As part of our commitment to supporting staff's health and wellbeing the Trust once again participated in the Global Corporate Challenge (GCC). The 2012 Challenge has now finished with the most amazing statistics so far.

The Trust recorded a combined step total of 809,979,155, which is 160,035,349 more steps than those recorded in the 2011 challenge and was ranked top in the ‘Most Active NHS Trust’ for the third year in a row.

In recognition of completing the challenge, awards were presented by Chief Executive Patrick Crowley and Rachel Kirby from the GCC at last month’s Staff Brief. The top ranking three teams (Lab Rats on Steroids led by Trevor Hair, In It to Win It led by Shaun Broadbent, and Mixed Bag led by Julie Dickinson) all received awards.

The highest ranking team for an incredible third year in a row was the Lab Rats on Steroids who this year completed the entire challenge. When asked the secret to the Lab Rats continued success, Trevor Hair, Team Captain, said: “I think it’s all about having a motivated team, the team really needs to want to do it, perform consistently and stay focused. Providing encouragement to each other is also really important, the challenge lasts 16 weeks which is enough to drive anyone crazy!”

The Highest Stepper award was presented to Helen Balawajder, Team Captain of HMYS & Hers and HYMS Phase 1 Teaching Co-ordinator, who recorded an impressive average daily step count of 53,729. The Most Improved Stepper was Sue Young, Health Care Assistant, Bridlington and member of the Steps Reunited Team.

In addition, this year GCC participants were asked to nominate for the Most Inspirational Team Leader award. This award was presented to Alison Dent, Personal Secretary at Whitby Hospital and Team Leader of KRAKERS. Alison’s team members described her as inspiration and a constant source of energy and encouragement. Despite recently undergoing knee surgery, Alison still organised team walks in the Yorkshire Moors to ensure that the team kept their step count up and became affectionately known as ‘Sherpa Dent’ by her team.
Conference recognition

PAULA STRIDER, Oncology Research Nurse, has been recognised by the National Cancer Research Institute (NCRI) for her work to increase patient recruitment for clinical trials. The project was chosen out of many from across the country and was displayed at the recent NCRI Conference.

The aim was to increase patient recruitment into oncology trials at York Trust which is one of the high level objectives of the National Institute of Health Research (NIHR) and the National Cancer Research Network (NCRN).

Paula’s project was to show smarter working practices by using local media to recruit healthy volunteers to be involved in this vital work which is comparing genetic factors of healthy volunteers to women who have breast cancer.

Bridlington Hospital League of Friends

£12,000 raised

Over the past two years the Bridlington Hospital League of Friends, founded in 1953, has invested over £12,000 in the development of Bridlington Hospital helping make life more comfortable for patients.

From repairing a historic stained glass window in the chapel to recently providing £9,000 of new chairs for the Outpatients Department, the Friend’s support of the hospital has been invaluable – helping improve the experience for staff, visitors and patients.

Other specialist equipment purchased include chairs for stroke patients on Waters Ward, chairs for the eye clinic, benches in the main corridor, a step machine for the Physiotherapy Department as well as a donation to the Bladder Scanner on Lloyd Ward.

Margaret Peel, from Bridlington Hospital League of Friends, said: “The Friends continue to support Bridlington Hospital and we would like to thank everyone who has supported us over the past two years.”

Andy Betts, Assistant Head of Estates, said: “On behalf of Bridlington Hospital and York Trust, I would like to thank the League of Friends for their continued support and investment in the hospital.

“They are an integral part of the community here at Bridlington Hospital. The work that they do helps to improve the experience not only for our patients but staff and visitors.”

Clinic opens in leisure centre

PATIENTS in Scarborough can now undertake a six-week pulmonary rehab course at their local leisure centre. By working in partnership with Scarborough and Ryedale CCG and Scarborough Borough Council, patients can now access rehabilitation in a more community-based setting. The clinic started in October and initial feedback from patients has been extremely positive.

Still time to jump on the ‘flu wagon’

THANK YOU to all staff who have been turning out in droves to visit our ‘flu wagon’ as it tours the Trust. So far there have been some pretty impressive queues for the immunisation team and further clinics have been scheduled right into December. Check out Staff Room for details of your nearest session.

“further clinics have been scheduled right into December”
Fracture patients recommend clinic

The majority of people attending York Hospital’s nurse led fracture clinic say they would recommend it to friends and family according to a recent patient survey. A total of 97 percent would recommend the clinic and 98 percent said they had confidence in the nurse practitioner treating them.

