

# anthem



## Meet Linda and Sadie

Two of our nursing development successes! On page 4

### Also in this issue:

Farewell to a special colleague

Gynaecological first for Hartlepool

First specialised mental health neonatal peer support

Photos from our intrepid charity Great North Run participants and Yorkshire Three Peaks conquerors

And much, much more.



Chief Executive Julie Gillon

## Welcome to Anthem

Our Trust is always a busy place to work and this summer and autumn has been no exception.

Once again, I'm proud to lead such a committed, skilled and compassionate team.

As well as the care you provide others, it's important to take time for yourself.

In this issue of Anthem, our commitment to staff care will be clear.

Read on for more details about our staff financial health and wellbeing event which highlighted the extraordinary levels of support available for colleagues, both internally but also services kindly offered by external partners.

Our excellent health and wellbeing magazine was in the spotlight after being shortlisted for a prestigious national award in recognition of its staff-focused advice and guidance.

Exercise is always a benefit physically and mentally so I was thrilled to read about our colleagues who enjoyed the Great North Run and the Yorkshire Three Peaks challenge, getting their blood pumping while raising vital funds for our Trust charity.

Time away from work to indulge creative arts is also an important element of self-care. In this edition of Anthem, you will read about two of our colleagues who have each published books which creatively tackle the challenges their demanding roles present.

Each one of you does an incredible job, playing a vital role in delivering only the best health care to our population. Please take the time to care for yourself as well.

Thank you.

Julie Gillon, chief executive

 WORLD LAND TRUST™ This newsletter has been printed on carbon balanced paper. (CBP006693) [www.carbonbalancedpaper.com](http://www.carbonbalancedpaper.com)

## Farewell to a special colleague

We recently said a fond farewell to Dr Chris Tulloch on his retirement from the Trust.

Qualifying as a doctor in 1977, Chris specialised in surgery but also acted as the Trust's clinical cancer lead and deputy medical director during his decades of service to the NHS.

Chris, who has worked at the Trust since 1992, said: "It's been a wonderful privilege working here.

"For the first ten years, I was dedicated to clinical care. But over time, I moved into leadership roles where I was able to provide support and training for my colleagues.

"This feels like the right time to go but I will miss my colleagues and friends, and I will always miss caring for my patients. It's been a blast!"

Julie Gillon, chief executive, said: "Chris' honesty and integrity is always refreshing.

"His courage to challenge is second-to-none and he always sets out to do the right thing. He has always been a huge advocate for our Trust and I know that will continue.

"As one colleague said: If plan A doesn't work, Chris doesn't use plan B – he encourages you to create a better plan A.

"Everyone at the Trust wishes Chris only the very best of retirements."

Chris lists his career highlights as:

- Developing the University Hospital of Hartlepool's orthopaedic facility, which Chris refers to as the 'jewel in my crown'.
- Increasing the Trust's orthopaedic service from three to 22 consultant surgeons.
- Being part of developing the CareScan+ technology, which increases patient safety by scanning medical equipment and items such as replacement joints to ensure the correct item is being used.

Chris admits to an unusual inspiration leading him to a medical career – the classic movie MASH, the black-comedy about surgeons during the Korean war. Chris commented: "Those surgeons looked like they were having the time of their lives while doing that difficult job. I thought I'd like to do that!"

With retirement on the horizon, Chris is looking forward to spending more time with his wife Lesley, and their grandchildren. He is also taking up an advisory role with NHS England to help lead the recovery of the orthopaedic services in the North East and North Yorkshire in the wake of the COVID-19 pandemic.

Colleagues across North Tees and Hartlepool NHS Foundation Trust and the wider clinical community wish Chris Tulloch a long and happy retirement.



Dr. Chris Tulloch

## Warm welcome for the George Cross

The passing of Her Majesty The Queen was a sad moment for the country. But it was also a moment of reflection for the Queen's impact on our country and on the NHS.

Earlier this year, the NHS was awarded the George Cross from Her Majesty in recognition of its service to the nation.

Chief Executive Julie Gillon said: "For 74 years the NHS has been at the forefront of delivering care to the UK and everyone at North Tees and Hartlepool NHS Foundation Trust is committed to doing their bit to improve the health of our local population.

"Receiving the George Cross is a wonderful recognition of that commitment and I know I can speak

for all Trust colleagues when I say how honoured we are to be given this historic accolade.

A handwritten, personal message from The Queen in support of the award, read:

"It is with great pleasure, on behalf of a grateful nation, that I award the George Cross to the National Health Services of the United Kingdom.

This award recognises all NHS staff, past and present, across all disciplines and all four nations.

Over more than seven decades, and especially in recent times, you have supported the people of our country with courage, compassion and dedication, demonstrating the highest standards of public service.

You have our enduring thanks and heartfelt appreciation.

"Elizabeth R



The handwritten note from HM The Queen

You have our enduring thanks and heartfelt appreciation.

## Staff wellbeing and leadership initiatives get national recognition

The delivery of two new projects for staff around wellbeing and leadership has seen the Trust earn national recognition.

The Trust was highly commended in two categories of the NHS Communicate Awards – which celebrates the achievements of communicators across the health service.

The two categories – health and wellbeing and internal communications and staff engagement – marked the delivery of two projects over the last 12 months.

Earlier this year, the Trust launched a special 'Health and Wellbeing' magazine, written by staff and for staff to promote physical and mental wellbeing.

The free publication, produced every three months for the organisation's 5,700 staff, was borne out of the COVID 19 pandemic and the pressing need to help staff unwind and recharge.

The Trust was also recognised for its '100 Leaders' programme, which challenged staff to be the drivers of courageous change for the benefit of their wellbeing and patient care.

The project, which encouraged staff of all levels and disciplines to work together, has already helped deliver 10 successful improvement initiatives.

100 leaders cohort Pack 1 leaders



Copies of the Health and Wellbeing Magazine

Ruth Dalton, associate director of communications and marketing, said: "We are so proud to have gained national recognition for two outstanding projects which have undoubtedly benefitted staff wellbeing and patient care.

# From domestic to nurse, now is the time for Linda's healthcare career

Hartlepool nurse Linda Robinson has gone from a domestic to a nurse thanks to support from North Tees and Hartlepool Foundation Trust.

**The 53-year-old started working for the Trust in 1997 as a theatre domestic while supporting her young family.**

Linda's role involved supporting the theatre surgeons, even ensuring they had sandwiches and refreshments during their shifts.

Linda has since worked her way up the career ladder, taking on positions such as a theatre support worker and associate practitioner to enhance her knowledge even further.

Linda said: "My dream has always been to be a nurse but I got married and had my children young. It is now my time to pursue a career in the medical profession.

"At 46-years old I completed my Adult Nursing degree at Teesside University, something I never thought was possible for me to achieve.

“My dream has always been to be a nurse.”

"My husband has been instrumental in my development; he even taught himself my course mathematics to help me learn medicine calculations!"

Linda's work is so well respected that she won a Shining Star award following a nomination from a theatre surgeon. Winning the accolade, which the Trust awards to high performing staff on an annual basis, helped her gain confidence to move upwards in her healthcare career.

"Starting as a domestic and working my way to nursing has taught me the importance of teamwork, that each role plays an important part in the hospital environment."

Now working as a scrub nurse, Linda's primary role is to assist surgeons during operations.

Clinical Director, Anil Agarwal, has worked with Linda since 1997 and watched her professional journey in the Trust.

He said: "To see Linda make her journey from a domestic to theatre support worker, associate practitioner, staff nurse and now a leader is nothing short of an admirable and inspirational story.

"Her story is dedicated to all who believe in themselves and the organisation that they work for."

