Recognition for apprentices

Three apprentices from the Trust made it to the finals of the Yorkshire and Humber region NHS apprenticeship awards held recently at the Marriott Hotel in Leeds.

The Healthcare Assistant Apprentice of the Year award went to Jayne Girling, Cadet Nurse on Johnson Ward at Bridlington Hospital.

Emma Donnan, Lead Healthcare Facilitator, who nominated Jayne, said: “Jayne joined the Trust in October 2011 as a Cadet Nurse on Johnson Ward. In the last 18 months she has become a valued, dedicated member of the nursing team, displaying the care and compassion of a professional practitioner. During her term she has studied to gain her Level 3 Diploma in Health and Social Care and has continued to work in her second role as a team leader working with people with learning disabilities. As well as being a reliable member of the team and always going the extra mile to support the team, Jayne always has a smile and is a cheerful person who brightens up the patients’ day.”

Nineteen year old Sarah Lillie, who works in the Corporate Learning and Development Team, was shortlisted for NHS Non-Clinical Apprentice of the Year and also went home with a highly commended (second place) award for Most Impacted on Services and Colleagues.

Claire Varley, Learning Administrator who nominated Sarah explained: “Sarah began looking at apprenticeships as a way of starting her career and from the moment she came for interview she stood out from the other candidates. She typifies the perfect apprentice, seeing it as a platform for learning and developing her skills.

CQC gives Trust clean bill of health

THE TRUST has been given a clean bill of health by the Care Quality Commission (CQC) following its latest inspection visit.

The inspection team made unannounced visits to York and Scarborough Hospitals in early January 2013, and found the Trust to be meeting all of the essential standards they assessed.

During their visit the CQC’s team placed a significant focus on patient experience and patient feedback, and sought the views of staff, patients and their relatives.

Libby McManus, Chief Nurse, said: “I am delighted that we were found to be meeting these essential standards, and I would like to thank the staff who work hard every day to ensure that we are giving our patients the best possible care.”

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, Media and Communications Officer: rebecca.aspin@york.nhs.uk
- Elaine Vinter, Media and Communications Officer: elaine.vinter@york.nhs.uk
- Heather Millard, Communications Assistant: heather.millard@york.nhs.uk

Have you got a story?
Host of activity to raise awareness of good nutrition

A host of activity took place during Nutrition and Hydration Week to promote the importance of good nutrition and hydration to staff, patients and visitors.

Activities taking place at York Hospital included smoothie tasting, afternoon tea and cakes on the elderly wards, tasting of patient menus, catering department tours, softening food demonstrations, audits, executive walk arounds and promotion of the dining companion volunteering roles.

At Scarborough Hospital the Dietetic Team promoted good nutrition and hydration for patients by taking an awareness stand and road show out and about around Scarborough, Whitby and Malton Hospitals.

Staff spoke to patients, visitors and staff promoting a range of topics including the importance of maintaining an adequate fluid intake, recipe adaptation, hospital snack menus and how visitors can help support their relatives’ recovery both in and out of hospital. Information was also made available about becoming a dining companion volunteer.

Libby McManus, Chief Nurse, said: “We were delighted to participate once again in Patient Safety First’s Nutrition and Hydration Week to raise awareness of our work in this important area.

“When you are in hospital food and drink is vital medicine and mealtimes are often the main focus of your day. Ensuring good nutrition and hydration is a fundamental part of caring properly for our patients. Poor nutrition and hydration leads to poor health, increased and prolonged hospital admissions, and more cost to the NHS.

“Our aim was to raise awareness about how important good nutrition and hydration is by participating in this national campaign, however it doesn’t stop there – it is something we are committed to for 52 weeks of the year both in our hospitals and out in the community.”
Trust staff pledge to make a change

Staff from across the Trust took part in the first NHS Change Day on 13 March, joining over 180,000 staff from across the NHS by making a pledge to take action to improve the service they provide.

NHS Change Day aimed to demonstrate how one simple action or new idea could make a difference for patients, their families and carers.

Pledges were made online and at both Scarborough and York Hospitals where members of the Improvement Team were on hand to add to the Trust’s ‘pledge wall’ and encourage people to make their commitment to an improvement.

The Trust’s directors each made a pledge, and Staff Matters will be feeding back on their experiences, alongside those of other staff, over the coming months. The first of these reflections comes from Mike Proctor, Deputy Chief Executive and Chief Operating Officer, pictured.

What was your pledge?

“I pledged to visit a clinical area/department every day for two weeks.”

Why did you choose this?

“I think everyone accepts that it important for senior managers to keep in touch with the frontline and to be visible. Our own organisation has developed formal leadership walk rounds. These are great, but can be a bit ‘set-piece’, formulaic even. I wanted to do a series of more informal visits without a set agenda or script and just look, chat and learn. The visits took place at the time of the publication of the Francis Report and the general rubbishing of the entire NHS in many parts of the media.”

What did you learn and what will you change as a result?

