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Calderdale and Huddersfield **NHS**

NHS Foundation Trust

# TrustNews

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YOUR STAFF NEWSPAPER

NOVEMBER 2015

## Our team returns with top award

**ANOTHER trophy is heading back to CHFT after a brilliant night at the prestigious *Nursing Times* awards 2015.**

Carole Hallam and the multidisciplinary team of nurses won the infection prevention and control category for their amazing work with doctors and nurses in Romania.

The unique tie-up between CHFT and Zalău Hospital in Transylvania started in 2005 after a chance meeting in London between a representative from Romania who asked our former colleague Kate Hinks if she could offer any help to their infection prevention and control.

Kate reported back and our team – which travels out in their own time

– forged close links which have seen infection control rates tumble not only in Zalău but right across the country.

It has been so successful Carole and the team have appeared on Romanian television.

Carole, a Trust legend for her dedication to handwashing, ANTT, root cause analyses, said: "It was fabulous. The room was packed with about 1,200 people in there and when they called us out we all felt so proud. It was that little bit different. What also made it special was Ramona, from Romania, was able to join us for the night!"

The competition was fierce as there were 850 entries from 300 organisations.

Entrants should have implemented



an initiative to improve practice within their immediate area or more widely across their organisation or community.

Carole, with trophy, and, from left, Jenni Middleton (editor of the *Nursing Times*) Helen Fearnley, Ramona Marincas (Director of Nursing from Zalău, Romania), Gill Davis, Tracey Corner, Elizabeth Bishop, and Jane Wells

## New monthly Star Award launched

DECEMBER will see us unveil the first winner of the new CHFT Star Award scheme.

They will be held every month from now on for colleagues to nominate the stars across the CHFT.

Nomination forms are available on the intranet or there are paper copies across the Trust and Comms will always send you one upon request.

It may be someone who's great and inspiring to work with, someone who regularly goes the extra mile. If you're a manager it could be your team of all-stars!!

All nominations need to be in by the end of the month for consideration by a panel. The winner will receive £50 and a framed certificate.

Our CEO Owen Williams, said: "Saying thank-you or well done is very simple thing to do.



Simple words but in the hurly burly of life people can forget to say them. And that is what the Star Awards are all about."

We've had a good response to the first month online and via the post from all areas for individuals and teams. So keep them coming. A panel will be convened and the result announced mid-December. And remember, make sure you fill in the Four Pillars section on the form.

## Radiologist Andy raises £9k

OUR radiologist Andy Cross and his pals Tom Nuttall, Morgan Sutcliffe and Riccardo Costa have raised an amazing £9,000 for our SCBU after his baby spent three weeks there.

Andy said: "Baby Jake is doing great now, he's a very smiley little lad and myself and my wife Becky are so grateful for the standard of care that he received whilst on SCBU. It was exceptional and the unit deserves every penny and a whole lot more!!"

The lads pedalled 590 miles from Geneva to Barcelona in five and a half days – powered by 15 litres of water a day to cope with non-stop temperatures of 40c.

The ride raised £6000 and this was topped up by £3000 from the League of Friends. The funds will buy two new Vapotherm high flow oxygen machines and will also fund a refurbishment to one of the rooms. Shanaz Kahn helped to raise funds by selling 600 Krispy Kreme doughnuts in two hours at HRI and Andy's colleague Sarah Oakland baked nonstop for three days to raise £300 in homemade goodies to kickstart the effort.



Becky, Andy and Baby Jake, centre, present the cheque. With them are, from left, Neonatal clinical manager Wendy Kilner, Colin Smith from Vapotherm and Sandra Hunter and Madeleine Brearley from the League of Friends

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compassionate  
care



# Remembrance on the ward with bunting and poppies

**STAFF on award-winning ward 19/20 at HRI went that extra mile once again to bring back the memories of yesteryear for their patients on Remembrance Sunday.**

They staged a coffee morning and brought in homemade cakes and buns, put up bunting with poppies on it and Union Jack flags to make the day extra special and to recreate memories with a soundtrack from the era.

The care provided by the team has been so transformed in the past decade it was described as "unrecognisable" from the past 10 years.

