The Trust held its second annual patient safety conference at York University last month. The event was bigger and better than ever and this year’s theme was ‘Enhancing Patient Safety through Learning and Improving’.

The conference was opened by the Trust’s Medical Director James Taylor and covered a variety of topics in the morning with a series of breakout sessions and specialist subjects in the afternoon.

James Taylor said: “This event gives us the opportunity to listen and learn. It gives our staff, who work in all different roles, the chance to hear about the fantastic work that is taking place to improve patient safety as well as what we need to do in the future to continue to reduce harm for our patients.”

Continued on page 2

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

Enhancing patient safety

York University, and below Medical Director James Taylor (centre) with conference speakers

More pictures: page 2
Feedback from the event

- "Fantastic conference. Very well organised. Excellent exhibitors and plenty to do and talk about during the breaks. Enjoyed being able to choose which breakout session to go to based on my interests and needs."
- "It was a positive day and lots of issues were covered giving great scope over current issues."
- "Good presentations, increased awareness."
- "Generally a worthwhile day with a number of thoughts and ideas to take away and consider implementing in my own practice."
- "Good speakers, very engaging."
- "Well organised, flowed well, clearly a lot of work went into the event."
- "The content of the presentations was excellent, and it good to see ward sisters and HCAs doing presentations. The short paper format worked very well as it gave you a quick flavour of a broad range of topics rather than a lot of detail about one or two topics which I think helped to make the sessions more interactive. This was a really enjoyable and informative day."

The video can be viewed on the Trust's You Tube channel on this link https://youtube.

Junior doctors’ safety video wins national award

JUNIOR doctors Will Lea, Rashed Hossain, Karen Lau, and Amy Hicks have won third prize in a national competition about patient safety.

As part of Sign up to Safety’s second birthday celebrations in June teams were invited to enter a competition highlighting what achievement they were most proud of from their Sign up to Safety journey so far. This could be a blog, podcast, video, or photo.

The doctors put together a video with the help of Deputy Director of Patient Safety Diane Palmer, and AV Technician Tim Hunt which gave their own personal perspective on how patient safety could be improved from a junior doctor’s perspective.

Will Lea said: “We were very excited to have won a prize in the video competition. We are proud to be putting across the junior doctor role and perspective in patient safety. We feel strongly about the potential gains from greater engagement of junior doctors with patient safety and quality improvement.

“The Sign up to Safety campaign is about a collaborative, sharing approach to patient safety. It gives people the chance to share experiences, successes and failures and to gain national recognition for all the hard work they are doing. It’s about a pledge to do everything we can to improve patient safety.”
Three years on and the Cancer Care Centre garden at York Hospital is looking as good as ever thanks to dedicated volunteers.

The specially designed garden was funded by donations to create a beautiful and tranquil space where people can find peace and fresh air. It was designed to a very specific brief to make sure it was suitable for people who have cancer.

Sue Lindley, garden designer said: “The garden has been, and continues to be, entirely supported by donations and cared for by volunteers – people who either through the Rotary York Ainsty Group, or as individuals want to give something back. The volunteers play a crucial role in the future of the garden.

“Our current group are a friendly and dedicated bunch of people, some horticulturally skilled and some who were complete beginner gardeners when they first joined. They meet seven times a year to carry out pruning and other horticultural jobs and a weekly rota means that someone comes in each week to ensure rubbish is removed, and that watering pots and deadheading is done. Once a year we meet for coffee and cake to celebrate. We would be very happy to welcome new volunteers - come along to one of our group maintenance sessions to give us a try!”

Jim Murison from Rotary York Ainsty said: “We have worked with the hospital charity for a number of years, assisting with fund raising and volunteering so we were delighted to get involved with the Cancer Care Garden project. The Rotary’s contributions to the garden were made in memory of member George Shepheard.

“Since the garden opened in 2013 Rotary has worked closely with the garden designer Sue Lindley ensuring that the planting and colour scheme continues to provide such a lovely sanctuary for visitors to sit in and enjoy.”

