Marvellous market place

More than 400 potential employees flocked to the Trust’s first ever recruitment market place last month to be greeted by staff who were on hand to share their personal knowledge and experience.

The event was held at York Hospital on Saturday 23 April and is the first of its kind to take place on a hospital site. It was primarily aimed at attracting new nurses but a total of 24 information stands also showcased the wide variety of roles available at the Trust. These included adult and children’s nursing, community services, physiotherapy, occupational therapy, radiography, admin and clerical posts, portering, catering, and non-clinical apprenticeships.

Nichola Greenwood, Nursing Workforce Projects Manager, said: “We were delighted that approximately 400 people attended our recruitment market place from all four

Continues 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
Recruitment market place success

“Continued from page 1

corners of the country. “As well as over 30 nurses being successfully interviewed on the day, over 100 people attended to learn about the role of healthcare assistant. Interest was also received for imaging support worker posts, domestic assistants, portering, and volunteering opportunities and around 50 people showed an interest in non-clinical apprenticeships. “All enquiries received on the day are now being followed up and we look forward to welcoming new starters to the Trust in due course. “This was the first time we have ever held a recruitment market place in the Trust and the atmosphere on the day was incredible. Our staff were amazing, truly demonstrating the Trust values – and a big thank you goes out to all involved. Due to the success of the event, we will be looking at holding further events in the future across our sites.”

Emma George, Assistant Director of Nursing, Matron Jonathon Hanlon and Deputy Chief Nurse Helen Hey greet potential candidates

Visitots checking out the current vacancies

Emergency Department staff discuss their roles

Visitors practice lifesaving skills on SIM
In-house nurse bank exceeds expectations

The in-house nurse bank service at York Hospital is celebrating its first year anniversary having exceeded all expectations.

Since the new service launched on 1 April 2015 the in-house nurse bank has processed over 410,000 requested hours for York Hospital and reports an increase of 16 percent improvement in the fill rates.

Amy Messenger, Nurse Bank Manager, said: “We have moved from having 39 percent of unfilled shifts down to 23 percent which is a fantastic achievement in this current climate. Our target to increase the numbers of substantive staff with bank posts from less than 250 to 750 within two years has already been surpassed in the first one year, with 825 multiple post holders now in York.

“This year we are focusing on reducing our agency spend which has become a national issue. We are now working in line with the national strategy to try and reduce this as well as continuing our work to incentivise staff to join our nurse bank, thereby decreasing our reliance on agency.

“Since the launch of the in-house nurse bank we have continued to listen to feedback from our workers to improve the service. This has resulted in weekly payroll being implemented in November along with an increase in the bank rates. To make it easier and even more attractive to staff we have recently launched access from home, which means bank workers can now book shifts and give availability via their mobile phones and home PCs.”

Anyone who would like to join the nurse bank can download the form from Staff Room: HR and Recruitment/E-Rostering and Nurse Bank/Useful Documents/Forms.

Infection prevention update for clinical staff

THE WASTE stream disposal system in the Trust has changed and it is now illegal to mix the different waste streams.

This means that staff should segregate healthcare offensive waste from both clinical and domestic wastes to ensure we fulfil our legal responsibilities.

Correct waste segregation at the point of production into suitable colour coded bags or containers is vital to ensure the Trust complies with current legislation. It also demonstrates good waste management in line with our Trust Policies and Procedures.

- Black bags are for domestic waste. These are also placed in patients’ toilets because they are required for disposal of paper towels.
- Orange bags are for infectious waste only (waste from patients who are suspected or confirmed of having an infection; which is almost always the case for patients in side rooms). When a ward is closed due to an infection all bins must be lined with orange bags.
- Tiger (yellow and black) stripe bags are for offensive waste. Offensive waste is clinical waste that is non-infectious and does not contain pharmaceutical or chemical substances, but may be unpleasant to the eye and includes bloody items, masks, gowns, faeces, urine etc. from a non-infected patient. Smaller tiger bags should be carried to patients’ bed sides if offensive waste is expected and then taken to the sluice room for disposal into the big tiger bin bag.
- Yellow bags are mainly used in theatre and are for highly infectious waste and anatomical waste from human healthcare.

In order to comply with legislation, be safer, and reduce our costs we need to divert 70 percent of the waste that previously used to enter our infectious waste stream (orange bags) to the new offensive waste stream (tiger bags).

