This year the NHS turns 70 and across the Trust we plan to join this special celebration.

A programme of activity is scheduled both nationally and locally that spans the whole of the year and will peak around the actual birthday of 5 July 2018. Across the Trust teams from communications, arts, fundraising and volunteering have combined efforts to create a programme that reflects the present and past NHS, to appreciate how far this unique organisation has come over the past 70 years.

Look out for a project capturing staff and patients in the NHS in a series of photographs which will be highlighted on social media and in Staff Matters. There will also be music, poetry and fundraising events across the Trust with the NHS 70 theme.

Sue Symington, Chair of the Trust, said: “This year is a wonderful opportunity for people to celebrate the organisation that we’re so proud to work for. Taking the time to appreciate all that our staff do, and have done throughout the years to care for patients and ensure the smooth running of our hospitals and services, is hugely significant.”

A regional highlight will be a music concert in York Minster on 5 July which is open to all. The fundraising team are planning a tea party for patients and staff, a themed fundraising afternoon tea on 5 July, and

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

Celebrating 70 years

 Newsletter for staff of York Teaching Hospital NHS Foundation Trust, working together for the communities of York, Scarborough, Bridlington, Malton, Selby and Easingwold.

Janurary 2018

Staff Matters

Turning back the clock on nursing

Continues on page 2
Message from the Chair

January has inevitably arrived, and the challenges we had anticipated and planned for came too … and some more besides.

Winter pressures test our resilience, our flexibility and our personal stamina and good nature.

The board of this Trust knows and understands that this can be hard – and continue to be grateful for the professionalism, commitment and dedication of staff at all levels who continue to put patients at the heart of everything they do.

I know that's what our staff do because over the four days leading up to Christmas, I undertook a hospital safari! The sole aim of this adventure was to meet patients across all eight of our hospital inpatient sites and to learn about their personal experiences of our Trust.

I had three main questions which I asked as part of (often very long) conversations. First – have we been kind to you? Second – are we feeding you well? And third – do you get a good night’s sleep here in hospital?

Patients were more than happy to talk to me about their personal experiences and perceptions and I spoke with more than 60 patients, and sometimes their family members too. Every patient I spoke with talked warmly about the kindness of our staff, most particularly our nursing staff. Just about all of our patients were delighted with the food they were served, and a number of patients felt they got a better nights’ sleep in hospital than they do at home!

Everyone I spoke to was united in commenting on how incredibly kind everyone had been during their treatment. When describing this to me, some patients’ eyes filled with tears of gratitude for the work of our staff.

Many patients talked about their lives and the role the NHS has played in making those healthy, good lives. This experience was uplifting …. and I hope that sharing this feedback gives you a sense of pride too.

What's more, I really enjoyed the opportunity to speak informally to patients and I really valued their views of the treatment we provide.

To this end my New Year’s resolution is to pencil out a day in my diary each month just to talk to patients.

The non-executive directors and I welcome invitations to events – no matter how small – so if you would like to invite any of us to come along please contact lisa.gray@york.nhs.uk.

Sue Symington,
Chair

Step by step guide to becoming a school governor:

- Complete a simple online form at www.inspiringgovernance.org
- Tell them about your skills and experience and what type of school you’d like to join.
- Governing boards are now able to contact you, and once matched to a suitable vacancy you will be invited for interview with the chair of the governing board.
- If you’re suitable for the role you’ll be offered a place on the governing board.
- If you choose to accept the role your term as a school governor or trustee will begin.

You can register at www.inspiringgovernance.org or for more information, contact claire.leman@educationandemployers.org

Watch their video on the Trust’s YouTube channel in our liked videos list.

Ever thought of becoming a school governor?

Want to make a difference in your community, and develop your own professional skills? By volunteering as a school governor or trustee, you can do both.

Inspiring Governance, an organisation that connects skilled volunteers interested in serving as governors and trustees with schools, is offering free, expert support for volunteers who want to serve as governors.

Claire Leman, Regional Manager for Inspiring Governance, explained: “School governing boards need people from different backgrounds with a wide range of professional and personal skills to drive school improvement. There are no particular qualifications required and anyone over 18 years of age can become a governor or trustee provided they have a willingness to learn, have time to give to the role and a capacity to work with people.

