The flu wagon is back! This year the Trust is participating in the third national NHS staff seasonal flu vaccination campaign. You may have seen some flu fighter posters encouraging you to protect yourself and our patients by getting your flu jab, and with your support we hope to become one of the most vaccinated trusts in England.

Our flu fighter vaccination team will do their very best in making the flu vaccine accessible to all staff. The vaccination team will try to make it as swift as possible, so it does not take up much of your time.

Did you know?
- The number of flu-related admissions into intensive care or high dependency units in the UK increased in 2012/13 compared to the previous year. Tragically, 107 of those patients (11.3 percent) died from the flu.
- People of all ages were admitted into hospital in 2012/13 and confirmed as having flu, with the largest number seen in 45-64 year-olds (33 percent).
- Almost 46 per cent of frontline NHS staff were vaccinated against flu last year and we strongly believe this should increase. Achieving a high vaccination rate against flu is entirely consistent with the Trust's aims, and it should be the intention of all to foster the ethos of employees taking personal responsibility by undergoing vaccination. In doing so, we are protecting our patients, our business continuity and the welfare of both ourselves and our families.

Get your flu jab and inject even more into patient care

Join the fight against flu to protect yourself, your family and your patients – be a flu fighter and get your flu jab!

Please check Staff Room for current vaccination sessions.

QUALIFICATIONS have been abound at York Trust recently with three community staff nurses having completed their Specialist Practitioner District Nurse Degrees in the same month that two of their colleagues
Continued on page 2

Have you got a story?
If you have a story for a future edition of Staff Matters, we would love to hear from you! Contact the communications team:
- Lucy Brown, Head of Communications: lucy.k.brown@york.nhs.uk
- Elaine Vinter, Media and Communications Officer: elaine.vinter@york.nhs.uk
- Heather Millard, Communications Assistant: heather.millard@york.nhs.uk

3 Your chance to SHINE
5 Success for sexual health campaign
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12 Charity news

High flyers: Newly qualified practice teacher Nina Smith with newly qualified district nurses Alison Greenhalgh, Nikki Bielby and Sally Powell
New training scheme for medical students

Up to seven students a day are now being trained at Bridlington Hospital in a move by HYMS to harness the valuable experience of staff on the wards.

Ellie Johnston, HYMS Student Liaison Manager, said: “We have started sending our HYMS students to Bridlington and usually have at least two students on Lloyd ward every Monday and four students on Johnson ward every Tuesday with the opportunity to experience endocrine, rheumatology and respiratory clinics. This year undergraduates in their fifth year will be able to spend a week at a time at the hospital.

“Staff have been fantastic with the students and are keen to get them involved. The students get a chance to practice their clinical skills with the support of very experienced nurses, doctors and allied health professionals. Bridlington Hospital provides a perfect environment for students to learn to a structured timetable at the right pace.”

Before receiving the students HYMS provided training for 42 staff, allied health professionals on Johnson, Lloyd and Waters wards. The training was an introduction to HYMS so that staff were aware of what the students should be learning and how to provide assessment and feedback. This also included training on interpersonal education and teaching in a hospital setting.

Deadline approaches for staff survey form submission

STAFF should have received their questionnaire at the beginning of October and will have until the beginning of December to participate in the survey. It only takes about 20 minutes to complete and gives you the opportunity to have your say.

If you have any questions about the staff survey, please ask your manager or contact the Workforce Information and Planning team via e-mail WorkforceInfoTeam.Requests@york.nhs.uk or call 772 1718.

Hospital helps DH to connect with patients

IN AN effort to support the NHS ongoing efforts to respond to the Francis Report, the Trust has engaged with the Department of Health’s (DH) ‘Connecting with Patients and Service Users’ Programme.

The programme has been designed to familiarise the department’s senior policy makers with the day to day running of hospital services. It is scheduled to run from October 2013 to November 2014 and York Hospital is set to host up to six visitors a week each month with the aim of helping policy makers fulfil their stewardship role of ensuring the health and care system delivers for public and patients.

The programme is being coordinated by the Applied Research and Learning Directorate. Director Sue Holden said: “This is an excellent opportunity to help shape the thinking of the department’s policy makers and we look forward to being able to provide a great experience for our visitors.”