Four volunteers from the Rotary team now help maintain the garden and donate plants when necessary. In 2014 they also became involved in maintaining the Bereavement Suite garden.

There is currently a vacancy for a staff governor in York. Any member of staff based at York can put their name forward for election from 14 July 2016 until noon on 11 August 2016. The appointment of staff governors is through an election process which is conducted by the Electoral Reform Society to ensure fairness and equity. Anyone wishing to stand for the election will be asked to provide a photograph and an election statement (250 words) describing why they think they should be elected.

The statement will be circulated to all York based staff members with a ballot paper. The election process will close on 28 September 2016 with results being available on 29 September 2016.

If you are interested in becoming a York staff governor and would like more information please contact Lynda Provins, Governor and Membership Manager on 01904 725076 or email lynda.provins@york.nhs.uk
Infant Feeding Coordinators Michelle Larkman and Susie Kinsella marked National Breastfeeding Celebration Week (18 - 27 June 2016) with community events in York and Scarborough.

The focus of the week was to provide an opportunity for mothers, breastfeeding supporters and health professionals to come together and share what works well to support breastfeeding in local communities.

Michelle explained: “The events were well supported by a variety of staff, breastfeeding mothers with their children and peer supporters. We provided refreshments to anyone who visited our information stands and encouraged everyone to write on a milk droplet to hang on our celebration tree. This encouraged people to share and celebrate any support they had received or given.

“There were also suggestion boxes where people could write down things they would find useful. The celebration tree was left on display throughout the week in the main entrance of York Hospital and people continued to celebrate the support they have received.”

A photo exhibition by a local photographer of women breastfeeding was on display as part of a national campaign to normalise breastfeeding in public.

Susie added: “We wanted to bring people together to celebrate all the wonderful support that goes on locally and to celebrate what works well in our local communities. There are many benefits of breastfeeding that go well beyond just healthy nutrition. It is now well evidenced that as well as all the physical health benefits of breastfeeding for both mum and baby, it is also extremely beneficial in early relationship development and the impact of this on mental and social wellbeing.

“This in turn has a hugely positive impact on society as a whole and therefore we wanted to use this week as an opportunity to open up the conversations about the normality of breastfeeding in our local community.”

Breastfeeding awareness

This month YorSexualHealth is celebrating its first birthday since launching its new integrated service on 1 July 2015.

Over the past year thousands of local people have accessed YorSexualHealth’s services which provide one stop shop clinics for both sexual health and contraception.

The service has received great feedback from patients, which is shared on their website. One user contacted the team to say: “The team were friendly, extremely helpful and knowledgeable. I would highly recommend the centre. Their professionalism and team spirit shone through at every opportunity. Thank you for such a valuable service.”

York Teaching Hospital NHS Foundation Trust is commissioned by City of York Council and North Yorkshire County Council to deliver integrated sexual health services.

The introduction of YorSexualHealth Centres in York, Northallerton, Selby, Scarborough and Harrogate has helped improve access to services alongside additional community clinics which are located in GP surgeries and higher education facilities.

Liz Hare, Partnership and Communications Lead at YorSexualHealth, said: “We’re delighted to be celebrating our first anniversary. Our aim has been to develop a service which meets the needs of local people and we will continue to develop the service over the coming year.

“We have just launched our virtual STI testing services which means that rather than visit one of our clinics, you can now request a free and confidential postal testing kit for chlamydia, gonorrhoea, HIV and syphilis making it even easier for people of all ages living in York and North Yorkshire to get tested!”

For more information about accessing sexual health and contraception services visit www.yorsexualhealth.org.uk or call the central booking line on 01904 721111.

Midwives, breastfeeding advisors and members of the local community celebrate
FOCUS ON OUR MIDWIVES

Maternity services host Mongolian midwives

Two midwives from Mongolia, have spent ten days observing maternity services in York and Scarborough.

