Patients enjoying a better night’s sleep

Feedback from Friends and Family Test results and the National Inpatient Survey recently revealed that some patients are struggling to sleep because of noise on the wards.

The Patient Experience team has worked with nursing colleagues to come up with an idea to help patients get a better night’s sleep – the Night Owl project.

The project involves each ward in the Trust thinking about how they can find effective ways of reducing noise on the ward. Hester Rowell, Head of Patient Experience, said: “We’ve had a really good response from staff. Whole teams have got their heads together and come up with lots of different ways to reduce noise in their specific ward environments.

“The teams then make a pledge which they share with us. It can often be the simplest things that make the biggest difference such as staff keeping their voices down during the night or turning off lights as soon as possible.”

The Intensive Care Unit (ICU) at York Hospital was one of the first wards to embrace the Night Owl project. It coincided with ICU Sister Gail Taylor, Staff Nurse Emma Garner and Research Nurse Kate Shaw with the Night Owl sleep pack.

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:

Elaine Vinter, Media and Communications Officer: elaine.vinter@york.nhs.uk
Or email staffmatters@york.nhs.uk
During October I was fortunate enough to attend two very different, but very important events. Patrick Crowley, our Chief Executive, describes the Celebration of Achievement dinner as the highlight of the Trust year - and I tend to agree with him!

Our critics might say that in these challenged times in the NHS an event such as this is a luxury we can do without. But I am pleased to say this is not the view of our board. Our board recognise the vital importance of making time to acknowledge, celebrate and highlight some of the extraordinary achievements of our staff during the course of the year gone by. In the case of each award, individuals and teams reveal their commitment to the patients they serve by going the extra mile. They will demonstrate their absolute commitment to the four clear values of our Trust, caring about what we do, being helpful, being respectful and listening in order to improve.

Often it is the little things and attention to detail that make all the difference. My congratulations go to all those staff who were honoured on the night – and to all those staff who embody these values each and every day in their working lives. Leading an organisation like ours is complex and challenging; vitally important then that we have clear plans, which look to the future, about how we want our Trust to develop. Who better to write those plans than the leaders of the very many different areas of work in our Trust?

On 19 October, Ellerby’s Restaurant at York Hospital was transformed into a gallery of strategic plans which sets about describing - in poster format - exactly what those strategic plans included. More than 200 staff and managers came along to share their posters, to read the information others had prepared and to learn more about the Trust strategic plans for the future. Some of those plans are very ambitious and wide ranging and will require commitment and work from the whole organisation to achieve.

Attending the Celebration of Achievement dinner and the strategy poster exhibition reminded me that our success as a Trust is to do with the little things, for example being kind and helpful to those we serve, and also the big things, for example setting ambitious plans for our sustainable future. My thanks go to the teams who organised both of these events. Our ability to be successful is about doing both the little things and the big things with equal energy and commitment. These two important events confirm that we can, together, do both.

Sue Symington
Meet the finalists for September

Christine Jaques, Student Nurse, Lilac ward, Scarborough Hospital
Christine made the difference to a patient during a painful stay in hospital which lasted nearly three months. It was a difficult time for the patient as she is wheelchair bound following a stroke five years earlier and is paralyzed on her right side. Christine made the patient feel like they were a team and that they were going through the treatment together – enough to make the patient laugh, even at the most difficult of times. “Christine simply is star quality… just outstanding in a mad world.”

Stephen Stewart, Amanda Rosier and Tracey Barrett, Community Advanced Clinical Practitioners
The newly qualified team stepped up to the challenge and changed their way of working by attaching to Emergency Department during a critical time in the patient flow system. They made a significant contribution to the Emergency Department, working specifically with the RATS team and in the ambulance assessment area to support the assessment, diagnosis, treatment and discharge of frail elderly patients.

They stepped out into an unfamiliar area and worked collaboratively within the department to provide the best possible care for patients which contributed to the overall increase in ECS performance in July.