The nurse led clinic was set up eight years ago to treat patients with minor fractures and to provide check-ups after orthopaedic surgery. Patients are treated by an advanced nurse practitioner and the clinic runs alongside a Consultant led clinic so patients who have more complicated problems can be directly referred and seen by a doctor at the same clinic visit.

Cathy Booth, Advanced Nurse Practitioner, said: “We are delighted to have been recognised for our work in this area.”

Peta Hayward, Director of HR, continued: “Our staff are our most important asset and it is vitally important that we nurture and support them to help create a healthy and happy workforce. Without staff that are fit and well to care at work we cannot deliver high quality patient care.”

Recommended: Helen Warburton (PALS), Sue Kelly (Clinic Sister), Cathy Booth (Advanced Nurse Practitioner) and Janet Friend (A&E Clerical Officer)
Fundraising

More information
For more charity information or to support an appeal, please contact Lucy Watson on 01904 721737 or email lucy.watson@york.nhs.uk

Round-up of activities

Christmas Fair at York Hospital

A CHRISTMAS Fair has been organised by Bluebird Care and the York Teaching Hospital Charity which will take place on Saturday 24 November in support of the Star Appeal. The fair will be open between 10am – 4pm at the Hilton Hotel on Tower Street in York. There will be a vast range of stalls including hand crafted bears, hand made cards and gifts, jewellery, paintings and prints and many more. There will also be a raffle, cake stall, face painting and reflexology treatment to pamper yourself a little too!

Please come along on the day to enjoy lots of fantastic stalls, buy some great Christmas presents and to support the Star Appeal. The Star Appeal aims to raise £300,000 to refurbish York Hospital’s Stroke Rehabilitation unit.

Entry is free on the day. For more information please contact Lucy Watson on 01904 721737 or email lucy.watson@york.nhs.uk

Community Fundraiser

THE YORK Teaching Hospital Charity would like to welcome their new Community Fundraiser, Maya Richardson, who will be based at Scarborough Hospital to raise vital funds in the Ryedale/ East Coast area. This includes supporting Scarborough, Whitby, Malton and Bridlington Hospitals as well as Community Services in the area. Maya will play a very important role by raising funds for life-saving and up-to-date equipment and improvements and enhancements in the hospital environments for the benefit of our patients.

Maya will be aiming to raise the profile of the charity within the hospitals and will offer support to staff in their areas if funding is required. She will also aim to maximise the support given to the hospitals by individuals, companies, groups and associations, external charities and grant giving bodies.

Anyone interested in fundraising for their area can contact Maya on 07944 473398 or email maya.richardson@york.nhs.uk

Team offers help for home carers

THE Corporate Learning and Development team recently organised a training programme for carers looking after loved ones in their own homes.

After speaking to carers’ representatives within York, it was realised that carers did not have the support and training for looking after their loved ones.

A one day programme was put together using key trainers from the Trust who are all experts in their field. The programme, held at the York Hospital Social Club, covered nutrition and assisted feeding, manual handling, and managing continence concerns and respecting dignity.

Former carer Sue Herdman, who had cared for her husband for many years, gave a valuable insight into caring for a person affected by long term health changes and the impact on personal relationships.

Feedback from the 14 delegates was very positive with comments such as ‘appreciated the whole day… very well put together in an informative, welcoming and entertaining manner…first speaker (Sue Herdman) excellent choice of personal experience’.

The full day session held in York is part of a pilot scheme which will next be rolled out in Scarborough and Ryedale with further regular sessions in all localities.

Sue Herdman (speaker), Michelle Coatsworth (Administrator) and Trish Gerard (training manager at Scarborough)

Pathology lab coffee morning

WELL DONE to the pathology lab staff at York Hospital for raising £335.50 for Macmillan by holding a ‘world’s biggest coffee morning’ in their staff tearoom. Karen Johnson, Medical Laboratory Assistant said: “All pathology staff came in and got involved, and were really supportive. “Many path lab staff made cakes, bought them at vastly exorbitant prices as donations, and we roped in any visiting staff – especially the electricians working here at the time!”
Integration of corporate areas

The integration of corporate areas has been progressing steadily since the last Staff Matters Integration Special. Many teams have now been brought together, or are on the verge of integration, and new areas are gradually being taken into the integration portfolio including Transport, Child Protection and Patient Experience. Progress towards integration is captured monthly and reported to the Integration Steering Group, with reports identifying achievements. Key achievements have been highlighted from many areas including Organisational Development, Systems and Networks and Transport, which are detailed in this integration feature.

