March 2019

Staff Matters

National staff survey results revealed

The national staff survey results are in, and thank you to the 45 percent of staff that took the time to fill in the confidential online questionnaire.

The results were up on last year’s scores in seven categories and stayed the same as last year in two categories - safety culture – which is around the reporting and addressing of errors, near misses and incidents – and quality of care – which is about staff being able to deliver the quality of care they aspire to.

A new category for staff morale saw the Trust's results in line with the national average. The Trust was amongst the best in the country for our benchmarking group for equality, diversity and inclusion as well as health and wellbeing, and safe environment.

A new element of the survey included an online workshop where everyone's ideas and comments were collated to look at specific issues that staff wanted to discuss. These identified a number of themes such as management and teams, bullying and harassment investigations, HR processes and support, and sickness absence. Other issues involved buildings and facilities, car parking, work life balance, and physical and mental health.

Sarah Brown, Assistant Head of Workforce Engagement whose team has collated the workshop information, said: “The online workshop has been an excellent way of hearing ideas from staff and finding out more about their concerns. Some of the ideas will be discussed at board level and we will let people know the outcome of those. Other ideas have been easy to implement, already exist or are in development.”

Read more about the results of the online workshop in next month’s Staff Matters.

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
Staff Survey Results 2018

Response Rate

3668 staff completed the 2018 NHS Staff Survey. Your feedback from this decided the topics for the online staff workshops that were open in January and February 2019 and helped us to gain a better understanding of what is important to you whilst at work.

All the questions within the survey were combined to create 10 themes. The Trust was then scored out of 10 for these themes with 1 being the lowest mark and 10 being the highest. The Trust’s scores were compared to the scores we received from last year and also against our benchmarking group (which consists of combined Acute and Community Trusts).

**Theme 1:** Equality, Diversity and Inclusion  
Results are up from 2017  
Our Trust: 9.4  
How do we compare to other trusts  
Best: 9.5  
Average: 9.2  
Worst: 8.9  
This theme looks at discrimination, career progression and whether the Trust carries out adequate adjustments to allow people to do their work.

**Theme 2:** Health and Wellbeing  
Results are up from 2017  
Our Trust: 6.2  
How do we compare to other trusts  
Best: 6.4  
Average: 5.9  
Worst: 5.5  
This is all about whether the Trust offers flexible working opportunities, takes action to improve staff’s health and wellbeing and supports people when they are feeling ill or stressed.

**Theme 3:** Immediate Managers  
Results are up from 2017  
Our Trust: 6.8  
How do we compare to other trusts  
Best: 7.3  
Average: 6.8  
Worst: 6.5  
This theme addresses the relationships with immediate managers. It looks at support and feedback as well as training, developing and valuing of work.

**Theme 4:** Morale  
New Theme  
Our Trust: 6.2  
How do we compare to other trusts  
Best: 6.5  
Average: 6.2  
Worst: 5.7  
This is a new theme and focuses on relationships, involvement and attrition.
STAFF SURVEY

**Theme 5: Quality of Appraisals**
- Results are up from 2017
- **Our Trust: 5.8**
  - How do we compare to other trusts
    - Best: 6.2
    - Average: 5.4
    - Worst: 4.5
- "This looks at the quality and impact of the Trust’s appraisals"

**Theme 6: Quality of Care**
- Results are the same as 2017
- **Our Trust: 7.3**
  - How do we compare to other trusts
    - Best: 7.9
    - Average: 7.4
    - Worst: 7.1
- "This is all about whether staff are happy with the quality of care they give to patients and service users, whether they feel their role makes a difference and if they are able to deliver the care they aspire too."

**Theme 7: Safe Environment Bullying & Harassment**
- Results are up from 2017
- **Our Trust: 8.2**
  - How do we compare to other trusts
    - Best: 8.6
    - Average: 8.1
    - Worst: 7.4
- "This theme looks at the bullying and harassment of staff in the workplace by patients, relatives, members of the public, managers and colleagues. The higher the score the less likely staff will have experienced bullying and harassment."

