Outstanding staff were honoured for their contributions, achievements and innovation in health and patient care at the Trust’s annual Celebration of Achievement ceremony, 20 October 2016.

Now in their fourth year since the Trust merger, the Celebration of Achievement Awards showcase the exceptional achievements of individuals and teams working for the Trust over the past year, with nearly 300 staff and guests sharing their success.

Patrick Crowley, Chief Executive said: “It is with great pride that I have watched our awards programme go from strength to strength, and we have received more nominations than ever this year. This is a fantastic endorsement of our staff and our organisation, particularly at a time when the pressures we face have never been greater.

“I feel privileged to work in the NHS, to be part of this organisation, and more importantly to work with you in seeking to provide at all times the very best healthcare we can.”

Full coverage of the awards: pages 6-9

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
Bringing sunshine to ward 25

When Staff Nurse Mel Harrison was asked to take on a project for her leadership course she wanted to see patients benefit – and where better to start than on her own ward! Mel decided to raise funds to renovate an old bathroom on the ward and turn it into a room that could brighten up patient’s lives. Aptly named the ‘Sunshine Room’, it provides an alternative space for recreation for patients who are not mobile enough to leave the ward.

Through a whole manner of events and activities Mel raised over £1,800 to help refurbish the room after it had been renovated by the capital planning team.

Mel said: “For my course I had to come up with a project designed to show how you lead and manage, and I wanted to do something patient orientated. Some of our patients can be on the ward for weeks and we understand how frustrating it can become for them when they stuck in hospital.

“With the help of the art’s team we’ve created a brightly decorated room with new comfortable seating, table and chairs, music, games and books. Patients use it in different ways – we’ve had one lady who used the room to eat a meal with her husband for the first time in weeks spending time as a couple, creating a bit of normality in their lives.”

The team on ward 25 continue to work on ideas to improve facilities in the room for patients.

Message from the Chair

As many of you may know, our Trust has four key ambitions in the five years ahead. These include quality and safety ambitions, finance and performance ambitions, people and capability ambitions and ambitions which relate to our facilities and environment.

It’s possible to ‘forget’ the importance of the Trust environment for our patients and service users in a busy working day. The Trust is our workplace, but for patients and service users a visit is often a very important and sometimes anxious experience. What our patients see and hear and feel and taste when they come through our doors has a very significant impact on the way they perceive the services and care we offer to them. Because this is important to our patients, it’s also important to our board and at our September meeting we were really pleased and proud to receive the results of the Patient Led Assessments in the Care Environment (PLACE).

Between 17 February and 13 May all of our nine inpatient facilities were assessed. The assessment teams were made up of patient assessors, leads from Facilities, Matrons and members of the Infection Control team. They were assessing our Trust against six key areas - cleanliness, food and hydration, privacy, dignity and well-being, condition, appearance and maintenance and how well we accommodate patients with disabilities or dementia.

In most areas our Trust scored above the national average, with improved scores for cleanliness, condition, appearance and maintenance, food, and dementia.

Where our assessors identified improvements that can be made, we have determined to make progress which will enable us to gradually improve our scores in the years ahead.

Creating the very best environment we can for our patients and service users is at the very heart of our Trust values of really caring about what we do. Thanks go to everyone for playing their part in creating an environment which is clean and welcoming for our patients and service users.

Our achievements in the PLACE assessment take us another step closer to achieving our ambitions!

Sue Symington

Preparations under way for NHS Carol Service

PREPARATIONS have begun for the York Minster NHS Carol Service on Wednesday 7 December. Sessions have been arranged for the Scarborough Hospital Choir during October, November and December to practice for the service.

Practices begin on Wednesday 26 October and continue each Wednesday evening 7.30pm to 9.15pm at the Scarborough Hospital Chapel.

The Scarborough Hospital Carol Service is at St. Columba’s Church, Dean Road, Scarborough on Tuesday 13 December, 7.30pm.

Revd Chris Hayes, Chaplain at Scarborough Hospital said: “We look forward to welcoming back existing members of the choir, and enquiries from those members of staff who would like to join us.”

Please contact The Revd Chris Hayes on 01723 342500 or chris.hayes2@york.nhs.uk if you would like more information, or are interested in joining the choir.
Holding a torch for good hand hygiene

The Infection Prevention team at York Hospital promoted good hand hygiene in a novel way when they took part in a torch relay with a difference to promote the 2016 Hand Hygiene Torch Tour.