Goodbye Horizon, hello Staff Room

Staff Room, the Trust’s new intranet, went live in September. Initial feedback has been positive and the feedback received from the online survey will be used to develop the site to make it as user-friendly as possible.

Lucy Brown, Head of Communications, explained: “We are now at the stage of moving content from Horizon and Scarborough’s intranet over to Staff Room, with a view to switching off the old sites on 31 December.

“If you are currently an author for Horizon or Scarborough’s intranet, or you would like to become an author for Staff Room, it is important that you let us know as soon as possible so that training can be arranged, as content that is currently on Horizon and Scarborough’s intranet will need to be transferred ahead of this date.

“It will be possible to use your real content in the training session, so now is a good opportunity to review and update any content you currently have on the intranet or to think about any new content you would like to add.”

If you require training please email the communications team and give details of the section or pages you would like to add or edit.

IT and systems integration update

The Trust has grown into a much larger organisation and this is leading to major changes in many areas. One of the key developments is the move to standardise IT solutions, facilitating the process of integrating services and the development of common processes. These changes will help staff in a number of ways including:

- single log in and email address
- single phone system and directory
- ensuring standard systems and processes across the organisation e.g. a single Lab System and standard process for management of preoperative assessment
- ease of access to your documents wherever you are in the organisation
- reduce the time spent travelling by developing the use of WebEx and a video strategy to aid communication and help groups work together on projects without the need for travel.

Central Communications

The Communications Team are now all based centrally at York Hospital (Second Floor, Admin Block).

The team are available to support you with internal and external publicity. For example, arranging a photograph with the press, writing a story for Staff Matters, communicating news to colleagues via Staff Brief or Staff Room or helping keep a story out of the news.

To contact the team:

Email commsteam@york.nhs.uk
Call the Communications Office on 01904 721855 / 721592.
- If you have a story for Staff Matters email staffmattersmagazine@york.nhs.uk
- If you have feedback about Staff Brief email staffbriefsuggestions@york.nhs.uk
- If you have a story for Staff Room email staffroom@york.nhs.uk

New website

Work has also begun on developing the Trust’s new website. This is a major project and a great opportunity to create an online resource and shop window to our hospitals and the services that we provide.

As well as providing an overview to the Trust and our services as a whole, the website will be focused on providing site specific information ensuring that local information can easily be found by all our patients.

The project is being led by the communications team however it is vitally important that senior managers get on board to provide accurate and up-to-date information. This is your opportunity to highlight the work of your area.

Over the coming weeks the communications team will be contacting Directorate Managers with regards to gathering this information. Please ensure that the necessary time and support is given to this project by you and your team.
One of the major developments that the team is working on at the moment is introducing CPD in Scarborough and over the coming months CPD will be rolled out across Scarborough.

CPD is the electronic patient record used in York which has been developed in collaboration with clinical teams and support staff over many years.

The system has been developed to support clinical care and administrative processes including inpatients, daycases, Outpatients, Waiting List Management, Theatre Scheduling, Pathology and Radiology (results plus X-Rays) all available to the appropriate staff member from a single sign on.

Ian Jackson, Chief Clinical Information Officer, explained: “This is just a sample of the areas it covers and in many ways it is easier to describe what it doesn’t have – the main area being electronic prescribing which is planned to commence early next year.

Sue Rushbrook, Director of Systems and Network Services explained “The system was developed by York Trust in collaboration with both clinical and non clinical staff. We have a team of programmers who continue to develop the system in response to clinical requirements and also to meet local and national requirements for example dementia assessments. This means we can respond to the needs of both our clinical and administrative teams.

“The gap analysis between IPM, which is the PAS system currently used in Scarborough, and CPD showed that there were only minor administrative changes required to CPD.

“However, to ensure that IT supports the safe effective delivery of healthcare we are continuing to develop CPD in collaboration with clinicians. As a result there are large changes taking place with the whole system that we have been working on with clinical teams for several months now.”

“We have also been looking at developing certain keys areas for example the Emergency Department. We have met with members of both the York and Scarborough departments and have agreed changes to the system that we are now developing for implementation across our ED and Minor Injuries departments.