**Theme 8: Safe Environment Violence**
- Results are up from 2017
- **Our Trust: 9.5**
  - How do we compare to other trusts
    - Best: 9.7
    - Average: 9.5
    - Worst: 9.3
- "This theme looks at violence towards staff in the workplace by patients, relatives, members of the public, managers and colleagues. The higher the score the less likely staff will have experienced violence."

**Theme 9: Safety Culture**
- Results are the same as 2017
- **Our Trust: 6.4**
  - How do we compare to other trusts
    - Best: 7.1
    - Average: 6.7
    - Worst: 6.3
- "This theme is around the reporting and addressing of errors, near misses and incidents. It also addresses whether staff feel secure raising concerns about unsafe clinical practice."

**Theme 10: Staff Engagement**
- Results are up from 2017
- **2018**
  - **Our Trust: 6.9**
    - How do we compare to other trusts
      - Best: 7.4
      - Average: 7.0
      - Worst: 6.6
- "This theme encompasses how staff feel about working for the Trust; whether they are motivated at work and whether they feel they are able to contribute to its improvement. It looks at whether they would recommend it as a place to work and to have treatment."

- **58% of staff recommended our trust as a place to work**
- **67% of staff would be happy with the standard of care we’d provide to their family and friends**
Hassena Karbani

Hassena Karbani was nominated by a ward manager for ‘coming to her rescue’ after she struggled to manage staff sickness records on her 24 bedded inpatient ward. The demands of the ward manager role, limited management time and understaffing on the ward meant it became hard to maintain sickness records. Hassena recognised her cry for help and understood the dilemma of putting patients’ needs first. She ensured the ward manager had full support, giving a lot of time and effort to go through the ward’s sickness paperwork. Thanks to Hassena, from previously feeling like she was “sinking amongst sickness forms and missed meetings”, the ward manager felt enabled to manage sickness issues promptly. She was able to give staff appropriate support which meant patients continue to receive consistent care from specialised staff.

The Duke of Kent Team, Scarborough Hospital

An extremely busy day in November last year saw Duke of Kent ward operating over capacity, with several patients waiting in A&E. Referrals kept coming, putting huge demands on all staff as there were no cubicles free and children on the ward were in urgent need of a high level of care. The whole team are nominated for the way they worked together calmly under such extreme circumstances while still managing to maintain patient safety. Doctors worked together to discharge and review patients, the play worker Tracey provided treats and drinks, domestic Janie cleaned cubicles quickly so that they could be used for patients as soon as possible. Staff came in early and stayed late, help came from other wards and patients were transferred to York due to the demand for beds. Throughout, the whole team are praised for maintaining the Trust values.

Steven Clark, Staff LGBT Network, Trust-wide

Steven is nominated by a staff member for his support on two levels – for providing advice on LGBT issues and also providing personal support to the nominator when they were suffering from anxiety. Steven was approached due to his involvement with the LGBT staff network as the staff member wanted to help a friend who was having LGBT related issues both in and outside of the Trust. Support was given by Steven, signposting to the many resources available and what services in the community could be accessed for LGBT people and friends and was described as “a great facility within the Trust”. When the nominator was off work due to anxiety, Steven once again highlighted what was available in the Trust and took time out of his role to offer to meet outside of working hours to check on their welfare and was praised for making “a huge impact on my wellbeing”.

Computed Tomography Team, Scarborough Hospital

CT scanning is an essential diagnostic tool which has seen many increasing demands over the past few years. The CT team are nominated by team lead Darren for the way they have improved their working practices and increased their efficiency to create ever growing capacity, which has seen a large increase in throughput for the department. Finally reaching their limit, this small staff group agreed to carry out evening sessions to allow outpatient appointments to meet their appointments on top of their X-ray and CT on-call. The team has seen a significant increase in their call out rate and played an essential role in the management of the mobile service they also use. Described as a “team he can rely on” they are praised for carrying this out “with true camaraderie and the utmost professionalism”.

