Breast surgery boost

Services for breast surgery patients across York and Scarborough have been expanded with the appointment of three new consultant surgeons to York Hospital’s breast unit.

In July, York and Scarborough Trusts agreed to formally integrate their breast services. The service is based at York Hospital’s breast unit and provided jointly with consultants working across both sites.

Some elements of the breast service were temporarily transferred to York Hospital from Scarborough recently whilst work was undertaken to develop a state-of-the-art mammography suite at Scarborough Hospital.

Patrick Crowley, chief executive, said: “This has been a great example of how the integration of York and Scarborough Trusts will provide a much improved service for patients across both sites.”

“New mammography equipment in Scarborough will allow us to access state-of-the-art image quality and will help deliver our vision of a safer, high quality, breast service for everyone.

“I would like to thank the breast care nurses and consultants as well as the support staff who have helped maintain the service to Scarborough during this transition.”

The opening of the new mammography unit at Scarborough

“This has been a great example of how the integration of York and Scarborough Trusts will provide a much improved service for patients across both sites”

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:
Lucy Brown, Head of Communications: lucy.k.brown@york.nhs.uk
Rebecca Aspin, Media and Communications: rebecca.aspin@acute.sney.nhs.uk
Elaine Vinter, Media and Communications Officer (York Trust): elaine.vinter@york.nhs.uk
Heather Millard, Communications Assistant: heather.millard@york.nhs.uk

Integration update

The amount of work that is required to enable us to make the case for the acquisition should not be underestimated, and it is as a result of this work that we have been able to ensure that everything is in place to seek authorisation for the acquisition.

Two important milestones in this process have now been achieved. Firstly, Scarborough Trust’s Board of Directors has given its support to the dissolution of the Trust at its January Board meeting. Secondly, the Cooperation and Competition Panel (CCP) has published its report into the acquisition. They examined the costs and benefits of the proposed merger to patients and taxpayers, in order to ascertain whether the transaction is consistent with Principle 10 of the Principles.
and Rules for Cooperation and Competition. They considered the effect of the transaction on patient choice and competition for acute services in North Yorkshire, York, East Riding of Yorkshire and any relevant surrounding area. Their report concluded that it was likely that there would be sufficient choice and competition following the merger. The full report is available on the CCP's website. The CCP's advice is an important step towards approving the acquisition, as it will be considered by Monitor and the Department of Health when making their decision.

The CCP's report will be considered by Monitor, and York's Board of Directors will meet with Monitor's Board at the end of March to discuss the acquisition. Following this meeting, Monitor will assign a risk rating to the Trust, and based on this rating York's Board of Directors will make a decision as to whether to proceed with the acquisition. Once these steps are completed, the Department of Health's Transactions Board will meet, and will make the recommendation to the Secretary of State to dissolve Scarborough Trust. Whilst it is likely that the recommendation will be made at the start of April, the parliamentary process demands that there is a pause of several weeks before this can be confirmed and signed.

This is a technical issue that will in no way affect our ongoing work, and whilst the acquisition (the technical 'start date' for the new organisation) is now likely to take place on 1 July 2012, the process of integrating the two organisations will continue as planned.

What’s in a name?

MANY people have been asking what the new organisation will be called, and what implications this might have for the various hospitals within it. There is a great deal of work going on to make sure that everything is in place for the acquisition.

To add into this a consultation on the name of the organisation would be a time consuming distraction at this time, so the decision has been made to continue with the default position with a commitment to consult with staff on the name a year to 18 months after the acquisition date. This means that the name of the overall organisation will be York Teaching Hospital NHS Foundation Trust, however each of the hospitals within it will retain their names whilst signalling that they are part of the Foundation Trust (for example, Whitby Hospital, part of York Teaching Hospital NHS Foundation Trust).

We know that staff and patients relate to their local hospitals and therefore it is important to retain local identity for each of the hospitals in the new organisation.

Future structure of the organisation

THE CLINICAL management structure of the new organisation is starting to take shape. There will be a single Board of Directors comprising executive and non-executive directors. Reporting into this will be a strategic executive group to initially oversee the integration process and have oversight of the Trust's clinical and operational performance overall.

This will consist of executive directors, corporate directors, and a new role of clinical strategic leads (CSL). CSLs will not have direct operational responsibility, but will provide clinical expertise to support strategic decisions, focusing on the external impact of the acquisition and the trust's clinical and operational strategy.