Emergency Department, York Hospital
A patient on Ward 33 suffered a pathological fracture to the femur while transferring from bed to a chair with the Physiotherapy team. The Orthopaedic team would not come to the ward to review the patient if there was no x-ray and the x-ray could not be performed if the patient was not on a trolley with the leg stabilised. Ward 33 Junior doctor Kim Chandler negotiated a plan with the team in ED to get the patient there for assessment. Matron Jill Wilford came to the ward with a sister and assisted in getting the patient on to a trolley and immobilised the femur ensuring a fast and safe assessment of the patient in a calm and professional way.

Security Team, Scarborough Hospital
The team supported a patient over a number of weeks, who was difficult and aggressive to manage through no fault of his own. Through regular visits to the ward the security staff got to know the patient well which meant the patient became much calmer - therefore taking pressure off the ward staff. The team help across the hospital in all areas and their support is very much appreciated by all.

Maria Bower, Healthcare Assistant, York Hospital
A palliative patient with complex social needs was unable to return to his social housing due to his treatment. The patient’s long term girlfriend was subsequently evicted and had to sleep rough, a situation that was making the patient agitated, stressed and unhappy – at what was already a difficult time. When the patient’s girlfriend came to visit, Maria spotted her and took it upon herself to bath, clothe and feed her. Maria’s care and compassion had big impact for a palliative patient when it mattered most.

Star Award

Below: group winners
Safeguarding awareness

THE SAFEGUARDING team had an information stand in the entrance of York Hospital in support of National Safeguarding Week. The team took the opportunity to research whether people would know how to contact the safeguarding team if they needed to do so. To contact the Trust's safeguarding team email safeguardingadultsteam@york.nhs.uk or call the Child Safeguarding Team on 01904 726647. Pictured are Nicola Cowley and Fiona Mockford from the Safeguarding Team.

Student conference open for registration

Students in the Trust will be amongst the first to attend a conference specifically designed with them in mind. The conference takes place on 24 January in the postgraduate centre at York Hospital. There will be guest speakers, a simulation session and breakout sessions where students can explore different aspects of their practice. Drew Atherton, Practice Education Facilitator, said: “This is a unique opportunity for students to learn a lot about the wide range of healthcare roles available and how they all work together.

“We have two former patients here at York coming as guest speakers to discuss their experiences and how healthcare professionals made a difference in their care, treatment and recovery. There will also be a simulation session led by the clinical development team which will focus on a scenario with a stroke patient and what happens when communication breaks down. “There will be three breakout sessions where students can discuss the simulation scenario, what makes a good placement, and a valuable learning opportunity from the Speech and Language team with a communication seminar.”

Places are limited and students must register by the end of November. Email PracticeEducationTeam@york.nhs.uk to register.

Staff survey – have you done yours?

THANKS to everyone who has completed their staff survey so far. The response rate currently stands at over a third of staff replying - but we want to hear from as many staff as possible. It is really important that everyone has a voice and gives the Trust feedback on what we are doing right - and where we need to improve. This year we have ensured that all staff receive the survey so that everyone has an opportunity to offer feedback.

All data submitted through the survey is confidential. You are encouraged to complete the survey in work time. Your feedback matters – so please take the time to have your say.

New course guide available

A NEW guide has been produced to help applicants find out what support is available to help fund on-going learning and development, and to signpost to further information. Visit Staff Room/Corporate Learning Services/Learning, Development and Professional Registration for a link to the electronic guide.

Take care with your timesheets!

The nursing team are urging staff who use time sheets to take extra care when filling in details of times and hours worked after receiving allegations of potential fraud from the counter fraud team. Examples have been given that individuals have failed to work the number of hours required under their contract or falsified the times or hours of work.

It is important for staff to take care when completing paper based or electronic records of times and hours worked to ensure they are completed accurately and with adequate detail. It is also important that where staff work shifts they monitor any rostering of under or over contracted hours to ensure that the requirements in the Trust’s Time Owing Policy and Procedure are met. When the requirements of this policy are in danger of being breached staff should raise the issue with their line manager.

