Are you ready for GCC?

It’s time to dust off your trainers – the Global Corporate Challenge (GCC) commences on 24 May and lasts for 16 weeks finishing on 12 September.

In teams of seven, you will walk the virtual world by wearing a pedometer and inputting your daily steps into the GCC website. It is recommended that each team member walk at least 10,000 steps per day.

Last year 52 teams from Scarborough and York Trusts took part in the challenge and this year the aim is to get at least 60 teams involved, that’s 420 people.

Peta Hayward, Director of Human Resources, explained: “The challenge is open to everybody and this year, we are asking you to set yourself a personal goal and then let us know how you achieved your goal and how it made you feel. Prizes will be awarded to the most inspiring stories and achievements.”

The cost of the GCC is subsidised by the Trust as follows based on Full Time Equivalent salary:
- £21,000 and below: £10.00
- £21,000 – £38,850: £17.50
- £38,851 – £80,810: £25.00
- £80,810 and above: pay the full amount of £49.00 per person plus VAT.

For every paying adult participating in the GCC a child receives a free place and you will also receive a back pack, cap, sports socks and two pedometers from the GCC as well as on-line support.

Closing date for submissions is 25 April 2012 and it is a first come first served basis. Submission forms are available from Helen Greenley on 01904 725318.

York Governors in Scarborough visit

Last month Governors from York Trust paid a visit to Scarborough Hospital. James Hayward, Director of Facilities, hosted the event which gave the Governors the opportunity to see the hospital and some of its recent developments including the new mammography suite and endoscopy as well as some of the older parts of the estate which are in need of modernisation and improvement.

James Hayward, explained: “We felt it was important to host a visit of the Governors from York so they could be briefed on the capital improvements we are planning here over the next few years to improve patient services. The governing body plays a significant part in helping to set the direction of the Trust and as such we felt it right to inform them of where we are now, and where we want to be in the future.”

Helen Mackman, Lead Governor at York, said: “We’ve received a fantastic welcome at Scarborough and would like to thank Mike Proctor, James Hayward, and the staff who have shown us around, for their hospitality.

“Our visit has been informative and enjoyable and we’ve been able to see for ourselves that Scarborough Trust has a lot to offer York in terms of some innovative estates and service development at both Scarborough and Bridlington.”

Continued on page 3

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
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Celebrating Achievement Awards
Better clinical leadership
Staff car parking arrangements
Cardiac rehabilitation saves lives
Nominations open for the biggest and the best awards

This year’s Celebration of Achievement event has been announced and nominations are now open.

The event is tipped to be the biggest and best one yet as York and Scarborough combine forces ahead of the integration at a joint ceremony in September.

The awards are presented annually to teams and individuals who have been nominated by their colleagues and/or patients because they have achieved an outstanding level of service.

Patrick Crowley, Chief Executive of York Trust said: “This is our first opportunity to bring together staff from York and Scarborough in a celebration of our achievements and for me this is the main event of the year. It’s really important that we recognise the contributions that staff and volunteers make to our organisation and celebrate the things we do well.

“This is a fantastic opportunity for you to nominate someone for their work in delivering quality services or who demonstrates the values and beliefs of the organisation.”

Nominations opened on Monday 16 April and close on Friday June 22. Forms listing the categories will be posted to all sites and will be available in main reception areas and dining rooms. You will also be able to obtain an electronic version by emailing awards&events@york.nhs.uk

Please do take the time to fill out a nomination and ensure that a team or individual is recognised for what they have done.

For further information please contact Janet Mountain 01904 725254 or Helen Greenley 01904 726491 or email helen.greenley@york.nhs.uk

York meets CQC quality and safety standards

YORK TRUST is meeting all the essential standards of quality and safety, according to the latest Care Quality Commission’s Review of Compliance reports for York Hospital and St Helen’s Rehabilitation Hospital published on 5 April.

The purpose of the review was to assess what improvements had been made since the CQC’s previous visit in July 2011, when despite making it clear that they regard us as a high performing organisation, they also found a number of concerns, in particular in relation to how we document decisions around resuscitation.

Dr Alastair Turnbull, Medical Director said: “We are pleased that the CQC has found that all concerns from their previous visit have been addressed in full. In all areas where concerns were raised, staff have worked hard and this was reflected in the inspectors’ feedback. They commented on significant changes for the better in all the areas visited, where they spoke to patients, staff, and relatives, and carefully inspected medical records.