“To be a school governor or trustee is an excellent opportunity for personal development and a great way to support children and young people in your local community.”
New government scheme promotes training

Apprentices aiming for the top…

A new government initiative that requires public sector companies to become part of an apprenticeship scheme is providing exciting opportunities for staff at the Trust.

Since April 2017 employers with an annual pay bill above £3m have to pay a levy to the government which can be claimed back for training apprentices. There is no upper age limit to being an apprentice and the qualification encompasses courses up to degree level.

One department taking full advantage of the scheme is Laboratory Medicine where four support workers, three from Scarborough and one at York, are undertaking the healthcare science apprenticeship degree at Bradford University in order to one day become a biomedical scientist.

The students attend university one day each week in term time.

Joanna Andrew, Head Biomedical Scientist, said: “We’re delighted with the new apprenticeship roles which are allowing dedicated staff to learn valuable skills on the job.

“Sarah had initially committed to funding the degree course herself using a student loan. This would have resulted in a debt of £27,000 to be repaid once she had secured a biomedical scientist post. However, as Sarah has now become an apprentice the rest of her fees will be supported by the apprenticeship levy.”

Sarah was recently successfully appointed as a trainee biomedical scientist and will commence work in the blood sciences department at Scarborough in February this year.

Joanna continued: “This is a fabulous opportunity for dedicated support staff to gain qualifications funded by the apprenticeship levy, which will enable them to practice as registered biomedical scientists. Not only will it benefit the individuals but is of huge benefit to the laboratory as it is currently difficult to recruit biomedical scientists. This will ensure we can develop our workforce for the future.”

The degree is accredited by Health Education England and the Institute of Biomedical Science and approved by the Health and Care Professions Council (HCPC). Graduates from the programme will be eligible for HCPC registration as Biomedical Scientists.

Anyone wishing to learn more about the opportunities offered by the apprenticeship scheme should contact the work based learning team on 7715242 or read more on the apprenticeship section on Staff Room.

Pool car users urged to book responsibly

UP TO 13 percent of people who use the Enterprise Car Club pool car scheme each month are booking a vehicle and then failing to use it or cancel it.

The Trust pays for the cars on a 24/7 basis, so the efficient use of the scheme is paramount. The high volume of unused bookings, 81 unused reservations in December alone, has a detrimental effect on the scheme.

Pool cars are in high demand and other users have complained that there are no cars available to book even weeks ahead, with cars booked out from 8am all day every day on a regular basis. Last year 695 unused reservations meant that, not only did it affect the cost-effectiveness of the scheme, staff incurred costs elsewhere making other travel arrangements.

Users are encouraged to cancel their booking as soon as possible through the Enterprise Car Club website or mobile app if they know they no longer require the pool car. Cancelling the booking immediately releases the vehicle for another member of staff to use, and there is no financial penalty for doing so.
Work begins on York’s new endoscopy unit

Work has begun at York Hospital on what will be one of the most modern and largest endoscopy units in England.

The £10 million project will take around a year to complete and will increase capacity from three treatment rooms to seven, reflecting the growing need for endoscopic investigations nationally.

The building has been designed to increase capacity to meet growing demand, improve the efficiency of patient flow and enhance the patient experience. The new unit will deliver improvements to diagnostic and therapeutic endoscopy waiting times and increase the range of procedures offered, meaning fewer patients will have to travel to Leeds or Hull.

The current unit provides around 13,000 treatments each year and has outgrown its current location within the main hospital.

Stevan Stojkovic, Clinical Director, General Surgery and Urology, said: “We’ve known for a while that demand for endoscopic services was beginning to outstrip our capacity, so the decision was taken to futureproof the unit.

“We are seeing seven percent growth in demand for endoscopy services year on year. The three endoscopy rooms we currently have available are in constant use. The new unit will provide the space that we need to provide a timely, patient-focused service.”

The new unit is being built above the hospital’s existing physiotherapy department. It will be connected into the hospital at first floor level.

Patrick Crowley, Chief Executive, said: “This is the biggest capital investment for many years and will allow the Trust to provide clinical services to a growing number of patients needing endoscopy.