The midwives are based at First Maternity Hospital in Ulaanbatar, the capital city of Mongolia with a population of 1.3 million people. It is a busy public hospital delivering 16,000 babies per year.

Liz Ross, Head of Midwifery, said: “The visit was to find out how midwives work in the UK and how the medical teams collaborate. They also looked at guidelines and systems, including professional development and the clinical experience of student midwives.

“Both were very impressed at the skills of our midwives and how much autonomy they had when caring for patients.”

Pictured training on the baby sim are Amara, a midwife of 16 years, left, and Ooka who has 23 years’ experience as a midwife with York midwife Maaike Carter, left, and Shelley Shore, Labour Ward co-ordinator and practice development midwife.

Improving midwife wellbeing

The Trust has signed up to a new campaign launched by the Royal College of Midwives (RCM) aimed at improving services for women and babies by improving the wellbeing of staff.

Launched earlier this month, the ‘Caring for You’ campaign is encouraging all trusts across the UK to sign-up to a charter.

The Caring for You charter seeks to improve midwives, student midwives and maternity support workers’ health, safety and wellbeing at work.

The Trust is the first in Yorkshire, and only the second in the UK to sign up.

The RCM believes that when heads of midwifery and RCM health and safety representatives work in partnership and take action on health, safety and wellbeing it does make a difference. Stress levels are lower, health and wellbeing is better and importantly, care for women and their families improves.

Liz Ross, Head of Midwifery, said: “Our Trust already has policies in place to support the health and wellbeing of our staff. We are pleased to be working in partnership with the RCM to develop a local action plan specifically for midwives, students and maternity support staff in our maternity services.

Jenefer Fraser, RCM Health and Safety Representative at the Trust, said; “I’m delighted to be the Health and Safety rep for one of the first trusts signing up to this campaign. I am really looking forward to working with the Head of Midwifery to use this campaign to really make a difference in our workplace.”

NMC message to midwives and nurses

THE NURSING and Midwifery Council (NMC) is urging nurses and midwives due to revalidate in September to ‘plan ahead’ and make sure they are ready to revalidate during the busiest time of year for registration renewals.

The introduction of revalidation has so far been a success, with the numbers of nurses and midwives renewing their registration in line with those in any previous year. However, September sees a significant increase in the numbers due to go through the process with around 51,000 expected. This is over three times the number of people that revalidated in April. By preparing early nurses and midwives can make sure they renew their registration without a hitch.

The NMC has produced specific guidance to support confirmers and employers as well as nurses and midwives through the process. This, along with a range of other resources including case studies, forms and templates, can be found on their revalidation microsite.

Nurses and midwives can find out when they are due to revalidate now by checking their NMC online account.
A consultant cardiologist from York Hospital has played a leading role in a national study funded by the British Heart Foundation to improve care for patients following a heart attack.

Dr Chris Gale and his team of researchers from the University of Leeds, University College London and the British Heart Foundation found that doctors were missing opportunities to prevent thousands of deaths each year.

Researchers studied 389,057 cases of NSTEMI heart attacks, the most common type, in 247 hospitals in England and Wales between 1 January 2003 and 30 January 2013. Almost 87 per cent of patients did not receive at least one of the interventions that they should have been given.

Under NHS guidelines, patients who have suffered a NSTEMI heart attack, in which blood flow is limited rather than cut off entirely, should be given statins, advised to stop smoking, encouraged to exercise more or given anti-clotting drugs.

Chris said: “What we’ve shown in this study is that patients across the country who have suffered from a life-changing type of heart attack are not receiving equal treatment or consistent care. We know from BHF research earlier in the study that these missed care opportunities are associated with unfavourable patient outcomes.

“The variations in the level of heart attack treatments that we’ve seen have remained the same even after accounting for differences in how the disease affected people differently. This would seem to suggest that they were caused by differences in hospital infrastructure or the availability of specialist care, both of which are possible to address.

“The good news is that now we’ve identified the problem, we can certainly fix it. Simple interventions, such as prescribing statins, are being missed and this is resulting in loss of life.”

