March 2016

Staff Matters

Trust celebrates 100,000 pieces of feedback...

The Trust joined NHS organisations from across the country for a national awareness week to mark the importance of patient feedback and the Friends and Family Test. The Friends and Family Test asks patients if they would recommend the ward where they have received treatment to their loved ones. Since it was initially launched in April 2013, it has produced more than 17 million pieces of feedback nationally, making it the biggest source of patient opinion in the world. Patients at the Trust have contributed over 100,000 pieces of feedback since the test was introduced. This feedback has helped influence changes big and small, from improving staffing levels, improving information about accessible parking to introducing a new maternity clinic and reducing

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
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Making savings – your ideas count!

Your efficiency suggestions are making a difference day in day out and have made a real impact on our efficiency target of £25.8 million for 2015/16. With just one month to go savings are still needed so every idea is welcome. Some of the ideas so far have made great progress:

The idea to introduce a traffic light support system to raise awareness of the cost of clinical supplies.
The York Hospital Materials Management Team already have shelves labelled up with pricing (see last month’s Staff Matters for more about their work) and a pilot has been successful at Scarborough Hospital. There they have used a colour coded label system which includes the individual price of consumables which will soon become a permanent fixture.

Introduce an Online Procurement Swap Shop
The Trust’s Outlook system provides this facility for the Scarborough site where people can add a new post or reply to existing posts on there. It can be accessed via Mail/ folder list/ public folders/ all public folders/ Scarborough/everyone.

The York Swap Shop is being led by the Materials Management Team. Anyone who has items they no longer require that could be of some use to another department should contact Dawn Johnson, Procurement and Disposals Officer, dawn.p.johnson@york.nhs.uk.

Tissue Viability work in partnership with procurement to standardise dressings
The Trust spends £1.2m a year on dressings. The suggestion to standardise dressings across the Trust could save £100k which could also benefit the Trust by improving the consistency of wound care practice and save nursing time by reducing the choice of dressings.

Do you work in an area that provides wound care for patients?
Would you like to be involved in this project?
Contact Karen Griggs on 772 6069 or Karen.griggs@york.nhs.uk

Smart recruiting saves agency fees
Specialist Medicine has been successful in recruiting to vacant consultant posts following the success of recent open day events. The events generated a significant amount of interest, providing potential applicants with the opportunity to meet with senior clinicians delivering the services.

As a result of the open day events the Specialist Medicine directorate were able to recruit to six of their currently vacant consultant posts – allowing them to avoid having to use expensive agency cover.

Secondment opportunity

HAVE you secured a place at University on an Undergraduate Nursing Degree programme or are you currently applying for the next academic year (September/ October 2016)?
Health Education England (Yorkshire and Humber region) are offering one secondment opportunity for a York Trust employee to be funded to undertake an undergraduate degree nursing programme.

If you meet the following criteria you may be eligible to apply for the secondment:

● Have secured a University place to undertake the Nursing Degree programme commencing Oct/Sept 2016
● Worked in the Trust for minimum of two years
● Able to demonstrate that you are working to Trust Values

● Provide supporting information and agreement from your line manager.

If you are interested in applying please contact practiceeducationteam@york.nhs.uk for an information pack. Closing date for applications 31 March 2016. Shortlisting will take place week commencing 11 April. The successful applicant will be informed by 18 April 2016.
New staff workshops set to help distressed patients

A new training course designed to give staff the skills to help distressed patients and carers with their concerns has been launched by Psychological Medicine.

The course is a three hour workshop aimed at helping staff communicate more confidently with people when they are distressed and to encourage patients and carers to talk about their worries.

In September 2015 Psychological Medicine sent four staff to be trained on the SAGE & THYME Facilitator Training course at University Hospital of South Manchester Foundation Trust. This has meant that these nationally recognised workshops can now be delivered directly to staff in the Trust.

Dr Jo Beckett, Principal Clinical Psychologist with Psychological Medicine, explained: “We know staff have to handle situations where patients may have been given bad news or they are very concerned about a situation. We wanted to provide specialist foundation level training so that staff feel confident to support people psychologically.

“The SAGE & THYME® workshop provides an easy to remember structure that guides staff into and out of a conversation with someone who is showing signs of distress. The training is based on research findings on effective communication skills and can be used in all health care settings, offices, clinics or wards.

