

500 Lives

Stepping
towards our
safety goal

PAGE 3



Food for thought

Focus on
nutrition and
hydration

PAGE 4

It's a miracle!

What exercise
can do for
you

PAGE 6

StaffRoom

Take me home!

March 2017

Listening to your NHS Staff Survey feedback

WORK has been a challenging place for us all lately, but despite this, the latest NHS Staff Survey reveals that nearly two thirds of staff look forward to coming to work each day.

An annual questionnaire used to gauge the feeling of NHS workers nationwide, the NHS Staff Survey gives an important insight into the working lives of our staff.

Around 1,200 staff at the GWH were invited to take part, with more than 49 per cent returning the form, which outperforms the national response rate of 42 per cent.

The 2016 results, which have now been made public, also reveal that 77 per cent of staff are enthusiastic about the work they do, compared to 73 per cent elsewhere.

Other areas where the Trust scored better than average include staff knowing how to report unsafe clinical practice (98 per cent), staff not feeling

ill due to work-related stress (67 per cent) and having a culture of speaking up when things go wrong (90 per cent).

But the survey also highlighted a number of your concerns. Staffing was at the top of list, with three quarters of you saying you did not feel there were enough staff in the Trust to be able to do your job properly.

Staff also highlighted the need to improve the appraisal process and for more to be done on reducing bullying, harassment and abuse of staff by members of the public.

Oonagh Fitzgerald, Director of Human Resources, said: "Thank you to everyone who completed the survey. What you have told us will play a big part in shaping our improvement plans for the coming year.

"Details of what we'll be doing and when will be shared in due course but if you'd like to have your say on what it's like to work here,

don't wait until the next Staff Survey to do so.

"Whether it's positive feedback or constructive criticism, staff can say what's on their mind at any time by emailing askHR@gwh.nhs.uk.

"Alternatively, feel free to contact me directly if you have an issue which you think I should know about."

Full results from the 2016 survey can be read online at www.nhsstaffsurveys.com.



Oonagh Fitzgerald

Whether it's positive feedback or constructive criticism, staff can say what's on their mind at any time

Improvements you'd like to see

Staffing

It comes as no surprise that nearly three quarters of you (74 per cent) said you were concerned about staffing levels.

Bringing in more permanent staff remains a key priority and the next 12 months will see the Trust continue recruiting overseas and, closer to home, launch a high profile campaign to highlight the diverse range of job opportunities available locally.

Appraisals

The next 12 months will also see us focus on improving the appraisal process, after the majority of staff who completed the survey (81 per cent) said its current format was not beneficial for helping them to do their job better.

Appraisals are there to help you, so if you have an idea of how it can be improved, please let your HR representative know.

Bullying, harassment and abuse

Nearly one third of staff (31 per cent) admitted to experiencing bullying, harassment and abuse from members of the public last year.

Oonagh said: "This is above the national average (27 per cent) and, in my eyes, completely unacceptable.

"Some people view the NHS as a soft touch but in the last year we have taken multiple people to court for the way they treated staff and have also successfully had injunctions and exclusion orders placed on people whose behaviour was not welcome in our place of work.

"This zero-tolerance approach will continue for as long as people see it acceptable to treat healthcare staff in such a degrading and undignified manner."



Welcome!



FIRST of all, I'd like to say a huge thank you to everyone for the warm and professional way in which you welcomed the Care Quality Commission (CQC) inspectors during our inspection.

While we won't know the outcome of their visit for a while yet, I know that the inspectors were very impressed with our passionate and dedicated staff.

I know they really enjoyed talking to you and seeing for themselves lots of examples of high quality care and innovation in practice.

They have recognised many of the improvements we have made since they were last here and acknowledged the hard work that has been involved.

The difficulties we face on a daily basis were also clear, particularly around the high volume of patients we're caring for, extreme pressure in the Emergency Department and maintaining safe staffing levels.

These are of course issues we are all working hard to address and will remain absolute priorities, but all staff should feel incredibly proud – it's been a real team effort and everyone has pulled together.

Another big thank you to the hundreds of you who took part in the NHS Staff Survey.

Although the results are only a glimpse into working life here, they give a valuable insight into the things that matter to you and, most importantly, help shape what we can do to make your time at work better.

It came as no surprise to me that nearly three quarters of you said you were concerned about staffing levels in the Trust.

Our new recruitment campaign, which promotes the Trust as a great place for local people to start and continue their career, will be launching soon.

Look out for more on this in the next **StaffRoom**.

With best wishes,

Nerissa Vaughan
Chief Executive

Ask to see my ID



NOBODY would knowingly let a stranger follow them into their home, so why should it be any different at work?

We all have a responsibility to ensure others are not able to follow us into secure areas unchallenged.

Whether a ward, lab, office or any other area not routinely accessible to the public, we should always challenge others politely, regardless of whether they appear to be staff, visitors, patients or inspectors from the Care Quality Commission (CQC).