Linda said: "I am not planning on slowing down soon. The opportunities that the Trust has given me has made me hungry for more.

"I am now taking part in a 100 leaders programme outside of my role, helping to develop a charity shop at the University Hospital of North Tees.

"The Trust has supported me every step of the way during my career journey and I'm eternally thankful."

Check out our website for a list of the current jobs available at North Tees and Hartlepool: [www.nhs.nhs/jobs](http://www.nhs.nhs/jobs)



Linda Robinson

# From medical volunteer to specialist nurse, Sadie is a trailblazer in her career specialism

A Stockton-on-Tees nurse is shaping the future of healthcare in her new women's health role.

**Norton based Sadie Hewson joined the Trust in 2017 as a volunteer before undertaking her Adult Nursing degree at University of York.**

Originating from South Carolina USA, Sadie needed practical experience to pursue her dreams of working in a UK healthcare setting.

Her voluntary duties included serving food, assisting in feeding patients, visiting and keeping patients company.

She is paving the way for specialist care in her field through handling complex cases and providing patients with emotional and physical support.

Sadie said: "I am incredibly grateful for this new position. I love the fact that I can use my natural empathy to understand patients' experiences and change their outcomes.

"People don't realise how beneficial outpatients is for those in the healthcare profession who want to gain wide ranging medical experience.

"They took a fresh graduate unsure of her next steps and allowed her to find passion and a speciality. I'm now ready to take this learning and put it into professional practice."

Check out our website for a list of the current jobs available at North Tees and Hartlepool: [www.nhs.nhs/jobs](http://www.nhs.nhs/jobs)

“I love the fact that I can use my natural empathy to understand patient's experiences and change their outcomes.”

The 28-year old said: "I knew that I wanted to work in the medical field from the age of six. I was in and out of hospital due to a benign tumour so it was the hospital exposure that made me realise my passion."

After completing her degree in adult nursing, Sadie returned to North Tees to work in the community before joining the outpatients department.

It was here that she gained experience in a wide range of medical disciplines, discovering her passion for gynaecology and women's health.

Sadie commented: "As a woman I think that we always have a natural curiosity for women's health. I had never had exposure to this field until working in outpatients and it was here I fell in love with it.

"North Tees gave me opportunities to grow and learn in healthcare. I am forever grateful for the support I have received, especially from my Line Manager Sandra Burdiss and other management who supported my interest and ability to progress.

"From day one of volunteering at North Tees I knew that I'd dedicate my career to the place that trained and supported me."

Sadie's next challenge is undertaking the role of urogynaecology specialist nurse, a senior position that is new to North Tees.



Sadie Hewson



The University Hospital of Hartlepool gynaecological team

## Gynaecological first for Hartlepool

The University Hospital of Hartlepool is once again leading the world in the treatment of gynaecological conditions with a new, advanced outpatient procedure.

The Sonata procedure uses radio frequency ablation (burning or freezing) of benign non-cancerous growths that develop in or around the womb (called fibroids) for treating women with heavy menstrual bleeding. The innovative procedure avoids the need for major surgery like hysterectomy and myomectomy.

**“The staff were lovely. Given the current pressures of today, it is very heart-warming to know everyone cares. I received proper nursing care.”**

Pioneered by the hospital as a day case operation under general anaesthetic in 2021, the team has now refined the process as an outpatient appointment using only local anaesthetic.

The patient, whose identity has been anonymised for clinical confidentiality, said: “The staff were lovely. Given the current pressures of today, it is very heartwarming to know everyone cares. I received proper nursing care.”

## Hartlepool nurse pens emotional novel about love and loss

An award-winning community district nurse and author has published a fictional book about the hardships of mental health

Jenny Hutchinson wrote ‘Mint’ under the pseudonym Cher Graiden, as a result of losing those around her to suicide over lockdown.

Described as a ‘gritty romance novel about loss and love’, Mint tells the story of Charlotte who, going through hard times herself, has a chance meeting with a man contemplating suicide on the top floor of a building.

Jenny said: “I write as a hobby and during lockdown there was a high number of suicides amongst family and friends. It was a difficult time for everyone and it became a choice of novel for me.

“Mental health services are so important but I also wanted to highlight the significance of talking things through with those around you.”

Earlier this year, Jenny won a Local Nurse of the Year award for Mint after being nominated by multiple people – including someone whose brother died from suicide.

Mint isn’t Jenny’s first excursion into the literary world – she has previously published two children’s books – Harry Hotdog and Elden the Owl.

To find out more about Jenny’s books, visit: [www.chergraiden.co.uk](http://www.chergraiden.co.uk)



Jenny Hutchinson

## International success for judo instructing hospital porter

Twice a week, kitchen porter David Francis swaps pushing trolleys of food for throwing willing volunteers onto mats in his role as one of the region’s judo coaches.

David is celebrating a personal triumph as his son and lifelong student, Colin, won the silver medal in this month’s International Judo Federation World Masters in Krakow, Poland. Colin who is also a Royal Marine, narrowly lost to his opponent in a tough final bout.

David, who holds a fifth Dan black belt, said: “I was watching the tournament live on the International Judo Federation website.

“It was a really tough draw and Colin had the most bouts to get to the final – he didn’t get any byes or easy ways through.

“He did his best and that’s what counts. Winning a world silver medal is a great achievement for Colin, his Marine Company and our club. I’m really proud of him.”

Colin’s Peterlee Judo Club trains every Monday and Thursday evening at Peterlee Leisure Centre. To find out more about joining the club, visit the club’s Facebook page ([www.facebook.com/peterleejudoclub878](https://www.facebook.com/peterleejudoclub878)) or call 01429 882003.



Colin Francis (white gi) in action during the tournament © International Judo Federation



Colin Francis (white gi) in action during the tournament © International Judo Federation

## Making every contact count

Patients can expect a more thorough look at their health as we pledge to ‘make every contact count’.

Making Every Contact Count (MECC) is a simple but effective health intervention. MECC enables the opportunistic delivery of healthy lifestyle information and encourages individuals to engage in conversations about their health.

Encouraging individuals to talk about their health in more general terms can open up opportunities to signpost and support with maintaining a healthy weight, drinking alcohol sensibly, exercising regularly, quitting smoking and looking after their wellbeing and mental health.

Senior Clinical Professional Physiotherapist Kath Tarn is leading on the development of the introduction of MECC. She said: “Making Every Contact Count is health care in its purest form. It’s about early identification of health issues and prevention.

“So, while we may be treating the patient to help them recover from a broken leg, we’ll be taking a broader look at their health to offer any additional support.”



Senior Clinical Professional Physiotherapist and MECC lead Kath Tarn

# First specialised mental health neonatal peer support for pregnant families

Parents dealing with the shock and stress of a preterm or a seriously ill baby are now being offered expert mental health help to support them while their baby is being cared for.

Leo's Neonatal, an award-winning regional charity which provides specialised mental health support for families who have preterm or sick babies, has launched a new service at the Trust.

The charity was founded by the mother of twin boys who were cared for by the team on the Trust's special care baby unit. One of the boys, Leo, sadly died, prompting mum Lottie King to set up the charity to help support other parents.

Commissioned by Tees, Esk and Wear Valley NHS Foundation Trust, Leo's new pregnancy service will provide dedicated support to families whose babies require neonatal care. Support is also available for expectant families who have experienced a previous neonatal stay or loss.

It is the first specialist service of its kind in England and will provide an array of bespoke care to families, including dedicated peer support, counselling therapies, pregnancy relaxation and bespoke pregnancy journals.

Nicola Threadgold, lead midwife sonographer, said: "The aim of this partnership is to help reduce anxiety and worry for families.