“We welcome the opportunity to improve our practice and are glad that the changes made are recognised by the CQC, but we continue to monitor our performance. “We have begun work with community partners to implement this good practice outside the hospital.”

Integration news

LOOK out for our ‘integration special’ edition of Staff Matters coming soon. This issue will focus entirely on the integration, keeping you up to date on the latest milestones, next steps and future plans.
Sharing best practice on food

THE PICKER Institute, the organisation that conducts the national inpatient and outpatient surveys on behalf of Scarborough Trust, has highlighted the Trust as one of its best performing hospitals in relation to questions about patient food.

The Pickler Institute was recently contacted by a hospital trust in the Midlands who wanted to be put in touch with a trust that performs well in this area. After checking the rankings, Scarborough’s results were found to be very impressive – coming second out of all the 73 Picker trusts.

James Hayward, Director of Facilities, said: “This is great news and testament to the hard work of the catering team who have worked incredibly hard to implement the changes suggested by James Martin as part of Operation Hospital Food. “We would welcome sharing our experiences with other hospitals and are very pleased to have been put forward by the Picker Institute.”

Walk-in Centre moves over to York Hospital

Staff are reminded that York’s NHS walk-in centre became part of the urgent care centre at York Hospital from 18 April 2012.

Situated within the emergency department at York Hospital, it has its own team of medical and nursing staff with the skills to see and treat minor illnesses and injuries requiring urgent attention.

The walk-in centre move makes it easier for patients to access the most appropriate service for their needs. It includes access to the specialist support services available at the hospital if required, for example x-ray and other diagnostic tests.

The catering team at Scarborough Hospital

Mike Williams, Consultant in Emergency Medicine at York Trust, said: “A significant amount of work has been undertaken to design an improved service that both meets the needs of patients and makes the best use of all available resources. The project has involved close liaison and collaboration with GPs, walk-in centre staff and the ambulance service. It should ensure that those attending the urgent care centre are treated by professionals with the skills best suited to their needs. The urgent care centre staff will refer patients presenting with chronic and non-urgent conditions to a more appropriate health care provider.”

The emergency department is also being redesigned to better accommodate patients. The single reception point ensures that patients are directed to the urgent care centre or the emergency department depending on their need.

York Governors visit Scarborough Hospital

Continued from page 1

Hospitals. As a single, bigger organisation we will be able to share best practice which will benefit patients across the whole area.

“Our role as the governing body of the Trust is to monitor the strategic direction of the organisation. As a member of the Trust you can make a real difference to the way local health services are delivered, so we’re looking forward to getting more members signed up from the Scarborough and Bridlington communities.”

Critical care communications campaign

IN ORDER to raise awareness of the Critical Care Outreach Team at Scarborough Hospital an internal communication campaign is being launched which includes posters displaying the team’s contact details.

All wards should be escalating care for the deteriorating patient by contacting the Critical Care Outreach Team, page 906 or call 07920 028102.
The importance of dignity at the end of life

A NEW Do Not Attempt Cardio Pulmonary Resuscitation (DNACPR) policy and accompanying toolkit of resources has been launched by York Trust.

The move is part of a regional project to ensure that resuscitation decisions are communicated more effectively and help more patients receive the very best care at the end of their life.

Michelle Carrington, Assistant Chief Nurse, explained: “Many people do not want to think about dying, but the importance of thinking about it and discussing it with loved ones and with healthcare professionals can be a very important contribution to a peaceful and natural death.

“Dying peacefully in the place of their choosing and comforted by their loved ones whenever possible is very important for a lot of people. It is therefore essential that healthcare workers supporting a patient at this time know what the medical decision relating to resuscitation is, and what patients understand about the treatment and the decision.

“If someone is already very seriously ill and near the end of life, there will be no benefit in trying to revive them when their heart and breathing stop as they die. In these cases, restarting their heart and breathing may do more harm than good by prolonging pain or suffering.”

In 2010, NHS organisations, GPs and social care across Yorkshire and the Humber were invited to be part of a project to make sure there was one standard ‘Do not attempt CPR’ form, which would be accepted by all organisations in the event of someone’s heart or breathing stopping suddenly.

Michelle continued: “The form carries a very clear message that it is just about Cardio Pulmonary Resuscitation (CPR), so patients at the end of life may still receive other appropriate care and treatment. This will help to ensure that once a decision about CPR had been made, the information is available to other healthcare professionals when they need to know about it.