Engagement support workers – including teams of 6th form students from local schools and colleges – support patients with online photo albums of photos of their lives and local landmarks.



Colleagues on ward 19/20 marking Remembrance Day – they were finalists at this year's Celebrating Success



Caption



Julie Dawes completes her survey

## Staff survey deadline Nov 30

JUST 850 colleagues were picked at random by Picker Institute to receive a survey, which were sent earlier this month to work areas. With a month to go a large number of colleagues have not yet taken the opportunity to give us their views, so if you have one sat on your desk or in your in-tray please take some time to complete it.

## Food and drink partnership

CHFT is proud to be one of only three hospital trusts working in partnership with the Soil Association Food for Life Hospital Leaders, Public Health and Calderdale CCG looking at the future of food and drink for our patients, colleagues and visitors.

On October 27 a working group including membership councillors, Calderdale Public Health, dietetics, catering, procurement, ISS, occupational health and nursing teams met to begin the process of developing CHFT's Food and Drink Strategy – a mandatory requirement for all Trusts introduced this year.

## Free literature service

Short of time and in need of assistance with finding literature to support your evidence-based practice?

The Library offers a free literature search service to all CHFT staff – email us the details of your enquiry to [library@cht.nhs.uk](mailto:library@cht.nhs.uk).

If you prefer, we will also be happy to discuss the topic over the phone – please ring extension 4191 and ask to speak to one of the librarians, Maria Simões or Helen Curtis.

# Children in Need funds



**OUR pharmacy team at HRI joined in the fundraising on Friday, taking part in selling merchandise as well as getting rid of some pesky hair.**

Quality control manager, Andy Singleton, very bravely offered to have his head shaved for the cause.



Meanwhile, Pharmacist Ian Harrison took the plunge and volunteered to have his legs waxed. Ouch!

The fun continued throughout the day, as Pharmacy Technician Kathryn Smith wore a Pudsey Onesie alongside Pharmacy ATO, Samuel Cummings.

Everyone tucked in to lots of baked goodies and treats, and all other staff arrived in spotty clothes on the day.

Pharmacy Technician, Elizabeth Preston, told us: "We had a fantastic day raising money for a great cause. The Pharmacy team are a brilliant



From left: Ian Harrison; Pharmacy Technician Kathryn Smith with Pharmacy ATO Samuel Cummings; Andy Singleton

bunch and always pull out all the stops for charity. I'm very proud to work with such a fantastic team."

In total, our team in Pharmacy raised a whopping £210, which continues to grow as they collect sponsorship money.

# Breast care nurses hit the catwalk



THEY'VE spent the past decade backstage and waiting in the wings.

But on Sunday our breast care nurses took centre stage for their very own sizzling catwalk appearance - ably assisted by some bare chested men!!

Debbie Weavill, Veronica Allinson,

Julie Bottomley, Joyce Graham, and Carina Madden (pictured above) – donned the glitziest outfits and strutted their stuff as a special appearance to mark their 10th anniversary of the show.

Thirty two women, aged 30 to 80



Above: Joyce Graham



Above right: Lynzi Carroll



Right: Veronica Allinson and Julie Bottomley

took part at the event in front of a packed room at Cedar Court Hotel, Ainley Top. Among them was CHFT's very own catwalk star Lynzi Carroll, 30, who works in appointments at HRI. She was the youngest of the models and was diagnosed four

years ago. Lynzi said: "The thought of stepping out on that catwalk was terrifying, I was certain I wouldn't be able to go through with it. It took me four years to say yes and I'm now so glad I did. I had a wonderful day, it's such a shame it has come to an end."

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The team on Ward 15 at HRI

## 100% Nervecentre

ALL core wards are now 100% Nervecentre after a year-long roll-out across the Trust.

Lead nurse Heather McClelland said it was a major achievement and represented a major cultural shift and change in the way of working.

She said it had taken a lot of getting used to but was now central to way we work. She continued: "We now know it makes our care even more patient-centred and helps them receive interventions at the earliest point if needed."

## Face facts... Julie Bolton, Rehab Assistant

Hi, my name is Julie Bolton and I work for the Crisis Intervention Team in Calderdale as a Rehab Assistant. Our service is jointly run by Calderdale Council, NHS and South West Yorkshire Foundation Trust.