Have you got your 'Ask to see my ID' sticker?

The Health and Safety Team are asking all staff to wear an 'Ask to see my ID' sticker, to remind others to ask to see ID if it isn't visible.

The sticker should be positioned on the back of your blue ID card holder. If your card is hanging the wrong way round, others are then prompted to challenge you and can feel comfortable that challenging all visitors is accepted in our Trust.

Stickers are now being distributed to wards and departments at GWH and to teams in the community.

If you work in an area where challenging visitors is a problem, contact the Health and Safety Team on **01793 605538** or **604474** and they will try to prioritise your team.

It's OK to ask!

Mark Hemphill, Head of Health and Safety, said staff should be vigilant and alert to anyone acting in a suspicious manner.

He said: "Working in a hospital means we all see a lot of different faces every day. Asking to see a person's ID or just asking if you can help them should be something we do every day.

"Staff needn't worry about getting into trouble for politely challenging visitors. In fact, it's important to do so, as it's a way of not only protecting ourselves and the Trust, but also our patients.

"Even if someone is wearing an ID badge, it's important that they are still challenged, as a badge alone does not give someone permission to enter certain areas of our hospital."



Your security team are always on hand to help:
Andy Wells, Security Management Specialist;
Mark Hemphill, Head of Health and Safety, Security and Fire;
Steve Collins, Head of Onsite Security and
GWH security staff Cliff Bastin and Richard Stallard

Top tips

- Always wear your ID badge so it's visible
- Be aware of people lurking near locked doors
- If someone is waiting to be buzzed on to a ward, do not let them enter with you
- Always ask to see the ID badge of someone you do not recognise
- If someone does not have a badge, take them to the manager or the reception of that area
- Make sure staff ID badges are visible at all times.



For more information, visit the security pages of the intranet, where you will also find a short video on how to stop tailgating.

If you have any questions contact the Health and Safety Team – **01793 605538** or **604474**.
In an emergency, contact the Security Team – **01793 604601** or **Bleep 1217**.

NHS England video explains STP work

A SHORT video has been produced by NHS England to explain the work local health and care organisations are doing to produce local sustainability and transformation plans (STP).

Every health and care system in England will produce an STP, showing how organisations can work together to maintain quality, meet targets and sort out finances over the next few years.

We are working with other health and social care organisations from across Bath and North East Somerset (B&NES), Swindon and Wiltshire.

Our emergent plan was published last year and can be found on the intranet and on the Trust website.



View the video at
www.england.nhs.uk/stps/about-stps

Contactus

Please email us at
StaffRoom@gwh.nhs.uk
or call **01793 604431**

Another step towards saving an extra 500 lives

FORMED last autumn, the new Acute Sepsis and Kidney Injury (ASK) Team, which is partially funded by Brighter Futures, provides hands-on support and expert advice to staff across the hospital on life-threatening conditions sepsis and acute kidney injury.

They're continuing to embed best practice across the organisation in how we identify and treat sepsis, with 87 per cent of the 287 patients treated using the Sepsis Six interventions between October and December 2016, surviving this life-threatening condition.

Another priority is to raise awareness and improve the treatment of acute kidney injury and they're making strong strides across the Trust.

The team made up of specialist nurses and doctors and led by acute medical consultant, Dr Amanda Pegden, with Dr Tanaji Dasgupta leading for renal patients, aim to improve survival rates from acute kidney injury by achieving an annual mortality rate of just 16 per cent by 2018, meaning that at least five out of every six patients will survive.

Current monthly mortality rates are around 24 per cent.

The ASK team work hard to ensure all patients with acute kidney injury and/or sepsis are treated using internationally-approved bundled healthcare at an early stage, such as the Sepsis Six.

The team also work with staff across the organisation and healthcare partners such as GPs to raise awareness of the signs and symptoms.

Like sepsis, acute kidney injury is a major cause of deterioration in patients and one of our Sign up to Safety priorities.

It is 100 times more deadly than MRSA and tackling it is key to achieving the Trust's goal of saving an extra 500 lives by 2020.

In the UK up to 100,000 deaths each year in hospital are associated with acute kidney injury and although one in three could be prevented with the right care and treatment, awareness is low both among healthcare professionals and the public.

This is a safety priority for us as we know that if we consistently treat acute kidney injury in an effective and timely way and improve awareness, we can save more lives.

➔ To read more about their work, check out the ASK Team's Newsletter which is available on the intranet.

Just ASK⁺
Acute Sepsis and Kidney Injury Team

500
lives



NEWS IN BRIEF

Innovative training gets award nod



Neal Aplin and David Priscott

AN innovative training programme that takes place entirely on the wards of GWH, has been highlighted with a prestigious award nomination.