Organised by the Infection Prevention Society, the tour aimed to highlight the importance of good hand hygiene to both healthcare staff and the public. The torch has been touring the UK since 5 May, with healthcare organisations and NHS Trusts across the country.

The torch was passed to Anne Tateson, Infection Prevention nurse and lead for hand hygiene at the Trust, on Tuesday 27 September, along with members of the Infection Prevention Team and Nuffield Hospital colleagues. It then continued on its way to Harrogate to kick off the infection prevention annual conference.

Anne explained: “The torch relay is a novel way of taking the good hand hygiene message across the country and reinforcing the importance of hygiene for both healthcare staff and members of the public. “As we start to approach winter, we will start to see more viruses like flu or Norovirus, the diarrhoea and vomiting bug, circulating in the community. Both of these viruses can be caught by touching contaminated surfaces and can leave otherwise healthy people feeling very poorly for several days. “More crucially, if these kinds of virus are caught by people who are already unwell or have low immune systems, like a lot of people in hospital, it can be very dangerous. “We need to fight infection together so it is vital that visitors help us when they come into our hospitals. Clinical staff in our hospitals are trained in thorough handwashing techniques, but viruses can easily be brought into hospital by visitors. The most common way germs are spread is by people’s hands. “Effective handwashing with soap and warm water is the single most important thing that anyone can do to help the spread of infections and help themselves and their loved ones.”

International Infection Prevention and Control Awareness Week took place between 16 and 22 October when organisations across the world focused on the various ways in which people can help stop the spread of infection to help save lives.

During the week the Infection Prevention Team at the Trust spoke to members of the public and staff at York Hospital, spreading the message on the various ways everyone can work together to keep infection at bay.
Film screening first

AS THE Aesthetic Short Film Festival (ASFF) prepares to hit York in November the Arts Team at York Hospital has secured an exclusive screening of three outstanding short films.

Jess Sharp, Art and Design Project Coordinator, explained: “It’s a unique opportunity for the Trust to play a part in one of the city’s most prestigious art events and really make creative arts accessible.”

ASFF 2016 runs from 3 to 6 November at various venues across York. Festival tickets are now available at www.asff.co.uk/tickets

Folders boost communication

A new folder designed specifically to help staff overcome communication barriers with patients has been given to all wards and departments across the Trust after receiving funds from the York Teaching Hospital Charity.

The ‘PictoComm’ book has over 100 bespoke illustrations that patients can point to which will help them communicate their basic needs.

Margaret Milburn, Equality, Diversity and Inclusion Officer, explained: “The illustrative style ensures that all patients, regardless of their spoken language or ability, are able to receive the best care possible at a time when they will be feeling most vulnerable. It helps reduce confusion and frustration between staff and patients when barriers to communication exist including learning difficulties, limited understanding of English or patients who have had a stroke.

“It allows hospital staff to communicate more effectively, thereby reducing the risk of medical errors and improve patient safety. By giving patients a ‘voice’ to communicate their needs it helps give confidence and assurance that their needs will be fulfilled.”

For any queries regarding the folder contact margaret.milburn@york.nhs.uk or call 772 6633.

Look Good, Feel Better celebrates

In October, NHS England named York as one of the best performing areas in the country for treating patients with cancer. One of the ways in which the Trust excels is by offering ‘Look Good Feel Better’ monthly workshops, which have been in operation at the Cancer Care Centre at York Hospital for the last six years.

Look Good Feel Better (LGFB) is the only international cancer support charity providing free, practical and effective services for women and teenagers struggling with the visible side effects of cancer.

Any woman who has had cancer treatment is able to attend the workshops, which are run by a small group of local, dedicated beauticians who, through volunteering, offer professional beauty advice and practical tips. During a two hour workshop women are shown how to professionally apply products to help improve their self-image and appearance, which in turn creates a sense of wellbeing and confidence.

Jane McHalle, volunteer, explained: “I first came into contact with LGFB after being diagnosed with breast cancer four years ago. When you are handed a diagnosis of cancer the world as you know it suddenly changes. It is a very lonely place to be no matter how many caring and supportive people you have around you. “Very often the treatment you are given has cruel and visible side effects that destroy a woman’s confidence.”

LGFB is now in the early stages of being set up at Scarborough Hospital for 2017. In the meantime, all women are welcome to access any of the monthly workshops taking place in York. If you would like to know more about these workshops please visit www.lookgoodfeelbetter.co.uk or telephone the Cancer Care Centre on 01904 721166.