“This is an exciting development for the Trust and it will transform our service into a centre of excellence for endoscopy, providing an enhanced high quality care to our patients.”

An endoscopy is a procedure where the inside of your body is examined internally using an endoscope. An endoscope is a thin, long, flexible tube that has a light source and a video camera at one end. Images of the inside of your body are relayed to a television screen.

An endoscopy can take 15-60 minutes to carry out, depending on the type of procedure, and is usually performed on an outpatient basis, which means patients do not have to stay in hospital overnight.

The new unit will be operational in early 2019.

High cholesterol screening service launches

The region-wide screening service for people at risk of genetically high cholesterol had its official launch in York in December.

The Yorkshire and Humber Familial Hypercholesterolaemia (FH) service, which has been hosted at the Trust, is being run at four hospitals across the region - York, Hull and East Yorkshire Hospitals NHS Trust, Leeds Teaching Hospitals NHS Trust and Calderdale and Huddersfield NHS Foundation Trust.

FH is a deadly genetic condition that causes abnormally high cholesterol, which often leads to heart disease or even a fatal heart attack at a young age.

Specialist FH nurse for York Hospital, Claire Tuson, was featured in last month’s Staff Matters.

Claire Tuson, York; Paula Sutton, Hull; Claire Burton, Leeds; Rachel Dunn, Hull; Jillian Webster, Huddersfield
FOI requests hit all-time high

What is the connection between George Clooney and York Teaching Hospital NHS Foundation Trust?

None - other than a Freedom of Information (FOI) request!

The Trust is constantly inundated with increasingly bizarre and complex requests under the Freedom of Information Act and what details we held about George Clooney was just one of them. Demand for responses to FOIs has risen by almost a quarter over the previous year.

Andy Thompson, Information Governance Officer, explained: “Because of the increased complexity of requests in recent years more directorates and work teams have had to become involved in order to obtain information on the different parts. "This can create extra pressure on teams to avoid a delayed response to the applicant. "We know it frustrating for teams to have to provide this information on top of their daily work, but unfortunately the Trust has an obligation under the Freedom of Information Act to respond to the applicant within 20 working days. "Delayed or no responses can lead to us being referred to the Information Commissioner’s Office which can make life very difficult, so we are grateful for all the help we get from departments.”

Over a quarter of freedom of information requests received last year came from both local and national media. Media requests often follow national events - which this year has included the malware attack on public bodies, details on fire safety preparedness following Grenfell, costs incurred in treating overseas patients and sexual assaults against patients and staff.

Andy added: “As a department we do appreciate the strain that these requests put on staff and the Trust and we do our best to minimise the impact. However, with an increase from 297 in 2016 to 383 FOI requests in 2017, it seems to be a growing trend.”

There are circumstances when the Trust is allowed to refuse information. Section 12 of the FOI Act permits public authorities to refuse requests for information where the cost of dealing with them would exceed a limit, which for health trusts is £450. This represents the estimated cost of one person spending 18 hours collating the required information.

The voice of ‘Strictly’ coming to York

WELL-KNOWN BBC personality Alan Dedicoat (the voice of the lottery balls and Strictly Come Dancing) will be returning to York in March to host a fundraising quiz night for York Hospital Radio.

The event will be held at Clifton Park, the home of York rugby union and cricket club, on Shipton Road on Friday, 23 March, at 7.30pm.

It will be a team quiz, with a maximum of five people per team, and entry will be £10 each, including a quiz sheet and pie and pea supper. Tickets must be purchased in advance and are available now by emailing studio@yorkhospitalradio.com or by calling York Hospital Radio on 01904 628800.

Ian Clennan, chairman of York Hospital Radio, said: “After the huge success of our previous quiz nights with Alan, we are delighted that he has agreed to come back and do it all again! “The evening will be great fun for all quiz fanatics, and will hopefully help us to raise much-needed funds as well. I hope that lots of teams of friends and work colleagues will come and take part and support us, while having a great night!”

