Vote for your favourite

Have a say in Star Awards

A new system that will give everyone a say in the Trust's monthly recognition scheme is to be launched this month.

Starting with the March Star Award, all staff will be able to get involved in choosing which nomination is the most deserving of the accolade.

Nominations will be collected in the usual way and judged by a panel of virtual judges to create a shortlist of ten. The final ten will then be available for everyone to vote.

Patrick Crowley, Chief Executive, said: "The Star Award attracts more and more nominations every month and it's now become easier for people to nominate online. We know people feel strongly about seeing staff get the recognition they deserve so it made sense to give our staff the opportunity to really get involved. It's not just about voting, it also gives people the chance to see some of the other nominations and get a real feel for how staff are living our values across the Trust."

A link has been posted on Staff Matters.

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Have you 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, Communications Manager: rebecca.aspin@york.nhs.uk
- Elaine Vinter, Media and Communications Officer: elaine.vinter@york.nhs.uk
- Nicola Taylor, Communications Assistant: nicola.taylor@york.nhs.uk

Support for non-medical prescribers  Lilac Ward nears opening at Scarborough  Important NHS Pension Scheme changes  Social media success stories
Star Award voting

Continued from page 1

to Staff Room along with a paper copy for managers to print out for those who do not have access to a computer.

The winning nomination will be presented with their award in their department by one of the corporate directors and will feature in the following month’s Staff Matters as well as on the Trust’s social media sites.

Winners throughout the year automatically receive a guest ticket for the annual Celebration of Achievement ceremony along with the person that nominated them. This year it takes place in October.

New mental health service for Scarborough

A NEW service aimed at reducing the length of time patients with mental health needs spend in hospital has been launched at Scarborough Hospital.

The Acute Hospital Liaison Service started in January and is provided by Tees, Esk and Wear Valleys NHS Foundation Trust.

It will ensure patients with mental health needs are seen by relevant professionals as quickly as possible and get the best assessment, care and help.

The Liaison Team are able to assess people who come into the Emergency Department and where necessary, refer them on to the most appropriate service. They can also visit the in-patient wards to assess people who may have been admitted for other reasons but are displaying symptoms of mental illness.

The service is open to anyone over the age of 16 and will operate Monday to Friday. The team are based at the main hospital site in the fracture clinic area and can be reached on 01723 342663.

Non-medical prescribers support

Since the early 90s the strict rules around who could prescribe medicines to patients began to change and prescribing responsibilities were extended to a range of non-medical professions.

Known as non-medical prescribers (NMPs), there are currently over 200 in the Trust which include nurses, pharmacists and optometrists and more recently physiotherapists. Courses to become a NMP are taught at degree or masters level and generally take six months.

A growing number of staff throughout the Trust are taking extra qualifications to become a non-medical prescriber (NMP). This means that they are suitably trained and competent to prescribe medicine for health conditions within their field of expertise without being a doctor.

Recognising that there was a need for support for staff, a peer support group was set up in 2010 by Advanced Specialist Nurse Julie Green and Specialist Nurse Lisa Rook.

Julie explained: “We wanted to provide a forum for informal discussion around professional and organisational issues where NMPs are encouraged to share experiences. It's a chance to learn from others and to promote and improve the quality of care patients receive.”

Research has shown that non-medical prescribing has improved the quality of service to patients by making it easier and quicker to get the medicines they need and improve patient care without compromising patient safety.

Lisa added: “We are keen to welcome more NMPs to our group. We cover a wide range of topics and share individual experiences – anything from feedback on local, regional and national updates, to initiatives such as electronic prescribing or medicines administration. The group provides a good platform for information sharing, particularly for trainees, and recognises the hard work that goes into training staff to effectively use their skills and competencies to improve patient care.”

Membership of the group has grown steadily and the meetings now include NMPs at Scarborough. Jennie Booth, Lead Nurse for Medicines Management, is also responsible for Non-Medical Prescribing, supported by the Trust's NMP policy which can be found on Staff Room. There is also an NMP strategy.

A peer support group for Trust community staff is led by Joyce Sims, Tissue Viability Nurse (01653 604565) and Ann Potter Community Matron on 772 5431.

● The next forum for acute hospital prescribers will take place on Wednesday 22 April in the Boardroom, York Hospital and the Green Room, Scarborough. If you would like to attend please contact either Julie Green on 7721186 email julie.green@york.nhs.uk, or Lisa Rook on 7726154 email lisa.rook@york.nhs.uk

Trainee NMP Louisa Morley with peer supports Julie Green and Lisa Rook

Continued from page 1
Decontamination diploma for Margaret

After working in the Endoscopy Department at York Hospital for 14 years, former Healthcare Assistant Margaret Culkin has recently become the unit’s decontamination supervisor.

