Staff Brief is a hit on YouTube

Last month, we launched a new online version of Staff Brief - following feedback from you.

Ahead of the face-to-face staff brief Chief Executive Patrick Crowley will now be filmed delivering his key messages so that staff across the whole organisation can get key information directly in an accessible and more visually engaging format.

Feedback from this first broadcast published on the Trust’s YouTube channel has been extremely positive and we were pleased that so many of you took the time to let us know your comments.

We will be developing this method of communication over the coming months so stay tuned.

We are aware that a number of staff have had issues accessing the video on their computer, or that the sound has not worked, so we will be working closely with IT to resolve these issues. In order to make sure that as many staff as possible can view the online brief we will be identifying where we can make viewing accessible and asking IT to review PC settings.

Comments

❝ I think it’s a great idea – and really helpful for those of us working in more outlying areas to get the news directly. ❞

❝ This is a really welcome improvement. I hear a lot of staff comment that they don’t know what the CEO, Chair and Directors look like so hopefully this is a way to start changing that. ❞

❝ Hearing a message first-hand from the CEO is different to hearing it second or third hand, so I think this will help bridge the feeling among some staff that Directors are removed from the everyday business. ❞

❝ Just watched this. Much better than reading a document. ❞

❝ Excellent new way to communication. Brings to life the issues being discussed and great to see other areas in the hospital. ❞

❝ Just watched the new staff brief – I much prefer this to the paper version!! And it’s better for the planet. ❞

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

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National NHS
Staff Survey 2014

THE ANNUAL National NHS Staff Survey has now launched and will be live until the beginning of December. This year it was agreed to conduct a sample survey of 50 percent of our staff. The questionnaire should take no longer than 20 minutes to complete.

If you are selected to receive a questionnaire, please do take the time to complete it and use the opportunity to share your views about working for this organisation. The responses to the survey will be used to develop corporate and directorate action plans to help improve the working lives of our staff and in turn help us to deliver the best possible care for our patients. To read more about the Staff Survey see Staff Room.

Emergency contraception

DID you know that emergency contraception is now available at any YorClinic across York and North Yorkshire? Virginia Smith, Clinical Services Manager, Sexual Health, HIV and Specialist Outreach Services, explained: “Asking for emergency contraception is a responsible choice and no woman should have to feel embarrassed to ask for it.” For more information visit www.yonsexualhealth.org.uk

Dementia talk

A FREE talk on dementia is being held at the Retreat in York on 24 November at 6pm.

The evening talk by Tommy Whitelaw is part of his “You Can Make a Difference” campaign. After travelling the world running global merchandising operations for the Spice Girls, Kylie and U2, Tommy became a fulltime carer for his late mum, Joan, who had vascular dementia.


Staff Survey is coming to your hospital

Staff Surgery is coming to your hospital. A series of informal drop in clinics with Patrick Cowley, Chief Executive have been set up so that you can ask questions or feedback on issues from your ward or department. If you have something that you wish to discuss with Patrick please come along to one of the surgeries listed below.

<table>
<thead>
<tr>
<th>York Hospital</th>
<th>Scarborough Hospital</th>
<th>Scarborough Hospital</th>
<th>Malton Hospital</th>
<th>Selby Hospital</th>
<th>Whitby Hospital</th>
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<tbody>
<tr>
<td>11 Nov 1pm-2pm</td>
<td>6 Nov 2014</td>
<td>27 Nov 2014</td>
<td>12 Nov 2014</td>
<td>13 Nov 2014</td>
<td>Coming soon</td>
</tr>
<tr>
<td>The Boardroom, Trust HQ</td>
<td>12pm-1pm Green Room</td>
<td>12:30pm-1:30pm Room</td>
<td>12pm-1pm Room to be arranged</td>
<td>12pm-1pm Health Education Room</td>
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<tr>
<td>19 Dec 2014 12pm-1pm Room 26, Trust HQ</td>
<td>18 Dec 2014 12pm-1pm S24 Discussion Room, Postgraduate Centre</td>
<td>14 Jan 2015 12pm-1pm Committee Room</td>
<td>15 Jan 2015 12pm-1pm Day Case Unit</td>
<td>16 Jan 2015 12pm-1pm Health Education Room</td>
<td>Coming soon</td>
</tr>
<tr>
<td>30 Jan 2015 12pm-1pm Room 26, Trust HQ</td>
<td>29 Jan 2015 12pm-1pm Green Room</td>
<td>4 Feb 2015 12pm-1pm Committee Room</td>
<td>6 Feb 2015 12pm-1pm Conference Room</td>
<td>5 Feb 2015 12pm-1pm Health Education Room</td>
<td>Coming soon</td>
</tr>
<tr>
<td>13 Mar 2015 12pm-1pm The Boardroom, Trust HQ</td>
<td>12 Mar 2015 12pm-1pm Green Room</td>
<td>18 Mar 2015 12pm-1pm Committee Room</td>
<td>19 Mar 2015 12pm-1pm Day Case Unit</td>
<td>20 Mar 2015 12pm-1pm Health Education Room</td>
<td>Coming soon</td>
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</tbody>
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Trust seeks new Chair