York Hospital Radio is a registered charity, and broadcasts 24 hours a day, seven days a week, to patients at York Hospital, with volunteers presenting a mixture of music shows, requests, football commentaries from Bootham Crescent, a range of outside broadcasts from other theatres and concert venues, and information designed to help patients during their stay in hospital.

The radio station can also be heard online at www.yorkhospitalradio.com
**Registered nurse and healthcare assistant transfer process opens**

THE registered nurse and healthcare assistant ‘transfer request’ window is open until Wednesday 31 January 2018.

The transfer window provides an opportunity for staff who wish to develop their skills and experience to request a transfer to another clinical area, without having to make a formal application for a vacancy.

The transfer request form is available from ward sisters or team leaders and can also be downloaded from Staff Room, where further details on the process can also be found.

**Estates and Facilities surgeries**

A SERIES of staff surgery sessions have been set up with the Director of Estates and Facilities, Brian Golding and Head of Estates and Facilities, Andy Betts.

The informal drop-in sessions give staff the opportunity to speak with Brian and Andy in confidence about anything at all. The dates of the surgeries can be viewed on Staff Room alongside dates for both the Chief Executive and Chief Nurse under Corporate Communications information.

**Stamp out Sepsis conference 2018**

The 2018 Stamp out Sepsis conference is now open for registration. The event is open to all NHS staff and is completely free. Tickets will be allocated on a first come first served basis.

The conference takes place on Wednesday 2 May from 9.30am-4.30pm and will explore innovation and collaboration for quality sepsis care.

Full details on how you can register for a place at the event can be found on Staff Room.

**in brief...**

**Pressure Ulcer study day**

Are you interested in becoming a pressure ulcer champion? The Trust is holding a pressure ulcer study day for staff which will include prevention, classification, management and learning from investigation of pressure ulcers, along with mattress training and OSCE sign off for registered staff. The day will take place on Tuesday 20 March from 9am-4.30pm at Malton Rugby Club, and lunch will be provided.

If you would like to take part in this fun and informative day, please contact Sharon Jones from the Patient Safety Team on ext (771) 2944 or email Sharon.Jones2@york.nhs.uk. Places will be prioritised for registered nurses, however all staff are welcome.

**Staff pay tribute to popular colleague**

COLLEAGUES from the Trauma and Orthopaedic department were devastated to hear of the tragic death of junior doctor Alex Boorman just before Christmas.

James Stanley, Clinical Director for Trauma & Orthopaedics, paid tribute: “Many of the staff at the hospital have been shocked and saddened by this tragic loss. Dr Boorman was a very well-respected and popular member of staff with an exceptional bedside manner. He was hard-working, bright, supportive to his team members, and a caring doctor with a brilliant future ahead of him”

Alex will be remembered on the Tree of Life at York Hospital during a short memorial in the coming weeks.

The Trauma and Orthopaedic department have passed on condolences to Alex’s family and loved ones.

**Dads united online**

A group of York-based dads have had a surprise success after launching Yorkey Dads, an online community of men looking to support each other as parents.

What started as just a few dads coming together to offer support and share a space to chat has seen a growing number of dads and father figures join each week, and an ever increasing social media profile.

The inclusive nature and obvious need for the group has seen the Facebook group gain over 430 members.

Dan Bradley, Travel Planning Coordinator at the Trust, is a founder member of Yorkey Dads (pictured second from left).

Dan explained: “There are similar groups for mums but we couldn’t find anything online for dads. The courses can be accessed at www.yorkdads.co.uk – or find them on Twitter @YorkeyDads or apply to join the Facebook group.

**New e-learning courses available**

THE Occupational Health and Wellbeing Service has developed two new e-learning courses, needlestick and other contamination incidents, and managing skin care in the workplace, which are now available on the Learning Hub.

The needlestick course is aimed at all patient facing staff and clearly explains the legislation that protects healthcare workers should an incident occur – together with the action to be taken in the event of an injury.

It is important that all staff are aware of their legal responsibilities and how to respond to an injury of this nature.

The managing skin care in the workplace course has been developed to support line managers in their duty to carry out skin checks on staff who are exposed to substances, chemicals or ‘wet work’.

The course is designed to raise awareness of work factors that may affect skin and how to prevent skin problems from arising. It will also help to promote good skin care in the workplace.