In just one year Margaret studied hard for a diploma in decontamination and has now been promoted to supervisor where she will be responsible for a new centralised endoscopy decontamination unit which is due to open soon.

Margaret said: “Over the years we have spent more and more time on the decontamination process so it seemed a natural progression to study for a qualification. As the decontamination process has become more specialised the endoscopy department needed a supervisor for their new decontamination unit. It’s been really hard work to get to that level but it’s a great feeling knowing you have gained new skills. I’m extremely grateful to my colleagues in the Endoscopy department for their support, it was invaluable.”

The decontamination unit currently sterilizes around 60 scopes a day and has nine staff.

Richard Morris, Directorate Manager General Surgery and Urology, said: “We’re really proud of Margaret, it’s been a huge achievement to take on a new role as our decontamination supervisor in the new unit and gain a qualification. Margaret has continued to carry out the day to day duties, being flexible and going out of her way to make sure things run smoothly.”

December Star Award winner

CONGRATULATIONS to December Star Award winner Vicky Carter, Sister on CCU at Scarborough Hospital. Vicky was nominated by a staff member for the care given to her neighbour who was brought into CCU as a patient.

When the patient's condition deteriorated he was transferred to another hospital for specialist care. Vicky extended her shift so that the ward and her team were not disadvantaged because of the transfer, and next day contacted the hospital to enquire after her patient.

Vicky was praised for ‘treating my friend as an individual, and not just another patient who had passed through CCU … she epitomises the Trust values.’

Follow Supervisors of Midwives on Twitter

ANYONE looking to keep up with current midwifery issues on Twitter can now follow our own York Supervisors of Midwives (SOM) team.

Their Twitter feed highlights a range of women’s health issues, national and international, and follows the regional and national activities of the SOM team. People can keep abreast of current midwifery issues, particularly those relating to professional and regulation issues, and it helps midwives find articles or papers they can reflect on for their registration requirements.

Follow them @somsyorktrust to find out more and to contribute to their online community.

CQC Toolkit

AS YOU will be aware we are expecting a scheduled visit from the CQC in March. The Inspection will take place from 17 to 20 March and the inspectors will visit York, Scarborough and Bridlington Hospitals as well as our Community Services.

To help you and your teams prepare for the inspection a toolkit has been produced. This toolkit features frequently asked questions as well as checklists for you and your team to work through.

You can download a copy of the toolkit from Staff Room – ‘Preparing your team for regulatory review’.

Printed copies of the toolkit are also being distributed across the Trust.

Further information about the inspection will be included in the next Staff Brief or for more information see the CQC Hot Topic on the homepage of Staff Room.
One PALS Service

FROM this month rather than having two separate telephone numbers and email addresses for the PALS team, there will be a single telephone number and one email address for staff and patients to contact the team.

It is aimed at providing better access and experience for staff, patients and the PALS Advisors themselves. A central point of contact for patients and staff will allow the PALS team to work more effectively as a single team, sharing enquiries and workloads, and providing a seamless PALS service across all sites.

From now on, the telephone number 01904 72 6262 will be used to contact PALS regardless of where you are calling from within the Trust, or which service the enquiry is about. Calls to previous PALS numbers will be redirected to a new contact portal that includes all four advisors based at both York and Scarborough.

There will also be one central email address pals@york.nhs.uk so the email addresses pals.scarborough@york.nhs.uk and pals.york@york.nhs.uk should no longer be used.

Kay Gamble, Lead for Patient Experience, explained: “For the first time, all PALS Advisors will have access to all information from all sites, so they can help with enquiries from any location. This should provide a better service for our patients and staff. We are hoping that the introduction of this single point of contact will be a smooth transition, however as with any changes there may be some teething problems.”

The Patient Experience pages of the website have been updated with this new information and a new Patient Experience leaflet has been created, to replace the ‘how to make a complaint’, ‘PALS’ and ‘give us your feedback’ leaflets. This should be available to order from 2 March.

All enquiries
email: pals@york.nhs.uk
Telephone: 01904 726262
or ext 772 6262

Antenatal education – have your say!

YORK Maternity Services are holding an informal ‘café’ style workshop for parents-to-be and new parents to give their feedback about antenatal education.