A MULTI-DISCIPLINARY group has been formed to examine the Trust’s reporting processes from completing a form to receiving feedback. It’s been created specifically to listen to people’s concerns around reporting incidents so that patient safety can be improved.

Incident reporting is a vital tool for collecting information about unintended or unexpected events which could have, or did, lead to harm for one or more patients, staff or visitors.

Will Lea, Clinical Leadership Fellow, explained: “We have become aware of problems with the way our ‘reporting and learning’ systems work and that some staff face barriers when raising concerns.

“Some of these problems around the process of reporting others are around fear of blame and a sense that it won’t change anything.

“It goes without saying that simply collecting this information will not improve patient safety or reduce incidents but can provide fuel for change.

“Incident reporting is part of a wider system aimed at ensuring we learn from errors and inefficiencies in our systems. We are ultimately provided with opportunities to improve the quality of care we provide our patients and protect our staff and visitors.

“We will keep everyone informed of our progress and people will see some changes and initiatives in the coming months which we hope will improve our ability to learn and improve as an organisation.

We welcome any comments or suggestions about any stage of the process from reporting to investigating and learning outcomes - I will take these to the group.”

If you gave any comments please contact william. lea@york.nhs.uk

Group studies incident reporting
Meet the finalists

Some of the more observant among you may have noticed our August finalists in the last issue. We were a bit ahead of ourselves as it should have been the turn of the July finalists – so here they are!

Lynda Hall, HCA Theatres, York Hospital
Nominated by a colleague for her dedication to her role over the past 19 years. Lynda’s vast knowledge of trauma surgery and her pragmatic approach to managing the flow of patients ensures that trauma theatre runs safely and efficiently. She regularly advises junior (and sometimes even very senior) surgeons on the correct set up of equipment and surgical techniques. Lynda takes it upon herself to learn about the equipment and procedures the team undertake and she has an amazing ability to recall this information. She ensures that her theatre is well kept and supports the staff to ensure they are free to offer a high level of care to a very vulnerable patient group. ‘She always treats patients with the upmost respect despite rarely coming face to face with conscious patients or their relatives.’

Gail Bentley, Waiting List Co-ordinator, York Hospital
Nominated by a colleague for going the extra mile to make a difference to the experience of patients, and the efficiency of resources within theatres. A patient left a message on Gail’s answerphone to cancel for her surgery the following day. It was 5pm and Gail was due to go home but she phoned the patient back to try and encourage her to attend as she was an urgent patient. The patient declined but Gail did not stop there, she is aware that there are theatre staff shortages and lists are cancelled due to this, so understood that to have a whole theatre team available in the morning with no patient to operate on would not be ideal. Gail stayed late at work and managed to re-fill this list with suitable patients.

Fran Leavy, Midwife, Scarborough Hospital
Nominated by a patient for her complete professionalism and calm, confident support given during the labour and birth of her baby girl. The patient had endured a difficult personal past making it very hard for her to trust anyone. She had built up a rapport with her midwife Lynda Fairclough prior to handing over to Fran. ‘Mentally it was the hardest time of my life and I suffer from extreme anxiety... I had a difficult pregnancy and mentally was at my lowest point in self-confidence. In this difficult situation Fran really understood me and did everything to ease the experience’. Fran is praised for appreciating the patient’s anxieties and individual situation as a professional event rider and the impact a complicated birth may have on her career.

Sharon Rhodes, Nurse ENT, York Hospital
Nominated by a patient’s family for her care and patience when her young daughter Grace attended ENT at York Hospital to have a hearing test and some wax and a grommet removed by microsuction. ‘Grace was incredibly nervous and frightened and the wonderful Nurse Rhodes calmed her down, talked her through everything and held her hand throughout the microsuction procedure. If this wonderful display of patient care wasn’t enough for a frightened child, Nurse Rhodes then took the time to write a lovely letter to the “Grommet Fairy” detailing how brave Grace was, and provided us with a certificate for Grace to find under her pillow! Grace was so impressed with how lovely and kind Nurse Rhodes was that she now aspires to be a nurse in ENT so she can work with her!’