“The workshop encourages staff to empower patients to first consider their own solutions before offering advice; enabling patients to regain some sense of control and reduce the pressure on staff to have all the answers.

“Good communication can influence patients’ emotional and physical health, symptom resolution, decrease reported pain and drug usage, and decrease complaints. Good training in communication is also a major factor in reducing work related stress and increasing job satisfaction in staff.”

The SAGE & THYME course was originally developed following NICE guidance on caring for patients with cancer. It was aimed at helping staff recognise psychological distress, communicate honestly and compassionately, and know when they have reached the boundary of their competence. The model has now been developed to apply to anyone in distress.

The first Trust workshop was held in December and feedback has been positive with staff reporting feeling more confident and willing to talk to people in distress.

Tara Kadis, Lead Diabetes Nurse Specialist at York Hospital was one of the first staff members on the course. Tara said: “I used the model recently with a patient with type 1 diabetes attending their usual annual review. During the consultation they expressed some quite disturbing insights into their home life that, while impacting on their diabetes, were not issues that could be easily dealt with by myself. Using the SAGE & THYME model I worked through these issues and was able to quite quickly achieve an outcome that allowed us to then concentrate on their diabetes consultation.”

Further workshops will be running this year in April, July and October. For more information or to book a place email PsychMed.requests@york.nhs.uk. Find out more about SAGE & THYME by visiting www.sageandthymetraining.org.uk
The Trust has been chosen as one of only twelve organisations in the country to pilot a new initiative led by NHS England to create a healthier workforce.

The ‘Leading by Example’ initiative has been launched to ensure the NHS as an employer sets a national example in the support it offers its own staff to stay healthy. As one of the pilot sites the Trust will be working with NHS England to introduce support for staff in seven key areas to improve health.

Lydia Larcum, Senior HR Lead, said: “The Trust has already received national recognition for our work on this in areas such as providing healthy food in our staff restaurants and vending machines and our support for mental and physical wellbeing for staff. This work with NHS England provides an opportunity to extend this. “We are introducing new and enhanced services for staff requiring physiotherapy, counselling support, weight management and smoking cessation.”

Becoming a pilot site means that NHS funding will be available to help with new NHS health checks which will be offered to all staff over 40 and be delivered internally. More work will go into providing support to tackle sedentary behaviour and improve opportunities for physical activity.

Over the next 12 months the health and wellbeing team will be rolling out the initiative across the Trust so that the learning can be shared with other NHS employers over the next five years.

DID you know that around one in five women who give birth at Scarborough Hospital last year smoked?

Many of us are aware of how harmful smoking is to the health of an unborn baby and the complications it can cause both during and after delivery. However, the number of women who smoke during pregnancy in Scarborough and Ryedale continues to be almost twice the national average.

In response to this shocking statistic the Trust is working together with NHS Scarborough and Ryedale CCG and North Yorkshire County Council to try and encourage more pregnant women to kick the habit.

To support this, a new initiative known as Baby Clear has recently been introduced which offers training to midwives to support them in offering frank, factual and non-judgemental advice to women about the risks of smoking in pregnancy. This is reinforced through the use of a piece of software which helps to visualise the harmful effects that smoking is having on the woman’s unborn baby.

Michala Little, Community Midwifery Manager, said: “Using unique software that gives a visual representation of CO levels in the baby’s blood, pregnant smokers are encouraged to learn more about the effects of smoking while pregnant and are referred for specialist support to quit.”

Following the intervention by the midwife, the pregnant woman is offered a referral to the stop smoking service, which is now provided by Smoke Free Life North Yorkshire.

If the pregnant woman is still smoking at their 12-week scan and not already taken up support to quit, the midwife takes her CO reading which then generates an image of the baby on the computer screen. The image of the baby changes size and colour depending on the severity of the CO reading. The midwife will then provide immediate advice to the woman and encourage her to accept a referral to the stop smoking service.

Baby Clear has already been used effectively in other parts of the country and has led to a two percent reduction in women who smoke at the point of delivery in the North East.

Michala continued: “We hope that the introduction of Baby Clear, along with our midwives support in enforcing the messages around the harmful effects of smoking during pregnancy, will help to give babies the best possible start to life in Scarborough and Ryedale.”