The Executive Boards in both York and Scarborough will remain in place and will report in to the strategic executive group. The intention is for these groups to be in place in shadow form and begin meeting from April.

Further detail about directorate structures will be published in the next edition.

Goodbye to Teresa

TERESA FENECH will leave at the end of February to take on a new role at the Strategic Health Authority. Mike Proctor, Scarborough Trust's Chief Executive, said: "On behalf of the Board I would like to thank her for all she has done for the organisation over the last four years in sometimes very difficult circumstances. Without Teresa's hard work it is difficult to envisage how we could have achieved the requirements of both the CCP and Monitor. I am sure you will join me in wishing Teresa all the best for the future."

ANY QUESTIONS?

Through Staff Matters, we will be publishing answers to questions and dispelling myths and rumours.

If you have a question or concern, or have heard a rumour and want to find out the facts, email your question to: integrationquestions@york.nhs.uk and we will publish the answers in the next edition of Staff Matters. All questions will be treated in confidence and no names will be shared or published.

Alternatively, you can talk to your line manager about what is happening in your area or department.
Training

York Hospital champions apprenticeship scheme

Apprentices have been given a unique chance to gain experience in a medical laboratory thanks to two new roles created at York Hospital. The roles highlight how opportunities are being provided by the NHS and are a perfect example of support for National Apprenticeship Week.

Apprentices Emma Reid, 20, and Adam Speck, 17, are the first to take up the laboratory apprenticeship opportunity which is new in this region.

Emma said: “I was at university doing forensic science but I didn’t enjoy the learning style or course as there was a lot of physics rather than biology in it. I’ve always wanted to do an apprenticeship since I heard about it from careers advisors at school. When I left school there were no apprenticeships in the areas of biological sciences so I opted for university. I couldn’t believe it when I saw this post advertised - I find the ‘hands on’ approach of an apprenticeship a much easier way to learn.”

Emma and Adam fought off tough competition for the role which they saw advertised on the national apprenticeships website.

Adam said: “We were really lucky to get through. We had to apply through NHS jobs to get short listed. As well as the interview we had a laboratory based test, a memory test and a basic computer test so it was quite challenging. I’ve never wanted to go to university, the fees put me off. The idea of earning and learning really appealed to me so I’m really happy to have got this apprenticeship.”

The apprentice medical laboratory assistants provide valuable support to the hospital’s microbiology team.

Head Biomedical Scientist for Microbiology, Paul Sudworth, said: “Emma and Adam have been a real asset to the team and we have enjoyed sharing our experience and passing on skills to younger people. We do a lot of screening work particularly for MRSA and the apprentices play an important part in maintaining the clinical high standards of the hospital.”

The apprenticeship is a full time job. As well as training on the job Emma and Adam go to York College twice a month to gain a technical certificate in Laboratory Assistance.

Walkarounds promote confidentiality

Walkarounds promote confidentiality

STAFF will be aware via their mandatory Information Governance training and articles which have previously appeared in Staff Matters about the importance of compliance with confidentiality and security procedures and the consequences of breaching these.

Scarborough Trust is carrying out ‘confidentiality walkrounds’ and spot compliance audits on a quarterly basis in wards and departments. This is a method of monitoring that staff are adhering to procedures, identifying any non-compliance issues and highlighting good practice.

Posters are in place in wards and departments informing patients and the public about how their information is used in the NHS. Copies of leaflets for patients in standard, large print and easy read versions are accessible for printing from the intranet in the information governance section.

Printed copies of all three leaflets have been distributed to key patient areas. The Trust has also run its first patient survey on how information is used in the NHS. The results of this survey have been largely positive.

If staff need any advice or support on confidentiality or disclosure of information they should contact the Information Governance Officer on extension 2677 or the Confidentiality Lead on extension 2416.

In Brief

Caption competition

LAST month you were invited to submit a caption for this photograph of Mike Proctor with James Martin and Prince Charles at Clarence House:

Some of the entries we have had back include:

- Prince Charles to Mike Proctor and James Martin: “I say, I say, I say, have you heard the one about the carrot and the parsnip…”

- Prince Charles meets the Chuckle Brothers

- I say Mr Proctor quick, quick, pull my finger!

Keep your entries coming in to communications@acute.sney.nhs.uk and we will announce the winner in the next edition.

On call

DID you know the York and Scarborough Infection Prevention Teams now provide the on-call service to all Hospital and Community NHS services within the Selby, York, Scarborough, Whitby and Ryedale districts?