Sue Tyce, Complaints Officer, Patient Experience, Trust-wide

Sue received a call from a patient who had recently been discharged from York Hospital. He was in a distressed state, very breathless and said that he was having a panic attack. Sue kept him on the phone and talked to him calmly and reassured him that she would get help. When he was calmer and able to speak Sue rang his daughter and also notified his GP surgery so that a call could be arranged. She arranged for the daughter to visit and rang back later in the day, following it up with a call the next day when she discovered the daughter was not receiving any help to look after her father. Sue rang the surgery again and arranged for the family to be contacted so that they could discuss what support was available for them. The family was incredibly grateful for Sue’s help.
Workshop highlights victim-blaming language

Child sexual exploitation (CSE) is a form of sexual abuse that involves the manipulation and coercion of young people under the age of 18 into sexual activity.

As a health professional are you aware of the effect the language you use can have on a vulnerable child? Victim blaming language has the ability to reinforce messages from perpetrators around shame and guilt.

To highlight National Child Sexual Exploitation Awareness Day, a drop-in information event was held at York Hospital’s Emergency Department where Paediatric Safeguarding Liaison Nurse Polly Nevell focused on how staff can help in those situations.

Polly explained: “We are exploring the effect of the language we use to describe the choices that vulnerable children make. This can prevent children from feeling able to disclose their abuse, through fear of being blamed by professionals.

“When victim blaming language is used amongst professionals, there is a risk of normalising and minimising the child’s experience, which can in turn lead to an inappropriate response - or a lack of response at all.

“Vulnerable children can present with challenging behaviour so it’s even more important that we think about the language we use when, for example, writing up notes. Professionals are in a particularly responsible position as we should not only be demonstrating compassion and respect, but also the general public will copy the language that we use.”

At the workshop staff had the opportunity to watch two short videos about the language we use and one on consent. There was a quiz, a case study for discussion and the chance to read through and ask questions on the Trust’s practice guidance.

Rebecca Lightfoot, ED consultant with Paediatric Safeguarding Liaison Nurse Polly Nevell

New transgender guide set to shape future equality

THE LGBT+ Staff Network continues its work to raise awareness of issues faced by LGBT+ colleagues and friends and has recently received praise for its confidential support and ground-breaking work on creating a new Transgender guide for patients and staff.

Steven Clark, Service Manager and Chair of the LGBT+ Network, said: “We have been working closely with various LGBT+ groups within the community to help shape the future of our services for LGBT+ community members and to protect and support LGBT+ staff members.”

“Part of the work we have done over the past few months has been around the realigning and rewording of our Transgender policies.

“We have engaged with the local Transgender community, other NHS trusts and Stonewall to develop gender neutral, inclusive and diverse guidelines and user friendly booklets.

“As a community leader, and provider and commissioner of health services, it’s crucial that the Trust can show how we support LGBT+ patients and staff. We still have a long way to go to educate and support people but as a network we can offer that support to staff, colleagues, friends, and family members.”

The Transgender guide will be available later in the year. For more information on transitioning at work please email LGBT.StaffNetwork@york.nhs.uk

To find out more contact polly.nevell@york.nhs.uk or liz.costello@york.nhs.uk Lead Nurse, Child Sexual Assault Assessment Centre. For more information on CES, visit the North Yorkshire Safeguarding Children Board (NYSCB) website www.safeguardingchildren.co.uk
Celebrating apprenticeships

This year, National Apprenticeship Week highlighted more opportunities than ever in the Trust and the apprenticeship team spent the week promoting clinical and non-clinical apprenticeships.

Since 2017, the Trust has used its apprenticeship levy fund to expand the apprenticeship programme and staff were encouraged to find out more about what is on offer.