The first DH senior managers from the Leeds office to visit the hospital spent a week with general surgery and urology and the elderly directorates. Julie Hall, a deputy director in the department’s finance office said: “My visit was a fascinating and rewarding experience, which highlighted the dedication and commitment of staff. Thank you to all the people who made this happen, and played a part in showing me the wonderful work you do on a daily basis.”

Bronwyn Baker, a deputy director in the department with responsibility for internal audits said: “This visit was incredibly interesting and very much on brief in terms of allowing me to get a sense of the patient perspective and experience. I was also keen to get a real insight into the staff experience as well and, without exception, all staff have been very open, friendly and informative. York Hospital is a credit to the NHS and I have taken away a significantly positive experience which I will absolutely be sharing with both colleagues and family and friends.”

Directorates signing up to act as hosts during the programme include general surgery and urology, women’s health, general and acute medicine, elderly, facilities, and adult community services.
Can you SHINE...?

The “SHINE” staff suggestion scheme has now been in place for six months and the Staff Benefits team have received more than 40 suggestions. Dawn Preece, Assistant Director for Corporate HR, said: “This is a great start for the new scheme. However, we would love to substantially increase this amount. We believe that staff have great ideas about what could be done differently and improved upon within their service and the Trust. “Each individual’s knowledge of the Trust is important and there are so many improvements to be made that will enhance productivity, bring simplicity, save cost, save energy, or streamline processes. We just need to hear about them through the ‘SHINE’ staff suggestion scheme. “As well as uncovering new ideas the scheme has highlighted some that are already part of an on-going project and that a number of suggestions received were around practices that should already be in place. It is really positive that we have received these suggestions as it allows us to look at the initiatives already in place and what we need to communicate if staff are not aware of what should already be general practice.”

Examples of ideas:

- Centralised resource point for stationary
- Remove the ice machine in the physiotherapy department
- Installation of solar panels to the roofs of the hospital
- Implement a formal process for departments to obtain second hand resources (e.g. furniture/stationary) from other departments before placing orders for new stock
- To operate a staff shuttle system between the main Trust sites
- Discontinue using coloured paper in the patient notes
- Record the Chief Executive delivering Staff Brief every month
- Stop printing MRSA results and sending to medical secretaries
- Monthly staff return forms to be sent electronically rather than via the post
- Remove the two litter bins at the South Entrance of York Hospital to stop people smoking and reduce the risk of fire or explosion due to the presence of the gas stores in the area

New pharmacy robot unveiled to public

Following the installation of the new pharmacy robot at York Hospital, the pharmacy department held an open day where visitors could come and see the robot in action. People could see before and after photos, receive a tour of the new dispensary and see a demonstration of the robot in use.

Sam Jackson, Pharmacy Operations Manager, said: “There was such a lot of interest in the robot from staff members within the Trust that we decided to hold an open day. The project took more than seven months to complete and like all large projects, there were complex issues to understand and manage in order to make the scheme a success. We’re delighted with how well it has gone and would like to say a big thank you to the project team, the pharmacy department, the main contractor and our pharmaceutical robot supplier. Everyone working so well together allowed us to deliver a successful scheme on time, on budget and meeting all quality targets.”
A HYMS tutor training event is to be held at Malton Hospital on Thursday 21 November aimed at giving tutors the skills to help medical students with their clinical reasoning.

All tutors working with undergraduate medical students will recognise the importance of clinical reasoning skills for any practising clinician. However, evaluating these skills and helping students to develop them can be challenging in busy diverse clinical environments. The workshop is aimed at helping tutors to develop their own teaching skills in this area, to assist students in moving on from collecting clinical information towards the more complex processes of diagnostic reasoning.

The workshop is aimed at helping tutors to develop their own teaching skills in this area, to assist students in moving on from collecting clinical information towards the more complex processes of diagnostic reasoning. The event will be facilitated by Dr Janine Henderson, Associate Dean for Admissions, Academic Lead Phase 2 and Dr Anna Hammond, Academic Lead Phase 1. Buffet and refreshments will be served from 6:30pm in Malton Hospital’s dining room.