“The organisation is under considerable stress, an ever-increasing tidal wave of admissions, many of whom are elderly patients with complex needs. I have to say that my immediate thoughts, then and since, have been how much harder work it is for nurses today than when I was a nurse on the wards in the mid-1980s. There has been a constant stream of high profile ex-nurses in the media bemoaning today’s standards compared to standards in their day.

Personally, I believe that rose-coloured spectacles provide a distorted perspective on the past and many of these ex-nurses would struggle to keep up with the pace today. Shorter lengths of stay mean higher intensity work. When I was a lad (!) things were different, for example a patient following an appendicectomy might spend a week in hospital, after a couple of days there was little nursing support required, and a few of this type of patient on a ward meant less to do! Not today, where the majority of our patients are either acutely ill or very dependent, often both. The pace is relentless. The fact that our staff continues to deliver high quality care which most patients praise is a great achievement.

“The second thing that struck me was that the specialty mix on some wards is not appropriate. For example G1’s mix of female surgery and care of the elderly, and, even more complex, ward 15; ENT, Maxillo-facial, Urology, occasional orthopaedics and often ‘outlying’ elderly patients. I lost count of the number of Consultant rounds that might take place in a day. I have resolved to review this and re-think the configuration of our wards.

“I often see the result of when things go wrong. On a day-to-day basis I see patient complaints, A&Es reports and the occasional Serious Incident. It is easy for me and some of my colleagues to have a jaundiced view of our Hospital. My visits remind me of the day-to-day fantastic care we deliver to our patients, sometimes in difficult circumstances. When you listen to Julie Bailey of Cure the NHS you would think the entire NHS is broken and whilst the Mid Staffordshire story is dreadful and the NHS let down Julie Bailey’s mother and many others, I can tell you the NHS is not broken. Not in our organisation anyway. I wish the media would be as keen to report that as they hover over us and the rest of the NHS and look for bad news.”

Spotlight on Research

SPOTLIGHT, the York Teaching Hospital NHS Trust Research Newsletter, has taken on a new look and is now generated bimonthly by the research team. It can be accessed by visiting the research and development website at http://www.northyorksresearch.nhs.uk/

Alternatively, people can easily subscribe so it is posted to your inbox each time it comes out.

Over the past four years, research teams have sprung up in many areas. What are they doing? What projects and studies are they involved with? How are they making things better for our patients in York and Scarborough? How is research being conducted in our region putting York Teaching Hospital NHS Foundation Trust on the national and international map?

The research team want to spread the word - not just to researchers but to a much wider audience - to staff of all levels within the Trust. And they promise (where possible) to steer away from confusing jargon and acronyms!

Retirement for Chief Pharmacist

JEREMY PROCTOR, Chief Pharmacist at Scarborough Hospital, retired from the NHS in February after nearly 35 years at Scarborough Hospital. We wish Jeremy all the best for his retirement.

David Pitkin, Chief Pharmacist at York Hospital, will take on the role for the whole organisation.

Thumbprints on display

ARTIST Katie Braida returned to Scarborough Hospital earlier this month to collect more thumbprints from staff members for her art work, which once completed will be situated in the main hospital corridor.
Get over those Monday Blues

We all know that Mondays are a little boring and are pretty much the most dreaded day of the week, so why not make it the most fun for once by ‘Getting over the Monday Blues’ and raising some cash for the York Teaching Hospital Charity (YTHC).

The YTHC is launching its first flagship fundraising day called ‘Monday Blues’ on Monday 20 May and hopes to get staff, local businesses, schools and supporters involved.

We are trying to bring some fun to a Monday, whether it’s by dressing up in funny blue clothes, holding a cake sale with blue iced cakes or simply taking part in the Monday Blues Sweeptake. The £2 entry into the sweeptake could not only net the winner £30 but it could also buy a magazine for a patient to read whilst having chemotherapy, making them a little more relaxed.

Remember, you can specify where the funds go if you want to raise money for your own area or ward.

To get your easy sweeptake and fundraising pack today, email charity.fundraising@york.nhs.uk or call 01723 236210.

Next pub quiz

The next charity pub quiz takes place on Tuesday 7 May at the Post Office Club in York. £3 per person to enter (max 6 per team) with a prize for the winning team/individual and a raffle on the evening.

Refit for Resus

Due to growth in demand, both in numbers and severity, the current Resuscitation area within the Emergency Department needs further investment to keep up with this demand. The investment will mean the current two bedded capacity can be increased to three, which will make a huge difference to the 2,200 patients who need resuscitating at York Hospital each year. A public appeal to raise £20,000 has been launched.

If you would like to fundraise for the Refit for Resus project please contact the Fundraising Manager, Lucy Lowthian, on 01904 721737 or email lucy.lowthian@york.nhs.uk

You can also donate by visiting www.justgiving.com/RefitforResus

Cancer Care Centre Garden Project

The Cancer Care Centre (CCC) at York Hospital is trying to raise £20,000 to create a new garden and courtyard area which can be used by anyone affected by cancer.