Sue Williams, Project Manager Apprenticeship Reforms, said: “Already we’ve had dozens of enquiries about apprenticeships ranging from business administration to nursing associate. “We also heard from staff who want to pursue functional skills in Maths and English which will set them on the path to an apprenticeship. “We were delighted by the interest shown. Many staff say they are attracted to an apprenticeship because they can learn while earning a wage and they are fully supported in this.”

Recent apprenticeships have included healthcare support workers, nursing associate programmes, business administration and associate project manager programmes. Further programmes for apprenticeships for allied health professionals and nursing and midwifery will soon become available.

For further information on what is available visit the learning hub or email apprenticeships@york.nhs.uk

Tell your MP about excellence in the NHS

ALL our staff and volunteers deserve recognition, but there are many that go above and beyond the call of duty to make the NHS a better service - with hard work, exciting new ideas and simply by putting patients first. The NHS Parliamentary Awards are your opportunity to tell a local MP just that.

These prestigious awards are looking for outstanding nominees who have innovated, impressed and made a real difference to how the NHS provides care for patients, and with ten categories on offer there are lots of opportunities to get involved.

Nominees can be an individual or team, and they don’t have to be working within the NHS - these awards are for anyone working for or with the NHS towards the shared goal of delivering health and high quality care, now and for future generations.

You have until Friday 5 April 2019 to send your nomination through to the communications team, who will validate and submit the nomination to local MPs on behalf of the Trust.

For more information, including the nomination form, visit Staff Room Home Page.

Awards Categories

- The Excellence in Healthcare Award
- The Excellence in Mental Health Care Award
- The Excellence in Urgent and Emergency Care Award
- The Excellence in Primary Care Award
- The Future NHS Award
- The Health Equalities Award
- The Care and Compassion Award
- The Wellbeing at Work Award
- The Volunteer of the Year
- The Lifetime Achievement Award

Recruitment events reap benefits

THREE recruitment events have been held recently aimed at pre-registered and registered nurses. Staff from the nursing team and recruitment team held one event at the York University, with two further evening recruitment events at Scarborough and York hospitals.

Candidates were offered interviews on the day and across the three events 49 candidates were offered a nurse position at the Trust.

A huge thanks to all involved and who supported at these events, the teams look forward to welcoming...
New space-age equipment

A team of specialist nurses from the respiratory unit at Scarborough Hospital has found a unique way to celebrate the arrival of their new life-saving equipment – by giving them all names!

The brand new respiratory machines are mainly used for patients with chronic obstructive pulmonary disease (COPD) who are in hospital with respiratory failure.

Staff joined in the fun with a space age theme, naming the new machines after fictional robots - R2-D2, Marvin, WALL-E, Optimus Prime and KITT.

Hazel Kavanagh, Lead Specialist Respiratory Nurse, said: “The new machines are replacing equipment that we’ve had for 12 years so naturally we were delighted when they arrived. These non-invasive ventilation machines have revolutionised the care of patients with respiratory failure due to COPD, so while we took a light-hearted approach, this is a very serious condition which our team help people manage on a daily basis. We are very proud of our service.”

Non-invasive ventilation (NIV) machines feed air into a close fitting face mask to increase the pressure of the air that a patient breathe in and out. There is no cure for COPD but there are lots of treatments and lifestyle changes available to manage the condition.

 Respiatory Nurses Sue Wilson, Hazel Kavanagh, Christine Hernandez with their new NIV machines – R2-D2, Marvin, WALL-E, Optimus Prime and KITT

NIV can be given on select wards in Scarborough Hospital and as respiratory specialists, part of our role is also to train nurses in how to use the equipment and support them.”

One of the more important jobs of the Chair of a Trust like ours is to attempt to keep abreast of the fast moving world of the NHS at large.

To this end, last week I attended a workshop run by our regulators about their Interim Workforce Implementation Plan: emerging priorities and actions.

Sounds a bit dry? Actually it was interesting, and I believe brings positive news for all trusts!

