Rising to the challenge

NOW that the boots are off and the dust has settled top teams from the Global Corporate Challenge (GCC) were treated to special events held in York and Scarborough to recognise their achievements.

Scarborough proved they had gone the extra mile by coming top of the leader board for NHS organisations, pipping York to the post by just eight steps. In total 419,183,537 steps were walked by the teams in Scarborough, an average of 15,817 per person, per day. Their top team ‘Team Dirk’ walked an impressive 7,063 miles.

York team ‘The Lab Rats’ finished in first place for York Trust and first place nationally within the NHS which made them 19th overall in the UK and 54th in the world. In second place for York was ‘The Secret 7’ coming second within the NHS, 28th in the overall in the UK and S4th in the world.

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Team Dirk – Heather Thompson, Paul Rafferty and Sally Michulitis

Integration update

THE executive teams at both York and Scarborough Trusts have been working with clinicians, directorates and divisions to design the future structure of the single organisation. Much of the detail is still to be discussed, however it is clear that there can only be a single Board of Directors. Sitting under this will be a single governing executive board, consisting of directors and senior clinicians, which will focus on the integration and the overall strategy of the organisation. There will continue to be an executive board in both Scarborough and York, to ensure a collective sense of ownership of services and to allow for continued engagement.

Corporate functions such as IT, HR, finance, training and development will evolve over time to become single structures. Some of these changes will take place at a faster pace than others.

The set of documents that will form the submission to Monitor (the Foundation Trust regulator) is being finalised, and will be shared with staff in a series of drop-in sessions later in the year. Dates will be publicised for these in due course.

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 teams:
Lucy Brown, Head of Communications: lucy.k.brown@york.nhs.uk
Rebecca Aspin, Media and Communications Officer (Scarborough Trust): 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
Nursing and midwifery conference takes place

The nursing and midwifery conference was held on 5 October and was an opportunity for staff from each Trust to meet colleagues and share good practice. Feedback and key learning from the event will be shared in a future Staff Matters.

Chief executive Q&A sessions

The chief executives of both York and Scarborough Trusts are holding drop in sessions where staff can come along to hear an update on the integration and ask questions.

The dates for these are:
- 2 November 12:00–13:00, lecture theatre, Scarborough Hospital
- 7 November 12:00–13:00, Boardroom, York Hospital
- 11 November 12:00–13:00, committee room, Bridlington Hospital
- 11 November 12:30–13:30, Classroom 1, postgraduate centre, York Hospital

You ask, we tell

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.

Rising to the challenge...continued

UK and 78th in the world. Between them the top two York teams walked a staggering 15,504 miles.

York Hospital was ranked the most active organisation in the whole competition in their category and burnt off an incredible 26,205,734 calories.

Peta Hayward, Director of Human Resources, said: “I’d like to congratulate everyone who took part - it’s a fantastic achievement to rank so highly in an initiative that increases staff fitness and promotes health.

“The great news is that the majority of those taking part have reported an improvement to their overall health, and around three quarters say there was an increase in morale in the workplace.”

With both trusts in such a strong position this year Staff Matters is looking forward to covering what should be a very interesting challenge next year, a real force to be reckoned with!

Do you want to be revitalised?

Just crossed the finish line of the GCC? Well don’t hang up your trainers just yet!

From 1 November we are offering all employees and families of York and Scarborough Trusts an exciting free three month trial of a new online health and wellbeing benefit called ‘Revitalised’.

You will be able to go online for expert advice on nutrition, lifestyle and stress management including a personalised weight management programme and online personal trainer. Up to three friends and family (aged over 18) are eligible for free membership.

A number of local discounts have been negotiated with:
- DW Sports, Selby
- Roko, Clifton Moor, York
- Eze Fitness, Scarborough
- Fountains Court, Scarborough
- York City Council,

Yearsley Pool/ Energi
- Scarborough Borough Council / Scarborough indoor Pool/ Whitby Leisure Centre

The trial runs from 1 November 2011 until 31 January 2012. Details of how to access the site and login information will be circulated by e-mail prior to the launch.