The event will take place at Westfield Children’s Centre, Askham Lane, York on Thursday 26 February, between 12 and 1.30pm.

Staff are welcome to attend, the event is open to both parents-to-be and parents and babies and children are welcome to attend.

Christine Foster, Matron for Maternity, Gynaecology and Sexual Health in York, said: “We want to know what works well and what we could do better. “We are aware from our Friends and Family Feedback that while the online antenatal classes are well viewed and informative, feedback from women is that they would welcome an additional face-to-face or drop in session – we want local parents to tell us what this session may look like.”

The Trust has teamed up with the Children’s Centre to run this informal workshop in order to shape the antenatal service. If you are interested in attending please email eventsteam@york.nhs.uk. If you are unable to attend but would like to have your say please visit www.york.nhs.uk/yorbaby

LGBT network is here to help you

As the Trust marks this year’s Lesbian, Gay, Bi-sexual and Trans (LGBT) Month Staff Matters looks at the launch of a new LGBT network and what that means for staff and patients.

Last year a survey was carried out within the Trust to establish the need for an LGBT staff network, and following staff feedback the network was launched this month.

Sue Holden, Director of Workforce and Organisational Development, said: “We value diversity in the Trust and are actively looking to promote inclusion and lead by example. The network is aimed at respecting differences and building on similarities, and we hope it will benefit both staff and patients.”

The Trust provides healthcare services for approximately 530,000 people across the region. Working on the Government estimate of 5-7 percent of lesbians, gay men and bisexuals in the UK population, this includes up to 37,000 people who identify as being lesbian, gay and bisexual.

The Trust employs a workforce of around 8,500 staff which includes around 560 employees who identify as being lesbian, gay and bisexual.

Margaret Millburn, Equality and Diversity Facilitator, explained:

“The LGBT staff network will focus on providing a safe environment to raise LGBT issues and act as a point of contact. We have appointed two LGBT role models to provide information, guidance and support to staff. The network will help us to assess the impact of new and existing policies to ensure they are inclusive of the communities the Trust serves.

“There are benefits to health and wellbeing if people are able to bring their whole and authentic self to work. Fear of discrimination, homophobia, transphobia and ignorance can be a real barrier accessing support and services.”

Research has revealed that anxiety, depression, self harm and suicidal feelings are more common among lesbian, gay, bisexual and trans people than among heterosexual people.

Matthew Miller, Healthcare Assistant at York Hospital, is one of the newly appointed LGBT role models. Matthew said: “Primarily we provide a point of contact for staff but the network is here for everybody in any walk of life. Our message is don’t suffer in silence – we are here to help.”

The network meets quarterly. Anyone wanting to get in touch should email lgbtstaff@york.nhs.uk
New ward takes shape at Scarborough

Staff Matters

Lilac Ward nears opening

Scarborough Hospital’s new ward is nearing completion and is due to be finished at the end of this month. It will become operational in mid-March following a programme of deep-cleaning.

The ward will be named Lilac Ward in keeping with the hospital’s other wards which are all named after trees.

The new ward, which is located on top of Maple Ward, has 31 beds. There are 15 single rooms and four bays each with four beds. The design of the ward incorporates best practice in clinical layout and in order to try and blend in with the landscape the external appearance of the ward has been partially clad in colours to match surrounding developments.

Andrew Bennett, Head of Capital Projects, said: “We are delighted that Lilac Ward – our brand new £5 million ward at Scarborough Hospital – is nearing completion. This project shows further investment in the Scarborough Hospital site and demonstrates a significant capital investment by the Trust to improve clinical accommodation for our patients. “Lilac Ward will provide our patients with top quality accommodation in a state-of-the-art environment.”

The ward will open as a surgical facility allowing the old Haldane ward, which is located in the North Wing, to close.

Lighting the sky to raise awareness

Following the success of the ‘Purple lights of hope’ for pancreatic cancer awareness month in November, York Hospital has lit up the skies once again this time in red to help raise awareness of the lifesaving work of the British Heart Foundation and the work of cardiac nurses at the Trust.

Christine Rallison, Cardiac Rehabilitation Co-ordinator at York Hospital, said: “We are delighted that the Trust has got onboard the British Heart Foundation’s campaign as it is a fantastic resource for our cardiology patients and professional staff working in the speciality. Our staff have been out and about in York and Scarborough raising awareness of the importance of a healthy lifestyle to prevent heart disease.”

Staff at York Hospital took part in fundraising activities and raised over £900 which was shared between the British Heart Foundation and the York Teaching Hospital Charity (YTHC).