If hours worked are not recorded or monitored properly it affects operational effectiveness and in individual cases could result in a criminal investigation of fraud if there are suspicions of dishonesty and intent.

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A new £700,000 mobile chemotherapy unit that will help thousands of cancer patients in York and across North Yorkshire has been funded by York Against Cancer.

The 15-foot high truck is slightly larger than a heavy goods vehicle, and expands to three times its road width, offering patients chemotherapy without them having to travel to York Hospital. Karen Cowley, Directorate Manager of Specialist Medicine, said: “We are extremely grateful to York Against Cancer. This is an absolutely fantastic opportunity to develop and improve existing chemotherapy services.

“Our patients have to travel long distances, often multiple times a week, to access chemotherapy services at York and Scarborough hospitals. “Providing chemotherapy in a purpose-built mobile unit will enable us to provide a high-quality service ensuring patients are cared for safely and closer to home, reducing the time they spend travelling to appointments.”

The truck will help rural patients in Bridlington, Scarborough, Malton, Easingwold, Selby and York, where it will operate as an additional department at the main hospitals, before moving between other sites.

Karen continued: “We are always looking for ways to develop our chemotherapy services to improve the experience for patients and their carers. As a team we are thrilled and excited by this opportunity and look forward to our partnership with York Against Cancer and launching this service.”

Julie Russell, General Manager of York Against Cancer, said: “The charity is thrilled to provide such an important service. It’s exactly what we are here for and it will make a big difference to people’s lives.”

A similar unit run by a charity in Manchester has treated more than 2,000 patients in 12 months, operated for more than 1,800 hours, travelled more than 7,000 miles, and saved patients journeys totalling 30,000 miles.

The unit should be in service next summer, to mark the thirtieth anniversary year of York Against Cancer.

Ring the bell to celebrate...

PATIENTS attending the chemotherapy unit at York Hospital have a new way of celebrating when they reach the end of their treatment.

Staff Nurse Tracy Whitewood-Moore has donated a celebration bell which has been installed on the unit for patients to ring when their treatment is finished.

Tracy, who has worked on the ward for more than 10 years, is soon due to retire and decided to leave a lasting legacy for patients and staff on the unit.

Tracy said: “The end of treatment is such a milestone for patients. We get to know patients really well as they sometimes spend months on the unit during treatment so it’s a great day for us as well as them. It’s nice to help them celebrate what can sometimes be an emotional day.”

Park for free with a car share

THE TRUST will shortly begin a new three year partnership with Liftshare to encourage and increase car-sharing for staff. Car-sharing makes journeys to work less stressful, is sociable and massively benefits the environment.

Staff who sign up and share journeys with a colleague will be able to park for free on site. At present Car Park A at York is designated for car sharers, while in Scarborough a new area will be designated depending on demand. The scheme will be rolled out Trust-wide in due course.

Further details will be unveiled over the coming weeks. Liftshare will be on site at York, Tuesday 6 December and in Scarborough, Wednesday 7 December to meet staff and promote the benefits of the new scheme.

See www.liftshare.com/uk/community/faqs for further benefits about car-sharing.

Christmas pay dates

DECEMBER salaries are being paid early on Friday 23 December. Payroll have requested that all payroll forms including duty sheets, salary returns, claim forms etc. are received either electronically or by internal mail to the Payroll Department at Tribune House no later than Friday 2 December to guarantee payment.

The payment of weekly pay will remain unchanged and paid on each Friday. The dates over the Christmas period will be:

- Week 38 – 23 December 2016,
- Week 39 – 30 December 2016,

Normal monthly close off for any paperwork to reach the Payroll Department is the 8th of the month.

Payroll have specific email boxes for the various types of forms to be received - for example leavers, starters, variation to contract, and salary returns so please remember to select the correct email address.
In October, Scarborough Hospital opened its doors for the Trust’s second recruitment market place this year.