The team behind TWIST – Trust Wide Interprofessional Simulation Training – were praised at Health Education England's recent Star Awards for their work in giving staff a training experience that closely mirrors real-life scenarios.

With the help of George – a synthetic patient which can recreate almost every human sound, action and bodily function – the TWIST team help staff to practice lifesaving techniques and procedures on what is the next best thing to a living, breathing patient.

Nurse Practitioner Neal Aplin attended the Somerset award ceremony in March with colleague David Priscott, Lead Nurse for Simulation Training.

Despite not bringing the prize for Education and Training Team of the Year back to Swindon, Neal said: "It was a great honour just to be chosen as a finalist and it gave myself and David the opportunity to hear about some of the fantastic work that's taking place in our neighbouring hospitals."

Patient safety has also benefited from the TWIST team's unique style of training, with the number of incidents involving the failure to rescue a deteriorating patient falling to zero in each ward where the realistic sessions have taken place.

It is the second year in a row that the Trust has been recognised at the awards, with last year's ceremony highlighting the work of the Trust's Palliative Care team in educating staff on the importance of a personal approach to end-of-life care.

Pressure ulcers down 60 per cent at GWH

OUR nursing staff are leading the way in the prevention of pressure ulcers, with the number of patients experiencing this painful condition falling by 60 per cent in the last two years.

Of the 14,500 inpatients being cared for at GWH each month, around four patients may develop a pressure ulcer, compared to up to ten each month in 2014/15.

The 60 per cent reduction is thanks to our dedicated Tissue Viability Team and nursing teams who ensure that each patient has a skin assessment within two hours of being admitted.

Pressure ulcers tend to affect people confined to lying in a bed or sitting for prolonged periods of time.

They can be painful and debilitating and although some are unavoidable, many can be prevented through good nursing care.

This is why preventing pressure ulcers was identified as one of the Trust's five Sign up to Safety priorities in 2015.

Preventing this avoidable condition with safe and high quality care will help us achieve our goal of saving an extra 500 lives by 2020.

Hilary Walker, Chief Nurse, said: "I'm really pleased we're making good

progress at preventing this painful and debilitating condition.

"A pressure ulcer can have a huge impact on a patient's recovery and general health and wellbeing, particularly among the elderly, which is why we're doing everything we can to prevent them."

Seven hundred thousand people are affected by pressure ulcers each year and treating them costs the NHS more than £3.8 million every day.

➔ For more information, contact Gill Wicks, Tissue Viability Lead, on 01225 711351 or email gill.wicks@gwh.nhs.uk.

NEWS IN BRIEF

Book-on-the-day clinic now open

A book-on-the-day physiotherapy clinic for staff with musculo-skeletal problems which are affecting their work is now available.

The service, which offers advice on self-management and an assessment if needed, runs every Monday. To book, please call 01793 605869 from 8.30am on the day.

If you need any further treatment, a management referral to the Occupational Health Physiotherapy team will be required.

All other Occupational Health Physiotherapy services are via management referral. Community staff can still self-refer by calling 01793 604480.



Don't forget, the main number to call to book, change or manage your appointments with the Occupational Health team is 01793 604480. If it's urgent, you should go to your GP or local walk-in centre.

Find out more about NatSSIPs

THE National Safety Standards for Invasive Procedures (NatSSIPs) have been developed by NHS England to support safety improvements around procedural safety and to ultimately reduce Never Events in relation to invasive procedures.

The NatSSIPs are not new, but instead build on existing frameworks such as the WHO Surgical Safety Checklist.

Find out more in a short video or read the NatSSIPs newsletter, which are both available on the intranet.



Further information is available in the Patient Safety and Quality section of the intranet, or contact Daniel Boden, Clinical Risk and Patient Safety Manager, on 01793 605382 or daniel.boden@gwh.nhs.uk

Catering manager's epic one-day London to Paris cycle

AFTER losing nearly half his body weight in an epic weight loss battle, self-confessed fast-food junkie Adam Blanchard has put his new trim physique to the ultimate test.

The 28-year-old Carillion catering manager pedalled 271 miles - the distance between London and Paris - on a static bike as part of a gruelling endurance challenge for Brighter Futures.

His 12-hour slog at the entrance of GWH raised more than £700 for the Radiotherapy Appeal.

Adam said: "At 28 stone, I decided enough was enough and that it was time to turn my life around.

"I said goodbye to Pizza Mondays, Fish-and-chip Fridays and all the other days in between that were spent eating junk food and not exercising.

"In my role I'm around food all the time but I've changed my outlook and now plan all my meals, which contain the good stuff your body actually craves, in advance.

"My weight-loss journey started two years ago and it's seen me complete my first ever half marathon last autumn - something my former 28-stone-self would never have dreamt was possible."

Adam's new addiction to fitness sees him put on his running trainers three times a week to tackle courses of varying lengths, with the remaining days of the week filled with trips to the gym.