The regulator shared their new focus on the NHS Workforce, sharing four key areas for action.

Firstly, leadership – NHS Improvement (NHSI) recognise that good leadership always results in good care (this is revealed from all NHSCQC Inspections) and that leadership behaviours directly affect the culture of an organisation - for better or worse. Therefore the right leadership behaviours are needed to create the NHS Workforce of the Future.

Secondly, an ambition to ensure that the NHS is The Best Place to Work - with a real focus on the work environment and staff health and wellbeing.

Thirdly, a very clear sighted focus on Midwifery and Nursing - with an aim that where ever possible nurses can be ‘home grown’ as well as valuing, recognising and celebrating nurse leadership in an operational setting. Recognising that doing this well is in fact the pinnacle of a nursing career.

And finally, an ambitious focus on 21st century care - including developing the skills mix for patient care, focusing on care out of the acute sector. It includes plans to create a true learning environment in the NHS embracing digital developments, particularly giving people efficient tools for the jobs they need to do, and creating modern career progression and career structures for staff at all levels.

These are early days for this developing direction from our regulators, and fortunately much of it fits exactly with our own five year strategy. As I receive more information I will share it.

Regulation is on our minds currently at Board. It is anticipated that the CQC will be undertaking an inspection of our services in the autumn. We are keen to share with them all the things of which we are proud, and to show our Trust, our staff and our patients’ outcomes positively. This is an early heads-up in readiness for the inspection later in the year.

This inspection is not just about ticking boxes for us, it’s about gaining recognition for the excellent work that happens each day in the Trust, providing all staff with an opportunity to share what they are proud of and an opportunity to learn as a Trust about how we can improve still further. Again, more information will follow.

Susan Symington, Chair
**Wellbeing workshops for everyone**

These workshops can be delivered on your ward or department.

**Eat well**
This workshop will cover the principles of healthy eating using the Eat Well Guide and will look at achieving a healthy, balanced diet. Find out more on how to eat a wide range of foods to ensure that your body is receiving all the nutrients it needs to stay healthy.

**Be Active**
Learn more about how being active helps to control weight, improve mental health and mood and reduces the risk of cardiovascular disease and type 2 diabetes.

The workshop will look at the benefits of being active, physical activity recommendations and ideas for being more active.

To request the ‘Eat Well’ and ‘Be Active’ workshops in your ward or department, managers should email wellbeingteam@york.nhs.uk and state your name, department, contact details and which workshop you require and number of staff who are interested.

• For more information of staff wellbeing please go to Staff Room/occupational health and wellbeing/supporting staff wellbeing

**Health checks now available**

A free, one-hour health check is available to all staff employed by the Trust over 40 years of age. It includes a comprehensive set of checks to help individuals identify and monitor areas of their health and behaviour that may affect their current and future health.

The health check includes:

- Blood pressure and resting heart rate
- Blood glucose and cholesterol (via a finger prick blood test)
- Weight, BMI, body fat percentage, height,
- waist measurement

Health check appointments take place in York, Scarborough and Bridlington – if you would like to book a health check please ring 01904 725099.

**Mini Health Checks**

These checks can be delivered on your ward or department and there is no age barrier for the mini health checks. It takes around 20 minutes and consists of the following checks:

- Blood pressure and resting heart rate
- Height and weight
- BMI and body fat
- Waist measurement
- Diabetes risk calculator

To request a visit to your ward or department, managers should email the Occupational Health Wellbeing Team at wellbeingteam@york.nhs.uk and state your name, department, contact details and the number of staff who may be interested.

**Menopause Seminar**

This very popular seminar presented by Miss Kavita Verma, Consultant in Obstetrics and Gynaecology, is designed to help people better understand the symptoms of menopause. It also encourages people to start talking more openly about the menopause so that appropriate support can be given.

It is useful for those experiencing symptoms of the menopause, for those who are not there yet, but would like to understand more about it and for managers (female and male) to understand how the symptoms of menopause can affect women in the workplace.

