The Trust has been awarded the prestigious Baby Friendly Award and is the latest UK health care facility to win international recognition from UNICEF (United Nations Children’s Fund).

The award was presented to the team by Chief Executive Patrick Crowley at York Hospital last month.

Head of Maternity, Liz Ross, said: “We decided to join forces with UNICEF UK’s Baby Friendly Initiative to increase breastfeeding rates and to improve care for all mothers and babies in our area.

“It’s taken almost five years of work within our maternity units, in the community and with peer supporters to achieve the high standards set by UNICEF to gain full accreditation so we’re very proud. Thanks to a huge team effort we have increased rates of breastfeeding by up to ten percent which is a big achievement and a credit to the skills and expertise of the staff and supporters involved.

“Breastfeeding protects babies against a wide range of serious illnesses including gastroenteritis and respiratory infections in infancy as well as asthma, cardiovascular disease and diabetes in later life. We know that breastfeeding reduces the mother’s risk of some cancers. Mums are also interested in hearing that it can be easier and cheaper than bottle feeding.”

In the UK, the Baby Friendly initiative works with UK public services to protect, promote, and support breastfeeding and to strengthen mother-baby and family relationships. The award is given after a series of assessments by a UNICEF team has shown that recognised best practice standards are in place.

Chief Executive, Patrick Crowley, said: “Everyone involved in healthcare has a responsibility towards improving public health,“

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

3 Important changes to pay increments 4 Your flood stories 7 Maternity survey’s positive findings 11 Christmas picture round-up
Baby Friendly Award secured by Trust

Continued from page 1

and becoming Baby Friendly is a huge statement on behalf of the Trust for today’s mothers and babies and for future generations. Thank you to all involved for their passion and commitment.”

Michelle Larkman, Infant Feeding Coordinator at York Hospital, said: “As part of our development we are working towards having closer relationships with our partners in community such as the Health Visiting Teams and our great network of voluntary Peer Supporters.

“We are also very pleased to note that both York and Harrogate District Health Visiting Services with North Yorkshire County Council Children’s Centres have this year registered their intent to become BFI Accredited and we are looking forward to working with them to provide integrated care for our families targeting our local needs.”

Breastfeeding peer support success

The Trust’s Peer support scheme, The Breast Feeding Friends, was launched as part of the Trust’s work to become Baby Friendly. Peer support teams are groups of mothers who have breastfed their own babies and have experienced common challenges to succeed in their chosen method of feeding. These mothers use their spare time to train in the accepted BFI methods of supporting feeding and then support new and experienced mothers to breastfeed in the early days.

The Breast Feeding Friends have supported training in 85 mothers. Fourteen of these mothers have gone on to become midwives, one has become a nurse, whilst three have trained to become Health Care Assistants. The Breast Feeding Friends are currently working towards supporting mothers in the community under the piloted sticker scheme, which is a concept for encouraging local businesses to support mothers to breastfeed their babies on their premises. The scheme is being supported by York Teaching Hospital Charity and the Trust’s Service Improvement Team. Once the business signs up to the scheme, in order to receive their sticker, they nominate an employee to attend an education session and become a breast feeding champion. The sticker advertises the business’ commitment to providing a breast feeding friendly environment. The aim of the scheme is to encourage women to breastfeed for longer, as currently statistics show that only 12 percent of mothers remain breastfeeding once their baby reaches six weeks old.

Dedicated Perioperative Medicine Team is a first

THE TRUST’S first ever dedicated Perioperative Medicine service has been created thanks to funding from the Health Foundation. An “Innovating for Improvement” grant of £75,000 has seen the UK’s first dedicated Perioperative Medicine service established at York Hospital.

The Perioperative Medicine service works as part of the wider multi-disciplinary team with seven Consultant Anaesthetists and two Perioperative Medicine Nurse Specialists.

The team’s main focus is on patient pre-assessment and immediate post-operative management to improve outcomes for patients undergoing major surgery.