New home for Scarborough’s Cardio Respiratory Unit

THE CARDIO Respiratory Team at Scarborough Hospital has moved into a new purpose built home located next to the Coronary Care Unit.

The 18-month project to transform former offices into a modern clinical unit, has been completed in house by the Estates Team and provides a purpose built environment to deliver diagnostic tests and therapies for patients with heart and lung disorders.

It is scheduled for an official opening at 2.30pm on Wednesday 15 June by Sue Symington, Chair of the Trust.

Right: members of the Cardio Respiratory Team at Scarborough Hospital give us a sneaky peek of their soon-to-be-launched new department. Read all about it in next month’s Staff Matters.
Getting people to talk about the subject of death and dying can be difficult, but a campaign aimed at encouraging people to be prepared and think about their dying wishes highlighted the subject this May.

Dying Matters Week, which ran from 9-15 May, saw staff from the Trust start ‘The Big Conversation’, aimed at raising public awareness about the importance of talking more openly about dying, death and bereavement.

Kath Sartain, Lead Nurse for End of Life Care, said: “Talking more openly about dying can help people to make the most of life and to support loved ones. Many of us have strong views about our care and what happens after we die, but if we don’t talk about our wishes these are unlikely to be met.

“Talking about dying won’t make it happen and it doesn’t have to be depressing. It can be a real help to plan ahead and to tell people about your wishes. We want to encourage people to be open about the subject. It’s better to plan for future care and support before you need it.”

The end of life care team were raising awareness amongst staff by asking them to share their ‘bucket list’ ideas. A special event was held at York Hospital’s Bereavement Suite where people dropped in for a cup of tea and met the team as well as representatives from chaplaincy, and the stillbirth and neonatal death charity (SANDS).

Staff from the Scarborough End of Life Team spent the day in Sainsbury’s providing expert help and advice on subjects such as advanced care planning, spiritual care and advice for family and carers.

Kath continued: “We’re really keen on getting people talking, if you don’t talk to your loved ones about their wishes you may be risking leaving it too late. With an ageing population and people living for longer with life limiting illnesses, discussing dying is increasingly important and we want people to see that help and support is available.”

AN EVENT to celebrate this year’s International Clinical Trials Day was held in the centre of York where the Trust’s research staff took to the streets to highlight how clinical trials play a huge role in finding new treatments. Staff were on hand with blood pressure checks, children’s activities, information and demonstrations to illustrate some of the fascinating trials that have benefitted mankind.

Hilary Campbell, Lead Research Nurse Coordinator, explained: “Healthcare professionals and patients need evidence from clinical trials to know which treatments work best. Without this evidence, there’s a risk that people could be given treatments that have no advantage, waste NHS resources, and might even be harmful.

“In York and Scarborough alone we have over 168 studies currently open and a further 71 in long term follow up. These studies cater for many disease areas such as cancer, cardiology, stroke, renal and ophthalmology to name but a few.

“The role of research staff is to ensure that the research is run safely, to the highest possible standard and produces high quality data working to local guidelines and national and international regulations. “Disease areas we will be particularly focussed on this year are diabetes, dementia and obesity research due to the increasing challenges these areas are having on the health of the nation.

“International Trials Day is a day to celebrate the benefits and successes of clinical research across the world. We want to help people understand research and find out how they could get involved.”

Anyone interested in research can follow and contribute on twitter on #AskMeAboutResearch and #WhyWeDoResearch
Dementia Awareness Week has seen teams across the Trust taking the opportunity not only to highlight our work in this important area, but to make a public pledge to adopt John’s Campaign, an initiative which recognises the important role that carers play and their right to stay and support people with dementia when they are in hospital.

In the UK patients with dementia now occupy one in three hospital beds. Being in hospital can be even more daunting and difficult for patients with dementia as they are not in their familiar surroundings, surrounded by the people that look after them on a day-to-day basis and have an intimate understanding of their individual needs.

Beverley Geary, Chief Nurse, explained: “We are continuing with our work to be a Dementia Friendly organisation and as a Trust we are committed to providing patient centred care in partnership with carers. “We welcome carers at our hospitals. We recognise the important role that they play in providing continuity of support during a patient’s journey and have pledged to introduce John’s Campaign this year across all our hospitals to support carers of patients with dementia to stay with their loved ones, if they wish to do so.

