

# Let's talk

Wednesday 16 October 2019



## Our new multi-million health research centre is open!

OUR new multi-million pound Wolfson Centre for Applied Health Research, which will help improve health across generations, from children to the elderly, has officially opened.

Guests packed the modern building, where they were able to tour the new facilities, attend workshops and seminars, as well as meet researchers.

**And of course, the highlight of the event was the unveiling of the commemorative plaque, carried out by some of the Trust's oldest and youngest patients, currently taking part in research studies.**

They were young patients, Adnan Rehman and Naveed Amini along with Chris Quinn, who you may remember joined us to place the

very first bricks of the building in a special ceremony in December last year.

**This flagship centre, which is a partnership between ourselves and the Universities of Bradford and Leeds, brings together researchers from the two universities with clinicians from our Trust.**

Built next to the Bradford Institute for Health Research (BIHR), it has been made possible thanks to a £1m award from the Wolfson Foundation, which gives grants to support and promote excellence in the fields of science, medicine, the arts and humanities, and health and disability – plus £2m from the Universities of Bradford and Leeds.

Welcoming guests, **Professor John Wright**, Director of BIHR at

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“So today, as we open this wonderful building, we are in a very different place.”

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the Foundation Trust, said: “When I first arrived in Bradford, the city had some of the highest health need but some of the lowest levels of research, and our mission over the next 10 to 15 years was to close that gap.

“So today, as we open this wonderful building, we are in a very different place.

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→ “Our research is people powered with around 50,000 research patients involved in cohort studies, from babies who are being born this very day over in our maternity unit, to patients taking part in our Care 75 project.

**“I’ll wager there is no other city in the world with that level of community participation. And our goal is to increase those numbers to 100,000 because we know that research saves lives.**

“Our success is down to our extraordinary team of researchers, and the new Wolfson Centre and our collaboration with the Universities of Leeds and Bradford will enable us to build on that success.”

Paul Ramsbottom, Chief Executive of the Wolfson Foundation, said: “When we were looking for new investment, we were impressed by the sheer quality of the research here in Bradford, the clarity of it and of course its importance, so really it was an obvious choice to have a Wolfson Centre here.

**“The new centre is an excellent and impressive example of how universities and an NHS Trust can work together to encourage research which will have a direct benefit to patients – in Bradford, across Yorkshire and beyond.**

“I am confident that this centre will make the city a beacon for outstanding, applied health research.” ■

# Flying start for annual flu jab programme

THANKS to your support, I’m proud to say that the annual flu vaccination programme across all our wards and departments has got off to a flying start with nearly 800 of us protected in the first week of the campaign.

As you can see, our Executive team also showed their support by getting vaccinated themselves following a recent meeting.

**The latest figures mean that 12.5 per cent of staff (15.2 per cent of frontline staff, including 126 doctors and 272 nurses) are now vaccinated but, of course, the campaign has only just begun. Please help us reach our target of 80 per cent!**

The annual flu jab is a vital part of our preparations for winter and it is essential that all of our staff play their part in ensuring our hospitals are as ready as possible.

Seasonal flu can be very debilitating for anyone who catches it but for our most vulnerable patients it can be serious and sometimes, at its worst, fatal.

We all have a duty to protect and keep our patients, their families and carers, as well as our colleagues, safe and I’m pleased that the campaign has got off to such a great start.

**As well as frontline medical and nursing staff who come into direct contact with patients, we are also encouraging staff who work behind the scenes to have the jab too.**



Unfortunately, due to very limited supply of the flu vaccine, some planned flu clinics were cancelled last week.

However, we have welcomed delivery of more flu vaccine allowing us to resume flu clinics as scheduled this week.

**The Trust’s flu team are out and about all week, keep an eye out for them.**

You can also get your vaccine at our mobile and drop-in sessions throughout our hospitals: [bit.ly/2MCTPp](http://bit.ly/2MCTPp)

Keep an eye on our weekly Global emails and the @BTHFTOccHealth Twitter account for further updates too! Thank you! ■



# Motivation on the menu at patient breakfast clubs

TWO breakfast clubs launched at Bradford Royal Infirmary (BRI) are proving popular with patients!