A NEW Trust Chair is being sought as the current Chairman, Alan Rose, reaches his allowed terms of office in March 2015. We are looking for someone with board level experience gained in a large, complex and changing organisation who has the commitment and personal interest in enhancing health services across the community.

Patrick Crowley, Chief Executive, said: “Our existing Chair, Alan Rose, has successfully led the organisation during a period of substantial progress through the last three years, having won the tender for community services and the acquisition of Scarborough Hospital. As he now approaches the end of his allowed terms of office, we are looking to appoint a new Chair to lead the Board of Directors and the Council of Governors through the next exciting phase of our development.

“The Chair will provide leadership, support and challenge to the Trust as the organisation looks to build on the good work of Alan and the Board of Directors. We are looking for someone with the qualities to contribute actively to the Trust’s engagement with the wider communities it serves.”

Staff are encouraged to draw this to the attention of any friends, relatives or professional contacts that they believe are suitable for this role.

To be eligible for the role, candidates must qualify to be a member of the NHS Foundation Trust. Applications are open until 7 November.

Anyone interested in applying should look at our full advert on NHS Jobs (www.jobs.nhs.uk – vacancy reference number 419-Y14-5000) or contact Will Thornton, Recruitment Manager on 01904 72 5631 or email will.thornton@york.nhs.uk
Staff Friends and Family feedback

The results from the Staff Friends and Family Test quarter two are in. Launched at the beginning of September the survey ran for three weeks. Disappointingly second time around there were still only 704 responses – a response rate of 8 percent which was the same as quarter one.

We are still waiting to receive the key themes for this second quarter however from the qualitative responses for quarter one, the key reasons for staff recommending the Trust are:

Place to work
✔ Supportive colleagues
✔ Staff benefits
✔ Opportunities for development and training

Place to receive care/treatment
✔ Based on positive personal experience
✔ Good level standard of patient care provided
✔ Professional & dedicated staff

The key reasons for staff not recommending the Trust included:

Place to work
✖ Staff shortages (particularly on the wards)
✖ Increased workload pressures and demands
✖ Low morale and feeling of being undervalued

Place to receive care/treatment
✖ Based on personal negative experience
✖ Poor level standard of care provided
✖ Inadequate resources and systems to undertake the role

Patrick Crowley, Chief Executive, said: “It is really important that we understand how you feel about working at this Trust and the services we provide. “I am disappointed to see that we did not see an improvement in the number of staff who took part in this survey especially as this time around staff were not asked to enter their payroll number. “I am extremely saddened that a number of our own staff would not recommend their own place of work to receive treatment, based on their own personal negative experiences and what they feel to be the poor standard of care provided. It is vitally important that we understand what these reasons are so that we can address them to make improvements. Any concerns over inadequate levels of care need to be addressed with managers immediately.”

Team shares good practice

A RECENT event held by Education Yorkshire and Humber saw a team from Corporate Learning and Development share the Trust’s good practice with 63 attendees. The team was only one of two participants invited to present their good practice stories. Team members Marion Khan, Janette Whalley, Pauline Dillon-Kelly and Amanda Horrocks used the event as a platform to outline three areas of the Trust’s good practice in non-medical undergraduate healthcare education and training. They also held a workshop demonstrating how networking, sharing of good practice and ideas can ‘add value’ to not only the Trust, but to the wider NHS.