The garden will be a mixture of seating areas and plants and flowers which will become a haven for patients and their families and friends, whether this is to relax in the fresh air, read a book or sit and have some lunch.

The new garden will be a beautiful and flexible area that we hope will be enjoyed by all who visit it. As part of the project, we would like to create a more welcoming approach to the CCC by decorating the external walls and windows. This will brighten up a currently dark space and help to direct people around the building, as well as creating a more comforting and calming atmosphere for people entering the space.

If you would like to fundraise for the CCC Garden Project please contact the Fundraising Manager, Lucy Lowthian, on 01904 721737 or email lucy.lowthian@york.nhs.uk

You can also donate by visiting www.justgiving.com/CCCgardenproject

Dragon Boat Race

The YTHC is still looking for crew members to form the hospital Dragon Boat Race team. The Dragon Boat Race takes place on Sunday 4 August in York and all money raised will go to the YTHC. Crew members will be asked to raise £100 each.

An illustration of how the garden might look
A year free of MRSA at York

On 9 March York Hospital reported 365 days without a hospital acquired MRSA infection.

Often referred to as the ‘hospital superbug’ MRSA stands for Methicillin-Resistant Staphylococcus Aureus (MRSA). Constant year-on-year, widespread activity has seen continuous reduction in the number of these cases reported. These activities focus on making the environment in wards and clinics as safe as possible for patients, focusing on prevention, practices and procedures.

These include MRSA screening for all elective patients, pioneering the national ‘clean your hands’ campaign, introduction of a hand hygiene pack designed especially to encourage children to wash their hands and proactive media and internal communications campaigns.

Libby McManus, Chief Nurse, said: “Many patients attending hospital have a real fear of contracting MRSA so reaching 365 days MRSA free at York Hospital is great news for both our staff and patients.

Despite reaching this milestone, we are not complacent and will continue to keep up our work in this area to ensure that we keep not just York Hospital but all our hospitals free of MRSA.

“I would like to take this opportunity to thank our staff for their continued efforts. A year without any MRSA infections demonstrates that they take clinical practices associated with eradicating MRSA extremely seriously.

This is also great news for our patients and will help instil even greater confidence that infection prevention and control remains a priority.”

New Tissue Viability Assistant

IN APRIL, the Quality and Safety Team will welcome Joanne Clegg into the post of Tissue Viability Assistant - Equipment.

Joanne’s role will support the ward-based multi disciplinary clinical teams at York Hospital.

Joanne will work closely with the Tissue Viability Service, Medical Engineering and ward staff, ensuring patients are placed on the correct and most appropriate mattress or cushion at all times.

She will be responsible for the day-to-day management of the mattress stock which will include mattress inspections, the reporting of faults, supporting ward staff on appropriate use choices, as well as providing training on pressure relieving equipment where required under the direction of the Tissues Viability Nurse.

Sarah Fiori, Senior Nurse, Quality and Safety Team explained: “Joanne will have a daily presence in the clinical areas and we wish to support her in this crucial new role which will benefit both our staff and patients.”

For more information contact Sarah Fiori on (72)1209.

York nurse wins Claire Rayner Patients’ Choice Award

CHEMOTHERAPY nurse Ellie Hodge, pictured below, who works at York Hospital has won a national patient choice award.

 Ellie was one of four finalists in the running for this year’s Claire Rayner Patients’ Choice Award, organised by Nursing Standard magazine, after being nominated by two of her patients.

Ellie was presented with the award at a ceremony at London’s Victoria and Albert Museum.

Ellie said: “It was a lovely evening and I was so surprised when my name was called out. I just felt so fortunate to be there and to hear some of the other nurses’ stories which were inspirational.

“I love my job and I am privileged that I get to know my patients and to work in such a happy and positive environment.”

Ellie also co-wrote and helped to produce a ten-minute DVD that is given to patients before they start their treatment.

She was recognised for this work at last year’s Celebration of Achievement Awards.
Kind donation to ENT

STAFF from the Ear, Nose and Throat (ENT) department at York Hospital were delighted to receive a much-needed donation of special equipment to help patients who have suffered from cancers of the head and neck.

Six new nebulisers, a medical aid that helps patients to keep passageways clear following surgery and radiotherapy, were presented by Wendy Thompson, trustee of the Cancer Laryngectomee Trust to Andrew Coatesworth, ENT Consultant from York Teaching Hospital NHS Foundation Trust.

Andrew said: “The nebuliser is such a useful piece of equipment and so hard to get hold of so we are really grateful for this donation. This means patients can borrow them and use them at home which will make a huge difference to patients while they are recovering.”

The Cancer Laryngectomee Trust is a national charity founded by Wendy’s father Sydney Norgate in 1985 and continues under the watchful eye of three of his daughters who are all trustees.

Wendy said: “We are always delighted to be able to allocate funds for equipment that can directly help patients who have undergone such a traumatic experience. Apart from the obvious fears and trauma involved in contracting cancer and undergoing major surgery, people who have had a laryngectomy face many misunderstandings and hardships. We try to provide support and information wherever possible.”