A 12 WEEK pilot of a paid-for shuttle bus service between Bridlington and Scarborough Hospitals launched on Monday 18 July. The service is provided in partnership with East Riding of Yorkshire Council, Scarborough and Ryedale CCG and Bridlington Town Council.

As part of this new service staff can use the shuttle bus to travel between the two sites as part of their work business when convenient instead of a hire or pool car, or claiming back expenses.

Simply show your staff ID badge to the driver, you will not need to make a payment.

If you commute from Scarborough to Bridlington Hospital or vice versa you are welcome to use the service to travel to work however the £5 payment will be applicable. We would ask you not to abuse the service.

The service will be regularly audited and if the pilot is a success it is hoped that it will continue.

As part of the pilot we would encourage staff to let us know if you would benefit from the shuttle bus operating at different times. This feedback will help decide the future of the service. Please email commsteam@york.nhs.uk with your feedback.

To view the times of the shuttle bus please see Staff Room news where you can download a schedule poster.
A new smartphone app has been developed within the Trust by a team of clinicians and other professionals to provide junior doctors with key clinical information.

The content provides a ‘mini handbook’ with information on Trust guidelines and pathways and common medical situations when on-call. It includes medical calculators, antimicrobial prescribing information and teaching contacts and support.

Alison Corlett, Director of Medical Education, said: “We are trying to make the app useful to junior doctors by incorporating the information they may need to access and refer to at any time. This includes clinical pathways and guidelines and information on educational matters such as eportfolios and the educational opportunities throughout the Trust.”

Jocelyn Matthews, Senior Librarian who has been working on the clinical content with Dr Charlotte Stephenson, Quality Improvement Fellow, said: “This app is brilliant as it allows junior doctors to access the latest Trust clinical information from Staff Room in an easy and simple way.”

The IGNAZ app is named in honour of Dr Ignaz Semmelweis, the hand-washing pioneer. Good hand hygiene is vital for all areas of healthcare. If you want to download the app or suggest content, please email PGME.York@york.nhs.uk

Infection prevention message of the month – CPE

THE Infection Prevention Team has issued a reminder to ward staff to be extra vigilant when it comes to patients who are at high risk of spreading Carbapenemase-producing Enterobacteriaceae (CPE).

These are bacteria that live in the gut and are normally harmless. However, if they get into other parts of the body, such as the bladder or bloodstream, they can cause an infection.

Astrida Ndhlovu, Infection Prevention Nurse, explained: “Some of these bacteria have developed resistance against a group of strong antibiotics called carbapenems, which are normally used to treat the most serious infections.”

“Patients who come into hospital who are suspected to have come in contact with CPE will be flagged on our system. It’s important that staff check why the patient is flagged so that these patients are not missed. We had an incident recently where a patient who was flagged as a contact of CPE was missed. It was not until he was screened on subsequent admission he tested positive. This meant a large look back exercise including writing to GPs and getting in touch with 35 identified contacts.”

Patients who are at risk such as those who are flagged on CPD, hospital admissions from abroad or from high risk areas with CPE should be picked up, isolated and screened. Always look out for the flag on CPD.”

Audit service upgrade

TWO Yorkshire NHS audit services have combined to create a stronger and much more resilient provider of services to the NHS and will be hosted by the Trust.

North Yorkshire Audit service and West Yorkshire Audit Consortium have joined forces to provide internal audit and counter fraud services to NHS Foundation Trusts and Clinical Commissioning Groups in North and West Yorkshire.

Andrew Bertram, Director of Finance, said: “I would like to extend a very warm welcome to our WYAC colleagues who have recently joined York Teaching Hospital NHS Foundation Trust. I am extremely pleased that all the hard work to bring the two audit service providers together has paid off and I am delighted that from today we will move forward as a single NHS provider of internal audit and counter fraud services within the wider Yorkshire patch.”