“The form is to be kept in the front of the patients notes while in hospital and with the patient at all times upon discharge in a clearly marked envelope. The DNACPR form is transferable between a patient’s home, hospital, care home or hospice.”

The new DNACPR policy has been rolled out with an accompanying toolkit of resources including the new form, staff training webcasts/e-learning, presentations and a new patient information leaflet, all of which can be found on Horizon.

Michelle added: “It’s been brilliant to see how the project has led to a greater number of staff being able to talk about CPR and when it is appropriate for patients. There is also a higher level of understanding in patients and their families as more information is being given about treatment decisions.

“Feedback from staff has shown an increase in confidence in the process and how families value it when the DNACPR decision is followed and a peaceful death occurs.”

Anyone who would like to know more about CPR can contact their Clinical Director or the Quality and Safety team.

A new DNACPR policy was introduced at Scarborough Trust in August and is available to view on the Trust intranet. For more information please contact Trist Lee on ext: 2498.
SHADES campaign launched

This month, a new initiative called SHADES has been launched at Scarborough Trust. It is the idea of a group of Healthcare Assistants, to encourage Housekeepers and Healthcare Assistants to check for personal belongings before they change a patient’s bed linen, clean the bedside locker or strip the bed when the patient is being discharged home or transferred out of the hospital.

SHADES stands for:
S – Spectacles
HA – Hearing Aids
DES – Dentures

Staff undertaking the SHADES check are reminded to check for the above items as well as any other belongings that may have got caught up in the bed linen or left behind in their locker.

Elaine Hayward, Service Redesign Manager, explained: “Losing spectacles, hearing aids or dentures can have a real impact on patients’ privacy, dignity and safety. For example if a patient loses their spectacles they may spill a beverage. Loss of a hearing aid could result in miscommunication between staff and the patient, whilst loss of dentures could result in poor nutrition and oral health.

“Often when patients are admitted to hospital, particularly if they are elderly, they may be unable to look after their own belongings or remember what they brought with them. It is therefore important that we do this on their behalf.

“Undertaking the SHADES check and making this a routine part of the bed linen change will help us to support patients in keeping their essential belongings safe and at hand.”

Domestic violence drop in sessions introduced

FOLLOWING the introduction of an internal awareness campaign at Scarborough Hospital referrals to the Domestic Abuse Service (DAS) have increased.

In order to cope with this increase and to allow access for staff and clients in a neutral venue close to the hospital, from 18 May DAS is piloting a drop in session at Cherry Tree Children’s Centre on Fridays between 10am and 1pm.

Jo Monty, Midwife for Safeguarding, explained: “There has been a noticeable increase to DAS from staff and clients following the launch of the ‘Talk to me’ initiative which we launched at the end of last year.

“It is encouraging to see that following the introduction of the DV link nurses, posters and badges, training and general awareness raising that there has been more referrals to the service, as it means that staff are actively seeking out information about domestic abuse.”

At the drop in sessions there will be a staff member from DAS present and if the client consents, a health representative to allow an assessment and advise in relation to services which may be required.

DAS workers will invite clients directly to the session and it will also allow Human Resources and Occupational Health to refer staff directly to DAS.

The A&E Alcohol Support Worker will also be able to refer to the service and the DAS worker will liaise directly with the DV link nurses to pick up any referrals or discuss any concerns.

Jo continued: “Every staff member has a duty of care to try to pick up any issues or identify any areas of concern in relation to domestic abuse and we have been working hard to put resources in place so that staff are equipped with the knowledge and skills to know what to do.”

From 1 April there is a new E-learning package which is mandatory to all staff in ED/MIU, paediatrics, SCBU and Maternity. It is available to all staff on line at the NHS learning environment.

If you have any questions or concerns about Domestic Violence please contact Jo Monty or the DV link nurse in your ward/department.

New isolation room

Vulnerable or infectious patients who require intensive care can now be cared for in a dedicated isolation room in the Intensive Care Unit at Scarborough Hospital.

Work to create the room began in September and involved substantial remodelling of the unit in order to provide a state-of-the-art room to care for vulnerable or infectious patients.

James Hayward, Director of Facilities, explained: “The isolation room has been fitted with an air pressure system that provides high quality air.

“Access to the room once the patient is in position is through an ‘air lock’ which protects the isolated patient and others in the vicinity. The air lock prevents germs from getting in or out, helping protect the other seriously ill patients on the unit from healthcare associated infections which they can be more vulnerable to.