The next workshop will be at York Hospital on 1 May 2019 followed by Bridlington on 12 June 2019. A further workshop will follow in Scarborough in October.

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**Employee Assistance Programme**

If you are looking for support Health Assured the staff Employee Assistance Programme provided by the Trust is available for telephone advice and face to face counselling.

It offers a 24 hour helpline, 365 days a year to support you through any of life’s issues or problems by calling 0800 030 5182.

Useful information is available on www.healthassuredeap.co.uk or download the Health Assured app, Health e-Hub, from Google play and Apple app stores.

Username: York Password: Teaching
Anticoagulant clinic closes after 20 years

THE ANTICOAGULANT clinic at York Hospital closed its doors in January for the last time after more than twenty years. The service has been decommissioned by the Vale of York CCG with the majority of GP practices taking over warfarin dosing within their practices.

The clinic monitored over 4,000 patients on warfarin and saw new patients with deep vein thrombosis and pulmonary embolism, as well as taking referrals from other hospitals for patients with new mechanical heart valves.

It provided a seven days per week service for warfarin patients throughout the York, Tadcaster, and Selby areas. The anticoagulation clinic staff have been redeployed into other roles within the hospital.

For any inpatient dosing advice, wards can speak to their ward pharmacist or anticoagulation pharmacist Anisah Ahmad on 7724328 or alternatively specialist nurse, Jayne Oliver on 772 6785.

Electronic assessment boost for cancer care

Patients with cancer are receiving more personalised care than ever at the Trust, thanks to the rollout of the Macmillan Recovery Plan, a national initiative to treat the whole person rather than just the illness.

Every patient is given a needs assessment to understand which areas of their life they need extra support.

Last year an electronic assessment, known as the Macmillan Holistic Needs Assessment (eHNA), began to roll out across the Trust. This creates a record on a touch screen tablet that can be used by everyone involved in a patient’s care, including their GP.

Sarah Welburn, Cancer Nurse Specialist for upper GI, and Gillian Wheat, Macmillan GI Cancer Care Coordinator at Scarborough Hospital, have developed a nurse led clinic to promote the electronic assessment.

Sarah said: “The eHNA is having a hugely positive impact, not only on the patient, but also by improving professional practice. Staff can focus on the social, spiritual, emotional and practical elements of living with a cancer diagnosis which gives them the opportunity to open up conversations with patients that may have been difficult previously. For me, giving the patient dedicated time to discuss what they are concerned about, and not what I think they are concerned about, has changed my professional practice.

Their concerns can be anything from money worries, the impact of the illness on their relationships, or how fear and anxiety is affecting mental health. The assessment is very comprehensive and as a result, the patient feels they are being treated as a whole person, not only as a cancer diagnosis.”

A care plan is developed from the assessment that addresses any patient concerns and a copy is given to them and to their GP. This means that, regardless of who they come in contact with next, there is a level of continuity for the patient, for example chemotherapy nurses have described how they feel they know the patient before they come for treatment.

Sarah added: “Before we started using the eHNA with patients I would address concerns which were specific to cancer, but wouldn’t address concerns such as spirituality or intimacy. The eHNA helps open up those conversations, which are equally as important to the patient as concerns over their treatment.”

NOMINATIONS are open for the first ever Health Education and Training (HEAT) awards.

“The HEAT Awards, launched by Health Education England, celebrate the importance education, training, leadership and workforce planning play in delivering high-quality compassionate healthcare in the NHS.

Health Education England are looking for individuals and teams who should be recognised for their outstanding achievement and contributions to the NHS.

The closing date for nominations is midnight on Friday 5 April. Details of who can be nominated, how to nominate and the award criteria can be found at the official website – www.hee.nhs.uk.