‘Skills for tutors: how to help your medical students to develop their competence in clinical reasoning’ is free and open to all doctors.

Anyone wishing to attend should contact Ellie.johnston@york.nhs.uk for a booking form.

A new self care dialysis unit has been created at the New Selby War Memorial Hospital to enable kidney patients to manage their own dialysis treatment.

Currently there is no provision for haemodialysis patients to dialyse independently in the area so this initiative will be the first within the Yorkshire and Humber region. The unit, which will open in November, allows two patients at a time to be completely self-sufficient and organise their own dialysis to fit around their work and home life. The cost, including purchasing two new dialysis machines, is £50,000 which has been jointly funded by the Friends of the New Selby War Memorial Hospital and the York Teaching Hospital Charity.

There are currently almost 23,000 people diagnosed with chronic kidney disease in North Yorkshire alone, with a further estimated 39,330 undiagnosed with the problem. Out of these patients 175 require life-preserving dialysis treatment.

The new unit will enable patients to manage their own care together with the support of medical staff if needed and reinforces the Trust’s aim of providing care as close to people’s homes as possible. Many people do not have the space at home to dialyse so they are not able to enjoy the advantages of home haemodialysis such as control, flexibility of treatment and the potential for more frequent dialysis (an important survival factor) in the convenience of their own domestic setting.

Dr Paul Laboi, Consultant in Renal Medicine said, "The majority of haemodialysis treatments were delivered in our hospitals last year with a small minority of patients opting to have this treatment in their own homes. This self care dialysis unit will give patients on hospital haemodialysis the opportunity to take a greater part in their own care, resulting in an empowered self caring patient. Half of these patients don’t have the right circumstances at home to enjoy the benefits of home dialysis."

Janet King, Senior Sister of Renal Medicine in York said: "The new unit will allow us to create ‘home from home’ dialysis treatment areas, where self caring patients will take charge of their own treatment and will have access to treatments that will improve quality of life."

Gill Polkinghorne, a community and outpatients nurse based in Selby, decided to raise funds for the new unit by taking part in the Great North Run in September. Gill said: “I decided to raise funds for the new self care dialysis unit because I think this is a wonderful facility for Selby and the surrounding area, saving patients the time and energy of travelling to York, Easingwold and Harrogate District hospitals. Dialysis is life-saving but requires a demanding routine. "The dialysis machines have been funded but additional funds are required to ensure this unit is a comfortable environment for patients who have to undergo this life saving treatment for four hours a time and usually three times a week.”

Anyone who would like to sponsor Gill for her fantastic efforts and support the new unit can donate by visiting www.justgiving.com/gill-dialysis
Success for sexual health campaign

One in ten people aged 25 and under test positive for Chlamydia in Scarborough, higher than the national average. While the Trust's sexual health team have identified the problem, they have increasingly found it a challenge to reach this group.

Determined to make a breakthrough the team enlisted the help of youth marketing and research agency Force 7 who came up with a campaign using ‘Instagram’. This is a popular photo social media channel where users add filters to images (often of themselves) and then share them on Instagram, Facebook and Twitter adding hashtags. The team used the hashtag #YorClear with the key message being the only way you can know for sure that you are clear is to take a test.

The campaign was taken to the streets of Scarborough with a ‘photo booth’ installed in the town centre where people were invited to add their face to the campaign in return for a free testing kit. The pictures were put together via the hashtag into a poster made up of ten Instagram photos that implies one of those ten individuals might have Chlamydia but you can’t tell just from looking at them.

Virginia Smith, Matron for Sexual Health, explained: “We wanted to reach a particular group of people to get across the message that everybody should be getting tested and that Chlamydia can be invisible.

The research was very specific and targeted to reach under 25s. We've been delighted with the initial results which shows almost a third more tests were requested in Scarborough following our campaign and that over 20 percent of those tested positive."

The campaign was supported by a range of clever signage such as mirror stickers in club toilets, bench stickers on the sea front, a bunting washing line of branded pants in a local park, stickers on £1 coins and toilet seat and urinal stickers.

World diabetes day

WORLD Diabetes Day takes place on 14 November. There are approximately 2 million people with diabetes in the UK, and it is thought 850,000 people have diabetes but don’t yet know it.