“Entry to the room can be controlled by a special access system to limit the number of staff accessing the unit.”

Sarah Robinson, Lead Nurse for ICU, said: “The addition of an isolation room on the unit enables us to provide the best possible care to critically ill patients.

“Since we began using the room it has only been empty for one day.”
Better clinical leadership

Physiotherapy Team leader Vicky Mulvana recently spent an exciting and thought provoking week at Warwick University exploring different aspects of clinical leadership.

Vicky, based at York Hospital, is one of only 60 Fellows selected onto the NHS National Clinical Fellowship programme from 1100 applications.

The Fellowship provides the opportunity for people to further develop their clinical leadership skills and combines the development of knowledge, skills, and self-awareness so people can use their skills within their own organisation.

Vicky said: “The week was spent exploring different aspects of clinical leadership including how to deliver high quality services focussing on safety, patient experience and effectiveness.

“We were given the opportunity to learn from lessons following instances where the NHS has failed to deliver quality services such as the Mid Staffordshire enquiry. The week was a tightly packed opportunity for gaining knowledge, reflecting on attitude and networking with a great team of peer Fellows and key individuals leading on the future development of leadership within the NHS.

“Fellows also had the chance to hear from, and sit side by side and chat with, many different leaders including Andrew Lansley, Sir David Nicholson, and Professor Chris Ham, Chief Executive of the King’s Fund.”

Vicky’s experience as a Fellow has brought valuable new skills to her work in developing and rolling out a new patient therapy agreement, the results of which will be presented nationally and to the Department of Health.

Vicky explained: “A lot of work is going into to improving and developing physiotherapy and occupational therapy services at York Hospital under the leadership and support of Therapies Directorate Manager Melanie Liley.

“It is based on putting patients first. My job is to make sure patients are involved more directly and to encourage them to manage their own health which in turn will promote faster recovery. The clinical leadership skills I am learning are proving invaluable.”

The patient therapy agreement is currently in its consultation stage to both staff and patients and anyone wanting to know more or get involved in the project or the fellowship can do so by contacting victoria.mulvana@york.nhs.uk

York Hospital launches ‘harm free care’

Following the fantastic results of the rapid spread approach to reducing falls and pressure ulcers introduced nearly two years ago, a new initiative is to be launched at York Hospital to encourage staff to deliver harm free care. It will then be rolled out across the organisation.

Libby McManus, Chief Nurse, said: “Patient safety is our highest priority and pressure ulcers, falls, deep vein thrombosis (VTE), catheter related infections, missed doses of medications and inaccurate or missed patient observations still cause harm to our patients. These harms are of most concern to us clinically, and frequently impact upon patients and the way we care for them. They are also areas which contribute to increased use of resources whilst patients are with us and can extend their stay with us significantly.

Michelle Carrington, Assistant Chief Nurse, added: “We want our standards to be amongst the highest, and for harms to be minimised whilst patients are in our care. In order to do this we are introducing a new rapid spread approach to ‘harm free care’ which has already been tested in over 100 hospitals and resulted in impressive outcomes for patients.”

A special one day event will be held on Tuesday 1 May at York Hospital Social Club to roll out the rapid spread approach to harm free care. All Matrons and Ward Sisters are required to attend, plus one other nurse from each ward/department. The event promises a full but fun day.

There will also be information on the "It’s My Ward” program, an investment in ward leadership to support staff to manage the important patient care environment, driving up standards and giving great care.

For further information contact Michelle Carrington, Assistant Chief Nurse on ext 5103.
Egg-celent activities

SPRING has sprung at Kinder Place the onsite Nursery at Scarborough Hospital, with children learning about the hatching of chicks, monitoring their growth and helping with their care.

To celebrate Easter and the children’s interests a Pirate Day was held where children were invited to dress up as a pirate, there was also an egg hunt and egg decorating competition.

Parkinson’s Awareness Week

NOODLE – the mascot of Parkinson’s UK – has visited Scarborough, Bridlington and York as part of a relay around the whole of the Yorkshire and Humber region to mark Parkinson’s Awareness Week.

Noodle, a specially designed toy which looks like a brain cell, travelled around the region on various modes of transport, from a canal boat to an ice cream van, raising awareness of Parkinson’s Disease.

