To celebrate World Sepsis Day on Thursday 13 September the patient safety team were out in force raising awareness throughout the Trust.

As well as hosting information stands giving leaflets to staff and members of the public about how sepsis can be spotted, the team held events across the Trust to raise awareness. The teams took ‘trolley dashes’ around the wards with videos and a quiz and held mini-teaching sessions. They have also produced new pocket cards with a reminder of the Sepsis 6 warning signs, which were given out to frontline staff.

Dr Gemma Williams is the Clinical Leadership Fellow in Sepsis for the Trust. Gemma has been working with the patient safety team since August and her role for this year focuses predominantly on sepsis.

Gemma explained: “Sepsis is a condition where the body is fighting an infection such as a chest infection or a urinary tract infection, but then the body starts attacking itself as a result of an overreaction to this infection. When this attack starts shutting organs down this is known as severe sepsis which can progress to septic shock.

“We know that roughly 150,000 patients per year are admitted to hospital in the UK with sepsis and roughly 44,000 people sadly

Continued on page 2
Staff Matters September 2018

Sepsis campaign
Continued from page 1

die because of problems related to sepsis. The treatment of sepsis is mainly with antibiotics and fluids and the earlier these can be given to patients the better their chances of recovery.

"Ideally, this treatment should be given within 60 minutes of patients arriving in the hospital if they have sepsis or if patients are already inpatients, within 60 minutes of it being identified."

Early symptoms of sepsis may include:
- a high temperature (fever) or low body temperature
- chills and shivering
- a fast heartbeat
- fast breathing

Signs of septic shock can include:
- feeling dizzy or faint
- a change in mental state – such as confusion or disorientation
- diarrhoea
- nausea and vomiting
- slurred speech
- severe muscle pain
- severe breathlessness
- less urine production than normal – for example, not urinating for a day
- cold, clammy and pale or mottled skin
- loss of consciousness

The treatment of sepsis is mainly with antibiotics and fluids and the earlier these can be given to patients the better their chances of recovery

Update from the Chair

As most of you will know, we have recently been in the process of recruiting a new Chief Executive. Despite the excellent field of candidates and the efforts and contributions of our staff and managers, we were unable to identify a candidate for the role who fits exactly with the needs of our Trust and our wider health economy.

On this basis we decided not to make an appointment in the recent selection process. While this may feel disappointing in the first instance it is not cause for despondency.

The Trust’s current Chief Executive, Mike Proctor, will remain in post until a suitable appointment can be made. Mike, supported by a strong executive and non-executive team, is an extremely experienced director and is well placed to continue to lead the organisation until we are able to appoint.

The day-to-day running of the hospital has, and will, continue as usual thanks to our staff who are clearly sighted and focused on our purpose of doing what is right, safe and kind for patients.

Given the seniority of this role, it is important (and not unusual) that the recruitment process takes time, and that the right people are involved along the way.

Not making an appointment on this occasion signals to all that this Trust will not make an appointment which is not absolutely right for the organisation.

We will ensure that staff are kept up-to-date with our search as it continues.

Susan Symington
Chair
Learning skills of leadership

A new group of potential leaders have just completed a two day programme to help learn the skills which will support them progress in their career. ‘First Steps into Leadership’ was introduced by the Organisational Development and Improvement Learning (ODIL) team earlier this year as the latest addition to their portfolio of leadership programmes.

Liz Battye, Organisational Development Facilitator, said: “The course was designed as an introduction to leadership and what it takes to lead a team. It allows those taking their first steps into leadership to explore the skills required to become a compassionate, inclusive, resilient and effective leader. The course is open to anyone who is new to a leadership role or those aspiring to become leaders. This includes those in a current supervisor or team leader position and staff identified with the potential for career progression and personal development.”

For further information on all the programmes ODIL has to offer, including leadership programmes, please contact the ODIL Team at ODIL.Request@york.nhs.uk, call 01904 72 1034 or visit their pages on Learning Hub.

Dear visitors

Some of our patients could become seriously ill if they catch flu.

Help protect your relative or friend by getting your free flu vaccine if you are eligible.

Ask at your GP surgery or local pharmacy.

Get ready for your flu jab

FLU is an unpredictable virus that can cause severe illness and death each year. The flu vaccination remains the best protection against flu.

This year’s flu campaign launches on 8 October, once again with the mass vaccination clinics and the support of peer vaccinators – both in the community and across Trust sites.