Congrats to the Maintenance Team

CONGRATULATIONS to the Maintenance Team at Scarborough Hospital who were nominated by a colleague for living the Trust values in going above and beyond to help the medical records team. Both lifts at Scarborough Hospital were out of order which meant the department could not get their case note trolleys down to clinics for 8:30am when patients arrive. As they were unable to do anything to fix it at that time the maintenance team of around 10 staff arrived at the medical records department and carried handfuls of notes down to the clinics around the hospital. These were put into lockable trolleys to ensure patients’ case notes were available for their appointments and that nothing was compromised. The team even offered to come back at lunchtime if necessary and help get the notes down for the afternoon clinics!

May winners: the Maintenance Team receive their award from Patrick Crowley
**Trust plays leading role in tracheostomy research**

THE TRUST has been selected as a pilot site for a national initiative to improve tracheostomy care.

The project is a joint collaboration between the Royal College of Anaesthetists and the Global Tracheostomy Collaborative and is funded by the Health Foundation. It is aimed at improving the safety and quality of tracheostomy care through collaboration with exemplar sites from across the world.

Tracheostomies are small plastic tubes that are inserted into the neck to act as artificial airways. Around 15,000 patients in England and Wales have new tracheostomies each year.

Dr Henry Paw, Critical Care Consultant Anaesthetist at York Hospital, said: “We are delighted to be taking part in the project. It has already demonstrated significant improvements in the safety and efficiency of care across four trusts in the UK.

“Tracheostomy patients need competent, knowledgeable care to keep them safe as airway problems can rapidly become fatal, especially in the critically ill. There are two arms to this project. Much of the work is around Quality Improvement, but there is also a research element where we find out what needs to change, why and how we can best achieve change in York.

“By working collaboratively to introduce innovative changes to the way hospitals manage tracheostomy care our Trust will contribute to improving care for these high-risk patients on a national scale.”

Follow the progress of the project on twitter @ITC_Trachy

**Helping with communication difficulties**

MARK POOLE, Speech and Language Therapy Assistant at Scarborough Hospital, is set to continue his mission to help patients with communications difficulties.

Mark, pictured, was one of the first people in the Trust to undertake training in using the new technology to benefit patients by using iPads.

He has now been awarded a Level 4 qualification in Supporting Adults Using Alternative and Augmentative Communication (AAC).

This is a range of techniques and strategies used to support speech or replace it when a person’s speech is impaired.

It can include gesture, pictures, symbols, communication books as well as high tech aids such as talking computers. Mark produced a portfolio of assignments that included detailed case studies, critical evaluations of research and assessment models and the design of practical materials to use with his patients.

Mark said “I am absolutely delighted that all the hard work has paid off and that I have passed. I am looking forward to supporting colleagues in the Speech and Language Service across the Trust in providing an excellent service for patients with communication difficulties who require AAC.”

**New NIPPY machines**

The Scarborough Hospital League of Friends has provided funding to buy two new NIPPY Clearway Ventilators for the Respiratory Physiotherapy Team at Scarborough Hospital.

The two new NIPPY Clearway Cough Assister Machines, which cost £7,000 in total, will help the Physiotherapy Team to provide respiratory care for patients on the acute wards and the Intensive Care Unit at Scarborough Hospital.

Ben Richardson, Advanced Clinical Specialist Respiratory Physiotherapist at Scarborough Hospital, explained: “The ‘NIPPY Clearway’ is a type of ventilator used by Physiotherapists and provides patients with a series of larger breaths in quickly followed by a cough out – this process is called mechanical insufflation-exsufflation.

“Mechanical insufflation-exsufflation machines are a recommended treatment by both the British Thoracic Society and The Association of Chartered Physiotherapists in Respiratory Care in delivering respiratory care for patients that are unable to cough and clear phlegm effectively. Not being able to clear phlegm can result in respiratory distress, pain, increasing levels of fatigue and potentially cause an acute deterioration in a patient’s medical condition.