His new lifestyle is a far cry from the bad habits of old which saw him start most days with a cooked breakfast in the GWH restaurant followed by hours at a desk before returning home to an evening on the sofa.

If cycling the equivalent of London to Paris in one day wasn't enough, Adam has also been on a strict training regime in preparation for his first London Marathon in April.

He said: "It's still surreal to think that my body is now capable of taking part in these iconic events, which do so much good for others.

"You don't need to work at GWH to know that having a fully-fledged radiotherapy centre in Swindon will make a difference to thousands of local people.

"I'm proud that I can now offer my support to the Radiotherapy Appeal and I hope others will be inspired by my story to act as well."



Event highlights care of the elderly

NUTRITION and hydration for the elderly took centre stage at the GWH on 15 March.

Staff staged a Nutrition, Hydration and Sense of Ageing event designed to educate and inform patients, visitors and colleagues about healthy meals, drinks and care for the elderly.

The event was a chance to showcase some of the new processes in place, such as a holistic nutrition risk assessment, a new food chart which prompts staff to offer alternatives when patients have refused or not eaten a meal, picture menus, adapted cutlery, finger foods and protected meal times.

Educational sessions were held in the Academy for clinicians, dietitians and Carillion staff to learn more about nutrition, hydration and how to improve care for older patients.

Staff got the chance to try out an age suit which mimics the effects of old age, such as impaired vision and reduced mobility and dexterity.

During the afternoon, stalls from Wiltshire Farm Foods, Age UK,

and the Alzheimer's Society, along with Trust Dietitians and Speech and Language Therapists set up in the Atrium, offering information, advice and a food tasting session to patients and visitors.

The event, which tied in with national Nutrition and Hydration Week, was led by Matron and Trust Nutrition Lead, Maxine Buyanga.

Maxine said: "Nutrition and hydration are so important, they are everybody's business to know about and how essential they are to recovery.

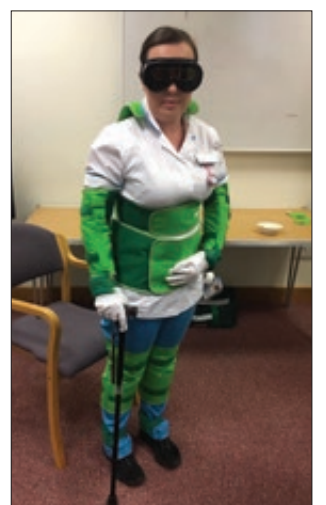
"I am really pleased with the event because nutrition is my passion, I am really passionate about providing the best care for people. It's essential that we provide the best nutrition and hydration care possible."

Nutrition and Hydration Week aims to highlight, promote and celebrate improvements in the provision of nutrition and hydration locally, nationally and globally.

A staff quiz on the day's topics was won by Michelle Bryant from Teal Ward.



Matron Maxine Buyanga, centre, with Catering Manager Adam Blanchard, Laura Coulson, Head of Facilities, Susan Webb, Dietetics Assistant and Dietitian Charlotte Rashleigh.



Student Nurse Lisa Sideway tries out the age suit

Radiotherapy Appeal reaches halfway mark



BRIGHTER Futures' Radiotherapy Appeal has been given another boost after reaching the halfway mark.

The charity is saying a huge thank you to all its fundraisers, supporters and volunteers for raising more than £1.5 million of the £2.9 million needed to fund specialist equipment for a new radiotherapy unit at the Great Western Hospital.

New Head of Fundraising Catherine Newman, who joined the Trust in March, said: "I'm really excited to be joining Brighter Futures at this very significant milestone for the Radiotherapy Appeal.

"The level of support the public has given to this appeal so far has been amazing and I would like to say a huge thank you to everyone who has helped us get to the halfway stage.



"Every penny you raise will help us bring cancer treatment closer to the people of Swindon and Wiltshire, so please don't stop now and help us to reach our £2.9 million target!"

The new radiotherapy unit will be built on the GWH site and run by Oxford University Hospitals NHS Foundation Trust.

We could be heroes... just for one day

BE a hero for the day and raise money for the Radiotherapy Appeal by signing up to Brighter Futures' Superhero Run, being held at Coate Water, Swindon at 10am on Sunday 6 May.

Name your superhero and then decide if you'd like to run, jog or walk 3k or 5k.

As a reward for your bravery, you'll receive a medal and certificate! Refreshments will be available at the finish line.

All participants are asked to raise £50 each for taking part in the challenge, although this is optional.

You don't have to don fancy dress to take part but prizes will be given for the best dressed!



Entry now open for this year's Ride



NOW in its third year, the Ride for Radiotherapy has so far raised £53,000 towards the Radiotherapy Appeal. It's a popular event in the Brighter Futures calendar, with last year's event seeing more than 100 riders take part.

Entry is now open to this year's event on Saturday 16 September and riders can choose to take on a 20, 45 or 70 mile route around Wiltshire, starting from GWH.