In the first instance, frontline staff will receive a personal letter inviting them to one of the vaccination clinics.

The clinics are scheduled to maximise protection against the virus and minimise disruption to services and staff.

Last year a meal voucher was provided after vaccination and this will be offered again.

The target this year is to vaccinate 75% of all clinical staff. However, to help reduce the impact of flu ahead of the winter months, all NHS trusts across the country have been asked to achieve a ‘near universal’ uptake from their frontline staff of this year’s flu jab.

This year’s flu campaign launches on 8 October
Celebration of Achievement finalists announced

Finalists for the annual Celebration of Achievement have been announced ahead of the ceremony on Thursday 18 October at York Racecourse.

This year we received over 200 nominations. This is a tremendous achievement and demonstrates the fantastic work that is taking place across the Trust.

The judging has now been completed and the top finalists in each category have been invited to attend the event, with the winners to be announced on the night.

Check out next month’s Staff Matters to see the overall winners.

Living our values
- Carole Draper, Staff Nurse, AMU
- Oracle Cloud Implementation Team

Excellence in partnerships
- York Head and Neck Clinical Nurse Specialist Team
- LIVEX Team
- York Integrated Discharge Hub

Efficiency and Productivity
- SafeCare Team
- Mandatory Training and Learning Technologies Team
- General Surgery, Urology and Procurement User Group

Innovation
- Scarborough Midwife Sonographers
- Laboratory Medicine
- York Rheumatology Specialist Nurses

Patient Experience
- Judith Hills, Nursery Nurse, SCBU
- The Scarborough Wedding Planners
- Claire Hopkins, Domestic Maple Ward

Patient’s Choice
- Nova Watkinson, Midwife, Labour Ward
- York Adult Cystic Fibrosis Team
- Simon Harrison, Staff Nurse, Ward 24

Charity supporter of the year
- York Test Laboratories
- Pauline Palmer and the York Orthopaedic Support Group
- Ward 23

Volunteer of the year
- Stephen Rix, Amputee Volunteer, Vascular Surgery
- Agnes Dyarale, Evening Volunteer, Oak Ward
- Keelie Mollan, Stroke Rehab Volunteer, Ward 39

Star of Stars
- Switchboard Teams
- Ward 17
- Mark Hovson, Estates Maintenance Assistant

Chief Executive’s Unsung Hero
- Dave Reeves, Domestic, AMB/Ward 21
- Julie Colquhoun, Corporate Learning and Development Learning Co-ordinator
- Switchboard Teams

NEW recommendations to standardise the way food and fluids are prepared for people with swallowing difficulties is being rolled out across the Trust. The aim is to reduce confusion in the way foods are described and follows the launch of a new worldwide standard.

The Trust’s speech and language therapy team (SALT) has been working to incorporate the new standards, the international dysphagia diet standardisation initiative (IDDSI) framework.

Louise Brown, Speech and Language Therapy Team Manager, said: “The initiative changes how food and fluids for patients with swallowing difficulties are described worldwide. It stems from confusing terms in the description of diet and fluids – for example while one person may think that ‘soft diet’ means soft sandwiches, another may think it means a pureed meal.

“People who suffer from conditions such as stroke, dementia, cancer, neurological condition and general frailty, are particularly at risk of swallowing difficulties – known as dysphagia – which can lead to food and drink entering the lungs.

“When patients suffer from dysphagia they are at risk of chest infections and pneumonia if food, drink or saliva enters the lungs. Once we have assessed them, many are recommended to take modified meals and fluids to reduce this risk. Without these modified diets there is a risk of dehydration, malnutrition and reduced quality of life. The introduction of the new framework will hope to enhance the patient’s journey and reduce some of these problems.” Incidents of patients choking when given inappropriate textures has led to two deaths in the UK and has attracted negative publicity in the media. All trusts in the country will see changes for patients on fluids and dietary recommendations.

The new fluid recommendations will start on 1 October 2018, with a wider range of choices of meals for modified recommendations to be introduced later in the year.