The poem above was written and presented to Libby McManus by eight-year-old Imogen from Rufforth Primary School.

Poem for a nurse

Wendy Thompson with Consultant Andrew Coatesworth

Your Total Reward Statement – available soon

The Trust has been selected as a pilot site for the national roll out of the Total Reward Statement (TRS), an annual personalised summary that outlines the full value of the benefits package that you receive as an employee.

This includes salary, pension and savings made through voluntary benefits, such as buying and selling annual leave schemes.

The TRS has been commissioned by the Department of Health and the NHS Business Services Authority.

Teena Wiseman, Staff Benefits Manager explained: “We are delighted that we have been picked as a pilot site – the Total Reward Statement will provide staff with the opportunity to understand their full remunerations package.”

Online statements will be available for all Trust employees on the TRS website, via the Government Gateway, from early May 2013. It will be replaced with more up-to-date information later in the year when the statements are available for all NHS employees. Staff will only receive a statement if they were employed with either York or Scarborough Trusts before 31 March 2012.

Look out for posters with information about when the statements will be available online and these can be accessed.

Further information will be available on www.nhsbsa.nhs.uk/TRS.

Important changes to terms and conditions of service

NHS Employers has consulted with Staff Side Organisations on a national level to propose changes to the Agenda for Change (AfC) Terms and Conditions of Service. Confirmation has now been received that these proposals have been agreed, and as such will come into effect from 1 April 2013.

The changes have been made to the following terms and conditions:

- Unsocial hours payments will no longer be made during periods of sickness absence for staff on pay points 9 and above (e.g. those earning £17,618 (FTE) and above)
- Accelerated pay progression for some new entrants to Band 5 will end for those staff who join the Trust on or after 1 April 2013
- Local flexibility has been given to Trust’s to link progression through the annual pay increments to the Trust’s appraisal process

For further information about these changes, please read the full article which is available on Staff Room or through your line manager.
Trust red all over for Comic Relief

STAFF from across the Trust got onboard with a host of fundraising activity to raise money for Comic Relief…

At Selby Hospital a cake sale helped raise money for not just Comic relief but the hospital charity – with profits split 50/50.

The Radiology Department at York Hospital also held a week-long bake sale which has so far raised over £200. Two radiographers, one male and one female, also pledged to shave off their hair if enough cash was raised – which we are delighted to report they did!

Scarborough Radiology staff held a bake sale and a ‘Guess the Chocolate Bar’ quiz and were delighted to have raised an amazing £250!

STAFF from the Pharmacy Department at Scarborough Hospital also participated in a number of fundraising events including, guess Jessie J’s hairstyle, guess how many sweets are in the jar, wear something red and a cake bake off.

Are you ready for the Friends and Family Test?

The national Friends and Family Test came into effect on 1 April. All adult inpatients and those attending emergency departments will be given the opportunity to answer a simple question:

“How likely are you to recommend our ward/A&E department to friends and family if they needed similar care or treatment?”

The Trust has prepared for the introduction of the test by trialing it on a number of wards including Holly and Graham wards in Scarborough Hospital, and wards 23 and 33 in York Hospital, along with both emergency departments, and are now ready to roll it out across all wards from 1 April.

We will be asking patients the question via an A5 card and an online survey and publicity materials have been displayed around our hospitals to help promote the test to patients.

Patients should be given the card on the day of discharge, and can complete the card at the point of discharge or within 48 hours of leaving the hospital.

Wendy Brown, Lead Nurse Patient Experience, said: “The Friends and Family Test is an opportunity to help understand and improve the patient experience, and complements what we already do…”

“The Friends and Family Test is an opportunity to help understand and improve the patient experience, and complements what we already do…”

We will use the findings to help improve areas where patients report issues.

“We are expected to achieve a minimum response rate of 15 per cent. We will receive results on a monthly basis from May 2013, however the first publicly available results will be released in July 2013, and these will be high-level results (by site, but not down to ward level). The first full, ward level results will be made public in October 2013.

“It is important that all staff, but particularly those who are ward based, are aware of the test and are able to advise patients as to how they can give their feedback.”

For more information or to find out how the test is being carried out in our organisation, please contact the Patient Experience Team.

Patient groups that are currently excluded from the survey are maternity, paediatrics, outpatients and community services, although in time it is expected that all of these areas will become part of the test, with maternity being included from October 2013.
Staff Matters
April 2013

STAFF BENEFITS AND WELLBEING

A new regular section 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.

Laura has Star quality

Congratulations to Laura Barman, Junior Sister at Scarborough Hospital, winner of the Star Award for February.

Laura was nominated by the daughter of a patient who sadly died while in the stroke unit at Scarborough Hospital. While the whole unit was praised for the respect that the family was given, Laura was singled out for her simple acts of kindness, understanding and obvious compassion which made a huge difference to this family member. Praised for her ‘guardian angel approach with a smile’ and for going the extra mile no matter how busy, Laura’s kindness helped this lady in ways which will not be forgotten.