"Having a seriously ill baby is an incredibly worrying time for a parent. Providing a targeted support service to complement the work of our specialist preterm birth clinics can only help parents through this most difficult of times.

Having a seriously ill baby is an incredibly worrying time for a parent.



Lottie King, charity founder, and her son Oska shortly after he was born at 25 weeks gestation weighing less than a bag of sugar



Oska at 3 months old in the neonatal unit with his big brother Dax

Leo's charity was set up after the sad death of Lottie King's son Leo at just four hours old after a 25-week gestation. Leo's twin brother Oska was born four days later and would go on to spend more than 100 days on the special care baby unit at the University Hospital of North Tees in 2015 before going home.

Lottie King said: "I set up Leo's charity after realising the lack of mental health support for parents like me.

We now help families across the region with specialised neonatal peer support and an array of targeted neonatal counselling support. We also run lots of sessions which families can attend such as swimming, messy play, yoga, massage, and sensory play groups.

Leo's Neonatal was awarded a Prime Minister's Points of Light Award for its work in providing care and support for neonatal families during the COVID 19 pandemic, with the former Prime Minister Boris Johnson commending the charity: "The work that you do helps so many and is a wonderful tribute to Leo.



Nicola Threadgold, lead midwife sonographer



The Bluebell Suite

## New activity room to help patients who need enhanced support

Our new Bluebell Suite, which provides patients requiring enhanced care support with a safe place to take part in supervised therapeutic activities, is up and running.

The calming environment of the suite features books, board games, a TV, music and even a 'magic light table' which projects various images and games which can be interacted with, such as a football game.

Enhanced Care and Activity Room Coordinator Nicola Murphy said: "Patients will be able to spend time in the activity room, socialise and have a bit of fun and make being in hospital more pleasant. The suite room will play a vital part in their ongoing care while in hospital.



Before the renovation

Enhanced Care and Activity Room Coordinator Nicola Murphy

## New Hartlepool wellbeing space to benefit staff

The new Rainbow Garden at the University Hospital of Hartlepool has been opened – thanks to some generous support from our partners.

The garden area – a peaceful space for staff with tables, chairs and umbrellas – is located in the courtyard beside the former restaurant area.



New Hartlepool wellbeing space to benefit staff

The garden has been a project led by Stephen Shaw in supplies and Sally Stephenson in facilities, and supported with funding by the Trust's charity and by several very generous businesses (listed below).

The tables and chairs, bought through Marmax Products Ltd, are made from 100% recycled material – fitting in well with the organisation's green agenda.

Thanks goes to the following companies for their support: Anetic Aid Ltd; GT Cleaning; Envirogen Group; V-M Orthotics Ltd; Group Tegula; R Biopharm AG; Neo Property Solutions; Meltemi; Knowles Fleet; Cooltech Refrigeration; Ward Hadaway; Teal Healthcare and GAMA Healthcare.



I think about the challenges our patients face and they inspire me to test myself.

## Yorkshire Three Peaks challenge

Huge congratulations to the team of 31 who successfully took on the Yorkshire Three Peaks challenge – which takes on the peaks of Pen-y-ghent, Wherside and Ingleborough on a 24 mile circular route.

Emily Baker, a staff nurse in critical care who took part, said: "I think about the challenges our patients face and they inspire me to test myself. The sense of achievement I felt afterwards gave me memories I will carry for a lifetime."

A huge thank you to Liza Hudson for transporting many of our walkers to and from the challenge.



## Great North Run fantastic 60

Sixty people – staff, loved ones and members of our amazing community – crossed the finish line at South Shields in the Great North Run.

Doctor Lottie Ayres Nicholson, a community pharmacist, took part as thanks for the care given to her son, Rudy, when he was born six years ago following complications.

She said: "To raise money for the organisation who helped me was so special."

A huge thank you goes to everyone who took part, donated and supported – including NTH Solutions, Tesco (Durham Road, Stockton) and Teesside University and Corporate Personal Wellbeing in Darlington for providing well earned post race massages.

To sign up to next year's Yorkshire Three Peaks and Great North Run, or to get involved in other fundraising events, contact [suzi.campbell@nhs.net](mailto:suzi.campbell@nhs.net) or 07517 829331.



# NORTH TEES + HARTLEPOOL TOGETHER

## Winter fundraising

This Christmas we have lots of fun charity activities for you to get involved in.

Small donations go on to make a big difference, however you want to get involved we are always thankful for your support. If you would like to support your hospitals charity in another way please contact **Suzi** on [suzi.campbell@nhs.net](mailto:suzi.campbell@nhs.net) or at 07517 829331.

## NTH Christmas jumper day

Kick off a December weekend in style boasting your finest Christmas jumper on Thursday 8 December 2022.

This is your opportunity to come together with your departments and teams and help support the Trust's charity. It takes £2 (or whatever you can afford) to take part and all we ask is that you dust off your best jumper and take part!

But if Thursday doesn't work for you, do it on the Friday or whenever you want.

If you are unable to wear a jumper due to the nature of your role, why not consider a pair of novelty socks or dress your pets up instead? Get creative with how you help support. All donations go on to make a difference to the care we offer our patients and the support we can offer our staff.



Whatever you do we would love to see your photos so please send them to: [nth-tr.charity@nhs.net](mailto:nth-tr.charity@nhs.net) or 07517 829331

To take part please text\* **JUMP** to **70480** with how much you would like to donate with a £. For example to donate £2 text JUMP£2 to 70480.



You can also donate online by scanning the QR code:

\*Texts will cost the donation amount plus one standard network rate message, and you'll be opting into hearing more from us. If you would like to donate but don't wish to hear more from us, please text JUMPNOINFO instead.

## Boxing Day Dip 2022

Looking for an event to cure your late festive blues? Well come join us and get your feet wet in the wintry waves of the North Sea on Monday 26 December.



The annual Boxing Day dips at Redcar and Seaton Carew have become a tradition over their 98 year combined history, with hundreds taking part in this family-friendly outdoor event every year.

Pay your non-refundable registration fee online (via the QR code below), which covers the insurance and event costs the event organisers need to pay to those who facilitate the dip.

As part of the registration process we will ask each 'dipper' for the following information:

Name, address, mobile number and the name and number of your emergency contact.

All dippers MUST be registered to take part. For your safety you will not be allowed to take part if you haven't registered.



## Staff Lottery

The staff lottery gives you the opportunity to win 11 monthly cash prizes – perfect for some extra Christmas spending money!

Unlike other lotteries, you don't have to remember to buy a ticket for each draw. Once you have joined we will deduct the money from your salary each month and automatically enter your number(s) in the monthly draw. It costs £1 per ticket to enter (maximum five lottery tickets per person per month).

The more people that take part, the bigger the prize will be. You are in complete control of how many tickets you choose, and as well as being in with a chance of winning you also support the Trust's charity, North Tees and Hartlepool Together.

The lottery is exclusive to all paid employees of the Trust, NTH Solutions and Optimus Health Ltd.

For more information, please check out the lottery website: [www.nthstafflottery.co.uk](http://www.nthstafflottery.co.uk)



## Hartlepool teachers raise more than £2,700 for children in hospital

A group of teachers from a Hartlepool primary school have donated a fantastic £2,700 to make hospital stays a little brighter for poorly children.

Staff from Clavering Primary School organised a 26-mile sponsored walk from Robin Hood's Bay to Saltburn to raise a total of £2,778.75 for the Trust's play service.

The play service, made up by a dedicated team of play specialists, provide care and support for children and young people in hospital.

Matthew Stoddart, a teacher at Clavering Primary School, said: "Our aim was to raise enough money to fund toys, activities and equipment to make children's hospital stays a little easier and brighter.