“The type of patients which can benefit from treatment with mechanical insufflation-exsufflation are patients with Neurological Diseases such as Motor Neurone Disease, but also more acutely unwell patients whose cough has become weak due to an acutely deteriorating medical condition.”

These new ventilators will replace the hospital’s three old mechanical insufflation-exsufflation devices which have approached the end of their working life.

Ben continued: “On behalf of the team I would like to thank the League of Friends for their generosity. These two new machines will make a huge difference to our patients.”

From left: Sue Chadwicks (Staff Nurse and League of Friends Committee Member), Ben Richardson (Advanced Clinical Specialist Respiratory Physiotherapist), Laurence Webb (Specialist Respiratory Physiotherapist), Vicky Watson (Specialist Respiratory Physiotherapist), Sandra van der Kooij (Senior AHP Manager)
STAFF BENEFITS

A regular section provided directly to you by the Staff Benefits Team where you can read more about the benefits that you are entitled to as an employee and how we support the wellbeing of our staff. For more information go to the staff benefits website www.york.nhs.uk/staffbenefits or call 772 1170 or 771 5262. Follow Staff Benefits: Twitter @YHstaffbenefits StaffBenefitsYHFT

Pamela’s star prize

THE STAR prize in the June Staff Lottery draw was a Brand new Kia Picanto which was won by Pamela Sear, a midwife at York Hospital. The car was presented to Pam by Nick Coyle from SG Petch Monks Cross, York (pictured). Well done Pam for winning the star prize.

Another fantastic prize of a day at the races was the April prize, won by Jo Copley who works at York Hospital. Jo told us: “We had a wonderful day at the races, we were welcomed and taken to a beautifully laid out table with wine on ice. The lunch was a three course meal and at about 4pm we were eating again – afternoon tea with sandwiches, sausage rolls, scones and gateaux! Wow – what an experience I will never forget the day and what made it even better I won three times on the horses. Thank you very much.”

New fitness classes introduced

TWO new fitness classes have been added to our programme so more staff can join in.

Pure Stretch is a fun approach to flexibility and core strength and these classes are available at the social club at Scarborough Hospital. Classes are Wednesday 7.30pm and Friday 9.30am no booking needed. Each class is £3.50 payable at the session. For more information or advice, please call the instructor Gill on 07770 838472.

Force is a full body workout, burning calories, improving strength, stamina, flexibility and mobility. Classes are on Monday 5.15pm to 6pm in York Hospital Physio gym at £3 a session. No booking needed payable at the session. Classes are taught by York Fit, York’s premier fitness studio.

Fair visited by over 1700 staff

The Staff Benefits and Wellbeing fair in York was held over five days this year with a different theme each day. In the past the team have held a one day event which generated a great buzz with around 900 staff attending.

This year 1700 staff visited over the week with 50 stands available to visit. Feedback was extremely positive with people enjoying the range of benefits on show, food sampling and the information on offer.

Financial education

WHY not come along to our free financial education sessions?

The next sessions are ‘Tax Free Savings’ on 10 August and ‘Save More or Less, Saving Credibility’ on 15 September. Each one lasts about 30 minutes and are open to all staff.

The sessions take place between 11.30am and 12.30pm in The Hub in Ellerby’s. Contact the Staff Benefits team on 01904 721170 or via staffbenefits@york.nhs.uk to book your place.

Beach huts

TWO beach huts at North Bay in Scarborough are available to hire at the fantastic discounted prices of only £15 for a day booking (normal rate is £65), so a great benefit for staff. Staff can check availability on Outlook under public folders/all public folders/HR and then send an email via staffbenefits@york.nhs.uk

Please note that beach hut keys now need to be picked up from either the staff shop at York Hospital or Scarborough Hospital.

Technology scheme

ONCE again we will be launching the Home Technology scheme from 1 August to 31 August. The scheme offers the latest technology to purchase in a convenient and affordable way. There are no credit checks or deposits and payments are taken directly from salaries over 36 months which means people are eligible for salary sacrifice savings on national insurance and some tax.

