A groundbreaking carbon and cost reduction programme is due to be rolled out next month that will benefit the Trust for many years to come.

A recent review highlighted significant low-cost carbon savings could be made if the Trust embraced new sustainable working practices. As a result the Trust’s sustainability team has been working with waste, recycling and energy efficiency specialists WRM, who are experts in sustainable development. The company was chosen as they have previous experience with other trusts and healthcare organisations.

There are nine sub-projects within the scheme and staff are being urged to volunteer to take part in two pilots – teleconferencing for managers and becoming a ‘green champion’ – to take the green initiative forward.

The teleconferencing pilot is aimed at senior managers who drive more than 50 miles a week to get to meetings to find out whether the Trust can save time and money. Managers are being asked to switch to teleconferencing on at least one of their regular meetings. All managers who volunteer will receive training and support in the use of alternative technologies provided by the Trust. Their experience and feedback will be reviewed to see how the scheme can be rolled out more widely.

Volunteers are also being sought in work areas by becoming a ‘green champion’. This role will help develop and support the changes needed to ensure that resources are not wasted by looking at how departments use energy, transport, materials and handle recycling.

Tom Hearfield, Environmental

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
Continued from page 1 >>

Awareness Officer, said: “We already have a number of volunteers who are keen to get started but we are looking for more. If every area of the Trust has representatives we can really make a difference. Once we get started we will be measuring the impact of the changes made and we hope to see teams and individuals recognised for their efforts towards sustainability in our Trust awards.”

Anyone with ideas about how to make their workplace greener and leaner, or are concerned about climate change can email: greenchampions@york.nhs.uk to register their interest. To volunteer for the managers' teleconferencing pilot email Head of Sustainability jane.money@york.nhs.uk or administration manager jacqueline.carter@ythfm.nhs.uk

For further information on any of the above please email jane.money@york.nhs.uk

A ward at York Hospital has launched its own ‘Go Green’ initiative after becoming concerned about the amount of waste generated in the hospital environment.

Staff Nurse Louise Burn and Healthcare Assistant Larraine Barker’s passion for recycling inspired other staff on the ward to get on board. They ordered new bins with coloured lids to separate their waste and encouraged everyone on the ward to take part.

One of the biggest recycling challenges was the amount of packaging that comes with dressings and medication and the team have now become experts at separating the plastic and paper as they dispose of their waste.

Clinical Educator, Charlotte Brown, explained: “It has been a two-pronged attack to educate people while saving money for the Trust. Separating waste has become second nature, it doesn’t take any longer it’s just a different mind-set.

“The team has learnt so much about what and how to recycle and the whole project has grown. For example we found that most of our protective gloves can be easily be disposed of rather than going into costly infectious waste which needs specialist disposal, saving money for the Trust.

“We are sending three times more of our paper waste for recycling than we used to and at no cost to the Trust because it is not going into our clinical or domestic wastes, which are expensive! This initiative alone saves the Trust around £400-450 per year.

“More can be done and we’re even looking at solutions for the small plastic IV bottles.”

There has been a huge increase in the recycling of cardboard and even the smallest boxes go into Deputy Sister Kaye Green’s creatively fashioned cardboard bin. Kaye was keen to back the initiative after a trip to Turkey where she was struck by the sight of a turtle killed by plastic waste.

Kaye said: “It’s all down to education and we’ve learned to prioritise recycling the things that save costs for the Trust. We’re even looking at a special bin for the recycling of medicines.”

Since the team got the recycling bug they have been liaising with the Trust’s environmental services to learn what else they can do to improve and save even more money.

Hugh Stelmach, Environment, Portering and Linen Services Manager, said: “The staff on Ward 11 are to be commended for their enthusiasm and commitment in their Go Green campaign. Not only are they increasing the rate of recycling on their ward they are also reducing the amount of clinical waste produced which in turn reduces our carbon footprint and helps the environment.

“We all have a responsibility to ensure that we segregate the waste we generate at the point of source, both correctly and legally. Disposing of our clinical waste is very expensive and by reducing their infectious and offensive wastes through removing paper, small pieces of cardboard and plastics for recycling they have saved the Trust at least another £1,100 per year.

“I hope Ward 11 will inspire more wards to do exactly the same.”
Trust welcomes new chief executive

This month the Trust welcomes Simon Morritt as new chief executive who joins the Trust from Chesterfield Royal Hospital NHS Foundation Trust, where he was chief executive from 2016.