Dr David Yates, Consultant Anaesthetist and Perioperative Medicine Lead said: “Surgery is an important treatment option for a wide range of acute and chronic diseases, with numbers set to rise. For the vast majority of patients surgery is a success, both in terms of the procedure itself and the care before and afterwards. However, there are patients at higher risk from surgery and it is crucial to identify and manage these patients appropriately in order to achieve a successful outcome.”

“Part of our role is to identify and manage conditions which are known to be associated with worse outcomes when people have operations. Problems like mild to moderate anaemia, smoking, hazardous alcohol consumption, or frailty can all have a big impact on outcomes and we are here to ensure patients receive co-ordinated care for their entire surgical journey. Patients are triaged to the correct location post-operatively which ensures they receive the appropriate level of monitoring. We’ve also developed a set of treatment protocols that enable nurses on the wards to ensure patients receive the care they require in a timely and safe manner. We have introduced some exciting changes to practice and the team are working closely with the staff to ensure that training is delivered and necessary support provided.”

The team uses a number of new risk assessment tools and protocols that allow for monitoring and treatments that are normally only found in the Critical Care environment to be delivered safely on the ward. This will hopefully improve access to Critical Care for other patients in the hospital as the demand from surgical patients reduces. The team also conduct a daily ward round on the Nurse Enhanced Unit where patients can be reviewed by a Critical Care trained doctor.

Dr Yates added: “This has really benefited patient care as early deviations from the normal postoperative course can be identified and dealt with quickly. If necessary we can transfer patients to the High Dependency Unit. The team provides a holistic review of the patient but focuses specifically on physiology, medications, fluid management and pain relief.”

For more information about the perioperative medicine service read their blog at www.periopnurse.wordpress.com, follow them on Twitter @periopnurseydh or email periop@york.nhs.uk.
Important change to pay increments

Changes to how annual increments are paid will affect people from 1 April 2016.

Staff on Agenda for Change terms and conditions will be responsible for applying for their annual increment rather than it being automatically applied. To do this people have to complete and submit a pay progression form to their line manager two months before their increment date. The increment date can be found on payslips displayed in a box next to your salary total. Anyone whose increment is due during April will need to apply in February by submitting their form to their line manager with their assignment number (in the top left hand corner of payslips).

Polly McMeekin, Deputy Director of Workforce, said: “Changes to Agenda for Change terms and conditions were made by the NHS Staff Council in 2013 clarifying new arrangements for staff progressing through the pay scale. Incremental pay progression will be dependent on compliance with statutory and mandatory training, appraisal and having demonstrated satisfactory performance with no ‘live’ warnings on file for conduct. To apply staff will need to complete their form two months prior to their incremental date. “This doesn’t affect the annual cost of living awards, which are determined nationally.” Staff at the top of their pay band won’t be affected with the exception of staff on pay bands 8C, 8D and 9 where pay progression on the final two spine points needs to be annually earned.

For further information and to download a copy of the policy, please see the HR and Recruitment section on Staff Room or speak to your line manager.

What to do

From 1 April 2016 staff will be responsible for applying for their annual pay increment. It will no longer be automatically applied.

To do this:
- Check your payslip for your increment date
- Submit a form to your manager two months before this date
- If your increment date is in April you will need to apply in February.
- See Staff Room for the form and further information or speak to your manager.

Meet your Foundation Trust Governor

A NUMBER of events were arranged across the Trust for members to meet representatives of the Council of Governors some of whom represented the local community.

On Thursday 14 January public governors hosted informal drop-in sessions in each of the Trust’s constituency areas. These were held to give members the opportunity to meet the governors face to face, ask questions, find out more about the local services being provided and to give feedback about the care and services received or accessed by the local community.

It was also an opportunity to invite more of the community to become members of the Trust.

Lead Governor, Margaret Jackson, said: “It was a great opportunity for the governors to meet members and representatives of the community and give them an opportunity to discuss health care and what was important to them.

“There were varying degrees of interest in the events across the area but we hope to have recruited a number of new members. It is the first time this sort of event has taken place and there will be an evaluation before further events are planned.”