It’s flu time…

THIS YEAR’S flu vaccination campaign has begun this month with walkabout sessions and drop-in clinics around the Trust. Please ensure your outer garments are removed whilst waiting for your influenza vaccine, this will help the clinical staff and also reduce your waiting time.

For a full list of drop-in-clinics and walkabout sessions see the homepage of Staff Room.
Hospital encourages healthy eye care

York Hospital teamed up with a local eye care charity to promote National Eye Health Week with a display in the hospital foyer. The York Blind and Partially Sighted Society joined York Trust to highlight the importance of eye health and the need for regular sight tests for all.

Official figures reveal eighty six percent of people in the UK admit to experiencing problems with their eyesight, with around 20 million failing to have regular sight tests.

Vanessa Camp, Eye Clinic Liaison Officer at York Hospital explained: “We want to encourage people to take regular eye tests so they can avoid problems in the future. Many of the conditions we see in clinic are preventable, particularly if they are caught early. Surprisingly only half of all parents in the UK take their children for regular sight tests.

“We want to remind people that a simple eye test can detect all sorts of eye conditions and early detection is really important. Sight tests are essential health checks. Not only can they detect common eye conditions such as glaucoma before they cause irreversible vision loss, they can also uncover signs of general health problems, including diabetes, hypertension and high cholesterol.”

Top eye health complaints include blurred vision, dry irritated eyes, eyestrain and eye infections. One common eye infection is blepharitis – an inflammatory condition associated with itchiness, redness, flaking, and crustling of the eyelids. This condition alone accounts for an estimated 2,500 visits to the GP each day.

Vanessa continued: “Many of us only go to the optometrist when we have a problem. We would like to see people treat eye health in the same way as any other aspect of their health and have regular check ups. In the UK 30 million people are entitled to free sight tests paid for by the NHS and many others are entitled to eye care paid for by their employers.”

Protected Characteristics info – is yours up to date?

The Workforce Information Team are currently conducting a piece of work to identify where staff have missing information regarding their individual protected characteristics used for the purposes of equality and diversity monitoring.

There is a legal requirement placed on all public sector organisations to ask staff to provide information related to certain characteristics such as age, gender, or disability. There are nine protected characteristics which ensure organisations are able understand their workforce better and the community within which it operates.

Margaret Milburn, Equality and Diversity Facilitator, said: “The information enables the Trust to identify inequalities between different groups of staff, monitor incidents of discrimination, and proactively tackle any issues identified. Research has shown that it aids staff engagement, leads to higher levels of job satisfaction, productivity and employee retention.”

The Trust reviews and reports on a frequent basis records held on the Electronic Staff Record (ESR), the national integrated HR and payroll system.

Where there is information missing in relation to individual characteristics staff have will be asked to complete a questionnaire to provide specific missing pieces of information. Over time all staff will be sent questionnaires to check information held by the Trust.

Margaret continued: “It is vital that staff keep their information up to date. The Workforce Information Team are currently looking at all records held in ESR and ensuring they are complete and up to date. Any changes or amendments after this can be done by completing the payroll HR4 form ‘Changes to Employee Details’ form available on Staff Room.”

Documentation will now capture the information for new starters which will only be used for the purposes of equality and diversity monitoring, workforce profiling and benchmarking and is in no way personally identifiable.

- Age
- Disability
- Gender
- Sexual Orientation
- Religion or belief
- Marriage and civil partnership
- Race
- Pregnancy and Maternity
- Gender reassignment
Open Day to remember at Scarborough Hospital

Scarborough Hospital once again opened its doors to the public on 18 September to give an exclusive insider look at some of the hospital’s departments and their services.

Patients and local residents could explore areas of the hospital not normally open to the public such as the Emergency Department and Laboratory Medicine. Other departments such as Estates and Endoscopy offered tours which allowed people to see behind the scenes whilst Catering Manager Pat Bell offered food tasting from the hospital’s restaurant menu. Visitors and staff were entertained by a swing band throughout the afternoon.

Information stands from 39 different areas and services provided an insider’s guide to some of the hospital’s more specialised services. Recruitment and specialist staff were on hand to offer advice to those interested in opportunities and careers in the NHS.