Throughout 2015, York Hospital has agreed to support a number of health awareness campaigns including Sun Awareness Week, World Asthma Day, Breast Cancer Awareness Month and World Aids Day when the coloured lights associated with the awareness campaign will shine above the hospital.

Patrick Crowley, Chief Executive, said: “Patients, visitors and staff at the hospital really enjoyed the purple lights of hope, it was a great talking point. “This is a good opportunity for us to raise awareness of other health campaigns, generate discussion and to encourage people to find out more about the support that is available.”

Right: Scarborough’s Sharon Parsons- heart failure specialist nurse, Steph Whitehead- physiotherapist and Karen Biggins-cardiac rehabilitation specialist nurse. Far right: York team raises over £900 for charity
Champion blood donor

STAFF Nurse Nigel Pattison from Orthopaedics Outpatients at Scarborough Hospital has recently been recognised for donating a phenomenal 200 pints of blood.

Over the past 30 years Nigel has achieved the milestone through a combination of platelet as well as blood donations. He was recognised by the NHS Blood and Transplant Service at 150 pints but only a selects few people make it to 200.

Nigel said: “Working in a hospital I started giving blood on one of the wards and was also able to donate platelets which can be done more often. Giving blood fitted in with my job and I also saw first hand how vital it is for people to donate. It really is essential to benefit people who need it, I certainly hope to carry on for as long as I can.”

Service on Mothering Sunday

A SPECIAL service will be held at York Hospital on Mothering Sunday, 15 March, in conjunction with SANDS, the Stillbirth and Neonatal death charity.

The service of love, thanksgiving and remembrance of all our babies, will take place in the Chapel of Christ the Healer at York Hospital. All welcome including staff who have either had a personal experience or would like to remember those stillborn babies and their families whom they cared for.

For more information, please contact York Hospital Bereavement Services on 01904 725445.

Community nursing extended in Whitby

The Community Nursing Service covering Whitby and the surrounding area has been extended to a 24/7 service from Monday 16 February, meaning round the clock care is available for patients.

The service provides personalised healthcare programmes for a wide range of conditions and gives appropriate care for individuals, with dignity and respect, in their own homes as long as possible. It also helps to prevent unnecessary admissions to hospital by providing care overnight, as well as facilitating patients’ discharge from hospital back to their own home.

In addition to ensuring that care is provided at home, the service also works to reduce unnecessary admissions to hospitals or nursing homes.

Wendy Scott, Director of Community Services, said: “We welcome the CCG’s decision to extend the provision of nursing services in Whitby. It enables the provision of 24/7 nursing care, which for some patients can provide a real alternative to a hospital admission.”

Ellerbys open for business

Peter Mills, Head of Facilities York, and Brian Golding, Director of Estates and Facilities marking the dedication of the restaurant with Susan Ellerby, wife of Keith (pictured centre).

Be inspired – get funding to improve care

DO you have an idea that can inspire others?

What if you had the opportunity to implement your inspiring idea?

The Corporate Improvement Team are offering staff the opportunity to apply for a grant which will enable people to undertake an inspiring project to benefit their service or department.

A grant of up to £2,000 is available to all permanent staff, individuals or groups, who have a great idea that will have a positive impact on patient care. It has been funded by the York Teaching Hospital Charity and is available to all clinical and non clinical staff.

Ideas can include anything from visiting another hospital in the UK or abroad if they have been involved in an inspiring project to attending a course. Learning can benefit a whole area and be shared with colleagues to implement into a Trust service.

The grant is available to all clinical and non clinical staff who meet the criteria detailed on the application form.

Applications are open from Monday 2 March and close on Monday 4 May and will then go to a panel for judging. Only one project will be successful each application period.

If you would like an application form or more information about the project please contact, Bianca Cipriano on ext 4099 or email bianca.cipriano@york.nhs.uk.
Jan retires after 40 years of service

ONE of the Trust’s leading Community Matrons has waved goodbye to her colleagues after 40 years of service in the NHS.

Jan Conde, based in York, worked as a health visitor for almost 30 years before taking up post as a Community Matron at Tang Hall Clinic.

Linda Smith, Locality Manager, said: “Jan has been a driving force in the development of the Community Matron post in York since 2005 and has remained passionate about the role. She works tirelessly to ensure the complex needs of her patients are met and has always been passionate and interested in caring for older people and those who are most vulnerable. Her patients have been so grateful that one even sent in a beautiful poem about Jan.