For more information and products visit www.lets-connect.com/yth2016 or www.york.nhs.uk/staffbenefits

St John’s gym

ANYONE looking for a gym in York may want to check out the St John’s University gym. Check out the staff benefits website for details of the NHS discount which reduced to £45 for the summer term, giving an average of less than £16 a month.
Recruitment Voice, by Will Thornton

Will Thornton, Recruitment Manager, has written the first in a series of blog posts from the recruitment team. In this first one he talks about how direct contact with applicants can make all the difference...

“We all know that recruitment is every manager’s biggest headache. There are very few clinical groups and specialisms that aren’t affected by skills shortages, while recruitment to non-clinical roles is often characterised by high volumes of poor applications from individuals with very limited understanding of the position that is available. Both scenarios regularly turn recruitment into an unproductive and demoralising experience for managers. Worse still is the effect on the quality of provision to patients while vacancies are left unfilled.

“Obviously, this isn’t a position that any of us want to accept, but the question is what can we do about it? It’s a conundrum that tends to provoke a lot of debate and opinion and the difficult truth is that there isn’t a single answer to address all of our recruitment problems. That being said, there is a tool in our recruitment armoury that is having a consistently positive effect on recruitment outcomes and it is one which is currently under-utilised within the Trust.

“Event-based recruitment or ‘open day recruitment’ has been used for a number of different roles. Most people will be familiar with our Health Care Assistant recruitment events. We have also hosted localised events for Consultant vacancies and the recent ‘Recruitment Marketplace’ event at York provided a platform for recruitment to a diverse range of vacancies across different staff groups. “In each case, turning a campaign into an event helped managers overcome a number of difficulties associated with more conventional recruitment methods, principally because it enabled us to connect with applicants on a more personal level.”

Find out more about event-based recruitment and finish reading the full article on Staff Room.

Long service recognised

Two long service events took place recently to celebrate the dedication of staff from the Trust who between them have racked up a staggering total of 1,535 years.

Staff in York attended a three course dinner at the Monkbar Hotel where 37 people celebrated their 25 years’ service and nine staff members with 40 years’ service. Each received a presentation engraved tumbler presented by Chief Executive Patrick Crowley. Specialist nurse Doreen Foster took the ultimate long service accolade with an astonishing 51 years’ service!

East coast staff enjoyed dinner at the Crown Spa Hotel, Scarborough where ten members of staff celebrated 25 years’ service in the NHS. Deputy Chief Executive Mike Proctor was on hand to personally present each of the guests with a pair of engraved tumblers as a token gift of the evening.

Long serving staff from the East Coast, left, and Specialist Nurse Doreen Foster from York, above, who was recognised for 51 years’ service.

York schoolchildren in tribute to cancer nurses

LOCAL schoolchildren from Yearsley Grove Primary School in York paid a special visit to York Hospital with edible treats and specially written songs to say thank you to our nursing staff.

The year 5 children delivered baked treats to the nursing staff then ‘serenaded’ them in the main entrance of the hospital with specially written songs of thanks.

The children are taking part in the Archbishop of York Young Leaders Award which empowers children to ‘be the change they want to see’.

They are encouraged to research charities and pick one they wanted to become ambassadors for.

Jane Archer, Cancer Care Centre Manager, said: “It’s not often we see emotions get the better of our nurses but a choir of children singing a tribute to nurses did just that! It was a fantastic effort by all the children who raised over £300 for Macmillan with a craft and bake sale at school, wrote and sang their own lyrics to serenade our staff and even baked cookies and buns for all our nurses.”
Staff initiatives which add to your wellbeing

Last year the Trust was chosen as one of 12 ‘exemplar’ organisations to participate in a Healthy NHS Workforce initiative being led by NHS England. The Trust has committed to ensure that, as an NHS employer it sets a national example in the support it offers its own staff to stay healthy.

As reported in previous Staff Matters there are a number of initiatives including serving healthier food, promoting physical activity, reducing stress, and providing health checks covering mental health and musculoskeletal problems – the two biggest causes of sickness absence across the NHS.