Simon has more than 25 years’ experience in the NHS, which he joined in September 1989 as a general management trainee in Greater Manchester. After roles across Yorkshire he went on to be successful in number of senior positions including chief executive at Doncaster Central Primary Care Trust, the former Bradford and Airedale Teaching Primary Care Trust (now NHS Bradford and Airedale) and spent time in commissioning organisations until he became chief executive of Sheffield Children’s Hospital.

Simon said: “Since accepting the job a few months ago, I have visited the Trust several times and I’ve been keeping close to developments so that I could listen, learn, and understand more about the organisation I would be joining. “What’s been clear to me is that I am joining a group of people who are deeply committed to the patients you serve, and I’ve seen a real determination to overcome the challenges that make your jobs more difficult. “It is my belief that one of the key roles of an effective chief executive is to make it easier for everyone else to do their job to the best of their abilities, and one of my first priorities is to take action that will help to make this happen. “During my first few weeks I will be out and about visiting all of our sites, and I look forward to meeting as many of you as I can. “I am also holding series of listening sessions, which will give me the opportunity to hear from groups of staff from all areas of the Trust. “I’m sure we all recognise that there are things we could and should do better. I believe there’s much more we can do to learn from what you tell us about how it is to work here, and that this will help us to find the solutions that will benefit staff and patients alike. I’m really looking forward to working with you.”

Notes from the Chair

Save the dates
For all of us, the last few months have been incredibly busy, not least with the ongoing CQC inspection and the arrival of our new Chief Executive.

As we all know the cycle of events in the Trust rolls on! There are a number of very important events coming up. Firstly, our open days in September at both Scarborough (Thursday 12) and York hospitals (Tuesday 17). It’s been a while since the Trust held open days for the public, and it is a great opportunity for us to share what we are proud of and to give the communities we serve an opportunity to see behind the scenes and learn more about our work. Most of us will be involved, one way or another, so thank you in advance for sharing what you are proud of and for playing your part in enabling the public to understand more about health issues in their locality.

On the same day as our open day in Scarborough, we are also holding the Annual Members’ Meeting and Annual General Meeting (AGM), both of which are important aspects of the governance of the Trust. In particular the AGM is the time when the Trust openly reviews the year gone by and shares both successes and areas for further development with the general public - and also our staff.

Families and friends are welcome to attend the open days and the AGM, so do invite them along! And come along yourself too...

The highlight of the Trust calendar takes place on 17 October with the Celebration of Achievement Awards at Scarborough Spa. This year nearly 350 people will be attending the event which is once again 100 per cent sponsored. It’s an opportunity for us all to recognise the ways in which we have put our values in action over the past year for the benefit of patients. This year I will be selecting the Star of Stars, it’s an incredibly difficult task – and almost impossible to choose!

And finally, on 23 October the new endoscopy unit at York Hospital will be officially opened. It’s a wonderful building and will be fantastic for our patients.

Writing this reminds me that we are all a community too - certainly one I am proud to be part of!

Sue Symington
Chair
Victoria Pickup, Discharge Liaison Officer, Scarborough Hospital

Vicky is a DLO based on Beech ward and was nominated by colleagues for her care for a patient who had previously been living on the streets and was extremely vulnerable. It came to light that he had been subjected to abuse and Vicky identified the issues and raised her concerns. Despite advice to the contrary, Vicky decided she would act as the patient’s advocate and in doing so completely gained his trust. She became his ‘go to’ person on the ward and what followed was a very lengthy process to find him the right help which has resulted in the gentleman being discharged to a safe environment. Through Vicky’s compassion and identification of safeguarding issues the patient has been given every chance of a safe future and a fresh start.

Kadi Roe, Staff Nurse, and Vicky Hemming, Consultant Paediatrician, Scarborough Hospital

Kadi and Vicky are nominated by colleagues for their care and compassion when dealing with an oncology patient who came into the children’s ward on Good Friday. The patient was on palliative care, on holiday, and the family wanted to get him back home as he had deteriorated very quickly. The boy’s final wish was to be at home with his family which was two and a half hours away from Scarborough. Kadi and Vicky are praised for the care they put into sorting everything out to get the boy back to his own home, at what was a very sad time for the ward and for the family. Thanks to their hard work he managed to have his final hours at home surrounded by his family.

