

August 2011

StaffMatters

www.scarborough.nhs.uk

www.yorkhospitals.nhs.uk

Scarborough shares new training standards

Scarborough Trust's new method for monitoring staff training has proved so effective that it is now being rolled out in York.

The system can check that all staff using medical devices such as hoists, glucometers and ECG recorders have received the correct training. At present there is no official training record for those using medical devices.

Sue Holden, Associate Director Applied Learning and Research said: "It's a simple system to use that has been working well in Scarborough for over a year. We're delighted that they are able to share their knowledge with us to help us set standards for training in this area."

"The system will help us clarify our ongoing training needs. Better trained staff means a safer environment for staff and patients."



The innovative system is down to Keith Underwood, Medical Devices Trainer at Scarborough Trust. He said: "I've used a similar system for years and when I started doing this job I decided to adapt my system as it was so effective."

Wendy Marshall, Medical Devices Training Coordinator, and Keith Underwood, Medical Devices Trainer

It's designed to put people's minds at rest that everyone who needs training has received it."

Welcome

Welcome to the August edition of Staff Matters, the newsletter for staff of York, Scarborough and Bridlington Hospitals and our community services in Selby, York, Scarborough, Whitby and Ryedale.

This is the second joint edition and we would welcome your feedback to help us improve future editions. Printed copies of this newsletter will be sent to all of our sites, if you require additional copies please contact the communications team.

There have been some significant developments with the integration in the last few weeks.

York Trust's Board of Directors discussed what the new single organisation would be called if the acquisition goes ahead. The favoured option is for the overall name of the Trust to remain as York Teaching Hospital NHS Foundation Trust, with each of the seven hospitals retaining their current names. This is what patients and staff relate to, and

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Got a story?

If you have a story for a future edition of Staff Matters, we would love to hear from you! Contact the communications team:

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Rebecca Aspin, Media and Communications Officer (Scarborough Trust):

rebecca.aspin@acute.sney.nhs.uk

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Welcome

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it enables local identity to be preserved whilst at the same time clearly signalling that each of these hospitals is part of a larger Foundation Trust. Once we have become one organisation we will seek staff views about the future name and identity of the Trust.

We are actively recruiting public Foundation Trust members to represent the constituencies in our new organisation. Members receive information from the Trust and are entitled to attend the Council of Governors public meetings. Once we have approval to become one Foundation Trust, we will invite members to elect a Governor to represent them in the new constituencies. If and when we become a single organisation, all staff will be eligible to become members of the Trust and this will happen automatically unless you choose to opt out. In the meantime please encourage your family and friends to sign up and support their local NHS. You can find out more about the benefits of membership on York Hospital's website: www.yorkhospitals.nhs.uk or by calling Penny Goff, Membership Development Manager, on 01904 725233.

New hospital manager for Bridlington

MATTHEW GROOM has been appointed as part-time hospital manager for Bridlington. Matthew will be based at the hospital three days a week and will continue to work part-time for NHS East Riding in his role as Assistant Director of Localities.

Working closely with the Hospital's Matron Hilary Woodward, Matthew's role will be to provide a managerial focus for Bridlington. He will also lead on several projects to develop services on the site.

Matthew explained: "I am delighted to be working with the staff to develop Bridlington and District Hospital. I will continue to work closely with local GPs who are fully supportive of improving the range of services provided." Essential maintenance

Photo courtesy of the Bridlington Free Press



has now begun on the main theatre at Bridlington Hospital. This £500,000 investment demonstrates the Trust's commitment to the Hospital.

Matthew will be working with the surgical division to look at increasing surgical activity at the hospital when the theatre reopens early next year.

New door handles help stop infections

New infection-busting door handles have been installed at Scarborough and Bridlington Hospitals as part of a pilot project.

The hygienic door handles have been installed in toilets in public areas of the hospitals as well as being trialled on Oak and Maple Wards.