Some of you may already have noticed various changes, for example food labelling that helps to make healthier choices in staff restaurants, or you may have been invited for a health check. Behind the scenes teams are working hard to introduce a whole range of wellbeing initiatives to support staff which will be increasingly available in the coming months.

Mental Health

REGULAR mindfulness practice, through meditation, is an effective treatment for stress, worry, lack of focus, relationship problems, addictions and more. It leads to peace of mind and wellbeing, greater focus and creativity and better relationships.

Online meditation and app Headspace – www.headspace.com – provides simple meditation to learn in just 10 minutes a day. Best of all, it’s free to Trust employees – find out more and get your free code from elizabeth.vennart@york.nhs.uk

For those who enjoy a face-to-face experience the team have organised four free mindfulness taster sessions and a generous 20 percent staff discount for further sessions. Details will follow in Staff Matters and the Staff Benefits page on the website. A confidential counselling helpline is available for staff. The free employee assistance programme is on hand with help and advice, information and reassurance, no matter what the situation. The telephone helpline is provided by employee assistance experts, CiC, and is on hand 24-hours a day, 7 days a week to help you cope with whatever’s happening in your life.

There is also a special service to support managers.

The CiC team is made up of highly experience consultants, including counsellors, psychotherapists, solicitors and financial experts, all of whom are qualified to give you clear and relevant guidance on the challenges you face.

To contact the Employee Assistance Programme, call 0800 085 1376 or get online for information and help sheets at www.well-online.co.uk using the username yhlogin and the password wellbeing.

Food

LOTS of good news is on the way regarding menu choices in staff restaurants with the catering team and Dietitians working together to give more detail on nutritional value and calorie content so everyone can make a more informed choice when it comes to food. Retail displays in dining rooms and staff shops will also provide more information.

Physical Wellbeing

INVITATIONS are now going out for health checks to staff age 40 or over. The checks are on a one-to-one basis and take around one hour.

A physiotherapy self referral service is also available at York Hospital supported by a new staff member to the MSK team who will help with referrals and education to help staff with specialised advice and information.

The system in Scarborough currently stays the same with GP referral.

Flu

THIS YEAR new super vaccination clinics are planned and more peer vaccinators will be available.

Anyone willing to become a peer vaccinator for their area or would like to volunteer to man reception at our ‘super clinics’ should contact occupational.health@york.nhs.uk
Team HMS NHS takes to the water again

Team HMS NHS took to the waters again to take part in this year’s York Rotary Club’s Dragon Boat race on the River Ouse on Sunday 10 July.

The team didn’t make it through to the final but had a great few races and they have raised more than £800 for the Children and Young Person’s Diabetes Service at York Hospital so the staff can take some of the patients on a trip to Marrick Priory. The trip allows the children to meet other patients and take part in fun activities such as climbing, zip-wiring and canoeing.

Well done to all the crew members and thank you for all of your hard work!

Ball raises £11,000

THANK YOU to everyone who supported the Roaring Twenties Ball at the Royal York Hotel on 2 July and for helping to raise an amazing £11,000 to create a Dementia Café on Ward 37 at York Hospital.

The café will be used to help improve the overall wellbeing of patients with dementia by encouraging mobility, better nutrition and to give patients the opportunity to engage in conversation and join in with activities. The room will be furnished with tables and chairs, bright tablecloths and a counter area with pots, pans and cake stands. There will also be memory boxes to help trigger reminiscences and conversations. Work is due to start on the café in the next few weeks.

Dementia champions receive training

AS PART of the Trust’s initiative to become dementia friendly over 30 new dementia champions have received their training. They are all volunteers from right across the Trust who will provide a single point of contact for ward teams caring for dementia patients, and act as a resource for staff within their area in relation to dementia care.

Anyone interested in becoming a dementia champion should contact Emma George, Assistant Director of Nursing at emma.george@york.nhs.uk.