David Sneddon, Staff Nurse, CCU, Scarborough Hospital

David is nominated by a patient’s family for his dedication to patients on the Coronary Care Unit (CCU), including their own father. He is praised for working tirelessly in CCU and for his skill as a team leader, responding swiftly to colleagues queries and spending time guiding them. David’s care for their dad was commended as he recognised the stress, pain, and discomfort their dad was enduring while doctors were doing tests and procedures. He was concerned and chiefly instrumental in calling Macmillan End of Life Specialist Nurse Gemma Arnall, who is also praised for her care of their dad, and they recommended he should go to the hospice. As a result he was moved but sadly died a couple of days later. The family thank everyone concerned, but especially David, “who despite being overworked gave one hundred percent and beyond every moment on that ward.”

Natalia Domyslawska, Domestic, York Hospital

Natalia is nominated by colleagues for her invaluable contribution to the team on the ward and always going above and beyond her role as a domestic. Her great compassion and care to patients was illustrated when a patient arrived who was very distressed about being in hospital. The patient had a diagnosis of dementia and was put on 15 minute visual observations due to risk of absconding and falls. The patient became particularly distressed in the afternoon and different staff members used a variety of techniques in an attempt to calm and reassure her. Natalia is praised for her great compassion to this lady, taking time out of her own busy schedule to sit and talk to her, listening to all her worries. Natalia’s calming influence successfully soothed the patient and showed her a great level of empathy, reassurance and compassion.

Melissa McLoughlin, Staff Nurse, Selby Hospital

Melissa is commended by colleagues for saving not one, but two lives, while going about her normal business. Recently Melissa was first on scene at the roadside where she assisted in delivery of one of two twins. On a night shift, she happened across an elderly man who had collapsed on the pavement and with her intervention and care, he survived. Doctors stated he was likely to have perished in the cold. “Melissa has been in the right place, at the right time – she absolutely is a star”.

Recognising and celebrating the achievements of our staff and volunteers

Star Award

Melissa McLoughlin

Kadi Roe and Vicky Hemming
Photographers celebrate refurb

The medical photographers at York Hospital play a unique role in documenting medical conditions, providing an essential service to all. This can involve anything from pre and post-operative images, to taking photographs to be used for teaching or insurance purposes or for practical reasons where it may be easier for a clinician to look at a picture.

The team had one small problem – the studio had not been updated for 40 years, the camera equipment was outdated and temperamental and trailing cables were proving a hazard to patients and staff. It was badly in need of refurbishment and after an appeal to York Teaching Hospital Charity, funds were allocated for a complete makeover.

Medical photographers Helen Shaw and Caroline Duncan are absolutely delighted with the result.

Helen said: “It had got to the point where the equipment was letting us down and the studio itself was a bit of a health hazard. A new frame has been fitted to the walls and ceiling to allow new lighting to be suspended from the ceiling and cables neatly tucked along the structure, eliminating trip hazards on the floor. This allows patients in wheelchairs to be seen more easily. “We see patients in the studio from all departments – dermatology, dental, max fax and ophthalmology to name a few – and we can now welcome them into a nice modern studio.”

Caroline added: “We want to thank York Teaching Hospital Charity for our new fully equipped studio which makes our job so much easier. It’s fantastic to have new cameras when we go out onto wards and theatres, and we can now offer video recordings with the new cameras we have which wasn’t possible before.”

Open Days!

DON'T forget, this September, both York and Scarborough hospitals will be opening their doors to the public, as the Trust hosts two fantastic open days. These unique events will enable visitors to discover more about the daily workings of the hospitals and the services provided. They also include interactive tours and seminars, giving people a chance to find out what goes on behind the scenes within the hospitals, not normally seen by the public.

There are several tours and seminars throughout the day at both events, including visits to the boiler house and the labs which will let visitors see the hidden world of laboratory medicine, also known as pathology.

There will also be on the day recruitment for registered and newly qualified nurses, and York Teaching Hospital Charity will be launching its grand Butterfly Appeal raffle with lots of amazing prizes – including a week in a lodge, a holiday voucher for Great Rail Journeys and cookery school vouchers for the Grand Hotel… and lots, lots more!

Please let your family and friends know so they can come along and join us for a fun and interesting day.