“We have already begun engaging with our staff about the importance of supporting carers to stay with patients as well as how our staff can further engage with carers in their role. “Our next steps will be to revisit our visitor’s guidance and visiting times in order to promote and encourage more flexible visiting. We also plan to look at how we can support carers if they would like to stay overnight, by improving the provision of beds and overnight facilities.”

At York Hospital staff celebrated a whole new programme of Dementia Friends training with 80 new sessions planned as the Trust continues with its aim of putting 3,000 staff through the specialised training session in partnership with the Alzheimer’s Society. Information was available at awareness stands at York and Scarborough Hospitals and a campaign to recruit additional staff to take on the role of Dementia Champion was launched.

Sessions are being held for anyone interested in becoming a dementia champion and helping staff on their ward or area understand more about dementia care.

To find out more or to book onto the next half day Dementia Champion sessions between 9am-2pm on 3 June at Scarborough Hospital and 10 June at York Hospital email emma.george@york.nhs.uk

Round-up of awareness-raising events

EVERY 12 May, the anniversary of Florence Nightingale’s birth, a special day is set aside to recognise all our nurses do, and to say an all-important thank you.

This year staff at Scarborough Hospital celebrated 100 years of nursing with a cake to mark the occasion.

As part of a wider message the Royal College of Nursing magazine featured a series of thank you’s from patients and their families. These included a remarkable case study from Scarborough Hospital where John Haxby related the distressing ordeal his family had to go through after their daughter Emma, who was 25 weeks pregnant experienced breathing difficulties and had to be put into an induced coma.

Emma went on to give birth to beautiful baby daughter Ellie 10 weeks after being discharged from hospital.

John said: “No amount of words can sum up the thanks we have for the doctors and nurses at Scarborough ICU. Their skill, compassion and dedication brought Emma and Ellie back to us and guided us through the most difficult period of our lives.”

Happy Nurses Day...

Elaine and Carol celebrate 100 years of nursing with a cake
It was Parkinson's Awareness Week in April and the speech and language team were on hand wearing their headgear at York Hospital to raise awareness of the illness and the latest treatments.

The team were keen to highlight a new treatment to help people with their speech which was launched last August. Linda Joyce, Specialist Speech and Language Therapist, explained: “One person in every 500 has Parkinson’s. That’s about 127,000 people in the UK and approximately 75 percent of individuals with Parkinson’s experience speech and voice problems.

“LSVT Loud is a speech treatment for individuals with Parkinson’s disease and other neurological conditions which improves vocal loudness, intonation and voice quality. “Because of sensory deficits associated with the speech disorder in Parkinson’s, many people live with a speech disorder without seeking treatment, which results in an insidious decrease in their amount of speaking and in gradual social withdrawal and isolation.

“This new treatment requires high effort and intensive speech treatment to improve vocal loudness by stimulating the muscles of the larynx through a set of exercises focussed on a single goal - speak LOUD! This is a completely new approach to traditional speech treatment.

“Our team have undertaken special training to use LSVT and so far eight people with Parkinson’s have completed the course with six more scheduled in for treatment. It involves 16 sessions over a single month, four individual 60 minute sessions per week. All of our patients so far have increased in vocal loudness. They have also scored higher on the quality of life outcomes too with one gentleman returning to helping as a telephone helpline volunteer.”

LSVT LOUD, named for Mrs Lee Silverman (Lee Silverman Voice Treatment – LSVT) was developed in 1987 and has been scientifically studied for nearly 20 years.
The guidelines have been well received by midwives with the tools they need to do their job and a service that enables and supports midwives to use which will help to improve the patient experience for expectant mothers. The pathway has been piloted at Scarborough Hospital with a view to rolling it out across the Trust.

The multi-disciplinary pathway has been developed to help midwives identify patients who may have a learning disability and individual needs. Additional support can then be put in place to help enhance their care and patient experience.

The term Learning Difficulty is used to describe a range of impairments which may include dyslexia, ADHD and autism and is often confused with the term “Learning Disability.”

Jo Monty, Named Midwife for Child Protection, explained: “Our aim was to develop a user-friendly document, a set of guidelines, for our midwives to use which will help them to identify a patient’s specific needs.”

“The pathway includes an initial assessment which features a series of questions and prompts to be asked by their community midwife. The assessment covers areas including communication, personal care, attending appointments and keeping safe. It will help the midwife identify if the mother understands risks such as alcohol and smoking and if they are able to understand appointment letters or is able to retain information.