The courses can be accessed at any time and have been designed to increase general awareness, to ensure that staff are clear about their responsibilities and support health and wellbeing at work.
November finalists

Star Award

Recognising and celebrating the achievements of our staff and volunteers

Helen Franks, Deputy Directorate Manager, York Hospital
Helen was nominated by a colleague who was overwhelmed by the help her family was given when her father, who is a double amputee with lots of medical problems, had to have a medical procedure. Complicated arrangements were needed which were impossible to arrange meaning he would have to cancel the procedure. Helen went above and beyond her role as a deputy directorate manager to organise for him to come to the day unit where the nurses would support and prep him, then take him down to clinic. Helen also organised with the consultant to see him in a separate room in clinic to perform the procedure. The patient was treated with respect and dignity at all times, which put him at ease. Without Helen’s involvement he would have had to postpone this procedure, which following the appointment he is being admitted to. Helen knows their current medical problems. ‘The thoughtfulness and care she showed in doing this for my dad was brilliant, I could not thank her enough.’

Mark Howson, Estates and Maintenance Assistant, Scarborough Hospital
Mark was seconded to the capital team to assist with the planning and implementation of minor schemes on the capital schedule to be delivered this financial year at Scarborough. Mark was thrown in at the deep end working to extremely tight deadlines with no slack for any of the schemes running behind schedule. He has stayed late on a night and worked weekends and has been praised for his endless patience, hard work and diligence, returning after the job has finished to ensure everyone is happy and has everything required in the right place. Mark has needed to organise teams of helpers to move equipment and furniture, liaise with directorate teams (not something he normally gets involved with), manage expectations, work with external contractors and juggle several moves all at the same time. ‘Mark is a credit to the directorate and to the Trust as an employee who enjoys his work, works hard to deliver and is well liked and respected by his colleagues.’

Jo Shipley, Staff Nurse, Bridlington Hospital
Jo was nominated by a colleague for her willingness to help others. Jo works in the operating theatre and offers to help on the ward when she knows they are short staffed - often staying beyond her regular hours. One evening they had to transfuse a patient and transfer to Scarborough Hospital urgently. Jo had finished her shift but volunteered to escort the patient preventing further life-threatening delay as there was only one qualified nurse on the ward at the time. She took HCA Laura Barmby (also from theatre) to show her what to do if ever she needed to go on her own. Another example of Jo’s thoughtfulness was, at the height of the summer during the short heatwave, she treated all the ward and theatre staff to ice lollies even though she wasn’t working herself and even took some to the porters. ‘Jo will do whatever she can to help ... she is a true team member.’

Emily Butterworth, Physiotherapist, Scarborough and Bridlington Hospital
Nominated by a colleague, Emily is described as a fabulous physiotherapist, consistently working above and beyond her normal duties. She is praised for her kindness and her manner with patients, where nothing is too much trouble. Whatever patients need, whether it is physio related or not, Emily will do her utmost to help them or find someone who can. Just one of many examples is when she went round to a patients house on her way home to go through the exercises with them again as they rang the ward concerned they weren’t doing them right. Emily also supports the nurses and healthcare assistants on the ward. When they are very busy, without hesitation she will answer the ward phone, take patients to theatre, get patients diet and fluids, and she will help with personal care. ‘Emily has such a natural way about her, it feels as if everything she does is effortless.’

Karen Johnson, Ward Clerk, Scarborough Hospital
Karen was nominated by colleagues on the Stroke Unit for the extra support she gives to staff and patients by assisting with supervision. Given the complex nature of brain injury, patients on the ward are very often deemed as needing enhanced supervision which is not always available with current staffing and financial challenges. Karen helps by having enhanced supervision patients with her at her desk whilst completing her jobs. Not only does she have them sat with her for supervision, she interacts with them and gives them tasks to keep them entertained. She will also take them with her for her breaks and provide them with food and drinks if necessary. Karen has improved patient experience, patient safety and prevents de-conditioning. She supports the team caring for these patients allowing members to complete other care tasks despite her own job role.
KnowledgeShare launched by Library Service

The library service can now offer KnowledgeShare, a system for streamlining the provision of NHS library and knowledge in a web-based tool.