More information is available on our website at www.yorkhospitals.nhs.uk/opendays2019/

Wellbeing choir is back

THE wellbeing choirs, which are funded by the York Teaching Hospital Charity, will be returning to both Scarborough and York hospitals from September until March 2020.

Visitors, patients and staff are invited to join in the weekly wellbeing choir sessions taking place every Tuesday at Scarborough Hospital Chapel and every Wednesday at York Hospital Chapel, between 12:30pm and 1:30pm.

The wellbeing choirs start back on Tuesday 3 September in Scarborough and Wednesday 4 September in York.

Contact Jess in the Arts team for more information: jessica.sharp@york.nhs.uk, (722) 5265 or visit www.yorkhospitals.nhs.uk/wellbeingchoir/
Updates from the 2018 staff survey

The staff survey provides essential feedback that helps make improvements throughout the Trust. Here are some key actions which have taken place over the last 12 months as a direct result of feedback from staff.

- **You asked** for your good attendance to be recognised – In July we sent letters to staff who achieved 100 percent attendance over the year.
- **You commented** that you would like managers to actively take an interest in your health and well-being - this is now included in all appraisal guidance and is just the start of making these types of supportive conversations much more regular.
- **You asked** that managers be more supportive and focussed on the individual rather than processes – we are rolling out training to support managers in feeling empowered to model exemplary behaviours but also to coach and challenge behaviours that do not marry to our Trust values.
- **You wanted** other methods to commute to work, especially in the York area – the planned launch of the Park and Ride pilot is now up and running.
- **You asked** the Trust for support in improving your physical and mental health - we have a programme of exercise classes in York, new classes started at Scarborough and Bridlington hospitals. There are subsidised gym memberships and swimming passes for all staff at a number of gyms and health centres and ad-hoc walking groups now exist in some areas of the organisation. Due to the variety of different slimming clubs, a new weight management grant of £25 is available for staff so they can join a club close to home.
- **You requested** healthier options in our food outlets - staff shops have increased their range of healthy option foods and made them easily accessible.

Look out for updates with further actions in the next few months.
The 2019 staff survey launches on 4 October 2019. Look out for your survey and have your say!

New prayer sculpture installed in Scarborough

An eye-catching new prayer tree sculpture has been installed in the chapel at Scarborough Hospital for families suffering bereavement or for those who would like to leave a prayer for their loved ones.

It follows on from the highly successful York Teaching Hospital Charity Snowdrop Appeal where funds were raised for a bereavement suite in the maternity unit at Scarborough. Excess funds have been used to create the prayer tree for bereaved parents to offer comfort and support following their loss.

The sculpture was installed in time for the annual special memories service held in June for those who have experienced the loss of a baby at any stage of pregnancy or following birth.

It is based on the form and shape of a sycamore seed and is made from copper sheet, rod and wire. Sycamores have traditionally been symbols of vision and hope, of strength and protection, of reliability and tolerance. Coloured glass creates the transparent pattern of the wing veins which can be artificially illuminated. The veins are created from wire, with hooks to take individual prayers, each in the shape of the overall sculpture.

Beverley Shelley, Bereavement Midwife, said: “The specially commissioned prayer tree has been installed to support those who are grieving, and to give comfort and solace in difficult times. It’s also intended to provide a place of contemplation and of hope. “Everyone is welcome to come along and hang their personal messages on the tree to commemorate their loved ones.”

There will be a blessing of the prayer tree sculpture in Scarborough Hospital chapel on Monday 16 September at 2.00pm followed by coffee and cake. All are welcome, anyone who wishes to attend should email beverley.shelley@york.nhs.uk.

Bev Shelley with Scarborough Hospital chaplain
Celebration of Achievement finalists announced

The finalists for this year's Celebration of the Achievement have been named, as the countdown to the big night begins.

Well done to everyone who received a nomination. This year we received over 200 nominations – making the judging process extremely competitive and more difficult than ever to agree the finalists.

The winners will be announced on 17 October at the awards evening, taking place in the Scarborough Spa.