The state-of-the-art door handles come with an automatic sleeve dispenser, which covers the door handle with a clean film of protective plastic every time it's used.

Donna Winter, Clinical Nurse Specialist, Infection Prevention and Control, said: "One of the things that patients say to us is that they feel uncomfortable touching a toilet door handle that's been used by someone who hasn't washed their hands, with this system they feel reassured that the door handles are clean. Any technology which may help us in our fight against hospital acquired Infections is always welcomed.

"The project has been very successful at other Trusts and it is the latest proactive measure

that we have introduced as part of our continued commitment to infection prevention and control."

Andrew Bennett, Head of Estates and Capital Services, said: "This is another initiative which demonstrates that the Trust is serious about infection control. Simple actions can have an impact on infection control but also on how our patients and visitors feel about the Trust and the hospital.

"If the pilot proves popular we will look at rolling the scheme out across the whole Trust."

New appointments

JENNIE BOOTH, Interim Matron for York Trust's elderly medicine directorate, has been appointed lead nurse for medicines management. Jennie will be involved in modernising the medicines management

processes across the Trust working with pharmacy, nursing and medical colleagues.

Gail Addinall has joined York Trust's Risk and Legal Team on a year's secondment from the SHA where she is Business

Manager in the Care, Quality and Productivity team. Gail will support the Trust in mental health, learning disabilities and safeguarding, patient experience, clinical engagement, professional leadership and SUIs.

With Freya Oliver taking on a new role as Midwifery Matron for Scarborough Trust, Selina Taylor has taken over as Manager of the Midwifery-led Unit and Scarborough Community.



Retirements

Sister retires after 43 years at Trust

Sister Howes will be a familiar face to many people however, after 23 years heading up the Outpatients Department at Bridlington Hospital, she is hanging up her sister's uniform to embark on retirement.

Viv started her career at Scarborough Hospital 43 years ago as a Cadet Nurse. In 1972 she qualified as a nurse and worked in a number of staff nurse roles before becoming a Sister at Cross Lane Hospital in 1975.

In 1988 Viv took up her current role as Sister in Outpatients at the newly opened Bridlington Hospital where she has been for the last 23 years.

Viv said: "I have worked with some fantastic people over the years, some of whom have said that they were inspired to pursue or develop a career in nursing after working in my team which is an amazing testament.



Viv, centre, with her angels

"I have enjoyed building up the Outpatients Department into the thriving department which it is today. We have a great team here and everything is very much a team effort. I will really miss working with everyone and wish everyone the best."

John Dunn, Deputy Director of HR, said: "On behalf of the Trust I would like to thank Viv for the many years of service that she has given to Scarborough and Bridlington Hospitals.

York Trust retirements

AFTER 33 years of service Jill Crampton, Matron for Children's Services, bids farewell to York Hospital.

Former Consultant in Cardiology at York Hospital, Roger Boyle, retires after 38 years service. Roger has recently been on secondment to the Department of Health as National Director for Heart Disease and Stroke.

York's Orthopaedics Department would like to say goodbye to two staff members, Wendy Howarth, Healthcare Assistant, who has been with the Trust for ten years and Janet Dawson, Waiting List Clerk, after 40 years' service.

Cadet Scheme

Viv started off her career in Scarborough as a cadet nurse. Did you know that Scarborough Trust still runs a nurse cadet scheme? It is the only cadet nurse scheme in North Yorkshire and is extremely popular.

The cadet nurse scheme is a two year programme which is open to young people aged between 16 and 23. During this time the cadets work towards a Technical Certificate at level 3 in Supporting in Care Practice, and a level 3 QCF in General Healthcare Support – qualifications which are equivalent to four A Levels.

On successful completion of the course all cadets have the opportunity to be interviewed for a place at York University to start nurse training, or may be able to gain permanent employment as healthcare assistants within the Trust.

Helping to keep hospital clean for 35 years



Ann (centre) with Carol Ward and Richard Vincent

ONE of Scarborough Hospital's longest serving members of staff is retiring after helping keep the hospital clean for 35 years.