Dysphagia affects:
- 40-70% of patients with stroke
- 60-80% of patients with neurodegenerative diseases
- up to 13% of adults aged 65 and older
- > 51% of institutionalised elderly patients
- 60-75% of patients who undergo radiotherapy for head and neck cancer
**July finalists**

**Star Award**

Recognising and celebrating the achievements of our staff and volunteers

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**Sue Cowley, Midwife, York Hospital**

Sue was nominated by a patient for providing outstanding care through not one, but two, of her births. The patient recalls the first as one of the hardest times of her life when she knew her daughter would be born sleeping and praises Sue’s care in staying late on shift to explain everything and then returning to see her through the traumatic birth. When the patient became pregnant again and had to be delivered at 29 weeks she was overjoyed to find that Sue was her midwife once more. When her baby became distressed Sue wasted no time in rushing her to theatre and baby was whisked away to the special care baby unit (SCBU). Once more Sue went above and beyond by taking mum’s phone round to SCBU for her and capturing the first moments of life from her son – “for this I’m forever grateful ... she is by far the best most loving midwife I’ve ever had the pleasure of meeting (I’m a mother of five so had a few in my time) she’s an absolute credit to midwives and York Hospital.”

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**Jan Meggitt, Ward 25, York Hospital**

Jan is an advanced clinical practitioner working within the hip fracture team. Her role entails monitoring and reviewing patients’ medical conditions and treatment, and ensuring they receive treatment tailored to them. She was nominated by a colleague not only for doing an excellent job each and every day, but for her unwavering perseverance and dedication to providing the best patient experience possible and encouraging others to do the same every single day. A recent example was a patient who was very unwell, causing him to stop eating and drinking. He lost a tremendous amount of weight and his medical state was life threatening. Jan took it upon herself to sit with him during her own meal times to chat to him and make him laugh. She realised that all he wanted was some social interaction and encouraged all staff to go into his room for a chat and help him to eat. Everyone did. Consequently he put on weight and returned home with his family. “Jan always has a sunny, bright outlook which seems to spread to others around the ward.”

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**Fran Skinner, SCBU, Scarborough Hospital**

Fran is nominated by her manager, colleagues and the family for her dedication and strength of character in the way she helped a family in an extremely sad situation on SCBU, one that she hadn’t dealt with before. Fran was caring for a family who had twins where one survived and one did not. At that time the parents could not bear to be separated from either twin and Fran, very professionally and respectfully, made sure that all efforts were made to accommodate the family as a whole. Fran maintained this level of care throughout, even when escorting the baby away following discussion with the parents once they had made the decision to finally let their little baby go. The parents also added to the nomination thanking Fran for the opportunity to spend quality time with her children together and take photographs which was so important to them, even though she knew it was difficult for the staff especially because there were other families on the unit at the time.

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**Sue Cowley with nominator Carrie**

**Fran Skinner**

**York MRI team**

**Scarborough MRI team**

**Sue Jackson, Midwife, Labour ward, York Hospital**

Sue was nominated by a couple who were scheduled for a caesarean due to having a large baby. This wasn’t what they wanted but they accepted the advice after two meetings with registrars as it seemed their only option of delivering their baby safely. On the morning whilst waiting to go into theatre Sue introduced herself as she had heard that mum wasn’t happy. Sue took the time to understand their concerns and addressed them explaining the risks clearly with both outcomes. She spoke to the consultant, who reviewed the notes and after a discussion said she was happy for them to have a natural birth. Sue was with them every step of the way until after the birth even though she should have finished her shift three hours earlier. “Sue’s confidence, support and forthright professional style was fantastic ... she showed complete dedication to our care and needs with a fab sense of humour thrown in and we will be eternally grateful.” The family also praise midwife Rachael Hosker and are hugely grateful to all the fantastic staff who gave them the outcome they had always wanted – a safe and supported natural birth.

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**MRI team, Scarborough & York**

The MRI team across the whole of radiology at York and Scarborough have been nominated for working above and beyond expectations. Against a backdrop of staff shortages, the ‘Beast from the East’, multiple snow coverings, blizzards and an average monthly temperature of 3.8°C in March, the teams have implemented major changes and delivery of the MRI service without impacting the quality of care. In January 2018 two capital projects started in MRI to upgrade the MRI system in York and to install a new MRI scanner in Scarborough. Both projects required the transfer onto a mobile service delivered in the hospital grounds which meant patients, including inpatients, accessing the service outside the hospital building. The teams worked to maximise patient throughput in difficult conditions to meet cancer and diagnostic waiting time targets as well as coping with extra tasks such as patient transportation and lack of access to the hospital computer network. The radiographic team also learned how to use different MRI systems and undertake applications training.