Out of hours advice is provided by one of the two senior nurses at each Trust who will deal with urgent queries only. Please contact the on-call nurse via switchboard as before.

Joint Review Nurse

LIZ CAVANAGH has returned to the post of Joint Review Nurse at Scarborough Trust after a four and a half year break working at NHS Direct and Alfred Bean Hospital in Driffield.

Liz said: “I am delighted to return to new challenges.”
Round-up of activities

Charity pub quiz and raffle returns

Due to the popularity and great success of the recent charity quiz, another quiz will take place on Tuesday 20 March at 7.30pm in the York Post Office Club, off Bootham in support of the STAR Appeal. The STAR Appeal is aiming to raise £300,000 to refurbish York Hospital’s Stroke Rehabilitation unit. It is £3 per person to enter, and teams and individuals are welcome. A prize will be given to the winning team or individual. This will be a really fun evening, raising money for a great cause, so please book your place early to avoid disappointment.

To enter please email lucy.watson@york.nhs.uk or tel 01904 721737.

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

Join the Run For All this summer

Entries to the 2012 Run For All Series, inspired by the amazing Jane Tomlinson CBE, are now open! If you haven’t already secured your place, then make sure you sign up as soon as possible as they are going fast!

10k - Sunday 8 July 2012
★ Jane Tomlinson’s York 10k – Sunday 5 August 2012
★ Jane Tomlinson’s Hull 10k – Sunday 3 June 2012
Please visit http://www. forallevents.co.uk/run-for-all/ to register to take part in any of the above.

If you haven’t already got a place then please sign up and choose to support the York Teaching Hospital Charity. We will provide any support you need, including a running vest and sponsor forms.

Any interested sponsor the team can visit www.justgiving.com/challenges4cancer, call 01904 721737 or join the Facebook group ‘Challenges for cancer’.

SCBU launches £50,000 fundraising campaign

The Special Care Baby Unit (SCBU) at Scarborough Hospital has launched a fundraising drive to raise £50,000 to improve the parent’s facilities on the ward.

The hospital currently has two rooms close to the unit where parents can stay when their baby is being specially cared for. This work will not only update these two rooms but includes physical changes to the layout of the rooms to improve access and security as well as providing a multi-purpose room where parents and siblings can eat, rest and play.

Sharon Addey, Sister, explained: “The two rooms are understandably very popular as parents want to stay as close to their baby as possible. Unfortunately, because they are not contained within the unit, babies are not allowed to stay with their parents, which can sometimes cause further anxiety. “Keeping parents and their babies together has many benefits including better bonding and successful long term breast feeding. “In addition, the rooms have not been updated or decorated for many years so we want to not only update the rooms but change their access so that they are within the unit’s security system as well as updating the existing kitchen and bathroom facilities.

“We also plan to create a multi purpose sitting, dining, family room which families frequently tell us would be beneficial as they currently have nowhere to eat meals, space to entertain toddlers or to just relax.

“We are often approached by parents who would like to make a donation to the unit and fundraising efforts are always very gratefully received.

“Any new donations that we receive will go towards this worthwhile project and our £50,000 goal.”

If you would like to get involved in fundraising or to make a donation please contact, Sharon Addey, SCBU Manager on 01723 342125.
Support for Nutrition and Hydration Week

Staff at York Hospital launched a week long campaign to highlight the importance of nutrition and hydration for patients staying in hospital.

Information was displayed around the hospital to support Nutrition and Hydration Week (23-29 January) which is led by the NHS National Patient Safety Agency and Patient Safety First.

A new ‘red jug’ initiative was also trialled on certain wards to raise awareness of patients who are particularly vulnerable to dehydration. Any patient with a water jug with a red lid was monitored even more carefully by nursing staff to make sure they had the correct intake of fluids.

Jill Watson, Dietician, said: “More than a quarter of patients are malnourished when they come into hospital. When people are admitted to hospital our job is to assess their nutritional requirements and provide advice where it is needed.

“There are also many reasons why patients can become malnourished while in hospital. Anything from swallowing problems, nausea or vomiting, pain or infection, or a simple lack of appetite can really affect a patient’s ability to take in the right amount of food or fluids. The consequences can be very serious resulting in anything from pressure sores and increased risk of infection to low mood and delayed healing.

“We are focusing on keeping people well nourished while they are in hospital so they can get better as quickly as possible. Patients are assessed and monitored and we have a process for screening those at risk so that we can provide the correct care plan during their stay in hospital.”