“Following completion of this assessment the document features space to include contact details for key people and organisations who may need to be involved in delivering the care as well as an overall delivery plan. The delivery plan sets out adjustments which may be needed for example longer waiting times, easy read information, referrals or additional discharge planning. “A range of accessible resources are available to support women with learning disabilities who access maternity services. This pathway aims to make it easy for us to identify these patients, so that their care can be tailored to their needs. “Our aim is to provide our midwives with the tools they need to do their job and a service that is targeted to our patient’s needs. The guidelines have been well received at Scarborough Hospital.”

A learning disabilities pathway has recently joined the Trust.

Rachael was nominated by a colleague for her actions while off duty in York when she saved an elderly gentleman’s life following a cardiac arrest when the man collapsed in a bar. Rachael offered assistance to the bar staff and commenced cardiac massage while waiting for the paramedics to arrive. She continued to resuscitate the gentleman with the help of the paramedics and keep him alive. He was then transferred into hospital where he recovered thanks to the skills that Rachael learned through her Statutory and Mandatory training at York Hospital. Pictured: Rachael is presented with the ward by Brian Golding, Director of Estates and Facilities.

The March Star award goes to a multi-disciplinary team at York Hospital of Ward 34, Bereavement Team, Lung Cancer Specialist Nurses, Chaplaincy, Ellerby’s, Communications Team and Cancer Care Team.

All were nominated by a colleague for pulling together arrangements for a wedding for a patient on ward 34 in less than 24 hours.

The wedding should have taken place on the Saturday, but due to the patient's condition this was not possible. Each team member contributed to make the day extremely special for the couple. Everyone worked above and beyond to ensure that their wedding felt as special and unique as they had tried to plan it. Time was spent by all staff, seeking out the best for this family so precious memories could be formed. These teams demonstrated the true care and compassion of this Trust. The teams received their award from Director of Operations Juliet Walters in the Bereavement Suite garden at York Hospital.
Nurse rostering review to take place

As part of the Trust’s on-going commitment to making the best use of our resources, a project has begun to review the way in which nurse rostering is undertaken.

Becky Hoskins, Assistant Director of Nursing (workforce), explained: “Electronic rostering has been implemented in wards and departments across the Trust including York, Scarborough, Bridlington, community units, and a number of other nursing teams.

“This project to review the system offers us the opportunity to take stock and reflect. Early findings from the project suggest that there are ways in which we could strengthen our roster management processes across the organisation, as well as looking at the way in which local teams work.

“Wards and departments will be actively involved in the project, initially focusing on those areas that require more urgent attention and support. Those who are involved in creating and approving nurse rosters will be contacted directly.”

For further information please contact Becky on 772 6177 or via e-mail at rebecca.hoskins@york.nhs.uk

Triathlon support

Sixteen women from the York Maternity Unit took part in a Relay Triathlon at York in April in support of their retired colleague and close friend Liz whose daughter Helen tragically died of epilepsy.

They made up five teams plus a very brave individual who did one very brave individual.

They made up five teams plus a number of other nursing teams.

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Sustainability project wins awards

The Trust’s unwavering commitment to reducing its carbon footprint through the work of the Sustainable Development Group has received recognition in two national awards.

The major energy saving and carbon reduction project at York Hospital, working with Vital Energi to create a new energy centre, was put forward for the H&V News Awards and the NHS Sustainability Awards.

The project won Retrofit Project of the Year at the H&V News Awards and The Grosvenor House Hotel in London in front of an audience of 1,000 delegates. Within the same week the project was also awarded Highly Commended in the Innovation category at the NHS Sustainability Awards.

Annual appraisals – the golden thread

As the Chair of the Trust, Sue Symington, completes her first year she reflects on the value of the all-important annual review which every member of staff undertakes.

“I have been busy undertaking the annual reviews of my team, the Non-Executive Directors of the board and the Chief Executive, as well as having my own annual review with the Lead Governor Margaret Jackson and the Senior Independent Director, Philip Ashton.

“Whoever you are in our Trust, it is important that you have a performance review meeting or appraisal with your line manager. This includes me, the chair and the chief executive, and every other member of our Trust-wide team at every level.