The Mayor and her sheriff were greeted by Patrick Crowley, Chief Executive and guided through the information stands before being taken on a tour of the Endoscopy Suite. A local school also attended giving pupils the opportunity to see what careers are available within the NHS and a chance to ask questions that would help with their future choices.

To complement the day people were invited to the hospital chapel for ‘More Tea Vicar’ and to meet the Reverend Martin Doe.

Around 250 people attended the day and feedback included comments such as “what a fantastic idea”, “fabulous day” and “thank you, I have learnt something new today”.

The winner of the Pharmacy Department quiz, ‘Guess how many packs of paracetamol the pharmacy issued in a year?’, was Anne Nunn, Research Nurse. The correct answer was 12,448 and Anne guessed 12,460.

The Open Day was followed by the Trust’s Annual General meeting.

The 2015 Open Day will be held in September at York Hospital so if you would like to get involved, please contact the Events Team on 01904 721006 or 01904 726491.
Norovirus warning issued

The Trust has issued a public warning that norovirus, sometimes known as the ‘winter vomiting bug’, is common in the local community at this time of year and are asking people to take care when visiting hospital. The virus is present in places like schools, nurseries and care homes and people are being asked to be on their guard to prevent the spread of the infection.

Alastair Turnbull, Medical Director, said: "In order for us to protect vulnerable patients and each other it is essential that, if someone develops symptoms of norovirus, they avoid further spread by not visiting friends or relatives in hospital or care homes. “It is usually through this route that the infection is spread and once it is in a hospital it means bays have to be closed reducing the number of beds available to other sick patients. Taking precautions with hygiene, especially washing hands regularly with soap and water, is one of the most effective ways of stopping the virus. “When visitors come to the hospital we ask that they follow guidance, which includes always washing their hands before and after visiting. This is to keep the virus contained and to help visitors to keep themselves safe as well as their friends or relatives. “

Most people recover within one or two days from norovirus, however if symptoms persist (more than 48 hours), the advice is not to come to A&E but to phone the GP or NHS 111.

Arts project

Stories booklet

A BOOKLET cataloguing staff experience in the NHS has been produced thanks to the Arts Team and professional writer Catherine Heinemeyer. The booklet features stories from nurses, surgeons, engineers and volunteers and can be found on the Trust website on the Arts pages www.yorkhospitals.nhs.uk/stories/

Cancer care centre wins innovation award

The Trust was delighted to hear the news that Cancer Care Manager, Jane Archer, was jointly crowned the winner of the Secondary Care category at the Yorkshire and Humber NHS Innovation Awards and Showcase 2014.

The winning entry was a programme that helps cancer patients rebuild their lives after their formal treatment is completed. The one day day course helps people to manage their fear of recurrence, fatigue, diet, sexual concerns and to pick the right level of physical activity and plan for the future. It includes presentations, discussions, interactive sessions, networking opportunities and offers the opportunity for members of the public to feedback their views.

Jane said: “We are delighted to have won this award, it’s something we feel passionate about - supporting people to ‘live well’ when they have had cancer. It’s been a massive team effort and we have some fantastic skilled staff and experts on board so the award goes to everyone involved.”

The events have proved so successful that the team are launching a DVD later this month with the same content as the face-to-face events. It will be distributed to all cancer patients as part of a holistic needs assessment at the end of their treatment.

Jane continued: “We are aware that attending an event isn’t possible for everyone so we are now pioneering the development of an interactive DVD. The whole aim is to improve the ongoing services and support for people in York who are living with, and beyond, cancer.”

Eight winners across five categories were chosen from over 60 entries received from NHS organisations, companies and universities working with the NHS across Yorkshire and Humber.

The awards are run by Medipex, the organisation that helps nurture the development and commercialisation of innovation within the region’s NHS. This year, the awards were also partnered by the Yorkshire and Humber Academic Health Science Network (Y&H AHSN).

Trust launches best value stationery

NHS Supply Chain (NHSSC) are reducing the range of basic desktop stationery items down from 8,500 to 168.

Over the next few weeks NHSSC will be launching the stationery rationalised range. As end user customers suppliers may try to approach you to contract with them in long term deals because they will be losing business.