KnowledgeShare emails people with highly targeted, personalised evidence updates. They depend on a combination of the member’s clinical interests, managerial interests, their profession and the setting they work in.

Jocelyn Matthews, Senior Librarian, said: “If you are feeling overwhelmed by the amount of information filling your inbox, we can help you stay up-to-date in your area of interest.

“We will let you know when we find high-impact publications in your area, including guidelines, policy and high-level research evidence.

“Your area of interest can be as broad or as specific as you want and you can tell us how often you want the update.

“Just fill in a form which is kept on each hospital library counter and then wait for your first update.”

Award for Consultant Physician

CONGRATULATIONS to York Hospital Consultant Physician, John White, who has been recognised by his peers at the British Thoracic Society (BTS) for providing exceptional service to the society.

He was presented with the Meritorious Service Award for 2017 at a BTS ceremony in December.

John is currently co-chair of the BTS and has held this post for five years alongside his role as a hospital consultant. He has served BTS in a number of capacities, most recently as a Council member, a member of the Sleep Apnoea Advisory Group, and as Chair of the Standards of Care Committee between 2008 and 2012.

He was thanked for his work chairing the asthma guideline committee and was described as ‘putting concern for patient welfare and best possible treatment at the heart of what he chooses to do for the greater good.’

RESEARCH NEWS

Meet the patient research ambassadors

Patient research ambassadors (PRA) are volunteers who work with teams to inform patients and staff about research in the department and highlight opportunities to get involved.

The PRAs also help with local and national initiatives to raise awareness of research such as International Clinical Trials Day. They can signpost patients, staff and visitors to where they can find out about research taking place in the hospital, and help researchers and the R&D department develop ideas for research that are patient orientated.

Chris Hurford has been working with the research team now for a few years and has progressed to becoming a patient research ambassador supporting the cardiology department and the wider research community based in the hospital.

“I became active in supporting research work after I sadly lost my husband Kit seven years ago to heart failure. I was invited to participate in a clinical trial investigating atrial fibrillation and it went from there.”

Kathleen Murphy wanted to give something back after her mum suffered from early onset Alzheimer’s many years ago when there was no way of diagnosing this condition and there was very little support and care available.

“Due to medical research things are much better for families suffering the same situation. I wanted to help future research and to help other families. I have a particular interest in gastroenterology research but I’m happy to support all researchers.”

If you are interested in recruiting a PRA for your department or finding out more about these roles and how they can support research please contact lydia.harris@york.nhs.uk or call 7726606. All PRAs are recruited via the Trust’s volunteer network and are fully supported and trained to do their role.
Social media snapshot of 2017

A quick flick through our Facebook, Twitter and Instagram feeds has thrown up some of the highlights of 2017. Thank you to everyone who has featured, contributed or commented on social media, your stories. Your shares, your likes and your comments are a fantastic way to celebrate the exceptional work that goes on each and every day.

Long service awards – apply now

EVERY year the Trust celebrates the long service of employees that have completed 25 and 40 years NHS service as part of our staff recognition programme. This year, the 25 years’ service awards will take place in June and July in York and Scarborough. Colleagues celebrating their 40 years’ service will be invited to receive their award at the annual Celebration of Achievement awards in October.

Staff who think they are eligible for a long service award need to complete an application form located on Staff Room, and return by email to eventsteam@york.nhs.uk or by post to Events Coordinator, Communications Team, 2nd Floor Trust Headquarters, York Hospital. The closing date for applications is 31 March 2019. Applications received after this date will be carried forward to the following year.

Scarborough Postgrad partner with TEC students

A NEW partnership beginning this January will see students from special effects make-up and engineering courses at Scarborough TEC working with staff from the postgraduate medical education centre (PGME) at Scarborough Hospital.

The centre’s technical team will share their growing knowledge and resources, such as access to 3D printing and advanced materials, while the students will bring their creative skills. This joint initiative will enable the team to progress work on developing realistic training models more quickly.