Everyone who takes part will be treated to lunch and refreshments as well as a medal.

It's £22.50 to enter the 20-mile route and £26 for the 45 and 70 mile routes. Each participant is asked to raise £100 in sponsorship or make a donation to the appeal.

Sign up today at www.entrycentral.com/Rideforradiotherapy

Entry is now open and spaces are limited, so go to www.entrycentral.com/superhero to sign up today. It costs £10 per adult and £7 for under 16s. Under 5s go free.

Christmas single raises £870

SALES of the Wiltshire Heart Throbs' Christmas single Yahweh Christmas Cheer, sung by Consultant Cardiologist Bill McCrea, his Wiltshire Cardiac Centre colleagues and their children, have raised £870 for the Radiotherapy Appeal.

The band, led by Bill and Heart Function Specialist Nurse Harriet McCullough, appeared on BBC Points West in December.



The Wiltshire Heart Throbs are filmed by BBC Points West

NEWS IN BRIEF

Trust signs up for Bronze ERS award

THE Trust has been awarded the Bronze Award by the Armed Forces Covenant Employer Recognition Scheme (ERS).

The scheme encourages employers to support defence personnel and inspire others to do the same.

The scheme awards employer organisations that pledge, demonstrate or advocate support to defence and the armed forces community, and align their values with the Armed Forces Covenant.

The Covenant is a promise by the nation ensuring that those who serve, or have served, in the armed forces and their families are treated fairly.

This means that we as a Trust pledge to support the armed forces, including existing or prospective employees who are members of the community.

We will also promote being armed forces-friendly and are open to employing reservists, armed forces veterans (including the wounded, injured and sick), cadet instructors and military spouses/partners.

Oonagh Fitzgerald, Director of Human Resources said "We recognise that employees from the armed forces community contribute high level skills in leadership, organisational skills and teamwork and have a fantastic 'can do' attitude that works very well within the culture of the NHS.

"We also welcome applications from military spouses/partners for roles into our organisation."

See more at www.armedforcescovenant.gov.uk

Share success

Tell us about your achievements so we can share them with staff

NEWS IN BRIEF

Wards go for gold with new scheme

EXEMPLARY care at GWH will be rewarded with a prestigious gold standard as part of a new approach to assessing ward performance.

The Ward Accreditation and Assessment Framework, which launched as a pilot project in February, will be rolled out across all inpatient areas at GWH this year.

A way of ensuring that all patients receive consistently safe and high quality care, the new framework will enable wards to be inspected and graded against a range of quality standards.

There are 15 separate standards, covering areas such as governance, leadership, person-centred care, harm-free care, communication and end of life care, included in the framework.

Performance against each criteria will be assessed, with the scores giving a rating of either red, amber, green or gold.

A ward will achieve gold status by meeting the requirements of all 15 standards.

Red is awarded when at least nine are met, amber when at least 11 are met and green when a ward meets all but two of the 15 standards.

Each ward's coloured standard will be displayed in a location that is visible to staff, patients and their families.

Gold wards will be recognised on the Trust's website and at the Staff Excellence Awards.

In the coming months, wards will self-assess their performance against one of the 15 standards listed in the framework.

This will help set benchmark criteria for each standard before the inspections begin properly later in the year.

As well as monitoring the standard of care across the Trust, the framework will double-up as a go-to handbook of best practice for ward staff.

For details, speak to your ward manager or contact David Priscott, Matron for Ward Assessment and Accreditation, on 01793 605641 or david.priscott@gwh.nhs.uk

Our shining examples



EVERY month the Trust celebrates individuals or teams who demonstrate our STAR values of service, teamwork, ambition and respect in everything they do.

December's STAR of the Month went to the **Paediatrics Registrar Team** – Phil Peacock, Elizabeth Pellowe, Manjunath Sanjeethaiah, Ed Coxson and Katie Mageean.

They were nominated by Janette Armstrong, Consultant Histopathologist.

Janette said: "I have nominated the registrars in Paediatrics as they have worked tirelessly while being significantly under-staffed."

"It has been a very busy time and they have been real stars. They have voluntarily covered extra night, evening and weekend shifts, meaning the care has remained safe and of good quality."

January's STAR of the Month winner was **Karen King**, Specialist Speech and Language Therapist.

She was nominated by Sophie Wilkins, Business Support Advisor.

Sophie said: "I would like to nominate Karen because



Paediatrics Registrar Team

of the outstanding effort she gave to her laryngectomy patients recently.

"In Swindon, there are very few patients that have had a laryngectomy and no support groups at all.

"Karen organised a free lunch for those patients, which helped to free them from isolation by putting them in contact with others in the same position."

February's STAR of the Month went to **Karen Huckin**, Administration Officer in the Anaesthetics Department at GWH.