Libby McManus, Chief Nurse, said: “Ensuring good nutrition and hydration is a fundamental part of caring properly for our patients. Poor nutrition and hydration leads to poor health, increased and prolonged hospital admissions, and more cost to the NHS. “We really wanted to raise awareness of how important good nutrition and hydration is with this national campaign but it doesn’t stop there – it is something we are committed to for 52 weeks of the year both in hospital and out in the community. We are always looking at ways to improve patient care.”

In Brief

Never events
THE ‘never events’ list has been updated and published with minor amendments to two of the never event definitions.

The changes are to ‘never event’ number 18, ‘Transplantation of ABO incompatible organs as a result of error’ and ‘never event’ number 23, ‘Misidentification of patients’.

The never events list for 2012/13 sets out the revised list and definitions for use in the NHS in 2012/13. To see the full list go to: http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_132355

Scarborough Incidence Forms
A REMINDER that alongside online incident reports forms, books of hard copy forms are also available. One should be available for use in each ward and department to use in conjunction with the electronic form.

Guidance on how to complete and save the electronic form, along with confidentiality advice, is available on the intranet > Risk Management > Incident form Guidance.

Love in the air at Brid
LOVE was in the air at Bridlington Hospital on Valentine’s Day. Catering staff had lovingly decked out the dining room with red hearts and heart shaped biscuits were also available for staff and patients to buy for their Valentines.

Dining companion scheme
FOLLOWING a volunteer drive during Nutrition and Hydration week, Scarborough Trust is looking to officially launch its Dining Companion Scheme in May.

Amy Messenger, Volunteer and Work Experience Service Manager, said: “We were delighted with the amount of interest we received and are now contacting everyone who expressed an interest to inform them of our plans to develop this volunteer role.

“We are currently looking to produce a role description for this position and will be devising a suitable training session which will enable volunteers to work within the role. We will then be agreeing an implementation plan which will outline how we intend to introduce the scheme onto our wards.

“We hope to hold an open event later this year to present our plan and to properly introduce the role of Dining Companion. It is hoped this will enable people to learn about this role in greater depth, to understand the training that will be involved and provide details of how to apply to be a Dining Companion.”

If you are interested in taking part in this scheme please email amy.messenger@acute.sney.nhs.uk.
Nursing workshops

NEW workshops to support and develop maternity staff at York Hospital are being introduced which focus on providing the latest guidance from the Nursing and Midwifery Council (NMC).

The monthly workshops will highlight how staff can raise concerns in the workplace. They will be run by supervisors of midwives who are experienced practising midwives who have undertaken additional education and training to support, guide and supervise midwives in their practice.

Liz Ross, Matron and Supervisor of Midwives, said: “The NMC guidelines state in Raising and Escalating Concerns 2010 that staff ‘have a professional duty of care to report any concerns from the workplace which put people in their care or the public at risk’.

“The workshops are aimed at advising staff how to take immediate action if they have concerns, how to protect patient confidentiality and how to keep an accurate record of the actions taken. Every organisation has a whistle blowing policy so this will be an opportunity for staff to gain better understanding of how this operates. The sessions will also cover medicines management, including midwives exemptions and controlled drugs.”

Supervisors meet regularly with midwives to give guidance and support which helps ensure that women and their babies receive safe and personalised care of the highest quality.

Statutory supervision of midwives is nothing new and has been operating in the UK for over a hundred years. It has a responsibility to protect the public and support and develop midwives in their practice. Supervisors are accountable to the Local Supervising Authority (LSA) Midwifery Officer.

For further information or advice about the quality and safety of midwifery practice or the practice of supervisors of midwives in Yorkshire and the Humber please contact Carol Paeglis, LSA Midwifery Officer on Tel: 0113 2952094 or email carol.paeglis@yorksandhumber.nhs.uk

Success for first-ever volunteering day

The first ever volunteer open day, held in January, attracted almost 50 people interested in giving up some of their free time to help others at York Hospital.

The candidates were given a presentation on the importance of nutrition from dietician Jill Watson, and heard more about the role of clinic liaison from one of the current volunteers.

Since then 21 people have been for interview for roles such as dining companions, visitors and clinic liaison volunteers.

David Ferguson, Volunteering Assistant, said: “We were delighted with the turn out and really grateful to those people who came to find out more about volunteering. The first of those interviewed are already undergoing training so it’s been a really effective way of finding volunteers.

“Feedback was all very positive and I will be making it a regular recruitment opportunity. We’ll definitely be holding another event in the near future.”