Ian Millard, Clinical Skills Technical Officer, explained: “We’re planning on using the student’s creativity, knowledge and skills, alongside our own, to develop and enhance simulation and training. We hope to pursue projects ranging from the application of realistic make-up effects for courses, to producing specific training models.”

The team are constantly looking to work collaboratively with educational establishments and through their work with the Clinical Skills Network have made this new link with Scarborough TEC.

Maria Wilkinson, Medical Education Manager, said: “This is a unique opportunity to work collaboratively with students to develop skills from their course and practise them in the healthcare and medical education field. This partnership will widen the scope of career possibilities and offers an insight into an area they may not otherwise have been aware of.”

Buying/selling annual leave

THE scheme for buying and selling annual leave for the next leave year opened for applications on Monday 8 January 2018 and will close on Friday 9 February 2018. Full details can be found on Staff Room.
STAFF WELLBEING
A regular section bringing you the latest news and developments from the Wellbeing Team

Workshops to help you stay healthy in 2018

Many of us evaluate our health and lifestyle at this time of year, vowing to make positive changes. A number of initiatives are being provided by the Wellbeing Team to help you with this throughout the coming year.

Working with dieticians and physiotherapy the wellbeing team has put together a series of wellbeing workshops for staff. Topics include eat well, be active and relaxation. These free practical workshops will run across the Trust over the coming year.

- Be Active is designed to help people understand the principles of being active and how this helps to control weight, strengthen bones and muscles, improve mental health and mood and reduce risk of cardio-vascular disease, Type 2 diabetes, metabolic syndrome and some cancers. It will look at the benefits of being active, physical activity recommendations to stay healthy, ideas for being more active, available resources.

- Eat well is aimed at anyone who wants to understand the principles of healthy eating in order to maintain a healthy weight and lifestyle. This workshop will cover the principles of healthy eating using the ‘Eatwell Guide’ and will look at how much of what we eat overall, should come from each food group to achieve a healthy balanced diet.

- Relaxation highlights how it can benefit health and wellbeing and how you can incorporate relaxation practices into your home and work environment. Experience a practical relaxation session using a guided visual relaxation technique. Learn relaxation skills and tips. For further details on where you can find the workshops across the Trust and to book a place please go to the learning hub. If the workshop is full, there is a waiting list facility on the learning hub for future workshops.

Health Checks
This takes an hour and includes blood pressure, resting heart rate, blood glucose and cholesterol via a finger prick blood test, weight, height, BMI, body fat percentage. It incorporates lifestyle discussion and assessment of risk of cardio-vascular disease and diabetes. By understanding where you are now with these measurements, you will be able to look at what changes you need to make to improve your health and lifestyle.

It’s a great starting point for positive change. Appointments available at York, Scarborough and Bridlington. If you would like to book a health check please email wellbeingteam@york.nhs.uk

New app available
Health Assured, the Trust’s new employee wellbeing scheme, offers round-the-clock advice and support to staff on a range of issues. Even better - you can download their app which means it’s at your fingertips whenever you need it. Instead of having to go through Staff Room you can stay logged in to the app on your smartphone or device and take advantage of the huge amount of advice available on a wide range of subjects. There are fact sheets, webinars with e-coaching programmes, tips on life support, family and emotional health plus direct access to request the confidential counselling service.

Download the app from Google play or the Apple store.

Step Into Health course
Working in partnership with Loughborough College, this 13 week distance learning course is free to Trust staff. It covers three modules to include nutrition, physical activity and stress. It aims to help people of differing health and fitness levels to improve their wellbeing and empower them to achieve their own personal health objectives.

Places are already filled for this course starting in February. Further courses will be running this year so keep an eye on Staff Matters and Staff Room for the next course.
A regular section bringing you the latest news and developments from the Wellbeing Team

Working group appoints staff rep

The Trust's group working to improve mental wellbeing for staff has welcomed staff representative Clare Inkster, pictured, a ward clerk at York Hospital. The mental health working group is led by the staff psychological wellbeing team to increase awareness and understanding of psychological wellbeing.