Karen King

She was nominated by Consultant Anaesthetist Ben Maxwell and Jeremy Astin, Consultant in ICU and Anaesthetics.

Ben said: "Organising the Anaesthetics Department to meet the hospital's changing needs requires a lot of work and a cool head."

"Karen is very organised and fixes rotas which work with no fuss. She is always prepared to take on the challenge of finding someone suitable to meet an emergency need at short notice, and does this calmly, kindly and reliably."



Karen Huckin

Jeremy said: "When my son had to go in to hospital for an urgent operation, Karen ensured I wasn't required the next day as she thought I might need to support my other children. Not only did she ensure I could be available for my family but she emailed to ask if everything went well. What a trouper!"

If you know someone who deserves to have their achievements printed in the next Staff Room, nominate them for a STAR award. Full details are on the intranet.

The miracle cure for a healthier, happier life

by Sam Walklett, Lifestyle Advisor

It can reduce your risk of major illnesses, such as heart disease, stroke, type 2 diabetes and cancer by up to 50% and lower your risk of early death by up to 30%.

It's free, easy to take, has an immediate effect and you don't need a GP to get some.

So what is it? EXERCISE!

Exercise is like a medicine that we have all always had in the cupboard, but for many of us we have neglected to take our recommended dose.

Whatever our age there's strong scientific evidence that being physically active can help you lead a healthier and often happier life.

People who do regular activity have a lower risk of many chronic diseases, such as heart disease, type 2 diabetes, stroke, and some cancers.

Research shows that physical activity can also boost self-esteem, mood, sleep quality and give us more energy, as well as reducing your risk of stress, depression and dementia.

What's recommended?

It's recommended that we are active for 150 minutes a week; this should be at a moderate level, so something that gets your heart rate up, makes you sweat and gets you a bit out of puff.

You can break this down into manageable chunks throughout the week so perhaps 30 minutes, five days a week with those 30 minutes being in 10 minute sessions if it's easier.

Get started

Increasing your activity levels doesn't have to be an arduous task, there are lots of easy ways you can fit it into your day. Here are some simple tips you could try:

- Use the stairs instead of the lift
- Pop out at lunchtime to get some fresh air and a 10 minute walk
- Active Commute – cycle or walk to work
- Get off the bus a stop or two early and walk
- Stand up in a meeting – set a new trend and encourage your colleagues to join you
- Stand to take phone calls, the less time sitting the better
- Sign up for the workplace challenge, at www.workplacechallenge.org.uk
- Splitting your activity up in manageable 10 min chunks makes it easier to tackle to begin with. Look around your house and garden, you have your own gym there waiting for you. Turn those chores and jobs into mini activity sessions – just make sure you do them with some vigour.

Visit the Health and Wellbeing section of the intranet for details of local gyms and leisure centres offering NHS staff discounts, plus local walking routes to try.

Find out more about activities and clubs in and around Swindon at the Live Well Hub – call them on 01793 465513 or email livewell@swindon.gov.uk.

For more information, email samantha.walklett@gwh.nhs.uk

Health benefits

It's medically proven that people who do regular physical activity have:

- Up to a 35% lower risk of coronary heart disease and stroke
- Up to a 50% lower risk of type 2 diabetes
- Up to a 50% lower risk of colon cancer
- Up to a 20% lower risk of breast cancer
- A 30% lower risk of early death
- Up to an 83% lower risk of osteoarthritis
- Up to a 68% lower risk of hip fracture
- A 30% lower risk of falls (among older adults)
- Up to a 30% lower risk of depression
- Up to a 30% lower risk of dementia



NICE approves pioneering cancer treatment

A GROUNDBREAKING cancer treatment is to be made available to NHS patients at the GWH following its approval by the National Institute for Health and Care Excellence (NICE).

Unlike traditional methods, intraoperative radiotherapy involves giving breast cancer patients a one-off dose of radiotherapy while they are still in the operating theatre.

It has the potential to save up to 120 local women from making daily trips to radiotherapy centres in Oxford, Bath and Cheltenham for treatment in the weeks following surgery.

Other advantages include patients experiencing less pain and sensitivity, a reduced risk of infection and faster recovery times.

GWH may be one of only six hospitals in the UK to provide this pioneering treatment, once funding from NHS England is made available later in the year.

The state-of-the-art equipment used for the procedure, which was part funded through an appeal by Brighter



Futures, has been at GWH since 2015 but has only been used sporadically as part of a pilot project.

Speaking in 2015, Nathan Coombs, Consultant Breast Surgeon, said: "I know from experience that, following surgery, women face an uncomfortable wait of several weeks before they can begin radiotherapy. During this time, it is only natural that patients worry about tumour development.

"It feels amazing to be able to say that we now have the ability to significantly reduce that anxiety. Any treatment that can make the cancer journey a little bit easier is a wonderful thing."