Doreen Foster, Motor Neurone Disease Specialist Nurse, Neurology, York Hospital
Nominated by a consultant neurologist for her commitment to providing a continued service for people with motor neurone disease. Even though she was retiring Doreen decided to continue to work on reduced hours until a replacement is found. MND is a terminal condition which is progressively disabling and patients come up against new problems on a regular basis. ‘Doreen is able to anticipate problems and put measures in place or signpost to prevent crises. Living with MND can be terrifying and Doreen is able to relieve some of this through the support she provides.’ Doreen is praised for contributing significantly to York Hospital’s very low admission rates for patients with MND compared nationally. ‘I know that this decision was a personal sacrifice of Doreen’s, done on behalf of the patients.’

Above, from left: Doreen Foster, Gail Bentley and Sharon Rhodes receive their awards. Left: the group of finalists.
Outstanding staff were honoured for their contributions, achievements and innovation in health and patient care at the Trust's annual Celebration of Achievement ceremony, 20 October 2016.

Excellence in Patient Experience Award — presented by Mike Proctor, Deputy Chief Executive
Winner – York and Scarborough Security teams
The security team are recognised for supporting a patient, who had severe mental health issues, in the Emergency Department for 11 hours. They worked with him tirelessly, showing compassion and understanding for his illness. The security team regularly prove that they care about what they do – ensuring respect, reassurance and protection for patients and colleagues, sometimes in the most challenging of situations.

Runners up: Ward 15, York Hospital and Ambulatory Care Unit, York Hospital

Living Our Values Award — presented by Patrick Crowley, Chief Executive
Winner – Maria Woodmansey, Scarborough Hospital
Ward clerk Maria has worked on the Ann Wright Ward, care of the elderly, for many years. Maria goes above and beyond her role as a ward clerk, to assist patients and others on the ward and supports the team in any way she can. She is recognised for her genuine care and regard for the elderly patients, many of whom have dementia, and her consideration for their families.

Runners up: Norman Barclay, Malton Hospital and Children's Community and Ward 17 teams, York Hospital

Partnership Matters Award — presented by Mike Proctor, Deputy Chief Executive
Winner – Child Sexual Assault Assessment team, York Hospital
Liz Costello, lead nurse, with Dr Liz Baker, Dr Sarah Snowden and Dr Ianthe Abbey, working closely with NHS England and North Yorkshire Police, have developed a child sexual assault assessment team within York Hospital. Anyone under the age of 16 from North Yorkshire or York, who has experienced a sexual assault, can now have all of their health needs and forensic evidence gathered at the hospital instead of travelling to Manchester for this service.

Runners up: Rachel Anderson, Community Services and Marion Khan, Janette Whalley and the Practice Education team, York Hospital
Patrick Crowley, Chief Executive said: “It was a fantastic evening which showcased the amazingly talented people we have at the Trust. Our staff work incredibly hard together to make a difference to our patients, and to ensure we continue to improve the quality and standards of service we deliver. We are very, very proud of them all.”

Enhancing Systems and Services Award – presented by Juliet Walters, Chief Operating Officer
Winner – Hyper-Acute Stroke Services, York Hospital
A unique, innovative model of hyper-acute stroke care has been introduced where all acute stroke patients are transferred to York following assessment at Scarborough - with patients being repatriated back to Scarborough if requiring continued rehabilitation. Data for Scarborough stroke patients has already shown an improvement across all indicators, helping the Trust to strengthen its position for outstanding stroke care.

Runners up: Laboratory Computer (Telepath) Implementation Group, York and Scarborough Hospital and Specialist Palliative Care Teams, Cross Site and Community

Efficiency Award – presented by Andrew Bertram, Finance Director
Winner – The Dressings Formulary Review team, Cross Site and Community
The dressings formulary review team has worked with the resource management team, corporate improvement team and procurement to reduce the number of wound dressing products used across the Trust - which was previously over 1,200 different types at a cost of £1.4m a year. In doing so, the team has achieved £150k of recurrent real cash savings.

Runners up: Ali Shields and Kevin Craven, York Hospital and the Aspen Unit, Scarborough Hospital

Unsung Hero Award – presented by Brian Golding, Director of Estates and Facilities
Winner – Adrian Grey, Barrie Watkinson, Richard Cussans and Richard Edwards, York Hospital
Adrian, Barrie, Richard and Richard were on duty at York Hospital when a man collapsed in the main entrance. The team put out the crash call, looked after the man’s family, assisted the crash team with the crash trolley and anything else that was required while they resuscitated the patient. At the same time, they kept people flowing through the doors, all the time maintaining dignity for the man and his family - and as much privacy as possible for the crash team.