"Thank you to everyone who supported us leading up to and on the day. It really made such a difference during the hardest parts of those 26 miles.

"It was a really tough challenge but we completed it."



## Physiotherapist raises £3,000 for children in hospital in 140 mile triathlon

Well done to physiotherapist Gordon Mitchell who has donated more than £3,000 to our children's ward after undertaking his ultimate challenge – his first ironman distance triathlon.

Having participated in triathlon events for years, 45-year old Gordon Mitchell decided to push himself to his limit and in July, he challenged himself to complete a full ironman distance event.

His aim was to complete the gruelling event – a 2.4 mile swim, 112 mile cycle and marathon run – in less than 12 hours to raise £1,000 for the children's ward at the Trust.

Within a month he had already smashed his original fundraising aim, ultimately tripling his target by reaching a whopping £3,061.73. And Gordon didn't just beat his fundraising target – he also surpassed his time target by completing the ironman distance triathlon in 11 hours and 43 minutes.

Gordon said: "There's so much you can achieve when you have a strong enough reason.

"Four years ago, I didn't think I would have completed a triathlon. But on the day of the race I knew I would cross that finish line.

"Now I'm looking at what I can challenge myself with next."



Thank you to Brian and Wendy Wiles and their family who have raised an incredible £3,052.50 for our breast unit in memory of their mum Ann Wiles.

The family raised the money by holding their very own event at Dorman's social club in honour of 85-year old Ann.



# Our first financial health and wellbeing event

Organisations across Stockton and Hartlepool came together to help colleagues in the region navigate the current financial crisis at our first event dedicated to financial health and wellbeing.

With over 25 exhibitors and internal support departments offering signposting, guidance and advice to delegates, the event was a 'dedication to Teesside health and care staff, and local businesses.'

Elizabeth Morrell, employee relations manager, said: "This special showcase was created as a direct result of a reward and recognition survey we delivered in June this year where

colleagues asked for greater clarity on the various discount schemes NHS staff can access and for help and advice with financial planning.

"We're very grateful to all the local firms and public sector bodies and our own colleagues who helped us by taking the time to come to the event and to offer their help and advice."

## Exhibitors included:

- Stockton ARC
- Miller Homes
- Virgin Money
- Blue Light (discount provider)
- Vivup (salary sacrifice provider)
- Cutting Edge (salon)
- Stockton Borough Council Welfare Team
- The Trust's psychology hub
- Alcohol and smoking cessation support teams
- Trust staff networks
- NTH Solutions
- Stockton Learning and Skills Council
- Pensions advice representatives

NHS England works with [www.moneyhelper.org.uk](http://www.moneyhelper.org.uk) to provide free, independent and impartial support for NHS colleagues. You can get in touch online or by calling: 0800 448 0826 (Monday to Friday, 8am to 6pm)



# Trust breast-screening unit recognised as second most successful in the UK in meeting targets

Committed staff working in partnership across different medical disciplines are celebrating after being named the second most successful unit nationally in meeting breast screening targets.

**NHS England has ranked the service at number two in the country for reaching what is called its 'round length' as well as consistently meeting other screening targets.**

Round length is the targeted period of 36 months when eligible women should be offered their consecutive routine screening appointments. The target requires the breast screening service to provide an appointment to each eligible woman within 36 months of their last screening mammogram.

Amanda Firby, breast screening and symptomatic services manager, said: "Our team, comprising of admin, clinical and managerial staff, has worked flat out since screening appointments began again.

"They worked extra hours and improved the speed of each appointment to clear the backlog, all while maintaining COVID-safe practices. The fact that only a few months after clearing the appointment backlog, we are back on target for offering routine screening appointments to clients screened 36 months ago, is extraordinary.

"I'm so proud of them all and just thrilled to be ranked so highly in the country."

Lead Breast Radiologist and Director of Breast Screening, Dr Anuradha Anand said: "This service is real partnership work in action.

"The breast screening team perform and assess mammograms, with any lady with an "abnormal" result called back for further investigation.

"The screening team then carry out further assessments using imaging and biopsies which are examined by our colleagues in the pathology service. If the biopsies reveal a cancer, we refer the patient to the surgical team.

"Our breast care nurses form a support system for the patient throughout their whole journey. They are there for our patients for any queries along the way.

"We're all very proud that that NHS England and the screening commissioners have commended us so highly."



The breast unit team

# Alcohol care team launches in Stockton

Patients with alcohol-related harm issues are now receiving faster, more effective support thanks to the introduction of an expert alcohol care team.

**Led by Specialist Nurse Hayley Douglas and Neil Parks, an associate practitioner from gastroenterology, the team will support in-patients with alcohol-related conditions.**

Neil said: "We will be on the wards, working with the nursing team, medical staff and the patients to ensure that all of the patients' alcohol-related needs are being met and supporting the staff to prescribe the right course of withdrawal medication to help the patient as their treatment continues into the community."

Hayley commented: "Alcohol dependency is a disease, not a choice.

"The best way to deal with it is to treat it as a disease and support the patient throughout the withdrawal process and beyond."



Neil Parks, associate practitioner from gastroenterology, and Specialist Nurse Hayley Douglas

# Trust shows its pride in face of LGBTQ+ award loss

Our Trust is continuing its work in creating an LGBTQ+ friendly environment for our services after an awards ceremony recognised its contribution to healthcare within the LGBTQ+ community.

**North Tees and Hartlepool NHS Foundation Trust was nominated for the 'Positive Impact on LGBT Health award' at this year's LGBT Alliance Awards held on Friday 23 September by Teesside LGBTQ+ charity Hart Gables.**

While the award was ultimately won by Tees Esk and Wear Valley NHS Foundation Trust, our Trust was nominated by a staff member at the local charity for our recent work in making our hospitals an inclusive place for members of the LGBTQ+ community.

Matthew said: "Congratulations to Tees Esk and Wear Valley NHS Foundation Trust.

Of course we're a little disappointed but just to have our work recognised by an LGBTQ+ charity means so much.



Nicola Hogarth, Matthew Anderson and Sarah Lewis and Andy Towers, from Hart Gables

As a group, the LGBTQ+ staff network's main aims are to support our colleagues, raise awareness of issues and to take action to make our Trust a better place for staff to work and more accessible for LGBTQ+ patients. We know we still have work to do but it's fantastic to see that the things we're doing are already having an impact.

The staff network at the Trust is already looking towards its next initiatives to ensure the organisation is continuing on its path as an LGBTQ+-friendly organisation. This includes validating the organisation on Stonewall's UK Workplace Equity Index.

# Ukraine appeal – medical supplies arrive on frontline thanks to generous community

Thanks to money raised by you, our amazing community, a huge delivery of vital first aid kits arrived in war-torn Ukraine.

**Earlier this year, the fundraising team launched a campaign to help people in Ukraine impacted by Russia's invasion.**

Partnering up with Vladyslav Vovk, one of the Trust's foundation doctors, as well as other medics and health trusts across the region, more than £25,000 has been raised.

This has been invested in more than 170 individual first aid kits – which were delivered to Mykolaiv, in the south of the country – after the Trust enquired about equipment needed on the frontline.

The kits contain items including bleeding control and wound treatments, tourniquets, chest seals and combat gauze.

This is the second delivery the organisation has made to Ukraine – following a collection of a range of medical supplies

organised by the Trust's subsidiary company, NTH Solutions.

Vlad, who was born in Ukraine and grew up there before moving to the UK, said: "These kits will save the lives of so many people – and it's all thanks to the generosity of so many people in our community.

"I can't thank people enough for all of their support. These kits contain everything needed for life saving critical care on the battlefield."