Margaret would like to thank her governor colleagues who took part and those in the Trust who helped us stage the event.

Trust staff are automatically members of the Trust and staff governors will be looking at ways of communicating to staff groups.

Are you eligible for a Long Service Award?

EVERY year the Trust celebrates the fantastic achievement of staff who reach the milestones of 25 years and 40 years’ service to the NHS. The awards are made annually in June at a special event to recognise this.

As part of the staff recognition programme candidates for the long service award must have completed 25 and 40 years NHS service with ten continuous years based within York Teaching Hospital NHS Foundation Trust.

The application period for the 2016 awards dinner closes on 31 March 2016. Anyone who thinks they may fall into the above criteria should complete a long service application form, which can be located on Staff Room under HR and Recruitment section or accessed by the team on 01094 726491 or 01904 724096 or email eventsteam@york.nhs.uk.

Any applications received after 31 March 2016 will be submitted for the 2017 presentation.
Facing flood challenges

This Christmas became a memorable one for many people in North Yorkshire for all the wrong reasons. The incessant rain over the holiday period saw a huge rise in river levels and consequent flooding. York was very badly affected with the loss of phone lines and internet connection causing communications problems across the city. Many thanks to the staff who worked so hard to restore phone lines and to the switchboard operators for staying calm and liaising with all concerned.

In Tadcaster the situation was serious for the health centre which provides a base for many of our community staff in the area. Despite desperate attempts to protect the building (and consequently to dry it out so services could get back to normal) the centre suffered devastating damage and is likely to be closed for around 12 months. Once again thank you to the many staff and members of the public that did their utmost to limit the destruction some of who are pictured (top left).

When White Cross Court was isolated by flood water and the gas had been cut off, patients were left with no heating and no communications. Thanks to Assistant Transfusion Practitioner Michelle Hartlett, who was contacted on her personal mobile while on leave, the message was passed on and Michelle personally tried to assist with finding solutions for the heating problems for the residents, even visiting herself to ensure they were coping.

Georgina Parkinson works at York Hospital and was one of the unlucky people flooded out of her home on 27 December when the Foss barrier failed. “We were luckier than most in that we had some warning from the Environment Agency and were able to get our belongings upstairs. We were evacuated – I wrapped my six and four year old boys in blankets who had been asleep in bed and took them out of our street on the rescue boat at 2am.”

When Georgina returned a few days later to clear up she discovered a load of unwashed pots in the dishwasher. With no gas or electricity and the dishwasher itself flooded with dirty river water, she did what any other self-respecting Yorkshire woman would do: “I boiled several pans of water one at a time on a camping stove and washed it all up before we packed it up into boxes to store. It’s the oddest thing I’ve ever done on New Year’s Eve that’s for sure!” (pictured)

The family were overwhelmed by the sense of community of fellow York residents offering help, bringing food and cups of tea, and helping with the clean-up efforts. Georgina said: “It was heartening to see everyone come together with such compassion and kindness.”
Thanks to charity donations the children’s ward and child assessment unit at York Hospital have been given a bright new makeover.

It was out with the tired old nurses stations and in with a specially designed colourful and contemporary new look as the Trust’s arts team and capital projects teams worked together with the clinical team and contractors on the refurbishment.

As well as creating a cheerful new environment, the project included a new nurse’s call system to replace one that was out-dated and very difficult to maintain. The new upgrade has provided an up-dated system which is more technologically capable and easier to maintain.

Jen Bennison, Capital Projects Manager said: “We’re delighted with the results and staff and patients have really welcomed the vibrant new look. The project was not without its challenges as it was business as usual for the ward while the work was carried out, but everyone involved worked exceptionally hard to minimise the disruption to get these works done.”

The new nurse stations are themed with the bright circles that now denote children’s areas across the Trust.

Cath Southon, Ward Sister said: “The refurbishment has transformed the nurses’ stations on both ward 17 and 18 and we all love it. It’s so much more welcoming when new patients come onto the ward. As well as being proud of the care we give we can now be proud of our ward environment. Thank you to all the charities involved and the generous people who have raised money to improve our wards for patients and staff.”