**Forward-thinking staff have set up two daily clubs on our Stroke and Neurology Unit (Ward 6) and Elderly Care Unit (Ward 29), and they are already playing a key role in getting patients back on their feet!**

Evidence suggests that helping patients get up and get moving can reduce the risk of falls, deconditioning and muscle waste – especially among older people.

**Sue Exley**, a Healthcare Assistant on Ward 6, said: “As a team, we decided to create a breakfast club room for patients to come along to. We wanted to help patients’ experience and their mood, and keep them stimulated, socialising, moving, and eating and drinking.

**“We play music according to patient preferences, and have played everything from Frank Sinatra to Bob Marley. Patients have watched some sports too, like rugby, and we are introducing some games.**

“It’s a great way to keep patients engaged and motivated.”

**The daughter of of one man who took part in the club, said: “Thank you so much to everyone on Ward 6 for looking after him over the last week-and-a-half. You have given us a really positive experience out of**

**an awful situation.”**

BRI’s Ward 29 has also set up its own breakfast club to promote good mental health and healthy eating and hydration habits. It allows patients to socialise, chat and eat their breakfast together in “The Café”, the ward’s own refreshment and activity room.

Staff Nurse **Leanne Grimshaw** said it had proved so popular that ward staff could not fit in everyone who wanted to attend each morning.

**“We are running the breakfast club to promote independence, get patients out of their room and help encourage good hydration and eating habits,” said Leanne. “Patients are more likely to eat and drink more if they are sat down beside someone.**

“We start getting the breakfast ready after morning handover, and patients can come into The Café from about 7.30am and choose from toast, cereals, tea, orange juice and yoghurt. It’s been very popular.

“We are also going to have a word with the dietitians and hope to get something like scrambled eggs added to the menu soon.”

**The Café is decorated with prints of historic posters and also contains old photos and items including a Bird’s Custard tin and Typhoo teabags. It has**



**been designed to help our older patients reminisce and promote cognitive activity.**

Great-great grandfather Stuart Longbottom, 87, of Low Moor, Bradford said: “When you get up in a morning it gives you something to look forward to. It’s like being in another world for an hour or so – you feel as if you are doing something different.

**“And you never see any of the staff without a smile on their face!”**

Leanne added that nursing staff also used the time after patients had finished eating breakfast to encourage them to explore items inside the ward’s memory boxes, which are packed full of black-and-white photos of yesteryear.

**Congratulations to everyone on both wards for starting the day in such a positive way! ■**



# BRI lights up to mark Baby Loss Awareness Week

BUILDINGS and entrances to Bradford Royal Infirmary (BRI) have been lit up in blue and pink in memory of babies who died very early in their lives.

**Our Trust was supporting national Baby Loss Awareness Week with this simple gesture of remembrance, which formed a wave of light across the country at 7pm last night (Tuesday).**

**Charlotte Berry**, who works for us, got in touch with *Let's Talk* to ask if we could join in the illuminations in memory of her baby, Liyla Hope, and all the other babies who have died.

**We were more than happy to support this touching event and our Estates team has made this happen, so a big thank-you to them.**

They placed lights across the frontage of our Women's and Children unit as well as lighting up our main entrance in Duckworth Lane and the glass blockwork close to our A&E Unit.

Charlotte gave birth to Liyla at our

Maternity Unit in 2014 but sadly she only survived for three days, and since then Charlotte has fundraised for the special care baby unit and also has supported SANDS, the stillbirth and neonatal death charity, which joins in the awareness week.

**"Being a mum of a baby who is no longer with us, I'm very passionate about this and forever grateful for the amazing care Liyla received at the BRI," said Charlotte.**

"I'd like to not only highlight the month of October for other bereaved parents, but for BRI itself for the amazing work it does every single day. Anything I can do to remember Liyla is always such a joy, so I'm very pleased the Trust is joining in this special event."

In the year following Liyla's death, Charlotte and James, Liyla's dad, had another baby girl, Meyla Faite, who has just started school.

Now in its 17th year, Baby Loss Awareness Week is an alliance of more than 60 charities and

organisations, aiming to raise awareness of the key issues around pregnancy and baby loss in the UK.