Staff from York Hospital's diabetes services will be holding an awareness day in the hospital foyer. They will be highlighting how they support people with diabetes by means of education, increasing understanding of the disease, offering options for treatment and highlighting what can be done to try to prevent complications such as foot ulceration, loss of sight and kidney problems.

The main symptoms of undiagnosed diabetes include:
- passing urine more often than usual, especially at night
- increased thirst
- extreme tiredness
- unexplained weight loss
- genital itching or regular episodes of thrush
- slow healing of cuts and wounds
- blurred vision

Two years of hard work has finally paid off for a group of dedicated NHS employees who graduated from York College with Foundation Degrees in Health and Service Management recently.

The group from York and Scarborough Hospitals undertook the part-time course while in either full or part time employment.

ODIL Facilitator Adelle Roberts said: "I would like to congratulate everyone who graduated this year. I am delighted for them. Having progressed via that route myself, I know how much determination and dedication it takes to finish the course. One of the main topics covered during the course was service improvement. All of the candidates delivered a small improvement project as part of the course.

They then studied other business management modules at college. “The course not only equips individuals with the skills and qualifications they need to develop in their role and progress later on if they wish, it also benefits the organisation. By nurturing the talents of those already within the organisation, we ensure we have a strong workforce with the skills required to meet the demands of the job, thus continually improving the NHS for the benefit of all.”

Three of the graduates have decided to ‘top up’ their Foundation Degrees. This means embarking on a further two years of part-time study in order to obtain a BA (Hons) Degree in Business Management.

Graduate Karen Wiley said: “I am absolutely delighted to have graduated. Whilst it was a challenge trying to combine study with full time work, and a family it has not been easy, it has at times been very rewarding, my peers were very supportive and I am so pleased to have achieved my goal and I have been able to progress in my role thanks to the skills I gained during my studies. I am looking forward to topping up my degree to a BA (Hons) and to the challenge ahead.”

Trust Foundation students graduate

Two of the graduates are Tutor Adelle Roberts, Helen Hardwick, Natasha Scarth, Helen Bell and Julie Wood. Carolyn Whitton and Keith Young also graduated but were unable to attend the ceremony.

We did it! From left: Faye Pickard, Cathy Walker, Karen Wiley, Cheryl Gaynor; Course Co-ordinator and Service Improvement module Tutor Adelle Roberts, Helen Hardwick, Natasha Scarth, Helen Bell and Julie Wood. Carolyn Whitton and Keith Young also graduated but were unable to attend the ceremony.
Georgina completes brave challenge for charity

Georgina fire jumping

HUGE congratulations to corporate development secretary, Georgina Parkinson from the learning and research centre at York Hospital who has spent the summer completing a phenomenal series of fitness challenges.

Georgina explained: “I had lost two stone in weight and felt so inspired by the London Olympics during 2012 that I set myself a series of challenges during 2013 to get fit. I just kept adding more events to my ‘to do’ list and decided that while I was doing these events, I may be able to raise a few pounds for charity.”

Georgina created a punishing schedule which involved at least one challenge every month from March to October. It began with the Rat Race Yorkshire Terrier, a 10km obstacle race through a wood in the Yorkshire countryside, in the dark, and through a chest high lake on one of the snowiest, coldest days of the year.

This was followed by a 1.5km Swimathon, the Driffield Triathlon, and in June the Race for Life 5km run. Georgina also completed the Great North Swim alongside her mum and dad who celebrated their 40th wedding anniversary on the day.

July saw an emotional five mile run around the Olympic park. In August she completed a one mile swim around Semerwater in the Yorkshire Dales and the following day ran the Jane Tomlinson York 10km run managing a personal best.

The Great North Run was September’s challenge as well as the 5km Spartan Race in Ripon. Georgina has raised £350 for the Lullaby Trust cot death research charity.

Parkinson’s support

The Trust’s Parkinson’s Specialist Nurses have praised the support given by local Parkinson’s UK charities to help patients in hospital.

The York branch of Parkinson’s UK recently donated £200 for an information stand in the Department of Neurology at York Hospital. This is a valuable resource for both patients and carers visiting the department.