To test the success of this initiative the team is looking for 150 volunteers from both Trusts to take part in the evaluation process. Anyone wanting to get involved should contact Anna Smith, Human Resources Advisor (Corporate) 01904 725325 or email anna.smith@york.nhs.uk

York staff can find out more about Revitalised on the intranet /HR /Revitalise

Scarborough staff can find out more on the intranet /HR /Revitalise
Learning

Liz’s first for Trust

Liz Hargreaves, who works in the Cardio Respiratory Department at Scarborough Hospital as a Senior Cardiographer, has passed an external exam – the certificate of electrocardiography exam.

It is the first time that this external qualification, from The Society for Cardiological Science and Technology, has been obtained within the Trust at Liz’s grade and will enable her to record and interpret analysed recordings normally only done by degree students or qualified physiologists.

An electrocardiogram (often abbreviated to EKG or ECG) measures the electrical activity of the heart and can be used to diagnose a range of heart conditions.

The process of taking an ECG involves attaching a series of electrodes to the patient’s chest and limbs, and printing a recording on the ECG machine for interpretation.

This qualification will enable Liz to not only take the ECG but analyse and interpret the results, which she will then present to the Cardiologists.

Stephanie Walker, Manager of the Cardio Respiratory Department, said: “After a year of hard work, we are delighted that Liz has passed this examination.”

Liz said: “I would just like to add a huge thank you, not only to my family, but to my friends and colleagues at work for their support, and in particular, Liz Bell, my mentor, whose patience, support and wealth of information I am indebted to.”

75th anniversary

“In lovely autumn sunshine which enhanced the beauty of its situation, Scarborough’s magnificent new “Temple of Healing” was formally opened to-day by H.R.H the Duke of Kent whose second visit to Scarborough it was…”

Scarborough Mercury, Friday October 23, 1936

Sunday 23 October will mark 75 years since H.R.H the Duke of Kent officially opened Scarborough Hospital.

In order to mark the occasion local resident Gillian Parsons has written a short story entitled ‘I’m just Upside Down’, the rights of which she has generously given to the Trust as a thank you for the care that she has received at the hospital.

Gillian explained: “I’ve visited Scarborough Hospital many times. During my last stay, after a serious operation I had plenty of time to sit and think. So many people had used their skills to help me that I wanted to use my skills to try to give something back.

“My little story ‘Upside Down’ links the modern world to the world of Art Deco, just like the hospital itself. Every day the building has hundreds of visitors in many capacities, I created my characters to represent just some of those people in a historical fantasy setting. The final piece of the jigsaw of my plot was the plaque dated 23 October 1936 in the north entrance lobby.

“I have donated my rights to my story to the Trust and I hope that it will make them some money. Mike Proctor, Chief Executive, said: “Marking 75 years since the hospital officially opened its doors gives us the opportunity to reflect on the dedication of our loyal staff over those years.

“It is also testament to our staff that one of our patients felt inspired by the hospital building and the care that she received here to write a story to mark its 75th anniversary.”

Patient Safety Week

PATIENT Safety Week began across the country on 12 September. This year’s theme, ‘It starts with me’ aimed to recognise the difference each and every one of us can make to safer care.

Organised by the Patient Safety First campaign, the aim of the week was to encourage organisations and individuals to focus on an activity to improve or raise awareness around patient safety issues. Activities took place across York and Scarborough Trusts to highlight various initiatives to promote and enhance patient safety. Some examples include:

York Trust:

Ward 25 chose to introduce a new process to improve documentation and prescribing of calf pumps in patients with a fractured neck of femur.

Ward 31 focused on accurate and timely observations checking that Patients at Risk was completed when necessary and the appropriate action was taken when needed.

ASU, through the daily safety brief, held frank discussions about patient safety and chose to refocus on the falls bundles looking at ways of improving the current process, raising greater awareness and ensuring that all staff are trained to the same required standards.

Scarborough Trust:

Posters were displayed throughout Scarborough and Bridlington Hospitals to highlight to patients that their safety is the Trust’s top priority.

The Trust has recently reviewed its approach to improving patient safety with the launch of a Patient Safety and Quality Improvement Strategy.

Nicki McNaney, Director of Nursing, said: “This strategy aims to make safer care the top priority for the organisation where everyone, from the frontline to the Board, puts quality first and makes the quality of care everyone’s concern.”
Fundraising

Drink tea and raise money at Hotel Du Vin

HOTEL Du Vin, The Mount, York are kindly offering a donation of 10% from all afternoon teas until the end of December 2011.