NHSSC has 29,000 stationery lines, of which 8,500 are desktop stationery items (pens, rulers, staplers and envelopes etc.) which they are reducing down to 168 to help save the NHS money.

The estimated maximum savings achievable are in excess of £5m per annum across the whole of the NHS.

Please don’t rush to stock up. This does not include toner or ink cartridges which is a separate contract.
Freemasons support cancer care

NEW equipment that will benefit patients and families who visit the Cancer Care Centre at York Hospital has been purchased all thanks to the generosity of local Freemasons.

A donation of £2,473 has meant that patients receiving complementary therapy at the centre will now have new soft lighting in the treatment room and electric heat pads to warm the couches before treatments and includes a purpose built storage unit.

Jane Archer, Cancer Care Centre manager, said: “We’re so grateful to our local Freemasons for this generous donation and many people will benefit from it. The centre provides support for cancer patients and their families at a challenging time and being able to create a calm and warm environment is very important and really means a lot to our patients and visitors.”

The donation was made by members of the Agricola Lodge, one of the oldest freemason's lodges in York, with extra funds added from the Provincial Grand Lodge, Yorkshire North and East Ridings. George Simpson, Charity Steward from Agricola Lodge, said: “It’s wonderful to be able to donate funds which will go directly to help local people. The Cancer Care Centre is such a welcoming space for people who are affected by cancer and is close to the hearts of many of our members.”

Cancer patient experience boost

Our Trust is one of the most improved trusts for cancer patient experience

Our cancer patients have been reassured that they are benefiting from one of the most improved trusts for patient experience, according to a league table in the latest Cancer Patient Experience Survey.

The report covered responses from over 70,000 cancer patients across 153 Trusts in England.

The league table compares the performance of hospitals across England based on measures of patients’ experiences while being treated in hospital. These include whether their diagnosis and treatment options were explained clearly to them, whether they felt supported in their care and whether they felt they were treated with respect.

Christine Norris, Lead Cancer Manager, said: “The national report shows substantial improvement over time on many aspects of cancer services since 2010, when the first survey was undertaken, with further improvements on a broad front across many individual trusts providing adult cancer services.

“It is clear that many specialist cancer teams have been working hard to improve services for patients over a considerable period of time, and have succeeded in making improvements that have been reported by patients.”

The Trust also received praise from Macmillan Cancer Support.

Fay Scullion, General Manager for Macmillan Cancer Support in Northern England said: “We congratulate York Teaching Hospital NHS Foundation Trust for coming in as one of the most improved trusts in the country and on the work they have done to achieve this.

“We know that the support and care people receive is as important as their actual treatment, and can make all the difference between coping with cancer and finding it a real struggle. For example, being told about financial help that is available, or being provided with high quality information about their cancer and its treatment.”

Wound management policy changes

IMPORTANT updates have been made to the Wound Prevention and Management Policy to standardise practice across the organisation and is available for all staff to access via Staffroom.

This is an important policy for all clinical staff to be aware of, including Nurses, Midwives, Doctors, Health Care Assistants, Physiotherapists, Occupational Therapists, Radiographers and Operating Department Practitioners.

Health care workers play an important role in the management of wounds including pressure ulcers. The new guidance in the prevention and care of wounds is available to support staff in clinical decision making.

Changes include the requirement for demonstrating competency in pressure ulcer prevention and management by all registered nurses. Further detail regarding this will be available from Tissue Viability Specialist Nurses working with ward managers and team leaders.

The policy and associated documents can be found on staff room under Policies and Procedures in the A-Z of clinical policies.

Tissue viability nurses can be contacted on: York Hospital: 7725942 Scarborough Hospital: 7712455 Malton Hospital: 01653 604549

Team moves to Malton

THE SAFEGUARDING Adults Team has moved. The team is now based at Malton Hospital. The team will continue to provide support and advice on safeguarding adult concerns, Mental Capacity Act enquiries, Deprivation of Liberty Safeguards and Learning Disability Liaison. For more information or to contact the team see Staff Room.
**New tape signals major change in laundry**

NEW guidelines for handling infected laundry have been updated and are available on Staff Room.