Other finalists include Sue Shepherd Hodgson, a volunteer for Bereavement Services who normally works one day a week. During recent staff shortages Sue came in every day to help keep this valuable service open, especially in bad weather, and has been praised for her kindness and generosity.

Midwife Naomi Inman has also been short listed for the support she gave to a grieving couple who lost their baby at 16 weeks. Her consistent kindness and support made a real difference to this family – in their words she ‘made a day that was unbearably sad for us in some way bearable’.

Ina James, Team Leader for the stroke physio team at York Hospital, was nominated simply for being the best team leader they have ever worked with. Striking the perfect balance between firm and fair Ina gains respect from all those around her. Her team want everyone to know how special and appreciated she is.

Your chance to SHINE – suggestion scheme launch

A NEW staff suggestion scheme, named SHINE – Shared Ideas and New Efficiencies – was launched on 1 April.

Jo Startup, HR Advisor, explained: “We want to encourage staff to share their knowledge and ideas for improvements to areas of Trust activity. The scheme will ensure that all those great ideas will be considered and debated at a senior level in the organisation.

“Anyone who has ever noticed a weakness in a system or process and thought of a way that this could be easily rectified can now put these ideas forward in a more structured way. Whether it is a great idea for ways for the Trust to save time or money, more effective and streamlined processes, or improvements to the care and service we deliver to our patients – we would love to hear from you!”

Where ideas are put into practice staff will be recognised through the annual Celebration of Achievement event and, as a small thank you for their contribution receive a reward payment of £25, paid through their salary.

Jo continued: “We received a fantastic response to the competition to name the scheme, so thank you to everyone who took the time to enter. The winning entry was received from Ian Willis in Purchasing who will soon be enjoying his prize of a three course Sunday lunch.”

Full details of the scheme, including the eligibility criteria and application form can be found on the Staff Benefits pages on Staff Room or from the Human Resources Department.

Gathering with the Stars

The first of a new initiative to recognise all of those nominated for the Star Award was held in February at Scarborough and York.

People nominated for the Star Award over the past quarter are invited to meet with members of the Board at a special Star Award celebration gathering to acknowledge their nomination. Following the first events Helen Greenley, Events Coordinator, said: “There was a real buzz in the air with people feeling valued and appreciated that they had been nominated. The gatherings will be held at both York and Scarborough Hospitals and are proving to be a welcome addition to the events calendar.”

Nominate now for Celebration of Achievement

It’s that time of year again! The nomination forms for the Celebration of Achievement Awards are out now in reception areas and dining rooms and on Staff Room. The deadline is 18 April so make sure that person or team you think are special have been put forward.

Introducing the Patient Award

THE TRUST is this year inviting patients to nominate a worthy recipient for a new award category in its annual Celebration of Achievement Awards.

The Patient Award will be presented to an individual or team that has shown an exceptionally caring, supportive and compassionate service to patients, their families and friends. Nomination forms can be downloaded from the Trust website.

Patrick Crowley, Chief Executive, said: “Each year we reward individuals and teams who have been nominated by patients, their relatives and families for excellent service.

“We know there are many examples of how staff have gone out of their way when caring for patients in both hospital and community settings which is why we have launched a new category for this year.”
Moonwalks benefit day unit patients

The chemotherapy day unit at Scarborough Hospital has recently been given four new ‘cool cap’ devices for use by patients. Cool caps help to prevent chemotherapy-induced hair loss which can be a major blow to patients. The cool caps are a gift from a charity called ‘Walk the Walk’ who raise funds by organising annual events called ‘The Moonwalk.’ This is an overnight power-walk marathon (26.2 miles) taking place in London each May and in Edinburgh in June. There are now also Moonwalks in New York and Iceland, as well as ‘Sunwalks’ which take place during daylight hours. Participants – both male and female – are encouraged to walk in decorated bras to raise awareness of breast cancer. Two of Scarborough’s Breast Care Clinical Nurse Specialists Andrea Ward and Sue Leddon and Senior Oncology Research Nurse Alison Ames have between them completed seven Moonwalks. Alison explained: “We had wonderful support from both colleagues and patients by way of sponsorship and it’s great to be able to publicise that the money they all helped to raise is now directly benefiting our local patients.” “Sue and Andrea both did an Edinburgh Moonwalk and I have completed the Edinburgh, London and Iceland events.”