The price of afternoon tea ranges between £11 and £18, with a 10% donation when our charity is mentioned on booking or arrival at the hotel.

For more information or to make a booking, please contact the Hotel Du Vin on 01904 557350, or email events.york@hotelduvin.com

York Trust Chairman Alan Rose takes tea with staff from Hotel Du Vin

Special leave for challenge

EVER dreamt of trekking to the top of Kilimanjaro or even to Everest Base Camp in Nepal to help others?

Or does the thought of challenging yourself to cycle from London to Paris or trek the Inca Trail in Peru spur you on? If the answer is yes to any of these questions then we can make your dreams come true!

The York Teaching Hospital Charity is working with Global Adventure Challenges, organisers of world wide charity challenge events since the year 2000, to offer these amazing experiences. To complement the Trust’s strategy regarding fundraising, staff can apply for paid special leave to support the York Teaching Hospital charity, in accordance with the Special Leave Policy. Any further time required will be supplemented from their annual leave entitlement.

There are a number of challenge events available including the following:

- Peru Inca Trail Challenge: 7 – 16 September 2012 (approx total cost including registration fee and sponsorship - £3914)
- Ben Nevis Trekking Challenge: 5 – 7 October 2012 (approx total cost including registration fee and sponsorship - £630)
- Death Valley Cycle Challenge: 10 – 17 November 2012 (approx total cost including registration fee and sponsorship - £3549)

Whether you would like to brave the challenge alone or take part as a team, we can offer lots of help and advice to find the right challenge for you. Please visit www.york.nhs.uk/fundraising

Contact Lucy Watson on ext 01904 721737 or email lucy.watson@york.nhs.uk

More information

For more information regarding the York Teaching Hospital Charity please contact Lucy Watson on 01904 721737 or email lucy.watson@york.nhs.uk. Keep up with the latest news from the charity by following them on facebook www.facebook.com/YorkTeachingHospitalCharity or twitter www.twitter.com/YorkHospCharity
Helping you to fight off flu

IF YOU are a health worker with direct patient contact you are strongly encouraged to get the flu vaccine. Vaccination sessions have been arranged for both York and Scarborough Trusts. Occupational health staff will be offering a walkabout service for wards and departments, and drop in sessions have been arranged. If you miss any of these sessions you can also contact occupational health to arrange to be vaccinated.

A number of clinic sessions have been arranged for community-based staff:

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<thead>
<tr>
<th>Date</th>
<th>Location</th>
<th>Time</th>
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<tbody>
<tr>
<td>28 October</td>
<td>Selby Hospital</td>
<td>10:00 – 15:30</td>
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<tr>
<td></td>
<td>Occupational Health Clifton Moor</td>
<td>10:00 – 14:00</td>
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<tr>
<td>1 November</td>
<td>Pat’s Place</td>
<td>12:00 – 13:30</td>
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<td>2 November</td>
<td>Pat’s Place</td>
<td>12:00 – 13:30</td>
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<td>3 November</td>
<td>Malton Hospital (outpatients B)</td>
<td>09:45 – 12:45</td>
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<td>Monkgate walk in Centre</td>
<td>09:30 – 12:00</td>
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<td>Bootham Park Hospital</td>
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<td>4 November</td>
<td>Whitcross Court</td>
<td>09:30 – 11:30</td>
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<td>Meadowfields</td>
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<td>Pat’s Place</td>
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<td>8 November</td>
<td>Pat’s Place</td>
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<td>9 November</td>
<td>Mill Lodge, York</td>
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<td>Pat’s Place</td>
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<td>10 November</td>
<td>St Monica’s Hospital</td>
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<td>Easingwold Renal Unit</td>
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<td>11 November</td>
<td>Woolpack House, York</td>
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<td>15 November</td>
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<td>16 November</td>
<td>Selby Hospital</td>
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<td>Scarborough Hospital</td>
<td>17:00 – 20:00</td>
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<td>17 November</td>
<td>Occupational Health Clifton Moor</td>
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<td>Pat’s Place</td>
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<td>18 November</td>
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<td>21 November</td>
<td>Pat’s Place</td>
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<td>29 November</td>
<td>Occupational Health, Clifton Moor</td>
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<td>30 November</td>
<td>Pat’s Place</td>
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<td>1 December</td>
<td>Malton Hospital (outpatients B)</td>
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<td>13 December</td>
<td>Whitby Hospital</td>
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<td>16 December</td>
<td>Scarborough occupational health</td>
<td>10:00 – 12:00</td>
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Alternatively, if you wish to book a session for community staff and have at least ten people who require the vaccine please contact occupational health on 01904 721661.