Ann Ramm joined the Scarborough Health Authority as an evening Domestic Assistant in January 1976. She became Relief Supervisor in November 1976, and was promoted to a part-time domestic supervisor post in March 1978 at 95 pence per hour!

She took on a full-time position in August 1988 and has held this post ever since – a role that is responsible for accommodation as well as domestic services.

The role of domestic supervisor has developed over those years

from managing a small team of ladies with mops and buckets to a large workforce, all highly trained to deal with C. Diff and MRSA.

Carol Ward, Hotel Services Manager, said: "During her time at Scarborough Hospital Ann has seen many changes and has handed over countless new developments and refurbishments after her staff have cleaned them ready for patients.

"Ann has moved with the times and has a vast knowledge of the department which will be greatly missed. I am sure all her colleagues will join me in wishing her a long and happy retirement."

Fundraising

Harrogate Kidney Dialysis Ball



A BLACK tie ball for the recently launched Share the Care Appeal will take place on Saturday 29 October at the Majestic Hotel in Harrogate.

The appeal aims to raise £200,000 for a special unit at Harrogate Hospital to enable kidney patients to manage their own dialysis treatment.

The event will be hosted by Stray FM presenter Nick Hancock. Drinks reception starts at 7pm followed by a three course meal and entertainment including a casino, raffle, and auction and live music.

Tickets are £50 each and tables of 10 are £500. For tickets contact Lucy Watson, Fundraising Manager, on 01904 721737 or lucy.watson@york.nhs.uk

Ten new cots

The Friends of York Hospitals have donated over £11,350 for the charity's 'Lots of Cots Appeal'.

Lucy Watson said: "We are overwhelmed by the fantastic support we have received from the Friends of York Hospitals and members of the community who have donated to this appeal. With the recent donations, we have now raised enough money to replace twenty-six cots but we do still need ten more."



The three reach the summit of Snowdon

Three Peaks charity walk

CONGRATULATIONS to York Hospital Chairman Alan Rose, Staff Governor Martin Skelton and Biomedical Scientist Graeme Shaw for successfully completing their three peaks challenge,

climbing to the summits of Ben Nevis, Scafell Pike and Snowdonia in under 24 hours.

You can still donate at <http://www.justgiving.com/Martin-Skelton>



Spoil Yourself Pamper Day

A 'Spoil Yourself Pamper Day' at York Hospital Social Club has been organised for Sunday 18 September.

The family event runs from 12noon until 4pm. Entry is £2 on the day and is free to under 16s.

Stalls include tarot readings, massage, make-up, nail-art and vintage clothes. There will also be an ice cream van, face painting and bouncy castle.

Beauty School

FOLLOWING the success of the 'Charity Beauty School' event held in March, two more events are scheduled for Tuesday 4 and Wednesday 5 October at Boots in Coney Street, York.

Tickets cost £5 including a glass of wine, free samples, and a raffle to win £100s worth of products. Contact Lucy Watson for tickets.



Dragon boat thanks

YORK Hospital Fundraising Manager, Lucy Watson, says a big thank you to all those who took part in the Dragon Boat Race on Sunday 10 July.

Lucy said: "Our team, the York Hospital Warriors, went from strength to strength over three races. In the last race we were overtaken at the last minute to come second. Thanks for all the support and watch out for us at next year's event!"

Thanks also to all who took part in the Jane Tomlinson York 10k on 31 July to raise money for the charity.



Art

Living My Life exhibition

A RECENT exhibition at York Hospital featuring real photos and views from the trans community has provided a valuable information resource to help raise awareness with both staff and the public.

The 'Living My Life' booklet provides information for people who currently identify as trans, or who are beginning to explore their gender identity.

Brian Golding, lead for Equality and Diversity, said: "Trans issues are still very unknown or misunderstood. Having a resource like this makes it much easier for us to understand some of the issues and challenges that trans people face so that we can provide a better service."