Several charities part-funded the new nurse bases including the Friends of York Hospitals, The Purey Cust Trust CIO and York Teaching Hospital Charity.
In its first year a new service to help people with long term lung conditions has saved thousands of pounds, released bed days and shortened length of stay for patients at York Hospital. When patients with bronchiectasis, a long-term lung condition, need treatment they would normally have to stay in hospital between ten and fourteen days to complete a course of intravenous (IV) antibiotics.

The respiratory medicine team at York Hospital examined how the same treatment could be delivered at home, and have created a service that delivers IV antibiotics safely and effectively to people with bronchiectasis at home.

Andrew Booth, Advanced Nurse Specialist for Cystic Fibrosis and Bronchiectasis, explained: “Most patients would prefer to be at home and have really appreciated the service. Some of them have been active in their own care and have even been able to administer their own antibiotics. “The service has saved 207 bed days and reduced average length of stay from 14 days to 6.2 days. It is likely that most of these patients have also managed to avoid acute admission. Patient satisfaction has been very high, and the CCG have continued with their interest and support of this project. “This would not have been possible without the ongoing multi-disciplinary co-operation between ward 34 staff, bed managers, microbiology, vascular surgical team, pharmacy, homecare, and the specialist nurses from Calea homecare. On behalf of our patients I would like to thank all those who have worked hard and bent over backwards, especially during times of intense pressure, to create an innovative, safe, and effective service.”

Future plans for the service include making it easier for people to have therapy as an out-patient so they don’t have to stay in hospital at all, and to continue to provide learning for other therapy areas who are interested in providing home intravenous therapies.

Treatment at home transforming lives

TLC welcomed at Whitby Hospital

STAFF at Whitby Hospital minor injuries unit have sent a big thank you to Teddies for Loving Care (TLC teddies), a charity appeal that provides teddy bears and soft toys to accident and emergency units for the medical staff to give to children who are in severe distress.

The teddies are given where staff feel that a teddy or soft toy to cuddle will help alleviate the stress and assist them in their work. The appeal, run by the Freemasons, has now given out over one million teddies. To find out more email info@tlcappeal.org

Homeless patients helped from hospital

THE HOMELESS charity A Bed Ahead has worked with York Hospital for the third Christmas in a row to help homeless patients to be discharged into accommodation. Michael Russell, Homelessness Liaison Worker from the charity said: “As expected it was a busy time for the scheme. Christmas is well understood to be a particularly difficult time for those experiencing homelessness, and with flooding effecting so many lives in the city over this period this has been an exceptionally testing time for all services. “We would very much like to thank all those within the Trust with whom we have had contact in 2015 for their support, assistance and most of all, the quality of care they have provided to homeless patients, and we look forward to working with you again throughout 2016.”

Any staff caring for or planning the discharge of a patient who is homeless or at risk of becoming homeless are encouraged to contact A Bed Ahead on 01904 643999.
A survey of local women whose maternity care was delivered by the Trust has revealed a number of positive findings.

From the cleanliness of the facilities through to the involvement of their partner, new and expectant mothers rated maternity care across York, Scarborough, Bridlington, Malton, Selby and Easingwold as among the better performing in the country for many aspects of care, according to a survey published by the Care Quality Commission (CQC).

The National Maternity Survey 2015 asked the views of 340 local women about their experience of care before, during and after giving birth, 136 surveys were returned giving a response rate for the Trust of 45 percent.

Key positive findings included 94 percent of respondents felt their partner was involved as much as they wanted during labour and birth, 92 percent had skin-to-skin contact with their baby shortly after the birth, while 98 percent reported the room, ward, toilets and bathrooms as being clean.

The Trust delivers maternity care from York and Scarborough Hospitals as well as to women in the community. Covering a geographical patch of 3,400 square miles the Trust has 240 midwives who deliver 5,000 babies a year.