Working with the Trust's fundraising service and the communications and marketing team, the organisation's staff and community have also helped raise a huge haul of goods over the last few months.

This includes tinned food, toiletries and clothing for innocent civilians and refugees.



Foundation doctor Vlad Vovk with some of the supplies

# Baby Lara leads the way as Hartlepool walking group raises cash for breast unit

A group of Hartlepool women have raised money for breast care at our Trust during their annual charity walk.

The ladies completed a seven-mile walk in June, led by nine-month-old Lara, the niece of one of the organisers – all while collecting money for our breast unit.

The 10 women who took part in the group walk includes people who have been affected by breast cancer, either personally or through a family member's diagnosis.

This year they raised a total of £860.70 to go towards the purchase of equipment in the unit.

Val Kitching, a retired midwife from Hartlepool, organises the annual walk. She said: "We're very thankful to the generous people of Hartlepool who donated as we walked."

We do this walk every year to contribute, in our own small way, in improving this vital service for local people, and as a thank you for the care and support the breast care team provide to our community.

Breast Care Nurse Karen Milburn said: "We're so grateful for the funds these fantastic ladies raise for us every year and we really appreciate them taking the time out to continue supporting us."



The ladies in pink begin their walk from Hartlepool Marina to Seaton Carew with baby Lara leading front and centre

**“We're so grateful for the funds these fantastic ladies raise.”**



The ladies presented their cheque to lead breast care nurse Val Cross and breast care nurse Karen Milburn



Staff, parents and babies at the Rowan party in Ward Jackson Park, Hartlepool

## Community celebration held to mark success of Hartlepool maternity service

Parents and babies from the midwife-led Rowan unit at the University Hospital of Hartlepool opened during the pandemic, came together for a special community party to celebrate its success so far.

Since the service was opened in September 2020, its midwives have delivered 60 babies to parents across the area – as well as caring for more than 200 families.

The team offers holistic support to all of its women, including organised walks along the seafront, breastfeeding classes, active births and hypnobirthing.

The service also follows the Continuity of Carer initiative, which offers new mums the security of seeing the same community midwife throughout their pregnancy. Having the same midwife builds rapport and trust with the new mum.

The party at Ward Jackson Park was organised by midwife Tracy Scott-Barker and the team, with funding provided by local MP Jill Mortimer and the Trust.

Tracy said: "This party was our chance to bring our community of parents and their little ones back together with our team to celebrate."

"Since the service launched, the team has worked tirelessly to ensure women in Hartlepool can have their baby in the town."

"The unit really has become so much more than just that. We organise events such as our successful Beach Bumps walks along the seafront in the town, as well as expert advice and support."

"I am so proud of everyone involved and want to thank our whole community for their continued support."

Since being elected MP for the town last year, Jill Mortimer has helped support the service.

She said: "As chairman of the All-Party Parliamentary Group for Maternity it was a pleasure to spend time with the parents, babies and midwives of the Rowan Suite."

## Dementia team sets out its vision for next five years to improve care for its patients

The dementia team has launched its strategy for the coming years – setting out the key areas of focus.

These areas of focus have been identified by a host of specialists including the Trust's dementia team, Dementia Nurses Ste Nicholson and Janette McGuire, Dementia Occupational Therapist Laura Greig, patients and carers, the National Audit of Dementia and local Healthwatch groups.

Key areas in the new dementia strategy include patient centred care, education and training, communication, partnership working, therapeutic activity and wellbeing, supporting families and carers, living well at home and end of life care.

Ste said: "The strategy lays out everything we are planning to do to continually improve dementia care in the organisation. This dementia strategy takes on a new attractive format from previous ones and is full of familiar faces."

The new strategy also focuses on the areas which will be covered in the national audit. This measures against standards from professional guidance including NICE quality standards and guidance, the Dementia Friendly Hospitals charter and reports from the Alzheimer's Society, Age Concern and Royal Colleges.

There are three elements to the upcoming audit admission, inpatient dementia care and discharge, plus questionnaires for carers and patients.

At this organisation, we strive to be the very best we can be and I know this will be shown during this process.

Ste – with dedicated support from occupational therapist Laura Greig, who is a part of the Community Dementia Liaison service (CDLS) – will be leading on the organisation and completion of the national audit.

They would like to thank Debbie Fraser in clinical effectiveness and Charlotte Pett from patient experience who have provided support with the audit.

They would also like to thank the Trust's dementia champions, enhanced care team, volunteers, liaison psychiatry and all staff, for the dementia care they deliver, in particular the promotion of the All About Me and Johns Campaign.

To view the dementia strategy for 2022-26, visit: [www.nth.nhs.uk/about/trust/annual-reports-plans](http://www.nth.nhs.uk/about/trust/annual-reports-plans)



Laura Greig and Ste Nicholson from the dementia team

# Patient views!



Here is just a small sample of some of the lovely comments made by our patients about our colleagues and services.

**evansdae** Lisa looked after my mam when she passed away & she was amazing x I have not forgotten her ❤️xx

**Victoria Fawcett**  
Fantastic and **congratulations**, I had treatment from Professor Matt Rutter he is a brilliant consultant 🙌

**Eyv Hardwick**  
I came to you for an X-ray today - incredible service thank you

**Louise Braithwaite**  
Great to see inspirational nurses making a difference to patients and healthcare, well done 🙌 X

**Tracy Maddison**  
Well done Heart Failure Specialist Nursing Team xx

**Annette Millward**  
Enjoy your retirement Mr Tulloch, thank you for my right hip and both knee replacements. You showed such empathy to me when my husband was diagnosed with Myeloma, making sure he was in a stable position before my second knee replacement. An excellent Consultant to me for many years.

**Suzanne Gray**  
Caz was my midwife, lovely lady 🙌

**Jue Bardso**  
Very proud of our fab Tobacco Dependency Treatment Team and looking forward to supporting more patients across the Acute & Maternity setting 🙌

**Lynne Williams**  
Well done Sharon and team. Well deserved. 🙌🌟

**Marie Gawthorpe**  
Always going above and beyond 🙌

**Tracy Maddison**  
Well done Alison lovely feedback for a fab team. GO TEAM CENTRALISED ADMIN XX

**Bev Reilly** (She/Her) • 2nd  
Deputy Chair, at Tees, Esk and Wear Valleys NHS Foundation Trust (TEW...  
How wonderful. I remember Matt when I was a Staff Nurse in 1990 and he was a House Officer. Always kind, compassionate and caring. Talent shone through. We are very lucky to have him on our patch. Bx

**Jessica O'Brien-Blair**  
I will never be able to express how grateful I am to Linda, she is a fantastic nurse, mentor, leader and so much more, she is someone who I will always look upto, seek guidance from and always know as a colleuge and mentor she is someone who has the passion for the best care at the centre of everything xx

**Sharon Howells Was Thomas**  
It's our davido what a lovely man goes above and beyond and allways a pleasure to see brightens up any one day well done x

**Ann Elcoat**  
I had an endoscopic procedure at North Tees it was a lot easier than I thought it would be, I was very well looked after.

**Kaushik Kumar Dasgupta**  
Huge **congratulations** to the team. Our NHSBCSP is an excellent service

**Tom Horrocks**  
If it wasn't for this man, I wouldn't be where I am today. He was my orthopaedic surgeon for many years and made a massive difference to my life and the lives of so many others.