I've worked with this team for nearly 11 years. We work out in the community looking after patients who have had a crisis but are ok to be at home with our support. This could be anything from broken limbs, to looking after End of Life and Palliative care patients.

We also have rehab units which are in privately run nursing homes, but they have been commissioned by the NHS. We visit these units and carry out Physio or OT care plans to our patients.

### What is your position?

Rehab Assistant, competent in nursing, physio and OT tasks.

### Tell us about your career background?

I started looking after children and worked as a nursery assistant for a few years before I had my own children. I also worked in insurance for seven years!!

I worked in a private nursing home for about 2 years after I was made redundant, and enjoyed the caring side a lot. I then got a job with Calderdale Council as a homecare assistant which I did for 2 years before



getting the job as Rehab assistant on the then Rapid Response team. It's name changed to CIT, I have been with this team for 11 years.

### What are the best bits about your job?

My job has changed a lot over the years and we tend to deliver a lot of Palliative and End of Life patient care, which I really enjoy.

### What's the highlight of your career so far?

Passing all my exams! I have my NVQ 2 and NVQ 3 as well as an NCFE (Northern Council for Further Education) in End of life Care - pretty good going for someone who was rubbish at school and got E and Fs!

### Sum up your role in three words?

I Love it!

### What did you want to be when you were growing up?

A nanny or a nurse.

### Who is your hero/heroine and why?

My grandma. She's 92 years old and was a single mum to my dad since he was 2 years old. She worked full-time and looked after her mum and everyone else.

### When you are not at work how do you relax?

Ha Ha I don't relax. In my spare time I run a Beaver Scout group on a Monday and on a Tuesday I help at another scout group. So I have planning and lots of other things that

go with that. It's not just an hour a week as I was led to believe!

I enjoy walking with my little Jack Russell Jackson too especially in our beautiful Calderdale countryside. We go to some remote places that are stunning, I feel very lucky.

### What is your favourite place?

Home - I love my house, and Bolton Abbey.

### What would people be surprised to know about you?

I'm a proper nerd, I love steam trains and anything to with Brunel....don't get me started!



Shaun and Maria on stage



leuan and Josh



Sandra, left, and Alison, right, with their course leader

# Congratulations to all...

**WELL DONE** to leuan and Josh, Shaun and Maria, and Sandra and Allison.

leuan Jones and Josh Goldspink first joined CHFT in September 2014 for a one year course based at both cardiology sites. Now, a year on, they have both completed their Healthcare Science Level 2 apprenticeship and are now clinically & fully competent in ECG application

and assist in the smooth running of a very busy Cardiology Department.

leuan is now on an access course hoping to study medicine next year, and Josh is on the level 3 apprenticeship and retained a place in Cardiology where he will learn more complex diagnostic tests within the department.

Shaun Mawhinney and Maria Toshack presented their dissertation

work at the annual British Association of Critical Care Nurses (BACCN), a two-day conference, in London. After completing their Masters in Acute and Critical Care in May 2014 from the University of Huddersfield, they have since been working with dissertation supervisors at the University to try to publish the results of their studies in a journal.

● Proudly graduating and receiving their Masters of Science in Public Health Nursing (MSc) are Health Visitors Sandra Pritchard MSc and Alison Walklate MSc.

Former Health Visiting students of CHFT, they are the only two students to complete the course from the 2013/14 Health Visiting cohort.

Health visitor, Sandra Pritchard, said: "It is because of CHFT that

we can continue to support others both in terms of empowering individual families and continue to support colleagues. By educating staff we are able to educate a community."

They continue to actively encourage those wishing to join nursing as a profession by regularly sitting on the University of Huddersfield interview panel.

## Still time for a flu jab

THERE'S still time to have your jab to protect yourself from the nasty virus this Christmas. Almost 35% of colleagues have already taken advantage of the offer of a free vaccination.

Talk to your manager or look at our flu pages on the Occupational Health pages for the drop in dates.

We're asking colleagues to tell us if they've had the jab at their GP or elsewhere outside the Trust. They can do this through the self-declaration button on the intranet, or via their line manager.