Liz Ross, Head of Midwifery, explained: “Patient feedback is invaluable to us. It lets us know when patients think we are doing well and areas where we may be able to make improvements and we are continuously doing this as part of the Friends and Family Feedback which we receive.

“The National Maternity Survey covers the issues that patients consider important in their care and offers an insight into their experience of the Trust. Overall the results are encouraging and highlight some areas of excellent practice across all our maternity services.

“We recognise that there is always more that can be done and will be using the feedback to make further changes to improve the patient experience for our mothers, babies and family members.

The seven areas where York performed better than other Trusts included

- Midwives asking fully how mothers were feeling emotionally
- Patients being spoken to in a way that could be understood
- Always able to get help by a member of staff within reasonable time
- Hospital room or ward clean
- Toilets and bathrooms clean
- Receiving enough help / advice about feeding baby
- Receiving information or advice about contraception.

There were two areas where the Trust performed lower than other Trusts. These were, being given a choice about where to have their baby and partners not being able to stay as long as they wanted (this mainly related to Scarborough Hospital).

Liz continued: “These points have already been recognised as areas where we know we can make improvements and we have begun to make a number of changes to improve the patient experience.

“We have reviewed our leaflet which is given to women when they first access our maternity services. This now contains detailed information about the different birthing options available to them which includes Scarborough Hospital, the Scarborough Midwifery Led Unit (MLU), York Hospital, or at home with midwife support.

“With regards to partners staying overnight, we introduced the ‘Chosen Companion’ initiative at York Hospital in 2014, which has had positive feedback.

“Unfortunately, Scarborough Hospital currently does not have the capacity for companions to stay comfortably overnight however, a new initiative is in the early planning stages, which will encourage companions to stay until mother and baby are settled in the evening. They will then be encouraged to go home and get some rest so they can be refreshed the following day.”

A number of positive comments included:

- “Caring, compassionate, professional, very understanding and stuck to my birth plan and I was left completely in control. Wonderful staff. Truly hats off to them all.”
- “I cannot give high enough praise to the hospital team who cared for me.”
- “I think the only area of support that could be improved is more support with breast feeding when back at home.”
- “The aftercare and support in successful breastfeeding in hospital was excellent and has meant I have been successful in exclusively breast feeding.”

Maternity survey reveals positive findings for Trust
Easing winter pressures

A pilot scheme to help ease demand on York Hospital’s Emergency Department has proved so successful it has resulted in a purpose built unit opening in December month.

Following the success of the unit at Scarborough Hospital the ambulatory care service is aimed at patients that require acute medical assessment but don’t necessarily need admission to a hospital bed. It is consultant led and staffed by a sister, an advanced clinical practitioner and a healthcare assistant.

Jo Welch, sister on the ambulatory care unit, said: “We see on average around 20 patients a day with certain conditions such as deep vein thrombosis, pulmonary embolism, cellulitis or chest pain. Some come after being sent to hospital by their GP, others may come from the Emergency Department or from wards within the hospital.

“When patients come to us we are able to fully assess and treat their conditions in the one unit – almost a one stop shop.

“The benefit to patients is that there are no long waits in A&E and there is no need for them to be admitted. This means there are more beds available for patients who do have to stay in hospital.”

The service was piloted at York Hospital in the Emergency Department before moving to ward 24 and has now has a purpose built area with four bays next to the acute medical assessment unit.

Hetta Winterburn, 79, from York was sent directly to the unit by her GP after falling ill with high blood pressure.

Hetta said: “I’ve had every test done and my blood pressure checked regularly throughout the day. Everyone has been really nice and made me very comfortable. I feel really reassured after having tests and I am being sent home with medication. I can’t thank the staff enough - wonderfull”

The ambulatory care unit is open seven days a week 9am until 9pm Monday to Friday and 9am to 3pm at weekends.

Scamoorah’s Dales Ambulatory Unit

The purpose built Dales Unit will play an increasingly important role in ambulatory care as new bespoke care pathways are developed. The service has operated as part of the Emergency Department at Scarborough Hospital for several years and the new unit, opened at the beginning of December, will open out the service to accept more patients with a wider variety of complaints.