Throughout this week, bereaved parents, their families and friends are uniting to commemorate the lives of babies who died during pregnancy, at or soon after birth and in infancy. ■



# Let's Talk Live

## ... with our Theatres and Day Case team

OUR latest *Let's Talk Live* session gave me the opportunity to catch up with Theatres and Day Case colleagues in the Anaesthesia department, where I was able to hear about successes – and challenges.

One of the biggest successes I was pleased to hear about was the introduction of **apprentice Operating Department Practitioners (ODPs)**. It's fantastic to know that we are blazing a trail with this innovative way of strengthening our workforce and at the same time, offering new and exciting opportunities to young recruits.



New opportunities ... I was pleased to hear more about the apprentice ODP initiative

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This is a great opportunity for both the apprentices and our Trust, and it was particularly heartening to hear that they have become a vital part of the operating theatre team, providing a high standard of care to patients of all ages, at every stage of their operation.

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We are one of the first trusts in the country to employ ODPs as part of a new apprenticeship scheme. The ODPs work with us while they study for a degree level qualification via Bolton University, with the offer of a permanent post with us in three years' time.

This is a great opportunity for both the apprentices and our Trust, and it was particularly heartening to hear that they have become a vital part of the operating theatre team, providing a high standard of care to patients of all ages, at every stage of their operation.

Our apprentices are working across three main areas within the operating theatre: anaesthetics, surgery and recovery, and are responsible for preparing the environment and all of the necessary instruments and

equipment in readiness for an anaesthetic, surgery or recovery of patients.

It was good to hear that as theatre teams, you are also working with various specialities and wards across our hospitals in order to **maximise efficiencies**. As a result, theatre lists are running more smoothly and getting under way earlier with improved preparation of staff, equipment and skill mix – all of which is having a positive effect on performance.

Scheduling **day case surgeries earlier in the day**, at the beginning of theatre lists, so that patients can go home earlier, is also to be applauded.

I understand that recruitment has historically been challenging so it

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→ was pleasing to hear about a forthcoming **recruitment event**. Another positive was hearing that when staff are recruited, they do tend to stay with us – favouring our Trust over neighbouring ones because of the education, support and training as well as the continued development of staff that we can offer.

The fact that our theatres are spread over four different sites and a number of levels within those sites remains a constant challenge; this has a knock-on effect on staffing, equipment and maintenance.

**It would be wonderful to be able to build a new designated theatre block and this must be something we need to keep on our radar as we develop as a hospital for the future.**

Ending on a positive note, I was particularly pleased to hear that since the creation of the various clinical business units, colleagues from different specialities can work more closely together with a better understanding of each other's roles. In this case working closely with Ward 5 has reaped enormous rewards including **improved patient flow** and **enhanced staff relationships**. I am certain this good work will continue. ■

# New X-ray image viewer comes into focus

ONE of the biggest changes to how we access X-ray images and results is due to begin at the end of this month.

Our current IMPAX system has reached the end of its life and will soon be replaced by a new picture archiving and communication system (PACS), called Enterprise Imaging, as part of a Yorkshire-wide NHS imaging collaborative programme.

Enterprise Imaging comes in two variants:

- EI for Radiology staff
- Xero for use outside of Radiology

**We are introducing a new software package, called Xero, which will replace IMPAX on your PC and allow you to continue to view PACS images and reports.**

Informatics Project Manager, **Nick Pichowicz**, told *Let's Talk*: "The new X-ray image viewer Xero is being introduced across the Trust to replace IMPAX.

**"This is a massive change which will improve how we view X-rays and also allow for image sharing with other trusts on the same system. IMPAX has reached the end of its life and has to be replaced – but the new system will retain all stored images, so we won't lose any data."**

If you have any concerns about loss of access to IMPAX, please



use the email address below and respond by 30 October as we will be gradually removing access to IMPAX during November and replacing with Xero.

A show and tell demonstration is planned for the end of October in the main hospital foyer area at BRI where you can come and ask questions about Xero and see it working.

Xero is already available to all clinical users via an icon in EPR in every patient record.

A Xero training video, which lasts about 20 minutes, is provided on ESR. Please search for "Xero" in ESR and enrol to view the video.

**If anyone is using IMPAX for anything other than viewing images and reports, such as medical secretaries and MDT coordinators may do when searching for reports, please email your queries to: [Xero@bthft.nhs.uk](mailto:Xero@bthft.nhs.uk)**

Please include your full name, job title, department and query details. Thanks! ■



# BAME engagement event outlines need for change

I WAS delighted to see so many of you at our BAME (Black and Asian Minority Ethnic) Staff Network's engagement event.