## Pool room making a splash on labour ward

THE pool room on the labour ward has been refurbished and midwives were invited along to hear more about the difference it could make to women during birth.

Consultant Midwife Sue Townend said: "We really want to support women with complex needs in having a natural or water birth. Having these fantastic refurbished facilities means that hopefully we'll be able to reduce the amount of women needing interventions such as forcep delivery or a caesarean section.

"Inevitably some women need to come to the labour ward and we hope that having these new facilities means they have the best opportunity of having a similar experience to the Birth Centre."



Midwives Kath Ferguson, Claire Woodhead, Juliette Clark and Stevie Fletcher

## Mandatory training update



THE final two mandatory training subjects are now available.

Our final two subjects; Conflict Resolution and Dementia Awareness are now online – and all 10 modules should be completed by all colleagues before 31 March 2016.

A handy business card is being attached to November's payslips so that colleagues can make a note of when they completed their training and had their last appraisal.

But don't wait until March to complete your training – the time will soon fly!



## Five Year plan work progressing

WORK on our Five Year plan – as required by Monitor by the end of the year – is now progressing well.

It's all about us taking a long hard look at where we are now, setting out where we want to be in five years and how we are going to get there.

By the end of December we need two things to be in place:

- in the short term a CIP plan for 16-17
- and in the long term a 5 year plan to address two-site working and safety

issues, financial issues and recruitment issues associated with that.

All staff can expect to be involved in the development of the plan over the coming weeks and months.

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# Belated thanks to Anne Walker

**A WOMAN whose heart stopped twice in intensive care (ICU) has been back to make a donation of more than £1,500 to the unit at Huddersfield Royal Infirmary.**

Anne Walker, 60, from Hepworth, suffers from the rare myasthenia gravis, a neurological condition where the brain's signals are blocked from reaching a specific area and in extreme cases the brain's message to breathe can even be affected. She was admitted into the medical

assessment unit in October 2013 after having a myasthenic crisis at home. Then in hospital she had a major myasthenic crisis and then was transferred into ICU when her condition deteriorated.

The money was raised by close family and friends over a two-day garden party for Anne's 60th birthday.

Anne Walker with staff from ICU



## It's goodbye to Stephen...



Stephen, centre, with colleagues

PRODUCTION director of the pharmacy manufacturing unit, Stephen Langford, has retired this week after a "tremendous" 40 years working for the NHS.

Stephen, who lives in Stoke with wife Eileen, began his career as a pre-registration pharmacist in Suffolk after graduating in 1975.

In 1994, he went on to complete his PhD at De Montford University, after being promoted to staff pharmacist, principal pharmacist and then finally joining CHFT in 2009.

Interestingly, Stephen has

also spent time as a lecturer at The University of Huddersfield, alongside spending a year as chairman of the NHS Pharmaceutical Production Committee.

He said: "I've had a really fantastic team here. It's been tremendous. I couldn't have asked for better facilities and all my expectations have been met with what we have succeeded here."

During his retirement, Stephen and Eileen have plans to spend time travelling, with visiting the River Nile and the Northern Lights at the top of the list.

## ...and farewell Rachel



Rachel, with flowers, says goodbye to colleagues

RACHEL JAMES said her last goodbyes this month as she said farewell to Huddersfield Birth Centre where she has worked as a midwife.

Rachel has worked for our Trust for 29 years, including with community and our antenatal clinic, and her last eight years were spent on the birth centre.

Her colleagues all wished her well for the future. Rachel was very sad to leave as she worked her last shift and will be arranging some leaving

celebrations soon to celebrate in style.

Recently she had become a neonatal life support trainer and contributed to the development of emergency training days on the Birth Centre, and as a valued member of the team she will continue to be on our staff bank.

Clinical Manager of Birth Centres, Carol Sarr, said: "Rachel will be really missed by all for many reasons including her experience, caring ways and her wicked sense of humour. We all wish her well in her new adventure."



Teresa Howarth & CEO Owen Williams

## Stammer awareness

THE SPEECH and Language Therapy Team at our Trust recently held events to raise awareness about stammering to mark International Stammering Awareness day (ISAD). There were cake stalls at Princess Royal and Broad Street Health Centres, alongside a benefit gig to raise awareness held at the Arden Centre in Halifax.