The day was hosted by the Chief Nurse team, who primarily aimed the event at attracting new nurses. Interested candidates were able to speak to staff and there was a mock ward side room, where the clinical skills team were on hand to demonstrate resuscitation skills.

On the day interviews took place for domestic assistants, facilities operatives, as well as nurses - so many people came away from the event with a new job.

Nichola Greenwood, Nursing Workforce Projects Manager, said: “We interviewed over 20 nurses on the day, all of whom were successful and have been offered positions within the Trust. The Estates and Facilities team were also inundated with interest in their vacancies, which is fantastic as they have struggled to recruit to these posts in the past.

“The marketplace was unquestionably a great success and I am sure that we will be holding similar events in the future.”

Amongst the many stands there was also information from the Trust Membership, York Teaching Hospital Charity and Job Match – who provided career advice, as well as help and support on making job applications and being ready for interview.

Recreation market place success

Newly registered nurses arrive at the Trust

OVER 80 newly registered nurses have taken up posts across the Trust following a significant recruitment campaign to attract new nurses into the organisation.

All of the nurses will now be supported through a nine month nurse preceptorship programme, which has been devised to provide key support, training and development for the newly registered nursing workforce.

Helen Hey, Deputy Chief Nurse said: “It has been a delight to welcome so many new nursing colleagues to our hospital and to the nursing profession. They are a thoughtful, intelligent and inspirational group who I am certain will really add to our wards, units and teams in the hospital and in community services.”

The Trust has already launched its campaign to recruit more newly registered nurses during 2017.

Helping disabled employees fulfil potential

THE TRUST has been recognised as a Disability Confident Employer by the Department for Work and Pensions (DWP).

The campaign is aimed at helping employers to remove employment barriers and to give disabled people the opportunities to fulfil their potential. The scheme replaces the Two Ticks positive action scheme.

The award is recognition of the Trust’s culture, which encourages the inclusion of disabled talent in the workplace and the organisation’s commitment to offer interviews to disabled candidates, who meet the minimum requirements for a job or role.

The Trust has already achieved Level 1 and 2 and will be working towards Level 3, Disability Confident Leader.
Pharmacy team promotes #AntibioticGuardian campaign

ANTIBIOTIC resistance is one of the biggest threats facing us today. Without effective antibiotics many routine treatments will become increasingly dangerous. Setting broken bones, basic operations, even chemotherapy and animal health all rely on access to antibiotics that work. To slow resistance we need to cut the unnecessary use of antibiotics. We can all become Antibiotic Guardians.

Pledge to become an Antibiotic Guardian and select a simple action you can take which will protect our antibiotics.

Call to action: Choose one simple pledge about how you’ll make better use of antibiotics and help save these vital medicines from becoming obsolete.

New visiting times to boost care

Visiting times for all wards and hospitals at the Trust will be the same from 21 November 2016.

New visiting times will be supported by new guidance for visitors. The guidance demonstrates our commitment to making relatives and carers welcome in our hospitals, as well as being clear about the leadership role of the nurse in charge of the ward.

The changes to visiting times form part of the Trust’s aim to make its hospitals more dementia friendly. The new times will be supported by new guidance for visitors. The guidance demonstrates our commitment to making relatives and carers welcome in our hospitals, as well as being clear about the leadership role of the nurse in charge of the ward.

The changes to visiting times form part of the Trust’s aim to make its hospitals more dementia friendly. The Trust is supporting John’s Campaign and the right for patients with dementia to have their relatives stay with them throughout their stay in hospital.

Hester Rowell, Lead for Patient Experience, said: “People told us that it was difficult to fit in with the old visiting times around work and family commitments and sometimes they had to make difficult travel arrangements on public transport.

“We know that good communication with patients and families is essential for the best experience of hospital care. When we piloted extended visiting times with Elderly Medicine people said that it made it easier for them to talk to staff about queries or concerns.”

Helen Hey, Deputy Chief Nurse, added: “We recognise that support from carers, family and friends are an integral part of patients’ recovery.