“Other developments include the move of Scarborough Coding to the use of CPD which is planned for 1 December and the deployment of Outpatients which is planned for between Christmas and New Year. The Casenote Library system will also become available to record and send letters to GPs and patients.”

The Trust now covers an area of 3,600 square miles, including ten main sites and many other clinics and facilities where we provide services. Given the logistical challenges posed by the geography of the new patch, transport has never been so important.

Managers from key departments including patient access (who ensure medical records are in the right place at the right time), pathology, pharmacy, and facilities (including decontamination and catering services) have been working with transport services to develop the organisation’s transport strategy.

The transport department has seen a major rise in items going backwards and forwards to Scarborough from departments within the Hospital where integration has already taken place, for example payroll and purchasing. To plan the most appropriate service the transport department will be looking at how other departments plan to use the sites so that they can develop the transport service accordingly.

The plan is to develop a service that is reliable, adaptable and efficient, and can serve the needs of the trust both during normal working hours and out of hours. The environmental impact of the transport arrangements must also be taken into account. Initial planning has been about the white van service.

Mick Simpson, Transport Manager, explained: “As well as developing the longer-term transport plans we will be working on raising awareness of what transport solutions are currently available, for example, many people are not aware of the white van service and are booking taxis for making deliveries between sites.

“We will be publishing a timetable for the van service so that people can plan how they move essential items around the organisation and reduce the need for booking taxis.” The strategy will also include staff transport and how staff travel between sites.
Clinical integration

The Clinical Integration Programme has been designed to support the integration of clinical services across the Trust over the next five years. The initial phase supports a standardised approach to planning and implementing integrated structures, systems and processes for management and governance. The second transformation phase will support the delivery of integrated service models and pathways of care, with a focus on efficiency and productivity, benefits realisation and return on investment. Throughout the programme the Trust is committed to the development of capability and capacity for continuous improvement.

During the early planning days the Integration Steering Group agreed design principles to guide the integration of services:
1. Patient care, service delivery and learning and development are embedded into clinical and management structures and processes leading to continuous quality improvement.
2. The management structure will demonstrate clear lines of accountability and responsibility supported by an explicit framework setting out freedom to act.
3. Services will maintain a customer focus and support seamless patient pathways across sites and levels of care.
4. There will be a balanced span of control with no unnecessary layers of management and strong clinical leadership that is visible and multi-professional.
5. There will be a shared governance structure delivered by the adoption of single systems, processes and policies.
6. Delivery of the Trust’s vision will be underpinned by a clear set of behavioural standards which will be integral to the accountability and responsibility framework.

7. Decisions regarding services will be made in the recognition of our commitment to support existing and new clinical alliances and our goal of driving the full development of community services.
8. Decisions regarding clinical services will be made with due regard to the needs and views of the communities we serve.
9. Services will make best use of technology including IT to support efficient multi site working. This means ensuring that information is readily available and easily accessible to support the delivery of care across the whole health community regardless of location.
10. The Trust will deliver services in keeping with National expectations of increasing efficiency and productivity driving quality and safety as the underpinning goal of service development.

A number of tools have been developed to support clinical integration, these can be found on Staff Room in the folder Integration Resources. To visit the folder go to http://staffroom.ydh.yha.com/integration-resources-1/clinical-integration-programme-toolkit/view

Integration of laboratory medicine

Although Microbiology started the process back in 2010 with a level of integration across both sites, the Laboratory Medicine Directorate (Haematology, Biochemistry, Histopathology and Microbiology) was formally integrated on 1 July 2012.

The Directorate which has approximately 240 staff members, 85 in Scarborough and 155 in York, is headed up by Paul Sudworth, Directorate Manager. Paul worked at Scarborough Hospital until 2006 before moving to York and now covers both sites, spending two days a week at Scarborough Hospital.

Staff Matters caught up with Paul to find out more about the work that has been taking place. Paul explained: “Ahead of the formal integration date, a Laboratory Medicine Strategic Planning Workshop was held. The aim of the workshop was to start looking in detail at a number of areas including:
- Quality and accreditation
- Patient safety
- Efficiency and effectiveness
- Future service modelling
- Workforce planning and staff development
- IT
- Transport
- Business planning
- Communication and engagement

Paul continued: “Our first task was to start looking at standardising services in order to ensure that all our patients receive the same level of service.

“As part of this work we have been looking at equipment to ensure consistency and compatibility. Old equipment is to be replaced and we are in the process of working with suppliers to provide compatible equipment across the patch.”