Follow us on social media as we tweet and post live throughout the event at:

Twitter: @YorkTeachingNHS
Facebook: York Teaching Hospital NHS Foundation Trust

Living our values
- Nicola Dean, Consultant, York Hospital – nominated by Jennie Walker
- Scarborough Maternity Team, Scarborough Hospital – nominated by Freya Oliver
- Omar Alam, Specialist Registrar, Cross Site – nominated by Russell Helms and Amber Thompson

Excellence in partnerships
- Macmillan Recovery Package team, Cross Site – nominated by Bianca Cipriano
- Martha Callahan, Special School Nurse, Scarborough Hospital – nominated by Pam Toas
- Breast Care Team, Cross Site – nominated Beth Horseman
- Cystic Fibrosis Team, York Hospital – nominated by Karen Cowley

Efficiency and productivity
- Patient Access teams, Cross Site – nominated by Mark Hindmarsh and Nicky Slater
- Willow Ward, Scarborough Hospital – nominated by Amanda Mullin
- Louise Burn, Lorraine Barker and Kaye Green, York Hospital – nominated by Sarah Atalay

Innovation
- The Virtual Fracture team, York Hospital – nominated by Adam Spray
- The Bridlington Elective Orthopaedic team, Bridlington Hospital – nominated by Ken Mannan and Amanda Mullin
- Jaynie Pateraki, Specialist Nurse, York Hospital – nominated by Rachel Tutill

Patient experience
- Bridlington gardeners, Bridlington Hospital – nominated by Catherine Rhodes
- Elective and Orthopaedic services, Bridlington Hospital – nominated by Harriet Lynch
- Julie Rice and the Shared Care nursing team, York Hospital – nominated by Paul Laboi

Patient's Choice
- Ward 17, York Hospital – nominated by Louise Gommerson
- Nina Brown, Audiologist, York Hospital – nominated by Anne Rylatt
- Dr Bond & Ward 31 Team, York Hospital – nominated by Jane Bulmer

Charity supporter of the year
- Grand Opera House, York – nominated by Dominic Crocombe and Maya Liversidge
- Eunice Cooper and Charles Ingham – nominated by Maya Liversidge
- John Masiak – nominated by Maya Liversidge

Volunteer of the year
- Betty (therapy dog) and Louise, York Hospital – nominated by Catherine Rhodes
- Keith Taylor, Scarborough Hospital – nominated by Jane Archer
- Graham Cliff, York Hospital – nominated by Michael Carter

Chair's Star of Stars
- Oliva-Jo Lovitt, Healthcare Assistant, Scarborough Hospital – nominated by Anita Ogle
- Kevin Breheney, Mortuary Manager, York Hospital – nominated by Andy Thompson
- Julie Ackerley, Specialist Nurse, York Hospital – nominated by Kate Emsley (patient)

Chief Executive's unsung hero
- Christina Sloper, Healthcare Assistant, York Hospital – nominated by Michael Carter
- Dennis Allen, Learning Disabilities Assistant, Scarborough Hospital - nominated by Nicola Cowley
- Caitlin Passmore, Emergency Doctor, York Hospital – nominated by Jenny Kusznir

York staff recognised at Healthwatch Awards

STAFF from York Hospital and community services were recognised at the Healthwatch ‘Making a Difference’ Awards last month. Award winners are nominated on the Healthwatch York website by members of the public for excellence in health and social care services.

Healthwatch York has developed the awards to make sure that great feedback is recognised and shared. This year 14 individuals from nine organisations were presented with an award at their annual meeting.

Amongst the Trust winners were Dr Martin Howard, Gill Jackson, Helen Harrison and all the clinical nurse specialists in the haematology team, the endoscopy unit and gynaecology at York Hospital. Staff at the breast imaging unit at the Magnolia Centre and the cardiology team at York Hospital were also recognised, as well as the ASDA Blood Clinic and the York Integrated Care Team.

Sian Balsom, Healthwatch York Manager, said: “It’s so important to remember, at times when the health and care system is so stretched, that people in our city are still delivering excellent care every day. These awards are our way of saying a big thank you to all those who go above and beyond people’s expectations. We want to make sure they know what a positive difference they are making to people’s lives. “These awards also highlight that providing good care to people is possible in challenging times. Every person is different, and listening to what really matters to them can be the magic difference for their experience of care.”
New Bridlington wellbeing space to enjoy

A NEW wellbeing space has been created for use by Trust staff at Bridlington Hospital and is located on Waters ward. It offers a secluded place where staff members can exercise and stay fit while at work. Gym mats and equipment have been provided including, Reebok steps, skipping ropes, kettlebells, dumbbells, hula hoop and a foam roller. The area is available for Trust staff to use unsupervised at any time – free of charge.