Matron Tracey Wright said:

“Ambulatory care has provided a valuable service helping relieve the pressure on ED for a number of years. It allows for more beds to be available for patients who need a hospital stay. Now with the staff enough - wonderful!”

The ambulatory care unit is open seven days a week 9am until 9pm Monday to Friday and 9am to 3pm at weekends.

Discharge liaison officer - volunteers needed

LAST year a new role of discharge liaison officer (DLO) was trialled at Scarborough Hospital to improve the flow of patients through the hospital during a very difficult winter.

Over the last year the role has proven to make a big difference in helping patients who were waiting for discharge and has now become a permanent role in Scarborough.

Following this success the role has now been introduced at York Hospital to help ease winter pressures. Already the volunteer discharge liaison officers are making a significant impact on patient flow, helping to increase the number of discharges earlier in the day.

The initiative is now planned to continue until the end of February with current volunteers continuing in their role and additional volunteers being sought.

Cheryl Gaynor from the chief executive’s office has been volunteering as a DLO since December. She said: “I’ve worked for the Trust for seven years in an office based role so volunteering as a discharge liaison officer has been a complete change. I had rarely been on a ward before this and I can’t believe how much I’ve learnt about the day to day running of a hospital in just a few weeks. It’s been a challenge at times but worth it for the experience, and knowing you are making such a difference to patients in the hospital at such a critical time.”

Anyone who wishes to volunteer as a DLO should speak to their line manager in the first instance and contact Anna Holmes-Ellerker (anna.holmes-ellerker@york.nhs.uk).
Deadline for buying and selling leave approaches

Anyone looking to buy or sell annual leave for the next leave year will need to apply by 12 February 2016. This scheme allows employees the flexibility to request to change their annual leave entitlement, either by buying some additional leave or by selling some of their current entitlement.

Extra holiday may appeal for all sorts of reasons – the chance to spend more time with family, special holidays or time to spend more time with loved ones. This scheme allows employees to apply to exchange some of it for extra salary.

The scheme arrangements are totally discretionary. Staff must first obtain support from their line manager and the final decision will be made by the Directorate Manager/Head of Service. Check Staff Room, Staff Benefits section to apply.

Staff Benefits latest offers

Check out the Staff Benefits pages on the website to find out the latest money saving offers for NHS staff. These include Thomas Cook offers where you can secure your summer 2016 holiday with a £50 per person deposit. You can book at a branch, email requirements or call them. Offers include a Dubai 2-for-1 offer- at the 5* Jumeirah Zabeel Saray – with free half board from £629 per person book by 31 January. Book through selected stores (see Staff Benefits website) and quote your work ID number to receive your 5 percent discount.

Mother’s Day luncheon - Sunday 6 March

From parties of two to a large family do - why not celebrate Mother’s Day with a home-cooked lunch on Sunday 6 March at York Racecourse? Bring together your loved ones for a delicious three course Yorkshire meal, excellent value at just £24.50 per person (under 12’s £12.00). The price includes individual tables, a gift of a spring plant and a complimentary Grandstand and Paddock ticket for The Press family race day on Sunday 4 September. Call 01904 638971 for more information and to book. Please quote your NHS number to receive a 10 percent discount.

Seated massage

How about a relaxing and invigorating massage for only £5? Check the website to find out more about the subsidised seated massage on offer for staff at Scarborough and York sites.

Arts Team news

MANY thanks to the Arts Team who has been very busy over the past couple of months brightening up the hospital environment. Over the Christmas period the team arranged a programme of festive music, a Christmas decorations workshop and decorated the Christmas tree at York Hospital.

The team have also installed new artwork on the male and female waiting areas on Ward 27 at York Hospital as part of a capital project to improve the environment for patients. Artwork from Steve Williams, David Lyon, Giuliana Lazzerini and Catherine King is now on display.

A set of beautiful mosaic artworks have also been installed in York Hospital’s outpatients department in the waiting areas, created and donated by mosaic artists from the British Association for Modern Mosaic.

