Staff Matters

70-day campaign to end ‘Pyjama Paralysis’

Staff across the Trust came to work for a day wearing their pyjamas to highlight the 70 day campaign to end ‘PJ Paralysis’. The campaign raises awareness of the health benefits of getting dressed, out of bed and being as active as possible while in hospital.

By encouraging hospital patients to ditch their pyjamas and get moving, the ‘End PJ Paralysis’ campaign aims to get older people back home quicker and living much happier and fuller lives.

The campaign will run until Tuesday 26 June, just before the 70th anniversary year of the NHS. Staff will record how many patients are dressed and active in their day clothes, and mobile at 12 noon each day until then.

Vicky Mulvana-Tuohy, Head of AHP Services, explained: “Bedbound patients lose between one and five percent of their muscle strength every day they are in bed. They can develop skin breakdown, pressure sores, confusion and fatigue. Many patients lose the ability to carry out routine daily functions like bathing, dressing, getting out of bed and walking due to unnecessary bed rest.

“For an older person, a loss of muscle strength can make the difference between dependence and independence. Every ten days of bed-rest in hospital is the equivalent of ten years of muscle ageing for elderly patients.”

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:

Elaine Vinter, Media and Communications Officer: elaine.vinter@york.nhs.uk
Or email staffmatters@york.nhs.uk
Campaign to end ‘Pyjama Paralysis

CONTINUED FROM PAGE 1

“For many, wearing pyjamas reinforces being sick and can prevent recovery.

“Enabling patients to get into their own clothes is one way of encouraging them to take greater responsibility for their own health and become active participants in their personal health journey.

“One of the most valuable resources is a patient’s time and getting people up and dressed is a vital step in ensuring that they do not spend any longer than is clinically necessary in hospital.”

Sonia Archer, Occupational Therapist at York Hospital, added: “There’s sometimes an assumption that when you’re in hospital you should be in your pyjamas or nightwear all the time - but that’s just not the case.

“We’d love to see more patients get up, get dressed and keep moving while they are in hospital. It has been proven that getting patients out of bed and mobile as soon as they are well enough can reduce the length of time they spend in hospital - and importantly aids a speedier recovery.

“Patients who get themselves dressed and up and about tell us that they feel much better and many are able to go home sooner too, which is fantastic.”

Beverley Geary, Chief Nurse, said: “Our priority is to help our patients get well and back on their feet as soon as possible. Patients do not want to spend any longer in hospital than is absolutely necessary so it is vital that our teams of nurses, therapists, doctors and support staff do everything they can to encourage and facilitate patients to get out of bed and get dressed.

“Patients, their relatives, friends and carers can help us by ensuring that their loved one comes into hospital with clothing and footwear, as well as their pyjamas.”

Message from the Chair

PATRICK CROWLEY, Chief Executive, will retire from his role at the end of May.

As many of you will know, Patrick has given most of his working life to the NHS and in particular to healthcare here in York and North Yorkshire, leading the Trust through some of the most significantly challenging times that the health service has faced.

Above and beyond all else Patrick has distinguished himself as an advocate of the patient; throughout his career and particularly during times of pressure he has ensured that patient focus remains the priority of our Trust.

He has also championed the cause of our staff and was proud to lead the Trust to paying the Living Wage for its lowest paid staff in 2015, despite that being at a time of extreme economic distress in the service. Positive clinical and staff engagement at all levels has always been an important element of Patrick’s leadership approach.

Patrick joined the Trust in 1991 and has held a number of Board level roles, including Director of Performance and Finance Director to which he was appointed in 2001.

He was appointed Chief Executive in 2007 having helped steer the Trust to Foundation Trust status in the same year.

He went on to lead the Trust to a number of significant achievements, including the merger of York and Scarborough Trusts in 2012. Under Patrick’s leadership, the Trust Board was awarded Board of the Year in 2012. He was voted by his Chief Executive peers in the service as one of the Top 50 CEOs in 2014 and 2015.

We wish Patrick all the very best for the future and thank him for his many years of service, support and leadership.