“We have recently refreshed ‘Our Commitment to You’ document and it provides us all with a very simple strategic framework for our Trust. It identifies the four ambitions of our Trust in the years ahead which are to provide the highest standards of care within our resources, to deliver safe and effective healthcare with our partners, to recruit, retain and develop the very best staff and to ensure we provide the best possible environment, fit for the future.

“Each of us has a part to play in achieving these ambitions and it is vital that every one of us is working towards making these ambitions reality. From warmly welcoming new starters to our teams to innovating the way we deliver services to patients, from ensuring our work areas are clean and tidy to providing directions to visitors to our sites. Therefore it is logical that our individual work priorities, captured in our annual review or appraisal, should be organised to reflect our ambitions for our Trust and health care in the communities we serve.

“My own objectives as chair of the Trust have been organised under these four ambitions in the same way as the chief executive, the non-executive directors of the board and the executive team.

“This is the beginning of creating a ‘golden thread’ which reaches across our Trust and creates a link from our overall strategic purpose to the day to day work of every member of staff in our organisation, from the most senior to the most junior.

“Your appraisal should be enjoyable – an opportunity to share your achievements and your personal objectives for the year ahead. Our ambition is that 100 percent of our staff will have an appraisal that helps them with their work during 2016.”
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

Relax and rejuvenate for less

Relax, unwind and rejuvenate with a full body massage or de-stress and re-charge with a back, neck and shoulder massage.

We know and appreciate how hard staff work, so Staff Benefits have teamed up with several therapists in York and Scarborough to negotiate reduced priced treatments and on top of that we will pay £9 towards each treatment from the Staff Lottery fund making the price even cheaper for you.

- The Haven, 26 Hopgrove Lane, York, 01904 413331
  (Full body massage £36, back neck and shoulder massage £19, reflexology £26)
- Middlethorpe Hall Spa, Bishopthorpe Road, York 01904 661317 (Neom Organics body massage £39.90, back and shoulder massage £19.90)
- Body Concepts, 25-27 High Street, Scalby, Scarborough, 01723 350582 (Face and back massage £15)
- York House Beauty Clinic, 1 Roscoe St, Scarborough, 01723 354880 (full body massage £18)
- Five Senses Spa, The Mount Royal Hotel York, 01904 623745 (aroma body massage £28)

Please contact the company direct to book your treatment and when booking inform them that you are York Teaching Hospital NHS Foundation Trust staff.

When attending the appointment please take your NHS ID badge and at your appointment sign the attendance form allowing the company to claim the subsidy. Staff should pay their share of the cost at the time of the appointment and please note each company has individual terms and conditions attached to their treatments.

Financial education masterclasses

Home Sweet Home - information and insight for first time buyers.

If you’re thinking of buying your first property, then why not come along to our financial education seminar and find out more about what’s involved? The session is free and lasts about 30 minutes and is open to all staff. The masterclass is on the 6 July at 11.30am and 12.30pm in ‘The Hub’ Ellerbys York Hospital.

For further information or to book your place, contact the Staff Benefits team on staffbenefits@york.nhs.uk 7721170/7724326.

Staff Shops

The staff shops in York and Scarborough are now selling Flamingo Land tickets for adults and children four years old and over at a reduced rate of £26, which is £11 cheaper than on the day entrance price.

Volunteers are being sought to help guide the business of policing in North Yorkshire and York.

The North Yorkshire Police and Crime Panel are being tasked with providing an important check and balance on the Police and Crime Commissioner’s plans for policing.

The panel is seeking two people from North Yorkshire or York to join it as co-opted independent members in this next phase for a four-year term from October 2016.

This will include reviewing the commissioner’s budget for policing, the level of council tax to be set and key appointments such as for a chief constable.

The panel currently comprises eleven councillors from across York and North Yorkshire and two co-opted independent members who can be drawn from a wide range of backgrounds.

The typical commitment is on average one day a month, including preparation. Meetings are held at various locations around the county, and panel members are reimbursed for travelling expenses.

Further information and an application form are available to download from www.nypartnerships.org.uk/ppcrecruitment or call 01609 532750. The closing date for applications is Friday June 10 2016 and interviews will be held on 18 July 2016.
A day in the life of…

The Safeguarding Children Team

The duties of the safeguarding children team are many and varied and they would argue no two days are the same for any of the team.