“Telepath – the Lab Med IT system – is in the process of being integrated across the two sites. This will mean that samples can be processed on either site with the knowledge that testing and reporting procedures are standardised.

“A major part of the integration work is ensuring we have the right people in the right roles and to look at how we can develop our staff.

“Staff from York are being given the opportunity to visit Scarborough Hospital and vice versa to learn from colleagues and share best practice.

“Another benefit to being one team means that there are more training opportunities particularly if staff want to develop their skills in specialist areas. For example, we have offered and supported Medical Laboratory Assistant staff in Microbiology and Specimen Reception in York to study at NVQ level 2 and 3. This is something that we would like to extend to Scarborough-based support staff.”

For more information about this work please contact Paul Sudworth, Directorate Manager. York: 01904 (72)5859 or Scarborough 01723 (38)5180.
Decontamination project launch

Staff Matters caught up with David Biggins, Decontamination Lead, who is managing the decontamination project which was launched at Malton Rugby club in September.

David has worked at Scarborough Hospital since 1999. He explained: “The aim of this project is to create a central decontamination service which is of high quality and configured in a way which will meet the needs of both clinical users and clinicians whilst providing services which are cost effective.”

“We have been working closely with Nicki McNaney and the integration team which has been invaluable to the launch of this project and our progress to date. “The biggest challenge of the project is ensuring that all key stakeholders are involved in the decision making process and also quantifying the additional surgical instrument resources required for some of the project options.

“In the main the project has been received very well by staff with a good turnout at the project launch event held at Malton Rugby club in September however we would like to see some more theatre users such as surgical and anaesthetic teams giving us their valuable inputs into the project.”

For more information about this project and progress to date please see the first edition of the decontamination newsletter available on Staff Room or email david.biggins@york.nhs.uk

Key Contacts
The sponsor of the decontamination project is Brian Golding, project lead is James Hayward, Project Manager is David Biggins and Project Administrator is Karen Worker.

One Trust one Community...

Community services have previously been defined as two distinct localities aligned with both Scarborough and York Hospitals.

Selby and York Community Services – York Hospital
Scarborough, Whitby and Ryedale Community Services – Scarborough Hospital
Each locality was managed by a Community Services Manager, Wendy Scott (Scarborough, Whitby and Ryedale) and Jenny Carter (Selby and York) who reported to their respective Director of Operations at York or Scarborough Hospitals.

Over the past year, both Managers had developed individual work programmes and separate business cases, proposing a new streamlined management structure in each locality. Analysis of each plan showed a similar approach to business management and service change with the systems, processes and structures required to deliver and support these changes replicated across each locality.

With this in mind a decision has been made to merge both community teams, moving away from two separate areas to a single Trust-wide community management team. This will facilitate new and improved ways of working, and prevent duplication.

Wendy Scott, will be Head of Community Services. Reporting to Mike Proctor, she will take a lead on the strategic development of community services in all localities. Jenny Carter will have day-to-day operational management responsibility for community services and community Hospitals, and will report to Wendy.

Wendy explained: “The creation of one larger integrated community team will reduce duplication and facilitate a more efficient use of resources. It will also allow both community teams who have to date worked quite independently to explore new ways of working and facilitate the sharing of resources.

“In addition, the implementation of a single management structure covering both localities will facilitate a more consistent approach to operational management and strategic developments.”

“These changes will help us get the best out of our community services and hospitals, and develop a service which is more responsive to local patients’ needs.”

Next Steps
To develop a community services integration work plan; this will form part of the wider Trust Integration Programme (facilitated by the Trust Integration Programme Director).

Work has already commenced with community team leaders, to review demand, capacity and productivity, benchmarking against similar community providers. In addition, innovative and ‘best practice’ service models are being explored with a view to developing ‘a vision for the future of Community Services.’

To finalise a community services management structure proposal that will expand on the business case already agreed at Corporate Directors to implement a new management team structure across Scarborough, Whitby and Ryedale.

To develop a Community Services Strategy.

Reviewing Ophthalmology Services

The Trust currently provides ophthalmology services at seven hospital sites: York, Scarborough, Bridlington, Whitby, Malton, Selby and Driffield.

Gemma Cuss, Directorate Manager for Head and Neck, explained: “Demand for ophthalmology services is continuing to increase across the whole patch with departments in Scarborough and York almost full.

“Not all of the hospitals are fully equipped, which means that some patients have to travel to either Scarborough or York for an additional diagnostic appointment. Work is also needed to update existing facilities including the Scarborough eye theatres.”