Apprentices win top Yorkshire award

TWO York Hospital apprentices scooped top awards at a glittering ceremony held at the Hilton Hotel in Leeds where NHS apprentices from across the Yorkshire and the Humber region were honoured for their work.

Richard Prodger, business and administration apprentice, was awarded the title ‘NHS Non-Clinical Apprentice of the Year’ and Chloe Phillips, medical staffing assistant, was highly commended.

Natalie McMillan, Assistant Director of Resourcing at York Hospital said: “We’re delighted that Richard and Chloe have been recognised for their work. The apprenticeship scheme is something we’re keen to promote – there are so many opportunities available across a range of departments including laboratory medicine and business administration. We are looking to recruit to Richard’s previous apprentice post as he has now secured a permanent position within the department.” Both attended York College where Chloe completed her Intermediate (level 2) Apprenticeship in Business Administration earlier this year and Richard is currently on the course.

In Brief

Green fingers wanted

DO YOU have green fingers? We are looking for staff to come forward as volunteers to care for the garden on Maple Ward at Scarborough Hospital. Please contact Jo Davis at davisglass@talktalk.net.

Collaborative working

AN ARTICLE written by Community Services, St Catherine’s Hospice and Scarborough Trust staff has been published in the Journal of Palliative Medicine.

The article which explores, “Is there a role for subcutaneous furosemide in the community and hospice management of end-stage heart failure?” is available to download from http://pmj.sagepub.com/content/25/6.toc
In Brief

MacMillan coffee morning

More than £1,200 was raised in just two hours when York Hospital’s Cancer Care Unit held a coffee morning for MacMillan cancer support.

The event was organised by staff in the unit to support MacMillan and will also help towards refurbishing the unit after a recent flood.

Michelle Kirkman, administrator at the Cancer Care Unit said: “We had a phenomenal response from staff and patients. Our thanks go to all those who attended and to the staff who supported the event by baking so many delicious cakes and buns, and donating prizes. Thanks to them we’ve beaten last year’s total by over £400!”

Harvest Festival

Staff from Waters Ward at Bridlington Hospital brought in an abundance of home grown produce and a short service of thanks was given to Christ Church who were delighted to accept the gifts to assist them in feeding the homeless.

Chapel locked out of hours

Sadly, due to recent incidents of vandalism that have taken place in the chapel at Scarborough Hospital the Trust has taken the decision to lock the chapel between 5pm and 9am. This decision is in the interest of patient and staff safety. If anyone requires access to the chapel at any time out of hours the key for the chapel is being kept on Cherry Ward.

In Focus: Health Visitors

This month Staff Matters takes a closer look at the important, and sometimes unseen, work carried out in the community by our health visitors.

To find out more we spoke to Kitty Lamb (pictured), a health visitor at The Avenues Children’s Centre in York where she also works as a practice teacher with student health visitors at the centre.

“Being a health visitor is varied and at times challenging. It can be anything from child protection work, working with teenage parents, victims of domestic violence or helping a new mum with postnatal depression.

“A lot of our work is with families and under-fives and is based on assessing people’s needs to make sure those who need it most get the right support.

“We are linked with GP practices but work geographically, covering both inner-city and rural areas. We also work closely with other agencies such as Sure Start, Social Services and the voluntary sector.

“A lot of our work is spent developing a therapeutic relationship with our clients that really supports them to live happy and healthy lives.”

A typical day might include:

8.30am
- Check messages, following up anything urgent. Liaise with children’s centre worker about a family we are jointly working with.
- Check work book and delegate appropriate visits to nursery nurse.
- Discuss planned activities for the day with student health visitor, which may include teaching, assessment and reflection.