If you wish to use the Wellbeing Space please contact wellbeingteam@york.nhs.uk to obtain a membership form and key code for the door.

It’s all change at York discharge lounge

The discharge lounge at York Hospital has had a revamp in recent weeks - making the environment feel more welcoming for patients as they make their way home.

The revamp includes artwork on the walls depicting scenes of York, kindly funded by York Teaching Hospital Charity. There are higher accessible chairs, as well as an electric reclining chair and a reorganisation of space has made it altogether more open and welcoming.

Frequent visitors will also have noticed a number of new faces in the discharge lounge including a new sister in charge, Anne-Marie Blair, who joined the team last September following a four year stint as a bed manager.

Anne-Marie, a nurse for over eighteen years, explained more about the changes: “We’ve worked really hard over the last few months to make the discharge lounge a warmer and friendlier place to be.

After listening to feedback we’ve made the environment altogether more pleasant and welcomed a number of new staff members. “Most patients want to get home to their own surroundings as soon as they are medically able, and can sometimes find the discharge process a bit lengthy and frustrating from the time they are told they will be leaving until we have all the necessary arrangements in place.

“In the discharge lounge we can offer those who are fit for home a comfortable and safe place to wait - while at the same time freeing up beds on the main wards for the next sick patient.

“While patients are with us we make them as comfortable as possible. Not everyone realises but we offer hot and cold drinks, sandwiches and light snacks - and even hot meals upon request. There is also a television, magazines, free Wi-Fi and they can chat to other patients while they are waiting.

“Importantly, as well as offering nursing and support for any care needs including patients with oxygen, we can help fast track medications, chase up discharge letters and liaise with transport - as well as provide an easy pick up point for families. All of which plays a significant role in helping to improve patient flow throughout the hospital.”

Anne-Marie added; “If you’re not sure about what services we offer or haven’t used the discharge lounge for a while, we would be delighted to welcome anyone to come along to meet the team and take a look around the next time they are passing.”

The discharge lounge at York is available seven days a week; Monday to Friday between 08.00am-8.00pm and Saturday and Sunday between 10.00am-4.00pm.

Trainee nursing associates graduate

CONGRATULATIONS to the Trust’s first cohort of trainee nursing associates who graduated in July after two year intensive study.

Starting back in April 2017 in partnership with the University of York, the course was the first of its kind at the Trust.

Now fully qualified, the nursing associates are able to support registered nurses with a range of duties, within a defined scope of practice.

Nursing associates have gone from strength to strength since its conception.

In September 2018 the Nursing and Midwifery Council approved all elements of regulation and it is now offered as an apprenticeship at the Trust.
Teamwork makes dream work

When Patient Flow Manager Sara Kelly began her new role last September, the aim of the team was to maintain the emergency care standard (ECS) to the set monthly target. Overall the goal is to achieve the national target of 95 percent of people attending A&E being admitted, transferred or discharged within four hours of arriving.

While looking for new ideas and inspiration from other trusts on how they were improving their ECS, Sara stumbled across ‘Ivy’s Project’. It is a thought provoking initiative from Colchester Hospital which Sara is hoping to bring to the Trust.

Ivy was an elderly lady who had fallen at home. She was left on the floor in her own urine for nine hours because an ambulance could not get to her as they were all queued in ED. The proposal to the staff was “How do we get Ivy off the floor?” Sara explained: “Ivy brought the human element to the ECS and has highlighted that it is something the whole hospital team can help with instead of it being solely a problem for ED and bed managers.

“It means looking at things from the perspective of patient safety and quality, rather than financial or performance targets. Everyone can make a difference including the daily senior decisions by consultants, timely moves to ward areas, diagnostics, referrals and early discharges - the list is endless.”

In Colchester the ECS started at 80 percent in July 2017 and by March 2018 the 95 percent target was met overall. By May 2018 the Trust hit 96.2 percent and now achieves this consistently. Sara continued: “As a team I believe we can get Ivy off the floor, but it needs a whole system approach, including our external partners. Everything from discharge working all the way back to ED, and escalation of any delays in the patient pathway all make a crucial difference.

“There have been many days since I started in this role that I have seen amazing team work at Scarborough Hospital. Everyone pulling together for one purpose and one goal really does make all the difference, allowing us on several occasions to de-escalate from an OPEL 4 to OPEL 2 in four hours.