Posters and leaflets promoting the support available to stop smoking are currently being distributed by Smoke Free Life North Yorkshire.
Double delight in Star Awards

The competition for the January Star Award was so close it resulted in a double award. Chris Smith, Waiting List Co-ordinator at Scarborough Hospital is recognised along with Community Discharge Liaison team members Juliet Fisher and Mark Grimwood for Malton Hospital.

Chris Smith was nominated by a colleague for his caring and helpful gesture towards an 83 year old patient whose operation had been cancelled but was unable to be contacted by phone. Chris took it upon himself to drive to the patient’s home address in Driffield in his own time in his own car to inform the patient that his operation for the following day had been cancelled for a more urgent case. Chris’s action saved an elderly patient from having to make an unnecessary early morning journey from Driffield to Scarborough. Discharge Liaison Staff Nurse Juliet and Community Discharge Liaison Officer Mark were nominated by a colleague for going over and above their roles to help get a patient home for Christmas who needed her bed to be brought down stairs. No agencies were available to move the bed until 4 January so Juliet and Mark went and physically moved the bed down stairs with her consent. The patient was discharged home in time for Christmas, allowing the bed to become free for another patient and assisting with patient flow. ‘Juliet and Mark are new staff in a new service and are doing a great job…’

State Pension and National Insurance changes

A NEW single tier, flat rate state pension is being introduced for people who reach state pension age on or after 6 April 2016. The new state pension should help people better understand what they will get so that they can plan for their retirement. It will replace the existing basic and additional state pension.

Members of the NHS Pension Scheme are currently ‘contracted out’ of the additional state pension and therefore pay a reduced rate of National Insurance (NI) contributions. From 6 April 2016 they will no longer receive this NI rebate which means they will start to pay a higher rate of NI contributions.

It is important that members of the NHS Pension Scheme understand that if they are eligible for the new state pension they might not receive the full amount. This is because they have paid a lower amount of National Insurance in previous years.

They will continue to be entitled to their full NHS Pension Scheme benefits. These will continue to be a very important part of their income in retirement, providing an excellent range of benefits including benefits for their dependants.

For further information check Staff Room to read the FAQs that have been produced to help NHS Pension Scheme members understand what the changes to the state pension will mean for them.

Construction work at Malton

CONSTRUCTION work to create a new Urology Clinic is now underway at the Malton Hospital site.

Please be aware that temporary traffic diversions are in place around the hospital car park and that the Fitzwilliam Entrance will be closed for the duration of the works. Work is due to complete in October 2016.
Congratulations to Midwife Lynda Fairclough from Malton Hospital and Camilla Picknett, Antenatal and Newborn Screening Co-ordinator from York Hospital, who were nominated at this year’s Royal College of Midwives Awards in London.

They were recognised in the category of Excellence in Maternity Care for their work in helping colleagues in maternity services to provide more accurate newborn blood spot screening. This involves taking a blood sample to find out if babies have a serious health condition. The sample is very small and sometimes has to be repeated which is distressing for mother and baby.

Lynda and Camilla implemented an education programme and peer review system to help staff get it right first time and avoid repeat tests. Head of Midwifery, Liz Ross, said: “We are delighted to have been shortlisted for this award. It is well deserved recognition of the improvements made by the screening team and community midwives. This is the third year running members of the maternity teams have been shortlisted for our work on different projects and we are very proud.”

All welcome as we mark NHS Sustainability Day

EVENTS right across the Trust are planned to raise awareness of NHS Sustainability Day on Thursday 24 March.

Staff at Bridlington Hospital are invited to the official launch of the new boiler room and tour where they will be to find out more about the innovative energy saving measures installed.

It will include the official opening with Directors, members of the Estates team and representatives from Vital Energi who were the appointed supplier for the project.

Scarborough Hospital will be hosting a sustainable travel event outside Woodlands House between 10am and 4pm where there will be an electric vehicle showcase with demo cars and vans from Nissan, Mercedes and BMW. Information about the cycle scheme and lease cars will be available, and local bus companies will be in attendance to provide information on public transport.

At York Hospital there will be a display at the Hub, Ellerby’s, York between 11am and 2.30pm where people can find out more about our energy saving projects and how we are significantly reducing carbon emissions. It will include information on sustainable travel, recycling and tips so people can play their own part in sustainability.