If you are interested in owning a piece of artwork check out the new exhibition by David Lyon on display in York Hospital’s main corridor until April 2016. The drawings, paintings and prints are from a series called ‘Wildflowers’ created as an uplifting and decorative celebration of the natural world. One piece from the series will be donated to York Hospital and a donation from all sales will go back to the hospital. All original pieces displayed are available to purchase as well as limited edition prints and calendars. Please visit www.yorkhospitals.nhs.uk/ exhibitions for more details. The popular “Your Hospital’s got Talent” exhibition is now on tour in digital photo format at Selby Hospital.

The team have sadly waved goodbye to Kat Hetherington, Art and Design Development Manager, who has been with the Trust in various roles beginning as arts volunteer at university. Good luck to Kat in her new ventures!
**Fundraising**

More information
For more information or to support an appeal please contact the fundraising team at charity.fundraising@york.nhs.uk

---

**Challenge for 2016**

Are you interested in setting yourself a challenge this year but in need of some inspiration? Why not take part in a run such as the Yorkshire Marathon, York 10K or the Great North Run?

Places for runs have opened this month and now is the perfect time to sign up to take part.

Don’t forget you can choose to fundraise for a specific area of your hospital to help make a difference to your patients and visitors. The fundraising team can provide you with all the support you need including running vests, t-shirts, sponsor forms and collection tins. We will be happy to help you promote your fundraising and maximise the amount you raise.

For more information about running events during 2016, please head to www.york.nhs.uk/running

Running not your thing but still interested in fundraising for your department?

Have you ever thought of having a team dress down day or organising a quiz night? Why not check out the fundraising team’s A-Z of fundraising ideas on the website for more information www.york.nhs.uk/fundraising ideas

Fundraising for your department is great way to get everyone involved to help raise money to benefit patients and visitors in our hospitals. We will be happy to speak to you about any fundraising ideas you have, please get in touch by emailing charity.fundraising@york.nhs.uk

---

**Photography competition celebrates LGBT month**

AS AN inclusive healthcare provider the Trust would like to fully represent our community and feedback has suggested that there should be greater visibility of the lesbian, gay, bisexual and transgender (LGBT) community. The Trust has launched a photographic competition inviting people to send in their photos to help us gather images to help us better represent everyone.

Margaret Milburn, Equality and Diversity Coordinator, explained: “We need people’s help to find images that represent our LGBT community and friends. These can be individuals, couples or groups. Whether it is a close up, crowd shot, or outdoor setting it just needs to be within the geographical area the Trust serves.

"We will use the images in our leaflets and on the Trust website. Once we have gathered them together an exhibition is also planned to celebrate the LGBT community which will be displayed around the Trust sites."

Everyone is invited to take part and can email pictures or put them on a memory stick or disk and post them. They should be suitable to be printed landscape size 29cm x 19cm and be high resolution, minimum 300dpi. Pictures should be labelled with a file name that includes your name and the where you took the image and include an email or covering letter stating your full name.

For more information visit www.york.nhs.uk/LGBT

---

**7-day specialist palliative care and advice is a success**

A NEW pilot project to deliver specialist palliative care and advice seven days a week has been launched in York. Previously specialist palliative care was only available Monday to Friday.

Kath Sartain, Lead Nurse for End of Life Care, explained: “Extending cover for weekends at both York Hospital and in the community has made a big impact on care for patients and their families. It means those patients that have immediate needs can get the right care straight away.”

The service is available between 08.00 and 16.00 at York Hospital, 08.30-16.30 for York Community and Scarborough Hospital.

The service will be provided by one clinical nurse specialist per clinical area. Any professional involved with the patient and family will be able to make a referral. Referrals to the community team are via the Single Point of Access (SPA) number 0300 330 5444. Referrals to the York Hospital service can be made by calling 01904 725835 and the Scarborough service on 01723 342446.