Parkinson’s UK provides free training to hospital and community staff and visit people at home to offer benefits advice and support.

Fiona Ronan has recently taken over as the Parkinson’s Specialist Nurse at York Hospital and joins Lynette Bayes who is based at Scarborough Hospital. Fiona explained: “There is an ongoing campaign at both hospitals to ensure patients admitted to hospital get their Parkinson’s medication on time. If patients don’t get their medications at the right time they can lose their ability to manage their symptoms. For example, they may suddenly not be able to move, get out of bed or walk down the corridor. This results in longer hospital stays and increased anxiety and stress for patients and carers.”

Lynette Bayes works closely with the Scarborough branch of Parkinson’s UK who have provided the hospital with many items of specialist equipment such as walking aids and speech aids. Thanks to their kind donation Lynette is also able to supply pill timers and alarms to wards at Scarborough Hospital.

Lynette said: “Patients with Parkinson’s Disease admitted to hospital often have complex medication regimes. Their medication timings vary from routine drug rounds and the pill timers and alarms can be set to the individual’s timings which the nurse carries around in her pocket. It acts as a reminder ensuring the patients get their medication on time every time.”

For further details contact fiona.ronan@york.nhs.uk or lynette.bayes@york.nhs.uk.

Further information about training and services offered by Parkinson’s UK can be found at www.parkinsons.org.uk

Cake, coffee and cash for Macmillan

Well done to the staff on ward G1 who raised £513.61 with a coffee morning in support of Macmillan and would like to thank everyone for their support.

Staff from G1 showcase their cakes

MP views investment

LOCAL MP Hugh Bayley, above, paid a visit to the Maternity Department at York Hospital to see first hand the improvements to maternity facilities following government funding.

Finance Director of the year

FINANCE Director Andrew Bertram has won the award for Best Finance Director of a Public Sector Organisation at the 2013 Yorkshire Finance Director Awards. Celebrating their 12th anniversary, the awards recognise the achievements of the region’s finance leaders.

Respect for clinical areas

STAFF are reminded that they should not use clinic areas as a ‘cut through’ when leaving or entering any of the hospital sites.

This has been a particular issue in the emergency departments at York and Scarborough Hospitals.
Saddle up for new cycle courtyard...

The recent improvements to cycle storage at York Hospital has seen the cycle courtyard storage near the catering area refurbished. This not only increases the number of cycles that can be parked in this area but also provides cover over all of the cycle parking and a door code for extra security. It is hoped that additional improvements can be made to cycle storage facilities across the site as further funds allow.

Midwifery Mentors Team given top award at University ceremony

The York Midwifery Mentors Team has won the Midwifery Mentor of the Year Award at this year’s Annual Education Conference at the University of York.

The team came top out of 31 nominations and were praised for their dedicated to placing the student at the centre of the placement experience.

Midwifery Mentors ensure that their students are meeting their competency requirements, actively engage with all aspects of the midwifery programme as it relates to practice placement and take very seriously their responsibility and accountability within the NMC Mentor requirements through Triennial review and annual updates.

Mentors volunteer every year, sometimes in their own time, to take part in the interviews of prospective student midwives at York University, demonstrating an interest and commitment to ensuring that recruitment to the midwifery programme is appropriate.

Chris Foster’s role encompasses Matron for Maternity, Supervisor of Midwives and Learning Environment Manager (LEM). Chris said: “I am very proud to be the York LEM for Student Midwives from York and Leeds Universities as it allows me to nominate the fantastic midwifery mentors at York who quite simply love having a student as it enriches their practice lives and is key to the ongoing delivery of quality, holistic woman-centred maternity care.”

NHS Carol Service

The annual NHS Carol Service in York Minster is on 11 December 2013 at 7.30pm. Anyone in York interested in singing in the choir, contact catherine.dunn@york.nhs.uk for details of rehearsals and music. To sing on the evening, you will be expected to attend the full rehearsal on the afternoon of the day itself even if you can’t make it to the other rehearsals.