“She is a much loved colleague and friend and will be missed very much. Community services and the locality without Jan will leave such a massive gap!”

Jan has seen many changes during the last 40 years particularly the development of the nursing role.

Jan said: “It’s been very exciting but challenging. I feel that as it’s been such a big part of my life, it’s hard to think what I’ll do apart from work. I’m so passionate about the NHS, I’ve felt really privileged to do the job I do and I’ve loved every bit of what I’ve done! Most of all I’ll miss my colleagues and I’ll remember the fantastic patients who were often so very ill and never complained.”

As Jan swaps community services for a camper van she will be travelling to Scotland and the Baltics with her husband, which she’s very excited about!

NHS Pension Scheme changes

Here is some important information regarding the NHS Pension Scheme

What’s happening?
The Government are currently making changes to all public sector pensions, including the NHS Pension Scheme, that will come into effect from April 2015.

Who will be affected?
Members will automatically move across to the new 2015 scheme from 1 April 2015 unless they are subject to one of the following protection arrangements:

Full Protection – if a member was in the scheme at 1 April 2012 and on that date was within 10 years of their normal NHS retirement age, then they will remain in their current section of the scheme.

Tapered Protection – if a member was in the scheme at 1 April 2012 and on that date was between 10 years and 13 years 5 months from their normal NHS retirement age, then they will still move across to the 2015 scheme but at a later date depending on their age.

Where can I get further information?
A summary of the main changes will be included in a leaflet enclosed with the February 2015 payslips.

There is a wide variety of resources (including factsheets, videos and links to calculators) being made available and regularly updated on the NHS Pensions website at http://www.nhsbsa.nhs.uk/Pensions

Who can I speak to if I have any questions?
In order to help staff understand the changes and to give people an opportunity to speak to someone in person, the Trust’s pensions officers (Peter Haswell and Steve Purdy) will be running a series of awareness and drop-in sessions across various Trust sites throughout March.

Awareness sessions will include a short presentation summarising the main changes as well as time for staff to come and ask individual questions. There are also drop-in sessions where Peter or Steve will be available on-site for staff to come and talk in person about the 2015 scheme. All dates are available on Staff Room.

There are no drop-in sessions arranged for Scarborough Hospital as Steve is usually available on-site in Woodlands House on Tuesdays, Thursdays and Fridays. Please contact Steve to make an appointment.

If any other departments or sites feel they would benefit from a visit then please contact Peter or Steve to make these arrangements.

If individuals cannot make any of these sessions or would appreciate a more confidential discussion then they can always contact Peter or Steve:

Peter Haswell, peter.haswell@york.nhs.uk tel 7725196
Steve Purdy, steve.purdy@york.nhs.uk tel 7712242
Reduced tickets on sale for Open Air Theatre

Following discussions with Scarborough Borough Council, the Staff Benefits Team is very excited to announce reduced price tickets are now available for staff for Scarborough’s Open Air Theatre events. Tickets will be on sale in staff shops at Scarborough and York from 16 February. This summer’s line-up so far includes:

- Friday 22 May, James, tickets £32
- Saturday 27 June, Alfie Boe and his orchestra, tickets £27
- Saturday 11 July, Elaine Paige, tickets £30
- Saturday 1 August, Legends of Pop 80’s, tickets £32
- Friday 14 August, UB40, tickets £29
- Saturday 29 August, Blue and Atomic Kitten, tickets £30.

Tickets are limited so buy early to avoid disappointment.

On the bill: Alfie Boe

Increasing support for mental wellbeing

The health and wellbeing of staff is a priority for the Trust, and providing the right sort of advice and support is an essential part of this.

Taking care of yourself can be easier said than done, particularly when it comes to mental wellbeing. The Trust is aware of the importance of this and in addition to the Staff Confidential Care service, offering counselling, information and support (featured in last month’s Staff Matters), further initiatives to support staff mental wellbeing are being explored within the Trust and will be revealed in the coming months.

Reduced tickets on sale for Open Air Theatre

You may know that eating five fruit and veg a day supports your physical health. Why not try the “five-a-day” for mental health?