New online ‘Learning Hub’

A NEW system to make it easier to book and monitor classroom learning and to take part in online learning is soon to be launched. Corporate Learning and Development (CLAD) and System and Network Services (SNS) are working together to bring staff a new online ‘Learning Hub’. The Learning Hub will be the Trust’s central learning database and will give everyone their own learning profile which will include a list of all the learning they must do and when. A catalogue of subject-specific courses will give staff easy access to book face-to-face sessions or complete online courses. Everyone will be able to access a printable view of their own training history. Steph Wild, Learning Technologies Lead Facilitator, explained: “We expect the Learning Hub to be available later this summer and will initially hold all statutory/mandatory and IT courses. Over time other categories of courses will be added to the system including medical devices and clinical skills as well as new online technology such as virtual classroom sessions, e-portfolio access and tools for ward and department based assessors. “It will mean that booking to attend a course or undertake online learning will be just a click away. Managers will be able to access a dashboard of their teams’ learning where they can monitor booking and attendance on courses or online completions as appropriate, or book their staff onto classroom based courses via the system. “Roll-out will be phased and the Corporate Learning and Development and Learning Technologies teams will contact departments individually to set each area up.”

Clinical Ethics Group

WOULD you know where to go if you had an ethical dilemma? A new group has been established to help provide guidance and support staff on ethical issues. The York Hospital NHS Foundation Trust Clinical Ethics Group (CEG) meets monthly and is chaired by Sue Unwin, Anaesthetist and Intensive Care Consultant. Comprised of a mix of consultants from both Scarborough and York, members also include nurses, a Directorate Manager, physiotherapist, Chaplain, a non-executive director and lay person. The purpose of the group is to support ethical decision-making, provide a platform for clinical ethical debate in the Trust, discuss ethical issues arising from relevant policies, offer advice when required, to have a role in bringing to attention of the Board areas where policies might be reviewed and to liaise with the UK Clinical Ethics Network. Sue explained: “The role of the group is to promote the development of ethics support in clinical practice and to support staff on ethical issues around patient care.” The group will also advise on hospital policies where there may be ethical issues for example the DNR policy, MAJAX Plan and Pandemic Flu. “Staff have always been taught to look after the individual however in a situation such as a major incident staff are asked to think of the community rather than the individual – this can present many ethical dilemmas which go against what staff deal with on a day-to-day basis. “Whilst we are here to support all staff members we would recommend that any ethical issues are brought to the attention of the group via a Matron or Consultant. Sue is currently studying for a Masters in Medical Ethics at Leeds University. She has worked at York Hospital for 11 years. There will be a presentation to staff on the Clinical Ethics Committee at the May grand round. Clinical Ethics Groups are seen as best practice with most NHS Trusts establishing a group. If you would like to contact the group please email sue.urwin@york.nhs.uk
FOCUS ON... Multidisciplinary Diabetic Foot Clinic

As diabetes continues to be on the increase in the UK, complications affecting the lower limb are increasingly widespread. Conditions of diabetic feet can result in the amputation of toes and leg, a potentially devastating outcome for patients and a huge financial burden on the NHS.

To improve patient care for these conditions a new co-ordinated approach is being provided at York Hospital with the launch of a new weekly foot clinic. Each Monday morning the clinic brings together the expertise of a diabetologist, vascular surgeons, an orthopaedic surgeon and podiatrist all at the same time for the benefit of the patient.

Katherine Speak, Clinical Lead Podiatrist for Diabetes, said: “The team aims to manage every aspect of risk to the patient. Improving control of diabetes is overseen by the diabetologist who, amongst other things, reviews the blood tests for glycaemic control, markers of infection, or signs of renal failure and ensures optimum treatment regimes.

“The development of a foot ulcer is often one of the first and most imperative signs that the disease is progressing and associated conditions are in danger of putting life and limb at risk. Infection in diabetic foot ulceration can be rapid, difficult to control and cause irreversible damage.

“Patients go through an intensive assessment, planning and treatment with the aim of transferring back to community podiatry services for ongoing monitoring and care. It is important to remember that these patients will continue to be at the highest level of risk for future potential foot problems and we always emphasise our open door policy for swift access to the York, Scarborough and Malton podiatry services.”

Each specialist has a particular part to play in the co-ordinated approach:

● The vascular surgeon assesses the circulation to the foot and leg. When the blood flow is found to be impaired, the patient is referred for angiography or other diagnostic vascular imaging. Using this information the vascular team look for options to restore the blood supply to allow healing. There may well be the need for amputation but this is carefully considered to preserve as much of the foot as possible.

● The podiatrist carries out wound cleansing, removal of dead tissue and bone and formulates a wound care plan which can be followed by community nursing teams, the patients carers or, if able, the patient themselves. This includes advice on suitable footwear and maintaining mobility.

● The orthopaedic surgeon. Timely correction of poorly aligned and badly functioning joints helps to heal or even prevent ulceration. The development of minimally invasive surgical techniques, leaving smaller surgical sites, is greatly advantageous to wound healing.

● The podiatrist carries out wound cleansing, removal of dead tissue and bone and formulates a wound care plan which can be followed by community nursing teams, the patients carers or, if able, the patient themselves. This includes advice on suitable footwear and maintaining mobility.

Did you know?

● 100 people a week lose a limb in the UK through Diabetes.

● Mortality rate for patients who have developed diabetic foot ulceration is the third only to pancreatic and lung cancers at five years.

● 15–20 percent of patients with diabetes will develop a foot ulcer in their lifetime.