“Each member of the team has been hugely flexible and shown multitasking skills way above expectations.”
With an impressive 60 apprenticeships now underway at the Trust, starting at Level 2 (equivalent to GCSE) continuing through to Level 8 (Doctorate), there has never been a better time to learn. So why are so many people in the Trust turning to apprenticeships?

Cathy Skilbeck, Clinical Workforce Development Coordinator, explained: “Simply put, modern apprenticeships are an excellent opportunity to earn and achieve nationally recognised qualifications at the same time. “In particular they are a fantastic opportunity for Trust employees to continue to earn while they learn - which is attractive for staff who would otherwise have to leave their job to attend a full-time university programme and fund their learning through a student loan.”

Julie Colquhoun, Corporate Learning and Development; Learning Coordinator, added: “Modern apprenticeships offer so many benefits - they are flexible, accessible to all and programmes are quality assured. Upon completion the learner achieves a nationally recognised qualification, as well as developing transferable skills. It’s also great for managers as they can identify progression routes and invest in their existing employees.”

Currently undertaking an apprenticeship is Dean Webster who is working in the Print Department at Scarborough Hospital, completing a Mechanical & Electrical Engineering apprenticeship.

Dean explains why an apprenticeship was right for him: “I’ve worked for the Trust for ten years but only joined the Estates team a year ago. Previous to this I’ve held two different positions within the Trust. I started off in Central Stores as a storeman then progressed and set up the Materials Management Department at Scarborough - before moving over to the Estates Department to take the Engineering career opportunity. “I considered an apprenticeship as I’ve always liked to progress wherever I’ve worked and saw this as a great opportunity that not many people get the chance to take at my age. “The apprenticeship is normally based on a four year course but due to my previous work experience and passing some tests at college prior to starting, I was fast tracked into the 3rd year so will be qualified after only two years. The qualification I will obtain at the end of the course will be BTEC Diploma Engineering Level 3. “My personal goals are to keep going as far as I can within the Estates team. As a Mechanical & Electrical Engineer within the Trust I know I have the backing to go as far as I want in terms of education after completing the BTEC Diploma Engineering Level 3, which could lead to doing a master’s degree. “On a practical side of things the Estates team are always placing people on training courses to extend their existing knowledge which benefits the Trust and the individuals – in this career you can never stop learning.”

Sue Williams, Project Manager Apprenticeships, said: “There are various levels of qualification available to work towards dependent on current level of knowledge and qualification. “We are already working with a number of managers and employees across the Trust to identify training opportunities and are facilitating the provision of a variety of apprenticeship programmes – for instance, business, customer service, construction, pharmacy, health care sciences, health care, finance, IT and hospitality.”

A number of ‘Funded Learning’ promotion events are taking place across the organisation during late September and October, where the apprenticeship team will be available for information, guidance and advice.

Email apprenticeships@york.nhs.uk to find out more about opportunities for apprenticeships.
opportunities

What the Trust is doing

Following the introduction of the Government’s Apprenticeship Reforms (England) in April 2017, the Trust is embracing the variety of opportunities arising from this new funding through enabling and supporting staff on the route to a great career.

What our learners say…

“...will help me further my career within the medical engineering department and also enhance the services the department provides”

Andrew Macneish, Level 4 Healthcare Science Associate

“I have enjoyed my time working as an apprenticeship at the NHS, I enjoy working for the community and having the opportunity to earn whilst you learn.”

Cameron Addison, Level 3 Engineering Manufacture

“I am so grateful to the Trust for giving me this opportunity to study the apprenticeship towards a BSc (Hons) Degree in Healthcare Science. The apprenticeship study pathway is a great way to train on the job. It has been a tough year but it has taught me so much about myself and helped me achieve things I never thought possible.”

Alison Heblich, Level 6 Healthcare Science Practitioner

“...enjoying my experience on the apprenticeship programme. It is a great way to set me up for my future career in Pharmacy”

Harley Clarkson, Level 2 Health Pharmacy Services

Funded learning opportunities

Coming Soon:

- Apprenticeship Opportunities
  - November 2018 Level 3 Senior healthcare support worker
  - February 2019 Level 3 Senior healthcare support worker
  - March 2019 Level 5 Healthcare assistant practitioner
  - September 2019 Level 5 Healthcare assistant practitioner

Please e-mail the apprenticeship team at apprenticeships@york.nhs.uk for more information regarding the opportunities that may be available to you or your team.
New face at York reception

The busy York Hospital main reception is a hive of industry and the main focus for people as they come through the doors of the hospital.