- Connect - spend time developing your relationships with your friends and family.
- Be active - take a walk, go cycling, play a game of football, find an activity and make it part of your life.
- Keep learning - learning new skills can give you a sense of achievement and a new confidence.
- Give to others – whether it’s a smile, thank you, or a kind word. Acts of kindness can improve your mental wellbeing.
- Take notice - be more aware of your feelings and thoughts, your body and the world around you. It can positively change the way you feel about life.
STAFF BENEFITS AND WELLBEING

Staff Lottery winner

THE JANUARY Staff Lottery winner of £2,000 Thomas Cook Holiday vouchers was won by Karen Wallace-Hill, Physiotherapist from White Cross Court. Karen was presented with the holiday vouchers from Sarah Lyus, Manager of York Thomas Cook Holidays.

Financial Awareness Programme

Financial awareness sessions are available to help staff broaden their financial knowledge and understanding of the importance of pension, savings and wealth preservation, debt, mortgages and student loans. The sessions last for one hour and can be booked in advance by contacting Staff Benefits. The next events are scheduled for 23 April, 4 June and 11 September at York Hospital and 26 March at Scarborough Hospital.

New staff holiday club launched

THE Staff Benefits Team has launched a new holiday club where staff can see all holiday offers and discounts in one place. Companies such as Thomas Cook, Superbreaks, Virgin Holidays, Cooperative Holidays, Hotelstayuk, Cottagestayuk and Membertravel have all come up with great offers. Look out for the new staff holiday club flyer!

Thomas Cook Holidays is offering a full range of holidays including sun, ski, city, winter sun, flight only, UK breaks, coach tours, Faraway, cruise, villas and tailor-made using a wide range of tour operators to ensure staff get the perfect holiday at the right price. Thomas Cook Holidays that you see online (Thomascook.com) are bookable in store at the same price but you will also receive your 5 percent discount in store too!

Let Thomas Cook look after your holiday needs, contact them in store quoting code NHS15 to the consultant for your 5 percent discount and best rate currency.

- Thomas Cook, 4 Nessgate, York, tel 0844 335 7795 store mobile 07530149520, email thomascook2@thomascook.com
- Co-operative Travel, Clifton Moor, 6 Clifton Moor Centre, York tel 0844 335 7943 store, mobile 07783883637, email cliftonmoortravel@co-operativetravel.co.uk
- Co-operative Travel, Morrisons Supermarket, Foss Islands Road, York Tel:0844 335 9533 store, mobile 07860942428, email York@co-operativetravel.co.uk

New foot and ankle surgeon

A new service is being offered at Bridlington Hospital after the appointment of Adnan A Faraj a new Consultant Orthopaedic Surgeon specialising in foot and ankle surgery.

This is a new service for Bridlington Hospital which means that patients undergoing foot and ankle surgery can now be treated locally.

Mr Faraj joins the Trust from Airedale NHS Foundation Hospital where he was the Clinical Lead and Director for Orthopaedics. He has published significantly within the field of Orthopaedics and is the recipient of four national excellence awards.

Paul Rafferty, Directorate Manager for Trauma and Orthopaedics, said: “We are delighted to welcome Mr Faraj to our Orthopaedic Team at Bridlington Hospital. “Since the elective orthopaedic service moved to Bridlington Hospital in April the service has gone from strength to strength. This appointment strengthens the service further by allowing us to perform foot and ankle surgery.”

A general Orthopaedic and Trauma Surgeon, Mr Faraj's sub speciality is foot and ankle surgery. He has a special interest in lower limb arthroplasty including ankle replacement.

Datix more user friendly

In response to feedback received via a Datix survey, a number of changes have been made to both the incident reporting form and the reviewing form. The forms have been made more user friendly whilst still capturing all the relevant information needed in order to investigate incidents and provide management information to help improve patient and staff safety.

The main changes on the incident reporting form are that:
- a section on Duty of Candour has been added. An apology needs to be given at the time of the incident and recorded on Datix.
- the Incident Type section has been expanded to drop down options for users to select dependent on the type of incident being reported. For example pressure ulcers, slips trips and falls and medication incidents can now be selected under type and further details completed under category and sub category.
- staff are now asked to categorise incidents by type, category and sub category to facilitate quicker analysis of incident trends.

The main changes on the reviewing form are:
- tabs on the left hand side of the screen go directly to the different sections without having to scroll through.
- addition of a Duty of Candour section which needs to be completed by the reviewer. For those incidents graded moderate or above, an apology must also be documented in the notes and the patients should receive a letter within ten days.

Training has already been provided to a number of staff groups. Further details of drop in sessions for users who may need additional support will be briefed in the near future.
Fundraising

Round-up of activities

Ball season in full swing

TIME to dust off your glad rags Cinderella – you can go to the ball! The charity has a ball for all with the Scarborough Hospital Ball on Saturday 16 May and the ‘Vegas’ themed York ball on 20 June.