Copies of the booklet are available from the hospital library.

Green fingers needed



Jo Davis, second from left, with staff in the new sensory garden

A NEW sensory garden, inspired by Scarborough's seaside heritage and the golden age of travelling to the coast by train, has been built in the grounds of Maple Ward at Scarborough Hospital.

Stage one of the garden has now been completed, and it has been developing during the summer months.

Staff are encouraged to bring in plants, to either plant themselves or to be planted by the gardeners. Ideas for a sculpture or garden ornament are also being invited.

For further information please contact Jo Davis, Hospital Arts Coordinator by emailing davisglass@hotmail.co.uk

Funding for hospital art

In last month's Staff Matters we announced that the Arts Council for England has awarded a £58,000 grant to Hospital Arts for North East Yorkshire (Hafney) to fund art provision for four new projects at Scarborough Hospital.

Here is more detail about these projects:

Project 1 – The Main Entrance

An artist will create artwork which will give the area a modern and interesting first impression to complement a new pharmacy

area, new cafe and shop.

Project 2 – Mammography

An area is being created for the recently-purchased mammography machine. An artist will work with staff and users to create works which will uplift and interest patients in the approach to mammography and in waiting areas and also create interesting works which patients can look at during their procedure.

Project 3 – Children's Clinic

Duke of Kent ward has a new door replacing the dark

unwelcoming one which has been in place for many years. An artist will work with staff and patients to create work to replace the sign above the door which has become faded and dated. The old entrance did not convey the friendly, professional ward inside. An artist will create a child-friendly doorway to excite and interest children who are staying in the ward as well as to produce way-finding images which can be followed to the clinic area and

other departments. The theme would then be continued to the entrance of the newly refurbished children's clinic.

Project 4 – Emergency Department

The Emergency Department is undergoing a complete renovation of the entrance and nurses station. An artist will be asked to reflect the contemporary feel which will be achieved by the renovations and interest those people working and using the area.

York patient becomes hospital artist

YORK artist Patrick Smith has two good reasons to thank York Hospital. After being given a new lease of life following treatment for a life threatening lung condition, Patrick now has the hospital to thank for holding an exclusive exhibition of his work.

Patrick first became a patient at York Hospital more than ten years ago when he suffered unexplained health problems. After months of tests he was diagnosed with sarcoidosis, a condition causing inflammation of the lungs which results in a whole range of

symptoms including breathlessness.

Patrick said: "By the time I was diagnosed I had become very weak and could no longer continue my job teaching art at York College. I am so grateful to the medical team at York Hospital for finally finding the right treatment for me. My condition has been stabilised which has allowed me to continue painting.

"I've chosen some of my most vibrant works which I hope will give inspiration to other people battling chronic illness. I am thrilled to be putting something back into the institution that's helping me with my



ongoing battle with sarcoidosis."

The exhibition is on display in the main corridor of the hospital until October.

For more details about the

exhibition contact Art and Design Project Co-ordinator Kat Hetherington on 01904 726943 email kathryn.hetherington@york.nhs.uk

Staff on TV

THE JAMES Martin programme, starring Scarborough Hospital's Catering Team, will



be featured on BBC One Daytime starting on Monday 5 September. Check out the TV listings for more information and don't forget to set a reminder to record!

AGMs

SCARBOROUGH Trust's AGM will take place at 3pm on 27 September following the meeting of the Trust Board. It will be held in the Committee Room at Bridlington Hospital.

York Trust's open day is on 14 September from 2:30pm-5:30pm, followed by the AGM, which takes place in the chapel at York Hospital from 5:30pm – 7:00pm.

MLU changes

The Midwifery-Led Unit at Scarborough Hospital is now open 24 hours a day seven days a week for women to drop in to ask any questions about breast feeding or any other postnatal concerns.

Scarborough's first Breast Feeding Café opened on 11 August. The café will take place at Restaurant 55 on a Thursday between 11am and 2pm.