In order to help the NHS Carol Service run smoothly, a team of helpful stewards to show people to seats and collect the offering is needed. If you’d like to help and are available on 11 December 2013 from 6.30pm to 9.00pm, please contact jo.fairclough@york.nhs.uk or call her on 01904 725728.

Remembrance Day service

A service will be held at York Hospital to mark Remembrance Day on Monday 11 November in the Hospital Chapel. The service will run from 10.50am - 11.15am.

If you would like to remember someone in particular who is currently serving or has served their country there will be the opportunity to write a name on a poppy. These will be available at the main reception desk in the foyer of the hospital or in the Mallard Restaurant. Poppies can be placed in the boxes provided in these areas until 10.00am on 11 November. The poppies will be placed on the Prayer Tree in the Chapel prior to the service.

In Scarborough there will be opportunity for staff to have a time of reflection in the Hospital Chapel on Remembrance Sunday.

BADS meeting

The British Association of Day Surgery (BADS) is holding its 25th Annual Scientific Meeting at Scarborough on 19 and 20 June 2014 at the Spa Complex in Scarborough. The Association will be accepting abstracts for this meeting via the BADS website from 1 January 2014 at www.bads.co.uk.
New Staff Benefits and Wellbeing handbook

**OUT NOW**

The staff benefits team have worked with local business and suppliers over the past months to bring together a handbook full of information, offers and initiatives. The handbook has been produced for staff at no cost to the Trust. The team even sell advertisement space to fund the design and printing with some income left to put towards other staff initiatives. The handbook has been delivered to all departments in October. If you have not received yours then please contact staffbenefits@york.nhs.uk

New Staff Benefits pages now online from work or home

THE NEW Staff Benefits and Wellbeing pages are available on the Trust website, accessible from work or home any time of day or night. The staff benefits team want you to take full advantage of the information and discounts available to you as an employee of York Teaching Hospital NHS Foundation Trust.

Information on discounts to this year's Christmas pantomimes, exclusive NHS shopping events, the childcare voucher scheme, cycle to work scheme, home technology scheme, eating out deals and the new staff benefits handbook are all available plus lots, lots more.

There is also the offer of £200 of Superbreak vouchers to the lucky winner of the competition! So go to www.yorkhospitals.nhs.uk and click on ‘working with us’ to take you to the staff benefits and wellbeing pages and enter the password staffbenefits1

Star Award

CONGRATULATIONS to Midwifery Sister Sue Jackson, Matron Chris Foster and the midwifery team and physiotherapists at York Hospital on their award for creating a ‘virtual’ parentcraft class which will soon be available on the Trust website. All of those involved went above and beyond the call of duty, from coming up with the concept of bringing maternity education into the 21st century, to being filmed and dealing with a wave of national, local and political interest that was beyond anything they had anticipated.

Well done also to our runner ups:

Martin Hetherington, Assistant Information Analyst at York Hospital, was nominated for his ‘invaluable’ support and willingness to provide accurate and understandable information in order for the Emergency Department to improve performance.

Sister Pamela Newton, Sister Carol Jagger and all the staff at Johnson Ward at Bridlington Hospital were nominated by the family of a patient with dementia for giving ‘exceptional care’ and in helping him to be discharged into the right specialist care for his condition. Finally congratulations to Judith Maguire PA to the Finance Director nominated for her ‘passion for providing outstanding customer service’ on reception in the chief executive’s office. Described as a ‘true people person’ Judith was praised for her friendly and approachable welcome.

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Junior doctor gives first impressions of the Trust

Following the latest intake of medical students into the Trust the team at Staff Matters was curious as to how students make that transition to becoming a qualified doctor. We spoke to Mabs Choudrey who is currently training as a doctor at Scarborough Hospital where he has been since August 2013.

“My first impression of Scarborough was that it is a very pleasant town full of friendly faces. I have had the good fortune of being part of a fantastic team on Chestnut Ward and I’m thoroughly enjoying the job. Being on-call is definitely an exhilarating experience. Most importantly, all the staff in the hospital (nurses, technicians and Pat’s Place) have been welcoming and approachable.

“To get my qualifications I attended St Bartholomew’s and the Royal London School of Medicine and Dentistry, University of London. For me, the choice of becoming a doctor was, above all, the holistic aspect. It is an extremely humbling profession.