**Brian Sigsworth**  
When you're caught ill on a jetplane at 38,000ft and an hour from home. Then you find out how good Cabin Staff are, and Flight Deck on a Tui flight, crew do what has to be done. Then you land at Teesside Airport and find Paramedics are on Emergency Call from the Flight Deck, just for you!. You're safely taken from the plane by Teesside Airport Fire Crew and hand-held by them until Paramedics arrive, a thorough and gentle exam by the ambulance crew - I'm forever in your debt.❤️. Urgent Assessment Clinic at North Tees Hospital moves into top gear...just for you! What seems like 100 Nursing and Doctor Staff checking you for the deadly stuff that comes with heart issues. Many of the Staff showing the effects of a long tiring shift and yet still giving you undivided attention. Your names too many to remember but the care and professionalism will never be forgotten. ❤️ Our NHS in Teesside is as good as it gets. I'm home safe and sound. It's been said often but I'll say it again, A simple thank you never seems enough. But when you say 'thank you' to all of these good people, you get a lump in your throat when a big grin splits across the faces of all these caring professionals when you say these simple words of Gratitude.....Then you know how important saying thank you is. I'll say it again..... 'Thank You All' and for all of the laughs we had together too. 🙌 I'm in good shape thanks to you.

We'd love to hear your comments on our services and hospitals as we strive to continually improve the services we provide.

You can share feedback and let us know about things we are doing well or give suggestions for improvements through our patient experience team by emailing: [nth-tr.patientexperience@nhs.net](mailto:nth-tr.patientexperience@nhs.net) or contacting the team on: 01642 624719.

Alternatively, join us online at:

- NorthTeesHpoolNHS
- @NTeesHpoolNHSFT
- northteesandhartlepoolnhsft
- @nteeshpoolnhsft

## Hartlepool urgent care service reaches out to local deaf community

The urgent care service at the University Hospital of Hartlepool visited the Hartlepool Deaf Centre at a special event they were holding with its members.

**Urgent Care Practitioner Matt Sheridan spoke to the group around the types of minor injuries and illnesses the service can treat.**

Members also fed back on their own experiences of using the service and improvements needed.

Following the event at Café One 77 in Hartlepool town centre, Matt said: "This was a fantastic opportunity to educate the group about how to use the service and when it would be appropriate to do so.

"It was also a chance to gain feedback about people's experiences – both positive and negative – using the service and what we can do to improve."

The centre – which includes experienced nurse practitioners and health support workers – can help people with issues including sprains or strains, suspected broken bones, grazes, burns, cuts and for people experiencing minor illness including sore throats, earache, eye conditions and stomach ache.

The service is not there to deal with complex issues that require continuity. Unless there is an urgent need these conditions should be addressed by the person's own GP.

Anyone needing medical treatment should visit [www.111.nhs.uk](http://www.111.nhs.uk) or ring 111 and speak to an experienced call handler to signpost to the most appropriate service.

Rachel Austin, co-ordinator at Hartlepool Deaf Centre, said: "Thank you once again to Matt for visiting us to raise awareness about the service and giving us a chance to listen, ask questions and to feed back about our experiences."



Registered sign language interpreter Kath Keogan, Hartlepool Deaf Centre co-ordinator Rachel Austin and urgent care practitioner Matt Sheridan

## Regional first in live-stream surgery – thanks to special headset technology

The Trust became the first in the region to use special state-of-the-art headset technology to live-stream surgery to help train students and staff.

**The Trust recently used the HoloLens technology to virtually display an orthopaedic procedure.**

The surgery, which took place in the operating theatre at the University Hospital of Hartlepool, was beamed on to a large screen in the hospital's education unit.

The Microsoft HoloLens technology headset, worn by consultant orthopaedic surgeon Nick Cooke during a knee replacement operation, allows viewers to see and hear through the eyes of the person wearing it.

The device is in use thanks to funding from Health Education England North East and North Cumbria with support from their Enabling Effective Learning Environment Team.

Jean Angus, the Trust's head of nursing education, said: "This really exciting and innovative project will help train staff of the present and the future, including students from partner universities.

"We intend to regularly use this amazing technology in the future to do so much more, including to teach cohorts of students from nursing, paramedics, medicine, physiotherapy, dietetics, occupational therapy and pharmacy, as well as qualified staff.

"The HoloLens enables students to view and hear experiences that they may not normally experience in practice, and helps to explore the future workforce implications for the Trust.

"Nick Cooke was pivotal to this project. His enthusiasm to teach students from all disciplines made this a huge success and we want to thank him for his fantastic support."



Staff and trainees watching the live-stream from the education centre

## Teesside based apprenticeship offers aspiring NHS staff the chance to progress in workplace

North Tees and Hartlepool NHS Foundation Trust has teamed up with Teesside University, who are running a course to allow existing staff members to gain hands-on practical experience and complete a qualification while they continue to work at the organisation.

**Once staff complete the apprenticeship, they will have the experience to develop into registered radiography practitioners.**

Assistant practitioner Hayley Minton is one of 10 of the first cohort of apprentices and the first at the Trust to take part in the new qualification.

### Career progression and opportunities

Hayley said: "I came to the radiography department in 2009 and worked as a radiographic support worker for nine years. There was this natural growth of interest in developing my career, skills and knowledge and the Trust helped support my progression.

She added: "It's been a really practical way for me to gain knowledge and experience and my colleagues have been amazing in supporting me during my studies – it's certainly been challenging juggling a full time job alongside the qualification, but I'm so grateful for the opportunities I've been given and I wouldn't want to work anywhere else.

### Supporting staff to excellence

Radiology Operations Manager Gail Griffiths said: "The development of community diagnostic centres (CDC) and supporting the department's recovery after the pandemic means that we need to futureproof and expand our existing workforce.

"Being able to 'grow our own' workforce and invest in existing staff members is such an important aspect of this recovery and giving colleagues an opportunity to advance their careers and watch them succeed is such an immense privilege.

The Trust has successfully supported a second radiology staff member on to the apprenticeship and is hoping to strengthen its workforce through training a further six additional colleagues next year.



Assistant Practitioner Hayley Minton

## New poetry collection for Mel

**Congratulations to Mel McEvoy, nurse consultant in cancer and palliative care, on the publication of his second collection of poetry.**

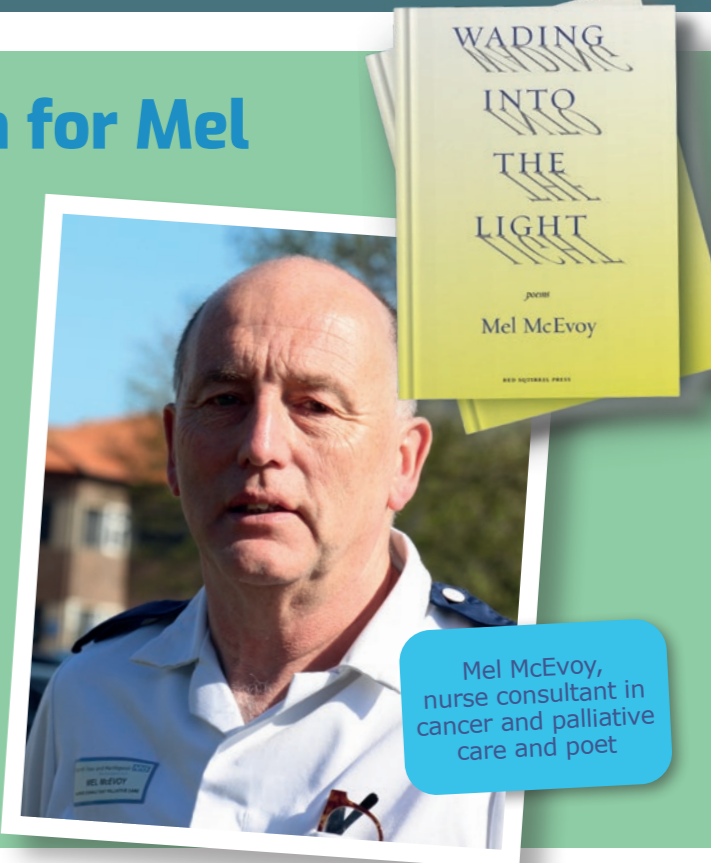
**'Wading into the Light' is described as displaying 'a sense of loss, but not morbidly so,' aiming to 'shine light on this experience of being' and is heavily inspired by his 39 years of service to the NHS.**

The centrepiece to the collection is 'Sonnets of a Hospital Lift' which tells the story of death and dying in a NHS hospital. The twist in the tale comes as the lift itself is revealed to be a sentient being, which is telling the stories it has witnessed.