In order to address these issues, the Trust is working with staff and patients to undertake a facilities review. Ernst and Young have done an initial piece of work reviewing market share. Using cataract surgery as an indicator of ophthalmology activity, they have used geographical maps to show where current patients come from to identify where services would be best based. They have also explored potential opportunity on the maps identifying opportunity for growth.

Gemma continued: “The next stage of this project is to review demand and actual capacity for the current service. Work will then be completed with the Ophthalmology Directorate and Estates and Facilities to identify potential spaces for the service across the region.”

For further information about this project contact gemma.cuss@york.nhs.uk
A local Bridlington patient has experienced first hand the benefits of an integrated vascular service provided by the York Trust.

Within two days of presenting to his GP with early warning signs of a stroke, patient Richard Waines had undergone crucial surgery.

Richard initially visited his GP with symptoms of speech disturbance and was immediately referred to the TIA service.

The following morning Richard was assessed in the TIA clinic at Scarborough Hospital where he underwent various tests that revealed a critical narrowing in a major blood vessel supplying his brain. Richard was subsequently transferred to York Hospital later that afternoon for surgery.

Richard underwent a carotid endarterectomy (CEA) the next day under local anesthetic and was back at home in Bridlington the following day.

Tracy Ingleton, Neurovascular Nurse Specialist, explained: “Carotid endarterectomy (CEA) is a surgical procedure used to prevent stroke by correcting the narrowing (stenosis) in the main artery in the neck.

“Without undergoing the surgery, there was a significant risk that Richard would have gone on to have a stroke.

“Since the Scarborough service was integrated with York in November 2011, over 30 local patients have been referred to the vascular service for treatment, thereby benefiting from a high quality integrated service.

“Previously there were only two surgeons at Scarborough who could undertake this type of surgery. York has five vascular surgeons. There is also always one surgeon on-call, which means that patients can be treated quickly.

“Being able to do the surgery under local anaesthetic also means that this type of procedure can be offered to more patients; patients who may have not been suitable to undergo a general anaesthetic at Scarborough.”

National guidelines state that patients should undergo surgery within 14 days of their symptoms occurring – in Richard’s case this was just two days.

Richard has been able to receive follow-up care at Bridlington Hospital, as vascular surgeons hold weekly clinics at both Bridlington and Scarborough.

Richard Waines, who lives in Flamborough, said: “The service has been absolutely brilliant, I can’t fault it at all. First class and very professional. I would especially like to thank my GP Dr MacNab for immediately referring me to the TIA service.”

Paddy McCleary, Vascular Surgeon, said: “Even a minor stroke (TIA) must be treated as an emergency as the risk of another devastating stroke is highest within the first few days.

“A second stroke can often be prevented by immediate surgery but getting the patient to the operating theatre urgently requires coordination between the GP, stroke physician and surgeon.

“We have worked hard in North Yorkshire to streamline the process and are proud to have one of the most efficient services in the country with average time from referral to surgery of two days against a national target of 14 days.”

Work has been taking place with regards to integrating pharmacy services across the Trust.

There is now a single Senior Management team and Chief Pharmacist David Pitkin works across both Scarborough and York.

Best practice is being shared from both organisations. Staff from York are currently supporting Scarborough in implementing the controlled drugs policies and other aspects of medicine’s governance, as well as health and safety guidance. York is implementing the QPulse data management system at Scarborough.

Both services are supporting each other in recruitment and development and training opportunities are being looked at for all staff.

Other developments include:

● An IT project group is working on the merger of the pharmacy computer systems, JAC

● A cancer and chemotherapy pharmacy group is developing the use of ready to administer chemotherapy and homecare service at Scarborough Hospital.

● Work has commenced in conjunction with the corporate nursing team to align non-medical prescribing and PGD processes.

● A web-based medicines formulary is being updated for use across the Trust.

● The inpatient drug chart has been redesigned and will be launched later this month.

For more information about Pharmacy Integration please contact Sam Jackson on 01904 725949.
**Royal College of Surgeons course held**

The international Care of the Critically Ill Surgical Patient (CCrisp) Course was held recently at York Hospital for the sixth year running. It is aimed at improving the care of surgical patients and involved sixteen trainees from hospitals across the UK attending an intensive three-day course.