Welcome to our leap year babies

On Monday 29 February our Trust welcomed a total of 17 leaplings into the world! Babies born on a leap day are known as leaplings, and the odds of being born on a leap day are one in 1,461. Leaplings only celebrate their true birthday every four years. Five babies were born at Scarborough Hospital and 12 were born at York.
Governors provide valuable feedback for community services

THE TRUST’S governors have been looking at ways to improve community services over the last year as part of their role to ensure that the Trust provides high quality, effective and patient-focused services.

As members of the Community Services Group, which meets every quarter, governors have been able to keep updated on developments in community services and to provide input on behalf of the communities they represent.

Steve Reed, Head of Strategy for Out of Hospital Services who chairs the group, said: “We really appreciate the feedback we get from governors and the other representatives in the group. As well as keeping everyone informed it gives them the opportunity to raise any issues regarding community services on behalf of the members and local communities. This all helps us to continue improving services.”

Over the past year the group have taken a particular interest in the development of Community Hubs in Ryedale and Selby. They have revised the information leaflet given to those using the service, helped to design a user satisfaction questionnaire and reviewed the proposed service model. The group’s feedback has helped develop mobile working for community nursing staff and has looked extensively at issues with equipment provision for patients in the community.

New online referral

DID you know that YorSexualHealth provides a counselling service? Patients can be referred to the free service by their doctor or nurse, through YorSexualHealth or by making a self referral online.

The service is provided from locations across North Yorkshire and in York, and is available to anyone registered at any YorSexualHealth services. YorSexualHealth is a holistic service, which acknowledges the importance around all aspects of sexual health, including the mental and emotional facets. To make a referral visit www.yorssexualhealth.org.uk

Legions step up to raise cash for SCBU

Staff from the special care baby unit (SCBU) at York Hospital have praised the fantastic public support that has raised thousands of pounds for York SCBU Support Group.

Judith Hills, who works on SCBU as a Nursery Nurse, is also a committee member and trustee of the support group. Judith said: “We are very fortunate to have a fantastic public in the York and Selby areas that consistently raise money for York SCBU Support Group which in turn supports the York Special Care Baby Unit, but there is one person who stands out in the effort and amount of money he has raised for us.

“Dave Phillips runs Legions Gym and first contacted us back in 2012 when many of the gym members along with himself did six hours non-stop skipping in York in the middle of winter in minus five degrees! This raised £1,847 and since then they have had several collections and held two events which raised £4,150. In 2015 Dave and Dean arrange a huge night of boxing in memory of Dean’s little baby boy Alfie – Night Of Alfie’s Legions. This raised a massive £14,590! More collections followed this and when we thought it couldn’t get any better ‘Little Fighters’ charity boxing match was held in December last year raising £16,118!

“We know it takes a huge effort for these nights to be put on and Dave puts a massive amount of his own time into organising them. We all wanted to say a big thank you to him and his team.”

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Get involved in our Recruitment Marketplace

ON SATURDAY 23 April the Trust is holding a Recruitment Marketplace Event from 10am until 2pm in the main entrance of York Hospital.

The aim of this event is to open our doors to the public to advertise the vacancies which exist across our organisation, enable potential employees to ask questions about our services and, where possible, take a tour of hospital departments.

With agreement from Human Resources it may also be possible to hold interviews on the day, speeding up your recruitment into your vacancies. If you are interested in booking a stand for this event please complete the booking form on Staff Room. The deadline for receipt of booking forms is 31 March.

All booking forms should be sent to recruitmentfair@york.nhs.uk. If you have any questions about the event please contact Nichola Greenwood or Will Thornton, Recruitment Manager.
Pop up library events

THE LIBRARY team have recently held successful pop up events at Scarborough and York Hospitals. The aim is to promote library resources and give staff an opportunity to meet the library team and ask questions about the service.

At the next pop up events library staff will be providing demos of DynaMed Plus, a new clinical information resource which the library is trialling for three months.

- Monday 21 March, Pat’s Place, Scarborough
- Monday 11 April, The Hub Ellerby’s, York
- Wednesday 27 April Pat’s Place, Scarborough

New learning leave guidelines

NEW learning leave guidelines - which describe a more straightforward, simpler way of applying for leave for learning - have been published and are available to download from Staff Room under Policies and Procedures/Corporate Documents.

