with dementia.”

Link workers receive initial training and annual update training from the Manual Handling Team. This training equips link workers to provide manual handling update training to their colleagues in both clinical and non-clinical areas who work in the same area, department or office.

To find out more about becoming a manual handling link worker or who your link worker is, email CLAD at Cladbookings@york.nhs.uk or the manual handling team at manualhandling@york.nhs.uk
This year’s Celebration of Achievement at Scarborough Spa was as brilliant as ever with the standard of nominees sky high after the Trust received its highest ever number of entries of over 250 nominations for just 15 awards. There was laughter and tears (of pride of course!) as each and every finalist was warmly welcomed to the stage to take pride of place for their incredible range of efforts. The whooping and cheering award goes to the enthusiastic Scarborough crowd, awww award goes to our youngest fundraisers Sam and Libby, and the most mentions award to Oak Ward and Ward 24!

**Excellence in Patient Experience** - presented by Beverley Geary, Chief Nurse

Winner – White Cross Court and St Helen’s Multidisciplinary (MDT) Teams, Community Services

The MDT teams listened to patients’ families who said their relatives would like to socialise more during their stay. Some patients felt isolated outside of their one to one sessions so mid-morning refreshments followed by a group chair exercise class and chair games was organised. The patients have even requested that the class run on weekends and bank holidays as they didn’t want to miss a class!

Runners up: Care of the Elderly Oak and Ann Wright Ward, Scarborough Hospital Ward 24, York Hospital

**Living Our Values Individual Award** – presented by Sue Holden, Director of Corporate Development

Winner – Shaun Fletcher, Scarborough Hospital

Shaun’s role of Grounds and Gardens Supervisor was expanded in 2014 to include minor works. He embraced this challenge with a quiet professional “we will achieve” attitude. In the last twelve months Shaun has led multiple refurbishment schemes while maintaining a wonderful grounds environment. People see the hard work, drive and determination that Shaun puts into his minor works projects and feedback warm comments.

Runners up: Christine Wilson, Scarborough Hospital Judy Witham, York Hospital

**Living Our Values Team Award** – presented by Sue Holden, Director of Corporate Development

Winner – Theatre Recovery Team, Scarborough Hospital

At a time of increased demand for beds the team was approached for help to care for patients following their operation so that it could still go ahead. As well as helping, the team re-arranged the recovery area providing seating for patients, and organised food and drink. On one morning five cancer patients had their surgery instead of it being cancelled.

Runners up: Haematology and Oncology Services, York and Scarborough Hospital Ward 24, York Hospital

**Enhancing Systems and Services** – presented by Juliet Walters, Chief Operating Officer

Winners – Ophthalmology AMD Service, Trustwide

To cope with an exceptional growth in the sight saving Age Related Macular Degeneration Service the team have trained optometrists under the guidance of a consultant which enable clinics of 50+ patients seen in one morning. Trained nurses also lead a clinic and perform treatments at Bridlington Hospital. The service is described as exemplary due to the hard work and sheer determination of the team.

Runners up: Acute Medical Unit and Short Stay, York Hospital Duke of Kent Ward and Children’s Service, Scarborough Hospital

Beverley Geary presented Excellence in Patient Experience: “The sheer number of peer nominations is particularly special”

Sue Holden presented Living our Values: “It’s about putting others first and doing it with heart”
Achievement

Patrick Crowley, Chief Executive, said: “These awards have become a valuable and highly regarded way of honouring colleagues who have excelled in their achievements and service for the Trust and to the patients, families and clients we serve.”

Efficiency Award - presented by Andrew Bertram, Finance Director
Winner – Sam Depa, York Hospital
Sam devised a project looking at dramatically reducing the number of backlog patients waiting for surgery. It has reduced the number of patients waiting over 36 weeks from 44 to 1 and those over 18 weeks from 140 to 42. This meant a reduction in fines of £80,900 despite one of the most challenging winter crisis that the organisation has seen.

Runners up: Claire Worrall, Yvonne Williams and Emily Waterman, York Hospital Purchasing and Corporate Efficiency Team, Trustwide

Unsung Hero– presented by Brian Golding, Director of Estates and Facilities
Winner – Alison Kearney, Scarborough Hospital
Alison ensures the highest standards of nursing care, particularly in the care of elderly patients with dementia. She is praised by a family for taking the time each day to teach an elderly patient with severe dementia to sing the words of a famous song. Typically following a visit to a Bulgarian orphanage Alison arranged for every single child to receive a Christmas shoebox.