Often people don't understand the struggle, frustration and emotional impact of having a stammer and in an attempt to help they finish off the sentences of people who stammer. The message is simple – "Give people who stammer time to talk, don't speak for them or finish their sentences." PATIENCE – that's all.

## Board level

**The following is an account of the Executive Board and Board of Directors' key discussions held during October 2015.**

### INTEGRATED BOARD PERFORMANCE REPORT

The key areas to note were: Responsiveness, complaints acknowledgment, safety, effectiveness, and being well led with programmes and plans being put in place.

### FINANCIAL POSITION

Month 6 position – our forecast for the year end is still a £22 million deficit against a plan of £20 million. We are working with divisions to bring the forecast year-end deficit back to £20m. The overall deficit is £12.24m less than the planned £13.71m. Capital expenditure year to date is £9.62m against the planned £12.66m. Summary forecast:

The forecast year-end deficit is £22.21m against planned £20.01m. The year-end cash balance relies on external cash support of £18m. Year-end capital expenditure forecast to be £20.53m against £20.72m.

### DEVELOPMENT OF THE 5 YEAR STRATEGIC PLAN

Building on the work we did to develop the Outline Business Case, we are working with the CCGs and Monitor to develop a 5 Year Strategic Plan by the end of December 2015 to address ongoing clinical, operational and financial challenges and ensure we have sustainable services for the future.

### DIPC REPORT

There has been a further 3 cases of C-Difficile in September. The year to date performance was now 10 cases (3 avoidable, 7 unavoidable) against a ceiling of 21. There has been 2 MRSA bacteraemias in September (1 attributed to the Trust). There has been 27 isolation breaches in September compared to 38 in August.

### AUDIT OF CLINICAL RECORDS

The Trust has set high standards, which enables us to benchmark well against other organisations. There is still work to do on the discharge process and the bundle for falls reduction.

### NATIONAL 'FLU CAMPAIGN

The Executive Board actively supports the national flu campaign and will be receiving weekly updates on the level of uptake of vaccinations and progress towards achieving the target for NHS organisations – which is to vaccinate 75% of frontline healthcare workers. Last year over 3,000 colleagues were vaccinated (65.2%) and we hope to improve on this figure this year.

### BUSINESS CONTINUITY MANAGEMENT

Training has been put in place and plans have been approved in a number of areas, with some of these being tested for viability. However there are still some services where business continuity plans are required.

### POLICIES

The following policies were ratified by the Executive Board and can be found on the intranet: TB Policy, Intellectual Property Policy, Attendance Management Policy, Decontamination Policy, Pets and Animals in a Healthcare Setting, Bed Management Policy, Notifiable Diseases Policy, Blood Transfusion Policy and Invasive Cancer Audit Policy. The following Medicine Codes were ratified by the Executive Board and can be found on the intranet: 10- Transport and Receipt of Medicines, 17- Medicines no longer required – Return or waste, 35- Monitored Dosage Systems, 40- Self-Prescribing and Prescribing for Close Friends, Family and Colleagues. Sub Versions: 12- Preparation and Administration of Medicines, 23- Parenteral Therapy, 43- Non-Medical Prescribing Policy (incorporating Community Nurse Practitioner prescribing).

## Feedback - short and Tweet\*

@Liversedgelass: A huge thank you to the staff I met at wd19 #HRI for the great job they did getting my Dad home in 5 days post #NOF #nhs

@PhilPurnell: @calderdaleccg in and out of Halifax A&E in under 40 mins with suspected broken foot. X-ray, the lot. Brilliant service. #saveournhs

@Limha75: Impressed by the staff I met at Huddersfield Royal Infirmary today. Pleasant & good humoured. Loved the fruit stall near reception! @CHFTNHS

\*tweets about us from the past month.

**TrustNews is the staff newsletter all about you. Please let the communications team have all your success stories and good news – e-mail to Heidi.hawkins@cht.nhs.uk or 'phone 01484 355 253. The deadline for the next edition is Friday December 11.**