“Having consistent visiting times across the Trust will make it easier for people to visit and the new guidance will ensure that staff can manage the ward to meet all patients’ needs.”

“Visiting times for all wards and hospitals at the Trust will be the same from 21 November 2016. Carers, friends and relatives are now able to visit at any time between 11am and 8pm. The changes have been introduced following extensive consultation with patients, carers and staff. It is hoped that the extended visiting hours will encourage visitors to arrive at different times, which will support good communication between staff and families.

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There will be times when it is not appropriate for patients to have visitors - such as when receiving clinical care, rest times, or to preserve the privacy and dignity of other patients – and these will be subject to the discretion of the nurse in charge.

Posters and leaflets will be distributed to all wards from this date.

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Sanjay is finalist

CARDIOLOGY consultant Sanjay Gupta has once again been out and about with his camera cultivating his creative talents. He has recently been shortlisted in the prestigious ‘Faith through a Lens’ competition which is an international contest designed to invite photographers to capture the theme of faith with a camera lens. His entry depicts a couple of hooded penitents running to join a sombre lent procession in the heart of Seville.

Check out Sanjay’s gallery at www.sanjaygupta.photography.com

Research team recruit a UK first

CONGRATULATIONS to the Research and Development team who were the first in the country and only the second in the world to recruit to a new international heart failure study.

There are 23 countries participating at 1,052 different sites with a planned recruitment of 12,000 patients.

Yvonne McGill, Cardiac Research Nurse, explained: “We are aiming to recruit ten patients having usual standard of care, and ten patients who will have been prescribed a new drug. We can then hopefully compare how both sets of patients get on, and if the new drug prevents incidences of acute episodes, or admissions during the next year. We were delighted at how quickly we found our first patient – the study had only been agreed with the sponsor the day before and by the next morning we had a recruit!”

The department was also the top recruiter in a large national study of rheumatoid arthritis for September.

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The department was also the top recruiter in a large national study of rheumatoid arthritis for September.
WITHIN the Trust there are specialist nurses, both in York and Scarborough, who are experts in their particular cancer and support patients and their carers through pre-diagnosis, treatments and beyond.

At Scarborough Hospital statistics have revealed that one in seven cancer diagnoses are made whilst the patient is an inpatient. Receiving a cancer diagnosis is a very difficult thing to hear and the Scarborough Cancer Clinical Nurse Specialists (CNS) have recognised that they can offer their knowledge and support not only for patients but to staff too. Jackie Frazer, Macmillan Lead Cancer Nurse, explained: “Survival statistics are definitely improving nationally but with an ageing population the numbers of people affected by cancer either themselves, or a friend or family member, is increasing. “We want to highlight the CNS service to staff to use as a resource particularly in difficult and complex cases. For example there are specialist nurses in all types of cancer such as head and neck, upper and lower GI, urology, breast cancer as well as palliative care and we can offer education, advice and support to staff when they are nursing patients with this diagnosis.”

They have also produced a Cancer CNS directory of contact details available on Staff Room, Clinical Information, Cancer Services for all staff to make it easier to access to services. For more information contact Jackie Frazer, Macmillan Lead Cancer Nurse, on 7725462 jacqueline.frazer@york.nhs.uk

A new guide from the Infection Prevention team is proving its worth on the wards in helping staff care for patients who need to be in isolation.

An isolation practice standard has been developed to give a step by step practice guide on how to care for patients in isolation to ensure patient and staff safety. Linda Horton-Fawkes, Senior Infection Prevention Nurse, explained: “The standard was developed following an investigation into an outbreak of infection which highlighted variation in isolation practice. In the absence of local or national guidance the Infection Prevention team decided to develop their own initiative to support improvement. “We’ve been delighted with the positive response from matrons and ward managers who see it as a valuable tool that supports new starters, students and agency staff by providing guidance of the standard of care delivery expected at the Trust.”