The Laundry Guidelines for Safe Storage, Handling and Disposal of Used and Infected Laundry guidelines now include new advice. One major change involves identifying when linen is infectious by sealing the bag around the neck with ‘infectious linen’ tape. Infectious linen is where the patient has diarrhoea, is contaminated with blood or body fluids from patients with blood-borne viruses or from any patient known or suspected to be suffering from a notifiable disease or Hazard group 3.

For further information please email jane.balderson@york.nhs.uk or telephone 7725775.

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**15% off for staff at new improved Mallard**

Did you know the new improved Mallard restaurant at York Hospital is now providing even more choice of delicious hot and cold food? And most prices include a discount of 15% for staff taken off at the till when you are served.

Try out the new hot dishes cooked by the chef while you wait, salad and breakfast bar, new improved jacket potatoes and fantastic new coffee!

Pierre Gomez, Retail Catering Manager, said: “We have listened to feedback from our customers and the biggest demand was for more healthy options. The popular salad bar is back at a special low price of £2.40 along with the fruit and yoghurt bar. We have also changed hot food service so that people can serve their own vegetables and be in control of their own portions.

“We are constantly looking for ways to provide good food at competitive prices and along with the new look restaurant interior we hope that people will come along and sample what we have to offer!”

Examples of discount at the till include chips - old price £1.20 - new price £1.40 - till price £1.19, Jacket and hot filling - old price £2.50 - new price £2.95 - till price £2.50, bacon sandwich - old price £1.55 - new price £1.90 - till price £1.61.

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**End of an era for York reception**

THE FACE that has greeted thousands of visitors to York Hospital has waved goodbye to the Trust after 13 years. Stuart Simpson, hospital receptionist, welcomed his final visitor at the end of September.

Stuart said: “I will miss helping people and the interaction on a daily basis. The volunteers are an invaluable help on reception and have been my right hand at times when things gets hectic.

“I’ve enjoyed seeing the positive changes to the reception area over the years. After spending a winter outside in a temporary building during the refurbishment of the reception area, I couldn’t have been more delighted with the new reception! We have so many lovely comments about how welcoming it is.”

Stuart can still be found answering enquiries at Visit York as a volunteer.
**Lego donation delights York children’s ward**

The children’s ward at York Hospital were treated to a Lego-fest with a recent donation from local charity Fairy Bricks. The charity’s passion for Lego has seen sick children all over the region benefit from donations.

Lego donation delights York children’s ward

**HYMS holds third tutor training event**

MALTON Rugby Club will play host to HYMS third tutor training event on the evening of Wednesday 12 November. The event will commence at 6pm with a buffet and drink. The evening’s agenda includes discussions around peer review and delivering effective feedback.

Ellie Johnston, Student Liaison Manager from HYMS said: “Teaching is a task undertaken by many health care professionals, often without the opportunity to analyse and further develop these skills. Peer review of teaching is a chance for colleagues to help each other explore the whole range of their teaching practice. It gives you the opportunity to address your teaching as a whole.

“Tutors will also have the opportunity to consider the importance of feedback in different settings, develop their skills in providing appropriate feedback using a range of frameworks and models, and learn how to remove the barriers that can lead to feedback being non-meaningful or that does not lead to meaningful change.”

**Event for carers**

AN INTERACTIVE afternoon focussing on caring for patients with cancer is to be held in York in November. The ‘All You Need To Know About Cancer’ event is being run by NAPP. It will be held in the Learning and Research Centre at York Hospital on Monday 17 November and will answer the questions that most affect carers. It will cover the basics of cancer, pain relief, and communication in difficult situations.

A complimentary lunch will be provided by NAPP from 12pm. To book a place on one or up to a maximum of three sessions, please email Nicola.Howarth@york.nhs.uk for details of available sessions and to book a place.

**Therapists support Older People’s Day**

OCCUPATIONAL and physiotherapists from York Hospital chose Older People’s Day to highlight the many ways that people can continue to have an active life and prepare for winter.

The day was aimed at promoting healthy living to people as they get older and offered general advice and signposting towards services.

Lisa Craig, Physiotherapy Team Leader, said: “We want people to stay healthy and active and, as winter approaches, it’s important that people know how to avoid falls. Exercise can help and it’s never too late to increase muscle strength, maintain bone density and improve balance.”

Mandy Goodman, Senior Occupational Therapist added: “People can continue to have an active life as they get older. Creating a good routine to maintain health, wellbeing and activity levels will help and there is a lot of advice, groups and support available in the community.”