New style application forms for applying for leave have been created and can be accessed on Learning Hub.

Instead of a ‘one size fits all’ application form, some new, shorter and simpler forms have been created – what you wish to apply for and how it is to be funded, will determine which form you should use.

To help identify which form to use, a Learning Leave Algorithm has been created. This is a really short quiz available on Learning Hub – your answers will indicate which form to use and a link will take you to the correct form.

Thanks to our wonderful volunteers

THE TRUST values the time and care that volunteers bring to their roles, in partnership with Trust staff, in order to make a genuine difference to the experiences of our patients.

Two recent ‘thank you’ events in York and Scarborough sought to recognise the contribution our volunteers make, and gave the Trust an opportunity to say thank you.

Trust Chair, Sue Symington, said: “Our volunteers are special! They play a vital and valued role in the work of our hospitals, freely giving their own time, with the aim of improving our patients experience while in our care.”

“The Board of Directors and the Council of Governors both recognise the value of volunteering: value for the volunteer, value for our Trust staff and most importantly value for our patients and their families and carers. We will be working with our partners and stakeholders in the year ahead to find innovative ways to develop volunteering opportunities in our Trust, across all sites.”

New exhibition

A new exhibition focussing on celebrating World Down’s Syndrome Day has been launched at York Hospital and will be on display on the main corridor until 2 May 2016.

The exhibition provides a fascinating insight into what Down’s syndrome is, what it means to have Down’s syndrome, and how people with Down’s syndrome play a vital role in our lives and communities.

Jess Sharp from the Trust’s Arts Team explained: “Our thanks go to everyone who has contributed, from the artists themselves to the inspiring people pictured in these beautiful paintings and photographs and all those sharing information to help us raise awareness.”

The exhibition includes paintings and photographs by local artists and photographers.

Sue Clayton, who has a son with Down’s syndrome, is a York based fine artist with a large collection of portraits of people with Down’s syndrome. Sue aims to let the vibrancy and character of her models shine through in her portraits and hopes people will enjoy them as much as she enjoyed creating them.

Photographer Dan Sharp, who produced photographs specially for the exhibition, worked with local people with Down’s syndrome visiting subjects at their own home and supplying each of them with a disposable camera which they used to capture some of their own photographs. These photos are also on display within the exhibition.

David Kenward, a photographer who has Down’s, attended mainstream school throughout his education and went on to become a founder member of the arts and crafts Co-operative, Blueberry Academy. In 2012 David became involved with Heart & Sold, an initiative to showcase the artistic work of people with Down’s syndrome.

More information about the exhibition and the artists can be found on the Trust website, About us, Arts in Hospitals.
New physical activity grant

Maintaining and improving staff health is an important priority for the Trust and is crucial to delivering safe, high quality patient care. The Staff Benefits team have invested staff lottery funds in a new physical activity grant for staff.

Whether you want to start a physical activity such as running, swimming or join a fitness course, there is now a funding stream that could help. Small grants are available from the fund of awards between £20 and £100 to enhance your working environment, join a dancing class or pottery course, or provide financial help to start a sports team or coaching sessions.

Teena Wiseman, Staff Benefits Manager, explained: “From April we are launching the new physical activity grant to enable individual staff access to funds to help towards the cost of starting a physical activity. It could be anything from running, walking, swimming, fitness classes, or gyms. Funding can be awarded for equipment or fees, the total amount for the individual is £25 annually. The application form is available on the Staff Benefits website and from staff shops.”

Work-related learning grant available

AN ANNUAL grant which invests in staff development is now available to all permanent members of staff that have been with the Trust for a minimum of two years.

Thanks to the Charitable Funds Committee the grant has been allocated for staff to enhance their learning and education. It can be used for visiting other organisations, course fees, travel costs, backfill costs or accommodation.

The chosen learning opportunity must either enhance Trust services or patient experience, directly or indirectly.

Anyone who qualifies for the grant will also be invited to the Celebration of Achievement Awards.

To apply contact staffbenefits@york.nhs.uk or call 01904 721170. All you need to do is complete a short form outlining your idea and its benefits. The scheme closes on 31 May 2016. To find out more, support sessions are being held at The Hub, York Hospital on 28 March, 19 April, 26 May from 12pm to 1.30pm and outside Pat’s Place, Scarborough Hospital on 15 March, 14 April, 16 May between 12pm - 1.30pm.