Scarborough Trust’s Parkinson’s Disease Nurse Specialist, Lynnette Bayes, said: “Parkinson’s Awareness Week is a great opportunity for us to raise awareness of Parkinson’s UK and Parkinson’s in our local communities. This year’s theme is ‘Find a cure.’

“The idea behind this relay is that it will bring people together helping forge links as Noodle travels around the county.”

Bounty-ful

THE MATERNITY department at Scarborough Hospital received an award and hamper from Bounty for being the best hospital in the region for returning the contact cards which are included in the Bounty packs.

Highest ‘scores on the doors’

BRIDLINGTON and Malton Hospitals have been awarded the highest ‘Scores on the Doors’ rating for food hygiene in a recent inspection by East Riding of Yorkshire and Ryedale District Councils.

Scores on the Doors is the National Food Rating Scheme. The scheme makes it easier for consumers to choose places with good hygiene standards when they are eating out or shopping for food. The food hygiene rating tells them about the hygiene standards in food businesses.

The scheme works by issuing a food business with a score of between 0 and 5 after it has had a food hygiene inspection – with 5 being ‘very good.’

James Hayward, Director of Facilities, said: “We are committed to ensuring that our food safety is of the highest standard and have a team of dedicated and professional catering staff at all our hospitals who continue to provide patients, staff and visitors with good quality, safe and nutritious food.”

Staff from York and Scarborough Trusts are required to visit each other’s hospital site for business purposes.

To prevent a large increase in administrative procedures to reclaim parking charges, a reminder that the following system has been introduced.

York staff visiting Scarborough

York staff who pay by way of salary deduction will be required to display their York permit clearly on the windscreen or dashboard of their vehicle. This will authorise them to park ‘Free of Charge’ in designated parking areas on the Scarborough Hospital site.

York staff who hold a York ‘pay and display’ permit have two options.

1. If they obtained a ‘pay and display’ payment ticket at York Hospital that day then this ticket becomes transferable to Scarborough and must be displayed clearly on view, as above, alongside their York ‘pay and display permit.’

2. If they have not obtained a ‘pay and display’ ticket from York that day then they will be required to purchase a ‘pay and display’ ticket from a Scarborough Hospital pay machine. This ticket also becomes transferable upon their return to York that same day.

Scarborough staff visiting York

For Scarborough staff visiting York Hospital the reverse procedure will be introduced.

1. Staff who pay for their parking at Scarborough by way of salary deduction will be required to display their Scarborough permit clearly on the windscreen or dashboard of their vehicle.

2. Staff who hold a ‘pay and display’ permit (standard or Band 1) can either display a valid Scarborough ‘pay and display’ ticket or a York one next to their permit.

Either of the above methods of verification will authorise parking within the ‘Contractor Parking Area’ located behind the Multi Story Car Park.

Please see the site plan below showing this area highlighted in orange.

If Scarborough staff have any queries about parking at York they should contact the car parking administration office on 01904 725255.

In Brief
As part of the National Patient Safety Agency’s Nutrition and Hydration week held in January a competition was launched at York Hospital to promote the work of Speech and Language Therapy (SLT) within wards to support providing nutrition and hydration safely.

The initiative was to suggest “bubbles” of information or ideas on how SLT can best support nursing teams to provide nutrition and hydration safely. Nursing teams filled in the speech bubbles with feedback and ideas for SLT and the best idea that could make the most difference would be awarded a bottle of bubbly.

The winning suggestions came from Mandy Rosier, Senior Sister in elderly medicine, who was keen to utilise the services of SLT. Mandy said: “I have seen first hand the vital role that speech and language therapy can play, particularly with elderly and stroke patients. There is a lot of expertise which often goes unrecognised and I realised that this can be brought onto the wards to help nursing staff with specific problems. I’m thrilled to have my suggestions taken on board – and the bonus is I get a bottle of bubbly!”

Helena Shaw, Speech and Language Therapist, said: “It’s great to have a chance to work together more closely with the wards on ensuring good nutrition and hydration for patients.”

Mandy’s suggestions included:
- Having a nominated contact from SLT to create training sessions on the ward and troubleshoot specific problems
- A leaflet for relatives and carers to take away explaining some of the clinical terms and symbols used and to encourage them to become more involved
- Requesting lunchtime assessments so that speech and language therapists could see first hand what a patient’s problem was at mealtimes

CONGRATULATIONS to Staff Nurse Christine Caudwell from Selby Hospital after recently gaining a BSc in Health and Social Care Practice.