“Before coming into medicine I considered finance as I did my maths GCSE when I was 13. Banking was definitely an option but hearing tales of the corporate lifestyle was definitely a big turn-off. Medicine is definitely much more interesting. Becoming a qualified doctor involves a much greater level of responsibility compared to being a student but being a medical student in the capital city was an amazing experience. I feel the clinical training was excellent and has prepared me very well for the job.

“One of the main highlights of my job is when a patient who is seriously ill gets better, in both an acute setting as well as long term. We had a patient who was in the hospital for nearly three months who went home with a big smile. In addition, putting into practice all the theory is definitely a highlight. There have been some very rare and interesting cases. And as an added bonus it’s great to be back home in Yorkshire! The great thing about this job is that there is something new, fascinating and different going on every day. The variety of patients and dealing with a spectrum of personalities are what makes time fly.”

“Most importantly, all the staff in the hospital (nurses, technicians and Pat’s Place) have been welcoming and approachable.”

The great thing about this job is that there is something new, fascinating and different going on every day. The variety of patients and dealing with a spectrum of personalities are what makes time fly.

“The biggest challenge is trying to tackle the rota to plan holidays and a social life. I’m most looking forward to continually improving and adding to my skills set. In addition, the aim is to play an increasing role in the multidisciplinary team to ensure patients have the best care possible.

“In the future I would like to become a surgeon although I must admit the world of general practice is very enticing.”
Katie awarded for leadership skills

Katie Swannie, eRostering Manager, has won the Allocate Software award for leadership through challenging times 2013.

The award, presented at a ceremony in London, recognises an individual who has demonstrated admirable leadership during times of economic adversity, organisational change, or other challenging circumstances.

Katie is the e-Rostering system expert for the Trust and the key contact for maintenance and support issues associated with the system, including upgrades and new version releases via IT colleagues and Allocate Software.

Colleagues nominated Katie for her ability to lead by example, staying focused on the objective of ensuring that the e-Rostering project would make a significant difference to patients in terms of making sure that wards are staffed by the right people being in the right place at the right time.

Katie said: “We have worked hard over the previous four years to implement and embed the system, engaging with colleagues across the Trust on all aspects of staffing issues making an effective change to previous roster practises. It has helped reduce reliance on temporary staffing, improve staffing levels and aid resolutions to operational issues. “It has been a team effort to get to this point and it is a wonderful achievement to have the service recognised at a national level, both for me personally and the eRostering team.”

Ian Bowles, chief executive, Allocate Software, said: “I am delighted for Katie. It is clear that her hard work together with her conviction that e-Rostering would positively impact quality and care has helped the Trust achieve great results.”

Meet the Press Health Heroes

Congratulations to our staff nominated for the York Press Community Pride Health Hero Award. The award was won by Ellie Hodge, Chemotherapy Nurse at York Hospital, a former recipient of the Claire Rayner Patient’s Choice Award. Runners up from the Trust were the Jorvik Team of District Nurses (pictured).
New dementia-friendly designed ward

STAFF at York Hospital gathered to celebrate the re-opening of ward 37 which cares for older adults with both physical and mental health needs. The ward has recently undergone refurbishment to make it more dementia friendly as a large number of patients on the ward have a diagnosis of dementia.

The work has included new flooring, repainting, changes to fixtures and fittings and new art work. The aim was to improve way finding for patients with dementia and confusion and also to provide a more stimulating environment with pictures, colours, and graphics.

Deputy directorate manager for elderly services, Sue Hendry, said: “The design of the environment for patients with dementia is particularly important. They can find the experience of being in hospital very confusing and even frightening so it’s fantastic to be able to provide extra stimulation to engage the patients and to create a talking point for patients and visitors.

“We are extremely grateful to all those who have raised funds to help us create a more welcoming and calming environment on ward 37 and improve the quality of the experience for patients.”

Kat Hetherington, Art and Design Manager added: “The transformation is the culmination of hard work from lots of departments in the hospital right through from capital planning to the maintenance team putting on the final coat of paint. It’s been a fantastic project to work on and a great example of how environments can be beautiful but still maintain the highest infection prevention standards.”