Patient Feedback

“It's allowed me to reflect on my situation, signposted me to information and support”

“It has given me that dedicated time to open up in a safe environment to discuss my concerns”

“My concerns have been resolved - I perhaps wouldn't have opened up if I hadn't been invited to this appointment”

“I could share the care plan with my family so that they can understand and support me”

“My worries were put at ease”

“It helped me with my discussions around fear and anxiety”

“It has really helped me psychologically”

“It's personalised and tailored to me as an individual not just a patient”
Speech and language therapy teams were out in force at York and Scarborough hospitals this month to highlight National Swallowing Awareness day. Around 1 in 10 people will experience a swallowing difficulty (known as dysphagia) at some point in their lives, which can have life-changing consequences.

The teams were raising awareness of the new meals for patients with dysphagia which are being introduced in line with an international framework to ensure that trusts worldwide provide consistently safe textures of diet and fluids. Tasmin Wade, Senior Speech and Language Therapist, said: “For these patients, modifying diet and fluid textures can make eating and drinking a safer and more pleasant experience. “After several months of planning between the catering, speech and language therapy and dietetic teams, the new meals will be launched from 1 April across all sites. There are new menus with a whole range of tasty new meals for patients with dysphagia.”

Pat Bell, Catering Manager at Scarborough Hospital, said: “The catering teams are all geared up to introduce the new options in April. We are very pleased that it will give patients on modified diets much more choice of meals, and hopefully enhance their experience during their stay in hospital.”

The speech and language therapy teams will be visiting wards to support staff with how to use the new menus and what to expect from the changes.

THEMIS trial
THE TRUST’S cardiology research team are celebrating their role in the THEMIS trial, the largest randomised trial of patients with type-2 diabetes performed to date involving over 19,000 patients with coronary artery disease and type-2 diabetes.

Patients with both stable coronary artery disease and diabetes are at high risk of major adverse cardiac events. The trial was initiated in early 2014 across 42 countries and is now complete.

A blood thinning drug taken with aspirin was trialled, and patients showed a statistically-significant reduction in major adverse cardiovascular events compared to aspirin alone.

Breakthrough for epilepsy drug
A YORK patient who was on a research trial for a pioneering epilepsy drug has recently made the news after NHS England agreed to fund it after first refusing the drug over concerns about cost.

York neurology research teams were involved in the EXIST 3 trial and are proud to have helped provide the evidence needed to support licensing the drug for future use.

Patients with swallowing difficulties, also known as dysphagia:
- 40–70 percent of patients with stroke
- 60–80 percent of patients with neurodegenerative diseases
- up to 13 percent of adults aged 65 and older
- over 50 percent of institutionalised elderly patients
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

Join the staff lottery and help to fund benefits

The staff lottery helps fund the development of staff benefits with an annual income of £150k. As well as offering monthly cash and star prizes in the lottery, the funds also support grants such as physical activity, sports teams and non-vocational grants as well as the new weight management grant (see below).

The income also supports staff wellbeing with therapy subsidies such as podiatry, on site massage sessions and complementary massage at clinics in York, Scarborough and Bridlington. In addition, a programme of subsidised fitness classes and corporate gym memberships as well as the onsite 24/7 gym at Scarborough Hospital are available.

Staff have access to their very own staff shops, where they can purchase discounted tickets to various venues and consumable goods at reasonable prices. The shops cater for all staff and now include a ‘free from’ range.

These specially selected discounted products, salary sacrifice schemes, health and wellbeing initiatives can be accessed through the staff shops, staff benefits web pages, Facebook and publications.

New weight management grant launched

The staff benefits team has launched a brand new allowance for staff with the introduction of a weight management grant. Applying for funding is easy - after joining and paying for a six week weight management course with a group such as Slimming World, Weight Watchers or any other weight loss group, staff simply complete the staff lottery grant form and send it to staff benefits with a receipt attached. Funding will be added to your next salary payment.

The total amount to apply for this grant is £25 annually. Terms and conditions apply.