“The teams throughout the hospital have worked so hard this winter and continue to do so as the pressure remains high on both sites, team work really is the key. This only happens when we work together as a well-oiled machine. A focus on adding value to patient’s time, ensuring every day counts for them by escalations for any delays has a big impact on the ECS without even thinking about the target itself and focusing on the patients.”

Sara is confident that viewing the ECS as a patient safety measure rather than a target is the way forward - putting the patient at the centre of everything we do as in Ivy’s story.

Sara added: “Embedding SAFER as a ‘business as usual’ way of working, and working with a red to green methodology ensures patients have something happening every day of their journey. This will enable timely discharges and in turn see the ECS automatically improve. As a team we will get Ivy off the floor.”

RESEARCH NEWS

Teams of the month
Kay Kell and the cancer team were nominated for the award for recruiting their first patient onto a drug trial to help reduce the side effects of chemotherapy for colorectal patients. The POLAR M study is trialling a drug to help prevent numbness in fingers and toes due to nerve damage, a common side effect of the chemotherapy treatment given for this disease. This was a huge achievement after a long wait through many delays and challenges in setup and a great example of teamwork as it is only the second patient recruited in the whole country.

The rheumatology multi-disciplinary team were nominated for their support in a study to develop work assessments that can be used to measure outcomes in people with rheumatoid arthritis, osteoarthritis, ankylosing spondylitis or fibromyalgia in the UK. It is known that working people with these conditions have difficulties doing their job because of their arthritis. A special mention goes to Heather Harrison (Physiotherapist) and Dr Marilyn Rogers with the support of Dr Mike Green.

Angela Jackson, research and development administrator, was nominated in recognition for her achievement in the very time consuming process of cross checking and cleaning data records for all R&D archived boxes. The archiving system requires careful administration and efficient logistical arrangements. It’s a legal requirement for clinical trials’ documents, known as ‘essential documents’, to be kept so that the data is accessible after a study is completed which can be anything between five years up to 30 years depending on the type of study.

Patient Flow Manager Sara Kelly
As the new multi-million pound endoscopy unit prepares for its official opening in October, the finishing touches are underway to complete the interiors.

Local artist Dan Savage has been working with staff and patients to design artwork for the new unit which will create a calming and attractive environment.

The artwork will be concentrated in the waiting areas and circulation spaces, where people will spend most time so as to provide a positive distraction when they are feeling anxious. Staff also asked for artwork in the recovery areas where patients might rest for a few hours and would benefit from calm and attractive surroundings.

From the initial consultation, patients and staff both suggested the idea of depicting local York scenes in a hand-drawn style and staff liked the idea of setting the images within simple shapes, using calm colours.

Dan said: “Patients and staff overwhelmingly liked the idea of hand-drawn York scenes and in the final artwork is interspersed with elements of nature, suggested by the patients including roses, cherry blossom, oak trees, daffodils, and snowdrops.”

In the final artwork Dan has combined patient and staff feedback and produced a colour scheme based on blues, pinks and greens. The colours have been selected from the NHS colour palette, which will allow the artwork to tie in with signage and branding.

The materials for the artwork are compatible with infection prevention guidelines so that they can be easily cleaned with strong cleaners and disinfectants. It is also 100 percent recyclable at the end of the artwork’s lifecycle.

Griselda Goldsborough, Art and Design Development Manager, said: “It has been inspiring working alongside Dan and seeing the project unfold as a result of his great collaboration with staff and patients. The superb local landmark designs will create an attractive and relaxed atmosphere in the new endoscopy areas. Dan’s level of detail and commitment to the project is commendable.”

Self-care campaign targets holiday makers on East Coast

EARLIER this month, the communications team hit the road to get the message out about self-care for holiday makers coming to the East Coast. In partnership with Scarborough and Ryedale CCG, the campaign aims to ensure that when people visit the East Coast, whether for a long or short break, they use the right service if they require medical attention. This includes encouraging people to seek advice from the pharmacists or using NHS 111 for minor health concerns - and avoiding attending A&E or calling 999 unless necessary. The campaign also encourages visitors to the area to stock up on essentials such as sun cream, pain relief and antihistamines before they come.

With A&E pressures high over the summer period, by targeting holiday makers, accommodation providers, camping parks, supermarkets and tourist attractions, it is hoped that the campaign will reduce strain on the A&E department at Scarborough Hospital.