9.15am
- Phone call from a recently-visited new mum. We work through her breast feeding questions, and I am able to reassure her. Building confidence in new families adapting to parenthood is very important, and the first three years of life are vital for attachment, stimulation and brain development. Encouragement and support of long-term breast feeding is also important for the health and wellbeing of both mum and baby.

9.30am
- Deal with emails and post, liaising with clerical staff.

10am
- Visit a family with two children under three years old which has recently moved to our area. I explain to the student our local policy beforehand. The visit includes a family health needs assessment, monitoring of the children’s growth and development, health promotion and illness prevention, signposting local activities such as children’s centres, toddler groups and well-baby clinics. Identified problems are discussed with the mum and, where appropriate, referrals made.

11.15am
- Multi-agency planning meeting at the children’s centre, working with a family needing advice and support around behavioural issues. Mum is struggling due to her own mental health problems and limited family support.

12.00pm
- Write records from this morning’s activities, then lunch.

1.00pm
- Drop-in well-baby clinic, with nursery nurse.

2.00pm
- 6-8 week routine family visit, looking holistically at all aspects of physical and mental well-being of the family. This includes cot death and shaken baby prevention, advice about immunizations and parent-child interaction. Family health, diet and exercise are discussed. The student leads this visit, while I observe her in practice.

3.00pm
- Reflection and discussion on visit with student, who then writes up the notes.

3.30pm
- Preparing a report for a forthcoming child protection case conference. Tomorrow we will visit the family to share the report with them.

New surgeon for Scarborough

A NEW General Surgeon with a speciality interest in Colorectal, Day-Case and Laparoscopic Surgery has joined Scarborough Trust.

Mr Marcel Gatt, pictured, who lives in York, joins the Trust from Airedale General Hospital where he has been working as a Locum Consultant in Colorectal Surgery.

Marcel was previously a Surgical Research Fellow at Scarborough Hospital and it was following this research work that Marcel was part of the team who received the Moynihan Prize on two occasions – the association of surgeons (Great Britain and Ireland) highest scientific award.
PREGNANT women under the care of Scarborough Trust could soon be invited to take part in a new antenatal initiative, where antenatal care is given in a group setting.

King’s College in London was the first hospital in the UK to pilot the scheme, known as Centering Pregnancy, under which women who are due to give birth at the same time meet regularly in groups throughout their pregnancy.

Earlier this month Celina Taylor Manager of the MLU at Scarborough Hospital visited Kings College Hospital in London to see the pilot scheme in action. Celina explained: “Group sessions are facilitated by midwives, and provide an opportunity for expectant mothers to meet in a relaxed and informal environment.

“Women are encouraged to get involved in self-care activities including taking their own blood pressure and testing their urine.

“The scheme is ideal for first time mothers as topics discussed include preparing for childbirth, caring for and feeding a baby, life with a new baby and pregnancy problems.”

Women are given the option of joining a Centering group at their ‘booking’ assessment and are invited to join a group at 16 weeks, with subsequent sessions every four weeks.

The scheme has already proved successful in other countries, including the US, Canada, Australia and Scandinavia. Studies show women who received their care in this way experienced fewer premature births, were more likely to breastfeed, were more confident about the birth of their baby and had higher rates of satisfaction with their antenatal care.

Rachel is Olympics-bound

RACHEL WATSON, pictured who works as a Domestic Assistant at Scarborough Trust, has just found out that she will be swapping the wards of Scarborough Hospital for the Athlete’s Village during the 2012 Olympics.

Rachel explained: “I love the Olympics and when London was selected as the 2012 host I found out that you could volunteer to work for them. So that’s what I did!

“Over 240,000 people applied for 70,000 posts. I had to attend an interview in May and last month I found out that I had been selected for a position. My job will be catering, cleaning and waste team member based at the athletes village.

“I have to attend three training days in February and April. My managers have helped me along the way, giving me all the time I need to take part in this once in a life time opportunity.”

Falls prevention team help people get ready for winter

YORK Trust’s falls prevention team held a special ‘one stop shop’ event recently to help older people and their families get ready for the coming winter months.

Adele Harvey, falls prevention co-ordinator said: “We wanted to give older people the opportunity to come and get first hand advice before the bad weather comes along. Advice was available on health matters, how to save money on heating, and who to contact in case of a winter emergency. We also had experts on hand such as our Continence Service. Above all we want to make sure that older people get through winter as safely and comfortably as possible.”
500 births for Scarborough’s MLU

THE Midwifery-Led Unit (MLU) at Scarborough Hospital has celebrated its 500th birth with the arrival of baby Emie.