The standard is in the form of an easy to use booklet and was sponsored by Clinell, providers of decontamination wipes. Each ward has a copy, providing easy and constant access for all staff to important advice about how to practice safely and effectively when caring for patients in isolation due to infection.

Revamped discharge lounge for York

A PROJECT to transform the discharge lounge at York Hospital has already created a much more pleasant environment for patients as well as providing more bed space and helping patient flow throughout the hospital.

The newly refurbished area was opened by Trust non-executive director Dianne Willcocks who praised the new facilities and the work of the discharge teams.

Tracey Wright, Senior Hospital Flow Manager, said: “There has been a significant increase in patient numbers through the lounge, creating more bed space and more capacity on the wards where it really matters.”

The discharge lounge won the Corporate Improvement Team’s Inspire Scheme in 2015 and was awarded £3000 by York Teaching Hospital Charity to refurbish the area.
**Raising awareness about lung cancer**

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Thanks to the team of lung cancer specialist nurses with their colourful information stand at York Hospital, patients and visitors can’t fail to notice that it’s Lung Cancer Awareness Month.

Lung Cancer Specialist Nurses Sarah Berwick and Alison Hyde along with Alison Spray, Lung Cancer Care Coordinator have seen around 400 patients this year, providing practical and emotional support from diagnosis and through treatment.

Alison said: “We know that public awareness of symptoms of other cancers, such as a lump in your breast or testicles, is quite high.

“But far too few people know that having a cough for three weeks or more can be a sign of lung cancer, despite the fact it is the biggest cancer killer. It takes more lives than breast, prostate, colon and pancreatic cancers combined.

Nearly 80 percent of those diagnosed will have never smoked or are former smokers.

The awareness month coincides with the team saying goodbye to Jo Love, Lead Macmillan Lung Cancer Nurse Specialist who retires after working at York Hospital for the past 13 years.

Jo said: “It’s supporting patients and their carers through what is probably the most frightening and challenging time of their lives that makes it all so worthwhile. It is vital to have a strong, caring and fun team as I have had, to support and encourage each other when things are tough. I’ve enjoyed every minute of my career.

“I’ll miss the patients, as you so often build a strong relationship with them.”

**OT week highlights career opportunities**

**THE FOCUS of #OTWeek16 was to promote Occupational Therapy as a career. Our teams were out and about across the Trust speaking to patients and promoting some of the great work they do.**

Here’s a reminder from one of our patients about why they love their OTs:

“My OT has made me feel positive and has given and helped me maintain motivation. They provided me with techniques and the ability to break down tasks to be able to be more independent and be in control whilst having support to do everyday tasks.

My OT has taught me and my family about stroke and helped me understand what was happening and why I had difficulties. My daughter and I now have an understanding of the importance of occupational therapists and using them to relearn – they helped me believe there is life at the end of the tunnel.”

The Trust currently has 26 OT students from York St John University on clinical placements. Pictured are six of the students based with the Scarborough team.

**Huge reduction in diabetes amputations**

A RECENT report into diabetes foot care has revealed that in the last three years the Trust has reduced the rate of major amputations due to diabetes by over 40 percent.

Diabetes can reduce the blood supply to feet and cause a loss of feeling which can mean people with diabetes are at much greater risk of developing problems with their feet. If left untreated these problems can cause foot ulcers and infections and, at worst, may lead to amputations.

Katharine Speak, Podiatry Clinic Lead, explained: “Thanks to our multi-disciplinary teams for the diabetic foot, which includes vascular surgeons, podiatry, diabetes consultants and orthopaedic surgeon, we have been able to drastically reduce the level of amputations in the region.

“Working closely together we have improved the care, advice and education of staff and patients of the risks posed by diabetes. We will continue to work together to reduce the rates of minor and major amputation even further, by building on the acute access pathways from community and education.”

The report comes from data from the National Diabetes Foot Care Profiles which is reported annually for a rolling three year period for each Trust. It records information about people with diabetes admitted to hospital for footcare conditions.