The course was directed by Mr Stephen Cavanagh, Consultant Vascular Surgeon and Dr Jonathan Redman, Consultant Anaesthetist at the teaching facilities in HYMS at York Hospital. Tutors included surgeons, anaesthetists and senior nursing staff from around the region including York, Leeds and Harrogate.

Anne Devaney, Deputy Director Applied Learning and Research, helped organise the event. She said: “The course is aimed at surgeons in training, dealing with critically ill surgical patients. Emphasis is on a systematic approach to the assessment and management of these patients. Through a series of interactive lectures and skills stations, candidates are equipped with the communication, teamwork and leadership skills and the knowledge base to allow them to treat and manage these critically ill patients. “The culmination of the course allows the candidates to demonstrate the management of a complex surgical condition using simulated patients. Successful completion of the course enables the candidates to prepare for a higher surgical training post, where they will quickly have to cope with increased clinical responsibility and decision making.”

Plans are being made for a course to be held in Scarborough early in 2013. For further information please email Angela Marchant, Postgraduate Administrator.

**Medical devices trainer to visit departments**

Medical devices trainer Keith Underwood will soon be visiting departments throughout the Trust to find out how clinical simulation training can be developed. Amongst other things he will be looking at what is there, what is needed, and what staff would like.

Keith explained: “If you are involved in any form of clinical simulation training, be it simple skills, all the way up to using high fidelity mannequins, then I would be interested in your comments and thought. I intend visiting as many areas as possible to get a broad understanding of what is available within the Trust, but I also need to know what individual practitioners feel would be appropriate to develop. This development could be for individual skills for specific staff groups, all the way up to clinical scenarios for a multidisciplinary team approach.”

Contact Keith on keith.underwood@york.nhs.uk if you have any thoughts on clinical simulation training and its development.

**NHS Constitution**

The Government has announced changes to the NHS Constitution. Single sex accommodation will be included in the constitution for the first time, along with stronger rights for patients to be told about mistakes and a right to have complaints acknowledged within three working days. [http://www.dh.gov.uk/health/2012/11/constitution-consultation](http://www.dh.gov.uk/health/2012/11/constitution-consultation)

**Protected meal times**

Staff are being asked to make a special note of ward meal times as the latest module of the Productive Ward programme continues to be rolled out throughout the Trust.

The meals module means that all wards will be introducing protected meal times to ensure that patients can enjoy their meals in a calm, pleasant environment with interruptions kept to a minimum.

Sue Tyce, Programme Support Officer for Productive Wards explained: “Protected meal times are designed to give staff more time to care for patients at this crucial time. By avoiding unnecessary interruptions staff can give more assistance, support and assessment to patients as required.

“We are asking that everyone familiarises themselves with the meal times on any ward that they need to visit and avoid interruption where possible.”

For further information please contact Sue Tyce on (01904) 72 6484 or Becky Hoskins on (01904) 72 6177.

**Staff Matters December 2012**
Hospital trials new method of hydration

YORK Hospital has been chosen as one of 50 sites in the country to trial a new system to help prevent patients becoming dehydrated. The Hydrant project is being supported by the Department of Health.

Dehydration in hospital is a proven factor for prolonging length of stay and increasing the risk of harm to patients. It can cause urinary tract infections and falls as well as causing patients discomfort. In recent years there have been many national initiatives to combat dehydration but it still remains an issue.

Over the months of November, December and January wards 16, 32 and 35 will be trialling a new piece of equipment called the Hydrant. The Hydrant is a ‘hands free’ water bottle with a long drinking straw and bite valve which can be attached to a patient’s bed giving those who need help to drink independent access to fluids.

The Hydrant’s inventor Mark Moran, of Hydrate for Health, thought of the idea after undergoing back surgery and having trouble reaching for drinks and keeping hydrated.

One of those involved in trialling the Hydrant is Deputy Sister Claire Allen. She said: “We are always looking to improve the nutrition and hydration of our patients so the Hydrant seems like a great idea. As well as increasing independence and hydration for those unable to drink unaided the Hydrant is also an extremely good tool for staff to accurately measure how much fluid a patient is taking in.”

Annual volunteer Christmas lunch

EVERY year we like to say thank you for the dedication volunteers show by inviting them to join us for Christmas lunch. This year is no exception so, if you have volunteers in your department, please pass on this invitation.

Volunteers are invited to a complimentary Christmas lunch in the Mallard Restaurant on either the 13 or 14 of December at 12:15, however space is limited so booking is essential. Please contact Dave Ferguson in the Volunteer and Fundraising office to book by either dropping in, calling 01904 724521 or emailing david.ferguson@york.nhs.uk.