Mike Proctor, Deputy Chief Executive, will assume the role of Chief Executive and we will begin the process of recruiting a new Chief Executive over the summer.

“Patients who get themselves dressed and up and about tell us that they feel much better and many are able to go home sooner too, which is fantastic”
A York consultant took to two wheels to help mark the anniversary of the Royal College of Physicians (RCP) 500 year old charter.

Consultant Gastroenterologist, Simon Smale, joined RCP registrar and President Elect, Dr Andrew Goddard for the York leg of a 2,018 mile cycle ride between as many acute NHS trusts as possible around England and Wales.

The ‘RCP Charter Cycle’ was planned so that physicians can sign the new RCP500 Charter in person.

The original Royal Charter has been updated by the RCP with a commemorative RCP500 Charter to reaffirm the College’s commitment to seeking and championing excellence in healthcare.

Dr Smale explained: “In celebration of the 500-year anniversary in September 2018, the Royal College of Physicians has devised a modern charter of our members’ professional values. “The RCP500 Charter reaffirms the commitment made by physicians to provide the highest standards of patient care, to train, develop and support doctors, to act as leaders and promote good health and prevention of ill health. “The signing of the charter is a clear reaffirmation of the relationship between the public and physicians.”

Members and fellows can sign the RCP500 Charter up to 23 September 2018, the 500th anniversary of the signing of the founding charter. Visit www.rcplondon.ac.uk/rcp500charter to sign up online.

On the same day the President of the Royal College of Physicians, Professor Jane Dacre, also visited the Trust. During her visit she joined in the Junior Doctors Forum, had a tour of Hull York Medical School and met students with Dr Vijay Jayagopal, Clinical Dean, as well as meeting junior doctors, consultants and management of General and Acute Medicine.

Factfile
Founded in 1518 by Henry VIII, the Royal College of Physicians of London is the oldest medical college in England.
It was established to help regulate the medical profession at a time when anyone could call themselves a doctor and start treating patient.
The Charter plays an important role in improving patient care and shaping public health. Today the College has over 34,000 members and fellows across the globe.
Staff Matters May 2018

Teams highlight the dangers of pressure ulcers

A joint effort to raise awareness of the dangers of pressure ulcers saw the tissue viability team, patient safety team and podiatrists share their expertise with staff from across the Trust. The teams led a study day in March to highlight pressure ulcer prevention and awareness which was attended by over 90 staff.

Lisa Pinkney, Patient Safety Manager, said: “The day was full of interesting sessions from nutrition to mattress implementation. We also identified Pressure Ulcer Advocates in the Trust, who will be cascading training and raising awareness in their areas.”

The first advocates’ quarterly meeting will be held in June (date tbc) at York Sports Club, and on 26 June at Scarborough Hospital.

• Please contact Lisa Pinkney for further details by phoning 01723 342860.

Milestone in York Hospital new £10m development

The Trust has marked a significant milestone in the building of its new £10 million extension to York Hospital with a bolt tightening ceremony.

The event is a tradition in the building industry when a new development reaches a significant construction milestone. Tightening one of the initial structural frame bolts in the extension’s steel frame was Patrick Crowley, Chief Executive.

Patrick said: “This is the biggest capital investment for many years and will allow the Trust to continue to provide the highest quality of service to the 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 enhanced high quality care to our patients.”

Every year the Trust performs around 13,000 treatments and the new 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, which will house seven endoscopy rooms, 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.

James Hayward, Capital Project Manager, York Teaching Hospital NHS Foundation Trust explained: “The bolt tightening ceremony is a significant event for the Trust and highlights how well work is progressing with the development.

“The structural steel frame is well under way. As we are building on top of an existing building to maximise the utilisation of land on our site, we needed to strengthen the existing foundations which is now completed. We expect the steel frame to be completed in the next few months. Following this we will see the roof and exterior cladding being installed.

“Over the next few months, staff, patients and visitors will really start to see it taking shape.”

The landmark moment was celebrated by Trust staff, contractors, as well as representatives from Kier, the construction company behind the new build.