Since the first report was published in 2012 it shows there has been a 42 percent decrease in the rate of major amputation in the Selby and York CCG and a 41 percent decrease in the rate of major amputation in the Selby and Ryedale CCG.

Katharine continued: “Most foot problems are preventable with good, regular foot care. We urge people to keep an eye on their feet at home and make sure that they get a quality foot check from a properly trained person at least once a year.”

The catering team have come up with a new healthy fish Friday option to rival the traditional fish and chip menu in the staff restaurants. Not only does it save money, it saves around 700 calories – around a third of a normal person’s daily calorie count!

Pierre Gomez, Retail Catering Manager, said: “We’re working closely with NHS England and our own wellbeing team to continue to offer more healthy choices on our menus. The traditional fish and chips meal on a Friday is still very popular but we wanted to provide an alternative that is tasty and healthy for those who want a change. Many people are watching their calorie intake these days, and their pockets, so there’s still a way to go before we can feel confident that as an organisation we have done all we can to protect ourselves, our patients and our families.”

“The Trust is committed to promoting wellbeing and protecting staff from communicable disease and equally fulfilling our role in supporting organisational resilience. Our flu plan plays a pivotal role in helping to prevent the spread of flu and supports the Trust in continuing to perform at the level expected during the winter period.

“There’s still time to get your flu vaccine. During November and December you can come along to any of the drop in sessions being held in the hub in Ellerby’s Field, York, the Occupational Health and Wellbeing Service offices at Woodlands House, Scarborough or on Buckrose Ward at Bridlington.

“You can also access the vaccine from one of our trained peer vaccinators who will continue to be available during November and December within clinical areas Trust wide.

“Whatever the winter brings, let’s be prepared.”

Please check screensavers, posters or Staff Room for dates and times of flu clinics or call the Occupational Health and Wellbeing Service 772 5099 for more information or to make an appointment.

Karen O’Connell, Operations Lead for Occupational Health, reports on the latest news from the flu campaign.

“Thank you to the 51 percent of frontline staff who have been vaccinated so far, a great achievement for early November. But we can’t be complacent - there’s still a way to go before we can feel confident that as an organisation we have done all we can to protect ourselves, our patients and our families.”

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As part of this year’s Stress Awareness Day the wellbeing team looked at some of the existing ways the Trust provides support and training.

Help for managers
One simple way to help managers with stress awareness is the elearning module on Learning Hub, Stress: Awareness and Assessment for Line Managers. It is aimed specifically at aspiring managers, first line managers and anyone in a management position who wishes to brush up on their skills.

Organisational Development and Improvement Learning (ODIL) coordinator, Zoe Nicholl, said:

“We know that managers can struggle with managing the impact of stress within their teams.

“The course helps people recognise the symptoms and causes of stress and understand the impact. It is also relevant in helping individuals recognise when they are suffering from stress themselves.”
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

On your bike to save money

A new Cycle2 work scheme has been launched for staff to purchase a bike and accessories, free of tax and national insurance.

This means you can make savings while keeping fit, reducing your carbon footprint and spending less time in traffic.

Sign up on www.cycle2work.info and use our unique code YTHNHSC2W or call 0345 504 6444

Podiatry Clinics

Over the past six months, since launching the new staff podiatry clinics in York and Scarborough, the Staff Benefits team is delighted to report that almost 120 staff have booked treatments with £1,071 subsidy paid from the Staff Lottery Fund.

The one hour treatments can be booked at a very competitive price, with a £9 subsidy per session from the Staff Lottery Fund.

Children’s Christmas parties

A Christmas party is being held on Sunday 11 December at York Hospital and at Scarborough Hospital for children of Trust staff. Look forward to fun and games, refreshments and - let’s hope – a visit from Santa!

Tickets are £4 per child with a maximum of two tickets per member of staff. Only two adults are allowed per group due to space. Tickets are already on sale from staff shops but places are limited so don’t miss out.