In the Pink – for £500

Congratulations to Organisational Development and Improvement Learning (ODIL) and Clinical Development Team (CDT), including Medical Devices for raising £501.02 from the fundraising event in aid of Breast Cancer Campaign which took place in the Learning and Research Centre on the 26 October 2012.

The event was organised by Wendy Marshall, Sarah Sheldon and Kirstie Anderson after Wendy had seen an article in Staff Matters for the Breast Cancer “Wear it Pink” day. The ODIL and CDT teams decided to work together to make this day into a charity event. Sarah organised the raffle, games, crafts and baking whilst Kirstie sourced prizes from local businesses.

Staff in the department wore pink on the day and hosted a cake, craft and games stall in the Learning and Research Centre. The raffle included 28 prizes which had been donated by local businesses and staff. Wendy, Sarah, Kirstie and the team would like to thank everyone who made a donation and attended on the day for making this event so successful.

Whitby Hospital also took part in ‘Wear It Pink’ day. The day was well supported throughout all departments of the hospital. Staff were encouraged to wear pink and the day was well supported throughout the hospital, helping raise £142.

Winners of the ‘Guess the Super Hero’ competitions were Pat Boyle (Head Porter), Rachel Butler (Admin Assistant Whitby Virtual Ward), Hazel Noble (Catering Assistant) and Lesley Harrison (Domestic Assistant).
Mosaic branches out

An eye catching new display on the entrance walls of York Hospital has been created with the help of patients from the Renal Unit.

Three mosaic trees featuring birds, flowers and leaves have gone on show in the main waiting area. Each tree has been made from pieces of tiles and crockery donated by staff or found in charity shops.

Gill Greaves, Art Officer for the hospital explained: “We wanted to provide something that people would enjoy looking at whilst waiting. The trees were designed so that they could be cut into small enough pieces for patients to work on individually which means that each part is unique. Many hours of work went into creating each detailed piece but the most difficult part came when it all had to be reassembled to the original design as each piece had to be carefully fixed to the wall. “It’s been quite a challenging project but really worthwhile and I would like to thank Lesley Seeger, former Arts Development Worker for the Trust, who led this project. Patients are so proud when they see their work in such a high profile area and it’s helped create a much more welcoming environment for patients, staff and visitors.”

Dr Donald Richardson, Clinical Director for General and Acute Medicine, said: “It’s very therapeutic for patients to be involved in something so creative while they are having their treatment. Patients in the Renal Unit spend many hours a week with us so getting involved in arts projects provides a welcome distraction.”

October Star Award

CONGRATULATIONS to Paul Moynihan, ward clerk on ward 34. Paul was nominated by the family of a patient for his extreme kindness to an elderly patient who had just been diagnosed with cancer. It was a very busy day for the ward and Paul went out of his way to make sure that the patient was made as comfortable as possible while waiting for a bed for which the family were most grateful.

Well done Paul.

Supporting HIV Testing Week

THIS MONTH sees the launch of England’s first ever National HIV Testing Week running from 23 - 30 November. It is being co-ordinated through HIV Prevention England (HPE).

Many extra opportunities to test for HIV are being made available up and down the country including in York and North Yorkshire. To find out about where to get tested locally visit www.yorsexualhealth.org.uk or via the national clinic finder on www.thinkHIV.org.uk.

The awareness week will culminate in World Aids Day on 1 December. In York, the Red Ribbon flag will once again be flown from the Minster, and the North Yorkshire AIDS Memorial Quilt will also be on display. During the day, Red ribbons and free condoms will also be distributed in York City Centre.

50-year reunion for York OTs

A REMARKABLE reunion took place recently when a group of 14 Occupational Therapists (OT) who qualified 50 years ago met up again at York Hospital.

The reunion weekend marked the anniversary of when they qualified as OTs. All had travelled to meet in York with two coming from Canada and one all the way from New Zealand. The group were given a presentation by Sophie Combes (OT Professional Lead) and Sally Ann Richardson (OT Team Lead Neurosciences and Stroke) on what it takes to be an occupational therapist today.

Guest and former occupational therapist Jane Slater said: “We were amazed by all the professional considerations that have to be taken into account today compared to our day when ‘the living was easy’. I would also like to express our thanks and appreciation for all you did to organise such a memorable afternoon for us.”