Nick Shepherd, Director, Kier Northern, added: “We are delighted to celebrate and share this significant milestone for the first stage of the build process with both the Trust and stakeholders, who have worked together to get this fantastic new state of the art facility to site.

The new two-storey unit is being built above the hospital’s existing physiotherapy department. It will be connected into the hospital at First Floor level and once complete will be one of the most modern and largest endoscopy units in England. The £10 million project will be complete in May 2019 and operational by the summer.
March finalists

Star Award
Recognising and celebrating the achievements of our staff and volunteers

Claire Hopkins, Domestic, Scarborough Hospital
Claire works as a domestic during weekday afternoons on Maple Ward and was nominated by a colleague for her support to patients, visitors and relatives. As well as her normal duties Claire provides comfort both physically and psychologically to those in need. For example, when a patient’s relative with autism became distressed whilst visiting his mother, without prompt Claire sat with him and helped keep him calm with a cup of tea and a hug whilst the nurses attended to the patient. She has befriended patients whilst in hospital, especially those who have no visitors, friends or family, providing a friendly face and even replacing a patient’s worn slippers out of her own money. Praised for her kind gestures and selflessness, “she brings extra every day and definitely deserves some recognition!”

Alison Grice-Holt and the Ophthalmology Research Team
The Ophthalmology research team have been nominated by a consultant as an exemplary model of how a team should work. Coordinating 20 or more studies, the team have recruited in excess of 700 patients into studies over the last 10 years. Often working early or late, beyond their hours and even coming in on leave, the team ensures participants receive excellent and timely care. “The care is very personalised, often offering opportunities to patients that would not be available with standard NHS care, and patient feedback is excellent. Often at the end of studies patients do not want to leave the care of the team! Alison Grice-Holt, Joanne Wincup, Carol Sarginson, Alex Mankowska, Christine O’Dwyer, Archana Airody, Helen Shaw and Caroline Duncan all deserve this award.”

Fitzwilliam Ward care team, Malton Hospital
Nominated by a patient, the care team on Fitzwilliam Ward and all other staff in Malton Community Hospital are praised for their outstanding care and compassion during his stay in the hospital. After being admitted in October for rehabilitation on a fracture, the patient was on the ward for 14 weeks. Due to the long period of his stay he was in over Christmas and compliments staff on their efforts to make him and the other patients feel so welcome over the Christmas period. He praises staff for treating patients and their families with the greatest of respect and compassion in difficult circumstances especially when it comes to older patients and dealing with the extremely upsetting palliative and end of life cases – “Malton Community Hospital is an excellent resource when it comes to care.”

Bev Proctor and Sam Watts, York

Bev Proctor (also Sam Watts, City of York Council), Community Services, York
Bev and Sam have led the introduction of an Integrated Discharge Hub at York Hospital. The Hub brings together hospital discharge specialist nurses, social workers from three local authorities and continuing healthcare assessment nurses from the CCG to work together to improve discharge planning for patients with more complex needs. They have organised the physical co-location of teams at Archways, supporting staff through the challenge of changing where they work, and also the change in how teams operate. This has seen staff coming together twice a day to discuss all the patients they are supporting – reducing duplication, seeing patients earlier than they normally would and building up relationships between the teams. The mutual respect in partnership to the other agencies involved has allowed them to make impressive progress within a short period of time.

Jenny Fulthorpe, Operational Manager, Blood Transfusion, Eoin O’Cuinneagain, IT Specialist, and the teams in haematology, blood transfusion, and chemistry, York Hospital
On Saturday 27 January the laboratory’s hard drive failed, making all services in the lab come to a halt at 3am. This was actioned quickly and professionally by all who attended. Staff gave up their entire weekend, some working 25 hour shifts to try to resolve the issues across site. All the hard work and volunteering meant the Trust avoided having to declare a critical incident. A colleague was compelled to nominate the team after seeing their weekend’s efforts where, for nearly 48 hrs, they worked dedicated precious family time to provide a service to patients and to keep the hospital working at full capacity.
The burst of early sunshine this spring brought a timely reminder of Sun Awareness Week (14 - 20 May), raising awareness of the dangers of exposure to the sun, and warning people not to let sunburn catch them out this summer.