Consultant
John Coyle,
Deputy
Directorate
Manager Sue
Hendry and
Sister Mandy
Rosier

Supervisors of Midwives team takes time out

Rarely has there been such a wealth of maternity expertise in one room on one day as at the Trust’s recent ‘time out’ for the York Trust’s Supervisors of Midwives Team.

Whilst it is not the first time the Supervisors of Midwives have met as a joint team, it was their first time out day used to plan for the Local Supervising Authority (LSA) formal audit visit in October 2013 as well as reflect and discuss on how they will continue to support good practice in maternity care across the Trust. Their unique role is to provide leadership for midwives in what is increasingly a challenging and demanding career.

The Supervisors of Midwives provide guidance and support in the workplace and help midwives to achieve high quality care in both hospital and at home.

Becoming a Supervisor takes a huge amount of dedication in addition to the day job of being a practicing midwife.

Chris Foster, Matron for Maternity at York Hospital and a Supervisor of Midwives herself, explained: “The role is unique to midwifery and there is a very rigorous process to becoming a supervisor. To begin with a midwife has to express an interest which is then followed by a ballot to demonstrate peer support. The next stage involves an interview by a panel made up of the LSA Midwifery Officer, a service user and an academic lecturer. After passing the interview the midwife undertakes a six month course at Masters level covering academic and practical assessments. Once successful on the course, only then can they be appointed as a Supervisor of Midwives by the LSA.”

Whilst the role and function of Midwifery Supervisors is separate from the management structure, both compliment each other in the goal of maintaining the highest standards of midwifery practice for the benefit of women, babies and their families.

Regardless of the added commitment midwives regularly put themselves forward for this role, the rewards being to pass on their experience and empower midwives and student midwives to practice safely and effectively.

Karen Aston-Martin, midwife at Scarborough Hospital, is studying to be a supervisor. Karen added: “This role is really about helping midwives to be the best they can be. It is so important to ensure that the care offered is right for women and their families and is being given in the right place, by the right person and for the benefit of women and their babies.”

The Supervisors of Midwives Team provide on call support and guidance 24 hours a day.
Mike’s cycling adventure

DEPUTY Chief Executive Mike Proctor is taking part in the Vietnam to Cambodia Cycle Challenge in support of the York Teaching Hospital Charity (YTHC) this November. Mike will be taking part in the challenge with Jason Gandy who is also based in York and a big supporter of the charity.

This breathtaking charity bike ride is one of the best in the world of fundraising events and takes participants from Vietnam’s Ho Chi Minh City (Saigon) to the ancient temples of Angkor Wat in Cambodia. This follows a 400km charity cycle route which passes through many traditional Vietnamese villages.

Mike Proctor said, “Jason and I are very excited to be taking part in the Vietnam to Cambodia Cycle Challenge in support of the hospital charity. This will be a tough but rewarding challenge, raising money for our services to really benefit our patients.”

Will writing

THE charity has joined forces with a number of local solicitors to give our staff the opportunity to have your Will written for free as long as you remember the YTHC in your Will, even in the smallest way. You can also choose to make a donation to the charity instead of leaving it something in your Will. We are asking for a minimum donation of £100 for a single Will and £140 for a pair of mirror Wills. A standard Will costs around £150 + VAT, so this is a substantial saving.

If you would like to take part in the campaign, the YTHC will send you a Will Writing Campaign pack from which you can choose a solicitor listed in the information and contact them to arrange an appointment to take place between the 11 and 22 November. Appointments are on a first come first served basis so please order your pack today.

For more information and to order your pack, please contact the Fundraising Team on 772 4521 / 771 6210 or email charity.fundraising@york.nhs.uk

Quiz and Raffle

THE CHARITY is holding a Christmas themed pub quiz which will once again include a spot of half time Bingo! The quiz will take place on Tuesday 26 November starting at 8pm at the Post Office Club on Marygate in York. It is £3 per person to enter and teams and individuals are welcome (maximum of six people per team).

This will be a really fun evening, raising money for a great cause and the winning team or individual will receive a prize. A raffle will also take place on the evening.

To enter please email melanie.earp@york.nhs.uk or tel 01904 724521.