Staff Matters will be following the new volunteers’ progress in the next issue.

For more information about volunteering email David Ferguson at david.ferguson@york.nhs.uk or call ext 4521. Alternatively visit David at the Volunteering and Fundraising office on the main corridor of the hospital.

Happy second birthday to MLU

In February the Midwifery Led Unit (MLU) at Scarborough Hospital celebrated its 2nd Birthday. In just two years 635 babies have been delivered in the unit. The low-risk midwifery led unit continues to be a popular choice with women and is even attracting women from further afield following the closure of the Jubilee Birth Centre in Cottingham, near Hull.

Wendy Beagles, acting MLU Manager, said: “MLU staff are continuing to develop their skills in water births and midwives are transferring these skills to students and preceptorship midwives.

“We have developed a protocol for the use of water injections for the relief of back pain in labour and this technique will be introduced as soon as approval and training is commenced.”
Green policies

York giving support to Climate Week

With Climate Week fast approaching (12-18 March) Staff Matters spoke to York Hospital’s Energy Manager Brian Golding to find out how the Trust is doing its bit to reduce carbon dioxide emissions.

Brian said: “It is a fact that carbon dioxide and its associated green house gases are changing the climate of the planet irreversibly. Unfortunately the NHS is the largest public sector emitter of greenhouse gases not only in England but in Europe.

“All NHS organisations were set carbon allowances designed to encourage a reduction in emissions over a four year period. In 2008, the annual carbon allowances for York Hospital were set at 5,440 tonnes per annum to December 2012.

“If we fail to meet our emission allowances we incur financial penalties by having to purchase additional carbon allowances from the carbon market.

“Saving carbon dioxide emissions has another positive impact - reducing carbon emissions reduces energy consumption and reduces costs to our Trust.

“The good news is that our carbon dioxide emissions from gas burnt on site during 2011 are currently 14 percent below budget expectations, and predicted total energy cost saving to the Trust is around £53,000.”

The Trust already has a sustainable development steering group. Over the coming weeks and months they will be looking at ways interested people can become more involved and offer their own valuable contributions.

How you can help

Everyone can help support Climate Week by remembering the five Rs:

- REDUCE – do you really need it?
- RE-USE – use scrap paper for notes and messages
- REPAIR – can it be fixed instead of throwing it away?
- REFILL – water bottles instead of using plastic cups
- RECYCLE – there are a number of initiatives in the Trust
  - Aluminium/plastic drinks cans/bottles can all be recycled (bins are sited in the foyer near Amigos in York Hospital).
  - Empty ink jet/toner cartridges can be sent via internal post marked for recycling and help raise money for charity.
  - Newspapers and magazines – look out for the blue recycling containers in your department/ward

In Brief

Kathleen’s farewell

BEST wishes for a long and happy retirement to Kathleen Taylor, Theatre Sister in York Hospital’s Main Theatres after over 40 years NHS service.

Brid says goodbye to Sue

YVONNE STRATFORD, a nurse on Waters Ward, took the time to contact Staff Matters, to tell us about her colleague Sue Longdon who has recently retired after 36 years in the NHS. Sue had worked at Bridlington Hospital since the hospital opened. Yvonne said: “She is a great colleague and an excellent nurse she will be missed by all.”

Correction

APOLOGIES to Tracey Butterfield, a Maternity Support Worker at York Hospital, whose name was missing from the front page story in the last edition of Staff Matters. Tracey, who appeared second from the left on the back row in the photograph, qualified alongside her colleagues and continues to make a valued contribution to the maternity team.

Clarification

Helen Williams is the correct name of Scarborough Hospital’s Tissue Viability Nurse and not Helen Wright which appeared in last month’s Staff Matters. Apologies to Helen!

Theatre work

Refurbishment of the main theatre at Bridlington Hospital is progressing to schedule and is due to open for business in March.

In Brief

Kathleen’s farewell

BEST wishes for a long and happy retirement to Kathleen Taylor, Theatre Sister in York Hospital’s Main Theatres after over 40 years NHS service.

Brid says goodbye to Sue

YVONNE STRATFORD, a nurse on Waters Ward, took the time to contact Staff Matters, to tell us about her colleague Sue Longdon who has recently retired after 36 years in the NHS. Sue had worked at Bridlington Hospital since the hospital opened. Yvonne said: “She is a great colleague and an excellent nurse she will be missed by all.”