Mel said: "This collection is particularly important and a joy because it tries to capture the emotional impact of working with patients in the NHS.

"It's proudly dedicated to health professionals delivering end of life care."

The book can be purchased online at [www.redsquirrelpress.com/home](http://www.redsquirrelpress.com/home)



Mel McEvoy, nurse consultant in cancer and palliative care and poet

# Your latest news **NTH SOLUTIONS** from NTH Solutions

## Success at the Commonwealth Games for NTH Solutions

This summer our team of 300 trained professionals from the NHS deep cleaning and advisory service managed and provided exceptional cleaning services across high-capacity venues to NHS standards for the Birmingham 2022 Commonwealth Games.

The NHS deep cleaning and advisory service (DCAS) is delivered and managed by NTH Solutions to function on a national scale and this latest achievement is a leap forward for enhancing the standard of cleaning practices.

Led by NTH Solutions environmental and decontamination services manager Tony Sullivan and Wettons management, we worked in close collaboration with the catering cleaning and waste (CCW) and venue team in advance to plan the logistics for staffing levels and cleaning services with careful considerations around the challenges surrounding different sports and high priority areas.

Wettons is our UK health and hygiene cleaning services delivery partner. We supplied the highest level of service to over eight sites including, triathlons, lawn bowls, beach volleyball, festival sites, athlete village and accommodation, training grounds, road races, 3 x 3 basketball, and time trials.

Deborah Sackett, CCW Lead Project and Delivery Manager said: "From the off, the NTH team were engaging and quickly became part of a wider team. They came to the table with a can do attitude, and a willingness to solve challenges throughout the games period.

Tony Sullivan commented: "The response we received was incredibly positive, particularly towards the presence of our NHS decontamination experts on the site. It shows the reassurance that people feel with our presence. This new service success at the Commonwealth Games puts us in a strong position to enter a growing market with a proven track record and we have already received invitations to submit tenders on new projects.

Professional and certified decontamination practices have now become a necessity at high capacity venues. More people and organisations are now appreciating the need for positive and long-term improvements in cleaning protocols – not just as a routine, but as an essential proactive measure to focus on people safety.

Justin Baker, director of Wettons, said: "Ensuring a clean and safe environment at an event of this scale can be very challenging due to the high number of footfall. It has been extremely rewarding to join forces with the NHS in ensuring a clean environment and positive experience for everyone involved in the event

The NHS DCAS is the only NHS cleaning service to win a tender at the Commonwealth Games and is uniquely placed to deliver future cleaning contracts for other multi event and high visibility venues who, like us, feel the urgency and importance in providing a safer and cleaner environment for the UK.



During the works



Completed works



Plumbing Supervisor Simon Lloyd who was part of the team who built the vaccine centre has now finished the job by doing the right thing and going to get his vaccines!

## Estates team create brand new vaccine hub

Our estates team were tasked with creating a brand new vaccine hub in a central location to make it as easy as possible for staff to do the right thing and get their vaccinations.

The new vaccine centre, built in the back section of the Tees Restaurant at University Hospital of North Tees, has been fitted with full new electrics, plumbing and decor ahead of opening in time for the vaccine season.

Please help to keep yourself, your loved ones and those you care for, safe from getting flu and COVID 19 by getting vaccinated as soon as you can. We hope to see you visiting the new hub for your vaccines soon!

#GetVaccinatedGetProtected

## InnovationNTH 2022

InnovationNTH 2022, our first innovation event, showcased the fantastic innovative solutions coming to fruition this year.

We welcomed a fantastic mix of attendees, both internal, and Innovation colleagues from around the North East and Cumbria.

It's an exciting time to be working in healthcare innovation and this event was a chance for some of our frontline staff to celebrate the innovations that have been made possible because of sharing their ideas.

Phlebotomist Helen Ashcroft talked about her journey through the innovation pathway making her idea a reality. Helen and her colleagues designed a phlebotomy trolley based on their needs, from height adjustment to compartments for all the equipment. The trolley is adjustable and lightweight to enable them to move around the hospital with ease and reduce the risk of musculoskeletal problems.

Have you got an innovative idea that could improve the health and care of patients?

We want every member of staff at every level to feel they have the opportunity and voice to be able to share ideas and feel supported. The innovations team can help you develop your ideas into solutions for the future.

Contact the team on [nth-tr.innovations@nhs.net](mailto:nth-tr.innovations@nhs.net) to share your ideas or arrange a chat.



# Trust celebrates another successful quality improvement graduation

The Trust celebrated another quality improvement win as cohort 2 graduates from the national Quality, Service Improvement and Redesign (QSIR) programme.

**The QSIR programme trains NHS organisations and health systems in service improvement through a series of interactive sessions and workshops.**

The five-day course aims to advance candidates to practitioner level, encouraging them to use the course knowledge and upskill colleagues and systems within their Trust.

Gill Davidson, Quality Improvement Lead for the Faculty of Leadership and Improvement, said: "It is extremely exciting that our Trust has run two successful cohorts of QSIR."

"We are one step closer to embedding quality improvement (QI) into the heart of what we do and it'll only be upwards from here."

QI is a systemic approach to problem solving, using specific methods and tools to create measurable results.

An example of the projects ran through the QSIR programme is the implementation of basic paediatric life support training in theatres.

QSIR cohorts three and four are scheduled for late 2022 and early 2023.

If you have any questions on QSIR and QI, please email [nth-tr.leadershipandimprovement@nhs.net](mailto:nth-tr.leadershipandimprovement@nhs.net)



# Nurse leads staff catheter training programme

A nurse is leading a specialist catheter training programme for health staff – thanks to the support he has had to gain professional qualifications.

**This is after he completed an advanced clinical practice integrated master's level apprenticeship at Teesside University, passing with a distinction at the start of the year.**

Prince, who works in the elective care unit at the University Hospital of Hartlepool, is now qualified to transform and modernise pathways of care, enabling the sharing of skills across professional boundaries.

Having the autonomy to use his expertise to shape how care is delivered, Prince was instrumental in setting up a new way of administering intravenous antibiotics to patients from their own home, three times a day. It comes after COVID restrictions made it a challenge for patients to come in to hospital.

He said: "This role involves assessing patients and having that autonomy to make decisions to improve the care we deliver."

"I have the expertise to prescribe medication and make clinical decisions."

The apprenticeship involved a lot of training and studying, it was certainly a challenge, but it has been a fantastic way to personally and professionally develop to drive forward care.

Throughout my time at the organisation I have worked in anaesthetics and recovery, then intensive care. Now I am in elective care where we continue to make improvements and innovations.

"For example, over the last few months the team has begun performing hip and knee replacement surgery as a day case procedure, in cases where it is appropriate."

The training was successfully rolled out to nurse practitioners. Going forward, the plan is to deliver this training package to our medical colleagues.

"It has helped me progress and have that expertise to develop and deliver a quality service which will benefit our patients."