Focus on... Orthopaedics Plaster Team



Going the extra mile to give great service is something that many staff do on a regular basis - but what does it take to stand out from the rest?

Staff Matters takes a closer look at the award-winning Orthopaedics Plaster Team to see what made them stand out at last month's Celebration of Achievement Awards in York.

The team were nominated for the Service award by Orthopaedics Practice Nurse and colleague, Cathy Booth.

She said: "I realised this team were not always recognised for all their hard work. It's a very busy department - they have to accommodate A&E and often are called out to wards, theatre and intensive care.

"What struck me was that everything they do is for the patient's benefit. They are always looking at new and better ways of doing things. For example the team have gone even further to try and make life better for children who need a plaster cast. Sometimes when children are having a cast removed they



Fundraiser Rita Franks, left, with the orthopaedic fracture team

can become quite distressed by the sound of the saw, so a special 'quiet' saw has been purchased thanks to fundraising by the Orthopaedics Support Group who raised £1700."

Ann Reilly, Department Sister for the Fracture Clinic said: "It's lovely to be recognised for your work. We always consider each patient's needs and often get thanks from people, which is really appreciated, but this award has given staff a huge morale boost."

“What struck me was that everything they do is for the patient's benefit”

THE PRACTICE of 'blagging' has been in the limelight after the personal information of the former Prime Minister Gordon Brown was allegedly targeted.

Blagging is described in the Data Protection Act 1998 as: "Knowingly or recklessly obtaining or disclosing personal data or information without the consent of the data controller."

When dealing with requests for information:

- Do use common sense and always err on the side of considering information to be

Don't get caught out by a blagger

confidential if there is any doubt

- Do remember that confidential information can be included in almost any form
- Do remember that the police authorities do not have an automatic right to a patients details
- Don't share or disclose confidential information with other individuals unless you are absolutely certain such individuals are authorised to have

access to such information

- Don't discuss sensitive data in public places

Please remember Information Governance training is a government requirement for everyone working in the NHS regardless of patient contact. Staff can complete Information Governance training online through www.igtelearning.connectingforhealth.nhs.uk either at work or at home.

If you suspect that anyone might be blagging, please take down their contact details and refer them to:

Scarborough Trust
Cathy Walker (Information Governance Officer) Ext 2677
cathy.walker@acute.sney.nhs.uk

York Trust
Susan Hall, Information Governance Manager,
01904 725306
susan.b.hall@york.nhs.uk

Star Performers



Enthusiasm and skills

Congratulations to Helen Greenley, Administrative

Team Leader with HR for becoming York Hospital's Star Performer for July.

Helen's natural enthusiasm and brilliant organising skills were key to her being asked to set up the Global Corporate Challenge (GCC) on behalf of York Trust.

York Trust Chairman Alan Rose said: "Although this was outside of her normal duties, Helen grasped this opportunity fully. Her total commitment to the GCC and its benefits is helping to create a more dynamic, healthy and productive

workplace and to change people's behaviour towards exercise and diet.

"Helen has taken the event forward and created a real buzz about it which can be felt by all those taking part."

Chairman Alan Rose with Helen Greenley



'Inspiration to the Trust'

JUNE'S ABCD winner was Wyn Jones, Staff Nurse on the Duke of Kent Children's Ward at Scarborough Hospital.

Wyn was nominated by Bridget Bean who works at Bridlington Hospital. She wrote in her nomination: "He was extremely caring, friendly, hard working and kind towards my granddaughter and all the other sick children he was looking after.

"He made us feel really at ease, not only did he care for my granddaughter when he was working, he popped in to see her, also rang the ward on his days off. He really was an inspiration to the Trust."

Top prize for head of Estates

ANDREW BENNETT, Head of Estates and Capital Projects at Scarborough Trust has beaten off strong competition to win a top prize.

Andrew recently graduated with an MSc in Facilities Management with merit from Leeds Metropolitan University, he also scooped the best overall performance award sponsored by Hays.