● Foot complications account for more hospital admissions than any other complication of Diabetes.

● Foot ulceration precedes 85 percent of amputations.

● 85 percent of these amputations could be avoided by early detection of foot complications and the involvement of a diabetic foot care team.

● There is increasing evidence that care in a multidisciplinary foot care team (MDT) reduces major amputations.

Bike-a-thon raises awareness

A 24 HOUR bike-a-thon was held at York Hospital to promote Vascular Awareness Week. An exercise bike was set up in the main entrance of the hospital where staff took it in turns to man the bike around the clock.

Nicky Wilson, Vascular Nurse Practitioner at York Teaching Hospital NHS Foundation Trust said: “We wanted to raise awareness that even moderate exercise is all it takes to keep your legs - and thus your heart - in tip-top shape, so reducing your risk of developing vascular disease, one of the UK’s largest killers.

“The serious side is that leg pain can be an indicator of peripheral arterial disease but too often people see the signs too late, which can result in the need for amputation. If left untreated, 75 percent of sufferers will die from a sudden heart attack or stroke so it’s no surprise then it’s often referred to as the silent killer.”

The event raised funds for York Vascular Unit and the Circulation Foundation.
£40,000 energy saving

Scarborough and Bridlington Hospitals are to save £40,000 on energy costs thanks to partnership with University.

De Montfort University (DMU) has been working with the Trust to save energy and improve lighting at Scarborough and Bridlington Hospitals.

The two year ‘Knowledge Transfer Partnership’ project, completed early this year, is expected to save over £40,000 a year and reduce carbon dioxide emissions by nearly 200 tonnes. Further annual savings of up to £100,000 could be made from installing a biomass boiler, solar PV panels and improved lighting.

This project was funded by the Trust and the Technology Strategy Board. It provided an associate, Simon Smeathers, who worked at Scarborough Hospital to develop energy saving schemes, and academic support from the university.

A part of this work has turned Scarborough Hospital into a mini power station through the Short Term Operating Reserve (STOR) scheme run by the National Grid. This uses the hospital generators to run at times of high demand on the electricity network, taking the hospital ‘off grid’ and exporting power - improving local network reliability whilst providing income to the hospital.

New lighting technology has been installed to provide a brighter environment in some corridors and a newly refurbished ward, resulting in much reduced energy use. LED panels have replaced normal fluorescent tubes while LED lamps are reducing maintenance costs.

Dr Andrew Bennett, Head of Capital Projects, said: “This partnership with De Montford University has been very beneficial and the results have been extremely positive – both in terms of the forecast revenue savings, which are vital to the Trust, and in terms of the positive impact on our healthcare facilities in relation to improved comfort and ambience.

“The work on the STOR scheme at Scarborough Hospital has informed the development and design of a new project to replace the existing backup generator at Bridlington Hospital, which will also be equipped to take this site off-grid as required by the National Grid.”

Young musicians raise funds for palliative care

A young musician’s charitable concert has raised over £400 for York Hospital’s palliative care team.

The concert was organised by Consultant Orthodontist Jay Kindelan and his wife Susan and was held at St Edward’s Church in Dringhouses. It featured talented young people from York Junior Guitar Ensemble, York Youth Band, St Edward’s Clarinet Group and several solo artists.

Anne Garry, Consultant in Palliative Medicine, attended the concert on behalf of her team at York Hospital. Anne commented: “I listened to some very accomplished young musicians in a festive ambiance at St Edward’s church and was delighted to be able to share a few words about our service. We have since received a cheque for £430.11. The money so generously donated by those who bought raffle tickets and attended the concert will be put toward buying equipment for patients under our care.”

“Our palliative care charitable fund is used to buy TENS machines to help with pain control, handheld fans to help with breathlessness and other items which patients would otherwise have to buy themselves. On behalf of myself and the team and all the patients in our care we’d like to say a big thank you to all who organised, participated and supported this fundraising event.”

“If you would like to consider a charitable donation to the Palliative Care Team, please contact Anne Garry directly.”

Changes to pre-placement health assessments

FROM 1 May 2013, the pre-placement health assessment process currently used at Scarborough and Bridlington Hospitals will be changed to reflect the process currently used at York – enabling consistency across the organisation.

The pre-placement questionnaire, manager guidance, flow chart and worked examples of the new process may be found via Staff Room. To be taken directly to the information click here (Horizon York/Staff Services/Occupational Health/Pre Placement Health Questionnaire).

Karen O’Connell, Clinical Manager, explained: “The new process requires that all recruiting managers define an accurate exposure category and complete the health risk assessment section of the pre-placement questionnaire. It is then returned it to the Recruitment Department at Scarborough Hospital, with the recruitment file, following interviews. Staff should be made aware that after 1 May, the current Scarborough work health assessment questionnaire will only be accepted for a four week transition period only.”

This change affects, and is only applicable to, the Scarborough and Bridlington Hospital sites.

For more information please contact Occupational Health at Scarborough Hospital (771)2168.