Fiona Mockford, Named Nurse for Safeguarding Children, gives us a snapshot of a ‘typical’ day:

“Our office, like the rest of the Trust, is a hive of activity. Coffee, however, is usually the first priority of the morning, to help kick start our busy day!”

“Child Protection Advisor Janette Griffiths is currently putting the final touches to a Court statement for a member of staff. As a team we quality assure all Court statements as we know that a really good and clear statement can often prevent the need for staff to appear as witnesses.

“We are trying to visit all wards and departments at least once a year in order to get to know people better and for us to be a little more familiar to everyone. Today Janette and Jane Young, Advisor in Midwifery, are going to visit Ward 15 at York Hospital. Evidence tells us that when staff know who we are they are more likely to contact us if they are worried about the safety or welfare of a child (anyone under 18 years old).

“Evidence is something that we base all of our work on, so I am devising an audit calendar for the year, including an audit form for us to use when we come to visit wards. In the meantime Jackie our Team Secretary has been busy finding notes for a child due to arrive on the unit for a Child Protection medical.

“Medicals are made all the easier by the invaluable contribution from the Trust Play Therapists. They work with children who may feel anxious at an impending examination.

“As part of my role I and Jo Monty, the organisation’s named midwife, look at strategic issues that impact across the organisation. Currently I am beginning to work with partners in our own and other Trusts to ensure volunteers receive appropriate safeguarding training as well as developing a pathway for children and young people who attend at ED with a history of self-harm or overdose.

“I am also gathering information for a sub-group of the City of York Safeguarding Children Board (CYSCB) who are looking at a recent case of ours from a multi-agency view point to see how agencies can learn lessons for the future.

“Sandra Cooper has recently joined the team as a Child Protection Advisor working alongside Jo and Vicky, Team Administrator, who provide the team in Scarborough to give support, advice and supervision to staff in that area.

“Today Jane is heading off to visit Ward 15 and Jo Monty is doing a round of the wards. As a team it is important to visit as many different wards as possible and this is a great opportunity to get to know our new member of staff.

“Child Protection work is never easy and often emotionally draining, but we all feel privileged to work in a team that works tirelessly, laugh unashamedly when situations allow, and works continuously to safeguard children. Our team is here to support staff and the wider organisation, whilst working closely with our partner agencies such as police, children’s social care, or NSPCC.

“We’re always happy to see or speak to you - when it comes to the safety and welfare of children, if in doubt, check it out. That’s what we’re here for.”

Bridlington Hospital restaurant artwork unveiled

A STUNNING series of artwork made entirely from dyed and felted merino wool has been created for Bridlington Hospital.

HAFNEY (Hospital Arts for North East Yorkshire) commissioned Yorkshire textile artist, Kat Wood, to create four pieces of artwork to be displayed in the hospital’s restaurant.

To create ‘Scenes of Bridlington’ Kat took photographs of the landscapes and seascapes at varying times of day to capture the changes in light and colour and members of staff were also invited to supply their own images, of which four were chosen to be recreated.

Kat explained: “I have thoroughly enjoyed working on this project and I am delighted with the finished pieces. It has been a real team project from the input of staff to holding a workshop with local students from Bridlington School.”

Rebekah Walkington, Hospital Secretary said: “The artwork has transformed a large blank space in the hospital restaurant, into a vibrant and textured scene of Bridlington.

“It provides a new focal point in the restaurant, helping create a welcoming and engaging atmosphere for both staff and visitors.”

From left: Liz Costello, Sandra Cooper, Victoria Atkinson, Janette Griffiths, Sue Roughton, Jo Monty, Jane Young, Fiona Mockford and Jackie Sanders

Artist Kat Wood, left, and Jon, Head of Art at Bridlington School, right, with Ken, Dawn and Lorraine from the Catering Department
Mental ill health issues such as anxiety, depression and stress account for 20 percent of the days lost to sickness absence in our Trust – the highest single cause.

As part of the Trust’s drive to increase awareness and understanding of psychological wellbeing the HR team highlighted the issue with an information stand at York Hospital.

Vicki Mallows, Employee Relations and Engagement Manager, said: “Having mental ill health does not automatically result in absence from work – but as a responsible employer we offer various support measures to enable supervisors and managers to promote positive mental wellbeing at work.”

An online toolkit has been designed to offer relevant information and signpost both staff and managers to services that can support individuals when they are experiencing mental ill health and contribute to developing positive mental wellbeing.”