The purpose of the award is to promote, recognise and reward excellence in the field of facilities management and the Senior Lecturer on the MSc course judged that Andrew demonstrated just that in his current role as Head of Estates and Capital Services. Andrew received his prize at a ceremony in July on the same day as his graduation from the University.



Andrew Bennett, centre, collects his prize from Hays

Andrew said: "Combining the day job with studying for the MSc in the evenings and weekends was quite a challenge but really worthwhile when I can apply the knowledge I have gained to the estates department's maintenance, management and development services.

"Winning the prize was totally unexpected but it is a very nice reward for all of the hard work that I put into the course."

Andrew is currently working towards becoming a chartered member of the Royal Institution of Chartered Surveyors, specialising in facilities management, which he hopes will also be of great benefit to the Trust's facilities management services.

James Hayward, Director of Facilities, said: "I am delighted that Andrew has achieved this outstanding award. The Trust is supporting a number of individuals to continue their personal development, and I am certain that such a good performance by Andrew will encourage others to maintain efforts to achieve high standards in their studies."

Gift box bonanza



From left: Teena Wiseman, Staff Benefits Development Manager; Lorraine Bennett, Healthcare Assistant; Sophia Bird, Deputy Sister; and Janet Mountain, Art and Event Manager

STAFF on ward 15 at York Hospital were in for a treat with the arrival of the first ever staff gift box, part of HR's Reward and Recognition programme which is supported by Staff Benefits and funded by the staff lottery.

It encourages staff to request items that will improve their working life, their environment or their service delivery. Teams can put in a request for up to £50 worth of goods and individuals up to £20.

Ward 15's Deputy Staff Nurse Sophia Bird nominated the team for a gift box. She said: "Everyone has been working really hard

recently so I thought it would be a nice idea. I asked for hand cream and mugs as these are things that we all use. I couldn't believe it when our team was chosen to get the first one!"

More boxes are on their way so keep an eye on the reward and recognition boards on the main corridor of York Hospital and in Staff Matters to find out who are the next lucky recipients.

The scheme is open to all York Trust staff. If you would like to put in a request contact the HR Administration Team on ext 5318 or email HR administrators.

Values champions to be recruited

IN NOVEMBER, staff at Scarborough and Bridlington Hospitals identified five core values for the trust: Patient safety, Open communication, Honesty, Teamwork and Patient Satisfaction.

Since January, a group of staff have been working together in five values groups. The projects undertaken so far include:

Patient safety

"It's Ok to Ask" was a scheme piloted at Bridlington Hospital. This encouraged patients and the public to feel confident to ask questions to any member of staff. The pilot proved successful with positive feedback and plans are being put in place to roll this out across Scarborough Hospital.

Open communication

This group undertook an internal communication survey, the results of which are helping to inform the communication strategy for York and Scarborough Trusts.

Staff wanted Open Forums (Q&A sessions) to be introduced and there are plans to hold three sessions in September with Mike Proctor, Scarborough Trust's Chief Executive. Sixty per cent of all respondents rated Staff Matters as 'good or excellent' and following

this feedback the newsletter has been extended to incorporate York and Community Services.

Honesty

Work in progress includes looking at behaviours which demonstrate the values. The group is hoping to work with staff and managers to develop a personal responsibility framework which will enable the Trust to use values as a core performance measure in recruiting the best staff, and to ensure that staff and patients work, and are treated in, an encouraging, caring and efficient environment.

Teamwork

Work in progress includes looking at introducing a monthly recognition award, which recognises teams as well as individuals. Good practice in relation to staff recognition is currently being looked at across both Scarborough and York Trusts.

Patient satisfaction

This group has focused on promoting positive feedback from patients and the public. The group found that the trust receives a significantly greater volume of positive feedback than complaints from patients, relatives and carers and felt that it was important to promote what's

good about the Trust and its staff.