Runners up: Michal Majchrzak, Harrogate Renal Unit and Paul Sudworth, York and Scarborough Hospital
Meet the
Volunteer of the Year Award – presented by Wendy Scott, Director of Out of Hospital Care
Winner – Rita Milne, York Hospital
As an amputee she has helped set up a support group for other amputees, their partners or carers. Rita has also undergone training to become a volunteer visitor to patients who are awaiting amputation or following an emergency amputation. In addition, Rita works as a patient volunteer on the Patient Led Assessment of the Care Environment (PLACE), which requires her to carry out assessments from a patient’s perspective. Rita is an original member of the York Limbless Support Group.

Runners up: Ann Wright Ward dining companions, Scarborough Hospital and Ilona Woodhead, York Hospital

Patient Award – presented by Sue Rushbrook, Director of Systems and Network Services
Winner – Helen Lickley, York Hospital
Healthcare assistant Helen is recognised by patients for being ‘exceptional’. Helen was singled out by a patient who was on the ward for three weeks awaiting an operation for an aortic valve replacement.

Runners up: Jacqui Mortimer, Scarborough Hospital and Stroke Services, York Hospital

Patient Safety Award – presented by Ed Smith, Deputy Medical Director
Winner – Beech Ward, Scarborough Hospital
To improve patient safety, the team on Beech Ward developed and implemented a daily safety brief and ‘patient safety huddle’. The brief keeps staff informed of patients’ risks - such as falls, pressure ulcers, safeguarding issues, discharges and others. It also focuses on observations, days since last fall and cardiac arrest. As a result, observation compliance has improved significantly.

Runners up: Maternity Services, York and Scarborough Hospital and Norman Barclay, Sally Cliff and the Fitzwilliam Ward team, Malton Hospital

“A truly positive person who contributes significantly to our Trust through her time spent volunteering”

“She is truly a credit to her profession and goes above and beyond in her job… without Helen getting me through each day I don’t know what I would have done at times”
Fundraiser of the Year Award – presented by Elizabeth Ross, Head of Maternity Services
Winner – Ian Watson, Fundraiser for York Hospital
Ian’s wife, Rebecca, was a frequent visitor to the Cancer Care Centre, the Oncology Clinic and Ward 31 at York Hospital before she sadly passed away. To show his gratitude, Ian ran the Great North Run in 2015, followed by the York 10k and held a fundraising night. In total Ian has raised £13,500 for the Cancer Care Centre and Oncology, where Ian’s efforts are gratefully appreciated by staff and patients alike.

Runners up: John Skelton, Fundraiser for York Hospital and Mark Rogers, Fundraiser for York Hospital

The Governor’s Award – presented by Margaret Jackson, Lead Governor
Winner – The Project Choice team, Scarborough Hospital
The Project Choice team helps students with learning and physical disabilities into work, through a one year structured programme of education and placement in work experience at Scarborough Hospital, which is mentored by staff employed by the Trust. There are currently 35 organisations participating in this exciting initiative and it is soon to expand into York.

Runners up: Team at St Monica’s Hospital Easingwold, Community and EPMA Team (Electronic Prescribing), York Hospital

The Chair’s Award – presented by Sue Symington, Chair
Winner – The Organ Donation team

The Chief Executive’s Award – presented by Patrick Crowley, Chief Executive
Winners – Donald Richardson, Lynn Ridley and Andy Betts
STAFF WELLBEING

New leaflets guide the way

THE WELLBEING Team has produced two new information leaflets to help support staff.

Wellbeing booklet
Good mental wellbeing is as important as good physical wellbeing. Just like the ‘five a day’ foods, evidence suggests there are five steps we can all take to improve our mental wellbeing.

This new booklet offers practical advice based on the simple things we can do in our everyday life – connect, be active, take notice, learn and give.

Dr Elaine Middleton, Clinical Psychologist who produced the booklet, said: “Mental wellbeing is about functioning well, keeping a balanced perspective on things and coping with our feelings. We know we can’t feel fantastic all of the time but we can take care of our mental health in ways that help us to bounce back when things get tough. The five ways booklet invites us to find ways that suit us as individuals to stay well and create more resilient mental health.”

Advice leaflet
A handy new leaflet is now available to help staff access the wide-ranging support offered by the Trust.

The leaflet includes contact information for counselling, psychological support, fairness champions and coaching.