Correction

APOLOGIES to Tracey Butterfield, a Maternity Support Worker at York Hospital, whose name was missing from the front page story in the last edition of Staff Matters. Tracey, who appeared second from the left on the back row in the photograph, qualified alongside her colleagues and continues to make a valued contribution to the maternity team.

Clarification

Helen Williams is the correct name of Scarborough Hospital’s Tissue Viability Nurse and not Helen Wright which appeared in last month’s Staff Matters. Apologies to Helen!

Theatre work

Refurbishment of the main theatre at Bridlington Hospital is progressing to schedule and is due to open for business in March.
Dr James Robertson, who works in A&E at Scarborough Hospital, has embarked on a fundraising mission to raise £60,000 to send his daughter India to America for life-changing spinal surgery.

Thanks to a host of fundraising events, James and his family have already raised £7,000 in just three weeks however they want to keep up the momentum to reach their goal by July so that India can travel to America during the school holidays.

James explained: “India was born prematurely at 31 weeks and was diagnosed with cerebral palsy just before her second birthday. She also suffered from meningococcal meningitis, which resulted in her only being able to walk short distances due to the increased spasticity in her lower limbs.

“India has had previous surgery to help reduce the spasticity along with Botox injections in her lower limbs however, these measures are only temporary and the need for further surgery may still be required.

“The surgery offered in America, called Selective Dorsal Rhizotomy, involves surgery on the spinal cord to provide a permanent reduction of spasticity. This will help India to improve her walking and hopefully give her more independence to join in with her friends.”

Alongside juggling a hectic day job, James and his family have been busy working with the local community to organise lots of fundraising events from darts tournaments to car washes and hog roasts.

Colleagues in A&E have already got behind the campaign and a number of events are planned at the hospital social club including a family fun day on 8 April and a hog roast on 13 April alongside a 999 Ball at Scarborough Spa on 23 June.

If you would like to get involved by organising a fundraising event please drop James an email. Alternatively if you would like to make a donation you can do so via PayPal at jennier30@googlemail.com or at a branch of Yorkshire Building Society (Account Name: Send India to St Louis).

Help send India to St Louis

CONGRATULATIONS to York gastro nurse specialists Maxine Rawle and Lisa Rook who both received a nomination for the Crohn’s and Colitis UK Bowel Disease Nursing Awards for 2011/12.

The awards highlight how essential the specialist nurse role is to a patient’s wellbeing and their ability to lead a productive life.

Both nurses were described as ‘kind and caring while remaining professional and efficient and very knowledgeable.’ Their patients also commented on how grateful they were for the support they receive for a condition that has a severe impact on their normal daily activities.

Lisa said: “It’s always brilliant when someone takes the time to say thank you. We are just doing our job but it’s great to get recognition for it.”

Praise for gastro nurses
Afternoon treats for research volunteers

CARDIOLOGY patients who have volunteered to be in clinical trials over the past year were treated to a special thank you event held recently at York Hospital. More than 60 patients and their guests were given a presentation by consultant cardiologist Dr Pye on the importance of research. Dr Pye spoke of the value of research and how volunteers play a crucial role in developing new drugs and treatments for people suffering from complaints such as heart failure, heart attack and atrial fibrillation.

Refreshments and specially prepared healthy cakes and biscuits were provided along with healthy eating advice from a member of the team who is a nutritionist.

Lorraine Wright, research nurse, said: “We are really grateful to our volunteers. Patients are carefully chosen to get the best chance of improving their condition and gaining significant outcomes from the research. It’s quite a responsibility for people to commit to a drugs trial, some of them can go on for five years. “We wanted to get everyone together to say thank you in a more informal way.”

Volunteer Anthony Cameron took part in a three year trial for a drug which could replace the commonly used anti-coagulant Warfarin. It was a worldwide test and neither he, nor the team, are made aware whether he was on the trial drug or his usual Warfarin.

Anthony said: “Anybody on a trial can feel completely confident. You have regular appointments where you are checked and looked after really well. I took part because I felt that ultimately I was helping to find better drugs to treat my condition and for others like me which can only be a good thing.”

WORKING FOR A SHARED SET OF VALUES

As work continues to bring together our two organisations, Staff Matters looks at how work is going on behind the scenes to ensure that, once integrated, we will all share the same values to help improve our culture.

Paula Graham, Service Improvement Manager at Scarborough Hospital, has brought her unique knowledge and skills around culture change to a project to align the values of Scarborough and York to help create a safe, healthy and supportive work environment.