Since qualifying Christine has become the palliative care link nurse at the inpatient unit at Selby.

Working full time and studying is always a challenge but Christine faced a further setback when her mother became ill. Christine was unable to continue the course but after her mother died Christine fulfilled her mother’s last wishes and completed the course, concentrating on palliative care and leadership.

Christine said: “The studying was particularly difficult due to the subject matter and the fact that I had recently been bereaved but it also helped me bring further insights to the study of palliative care. It’s enabled me to update the palliative care delivered on the ward and to share that knowledge with my colleagues.

“My role is challenging due to continual advancements and improvements being made in palliative care. I am really pleased I completed the degree, particularly as nursing is now an all degree profession. “I had to be very disciplined for the two years I was studying and working — and I did get some funny looks from people when my holiday reading consisted of ‘How to have a good death’ and ‘Death and dying’!”

Christine with partner Malcolm

Determined Selby nurse’s study pays off
Celebrating 10 years of DAFNE

FOR 10 years the Scarborough Diabetes Specialist Team has been helping people with Type 1 diabetes transform their lives through the attendance of a five day structured education programme called DAFNE (Dose Adjustment for Normal Eating).

DAFNE is a way of managing Type 1 diabetes for adults, helping provide the necessary skills to estimate the carbohydrate in each meal and to inject the right dose of insulin.

The course is delivered to small groups of between six to eight people by DAFNE trained Educators within the Scarborough Diabetes Specialist Team. These include Sally Woolgar, Molly Foster, Sue North and Catherine Pickering who deliver four to five courses a year.

Both Dr. Humphriss and Dr. Pawlak, Consultant Diabetologists at Scarborough and Mandy Brown, Diabetes Specialist Nurse, are trained to support people who have completed the DAFNE programme.

Molly Foster, Diabetes Specialist Nurse, who works across Scarborough, Whitby and Ryedale, explained: “The aim of DAFNE is to help people with Type 1 diabetes lead as normal a life as possible, helping them to control their blood glucose levels and reduce the risk of long-term diabetes complications”.

“DAFNE helps people to fit diabetes into their life, rather than having to change their lifestyle to fit in with their diabetes”.

“There are approximately 550 people with Type 1 diabetes in the Scarborough, Whitby and Ryedale area and 275 have taken part in the DAFNE programme since we started in 2002.”

Scarborough ladies with a heart of gold

A group of local ladies who met in 2008 after undergoing cardiac care at Scarborough Hospital have bought the Cardiac Care Unit (CCU) a piece of much need equipment.

The ladies, who call themselves the Open Heart Group, meet weekly on a Tuesday at the Palm Manor Hotel. They originally met at a hospital support group for cardiac patients. They have carried on meeting over the past four years and have held a number of fundraising events to buy CCU a combi screen urine analysis machine which cost £438.

CCU Sister Tanya Neale said: “We are very grateful to the ladies for this piece of equipment which will make our jobs a lot easier. We previously didn’t have one on the unit so it is great that we now have one of our own.”

Shirley Bell, Treasurer, said: “We wanted to give something back to the unit as each of us is very grateful for the care we received. We would also like to thank everyone who has supported us with our fundraising over the past four years.”

Sister Tanya Neale (centre) with ladies from the Open Heart Group.

In Brief

Familiar faces, new roles

TWO familiar faces at Scarborough Trust have taken on new roles. Pamela Hayward-Sampson, pictured, has taken on a new role at the Trust as Head of Nursing whilst Karl Mainprize has taken over from Mark Andrews as Interim Medical Director.

York Cycle Challenge!

THE YORK Cycle Challenge is back for a second year – it’s time to get involved. Join our team, let’s win the York Cycle Challenge 2012.

We’ve signed up and this is your invite to take part and have some fun on bikes – no lycra required.

The plan is simple – we’re competing against other businesses in York for three weeks from Monday 14 May to Tuesday 5 June 2012 to see who can get the most people cycling for at least 10 minutes. You can ride anywhere, anytime, there are even bikes available to hire for free. Find out more and register at www.yorkcyclechallenge.org.uk.

It doesn’t matter if you already cycle or if you haven’t been on a bike for years, make sure you register into the York Teaching Hospital NHS Foundation team. It’s free and the more people we get involved, the more chances we have to win prizes.