Emily Shephard, Macmillan Skin Cancer Specialist Nurse at York Hospital, said: “Skin cancer is a growing problem and to help promote education for local people, we held an event for Sun Awareness Week in the main entrance of York Hospital.

“It is important the public are aware of how to stay safe in the sun, perform regular skin checks and are able to recognise the early warning signs associated with skin cancer. Seeking advice in a timely manner can ultimately save lives.

“Protecting your skin is vital so when buying sun cream it’s important to choose a high SPF, as well as a high UVA protection. Products displaying a high number of stars or the UVA circle logo offer protection against aging and sun damage.”

With the increase in cases of skin cancer the team has appointed a new Macmillan skin cancer coordinator, Andrew Bilton (pictured). The team will be covering clinics right across the Trust.

Dr Andy Muinonen-Martin, Consultant Dermatologist at York Hospital and regional melanoma expert at St James’s Hospital, Leeds, added: “Since the early 1990s, the incidence rates of melanoma, the most deadly skin cancer, have more than doubled.

“Melanoma is now the fifth most common cancer in the UK. Ultraviolet (UV) light from the sun is the main environmental cause of skin cancers and sunbed use increases the risk of developing some skin cancers.

“The advice is to protect ourselves from the harmful UV rays from the sun and avoid using sunbeds.

“By protecting our skin from the sun and regular skin checks, it is possible to not only reduce your chances of developing skin cancer, but also to identify a skin cancer early, at a potentially curable stage.”

The British Association of Dermatologists, who runs the national campaign, uses a similar message in their campaign, Save Our Skin (SOS).

Information and links to a handy UV app can be found on the British Association of Dermatologists website www.bad.org.
As we continue to celebrate NHS connections over the past 70 years we hear from Liz Ross, Head of Midwifery, who is seeing the third generation in her family dedicate themselves to the NHS.

“My mother, Nora Greensmith was a student nurse at the County General Hospital in Wakefield before the NHS commenced and started working for the newly formed NHS in July 1948.

“After some periods of time out of the NHS following her marriage and looking after small children she continued her career becoming a night sister at Pinderfields Hospital in Wakefield, and later a health visitor before retiring in 1981.

“In 1981 I started working for the NHS as a student nurse at the Whittington Hospital in London. I worked as a nurse at Scarborough Hospital before arriving at York to start my midwifery training and have worked as a midwife ever since. I am now Head of Midwifery at the Trust.

“My niece, Chloe (Nora’s granddaughter) is just completing her third year of medical school at Newcastle University and both mum and I hope she will be the next generation of our family to work for the NHS and be there to celebrate its 100th birthday in 2048.”

WE RECENTLY heard from Des Mahon, who turned 70 in March, about his life-saving operation 28 years ago and his eternal gratitude to the NHS.

Des said: “I owe my life several times over to the NHS and the wonderful staff you have working for you. It is only because of you I am still here, only because of you I survived to bring up my daughter as a single parent.

“I had to have a quadruple coronary bypass in 1990 whilst still in the RAF, a single bypass in 2000 and a lung re-section in 2016, not to mention all the interventions by the specialists at York Hospital in between.”

In return, between 2003 and 2012, Des raised around £30,000 for the British Heart Foundation.

Des added: “Only because of the NHS giving me the ability, was I able to return to work and to contribute to society.

Though now retired I still try to contribute, though I have largely retired from work with the British Heart Foundation, I am on the committee of the York Coronary Support Group Trust and the Patients Participation Panel of Millfield Surgery at Easingwold.

“I am also a Trustee of the Yorkshire Air Museum.

“Because of the NHS I can put something back.”

“I hope Chloe will be the next generation of our family to work for the NHS”
The Trust has played a leading role in the development of a new regional Excellence Centre to support the development of local health and care staff, celebrated at a recent event.

The National Skills Academy for Health has established a network of Excellence Centres across England bringing together employers from the NHS, local authorities, independent and voluntary sectors to coordinate and implement high quality skills programmes for support workers.