Having already worked hard to improve the organisational culture at Scarborough, Paula won one of only ten “Emerging Leaders” bursaries in the region for her unique work around culture change at Scarborough. Paula has since become a member of the Yorkshire and Humber Emerging Leaders Regional Network. Her innovative work at Scarborough is being recognised across the NHS as an example of best practice.

Paula said: “It was fantastic to win the bursary, I’ve been able to develop more as a leader and really concentrate on building my knowledge around cultural transformational change. I have learned so much personally – the project is challenging, complex and innovative.

“I’m really pleased I can bring the knowledge and leadership skills I’ve gained through the bursary to support the development of the new organisation. We are now developing a ‘Personal Responsibility Framework’ to encourage each person to become involved in creating an open culture, focusing on values and behaviours to drive improvement in culture and ultimately in delivering better patient care. It’s a very exciting phase for the organisation.”

Natalie Grosvenor, Integration Lead for Organisational Development, said: “We’re really fortunate to have Paula working so closely with us. It’s the first time two organisations so far apart geographically have come together so we are breaking new ground in developing a culture for a new organisation.

“We are now building on our core values, drivers and motivators - caring about what we do, respecting and valuing each other, listening in order to improve, and always doing what we can to be helpful - to develop and embed these into the culture of the new one organisation.”

Lucentis Clinic proves a big hit in Scarborough

IN APRIL, Scarborough Hospital introduced a Saturday Lucentis service which is proving extremely popular with patients. The addition of a Clean Room in Outpatients has also helped to streamline the service.

Mr Vyas, Eye Surgeon at Scarborough Hospital, said: “The edition of a state-of-the-art clean room in the Outpatients Department has enabled us to streamline patient flow which means that we can treat more patients. “The take up for the Lucentis service has exceeded our expectations with patients keen to be treated at their local hospital. Our rapid access system, whereby opticians and GPs can refer patients to us directly, is also proving effective and ensures that patients can be treated within two weeks.”
Every conversation matters

STUDIES indicate 80 percent of medical errors are related to communication issues. That is why Scarborough Trust is piloting a standardised approach to communication. The SBAR system, which has previously been rolled out in a number of other hospitals including York, originates from the nuclear submarine service and stands for:

S – Situation
What is happening at the present time?

B – Background
What are the circumstances leading up to this situation?

A – Assessment
What do I think the problem is?

R – Recommendation
What should we do to correct the problem?

SBAR creates a model for effective information transfer by providing a standardised structure for concise, factual communications among clinicians.

This project is being piloted on Oak, Maple and ICU in the first instance. It will then be introduced on maternity wards before being rolled out across all wards at the Trust.

Posters and notepads will be displayed in areas that are taking part in the pilot.

For more information please contact David Thorpe, Matron for Critical Care or a member of the Outreach Team.

Farewell John

AFTER 38 years service at Scarborough Trust, John Dunn Deputy Director of HR is retiring at the end of February.

John began his career at the Trust as an accounts clerk in the catering department before moving into General Administration within Support Services then to Human Resources where he has worked for the past 20 years.

Award for efficiency and innovation

Congratulations to York Hospital’s Internal Audit and Counter Fraud team who won the Yorkshire and Humber Healthcare Financial Management Association (HFMA) 2012 Award for Efficiency and Innovation.

The team was nominated for developing its ‘Controlling Risks and Deterring Fraud’ workshops, and was selected by Finance Directors across the Yorkshire and Humber region.

The workshops were developed to educate staff in supervisory or management roles about why internal controls are needed rather than to rely purely on auditing to throw up errors and anomalies. Three different systems essential to the running of the Trust - payroll, procurement and recruitment – were highlighted and staff were shown what can go wrong when controls are not in place, robust or adhered to.

Helen Kemp Taylor, Head of Internal Audit, said: “We realised we had to do something different if we wanted to find a more effective way of internal auditing and we’re delighted to have won an award for it.

“We decided it would be much better to encourage people to identify what the controls are within each system and why they are so essential. In the workshops we look at real frauds against the NHS to see how it has resulted from weak systems, management and controls.

We also provide participants with information on the Trust’s counter fraud arrangements and details of how and where to report suspicions of fraud.

“As a result of the workshops the number of frauds involving weak controls has markedly reduced and 98 percent of participants on the workshops confirmed that they know where to report suspicions of fraud.”