**HR revisions**

A NUMBER of HR policies have been recently updated. These include the Annual Leave and Recruitment and Selection Policies. To view the new policies along with additional guidance for recruiting managers see Staff Room.
Dedication and flexibility secure Star Award

August's Star Award went to the Willow Ward nursing team in Scarborough, led by Sister Sam Soulsby. They were nominated by a member of staff for their dedication and flexibility during a challenging period. The ward is often required as an escalation unit, and the staff were nominated to ‘rising to the challenge of never knowing what type of patients they will be looking after, but always remembering that each patient is an individual’.

Runners up include Staff Nurse Helen Milner from ICU at York Hospital nominated by a patient for exceptional care ‘the amount of compassionate caring was quite simply the best I have ever received’.

Kim Hodges, Office Administrator for Estates at Scarborough Hospital was shortlisted for coordinating the charity cycle ride moving 16 cyclists around three sites. Also runner up was Fiona Whalley ED Directorate Secretary at York nominated for the support she gave to help a new colleague settle in, being ‘approachable, pleasant and cheerful’ at all times.

Fair draws crowds in Scarborough

This year’s Health and Wellbeing fair took place on 19 September at Scarborough Hospital. The event drew over 500 staff – all with the aim of finding out more about the benefits available. There was a diverse range of discounted services and products available including gym memberships, diving club memberships, health plans, and computer and phone scheme. Representatives were on hand to explain the cycle scheme and fleet cars as well as complementary therapy and health related products.

Teena Wiseman, Staff Benefits Manager, said: “Improving staff benefits is a key part of the Trust’s reward and recognition strategy and the event received positive feedback from staff. We asked staff their view of the fair and what they found useful for feedback for future events. “There was a good uptake of staff having a sports massage or neck and back massage and some staff even had a go at plate spinning thanks to the Stephen Joseph Theatre!” The team are always looking for feedback to improve so if you attended the event they would like your views. Please visit www.yorkhospitals.nhs.uk/staff and enter the password staffbenefits1
STAFF BENEFITS AND WELLBEING

Carry on Clare…

AFTER using the health and lifestyle check kiosk in June, Clare Wilkinson from Domestic Services made a pledge to improve her health and lifestyle. Clare has since made changes to her eating habits and has increased her exercise.

Clare now eats breakfast, brings fruit to work to eat during the day and is improving her hydration by drinking more water. By keeping a bottle of water on her desk Clare always has it in sight and within easy reach. In the past Clare admits that she would often reach for a snack of crisps, chocolate or biscuits when she got home from work as a quick hunger fix, then not really want to eat an evening meal. This habit is proving hard to change, but Clare is working on it and making good progress.

Exercise was something else Clare wanted to improve on and has now started to go swimming with a friend, which has made exercise into a more fun and social occasion. Great start Clare - we will continue to follow her progress over the coming months.

Home technology offer

Would you like a new computer, TV or mobile Phone?

In 2013 the Trust launched the Home Technology and Smartphone salary sacrifice scheme which is designed to make it easier for staff to have the latest computing technology to use in their home. The scheme is only open for set periods within a year. This next period opens on the 3 November – you’ll have until the 30 November to place your order for Christmas delivery!

All permanent staff who wish to have access to a range of electronic equipment for their own use and their families can join the scheme. It provides the opportunity to obtain leading makes of computers, tablets, Smartphones as well as Smart TVs with significant savings off manufacturers’ RRP with no credit checks and no deposit.

It involves a fixed reduction to salary over a period of either 24 months for Smartphones and 36 months for Home Technology with a saving on tax and National insurance.

The Salary Sacrifice Guidance is available on the Staff Benefits pages on Staff Room which inform Staff of the impact a salary sacrifice scheme may have on pension rights, social security benefits, statutory payments and tax credits.

For more information or to place your order go to: www.lets-connect.com/lyth2014 or the link on Staff Benefits pages on Staff Room. For advice on choosing a package, please call Lets Connect help desk on 08444 821 860.

Financial Awareness Sessions

STAFF have the opportunity to attend a financial awareness session to help broaden financial knowledge and understanding on Friday 24 October in the Post Grad Centre at York Hospital. Oaktree Financial Training have developed a free all employee financial education programme. Sessions will be over the lunch period so tea and coffee will be available.