Calling musicians

THE ARTS team are looking for members of staff to join their music programme. Whether you’re interested in performing at events or playing directly to patients, they would love to hear from you. Please contact Kat Hetherington in the arts team to find out how you can be involved – kathryn.hetherington@york.nhs.uk 01904 726943.
Pilot scheme

Cardiac rehabilitation saves patients’ lives

A new pilot scheme to increase the number of patients receiving vital cardiac rehabilitation is being rolled out on four wards at York Hospital. Evidence shows Cardiac Rehabilitation saves lives and reduces hospital readmission rates.

Coronary Artery Disease (CAD) affects around 3 million people in the UK, and is the cause of around 100,000 deaths annually. Cardiac Rehabilitation is currently offered to patients who have suffered a heart attack or following cardiac surgery. Cardiac patients go through a special referral system to make sure that the right patients are seen at the right time.

Vicki Cass, Cardiac Rehabilitation Specialist Nurse, said: “We want to support people following a cardiac event to return to as normal a life as possible.

“Its really important that patients are educated to help them manage their condition regarding future management of chest pain, heart medication (GTN) and heart save advice. We want to ensure the safe discharge of patients so we make sure they are provided with our helpline number and are referred to the community cardiac rehabilitation nurses for ongoing support after discharge from hospital.

“Plans are in place to extend the service to patients post coronary stent insertion. We are also looking at establishing named link nurses for each individual ward to enable ongoing support and education.”

For further information contact: Cardiac Rehabilitation on ext 5821 or bleep 704.

The cardiac rehabilitation programme includes:

- A thorough assessment of physical and psychological needs following diagnosis and procedures
- A clear explanation of diagnosis/investigations
- Education re medications and the importance of taking secondary prevention therapy
- Identification and management of risk factors, lifestyle modification and advice including stopping smoking
- General recovery advice including returning to driving, work, sexual activity, holidays etc.

Trusts unite to help encourage organ donation

SCARBOROUGH and York Trusts are working to encourage organ donation and transplantation through the Organ and Tissue Donation Committee. In order to support this work an Organ and Tissue Donation Policy has been approved and is now active at Scarborough Trust.

This policy provides the framework for the identification of potential organ donors, approaching potential organ donors’ family, organ donor management and organ retrieval.

At the time of death, potential donor families may not realise the option of donation. It is the responsibility of the staff caring for the patient and family to consider organ donation, and to refer all cases to the on call specialist nurse for organ donation.

Each and every family whose relative has died or imminent death is anticipated in Intensive Care or the Emergency Department should be offered the option of organ donation, if they are medically suitable.

With the introduction of this policy the Trust will launch an internal awareness campaign and training programme to ensure that all relevant staff are educated on the new policy.

If you would like to join the NHS’ Organ Donor Register call 0300 1232323 or register online at www.organdonation.nhs.uk.

Briefing on NHS pension reform

SINCE November last year the Department of Health has been engaged in further discussions with NHS trade unions and employer representatives concerning the detailed design of a new NHS Pension Scheme for England and Wales.

The proposed final agreement is now available on the Department of Health website http://www.dh.gov.uk/health/2012/03/final-agreement/ and sets out the detail of the proposals to be introduced in 2015. It has been developed with input from national trade unions and the NHS Employers organisation through scheme-specific discussion meetings that have continued since last December.

Most NHS trade unions have now agreed to take this document to their executives as the outcome of negotiations on scheme design. The Government has also confirmed that this proposed scheme design is conditional on acceptance of the final agreement.

Staff will be kept informed as detail of this process becomes known. It is important to recognise that the reform of public sector pensions is separate from the increase in NHS Pension Scheme member contributions.
FOLLOWING a recent audit conducted by the Recruitment Team at York Trust some examples of poor record keeping were found on a sample of new starter’s personal files. The team are warning that there have been a number of examples of people obtaining employment by deception at NHS Trusts across the country, which could have been prevented through pre-employment checks being carried out to the required standard.

Will Thornton, assistant Recruitment Manager said: “We want to make sure that none of our recruiting managers fall victim to people obtaining employment by deception and to ensure we protect patients. “All staff are reminded that they must have attended the Trust’s effective and legal recruitment course before being involved in any selection process where they may be shortlisting and interviewing people for any position at the Trust. The course guarantees the Trust’s compliance with recruitment requirements, as well as those areas of employment law which govern recruitment practice more generally.