To download the leaflets visit the Staff Benefits, Wellbeing page on the Trust website or Staff Room/Occupational Health/Mental Health and Wellbeing.

Have you tried our confidential support service?

ANYONE looking for impartial support can contact the Trust’s dedicated resource, CiC Confidential Care, a 24 hour service available by phone or online.

All calls to CiC’s Adviceline are answered by qualified and experienced counsellors. Each caller is appropriately assessed to determine what form of support is the most appropriate. Any clinical support required will be identified at this stage. Where practical support is deemed to be the priority, the caller will be passed to one of CiC’s consultants for help with legal, debt, financial or child and dependant care.

Staff Matters took a look at how this service can help on a practical level with a step by step real life scenario from CiC:

“My working hours have changed and now I can’t pick up my children after school. I have to rely on family and friends to do this for me but they won’t be able to do this for much longer. I can’t afford childcare – I work part-time and am on a low income.”

As with all calls to the Adviceline, CiC’s counsellors will be listening to how the caller is coping on an emotional level. If appropriate, counselling support will be offered. On the practical level, the caller could be referred to CiC’s money management partners, PayPlan and legal partners, Law Express.

Stoptober – is it time for you to quit?

OCTOBER is an important month in the health calendar – Stoptober promotes giving up smoking. What can you do to help?

Readers may be aware from previous articles in Staff Matters that the maternity team is doing a lot of work with mums-to-be to reduce smoking in pregnancy in order to reduce stillbirth rates.

Freya Oliver, Matron for Maternity and Gynaecology at Scarborough Hospital, said: “Reducing the risks from smoking in the general population is high on the government and health service agenda. The more we can do to make NHS premises lead the way with a smoke free environment, the more this helps give the right message to the public. This in turn helps expectant mothers.

“There is lots of support available to help quit, and we often point out to our patients that if they smoke a packet a day, they could save around £250 each month!”

Anyone looking for support to quit smoking can find more information at www.smokefreelifenorthyorkshire.co.uk

Uniform policy

Were you aware that you are not allowed to smoke in uniform? The Trust policy states staff are expected to change out of uniform when going for a cigarette. When you smoke in uniform you are passing second (breath) and third (clothes and hair) hand smoke to patients and staff when you go back to work. This can cause harm in the same way as being exposed to someone smoking a cigarette – as well as smelling very unpleasant to a non-smoker.
Salary sacrifice schemes

A SALARY Sacrifice scheme is an arrangement between the Trust and an employee, where the employee agrees to forego part of their future entitlement to salary in return for the Trust providing them with the benefits of a similar value.

Depending on the nature of the non-cash benefit, these arrangements can be beneficial to both the Trust and the employee through income tax and national insurance contributions savings. It is very important that people read the salary sacrifice guidance document before making a decision as this may have an effect on their NHS pension. For salary sacrifice guidance please visit our website.

By law the salary sacrifice scheme must not reduce your pay to below the National Living Wage.

As a trust we have made the decision to set this at £8.10 per hour to future proof against government wage increases over the next three years.

You will not be able to take part in the salary sacrifice scheme if your hourly rate falls below this limit after the salary sacrifice has been deducted. This takes into account any other salary sacrifice you have in place.

In Childcare Voucher scheme

The Trust supports staff with financial assistance by offering Edenred childcare vouchers as a flexible way to meet the costs of childcare. To get started go to www.childcarevouchers.co.uk or call the team on 08448 118228.

The ‘cuddle cot’ is a special cooling device which can be placed under the deceased baby to enable parents to spend precious time holding their baby for longer following death. It provides families the time to form bonds and create memories, from changing nappies to bathing.

A GENEROUS mother and daughter from Goole, Zoe Shaw and Maria Shaw, have raised £2,400 to enable ‘4Louis’ charity to buy a ‘cuddle cot’ for Scarborough maternity unit.

Zoe gave birth in Goole to Caleb David Shaw this February who very sadly died at 37 minutes old. They chose Scarborough as it’s a place they have visited as a family and have fond memories of.

Following such a devastating experience Zoe and her mum wanted to help other people. They held a prize bingo night, a tombola and raffle, which collected £1000 just raffle tickets alone.

The ‘cuddle cot’ is a special cooling device which can be placed under the deceased equipment. (www.4louis.co.uk)

Cuddle cot donation for Snowdrop suite

A GENEROUS mother and daughter from Goole, Zoe Shaw and Maria Shaw, have raised £2,400 to enable ‘4Louis’ charity to buy a ‘cuddle cot’ for Scarborough maternity unit.