The reception team are keen to improve the efficiency of communication they can offer to fellow staff and patients. Joining the team is Lynne Wilson who, as well as being a friendly face, is the new main point of contact.

Main reception is an area where important information is shared, for example, work across the site, key dates such as junior doctor induction, interviews, courses or events (where signs might need putting up or delegates directing).

A new mailbox has been created in the Outlook address book to help departments communicate messages that may affect patients and staff. You can help reception stay informed and efficient by adding the new mailbox yhmainreception@york.nhs.uk to your contacts and keep them informed.

Lynne can be contacted on lynne.wilson@york.nhs.uk or 01904 726578.

RESEARCH NEWS: Monthly recognition

June team of the month
Dr Damian Mawer, Consultant Microbiologist and his colleagues in Acute Medicine, Pharmacy and the IT Development Team were recognised by the research department for their hard work setting up the ARK-hospital study and the successful implementation of the toolkit at York Hospital.

This was an immense undertaking by Dr Mawer and his colleagues and is a prime example of how interdisciplinary collaboration can contribute to efficient delivery of large scale projects to the benefit of patients. The study aims to test whether doctors, nurses, pharmacists and patients stop antibiotics in hospital when they are no longer needed.

July team of the month
Stroke research team, Pearl Clark Brown, Peter Inns and Megan Russell were awarded for a number of successes. They recently created new posters to increase and refresh visibility of the team and are integrated as part of the ward MDT. The team have also reached their first year target of 50 for the Signum study with two months still to go and helped the ward out during the winter bed crisis by feeding stroke patients.

July individual of the month
Yvonne McGill, Cardiology Research Nurse, was nominated by her team because of the fantastic way she looks after patients when approaching and entering them in cardiology research studies. She always has a sunny, enthusiastic and professional personality. Yvonne went over and above recently to ensure the recruitment of a patient to a complex study was done correctly and gave excellent information to the patient and his wife so they could make an informed choice about the study.

“An shining example of a member of staff working to Trust value”.

Staff from the ARK hospital study

Stroke research team

Yvonne McGill
A NEW initiative to support staff at risk of suffering from trauma due to their work has been approved and is set to launch next year.

Known as RAFT (Risk Assessment Following Trauma), it is aimed at assessing the psychological risk to individuals who have experienced trauma in the course of their work. The peer-led process looks to identify, assist, support and, if necessary, signpost people for further help. It can be used whenever there is stress resulting from trauma, or a build-up of events.

Sandra Tucker-Quinn, Resuscitation and Clinical Skills Lead who is leading the launch of RAFT, explained: “Many staff in this Trust are asked to undertake a job that is often unpleasant, emotionally charged and even dangerous. "Most people will not develop longer-term mental health problems but some inevitably will. Early identification of any potential mental health issues means that the help and support available for staff has a greater chance of being effective and returning people to full functioning at work. It is vital that staff should be able to recognise when colleagues are acting out of character, showing low mood or some other discernible change.”

Up to 16 RAFT practitioners will be trained, these will be peers who volunteer. For staff being supported by RAFT, the process begins as soon as the practitioner is notified, who will then offer individuals two sessions.

Sandra continued: “The first session is face to face, it is conversational but with the aim of determining the level of risk the person may be at. Those with higher levels of risk can receive the signposting that they might need immediately. It is not therapy, but a safe, confidential, completely supportive intervention in addition to the traditional ‘debrief’, where staff have the chance to re-charge batteries over a cup of tea in the staff room.”

Anyone wishing to know more or to volunteer to become a RAFT practitioner should contact sandra.tucker-quinn@york.nhs.uk

Advanced care practitioners make their mark

THIS July the second cohort of newly qualified advanced care practitioners (ACP) graduated with a full Masters in Advanced Practice from the University of Hull.

The course takes three years, including a dissertation, while the students continue to work part time.

Once qualified ACPs have a high level of skill which means they can see patients, assess them and prescribe medicines. Patients can be seen quicker and decisions made for their care.