New endoscopy unit previews artwork
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

Health and wellbeing fairs

The staff benefits team have received great feedback from everyone who attended all the health and wellbeing fairs across the region.

This year the fairs took place at York, Scarborough, Bridlington, Malton and Selby hospitals highlighting the great initiatives and discounts open to staff.

Amanda Walker, Healthcare Assistant at Malton Hospital, said: “It was so lovely to have the staff benefits team here in Malton Hospital giving us information on all the benefits working for the Trust.”

See the web pages for all the latest offers and discounts

Don’t forget you can find all the latest offers and discounts from around the region on the Staff Benefits web pages. Looking for a day out? Get 50 percent off the entrance fee to York Dungeons or Scarborough Sea Life Centre with your ID badge, or 20 percent off the York Chocolate Story attraction. Discounted tickets for Flamingo Land and Alpamare Water Park in Scarborough can be purchased from staff shops.

LGBT rainbow badge now available

THE Staff LGBT+ Network now have a supply of NHS rainbow badges for staff in the Trust to wear to show support towards LGBT staff and patients.

The badges, funded by York Teaching Hospital Charity, were created in response to data confirming that LGBT+ people have specific and significant health needs which are often not met by the NHS – where unhealthy attitudes towards LGBT+ people unfortunately are still too common.

Matthew Miller-Swain, Secretary of the Staff LGBT Network, explained: “Wearing the pin badge is a signal to LGBT+ patients and families that the person wearing it is a good person to speak to about issues of gender and sexuality, and that they will try to provide help if needed.

“Staff are being asked to fill in a simple form when they sign up for a badge to acknowledge their responsibility to support LGBT+ patients and families.

“Badges are intended to only be worn by members of NHS staff. It is for LGBT staff predominantly but also for straight allies and those who wish to show their support to LGBT matters.

“The initiative has the full support of the Trust, and Director of Workforce and Organisational Development, Polly McMeekin, was presented with a rainbow pin badge by the LGBT+ Staff Network.

Polly said: “It’s important to improve the experiences of healthcare for LGBT+ patients and as a Trust we want to provide an open, non-judgemental and inclusive place for people that identify as LGBT+.

“We are very grateful to the Staff Network for the valuable contribution they make in the Trust and the rainbow pin badge is a fantastic initiative.”

If you would like to request a pin badge please email LGBT.staffnetwork@york.nhs.uk

New salary sacrifice scheme on the way

LAUNCHING in October, the Home Electronics Solutions salary sacrifice scheme, in partnership with CurrysPC World, allows you to save money on home technology and spread the cost, with no deposits or hidden payments.

Those on the scheme will have access to over 5,000 everyday home electronic products including the latest desktop computers, laptops, tablets, televisions, smart technology and domestic appliances.

Salary sacrifice means that you agree to give up part of your salary in exchange for products, in this case home technology. The benefit is that you makes savings on your national Insurance and pension contributions.

Visit www.homeelectronic solutions.co.uk for more information and keep an eye on the Staff Benefits facebook page and Staff Matters for more details.
Yorkshire Three Peaks - get set for 2020

We are pleased to say that our wonderful staff, their families and friends have helped to raise over £10,000 from the Yorkshire Three Peaks Challenge 2019.

With 46 walkers taking part to raise funds for our hospitals, the lovely weather and the spectacular scenery, everyone had a wonderful day and some amazing times were set.

Next year’s challenge will take place on Saturday 20 June and you can book your place now by emailing charity.fundraising@york.nhs.uk

York 10k - thanks for your support

A big thank you to everyone who took part in the York 10K earlier this month and chose to support their hospital by raising sponsorship money.

It was great to see so many happy faces at the event – amazing achievement – hope everyone was just as happy at the finish!

Thank you to everyone who supported us and for helping to raise over £2,000 so far.

Cheques from donors - advice to wards

Since the last issue of Staff Matters we have experienced an increase in requests from wards for blue donation envelopes, which has been great to see.

Worryingly we are still having cases where donation cheques are written out directly to wards or causes. Unfortunately we cannot bank these cheques and often, where no name and address is taken with the cheque, we are unable to contact the donor to ask for the cheque to be re-written and the donation is therefore lost.

All cheques must be written out to ‘York Teaching Hospital Charity’. The donor may of course specify where they want their donation to go, or can just leave it for the charity to use where it is needed most within the Trust.

Many thanks for your ongoing help with this.