As a Trust, we do very well representing our diverse community up to about band 8, but after that there is a glass ceiling.

The conference, fittingly held during Black History Month, provided a key opportunity to explore issues affecting BAME members of staff, who make up nearly 30 per cent of our people, and consider how we can all make a difference.

We will get the best patient and staff outcomes if everyone in the Trust feels included and engaged. We are a big organisation with nearly 6,000 employees in a big city, and can be a force for good.

The event, held at the Sovereign Lecture Theatre, focused on whether the NHS Workforce Race Equality Standard (WRES) is working and, I'm proud to say,

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**We will get the best patient and staff outcomes if everyone in the Trust feels included and engaged.**

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Our speakers ... (from left) Owen, Dawn, Habib and Selina

featured a fantastic cohort of speakers.

Our Deputy Chairperson, **Selina Ullah**; Dr Habib Naqvi, Policy Lead, NHS WRES; Owen Williams, Chief Executive, Calderdale and Huddersfield NHSFT; and Dawn Jarvis, NHSE/NHSI Senior Clinical Quality Lead and career coach known as the Naturally Diverse Nurse, all made presentations at the Sovereign Lecture Theatre.

Speaking at the event, Selina recognised that BAME staff faced significant challenges during their careers and added she "was still learning about the shadow world of an organisation".

**But she highlighted the importance of working hard, not giving up, remaining resilient and never underselling yourself.**



As part of the NHS Long Term Plan, our Trust has been set a target of increasing the number of BAME staff in band 8a positions from the current figure of 28 to 51 by 2028. We have also set ourselves a target of a workforce comprising 35 per cent BAME staff by 2025, to reflect our local population at all levels.

I would like to say a huge thank you to our BAME Network for organising the conference and such a challenging and thought-provoking day.

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Thankyou ... to all our organisers!

During my experience as a senior manager over many years I have been shocked by some of the things I've heard about.

→ During my experience as a senior manager over many years I have been shocked by some of the things I've heard about – the casual racism as well as the unconscious bias. I don't for a moment pretend to know how that must feel, but it's clear that in 2019 we still have a way to go, and that's why the engagement event was so important. If we are serious about being "one team", then excuses are not good enough.

Ensuring our BAME staff are valued and their achievements celebrated is not an optional add-on or token HR policy. It is critical to the success of our organisation if we are to do the very best by our patients.

**The board and I are fully committed to creating and maintaining an environment where diversity is valued, and I know I can rely on the support of all our people to make that happen. Thank you to you all for making Bradford Teaching Hospitals such a remarkable place to work.**

Conference Co-organisers **Pauline Garnett**, Staff Governor – Nursing and Midwifery, and **Rukeya Miah**, Matron, St Luke's Hospital, said: "Thank you to our Executive leaders, our attendees, our presenters and the BAME Network steering group for the work as one which made the conference such a success!

"Our first-ever BAME conference celebrated our staff's achievements, while demonstrating the network's pivotal role in leading the work ahead on the BAME agenda." ■

**"Our first-ever BAME conference celebrated our staff's achievements, while demonstrating the network's pivotal role in leading the work ahead on the BAME agenda."**



## Get ready to be in the pink!

OUR Pennine Breast Unit team at St Luke's Hospital is organising a selection of "pink" events as part of Breast Cancer Awareness Month. They will all be held at St Luke's Hospital:

- 📅 Pink Baking – Monday, 21 October, noon onwards, F1 Pennine Suite, Meeting Room.
- 📅 Pink Tombola – Friday, 25 October, 9am onwards, main corridor, Horton Wing.
- 📅 Grand Raffle – Friday, 1 November, Meeting Room F1 Pennine Suite. (Raffle tickets on sale from Monday, 21 October).

For more details please contact Assistant Practitioner, **Janette Watmough**, ext. 5517. ■

# Listening for Life centre marks decade of success

MANY congratulations to our Listening for Life Centre, which yesterday (Tuesday) celebrated a decade of helping people achieve the gift of hearing.