James Christie is one of the recently qualified ACPs. James said: “We’re all delighted to have finally qualified. As a group we have all successfully passed and have been working in post for the past two years. It’s a tough course but the group has been really encouraging and we all have a mixture of skills and knowledge which we’ve used to support each other.”

The group has included nurses, physiotherapists and a paramedic. They currently work across acute medicine, Emergency Medicine at York and Scarborough hospitals and the community.

The next cohort is due to graduate early next year.
The Trust is now being supplied with the NHS’s new centrally contracted copier paper which uses an unbleached recycled paper. The paper is procured under the National Contracts Programme (NCP) created to harness the national buying power of the NHS. Costs for the previously used virgin fibre copier paper have risen by 21 percent and the NHS was facing a considerable rise increase. By switching to recycled paper savings have been made of 3.67 percent against the annual total cost of virgin fibre copier paper. This means a saving of £256,000 in the first year and a cost avoidance to the NHS of £1,410,000. Switching from virgin to 100 percent recycled paper will also have a positive impact on the environment as it is an ecologically sound alternative. Although it is less white in colour, it can be used in both copier, laser and inkjet printers and has been trialed at a number of hospitals. In addition, it has been used in central government departments such as the Cabinet Office, Department for Work and Pensions and HMRC for over 15 years. Using recycled paper can have a big impact on the environment. The total amount of paper coming through the NHS Supply Chain means the equivalent of saving the resources shown in the table below.

<table>
<thead>
<tr>
<th>Resource</th>
<th>Resource saving</th>
<th>Comparative saving</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wood</td>
<td>24,485,754kgs of wood</td>
<td>16,600 European Spruce pine trees</td>
</tr>
<tr>
<td>Water</td>
<td>353,882,894 litres of water</td>
<td>141 Olympic size swimming pools</td>
</tr>
<tr>
<td>Energy</td>
<td>kwh 63,117,834 kwh of energy</td>
<td>11,517 average family home energy consumption</td>
</tr>
<tr>
<td>Co2</td>
<td>5,222,429kgs of Co2</td>
<td>1,024 cars removed from the road a year or a Boeing 747 could fly for 6.87 days non-stop</td>
</tr>
</tbody>
</table>

Amanda is photo finalist

CONGRATULATIONS to Amanda Dean from York Hospital’s catering team who has once again gained national recognition for her photography skills. Last year she entered the worldwide Bird Photographer of the Year competition and was recently shortlisted in the Urban and Garden Category. Amanda was “over the moon” to find her photograph, ‘Mirror Mirror’, featured in the Bird Photographer of the Year 2018 book, with a foreword by celebrity Chris Packham.
STAFF BENEFITS
A regular section provided directly for you by the Staff Benefits team bringing you the latest benefits as a staff member of the Trust. Whether you are looking for a better work-life balance, want advice in making healthy lifestyle choices, or just to see what discounts are available to you. For all of your benefits go to the staff benefits section on www.york.nhs.uk/staffbenefits or call the team on 01904 721170 or 771 5262. Follow staff benefits on Twitter and Facebook @YHstaffbenefits StaffBenefitsYHFT

Cycle2work scheme
The Trust offers staff the chance to purchase cycles through a salary sacrifice scheme which allows you to make tax and National Insurance savings on the purchase of a bike and accessories for travelling to work.

The scheme is facilitated by Halfords but there are many independent shops on the scheme. You are able to claim up to £1000 on a cycle and accessories.

To sign up all you need to do is go to www.cycle2work.info or call 0345 504 6444 use the code: YTHNHS2W
To find independent stores on the scheme click on the Bikes tab at the top.

First Bus commuter travel club launch
First bus company are soon to launch a Travel Club for staff who work for the Trust.
Staff will get great savings off First bus m-ticket prices by signing up to a Direct Debit subsidised by the Trust.
It is free to join with simple online set up and unlimited bus travel for work and leisure.

Tickets are stored on your smartphones so you never lose them, with automatic monthly ticket renewal.
Watch out for more information on our Facebook page and the Staff Benefits web pages.

Committee members wanted
The staff benefits team is looking for new members for the staff benefits committee.
If you are passionate about the benefits and rewards you receive working for the Trust and want to represent your area of work, then this could be you.
The committee meets bi-monthly to discuss and implement new, existing and future proposals and projects.
If you would like to contribute your opinions and ideas on how the staff benefits package can be improved contact Staff Benefits on 01904 721170 or staffbenefits@york.nhs.uk

Cinema tickets
The Odeon is one of York’s most striking buildings and has now been restored back to its glorious best, after a 15-week, £3 million transformation into an Everyman cinema.
Plush sofa seating, amazing projection and sound, two bars with a beautiful seating area – along with on-site burger restaurant. Tickets can be purchased from York Staff Shop for £10.