Next steps

A meeting was held with Scarborough's values champions to discuss next steps and to identify the common themes between the Scarborough and York values and how to integrate the two.

The idea is to be as collaborative as possible, in order to develop values which retain each Trust's identity and reflect common beliefs.

The values will inform three development work streams: Open Communication, Values Behaviours and Living the Values.

Natalie Grosvenor, Integration Lead for Organisational Development, said: "We soon hope to recruit values champions from both York and Community services, and look forward to sharing some of the practical work that the groups will have the opportunity to be involved in."

● For further information, please contact: Natalie Grosvenor, Organisational Development Integration Lead (York Trust) natalie.grosvenor@york.nhs.uk or Paula Graham, Organisational Development/Service Improvement (Scarborough Trust) paula.graham@scute.sney.nhs.uk

Pharmacy team speeds up patient discharge

AN ADDITION to the pharmacy service at York Hospital has revolutionised the discharge process for patients across the Trust.

The Pharmacy Discharge Liaison Team, made up of a pharmacist and a medicines management technician, has streamlined the process and is significantly improving discharge times.

Wendy Moment, Principle Pharmacy Technician said: "We realised that we could do a lot more to help patients home safely and effectively if we improved communications with wards and dedicated a team purely to patients being discharged.

"Now we liaise with the wards every day to find out who is going home so we can co-ordinate their discharge. We visit the patients on the ward to advise them on their medicines and arrange to have them dispensed and to validate their Electronic Discharge Notes (EDN).

"It has meant that beds are freed up much quicker and patients go home with all their prescribed medication in a timely manner."

Christmas Diary Dates

ALTHOUGH the summer holidays are still in full swing, here are some Christmas diary dates to pencil in:

- NHS Carol Service at York Minster – Wednesday 7 December @ 7.30pm
- Scarborough Trust Carol Service at St. Columba's, Scarborough – Tuesday 20 December @ 7.30pm
- York Trust 'Drop in Carol Service', 12.30pm - 1.30pm on Wednesday 22nd December, in the Hospital Chapel
- York Trust Ward Carol singing, 7.45pm - 9.00pm on Christmas Eve. (meet at Hospital Chapel)
- York Trust Holy Communion, 10.30am & Roman Catholic Mass 11.15am on Christmas Day in the Hospital Chapel
- Scarborough Trust Choir Practices begin on Wednesday 19 October @ 7.30pm

Supporting the changes through Organisational Development

Organisational Development is about supporting and enhancing:

- Enabling Improvement
- Commitment and Engagement
- Resilience
- Leadership and Learning
- A supportive Environment
- A positive Culture and shared values
- Support Structures
- Governance

The Organisational Development team are holding a series of presentations and Q&A sessions to give staff more information about the work they are doing to

support the integration.

Come along and find out more! The times and venues are below:

- Bridlington – Wednesday 24 August, 12-12.45pm and 2-2.45pm in the Committee Room
- St Monica's Easingwold, York – Tuesday 30 August, 2.30-3.15pm in the Jean Farquhar Room
- York – Wednesday 31 August, 10-10.45am and 11- 11.45am in the Lecture Theatre PGMC
- York – Thursday 1 September, 2.30-3.15pm, 3.30- 4.15pm and 7-7.45pm in the Lecture Theatre PGMC

- Malton – Monday 5 September, 9.30-10.15am and 10.30-11.15am in the Conference Room
- Whitby – Monday 5 September, 1.30- 2.15pm and 2.30-3.15pm in the Meeting Room Level C
- Archways, York – Wednesday 21 September, 2-2.45pm in the Ground Floor Meeting Room
- The New Selby War Memorial, Selby – Monday 26 September, 12-12.45pm and 2- 2.45pm in the Health Education Room
- Scarborough – Wednesday 5 October, 10-10.45am, 11-11.45am, 2.30-3.15pm, 3.30- 4.15pm and 7-7.45pm in the Lecture Theatre PGMC