Red Socks at the ready

SCARBOROUGH Trust will pilot its Red Socks campaign next month. The falls prevention initiative will be initially trialled on four medical wards, Oak, Graham, Stroke and Waters, to identify those patients who are not safe to walk without help.

All patients who are assessed by either a nurse or physiotherapist as being unsteady on their feet and needing somebody to walk with them will be given a pair of red socks to wear.

Patients and their relatives will be informed of the campaign and asked if they are happy to wear red socks. Posters have also been produced to be displayed in the wards talking part.

Matron Hilary Woodward said: “The idea behind the red socks campaign is that if a member of staff, or a visitor, sees a patient wearing red socks, who is stood up or walking unassisted, they will know to inform a member of nursing staff or walk with them.

Many different staff groups visit a ward as part of their role – we want everyone from consultants to catering staff to get involved.”

If you see a patient wearing red socks who is walking unaided please inform a member of nursing staff or accompany the patient back to their bed or chair.
Audit shows improvement in falls risk and mobility

An audit undertaken by the inpatient therapy department has shown an improvement in falls risk and mobility following rehabilitation at Bridlington Hospital.

Senior Physiotherapist Ben Richardson and Senior Occupational Therapist Angela Wilson conducted the audit on Johnson Ward.

Ben explained: “High quality research shows that organised inpatient rehabilitation specifically designed for elderly patients and delivered by a specialist multidisciplinary team of healthcare professionals has the potential to improve outcomes related to falls, patient functional status, length of stay and post-discharge residence.

“No previous investigation had been undertaken to establish the inpatient therapy team’s effectiveness in terms of these four key areas.

“Our aim was to establish a baseline assessment of the efficiency of the new inpatient team on Johnson Ward and to assess the care given to patients transferred to Johnson Ward.”

The audit looked at a sample of 50 patients who were admitted to Johnson Ward between February and April 2011, and found that:

- 61 percent of all patients had a history of falls
- On arrival 56 percent of patients were classed as high risk falls
- On discharge 68 percent were classed as low falls risk
- Of all patients 99 percent were mobile pre-admissions
- On arrival 13 patients were bed bound
- On discharge 98 percent of all patients were mobile

- Length of stay ranged between 1 and 84 days at Scarborough Hospital and 1-74 days at Bridlington Hospital
- Of all patients 88 percent lived in their own home pre-admission
- On discharge 75 percent returned to their own home

Ben continued: “Our plan is to perform another audit in June, cascade our findings to colleagues, and to investigate further how the current Johnson Ward therapy team model can be applied to other therapy clinical teams.”
Excellence performers at the double in York

The winner of the December Star Performer is Tracey Watkinson from domestic services.

During a management walkabout on Ward G1 it was observed that the standard of cleaning and care of the environment was of an exceptional level. Tracey is primarily responsible for providing this service and does so to an outstanding level on a day to day basis. She gives great care and attention to detail as she carries out her role and this is visible the moment you enter the ward. She is always extremely friendly and professional and nothing is too much for her, she is proactive and has also offered input on safety aspects. Tracey is a valuable member of the team and her colleagues are proud to share with everyone the consistent contribution Tracey makes to maintaining high levels of services to patients.

January’s Star Performer is Electrician Phil Coop from the Estates Department.

Phil showed outstanding bravery and concern for colleagues when a large dishwasher caught fire in the main kitchens. Despite flames and thick smoke he was able to extinguish the fire before the fire service arrived. The damage to the kitchens would have been much more extensive without his quick and brave actions.

Receiving their Star Performer prizes are Phil Coop and Tracey Watkinson.

December’s ABCD Award went to ‘Welcomer’ Charles Hayes, a Volunteer who works at Scarborough Hospital.

Charles was nominated by a colleague who wrote: “I would like to nominate Charles who helps the public and patients who are now coming through West Wing Reception whilst the Main Entrance is closed for refurbishment.

“He is a perfect gentleman, very polite and helpful and nothing is too much trouble for him, even though he sometimes encounters rudeness and abuse from the very people he is trying to help. Added to this he works in his own time and doesn’t get paid for his excellent work.”

Charles’ daughter Francis got in touch to say: “On behalf of our family I just wanted to pass on our gratitude for the recognition our father received for his voluntary work at the hospital this month.

“We know it gave dad a boost to have his efforts rewarded, though anyone who knows him realises he isn’t in it for financial gain or accolades.

“Dad has always been a hard worker and a committed person, so thank you to everyone who voted for him, we’re all very proud.”

Warm Welcome: Charles Hayes