**“The apprenticeship involved a lot of training and studying.”**

# New lifts for Peterlee Community Hospital

**Peterlee Community Hospital has recently had new lifts fitted.**

**During the period of the works the adjoining Hawthorns Care Centre kindly gave permission for patients to use its lifts to access the upper floors of the hospital.**

Sandra Burdiss, outpatients matron, said: "We're grateful to Hawthorns Care Centre for allowing access to their lifts."

The new lifts are a great improvement and the care home being so helpful means we didn't have to relocate any of our clinics while the works took place.



New lifts for Peterlee Community Hospital

# Freedom to speak up for everyone

## “You have my full support in speaking up”

Writing to staff, Chief Executive Julie Gillon said: “It takes real courage to raise an issue affecting your workplace and patient care.

“It can be a challenge, for so many reasons – but, as we as we look beyond Freedom to Speak Up Month, I feel it’s important that I pledge to you that you have my full and absolute support in doing so.

The role is helping break down those barriers and helping people feel confident to talk.

All staff must feel they can be heard and they can raise concerns and do so anonymously when necessary.

Many thanks for your continued dedication, commitment and courage in speaking up.

“Highlighting an issue to help improve our workplace and the quality and safety of care is vital.

We are here to serve our patients – we must make our voices heard when we feel there is an issue. Ultimately, any issue impacting this organisation will, in some shape or form, also impact patient care.

“**Highlighting an issue to help improve our workplace and the quality and safety of care is vital.**”

There are many ways for you to do this, including with your line manager, with the workforce department or with your union representative.

We, like every other NHS trust and many other organisations, also have a Freedom to Speak Up Guardian, whose role it is to support staff to speak up.



Chief Executive Julie Gillon

## “By making our voices heard we can make improvements”

Mike Worden, managing director of NTH Solutions, said: “

“Freedom to Speak Up Month was a time to highlight the importance of staff being able to raise concerns and more importantly these being listened to and actioned.

“Feeling able to speak up can sometimes feel challenging, but by making our voices heard we can make improvements to our workplace and ultimately the care for our patients.

With our ethos of ‘everybody feels like somebody’ we have taken numerous steps to encourage all staff to feel they can be heard.

From promoting communication between teams with the new facilities team leader role, opening the employee engagement hub, creating more relevant staff surveys via more accessible means, holding engagement sessions with myself and our teams, and finally appointing four of our very own NTH Solutions freedom to speak up champions.



Mike Worden, managing director of NTH Solutions

“**Feeling able to speak up can sometimes feel challenging, but by making our voices heard we can make improvements to our workplace and ultimately the care for our patients.**”



### Lighting up green (above)

The north wing at the University Hospital of North Tees was lit green for the month to show our support.



### Walk around (above)

The Freedom to Speak Up Guardian regularly walked around the Trust over the month – talking to staff including those in the supplies and procurement team at the University Hospital of Hartlepool.



### Drop-in sessions (left)

Fi Gray, Freedom to Speak Up Guardian, and Derek Watson, head of decontamination services, were available for staff to speak to at the engagement hub at the University Hospital of North Tees for a drop-in session.



Stockton town centre – image courtesy of Stockton-on-Tees Borough Council

## New diagnostic rapid health centre in Stockton town centre

Local diagnostic centres are helping speed up access to lifesaving tests – with our region helping to contribute to a national milestone this week.



These diagnostic centres are helping make healthcare readily available for all.

The North East and Yorkshire area has contributed some 200,000 tests to the UK's total of more than two million vital tests, checks and scans for patients.

Often based in settings such as shopping centres and football stadiums, the hubs house a range of cutting-edge equipment, including MRI, CT, X ray and ultrasound scanners and offer services including blood tests or heart rhythm and blood pressure monitoring.

The North East and North Cumbria Integrated Care System, in collaboration with ourselves and South Tees Hospitals NHS Foundation Trust, is planning a new centre, subject to approval, in the heart of Stockton town centre.

Deepak Dwarakanath, medical director, said: "These diagnostic centres are helping to make healthcare readily available for all."

"Having 'one stop shop' access for diagnostic services such as MRI scans and CT scans means patients can receive faster and more convenient health checks outside of the hospital setting.

"It's a really exciting development for our region and one we passionately believe is the right one for our population."



Deepak Dwarakanath, medical director

# NTH around the world

## Our Trust's skills are going global!

Recently we have been honoured with both a visit to our Trust by a team from Singapore and were invited to Mauritius to share our knowledge.

### Bowel cancer team helps Mauritius government set up cancer screening programme

Our Trust's bowel screening team is helping the government in Mauritius to set up a bowel screening programme.

They were invited to visit the island in September to look at how a screening service can be implemented in the country's existing facilities. Now, based on the team's recommendations, the government is aiming to set up the first stage of a screening programme by October 2023.

Clinical Director of Bowel Screening and Consultant Gastroenterologist Professor Matt Rutter, Programme Manager Andrew Henson and Lead Specialist Screening Practitioner Kelley Williamson flew out to the island on Friday 9 September where they spent three days delivering educational talks and visiting a local hospital to see how these can be utilised in a bowel screening programme.

They also met with the country's Prime Minister Pravind Kumar Jugnauth and Minister of Health and Wellness Dr Kailesh Kumar Singh Jagutpal – where they spent an hour discussing the importance and potential benefits of a screening programme in Mauritius.

Andrew said: "This was a hugely memorable trip for our team. We were made to feel extremely welcome during our stay, thanks to the warmth and hospitality of our hosts."

We were very impressed by the receptiveness and passion from our Mauritian colleagues to ensure that the programme is a success and look forward to continuing to assist in this exciting collaboration.

Matt, Andrew and Kelley from the Teesside team have since submitted a report with their recommendations in implementing a successful bowel screening programme and have been informed that, based on their recommendations, the Mauritian government is hoping to execute the first stage of a national screening programme by October 2023.



The bowel cancer team visits the local hospital in Mauritius

### Singapore hospital pays a visit

Singapore's Woodlands Health is in the process of designing and building a new emergency and acute facility in the north west of the country.

Wanting to learn from the best examples of emergency care, they of course came to us for advice!

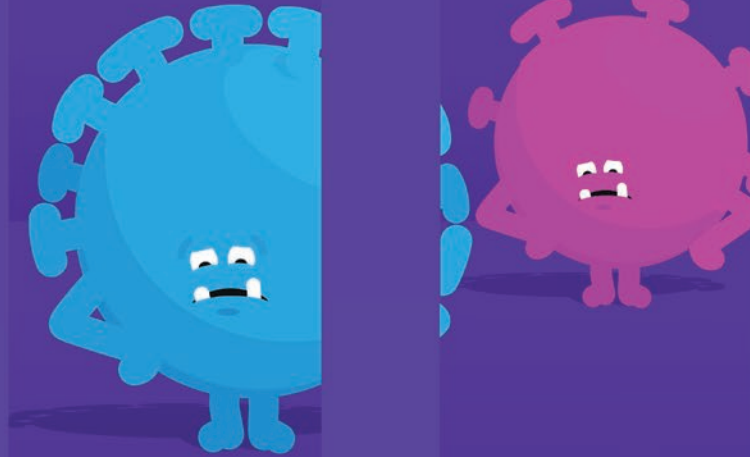
During a three-day visit, our colleagues explained our innovative emergency and urgent care model and pathways, delivered several in-depth tours of both UHH and UHNT and explained the finer points of how we deliver care to our patients.

This is yet another example of our Trust leading the way as global exemplars of best practice.



Singapore's Woodlands Health team visits the children's emergency department





# Let's lockdown flu and Covid this winter.

If you work in healthcare, are over the age of 50 or have a health condition, you may be eligible for a free flu and autumn Covid booster vaccination.

And the sooner you have your vaccines, the sooner you are protected.

**#GetVaccinatedGetProtected**