Runners up: Deborah Elmer, York Hospital
Shaun Fletcher, Scarborough Hospital

Volunteer of the Year – presented by Patrick Crowley, Chief Executive
Winner – Tom Beamson, York Hospital
Tom has been a volunteer porter in Pharmacy since 2011, working around 20 hours a week unpaid to help ensure medication reaches wards and patients in a timely manner. Tom is always respectful and kind to everyone he meets and will go the extra mile to help anyone. He always come to work with a smile on his face come rain or shine.

Runners up: Ann Wright Ward Dining Companions, Scarborough Hospital
Friends of the New Selby War Memorial Hospital, Community

Patient Safety Award – presented by Ed Smith, Deputy Medical Director
Winners – Clare Scott, Peter McBride & Hasanain Al-Shakerchi, York Hospital
This team have set up and established weekly in situ simulation training on the busy AMU to ensure learning from critical incidents and help team dynamics. Sepsis, asthma and cardiac arrest simulations have provided a fantastic opportunity of developing a cohesive new team allowing nurses and medical staff to learn together without leaving the ward since AMU merged with the Short Stay ward.

Runners up: Elizabeth Baker, York Hospital
Oak Ward, Scarborough Hospital

Brian Golding presented Unsung Hero: “Our Trust is more than the sum of its parts and relies on many disciplines, some unseen, but without whom we couldn’t function”
Celebrating Achievement

The Patient Award – presented by Mike Proctor, Deputy Chief Executive
Leanne Johnston, York Hospital
Leanne is described by a patient’s family as ‘a shining light’ for her dedication, respect and compassion towards their family and friends as the patient’s condition deteriorated. She tried to answer as many of their questions as gently and honestly as she could. ‘Leanne sat next to my mum, held her hand and cried with her as she was told that her 36 year old son had died.’

Runners up: Lizzy Varghese, York Hospital
Sharon Allen, York Hospital

The Governor’s Award – presented by Lead Governor Margaret Jackson
Winner – Kay Green, Carol Lawrence and the nurses on Ward 11, York Hospital
The nursing staff on Ward 11 went above and beyond to help a young man who had been a long-term patient on their ward on multiple occasions. With no family around they became in his words “friends”. Carol took his clothes home to wash and paid for him to have breakfast in the canteen. She supported him with after care and in finding a bed in Harrogate.

Runners up: Tara Kadis, York Hospital, Oak Ward, Scarborough Hospital

The Nursing Leadership Award – presented by Beverley Geary
– to Sue Jackson

The Chair’s Award – presented by Sue Symington
– to Kath Sartain

The Chief Executive’s Award - presented by Patrick Crowley
– to Brian Golding Energy Manager

The Lifetime Achievement – presented by Patrick Crowley – to Ian Jackson

Fundraiser of the Year – presented by Sue Symington, Chair
Annika Dowson, Snowdrop Appeal, Scarborough Hospital
Four years after her daughter Gypsy was born sleeping, Annika started fundraising for a sofa bed to help provide somewhere that a partner or family member could use whilst they were in hospital. Annika soon realised there was more she could do and started ‘The Snowdrop Appeal’ to raise £120,000 to create a maternity bereavement suite at Scarborough Hospital. Annika has raised £8314.06.

Runners up: Sam Hamilton, Young Fundraiser, York Hospital
Libby Wood, Young Fundraiser, York Hospital

Ed Smith presented the Patient safety Award: “We have real and lasting improvements in patient care”

Fundraiser, York Hospital
Nikki Brooks, Breast Surgery Microscope, York Hospital

Mike Proctor presented the Patient Award: “The sense of privilege we get as healthcare professionals touch people’s lives”
STAFF BENEFITS AND WELLBEING

A regular section provided directly to you by the Staff Benefits and Wellbeing Team where you can read more about the benefits that you are entitled to as an employee and how we support the wellbeing of our staff. For more information go to the staff benefits website www.york.nhs.uk/staff and enter the password staffbenefits1 or call 772 1170 or 771 5262.

Follow Staff Benefits: Twitter @YHstaffbenefits StaffBenefitsYHFT

Team weight loss challenge

THE WELLNESS Team will be running the NHS Choices 12 week weight loss programme starting in January 2016. This is a pilot programme and we are looking for a team from a department to take part. Your team will have a minimum of six people and a maximum of 12 and will be willing to work together to support each other throughout the challenge. We will be using the NHS Choices programme (which can be viewed on the NHS Choices website) supported by an induction, workshops and a follow up.

More information on the challenge, the entry criteria and the application form is available on the Staff Benefits pages of the intranet. If you have any further queries please contact carol at: carol.dickinson@york.nhs.uk.

Step into Health

For those who want a kick-start to a healthier lifestyle a new basic level course for people those who want to improve their wellness is being run by Loughborough College.