Buy and sell

If you’ve got anything to sell or free-cycle Yorbay can help.

You can list items for sale, freebies and wanted ads in a simple folder located in the Q Drive> Staff Benefits. Please take some time to read the guidance in the ‘Welcome to Yorbay’ folder and use the advert templates.

Annual leave scheme closes

The buying and selling of leave scheme has closed for this year and has attracted 653 staff. The uptake has increased dramatically each year since its launch in 2011 when just 150 staff took advantage of the scheme.

Park and ride bus service for York Hospital

YORK Hospital has announced the launch of a new park and ride bus service directly to the hospital from Rawcliffe Bar park and ride car park. The service runs in partnership with First York and has been made possible thanks to funding from York Teaching Hospital Charity.

Brian Golding, Director of Estates and Facilities, explained: “We know that parking at York Hospital can be difficult at peak times, especially for our own staff, many of who struggle to find a parking space on site. We have listened to this feedback and I am delighted that we are able to offer a partnership solution which will help reduce congestion around the hospital by providing a viable parking alternative.

“Both staff and visitors will be able to take advantage of this frequent and fast service, which has been designed to operate at convenient times around staff shift patterns and peak visiting times. “In addition, a new dedicated bus stop is being created on the grounds of the hospital, meaning it’s only a few short steps from the bus into the main hospital reception.”

DETAILS
- The new service starts on Monday 29 April 2019
- It will run every 20 minutes, between Rawcliffe Bar park and ride and the hospital, calling on route at Mitre, Coniston Close, Clifton with Rawcliffe School, Eastholme Drive, Lawnswood Drive, Cannon Lee and Oriel Grove
- The bus will operate from 06:00, Monday to Friday
- The last bus will depart from York Hospital at 20:25
- A return ticket will cost £1.50 for staff who have valid ID
Your hospital charity

To get in touch with the charity team, please email charity.fundraising@york.nhs.uk or call 01904 724521

Still time for a challenge

There is still time to set yourself a new goal or challenge for 2019 and York Teaching Hospital Charity have a wide range of events for you to join in with and help make a difference in our hospitals:

- Take on a Skydive - 11 May 2019 & 21 September 2019
- Challenge the Yorkshire Three Peaks - 22 June 2019
- Run York 10k with a charity place - Sunday 4 August 2019
- Conquer the Great North Run with a charity place - Sunday 8 September 2019

Help your hospital with your foreign coins

Did you know that at your hospital charity we can accept your foreign coins?
If you are planning a break over Easter then don’t forget to bring any loose change you have left over into work when you return. You can either drop it into a collection tin, one of our donation points, or the Fundraising Office.
Those small bits soon add up, this month £200 was received from all the spare coins donated over the winter!

Coronary care golf day

Calling all golfers – dust off your clubs and sign up to raise money for the Coronary Care Unit!
Pike Hills Golf Club are generously handing over their course again to host this annual event on Thursday 9 May. Teams of four can sign up for just £80 with prizes available for leading teams along with nearest the pin and 2’s club. There will be a raffle on the day and refreshments available throughout, with all the proceeds going to support the Coronary Care Unit.
If you aren’t up for the golf, can you bake a cake for the refreshments or provide a raffle prize for the day?
Contact maya.liversidge@york.nhs.uk on 771 6210 for an entry form or further information.

Traffic light water jugs help with hydration

Nurses at Scarborough Hospital demonstrate the traffic light lids

Thanks to your charity’s Dementia Appeal, new traffic light lids and water jugs will soon be around our hospitals.
The traffic light system assumes that every patient begins the day dehydrated as they have been sleeping through the night and not had the opportunity to rehydrate.
Every patient will begin the day with a red lid on their jug, once this has been drunk they will get a yellow lid and then on to a green, giving a clear visual indicator to staff, patients and visitors to those who may need some additional support.
600 jugs and lids have been bought for use across the Trust using funds raised from the Dementia Appeal.

Go to our Facebook page for more