Although there are more than half a million people working in vital support roles across the nation's healthcare workforce, the availability of high quality training for healthcare support workers has often been inconsistent, underfunded and difficult to access.

Last month saw the launch of the Humber, Coast and Vale Excellence Centre, the latest addition to this network to support the development of local health and care staff.

The Excellence Centre will support organisations from across the Humber, Coast and Vale Partnership to collaborate in the development of the health and social care workforce.

There were more than 90 attendees from across the independent sector, health and social care at the event.

Mike Proctor, Deputy Chief Executive who is leading on the project for the Trust, said:

“The Trust has played a leading role in this development and we have been designated as the host organisation for this essential piece of work going forward.

“The goal is to make it easier to access high quality training and so improve the skills and competencies of healthcare support workers, and develop a sustainable and productive support workforce for the future.

“Many thanks to Gail Dunning and the applied learning and development team for their vision which led to the application process. This will go a long way to building a better career structure and maximise the potential of all those staff working in caring roles.”

A NEW Professional Midwifery Advocate (PMA) role was launched on Friday 4 May to coincide with International Day of the Midwife.

The role offers crucial support to midwives throughout the Trust, reducing stress and increasing resilience. This, in turn, will impact positively upon the care they give to women and their families, and empower midwives to commit to a culture of learning from events and to contribute to change and development of the service.

Liz Ross, Head of Midwifery, said: “We are very excited to have launched the Professional Midwifery Advocate (PMA) role at York and Scarborough hospitals on International Day of the Midwife. It seems particularly appropriate that it is the NHS 70th anniversary year when we are celebrating the history and achievements of the NHS. We are looking forward to new innovations on how we can provide the best care possible to women and their families whilst also supporting midwives and other staff across all our maternity sites.”

The PMA offers a new model of midwifery supervision for England which focuses on restorative clinical practice, quality improvement and education and development. It offers midwives protected time and a safe space in order to reflect on their experiences and practice, through open discussion and feedback.
Focus on recycling

Managing waste is a serious business and healthcare waste management can be particularly challenging. Healthcare is such an important part of everyday life, protecting and saving lives - but what about the huge amount of waste and by-products generated?

Staff Matters spoke to Environment, Portering and Linen Services Manager, Hugh Stelmach, to find out what goes on behind the scenes and how the Trust copes with more than 200 tonnes of waste a month.

Hugh said: “Reducing our carbon footprint is a high priority and the great news is that year on year we have managed to reduce the amount of waste produced from going to landfill, despite the total tonnage of waste continuing to increase.

“While the total tonnage of waste the Trust produces continues to increase, carbon emissions have decreased as we have become a lot better at segregating and recycling our waste. In the last three years our recycling levels have increased from 15 percent in 2013, to 25 percent in 2016 - equating to 599 tonnes - and in the current year the rate has further increased to achieve 27 percent.”

The Trust has a waste management plan designed to prevent, reduce and recycle waste so that less and less waste goes into landfill. It includes plans for each individual hospital site to help to make the most of every opportunity for waste recycling or waste reduction.

Hugh continued: “Over the last few years we have invested time and energy in all areas of waste management and found some cutting edge solutions which not only dispose of waste in an environmentally friendly manner, but also create reusable energy.

“Since 2016 we have sent our clinical waste to a specialised incineration plant that produces energy from waste and we’re happy to report that this has reduced waste by around 24 tonnes. Disposal of clinical waste is expensive and this new plant has resulted in costs savings of approximately £8,000 a year and has also reduced our carbon emissions.

“The Trust’s domestic waste is sent to a new waste recovery plant at Allerton Park, between York and Harrogate, which offers an advanced system known ‘waste to energy’. This is an exciting new approach where food waste is extracted and sent for anaerobic digestion and other recyclables such as plastic bottles and aluminium cans are removed for recycling. The remaining waste is incinerated and converted into electricity, which is used throughout Yorkshire.