It’s a 12 week distance learning programme run by Loughborough College covering three modules – physical activity, nutrition and stress management. Once you enrol, you will receive an exercise DVD, a manual with information on each of the three topic areas and a short workbook to complete for each module and submit these to the College during the 12 week programme. This course is free to staff but there will be an administration fee from the College of £50 if you do not complete the course.

You will receive a certificate at the end of the course if you successfully complete all three modules.

The 12 week course starts at the end of January 2016. If you are interested in taking part, please email carol.dickinson@york.nhs.uk.

The closing date for enrolment is 4 December 2015.

Schoolchildren raise funds for staff with cancer

CHILDREN from St Lawrence Church of England primary school in York have raised over £360 for the Cancer Care Centre at York Hospital in support of two members of staff who became ill with cancer.

Headteacher Jane Nellar said: “As a school we encourage children to think about others and get involved in fundraising projects. They worked very hard all year and the whole school is very proud of them.”

Jane Archer, Cancer Care Centre Manager, said: “Donations such as these help us provide the extras that can mean a lot to people at some of the most challenging times of their lives. We’re very grateful to the children from St Lawrence – keep up the good work!”

Celebrating Inter Faith Week at Trust

NATIONAL Inter Faith Week (15 – 21 November) provides an opportunity for people from all backgrounds to get the chance to find out more about their neighbours’ faith and beliefs – to discuss, reflect, co-operate and respect the diversity of faiths and beliefs in our society.

Margaret Milburn, Equality and Diversity Facilitator, said “We respect and celebrate the diversity of faith, culture and belief that staff bring to their work.

“As a Trust our aim is that people of all faiths and beliefs, those who do not express a religious belief, and those from all cultural backgrounds can have access to appropriate spiritual care.”

The Trust’s Equality and Diversity and Chaplaincy Departments are supporting the week with display stands and literature at both York Hospital in main reception and the Chapel, and at Scarborough Hospital outside the Chapel.

The teams will highlight how staff can develop skills so that spiritual care becomes part of holistic care for patients. The Spiritual Care and Chaplaincy Team are available to talk to teams or individuals on ext 7715579 if anyone would like to know more.
York Teaching Hospital Charity is very excited to launch its Christmas Campaign ‘Get Your Socks On’. It’s simple and it’s fun – all you have to do is wear a pair of festive socks on Wednesday 9 December and donate £1 to York Teaching Hospital Charity.

Fundraising Officer, Maya Richardson, said: “Working within a medical setting means that staff are restricted to what they can wear, with this in mind we thought what is the one thing that every member of staff can wear…SOCKS! “We are hoping that this fun idea will get everyone in the festive mood and help to raise funds that make a positive difference within our hospitals.

“I spoke to around 30 people, staff and members of the public, ranging from young to old about stammering and the effect of stroke on speech. Lots of information leaflets were taken which highlighted the frustrations of having a stammer such as using the telephone, being ignored or overlooked, and people finishing your sentences.”

Thank you to Jeff Ward, Porter from Malton Hospital who hosted an awareness stand in the foyer of York Hospital on International Stammering Awareness Day on Thursday 22 October. Jeff offered information and advice on how to support and how to get support for stammering.

Jeff said: “I spoke to around 30 people, staff and members of the public, ranging from young to old about stammering and the effect of stroke on speech. Lots of information leaflets were taken which highlighted the frustrations of having a stammer such as using the telephone, being ignored or overlooked, and people finishing your sentences.”

Colleagues can provide support by being patient, especially with phone calls and encouraging people to participate in conversations. Read Jeff’s presentation and see the video from The British Stammering Association on Staff Room under Equality and Diversity.
This month Physiotherapists and patients at the Trust have been supporting a national awareness campaign which aims to promote how ‘Physio Works.’

There are 221 physiotherapists at the Trust working across ten hospital sites and out in the community. Their work is invaluable to thousands of patients.

Earlier this month to coincide with the Chartered Society of Physiotherapy National Conference, staff and patients celebrated and promoted the work of physiotherapists and the crucial role that they play in helping patients back to health.

Stands were held at hospitals and staff gathered patient case studies to showcase how much physiotherapy does indeed work, promoting some of the lesser well known areas of the work they do, for example with children, stroke patients and women’s health.

Victoria Adams, Professional Lead for Physiotherapy at the Trust, explained: “We want everyone to know that physiotherapy-led rehabilitation really works helping patients recover quickly and safely. It keeps older people independent at home and helps people with long term conditions maximise their abilities as well as reducing costs in health and social care.