Staff calendar competition

We are delighted that 57 staff entered the Staff Benefits 2017 desk calendar photographic competition and would like to thank all the staff who entered a photo - the standard of entries this year was fantastic!

Four local photographers, James Drury, Steven Parker, Eloise Ross and Avijit Datta were given the difficult and unenviable task of choosing 12 winners, which will represent a month on the calendar.

An exhibition of all the entries will be displayed in February in York and Scarborough Hospitals. Images and winners will be published in full in the December edition of Staff Matters so watch this space!

Looking for a great present? Why not give shopping or eating out vouchers? We sell £10 ‘Love to Shop vouchers’ from the staff shops as well as gift sets, diaries, stocking fillers, perfume, advent calendars and selection boxes.

An online driving licence check.

CARS can be booked online from a desktop or using a smartphone app.

Technology is fitted to the vehicles to provide people with remote access to the cars with a personal membership card meaning they can be collected and returned 24 hours a day.

The new pool cars will be parked and available from the top-left hand side of the visitors car park at Scarborough and the old contractors car park behind the multi-story car park in York. Please see Staff Room for more detail.

New pool cars as Club extends across Trust

ENTERPRISE has been contracted to expand the Trust pool car scheme currently available in York, Malton, Bridlington and Tadcaster to Scarborough and promote the use of Enterprise Car Club as a replacement for the pool cars that have been used in previous years. The new pool car scheme will be live from 5 December.

The new pool cars will be white five door Ford Fiesta Ecoboost (petrol) with manual transmission. Fuel cards are supplied in the glove-compartment.

To access the cars you will need to join the scheme and complete an online driving licence check.

Cars can be booked online from a desktop or using a smartphone app.

Technology is fitted to the vehicles to provide people with remote access to the cars with a personal membership card meaning they can be collected and returned 24 hours a day.

The new pool cars will be parked and available from the top-left hand side of the visitors car park at Scarborough and the old contractors car park behind the multi-story car park in York. Please see Staff Room for more detail.
Wear a festive pair of socks to raise money

The charity is calling on all staff to ‘Get Your SOCKS On’ by wearing a festive pair of socks this Christmas. We are asking staff to support our campaign so we can raise funds and make a difference to the many thousands of people who receive care at our hospitals each year.

‘Get Your SOCKS On’ takes place on Wednesday 14 December when we hope to see a vast array of colourful festive socks throughout our hospitals.

Toddlle off for Christmas

This year hosts the first Special Care Baby Unit (SCBU) Christmas Toddlle in Scarborough. Join families and staff to walk the three miles from the Scarborough Spa to our Beach Chalet Grotto on North Bay to raise funds for SCBU at Scarborough Hospital. Santa will be waiting in the Grotto for the children to arrive and there will be hot drinks and mince pies waiting for the grown ups!

The walk will start at 10am outside The Spa with registration taking place from 9:30am in Farrah’s Restaurant. The walk is open to anyone and entry is free, we simply ask that you raise a minimum of £30 in sponsorship per family. Please register at www.york.nhs.uk/fundraising and choose ‘Events and Appeals’, Visit the SCBU Christmas Toddlle page to complete the online registration form and you will be sent a pack. Registration will close on Thursday 1 December at 11am.

Carolyn is York’s ‘Health Hero’ in Press awards

A MASSIVE congratulations to Carolyn Bedford, Urology Cancer Nurse Specialist, who was crowned Health Hero in this year’s Press Community Pride awards. Carolyn said: “I’ve worked at York Hospital for 39 years and I never expected to be nominated for this award, let alone win. It has been an amazing experience and i was very honoured to have been nominated by one of the men I helped support through a diagnosis of prostate cancer. It amazes me when someone is going through such a difficult period in their lives they still find the time to say thank you. I really couldn’t do my job without the amazing Urology team I work with. “My family and I had a lovely night at the Community Pride event and met some inspirational people. I was proud to be part of it.”

“ I’ve worked at York Hospital for 39 years and I never expected to be nominated for this award, let alone win”