Although NICE has recommended the controlled use of intraoperative radiotherapy, it also said that patients should be fully consulted on its risks and benefits before consenting to the treatment.

NEWS IN BRIEF

Your help needed for worthy cause



THE Trust's Director of Governance and Assurance, Carole Nicholl, has launched a campaign called Sewing for Others, which aims to make 2017 dresses out of pillowcases for children in Africa, while raising money for Brighter Futures.

Carole, who has her own sewing business, was inspired by an American organisation called Little Dresses for Africa whose idea is now being embraced globally.

It's a great project if you want to learn to sew and the simple design allows anyone to get involved.

Wearing a new dress is a real treat for the girls and importantly as they grow they can continue to use the dress as a top thanks to the flexible design, which includes pockets to keep any belongings safe.

The dresses are made from 100% cotton pillowcases which is important as they will be washed in rivers or buckets and scrubbed with rocks, so must be hardwearing.

The dresses are being donated to a pre-school in a village just outside Nairobi in Kenya.

In Kenya you have to pay for schooling and most families struggle, so the project also tries to provide paid work for the mothers through sewing.

Volunteers are needed to make dresses. Whether you're an experienced seamstress or a complete novice please give it a go!

We're also seeking donations of clean pillowcases and sheets in good condition and cotton reels, elastic and cotton fabrics.

Cash donations are also welcome.

If you would like to make a donation or get involved, contact Carole Nicholl on 01793 605171 or carole.nicholl@gwh.nhs.uk

New e-roster system launched

THIS spring, the current e-roster software we use, SMART, is being replaced with a new system, called Allocate HealthRoster, to support easier rostering and safer staffing.

The first wards have already begun using the new staff management and workforce planning software, with Allocate being introduced to all wards and departments over the next 12 months.

Allocate is already used by over 60 per cent of NHS trusts and provides a consolidated view of all staff groups and all staff types, whether substantive, bank or agency.

It also provides a single view of patients and staff, so roster managers can make decisions with rostering, by matching the skills of staff with the needs of patients.

The system is easy to use and its roster analyser tool has all the information you need to know on one page. It even shows you how well the roster is working with icons ranging from sunny to stormy!

Deborah Phair, a Senior Sister on Woodpecker Ward, recently received her training.

She said: "It's a huge improvement. The roster analyser shows me on one page what I need to know to manage my roster effectively.

"I can already see it's going to save me time with functions like being able to block approve annual leave, rather than approving one request at a time like in SMART. You can put in more rules and personal patterns which give you a more accurate auto-roster, saving admin time."

Teams will be contacted with a date for when they will be trained and begin using Allocate HealthRoster.

Additional tools we will be using SafeCare is a tool which provides a single view of the workforce and the acuity of individual patients so roster managers can ensure they have the right staff to ensure safe care.

BankStaff is a tool which provides bank staff with a dedicated website to manage their shifts which can be accessed from anywhere, such as a smart phone.

For more details, contact the Project Team on 01793 607443 and ask to speak to Karen Gregory, Project Manager or Keziah Hull, Project Coordinator.

New rules on overseas visitors

CHANGES to the way that people from outside the UK access healthcare on the NHS are being introduced this spring.

From 1 April, all overseas visitors will have to pay for any non-urgent treatment before they receive it, under plans being put forward by the government.

It means that any person whose usual place of residence is outside the UK will be denied treatment unless it can be paid for in advance.

The new proposals, which will be introduced at all NHS hospitals over the coming weeks, form part of the government's plan to clamp down on so-called health tourism.

Emergency care will be unaffected by the new rules and remain exempt from up-front charges.

However, patients from overseas who require further treatment outside the Emergency Department will be asked for payment at a later date.

Staff at GWH, especially those who are commonly a patient's first point of contact, should already be asking if patients have lived in the UK for at least the last six months.

This is a legal obligation and should be asked to every person arriving at hospital, regardless of their age, sex, race or ethnicity.

Patients who respond negatively to this question will need to complete a Status Information Form, available on the intranet, and staff should alert the Overseas Admin Team as soon as possible by calling 01793 604467.

If a member of the team is unavailable, patients will need to take

their completed Status Information Form, along with any visas, passports and other documents, to the Cashiers Office on the ground floor of GWH.

Outside of office hours, the forms should be sent to the Cashiers Office to be dealt with the next day.

If the patient is not entitled to free NHS treatment, their medical team must draw up a draft treatment plan that will then be used to calculate costs.

The patient will then be charged before any non-urgent care or treatment can take place.

Find out more on the intranet, or contact Debbie Palmer, Overseas Visitors Manager, on 01793 604467 or debbie.palmer@gwh.nhs.uk

The Office

More than 50 people work in the Health Records department at GWH. Here we meet apprentice Daniel, one of a team of 15 who provides notes to outpatient clinics.