“Many people have heard of physiotherapy working with musculo-skeletal and sports injuries, but we also wanted to highlight our services working with children, women’s health, amputees, falls and hip fractures, stroke, cardiac rehabilitation and respiratory diseases to name but a few.

“As part of the campaign, many of our patients have come forward to share their stories about how physiotherapy has worked for them, helping them recover quickly and get back to living a fulfilled life. It has been great to listen to these stories and to celebrate the work of our department.”

Derek and Joyce had nothing but praise and compliments for Lisa and Lauren their physiotherapists at their physiotherapy amputee class at York Hospital.

Becky Ingle, whose daughter Darcie (17) has been under the care of the Scarborough Physiotherapy Team, for 15 years explained: “My daughter has been with the team for just over 15 years. Over these years we have felt supported as a family and feel able to contact them for any help.

“Darcie’s physiotherapist always involves her in any decisions and is happy to answer questions or explain any new exercises and they are always coming up with ideas or ways to help exercise be enjoyable. My daughter says she has felt like her Physio has been genuinely thoughtful and caring towards her especially through her teenage years.”

Clockwise from left: Selby physios, Scarborough physios, falls class and working with amputees

New falls risk assessment tool launched

THE NEW electronic falls risk assessment tool was launched on 12 October. The tool compliments the NICE Guidance and it is hoped will help the Trust to reduce incidents of patients falling in hospital.

The training package for the tool can be found on the Q drive York Hospitals Trust Quality & Safety MetricsFalls Training Falls Multifactorial Assessment Tool V3.pdf Any queries please contact Darren Fletcher, Patient Safety Manager ext 7721549.

The Trust has been selected to present at the Patient First conference in November regarding the important work on reducing harm from falls in hospital. Look out in next month’s Staff Matters to read more about the falls work.
A new science qualification for support staff could see the next generation of ‘home grown’ scientists in the Trust.

The Institute of Biomedical Science (IBMS) has introduced a Certificate of Achievement specifically aimed at support staff working in laboratory services to help them achieve their potential.

One of the first in the Trust to complete the qualification is Ashleigh Elliott, Medical Laboratory Assistant at York Hospital, who has been awarded her Certificate of Achievement Part 1.

Ashleigh said: “It was really interesting and helps you understand what you are doing on a daily basis and why. I’m already planning to do the Part 2 certificate which links in to foundation degree level so who knows how far I will go, maybe one day I will be a fully qualified biomedical scientist!”

Ashleigh was encouraged by her department to study for the certificate which was assessed by qualified staff within the team. Helen Farrell, Consultant BMS Cytology, said: “Ashleigh has worked really hard and we’re very proud of her. There are not many opportunities for support staff to progress by gaining formal qualifications that help them advance their career to national standards so we’re all delighted for her. Hopefully this will enable us to train more people in-house to become more highly qualified.”

Congratulations also to colleagues from Scarborough Hospital, Sarah Williams from Histology, Rosemary Prior and Sheena Blenkinsopp from Microbiology who have also completed the IBMS Certificate of Achievement Part 1.

NHS Christmas Carol Service

Join the choir rehearsals and sing as part of the NHS Carol Service which takes place at York Minster on Wednesday 9 December at 7.30pm.

All members of staff of the Trust are warmly invited to sing as part of the choir in the Minster this year. You are welcome to join the choir even if you have not sung with them before. Rehearsals will begin from October in Scarborough and November in York in the hospital chapels. The dates and times can be found on the Trust website www.yorkhospitals.nhs.uk/carolservice

Sing as part of the NHS Carol Service
York Minster - Wednesday 9th December - 7.30pm

York Rehearsals
York Hospital Chapel
Wed 4 Nov - 12.00 - 1.00pm
Wed 10 Nov - 9.00am - 9.30am
Wed 16 Nov - 12.00 - 1.00pm
Wed 22 Nov - 9.00am - 9.30am
Wed 29 Nov - 9.00am - 9.30am
Wed 6 Dec - 9.00am - 9.30am

Scarborough Rehearsals
Scarborough Hospital Chapel
Every Wednesday evening from 21st Oct to the 29th December between 7.30pm and 9.13pm

For more information: www.yorkhospitals.nhs.uk/carolservice

Pink lights for breast cancer

During a year-long bid to raise awareness of various health campaigns, York Hospital has continued to light the skies and this month, to mark Breast Cancer Awareness month, pink lights are being beamed from the hospital roof.

Every year over 50,000 women are diagnosed with breast cancer in the UK, with one in eight women developing it at some point in their lifetime. Around 500 new cases of breast cancer are diagnosed every year in the Magnolia Centre at York Hospital and the Macmillan Unit at Scarborough Hospital.