Scarborough’s ball will take place at the Royal Hotel from 7pm. Tickets are £40 and include a three course meal, welcome drink and live music and magician. This fun filled evening will raise money to improve the children’s waiting area in Fracture Clinic by introducing educational software and toys in a dedicated area.

York’s ball invites you to the bright lights of Las Vegas at the Royal York Hotel from 6:30pm. Tickets are £60 each or £550 for a table of ten. Includes a welcome glass of fizz, three course meal and live music. Magician Alfie Whittam will once again amaze guests.

Lord Mayor’s Gala Concert

CHARITY Gala Concert on Sunday 29 March 2015, York Barbican, 7pm. Features local acts including orchestra, choir, comedy and much more. An evening showcasing the best of this fine City’s talent all in one place. Book now to avoid disappointment! Tickets available from York Barbican, £14 adults, £12 children or £48 for a family ticket.

Macmillan helps fund room

A new quiet room has been created for head and neck cancer patients at York Hospital.

The project has been made possible following a £5,000 grant from Macmillan Cancer Support and donations from patients.

Lorraine McDonald, Macmillan Development Manager for York, said: “Macmillan is happy to support this project as the quiet room provides the ideal space for cancer patients who might have just had some difficult, life changing news. It provides a sanctuary away from the busier areas of the hospital and a place where they can gather their thoughts or talk in confidence to staff.”

The new room is based close to an outpatient head and neck cancer clinic. The room, originally a staff area, has been repainted and new flooring, furniture, artwork and lighting has been installed.

Tracey Goldsborough, Macmillan Head and Neck Clinical Nurse Specialist, said: “We are very grateful to Macmillan for this generous grant. It will make a huge difference to patients to have a peaceful and private area in the midst of our busy department.”

The quiet room has been welcomed by current and former patients and families. Christine Heapy, whose husband was a patient in the department, has contributed towards the project with the donation of a chair for the room.

Christine said: “When my husband was ill and we were given bad news we had nowhere within the department to go where we could get any privacy. A room like this is so welcome when you are emotionally upset. The illness can also make patients self conscious of their appearance and it really helps not having to wait in a busy waiting room.”

York’s head and neck cancer team includes two clinical nurse specialist posts, a speech and language therapist and a dietitian who have also been funded by Macmillan Cancer Support. In the coming months, Macmillan will also fund a part time dietitian, a part-time speech and language therapist and a co-ordinator post for head and neck cancer patients at Scarborough Hospital.
Infection prevention message of month

THE Infection Prevention team are asking clinical staff to remember to complete the documentation on CPD when inserting a peripheral cannula. Documentation is one of the key elements to good management of cannula as it informs staff that it is in situ, triggers a reminder (via ‘nursing assessments’) to monitor the cannula and it gives an early warning of any problems through VIP scoring. It will also indicate when the cannula should be removed or replaced.

Alastair Turnbull, Medical Director, said: “Poor management of invasive devices can lead to bloodstream infection. Patients can become very sick from device related infection with some requiring extended courses of antibiotics and a longer stay in hospital. This is worrying for the patient and their family, yet is an avoidable harm.” Accurate record keeping is an element in all professional codes of conduct. Read full details on Staff Room in the Infection Prevention section.

Crime awareness week takes place

NHS crime awareness week took place this month with teams from local counter fraud and local security management out and about across the region highlighting security issues.

The event was aimed at raising awareness of the roles of the Local Counter Fraud Specialists (LCFSs) and Local Security Management Specialists (LSMSs) in protecting NHS staff and resources and tackling crime. The Trust’s LCFSs and LSMSs are responsible for preventing, deterring and investigating many types of crime that blight the NHS. These include violence against NHS staff and patients, criminal damage and theft of NHS property, assets and resources and economic crime such as fraud, bribery and corruption.

Janet Mason, Head of Car Parking and Security explained: “NHS Crime Awareness Week is aimed at showing everyone who works in, and uses the NHS, how damaging crime can be. We’ve highlighted some of the simple things that can be done to stop criminals from harming patient care. The event has also helped promote the Trust’s view that violence and aggression against staff simply will not be tolerated and we’ve outlined how to prevent crime from occurring.”

The Trust’s Counter Fraud Team are proud of the strong anti-fraud culture fostered by the Trust but nevertheless had a busy year in 2013/14 with 33 referrals. They undertook seven investigations and secured 13 sanctions against fraudsters. In 2013/14 the Security Team responded to 165 assaults against staff, 131 of which were due to patients’ medical conditions. Out of the remaining 34 assaults nine were serious enough for the security team to secure sanctions.