---

**Mysterious sculptures**

Some staff at York Hospital may have noticed mysterious new sculptures appearing in two of the courtyards. Recently a model of a NASA space rocket has joined the Tin Man – all made with old bean cans! Thank you to Barry from the gardening team for your novel recycling.
Budding leaders recognised at awards

CONGRATULATIONS to Mark Poole, Speech and Language Therapy Assistant and Jill Clarke, Advanced Clinical Specialist from Scarborough Hospital who were finalists for Emerging Leader of the Year and to Midwife Diane Green from York Hospital who was finalist for Mentor/Coach of the Year.

Mark was nominated for his work using iPads as a communication tool to help stroke patients with speech and language therapy. He has developed technology on the wards and in the community to support both patients and colleagues.

Jill’s work in training staff in paediatric physiotherapy has seen her train staff in schools to help children with communication difficulties access the curriculum. She has raised the confidence of staff to support more children to reach their full potential at school despite their difficulties.

Diane works primarily in the labour ward mentoring students and strives to create a supportive environment where students feel safe to learn. Her approach is to empower students to be the best practitioners they can and she is rewarded by helping them to face the challenges of the job.

The Regional Leadership Recognition Awards 2015, held by Health Education England, is a celebration of leadership at all levels in the NHS. It recognises the fantastic achievements colleagues make every day in providing exceptional care whether on the frontline or behind the scenes.
Staff celebrated the reopening of the Cancer Information and Support Service at Scarborough Hospital in December. The Cancer Information and Support Service supports patients and families affected by cancer. Located to the right of the main entrance area, it has recently undergone a refurbishment and has reopened its doors as a five day service. Jane Archer, Cancer Care Centre Manager, said: “We are excited to be reopening this service and look forward to welcoming families and patients affected by cancer, five days a week. “The service will provide somewhere for people to talk, to access information and to receive help on issues such as finance and benefits – all in one place. The Citizens’ Advice Bureau continues to hold its welfare support service in the unit each Friday (by appointment only). In the New Year, the hospital hairdresser will also provide a hair loss service.”

CONGRATULATIONS to Tony Hudson, Healthcare Assistant at York Hospital and trainee physiotherapist who had had two nominations for putting the needs of a patient before his own.

Tony had finished his night shift and was waiting for his bus when he noticed a man with a cannula in situ. He had the initiative to ring the hospital and explain the situation to the ward. The patient had absconded without staff knowledge and they were about to inform the police. Transport was arranged and Tony escorted the patient back to hospital. Tony was praised for putting his own needs aside and putting a patient in a vulnerable position first. Patient safety was Tony’s first priority and his actions encompassed all the Trust values.

Tony Hudson is Star Award winner

Voting for Star Award reminder

Don’t forget you can now vote for your favourite for a Star Award! Voting is only open for a week so make sure you keep an eye on Staff Room in the Star Award section on the tab on the left.

Come dine with us!

DID you know that all the money spent in the Trust’s own catering outlets goes directly back into the Trust?

The Trust’s catering department is urging people to support their local dining areas and help boost profits that can be reinvested in patient care.

Pierre Gomez, Retail Catering Manager at Ellerby’s, said: “Most people don’t realise that using your hospital dining room can help support the Trust. The more people use our services, the more gets reinvested back into the Trust. The same applies with our outside catering service. “As well as offering nutritionally balanced food at fair prices we have worked hard to find good quality fresh coffee so we hope people will give us a try when they’re next looking for a caffeine fix!”

You can dine and support the Trust at Pat’s Place at Scarborough Hospital, the café at Selby Hospital, the dining room at Malton Hospital and Ellerby’s at York Hospital.

Check your leave entitlement

WITH the current gloomy weather we realise staff are possibly dreaming of their summer holiday in the sun. To help you understand your annual leave entitlement for the year there is an annual leave calculator available on Staff Room for Agenda for Change employees.

Whether you are full or part-time, all you need to do is input your contractual hours, choose the appropriate years of service and 12 months to receive your annual leave and bank holiday entitlement for 2016/17. Line managers can also use this calculator for new starters or leavers entitlements by changing the number of months worked in the year.