Zoe gave birth in Goole to Caleb David Shaw this February who very sadly died at 37 minutes old. They chose Scarborough as it’s a place they have visited as a family and have fond memories of.

Following such a devastating experience Zoe and her mum wanted to help other people. They held a prize bingo night, a tombola and raffle, which collected £1000 just raffle tickets alone.

The ‘cuddle cot’ is a special cooling device which can be placed under the deceased equipment.

Salary sacrifice schemes

A SALARY Sacrifice scheme is an arrangement between the Trust and an employee, where the employee agrees to forego part of their future entitlement to salary in return for the Trust providing them with the benefits of a similar value.

Depending on the nature of the non-cash benefit, these arrangements can be beneficial to both the Trust and the employee through income tax and national insurance contributions savings. It is very important that people read the salary sacrifice guidance document before making a decision as this may have an effect on their NHS pension. For salary sacrifice guidance please visit our website.

By law the salary sacrifice scheme must not reduce your pay to below the National Living Wage.

As a trust we have made the decision to set this at £8.10 per hour to future proof against government wage increases over the next three years.

You will not be able to take part in the salary sacrifice scheme if your hourly rate falls below this limit after the salary sacrifice has been deducted. This takes into account any other salary sacrifice you have in place.

In Childcare Voucher scheme

The Trust supports staff with financial assistance by offering Edenred childcare vouchers as a flexible way to meet the costs of childcare. To get started go to www.childcarevouchers.co.uk or call the team on 08448 118228.

The ‘cuddle cot’ is a special cooling device which can be placed under the deceased baby to enable parents to spend precious time holding their baby for longer following death. It provides families the time to form bonds and create memories, from changing nappies to bathing.

A GENEROUS mother and daughter from Goole, Zoe Shaw and Maria Shaw, have raised £2,400 to enable ‘4Louis’ charity to buy a ‘cuddle cot’ for Scarborough maternity unit.

Zoe gave birth in Goole to Caleb David Shaw this February who very sadly died at 37 minutes old. They chose Scarborough as it’s a place they have visited as a family and have fond memories of.

Following such a devastating experience Zoe and her mum wanted to help other people. They held a prize bingo night, a tombola and raffle, which collected £1000 just raffle tickets alone.

The ‘cuddle cot’ is a special cooling device which can be placed under the deceased equipment. (www.4louis.co.uk)
Lynda’s swimathon brightens lives

Thank you to Lynda Robson who works in the Play Team at York Hospital for organising a Swimathon with her sister Amanda this May, raising £1,422 for the Children’s Ward at York Hospital.

The money has been used to purchase new sensory toys and equipment for the patients on the ward. Have you been inspired by Lynda and Steve’s fundraising? Why not get in touch with the Fundraising Team by ringing 772 4521 or by emailing charity.fundraising@york.nhs.uk for help and advice about organising your own fundraising activities for your chosen ward, department or hospital.

Steve’s African adventure for charity

Thank you to Consultant Vascular Surgeon, Steve Cavanagh, who took part in a 402km cycle ride through Northern Tanzania over five days and raised £794 for the Vascular Ward at York Hospital, as well as raising money for the Circulation Foundation. The money raised is going to help purchase a colour printer for the ward to print off high quality information leaflets for patients.

New PALS welcomed

WELCOME to the new members of the Patient Experience Team, Karol Kneeshaw and Lou Young who have been appointed as Patient Advice and Liaison Service (PALS) Advisers. Karol is based at Scarborough Hospital and Lou at York. Another recent recruit to the team is Liv Cooper who has recently joined the complaints team and will be providing support to the complaints officers and contributing to the smooth running of the service.

TWO new roles of Research Delivery Facilitators are set to strengthen current activity in the research and development department and expand it into the future. Lisa Carr and Richard Furnival, pictured right, will provide added support to directorates across the Trust by helping to set up research studies as well as support individuals and teams with on-going studies. Lisa said: “By working closely with research teams and consultants we will be providing a more focused support. Our responsibility will be to set up the trials so that consultants and nurses will have more time to dedicate to the patients taking part.”

Previously Clinical Trials Assistants, Lisa worked in Rheumatology for three and a half years and Richard in paediatrics and maternity a year and a half.