The hi-tech £2.8million centre, based in the grounds of Bradford Royal Infirmary (BRI), was officially opened on 15 October 2009 by HRH The Duke of Gloucester, who cut the ribbon and unveiled the plaque which stands in the entrance.

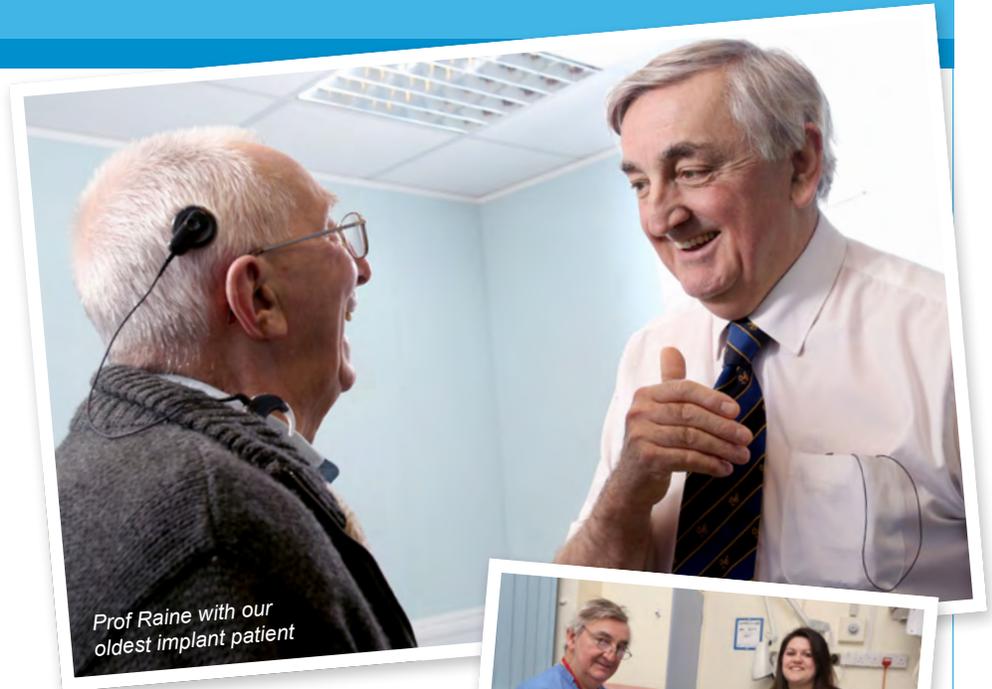
**We are the only such centre in Yorkshire, and actually there are only a couple in the UK that have such up-to-date facilities.**

Over the past 10 years it has become the home of cochlear implant technology, which transforms the lives of patients with profound deafness. Prior to the centre opening, our cochlear implant service, established in 1990, had been based in the hospital.

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*Prof Raine with our oldest implant patient*



During cochlear implant surgery, the surgeon places electrodes into the cochlea (the sense organ that translates sound into nerve impulses to be sent to the brain) and an electronic device called the receiver under the skin behind the ear, securing it to the skull in this area. The cochlear implants send a signal to the auditory nerve, giving patients the sensation of sound.

The Listening for Life Centre (home of the Yorkshire Auditory Implants Service) was funded by The Ear Trust, based at BRI, which was set up by surgeon and ear, nose and throat consultant, **Professor Chris Raine MBE**, after he learned of the benefits that cochlear implants could bring.

He was awarded his MBE for his services to the NHS and the Ear Trust charity in the 2015 Queen's Birthday Honours.

**Celebrating this very special 10th anniversary of the centre was also the perfect opportunity to launch our cone beam scanner appeal and the quest is now on to raise £190,000.**

This innovative piece of equipment will be used to scan our implant patients, giving significantly more accurate results than a standard CT scan regarding positioning of the electrodes with the inner ear. Irradiation is also lower.

The anniversary was marked with an open event to which a number of guests, including The Lord Mayor of Bradford, Coun Doreen

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Patients will share their stories and achievements and there will also be tours of the building as well as manufacturer presentations on the latest technology.

→ Lee, and patients past and present were invited.

Patients shared their stories and achievements and there were also tours of the building as well as manufacturer presentations on the

latest technology.