In line with the Trust’s belief that financial health is integral to an employee’s overall wellbeing, a full range of financial guidance is available on the Staff Benefits and Wellbeing pages, which staff can access at work and at home.

Session times 11.30am to 12.30 or 1.00 to 2.00pm.

To book your place contact the Staff Benefits team on staffbenefits@york.nhs.uk or call 7721170 or 7724326.

New fitness classes are launched

READY steady go! New Fitness Classes have now started at Scarborough and Selby Hospital for just £3 a class.

York Hospital – Yoga on Wednesday 5.15 - 6.15pm, physiotherapy gym. Tickets available from the York Staff Shop.

Selby Hospital - Yoga on Tuesday – 5.15- 6.00pm, physiotherapy gym. Tickets available from the Cashiers Office, Selby Hospital.

Scarborough Hospital – Piloxing – A non-stop, cardio fusion of standing Pilates, boxing and dance on Tuesday – 5.15-6.15pm Scarborough Staff Gym. Tickets available from the Scarborough Staff Shop

Boxercise - Thursday – 5.15-6.15pm Scarborough Staff Gym. Tickets available from the Scarborough Staff Shop.

News

Ten years anniversary for Scarborough Heart Failure Team

Congratulations! – from left, Annette Docherty, Heart Failure Nurse specialist; Sharon Parsons, Heart failure Nurse Specialist; Janet Raw, Heart Failure Nurse Specialist; and Angela Garton, Administrator
Staff Matters

Fundraising

More information
For more information or to support an appeal please contact Claire Smith or Maya Richardson, Community Fundraisers on 772 1737 or 771 6210.

Round-up of activities

Security team’s new challenge

This month, five of the Trust’s security team have attempted to complete The West Highland Way Walk, 96 miles in just three days.

Most people attempt to walk the West Highland Way in five to seven days however, Andrew Hamer, Norman Elliott, Darren Miller and Ashley Bellwood have set themselves the challenge of just three days. Rather than rest on day four they will climb Ben Nevis - all in aid of the Cancer Care Centre at York Hospital.

The West Highland Way Walk links Milngavie, just outside Glasgow, to Fort William in the Highlands. It passes from the lowlands, across the Highland Boundary Fault Zone and on into the Scottish Highlands. Much of the way follows ancient and historic routes of communication and makes use of drove roads, military roads and disused railway tracks.

Andrew explained: “In 2011 a team of us completed the Yorkshire three peaks in aid of the Cancer Care Centre. In 2012, we completed the National three peaks within 24 hours once again for the Cancer Care Centre. These two events raised almost £3,000 for the centre.

“Please get behind our challenge and help us to support this wonderful centre that helps thousands of people every year!”

To make a donation visit www.justgiving.com/YorkSecurity2014 or text YTHS96 then your amount to 70070.

Find out how they fared in November’s Staff Matters!

Coffee morning round-up

STAFF throughout York Hospital baked up a host of goodies to serve up as part of Macmillan’s world’s biggest coffee morning.

Specialist nurses raised £120 and Ward 35 raised the grand sum of £351.02. Jackie Bygate, HCA on Ward 35 said: “I can’t believe the total raised its fantastic. This was thanks to generous people helping to bake and great donations.”

Staff on G1 were also busy baking and serving. Staff Nurse Gail Crow said: “Thank you to everybody who supported us – it was an amazing morning and we have been bowled over to have raised £748.95!”

Screeners in charity ride

THIS September team members from the North Yorkshire Diabetic Eye Screening Programme (NYDESP) completed a 215 mile London to Paris charity cycle ride in aid of Medical Detection Dogs.

One of the team’s patients, Alice Halstead from Skipton, was there to wave them off along with her diabetic alert dog, Holly. Alice has a rare form of diabetes which results in her blood sugar levels being extremely erratic and potentially life threatening.

Martin Whipp, Retinal Screener said: “The team wanted to raise awareness of the importance of people with diabetes having their eyes checked annually.”

Please contact Martin Whipp if you would like to support the team’s efforts.

Cancer Care Centre Manager Jane Archer helps the team with their training!