HYMS

Celebrations

HYMS@Ten celebrations got off to a great start this year with an event held at Scarborough Hospital.

Organised by Student Liaison Manager Ellie Johnston and her team, over 70 guests enjoyed a meal, lecture and workshops about HYMS until late in the evening.

Dr David Pearson, Deputy Dean (Education), thanked the team and said: “What a great do and a great showcase for the best of HYMS education, research and service. The evening was a credit to Ellie and her team who obviously worked extremely hard.”

Awards

APPLICATIONS are now open for various teaching, excellence and other awards at HYMS which you may wish to consider applying for (or seek nominations for).

These provide a great opportunity to celebrate teaching excellence, raise the profile of HYMS and showcase achievements. For more information see the news story on Staff Room.

Tutor Training

THE NEXT HYMS Tutor Training Event at Scarborough Hospital will take place on Thursday 18 April from 6.30pm until 9pm. The training is Year 4 and 5 OSLER Exams and is being run by Anne Polkey. Sandwiches and refreshments will be provided.

Musicians wanted

THE ARTS Team are looking for people with musical skills to come and make music at York Hospital’s ward 16 enhanced recovery suite.

Anyone who would like to make a contribution between 3.30 and 4.30pm any day of the week is welcome. There is a digital piano there and the patients and staff love to have it played with music drifting down the corridor. They are looking for people with musical skills (on your own or in a pair - another instrument or voice) who would value a little time out to make music for a while.

Please contact Anne Hutchinson (annehutchison@yahoo.co.uk) who is arranging a rota to make sure times don’t clash.
20 years’ service recognised

Macmillan Nurses
Christine Wilson and Sue Baker who work at Scarborough Hospital are this year celebrating 20 years as Macmillan nurses.

Christine, who is a Palliative Care Nurse, and Sue Baker, Breast Care Nurse, became Macmillan Nurses in 1993.

Macmillan Cancer Support recognised this anniversary by holding a celebration event earlier this month.

Lorraine McDonald, Macmillan Development Manager for North Yorkshire, said: “Macmillan Cancer Support is proud to be associated with Macmillan professionals who are dedicated to improving the experience of patients who are diagnosed with cancer. Macmillan nurses provide specialist advice, supporting patients and their families during a very difficult time in their lives. We thank Christine and Sue for their hard work and dedication.”

Sue Baker, Breast Care Nurse

Sue started work at Scarborough Hospital in 1970. In 1976 she went onto work at the Belvedere Hospital and in 1993 returned to Scarborough Hospital as the Macmillan Breast Care Nurse.

Over the past 20 years Sue has set up the Breast Care Service at Scarborough Hospital. She has delivered and supported thousands of patients through their fears and anxieties and provided support and education for ward staff. She also set up ‘Friday Friends’ the local breast care support group.

Christine Wilson, Palliative Care Nurse

Christine first came to Scarborough Hospital in 1977 as a Sister on the Duchess of Kent Ward. Following a maternity and career break she returned to Scarborough Hospital in 1989 as a part time staff nurse. In 1993 she became the hospital’s Macmillan Palliative Care Nurse.

Christine set up the Palliative Care Service at Scarborough Hospital. Palliative Care is the active care and support of people at any stage of a progressive illness. It includes the management of symptoms, including pain.

Palliative care provides psychological, social and spiritual support. The goal of palliative care is the achievement of the best quality of life for patients and their families and carers.

In her role Christine set up the Liverpool Care Pathway at Scarborough Hospital. Working with the national team to improve the care and delivery at end of life, she has provided palliative care education for staff as well as linking up with Teesside University in running modules on palliative care.

Christine has worked in close partnership with the team at St Catherine’s Hospice to provide a seamless service and she is currently leading on the end of life care initiative to increase to knowledge of end of life care across Scarborough and Bridlington Hospitals.

Accessing books and journals just got easier

The library is trialling OneSearch, a one-stop-shop for searching for books, journal articles and databases. It does a single search to find books and articles to support your work and learning and you only need to log in once.

Bethan Carter, Clinical Librarian, said: “We think this is the easiest way to access our resources.

“OneSearch includes databases such as Medline, CINAHL and Science Direct for clinical searches and Health Business Elite and ERIC for education and management information. There are options to include Embase, OTSeeker, Kings Fund and Twitter resources. You can also limit your search to full text only - perfect if you are in a hurry!

“There are dedicated management and clinical search buttons which search a much smaller selection of resources to make sure the results are as relevant as possible.

“A new A to Z journal list also makes accessing particular issues of electronic journals even easier. Simply browse the list for your journal title and follow the links.”

To access OneSearch go to the Library page on the Trust’s website and click on the OneSearch logo. You will need an NHS Athens password to get access to full text articles but there is guest access for quick searching.

Bethan continued: “If you would like help, training or a demonstration then please let us know. This is just a three month trial so we do need your feedback to know whether it makes your life easier and is worth continuing.”

Contact your local Library to tell us what you think library@york.nhs.uk or library@acute.sney.nhs.uk.