The Trust’s Security and Counter Fraud Teams believe that the best way to tackle any security, fraud and corruption issues is to prevent it from happening in the first place. Here’s how:

- Eliminate control and management weaknesses and loopholes exploited by fraudsters
- Robust active and reactive security systems
- Policies and Protocols to counter fraud
- Security officers on site at York and Scarborough Hospitals 24 hours a day for the protection of all staff, Trust users and property
- Strong anti-fraud culture making staff aware of how and where to report suspicions of fraud
- 299 CCTV cameras (and counting) over York Trust for crime prevention and health and safety purposes
- Data analysis software detects duplicate or overlapping claims for Trust and bank work
- Multi agency system to provide a greater knowledge of potential security issues across the whole of York Trust

Doctor trains for Ebola assistance

A DOCTOR from York Hospital is about to be deployed to Sierra Leone to help with the Ebola outbreak.

Consultant Gastroenterologist Anne Philips, a military reservist, has volunteered to help man a 20 bedded unit which caters for healthcare workers suspected of having Ebola.

Anne said: “I have has been a reserve medic for twelve years and really enjoy the experience but this crisis has really moved me to want to volunteer. I felt I could really use my skills in Sierra Leone where the outbreak is once again on the increase and it’s good to be able to physically go and make a difference.”

“It’s been quite a learning curve with the intensive mission training we receive beforehand. I don’t think anything is going to prepare me for wearing protective equipment in such high temperatures but I am looking forward being able to help people affected by this terrible illness.”

Anne will be mobilised directly to the Sierra Leone hospital mid-February for two months, and can expect to be back at work in June following an incubation period on her return. The Staff Matters team hopes to catch up with her then to hear first hand her experience of fighting this shocking illness.

Calling all clinical skills assessors

THE CLINICAL Development Team (CDT) is updating the current list of clinical skills assessors.

The existing list dates back to September 2010 so anyone undertaking Objective Structured Clinical Examinations (OSCE) assessments for colleagues in their clinical area should make sure the team is informed.

Anyone interested in becoming a clinical skills assessor, or would like advice on getting an update, please email judith.bailey@york.nhs.uk from the Clinical Development Team.
The Sterile Services Unit (SSU) at Scarborough Hospital is helping local students with a disability or learning disability to gain invaluable work experience through a National Project called Project Choice.

The project, which was first launched at City Hospitals Sunderland, involves a student from a local school or college, who has a learning difficulty or disability, to take part in a six week work placement.

Through Project Choice the Sterile Services Unit has taken on two learners – Aiden (18) and Sophie (19), who are both students from the local area.

Karen Porter, Quality Assistant for Sterile Services, said: “We are delighted that Sterile Services was given the opportunity to pilot Project Choice for the Trust. It has been a fantastic experience for both the students and the department.

“I have been responsible for co-ordinating the work placements with the Project Choice Team based at City Hospitals Sunderland, who help with risk assessments and mentor training.

“One morning a week, over a six week period, the learners come and do a specified job within our department with help from our staff who act as mentors. This experience is invaluable, as it allows the young person to gain knowledge and understanding of what it is like to be a valued member of a team in a work setting.”

Local student Aiden from Scarborough was the Trust’s first Project Choice learner. He started with the department in November and has just completed his placement.

Aiden chose to work in the autoclave area working under the mentorship of Pat Shannon, Autoclave Technician.

As part of his weekly placement, Aiden would assist with tasks such as machine testing helping to ensure that sterilization levels were correct, carrying out final product inspection before scanning to despatch to departments, wards or theatres making sure they were correctly labelled, receiving deliveries, checking stock and using the Tug to deliver sets up to Theatres.

Pat said: “Aiden has been one of the best people that I have trained in the department. He has picked up everything straight away and he will be sorely missed by us all.”

Karen continued: “Aiden quickly became a valued member of the team. He enjoyed working with the Pat and interacting with the rest of the team at break times. He has a great sense of humour and had a really good understanding of the important job we do within the department to support staff and patients in our hospitals.”

A second Project Choice student Sophie from Filey, is currently carrying out a work placement within the department.

Project Choice is eager to give learners the opportunity to work in as many areas of the Trust as possible. If you think that this is something that your department would like to be involved in please contact Leah Moorhouse in the HR Team on 7724017.