Know your business continuity plan
IMAGINE the scenario – your IT systems are hacked on a Friday afternoon – it’s a hospital full of patients in danger of everything grinding to a halt. How do you cope when the unthinkable happens?
As it turned out everybody did cope – and admirably so – but at the time of the cyber-attack there were no centrally held business continuity plans within the Trust.
Since then, over the last year directorates have created almost 400 business continuity action cards that are to be enacted when an incident occurs.
Deputy Head of Operational Performance & Planning, Andrew Hurren, explained: “Business continuity plans help ensure that organisations can continue to function during a time of emergency or disaster. These might include loss of electricity, loss of IT systems, a fire or any other incident where business is not able to function under normal conditions. “It’s vital that we are able to minimise disruption and recover quickly following adverse events, whether they be internal or external.
“Thank you to departments right across the Trust who have taken the time and effort to help create these action cards. Having robust action cards gives us confidence at all levels that the Trust is resilient, as well as service and patient focused.”
All staff should know where these action plans are housed on their ward or department, and to understand what to do in the event of an incident.
Rachel Wintie is a physiotherapist working in York community services and this year decided to take part in both the Yorkshire Three Peaks and the Great North Run with her husband Jason to raise money for York Teaching Hospital Charity.

The pair wanted to say thank you for the amazing care given to her late father Peter. So far, Rachel and Jason have raised over £700.

Rachel explained: “We chose these challenges for two reasons, firstly to walk in my dad's footsteps for a little while because, for dad, the last few months getting washed and dressed was like walking up a mountain. Secondly we wanted in some small way to give back to the people at York Hospital and say thank you for everything they have done to help us.

“After a routine trip to see his GP in 2009 my dad received a diagnosis of oesophageal cancer and six months later after some very clever surgery and wonderful care he made a miraculous recovery. So it was with a sense of ‘here we go again’ for his family and ‘I told you so’ from dad that in August last year he was diagnosed with colon and lung cancer. Unfortunately after bravely fighting for ten months dad lost his battle on 24 June 2018 but in those last 10 months dad and his family did not fight this battle alone. They were helped and supported by many amazing, committed and caring people who would say if asked that they were just doing their job, but who in actual fact do so much more than just their job.

“The hospital teams literally pulled out all the stops, Mr Chitzabesan and his surgical team, the anaesthetists, the doctors, nurses, cleaners and reception staff in ICU, the team on ward 16, physios, stoma nurses, OTs and dieticians worked together to save dad from a horrible and traumatic death in hospital and ensured he went home to his family. They passed the baton over to the out-patient department, plastics, dieticians, respiratory team, and community teams, the community response team, physios, district nurses, stoma nurses, Macmillan nurse and staff at the St Leonards sunflower centre who all supported my wonderful mum to care for dad at home.

“Every single person who touched my dad's life during this time gave him and us two very special gifts, time (the most precious commodity in health care) and kindness. Time for dad to spend with his family and time for his family to care for him themselves. Dad lived those last months knowing he was truly loved and cared for. Kindness, because every time someone smiled, asked if they could help, hugged us, asked how dad was, asked how we were, answered our endless questions, made us a cup of tea, worked on their own because I wasn't there or covered my on calls showed us how much they cared and how supported we were. For me it has been a totally overwhelming and humbling experience and I am so proud to call all those people who helped my dad and his family my colleagues.

“So for anyone in health care who has ever sat in a meeting feeling like they are banging their heads against a brick wall, worked through lunch or stayed late due to staff shortage or increased workload, anyone who's heart sinks when they read another negative story about the NHS in the paper or who feels sad and frustrated when they don’t have the resources they need to do the job they would like, please know that everything you do however clinically brilliant or humanly kind is more meaningful and important than anything money can buy. Remember that you make a huge difference to the lives of the patients that need you and that you are very special and valued people.”

• If you feel inspired by Rachel to take part in a challenge and help make a difference in our hospitals, email charity.fundraising@york.nhs.uk or calling 772 4521.