Subsidised cinema tickets now available

WHY pay the full price at the cinema when you can buy a reduced ticket from the staff shop?

From the 1 April 2016 the ticket price for Vue Cinema or City Screen will be £6.50. Still a fab deal! (Vue standard adult price is £9.49 and City Screen Adult £10.50)

Save on home technology

MAKE your salary work harder for you through this exciting salary sacrifice scheme!

The Home Technology salary sacrifice scheme is designed to make it easier for staff to have the latest computing technology, TVs or mobile phones to use in the home.

The scheme is only open for set periods within a year. This next period opens on 1 April – you only have until 30 April to place your order.

Go to www.lets-connect.com/yth2016 or call the help line on 0330 2000 230.

New opportunities for merging directorates

THE COMMUNITY Services Directorate and the Allied Health Professionals (AHP) & Psychological Medicine Directorate have combined to deliver a more unified approach as part of the local health and social care system to transform local services. The newly formed Directorate has been named the Out of Hospital Services Directorate.

These changes align with the vision to adopt a ‘community first’ approach that promotes prevention of ill health and disease and supports individuals, families and carers to better manage their own health in the community.

Wendy Scott, Director of Out of Hospital Care, explained: “Pooling the knowledge, skill, capacity and capability of staff in both directorates will better support the need to transform care at a more rapid pace. When patients leave hospital they are cared for in the community by multidisciplinary teams involving staff from both directorates so it makes sense to all work together in partnership with key stakeholders. By merging both directorates we can provide shared leadership and management which will offer more opportunities for patient care.”

Increasingly over the last twelve months the two directorates have developed a shared agenda moving towards a new out of hospital approach which supports providing clinical care and rehabilitation provision in a community setting.
From wish list to reality...

Did you know that staff fundraising and donations in recognition of the care given by our staff has enabled York Teaching Hospital Charity to spend £468,000 in the last three months? It has funded equipment, training courses, research and refurbishments which will make a big difference to the quality of our patient’s experiences for many years to come.

The largest piece of funding, £100,000, enabled the Trust to purchase an additional CT Scanner which will radically reduce waiting times for patients across our area enabling them to receive a faster diagnosis and begin treatment more quickly.

The Trust’s Hepatology Service has also benefitted from a large grant which went to purchase a FibroScan (£82,000). This innovative piece of technology is being used to assess liver stiffness without invasive investigation. Results are available immediately showing the condition of the liver allowing allows physicians to diagnose and monitor disease in conjunction with treatment. Complications can also be anticipated and the damage caused by conditions such as cirrhosis can be monitored more easily leading to better treatment and outcomes. Without funding from the charity this piece of equipment would have remained on the Hepatology team’s wish list for a long time and patients would have continued to be treated at Leeds and Newcastle.

Other notable grants included £15,000 for a machine which fits catheters for cancer patients. Thank you to everyone for their contribution towards these items whether directly or indirectly. We could not have done it without you.

York Dragon Boat Race - join Team HMS NHS

IF YOU’RE looking for a new challenge then York Teaching Hospital Charity has the challenge for you! The charity is looking for 20 crew members to join their boat to take part in the 2016 York Rotary Club’s Dragon Boat Race on Sunday 10 July. See our website page for more details.

Great Gatsby Charity Ball

YORK Teaching Hospital Charity invites you to don your 1920's outfit and enjoy an evening of glitz and glamour at their Great Gatsby inspired Ball on Saturday 2 July 2016 at the Royal York Hotel, York. Tickets are priced £55 each or £500 for a table of 10. For more information contact the fundraising team on 01904 724521 or email charity.fundraising@york.nhs.uk
Rare Disease Awareness Day

Staff and colleagues from the University of York staged a display in York Hospital to highlight Rare Disease Day which takes place on the last day of February each year.

The main objective of Rare Disease Day is to raise awareness amongst the general public and decision-makers about rare diseases and their impact on patients’ lives.

A disease or disorder is defined as rare in Europe when it affects fewer than 1 in 2000. Around 80 percent of rare diseases have identified genetic origins whilst others are the result of infections (bacterial or viral), allergies and environmental causes, or are degenerative and proliferative.