The Trust has signed up to the Mindful Employer scheme which encourages employers who are positive about mental health to sign a charter. Developed, led and supported by employers, Mindful Employer provides organisations with easier access to information and support for staff who experience stress, anxiety, depression or other mental health conditions.

More information can be found on www.mindfulemployers.net and on Staff Room under Occupational Health/Mental Health & Wellbeing and select the Online Toolkit.

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The NHS has commissioned the research organisation RAND to conduct a comprehensive survey of staff health and wellbeing at a selection of NHS organisations. This includes our Trust.

The survey will map in detail the physical and mental health of NHS staff. It will collect your views on the current wellbeing support we make available to you and what we can do better.

The Wellbeing Team is encouraging all staff to respond to the survey, no matter where you work. The survey takes around 20 minutes to complete and closes on 30 June.

An invitation to the web-based survey will be sent by email or can be accessed through the link on Staff Room. The survey doesn’t take long to complete and, in return for responding, people will receive a personal health report. It will appear at the end of the survey and be emailed by the survey provider, RAND. All information is confidential and responses will be anonymous.

The initiative is part of a larger drive to improve and promote health and wellbeing of NHS staff and more widely. The Trust has been chosen as one of 12 ‘exemplar’ organisations to participate in the ‘Leading by Example: A Healthy NHS Workforce’ initiative being led by NHS England.

All information is strictly confidential. No one from where you work will see your completed survey and no one will be able to identify individual responses.

Thousands of NHS staff are taking part in this survey. While this is of course voluntary, we hope you will too.

To help staff complete the survey there are two tablets located in the Internet Lounge in Ellerby’s which staff can use and Estates and Facilities staff can use PCs based within their department to complete the survey. Four PCs are available in Pat’s Place for staff at Scarborough Hospital.

For more information contact HR Advisor Elizabeth. vennart@york.nhs.uk
York biomedical scientists’ adrenalin rush for charity

A team of biomedical scientists at York Hospital are pushing their boundaries this summer and taking part in Adrenalin Rush, an urban assault course where participants are challenged to crawl under barbed wire, vault walls, ride a zip wire or walk a tightrope – all in the name of York Teaching Hospital Charity.

The team will be taking on the challenge on 30 July 2016 at Harewood House in Leeds.

Biomedical scientist, Jennie Kettlewell said: “Our daily roles involve testing blood samples from inpatients and local GP Practices and looking for abnormalities. These can tell us whether a disease is present in a patient or we may be monitoring a patient to see whether a disease remains stable. “This sort of work we are comfortable with, but airbags, water slides, zip wires and climbing cargo nets is a whole new ball game, but one we are looking forward to!”

If you would like to support the team in their fundraising please visit www.justgiving.com/Pathologicalfile or contact the Fundraising team if you are interested in taking on a challenge – it doesn’t have to be anything so adrenalin fuelled!

Rowers wanted for 2016 Dragon Boat Challenge

WOULD you like to be part of a great day of fundraising?
York Teaching Hospital Charity is looking for fun loving people who are not afraid of water to join their Dragon Boat race team. The Charity has a boat in York Rotary’s Dragon Boat Challenge taking place on July 10 on the River Ouse in York. Each team member takes part in four races and is asked to raise £100.
If this sounds like you get in touch with Maria in the fundraising team.

Avril’s Great North Run to say thanks

In 2015 Avril Metcalfe, Ward Clerk at Scarborough Hospital, suffered life threatening injuries when she fell off her horse and required emergency surgery at the very hospital where she works.
To say thank you, and to continue with her recovery process, Avril has signed up to take part in the Great North Run this September in aid of York Teaching Hospital Charity.

Avril said: “Having been on the receiving end of the wonderful treatment from the surgical team and staff on the wards, I would like to say thank you and give something back. After returning to work two months later, I joined the Walk to Run group at Scarborough Athletics Club and I have made amazing progress, so much so that I’m now ready for a bigger challenge.

“I would like to be able to raise funds to buy new equipment that will make a patient’s stay more comfortable. I was in hospital for a week with my injuries and during that time saw that a few extras would make such a difference to the experience that patients have.”
The charity has just nine places left for the Great North Run this year so if you fancy joining Team YTHC and supporting your local hospital contact charity.fundraising@york.nhs.uk