Head of Service, **Jane Martin** told *Let's Talk*: "Our anniversary open event provided an opportunity for staff and patients who have benefitted from the encouragement, commitment and dedicated work of the team here in Bradford, to celebrate as well as thanking supporters by showing them what we have achieved at the centre over the past 10 years."

Chris added: "The last 10 years have seen extraordinary progress and innovation in the amazing, life-changing world of cochlear implants and we have shown that age is really no barrier when it comes to receiving a cochlear implant which goes to show just how far the service has progressed. The anniversary was a real day of celebration."

"The anniversary will be a real day of celebration."

Look out in next week's *Let's Talk* for photos from the birthday party! ■



## Facts and Figures

- Since the service's inception in 1990, more than 1,300 people have received in excess of 2,000 implants at the BRI and the Listening for Life Centre.
- Patients now come from across the whole of the North of England and as far away as the Isle of Man.
- The service has more than 25 employees including surgeons, audiologists, speech therapists, teachers of the deaf, technicians and interpreters, who are supported by an administration team.
- The youngest child to be implanted was six months old, while our oldest patient was 93-years-old.
- Surgeons made history in 2015 by performing the first cochlear implant under local anaesthetic on a pregnant patient in the UK. As a result patient Kimberly Ward was able to hear her unborn baby's heartbeat for the first time.
- In the same year, team carried out cochlear implant surgery on the region's oldest ever patient, who was 93, restoring his hearing after 30 years.



HRH The Duke of Gloucester opening the Centre 10 years ago



**SPOTLIGHT ON ...**

# Frailty, as we all *Work As One*

FOR our latest *Work As One* Week, we focused on frailty and trialling new ways of working with patients aged 80 and over.

Our **Accident and Emergency (A&E)** team worked closely with the **Elderly Virtual Ward** and the Transformation team to identify and manage vulnerable patients coming into the department.

Using the FirstNet dashboard in EPR, we identified any patients aged 80+ at triage or in the waiting room, and developed a co-ordinated and multi-disciplinary approach to treatment and discharge.

**The aim was to avoid unnecessary admissions and adopt a “Home First” approach where possible, with patients receiving wrap-around support in their place of residence using the Elderly Virtual Ward.**

Three pilots were carried out before *Work As One* Week using different models of support including seeing patients immediately upon arrival in the Ambulance Zone and using an occupational therapist to assess patients using the **Rockwood score** before assessment by a doctor.

We also encouraged more use of the Discharge Lounge as a place for people to wait until collected by relatives or until transport was arranged.

The Elderly Virtual Ward team scanned the FirstNet dashboard remotely from their hub base at St Luke’s Hospital and alerted A&E using the code [VW] on the system. The nurse in charge and the medic in charge in A&E directed their team to consider “does this patient need to be

admitted?” – or could they go home with additional support?

The pilot times were between 11am and 4pm. Approximately one potential patient was being identified every half an hour, with 12-14 identified each day. ■

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**ROCKWOOD FRAILTY SCORE**

1	Very Fit	People who are robust, active, energetic and motivated. These people commonly exercise regularly. They are among the fittest for their age.
2	Well	People who have <b>no active disease symptoms</b> but are less fit than category 1. Often they exercise or are very <b>active occasionally</b> e.g. seasonally.
3	Managing Well	People whose <b>medical problems are well controlled</b> , but are not regularly active beyond routine walking.
4	Vulnerable	While <b>not dependent</b> on others for daily help, often <b>symptoms limit activities</b> . A common complaint is being “slowed up” and/or being tired during the day.
5	Mildly Frail	These people often have <b>more evident slowing</b> and need help in <b>high order IADLs</b> (finances, transportation, heavy housework, medications). Typically mild frailty progressively impairs shopping and walking outside alone, meal preparation and housework.
6	Moderately Frail	People need help with <b>all outside activities</b> and with <b>keeping house</b> . Inside they often have problems with stairs and need <b>help with bathing</b> and might need minimal assistance (cuing, standby) with dressing.
7	Severely Frail	<b>Completely dependent for personal care</b> from whatever cause (physical or cognitive). Even so, they seem stable and not at a high risk of dying (within 6 months).
8	Very Severely Frail	Completely dependent, approaching the end of life. Typically they could not recover even from a minor illness.
9	Terminally Ill	Approaching the end of life. This category applies to people with a <b>life expectancy of less than 6 months</b> who are <b>not otherwise evidently frail</b> .