“We have large quantities of cardboard waste sent for processing and recycling into reusable cardboard. Wooden waste, such as pallets, are collected and sent for bio mass treatment, much of which is then converted into small wooden pellets which are used as fuel pellets. Other wastes such as metals, used ink cartridges, garden waste and our electrical waste such as old PCs, keyboards and fridges are also all recycled.”

Future improvements continue and at Bridlington Hospital waste paper consoles are due to be introduced which will further increase the general and confidential paper waste generated, which is currently sent for recycling into tissue paper. Work is also underway to explore the feasibility of recycling single use metal items within one of our departments in partnership with the Trust’s clinical waste contractor. Any queries or ideas can be directed to Hugh on 772 1865 or email hugh.stelmach@york.nhs.uk

Celebrating work of nurses and midwives

This month the Trust celebrated both International Day of the Midwife and International Nurses’ Day. It offered the perfect opportunity to say thank you to those who dedicate their careers to delivering outstanding patient care in the many varied roles and skills the teams provide. Pictured above: Scarborough midwives, left, and York midwives, right.

RESEARCH NEWS

Research teams exceed their target once again

Congratulations to the research teams across the Trust who once again have smashed their 2017/2018 target for the number of patients entered into a clinical trial.

The figure of 3,689 is set by the Clinical Research Network and so far the teams have recruited 4,039 patients into clinical trials, showing another very strong year for all involved.

Lydia Harris, Head of Research and Development, said: “We have exceeded our target with the assistance of two key clinical trials, the Yorkshire Health Study, a health questionnaire study that has recruited 744 patients, and the shoe study that has recruited 644 members of staff.

“In terms of commercial research 197 of our accruals were from commercial studies, with 3,842 accruals coming from non-commercial work, a figure we hope to increase going forward.

“Thank you to all the teams and staff that contributed to our research. Without this support we would not have met our target and be able to grow our research portfolio year on year, so offering greater opportunities for our patients.”

Anyone wishing to find out more about research should contact lydia.harris@york.nhs.uk
STAFF WELLBEING

Relaxation workshop
Find out how relaxation can benefit your health and wellbeing, and how you can incorporate relaxation practices into your home and work environment. Experience a practical relaxation session using guided visual relaxation techniques. This is a one hour session free to Trust staff. The next session takes place on 12 June between 2pm and 3pm in the Head and Neck outpatients seminar room, York Hospital. To book visit the Learning Hub.

Changing the Trust’s approach to sugar

According to the British Dietetic Association every age group in the UK is eating at least twice as much sugar as is recommended.

A high sugar diet, including sugar sweetened drinks, increases the risk of heart disease, obesity, diabetes, some cancers and tooth decay.

Sugary drinks can also cause dehydration due to the amount of sugar, sodium and caffeine content.

Soft drinks such as coke are one of the largest sources of sugar intake in adults and the largest single source of sugar in children aged between 11 and 18 years.

As a consequence NHS England is calling upon trusts to reduce their sales of soft drinks with high sugar content.

Pierre Gomez, Retail Catering Manager, said: “We recently trialled the removal of full sugar cola from our stock list and provided a substitute which hasn’t affected sales of soft drinks. “Posters have been introduced to raise awareness of just how much sugar can be found in soft drinks. These are displayed in dining areas and staff shops, providing information on the amount of sugar in some drinks and some healthier alternatives to these.”

More information on the effects of excess sugar on our health can be found on the NHS choices website, along with food facts information to help to swap to healthier drinks.

A sugar smart food scanner app is available to help make healthier choices when supermarket shopping.

Mental Health Awareness Week highlights advice

Considering how much time we spend at work, it’s not surprising that our jobs can have a significant impact on our mental health. Taking steps to look after your wellbeing can help you deal with pressure, and reduce the impact that stress has on your life.

Even though there are still lots of practical things we can do to manage the amount of pressure we’re under day to day. The mental health charity Mind has some excellent advice to help people with work and stress. Take a look at their website at www.mind.org.uk in the information and support section.

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STAFF WELLBEING
A regular section bringing you the latest news and developments from the Wellbeing Team

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What’s making you stressed?