Your team can be stars of The Office – email StaffRoom@gwh.nhs.uk

AN apprenticeship in the Health Records department at GWH has proved to be something of a dream role for Daniel Kerley.

Daniel had been working with the Prince's Trust and was encouraged by his tutor to apply for an apprenticeship here at the Trust. He had previously worked in a health records department at a hospital in Plymouth on a fixed term contract.

After missing out on a role in Finance, he was please to land the Health Records apprenticeship. "I really wanted this one," he said.

There are more than 50 people working in the Health Records department, doing a variety of roles. Around 6,000 case notes a week are pulled for outpatient clinics – and they all need to be filed away when they come back to the department! Part of a team of 15, Daniel's role is to provide notes to clinics so they have all the notes to hand for outpatient appointments.

Julie Taylor, Health Records Manager, explains the process: "We have a Case Note Tracking system which runs through Medway and tells us where any set of notes is at any given time.

"Daniel has been allocated ophthalmology clinics. He works from the clinic lists which identify the location of each patient's case notes, and he goes out and about around the hospital finding any notes which are located outside of Health Records. He then returns to his desk where he

prepares the notes and then delivers them to the eye clinic at the end of each day.

"Anything that isn't found is passed on to our Queries team who will then do a more extensive search."

Daniel says he has felt happy in the role from day one. He said: "I love coming into work every day. The first few days were quite daunting, as there is a lot to take in. But then I felt much more comfortable, and felt part of the team.

"Everyone is so nice and helpful and there is lots of office banter. It's a positive place to work and I feel very confident. I am happy to learn anything and everything to develop my skills. I could work here forever!"

Health Records currently has two apprentices and the team is now looking for a third. Each apprenticeship lasts for a year.

Julie said: "The plan is to rotate their roles every few months so they each get to pull and prep notes for clinics, work with the document scanning team and deal with subject access requests, which involves responding to



Apprentice Daniel Kerley with Health Records Manager Julie Taylor

requests for copies of records and understanding the Data Protection Act."

➤ You can find more information about apprenticeships on our website.

Bargain corner

IF you know about a local staff discount or special offer, then don't keep it to yourself! Share it with your colleagues by emailing details to staffroom@gwh.nhs.uk. Don't forget to check out the Benefits, discounts and offers page in the Staff Area of the intranet for all current offers.

Check out the **Childcare Salary Sacrifice Scheme** for details of how you could save on tax, national insurance and pension contributions on the cost of childcare.

Share your stories with us

STAFF Room is very much your newspaper and we are always keen to hear your news and success stories so we can share them with colleagues across the Trust.

We'd particularly like to hear from our new colleagues in the Swindon Community. We're keen to find out more about what you do, how your work is helping patients closer to home and what makes you proud to work in the NHS!

We'd also be delighted to hear your feedback and your ideas for how we can make Staff Room even better.

If you or your team would like to be featured in a future edition of Staff Room or you think there's something we should be telling colleagues about, then please let us know.

➤ Email us at StaffRoom@gwh.nhs.uk or call 01793 604431.

Coffee break quiz

SPRING has well and truly sprung, so why not spend five minutes on this spring-themed quiz.

Please fill in (or photocopy) the form and send to: **StaffRoom** competition, Communications team, Trust HQ, Great Western Hospital, Marlborough Road, Swindon SN3 6BB, or send via internal mail to Communications if you're at GWH. You can also email your entries to StaffRoom@gwh.nhs.uk

The closing date for entries is **Friday 5 May**.

Answers to the last issue's quiz are on the intranet.

• Well done to **Martina Sprosson**, who works in Day Surgery, whose correct entry was first out of the hat last time.

Entry form

1) When was the spring equinox this year?

.....

2) What kind of animal is a springbok?

.....

3) In which US state is Palm Springs?

.....

4) Who is the Greek goddess of spring?

.....

5) Alice Springs can be found in the Red Centre of which country?

.....

6) Which band did Dusty Springfield sing with on **What Have I Done To Deserve This?**

.....

7) Who said 'You can cut all the flowers but you can't stop spring from coming'?

.....

8) Who is known as The Boss?

.....

9) Who wrote I Wandered Lonely as a Cloud (aka Daffodils)?

.....

10) What's the scientific name of the daffodil?

.....

11) Which famous children's character said "The spring has sprung, the grass is rizz. I wonder where them birdies is?"

.....

12) In which children's Disney film does the classical music piece Rite of Spring appear?

.....

Name

Dept/ward

Contact number

Closing date is **Friday 5 May**.

StaffRoom

Social circle

CHECK out our Facebook page and Twitter feed to find out what's happening across the Trust and get involved too!

Go to www.facebook.com/GWHNHS for the latest news, information, photos and videos.

Follow us at www.twitter.com/GWH_NHS for up-to-the-minute news and updates.

➤ If you have any comments about our social media channels, please contact the Communications team at comms@gwh.nhs.uk