Over 6000 rare diseases are characterised by a broad diversity of disorders and symptoms that vary not only from disease to disease but also from patient to patient suffering from the same disease. Relatively common symptoms can hide underlying rare diseases leading to misdiagnosis and delaying treatment.

The theme for Rare Disease Day 2016 was ‘Patient Voice’, recognising the crucial role that patients play in voicing their needs and in instigating change that improves their lives and the lives of their families and carers.

Cardiac rehab patient’s novel birthday greeting

THERAPY assistant Courtney Beckett was given a unique birthday surprise recently when a patient treated her to a special rendition of ‘happy birthday’ – on his bagpipes!

Cardiac rehab patient Michael Pringle is one of many patients who attend the weekly cardiac rehabilitation class for a programme of exercise and information sessions to help them get back on their feet after experiencing heart problems.

The cardiac rehab team were on hand to offer advice and support to Michael after he had a stent fitted but were at a bit of a loss when it came to advice about playing his bagpipes.

Michael said: “The team were really helpful with advice about what I should and shouldn’t do but I don’t think they had ever had anyone ask whether they could still play bagpipes!

“Luckily I am now feeling well and back to normal and no longer need the classes so the team asked me to bring my bagpipes to celebrate my last day. I’ve not been asked to play happy birthday before but it was a pleasure for Courtney.”

Nicky Cockerill, Senior Cardiac Physiotherapist; Michael Pringle, Katherine Rennie, Cardiac Rehab Specialist Nurse; and Courtney Beckett, Therapy Assistant
It’s been bumper month for celebrating the remarkable achievement of 40 years’ service with the NHS. Thank you for sharing your experiences of your valued colleagues, the skills and expertise of those years of service will be missed in our two retirees.

Staff in SCBU at York Hospital said goodbye Carol Bellamy, Community Sister who has worked for the NHS just short of 40 years, most of this at the Trust as part of the Neonatal Outreach team going out to see the babies and families in their own homes following their discharge from SCBU. Carol will be greatly missed not only by her work colleagues (especially her counterpart in the outreach team) but also by the families that she has been visiting, ‘the support we received from the team during transition and following months at home has been amazing. Such kind and caring supportive nurses, made bringing home a ‘special care’ baby so much easier. A fantastic part of the SCBU team and a real credit to York Hospital.’

Pauline says goodbye

The Practice Education Team also wave goodbye to Pauline Dillon Kelly, Practice Learning Facilitator who has worked in the NHS for over 40 years as a Health Visitor in the Community at York, York Hospital and Community Midwife, as well as Deputy Sister in Mental Health Rehabilitation. Latterly she has worked as a Specialist Smoking Cessation Advisor then as a Practice Learning Facilitator for North Yorkshire and York Primary Care Trust and York Hospital.

Pauline has supported a number of departments and practice placements in the last 12 years and will be missed for her hard work, sense of humour and her ability to connect with people.

Celebrating 80 years

Two colleagues who have reached 40 years’ service and show no sign of letting up are Sue Rushbrook, Director of Systems and Networks and Mike Proctor, Deputy Chief Executive. As the only board members who have marked 40 years’ NHS service colleagues decided they deserved a piece of cake!

Sister retires after 40 years

Pauline Little, Midwifery Sister on labour ward retired in February after 40 years of service. Pauline worked in the maternity unit at Fulford before moving with the department to York Hospital.

If you want to celebrate the long service of your colleagues drop us a line at StaffMattersMagazine@york.nhs.uk

Why we work here...

THE RECRUITMENT Team held an event recently to encourage new nursing recruits by asking current staff ‘why they like working for the Trust’.

The comments were wide and varied but teamwork was a common theme and one that the team are keen to promote.

Will Thornton, Recruitment Manager, said: “We wanted to capture what people like best about working for the Trust so we can use it in our recruitment campaigns to attract more nurses to work with us.

“Thank you to everyone who took part, we are grateful for everyone’s time, words and images and hope their positive comments will help attract new recruits with shared values.”

As an incentive staff were entered into a draw for a £50 gift voucher. Congratulations to Julie Walker, Healthcare Assistant in Main Outpatients at Scarborough Hospital who was the lucky winner.

New nurses tell us why they work here