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<tr>
<th>Having problems with your workload</th>
<th>Poor work-life balance</th>
<th>Lack of support</th>
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<tr>
<td>• Ask for help. Everyone needs a hand from time to time. Discuss your workload with your manager. Talk about setting realistic targets and how you can solve any problems you’re having.</td>
<td>• Take short breaks throughout the day as well as at least half-an-hour away from your desk at lunch. Go for a short walk outside if you can.</td>
<td>• Make a Wellness Action Plan to map out what causes you stress and what keeps you well at work. Make use of other support already on offer. Make use of your employee assistance programmes (EAPs) which give free advice and counselling.</td>
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<td>• Balance your time. Occasionally you may need to work longer hours to get something done, but try to claim this time back later if you can. Don’t do too much at once. Give each task your full attention. It often takes longer if you try to do too much at the same time.</td>
<td>• Take some time off. If things get too much, taking a few days off or a long weekend can help you feel refreshed and actually increase your productivity in the long-run. Use the holiday you’re entitled to.</td>
<td>• If you don’t feel supported, communicate this. If you feel you can’t talk to your boss, speak or write to your HR department or trade union representative if you have one.</td>
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<td>• Reward yourself for achievements. It is easy to focus on what needs to be done next and forget to reward yourself for what you have already accomplished.</td>
<td>• Don’t let your life be work. Nurture your outside relationships, interests and your skills that your job doesn’t use.</td>
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<td>• Be realistic. You don’t have to be ‘perfect’ all the time.</td>
<td>• Develop end of day habits. Do something at the end of each working day, such as tidying your desk or making a list of what needs to be done tomorrow. This can help you to switch off from work.</td>
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New Halfords offer
As an extension to the Cycle to Work Scheme staff can now enjoy 10 percent off instore purchases at Halford’s retail branches and Cycle Republic. All you need to do is download a copy of the voucher from the Staff Benefits website and take it along with your ID badge or payslip.

Summer fun
A range of discounted tickets are available from the staff shops.
• Flamingo Land only £27.50
• Energi Trampoline Park just £6.50
• Alpamare Water Park adult £17.50, child £13.50 (6-16 years) or family £55 (2 adults and 2 children).

Bus tickets
First York weekly ticket is £10.95 and four weekly ticket £38.50
East Yorkshire Bus Company weekly ticket is £9.50

Don’t forget to follow Staff Benefits on Facebook @YHTBenefits for the latest offers and check their web pages for news on the holiday club where there are discounts for holidays, UK breaks and airport parking.
**Fundraising**

For more information or to support an appeal please contact the fundraising team at charity.fundraising@york.nhs.uk

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**Big7Tea**

To celebrate 70 years of the NHS, York Teaching Hospital Charity is encouraging people to organise their own ‘Big 7Tea’ – a tea party to celebrate this milestone. Why not host your own tea party in your ward or department with your colleagues and encourage patients and relatives to get involved?

For a fundraising pack and more information about how to host your own party, please contact the Fundraising Team by emailing charity.fundraising@york.nhs.uk or calling 772 4521.

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**Any spare foreign coins?**

Did you know that foreign coins can be accepted at the charity donation points at both York and Scarborough hospitals? Last year, foreign coins helped raise more than £250 to support our hospitals.

If you have any spare change after your summer holidays, please drop them into the donation points next time you are passing the donation point.

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**Dementia Appeal**

Thank you to all the Trust staff who gave their time to help out at bucket collections at the Grand Opera House in York and Morrison’s in Scarborough during April, which helped to raise nearly £200 for the Dementia Appeal. The charity is always on the lookout for volunteers to help with bucket collections, so if you are interested please email charity.fundraising@york.nhs.uk for more information.

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**M&S chooses YTHC**

Thanks to Marks and Spencer on Parliament Street in York for choosing the charity as their charity of the year. Various fundraising activities will take place throughout the year and the charity collection tins can be found throughout the store. The Fundraising team is always looking for volunteers to help with fundraising in store, please email maggie.bulman@york.nhs.uk if you can help.

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Go to our Facebook page for more