Emie was born at 8.40am on Monday 3 October, weighing 6lbs 7ozs, to proud parents Debbie and Anthony and big brother Dylan.

The MLU had its first birth in February 2010, and since then mothers from across Scarborough, Whitby, Bridlington and Ryedale are choosing it as their first choice to give birth.

Following the closure of the Jubilee Birth Centre at Castle Hill Hospital near Hull the MLU at Scarborough Hospital is now the only midwifery-led birthing centre in the area.

Praised by Audit Commission

YORK Trust has been praised in a report by the Audit Commission for its roll out of a national costing system which provides the data used to work out the cost of treating patients.

It is part of Payment by Results (PbR), the tariff system that governs payments to hospitals by local NHS commissioning organisations.

The Audit Commission’s report commends the Trust for its “rapid and effective implementation” of the Patient Level Information Costing System (PLICS) which helps the hospital set the right tariff for the cost of treating patients.

It goes on to point out how the Trust has gained financial benefits, income generation and has made cost savings.

Andrew Bertram, Finance Director said: “We’re delighted to be used as a positive case study by the Audit Commission. Good quality data is essential to setting fair tariff prices and to ensuring that payments to our hospital are correct for the work done. It’s fantastic news that we have been recognised for our good practice.”

A passport to better health

A NEW pilot scheme aimed at helping patients with neurological conditions is being launched at York Hospital.

The “Health Passport” will provide valuable information about individual patients with neurological conditions such as multiple sclerosis, Parkinson’s disease, motor neurone disease and epilepsy. It will be used in hospital to give staff on the wards a much more detailed picture of the patient’s overall condition.

Libby McManus, chief nurse at York Teaching Hospital NHS Foundation Trust said: “We’re delighted to trial the health passport on our wards. When people are admitted to hospital they go to the most appropriate ward for their medical problem which doesn’t always take immediate account of underlying conditions. The passport is designed to help ward staff understand more about the specific circumstances of someone with a neurological condition so that they can make their stay in hospital more comfortable.”

The passport has been produced by LINks, which provides community support to people wanting to get involved in their local healthcare.

Jackie Chapman of York LInk steering group said: “The health passport was a recommendation following a LINks report on local neurological services. We have been working with local groups for the past five years to highlight how complex and unpredictable neurological conditions can be.”

Andrew Kent, also of York LInk steering group, continued: “Every patient is different and people’s conditions can vary by the hour. The health passport makes the care process a lot easier because all the information about their condition is there, including medication and typical patterns of behaviour. This means that people with neurological conditions can retain their independence and can have control over their own healthcare.”

In Brief

Knowledge share

SIMON SWEATHERS, who is working at Scarborough Hospital as part of a Knowledge Transfer Project from De Montford University, will be speaking at The Healthcare Estates Annual Conference in November about the work that he has been doing at Scarborough Trust.

New Home

SCARBOROUGH Trust’s Research Nurses have a new home, based in the old acute assessment unit at Scarborough Hospital.

We are also delighted to announce that the Oncology Research Team have made it to the finals of The Pharma Times’ National Research Team of the Year Awards which will be held next month. Well done to the team and good luck for November.

Open Day

The Postgraduate Centre at Scarborough Hospital held an open day earlier this month to mark the official opening of the Clinical Skills Lab.

Clariﬁcation – Last month’s Staff Matters said that the open day was being organised by HYMS, please note that the Hull York Medical School is separate to the Postgraduate Centre.

Ready Meals

BISTRO Express Complete Ready meals which are stocked in the vending machines at Scarborough Hospital are now available to buy direct from www.bistro-express.co.uk. For staff who want to buy a mixed case of six meals, you will be given a 7th meal free of charge. Simply type NHS as the promotion code.

Help to shape the future

YORKSHIRE Ambulance Service is looking to apply for foundation trust status in 2012.

They have developed plans for how they would like to take the new organisation forward in the future. However, they want to be sure that you, as a resident and colleague, have a say in what they are proposing.

Visit www.yas.nhs.uk/ourfutureplans for more information about their future plans and how to become a member.