The group is led by Clinical Psychologist Elaine Middleton, lead for psychological wellbeing within the Occupational Health and Wellbeing Service. Elaine sees staff who are referred to her through Occupational Health and offers one to one therapy. The group is made up of individuals from Organisational Development and Improvement Learning (ODIL), and HR and Occupational Health who are all committed to getting people to talk openly and compassionately about mental ill health. All recognise the fact that it is everybody's issue and is just as important as physical ill health.

Clare agreed to join the group as she has suffered from depression and anxiety herself, and has been helped by her GP and MIND where she went on to complete a mental health first aid course.

Clare said: "I'm looking forward to contributing to the Trust's mental health working group. I have gained a certain perspective working on a ward and I have been able to use some of the skills learnt on the mental health first aid course. "The course has given me an increased ability in managing my own mental health. Mainly, it has given me the confidence to support and recognise other people with similar issues. It's not an invasive situation – it allows you to listen, to try and support, to admit when you can't help and find who can, to cry, to talk, but mainly to be proactive and remove the stigma of mental health by reassuring and responding correctly."

Cycle2work Scheme

The Halfords Cycle2work Scheme has now been in place for a year, where staff are able to purchase a bike and accessories free of tax and national insurance. This means you can make savings while keeping fit, reducing your carbon footprint and spend less time in traffic.

Sign up now on www.cycle2work.info use the code: YTHNH5C2W or call 0345 504 6444. There are many independent cycle shops available on the scheme so you are able to choose the cycle you want from the shop you want.

You need to make sure that your current address is the same one registered with payroll. A maximum of £1,000 can be spent on a bicycle, safety equipment and accessories. All staff are strongly advised to read the relevant section of the FAQ - salary sacrifice leaflet and make sure that they are aware of the impact on their pension payments.

Fitness classes

The physio gym at York has been relocated in to a Portacabin outside Park House. Yoga is still available on a Wednesday evening from 5.15. Please take your own mat.

We would like to introduce some new classes this year so if you know an instructor that can offer a class with us or have an idea for a class contact Staffbenefits@york.nhs.uk.

Workplace seated massage

An enlivening and relaxing onsite massage is now available at York, Bridlington and Scarborough hospitals. Easy to access while at work, the 20 minute sessions only cost £6.00 at York and £5.00 at Scarborough and Bridlington which is payable at the session. The massage is subsidised by £5 per session from the staff lottery fund.

The massage is done over clothes in a specially designed chair and targets the main areas of tension – shoulders, neck, head, back, arms and hands. It releases muscle tension in these areas and also stretches cramped tendons and ligaments, eases stress and balances energy in the body.

There is minimum interruption to your day.

The treatment is suitable for most people, with the exception of ladies who are pregnant or who are trying to conceive.

The next session at York Hospital is 20 Feb in the Hub, Ellerby’s; Scarborough Hospital pathology department meeting room on 8 February; dates to be arranged at Bridlington Hospital, sessions in the admin block.

To book any of the sessions go to the Staff Benefits pages on Staff Room or go to www.york.nhs.uk/staffbenefits and then click on the health and beauty icon.
Skydiving for dementia

After raising more than £1,000 last year by having a cake sale and tombola, members of staff from Ward 23 at York Hospital are on a mission to raise even more for the Dementia Appeal by taking part in a skydive in April!

Bernadette Foster, Staff Nurse on Ward 23, said: “I am supporting the Dementia Appeal as my job as a nurse on an elderly ward involves caring for people who have dementia, and I have supported a family member who is now at the advanced stages of the disease. I’ve seen up close the practical and emotional challenges that this illness brings for the people who have dementia – and also the people caring for them.

“The staff on my ward are always keen to do what we can to enhance the quality and wellbeing of people’s lives and to have an amazing experience of doing a sky dive whilst raising funds and awareness for dementia was too good an opportunity to pass up!”

Looking for a new year challenge?

Start the new year in the best way possible and challenge yourself by taking part in one of York Teaching Hospital Charity’s events. Whether you’ve always wanted to jump out of a plane or you’d like to get into running, a challenge event can help you keep fit whilst making a difference in our hospitals.

Whichever event you sign up to, the Fundraising Team can give you lots of help and advice from start to finish. Places are first come first served and for more information please email charity.fundraising@york.nhs.uk or call 772 4521.