“In addition the Care Quality Commission monitor the Trust’s compliance with the check standards and any issues in regard to compliance can impact on the Trust’s overall score within their annual regulatory framework.”

Examples of employment by deception

○ Three members of a family who pretended to be unrelated, wrote each other glowing references to obtain NHS-funded training, bursaries and jobs. They were prosecuted and received jail sentences and community service. In total their dishonesty, and those of their associates, some of whom have absconded, gained the group at least £419,903.03.

○ Nigerian-born Florence Olaye carried out an extraordinary deception using two identities. She used a fake name to retake an English test required to practise medicine in Britain and had a false Home Office letter claiming she had indefinite leave to stay in the country. A human resources officer spotted discrepancies in her application and alerted an NHS counter-fraud squad, which launched an investigation.

○ A bogus dentist who earned almost £230,000 by using a fake degree certificate to land work at a string of NHS hospitals was jailed for three years. Vinisha Sharma, whose deception was uncovered amid claims she had removed the wrong teeth from a patient, pleaded guilty last September to seven counts of forgery and fraud.

Thumbs up for good practice

York Hospital were given the thumbs up for good practice in providing nutrition and hydration for patients in a recent report by York’s Local Involvement Network (LINK).

LINK members visited six wards in the hospital to look at issues around access to food for patients while they are in hospital. The report has praised York Hospital for having ‘a number of very good systems in place to improve nutrition for their patients, and there is a great deal of good practice taking place.’

The LINK made recommendations for a number of small changes that could enhance patient care even further.

As a thank you to the hospital for the welcome and support they received LINK presented staff with biscuits for a teatime treat. Service Operative Margaret Faulkener, was singled out for special praise by the LINK visitors for her exceptional service to patients and was presented with a plant.

Margaret has worked at the Trust for ten years and during that time has delivered thousands of meals throughout the hospital.

Margaret said: “This is a lovely surprise. I just enjoy doing my job and getting to know the patients. I find out quite a lot about their eating habits on my rounds and I help them to eat whenever I can. Sometimes it just means getting something pureed or having a favourite food warmed up.”
Shamim offers support

A MIDWIFE who has worked at Scarborough Trust for 20 years has been nominated by a patient, for going above and beyond and has been named February’s ABCD winner.

After training in Sheffield, Alison Thurston joined Scarborough Maternity in 1992 and has worked in all areas of midwifery, including a spell as a community midwife.

Alison was nominated by a patient who wrote: “Having only just found out about the ABCD nomination process, I felt compelled to write and nominate Alison for this award. “When I had my little boy, Alison held my hand the whole way through and never left my side, she was wholly supportive and a complete rock throughout my labour and birthing experience. She even volunteered to be the second midwife, even though she was on admin duties that day! If I were to have another baby, I would want Alison there to deliver it! She more than deserves this award!”

Alison said: “I work with some great colleagues, and every day has different challenges. After 20 years I still feel it’s a privilege to be involved with women at such a special time, and it’s lovely that people appreciate what we do.”

Steve Hogarth, Head of Midwifery, said: “It is people like Alison who build our reputation. This is a heartfelt letter from this lady and I can really hear her words. I would like to take this opportunity to thank Alison for making a difference.”

Award for Sister

SUE BALMFORD, Sister on CCU at Scarborough Hospital, was one of nine adult volunteers in the Reserves and Cadets from North Yorkshire to be awarded the Lord-Lieutenant’s Certificate – an achievement recognised as one of the highest honours in the forces, ranking alongside the MBE.

Lord Crathorne, Lord-Lieutenant for North Yorkshire, presented Sue who is an Air Cadet volunteer with her certificate at a private ceremony held at Yeomanry Barracks in York earlier this month, in recognition of her outstanding contribution and dedication to the cadets and armed forces.

Colonel Snagge, Chief Executive of the Reserve Forces’ and Cadets’ Association (RFCA) in Yorkshire and The Humber, said: “We have so many committed men and women in Yorkshire who give up their time inside and outside of working hours to provide support for reservists and cadet organisations. I am delighted that these people’s service has been commemorated in this way and I have no doubt they will continue to make a great difference to the armed forces and cadets.”

Sue was put forward to receive the accolade by her Wing Commander. She explained: “I was very surprised to have been nominated for the award. I joined the air cadets as a volunteer 17 years ago to give first aid lectures and never left!”

Sue spends two nights a week as well as weekends running a squadron, where activities include flying, adventure training and road marching.