## Dementia

Our Lead Dementia Nurse, **Roshanne Fox**, worked in our A&E to help identify patients with dementia who may need extra support.



*Roshanne Fox,  
Lead Dementia  
Nurse*

Cubicles 9 and 10 in Amber Zone were ring fenced for use by patients with dementia. Cubicle 10, which has recently been

refurbished to become a dementia-friendly area with reclining chairs, improved lighting and the MyLife digital reminiscence software, was also available to waiting patients.

You can read more about MyLife digital software here: [bit.ly/31fP7h2](https://bit.ly/31fP7h2)

Roshanne also spent time asking patients and carers for feedback about their experience in A&E and how we could improve this for people with dementia.

### Understanding the challenges a person living with dementia may face with communication

Dementia is a complex condition and every person's experience is different. However, many people living with dementia can

face similar challenges with communication.

Often the small changes we make in our approach can make a big difference in avoiding communication difficulties or frustration, and can help build and maintain good relationships.

The challenges may include:

- Difficulty pronouncing or finding the right words
- Problems following a conversation, especially in a noisy environment
- Tiredness or ill health which may cause a fluctuation in concentration and communication abilities

### Good communication skills to learn

We communicate a lot through our body language, facial expressions, and tone of voice. If we seem positive, cheerful and confident, we bring a sense of hope and reassurance to the conversation, and conversely if we appear resentful or unhappy, we can bring a sense of gloom. You could try:

- Stopping what you're doing and focusing on the person
- Limiting distractions
- Saying their name when talking to them
- Being specific; try not to use pronouns such as he or she, use a person's name instead
- Touching the person's arm, if they feel comfortable with this
- Smiling
- Speaking slowly, clearly and in short sentences
- Listening carefully with empathy and understanding
- Giving the person plenty of time to answer
- Maintaining appropriate eye contact



*Emma Clinton,  
Matron*



*Yasar Arafat,  
Nurse*

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- Using gestures to act out what you're saying e.g. miming drinking a cup of tea or putting on your shoes
- Using pictures to illustrate what you're saying e.g. an image of a car or a photo of where you are going
- Using simple and straightforward language

- Avoiding too many open-ended questions or offering too many choices

Communication is complex and the enclosed suggestions may work with some people but not with others. People living with dementia can often understand far more than they can express, so always involve them in communication, using some of our hints and tips. ■

For more information go to: [www.dementiauk.org](http://www.dementiauk.org)

Tips for better communication with patients with dementia can be found here: [bit.ly/2INE1K3](http://bit.ly/2INE1K3)



## Dietetics – nutrition and hydration advice for frail patients

Did you know that this is Malnutrition Awareness week? It runs until Sunday, 20 October.

### The Challenge

More than three million people across the UK are either malnourished or at risk of becoming malnourished, with an estimated one million of these people over the age of 65.

Although malnutrition (undernutrition) is a condition that is often associated with extreme poverty, it is actually widespread in the UK, with the cost to the health service of disease-related malnutrition being as high as £23.5

billion at the last estimate, which is approximately 15 per cent of the total expenditure on health and social care.

Malnutrition is both a cause and a consequence of ill health and is often a hidden problem that goes unnoticed. Malnutrition can have a devastating effect on physical health and emotional wellbeing and can often lead to or exacerbate long-term health problems. Yet sadly many of us are not familiar with the signs, symptoms and risk factors that would help us recognise that a loved one or somebody in our community is at risk of suffering from the condition.

### The Mission

The UK Malnutrition Awareness Week campaign aims to:

- Raise awareness of malnutrition (and dehydration) among the general public, and encourage the use of self-screening tools.
- Ensure that all health and social care professionals understand their role in preventing and treating malnutrition and routinely screen for malnutrition risk.

- Demonstrate what good nutritional care looks like and help organisations and individuals achieve it.
- Increase investment in treatment and the prevention of malnutrition and engage key stakeholders and policy makers.
- Make sure the wider public sector, local and national government, commercial organisations, third sector and voluntary sector organisations understand what they can do to tackle malnutrition. ■

For more information go to: [bit.ly/2nG68mS](http://bit.ly/2nG68mS)

Find the BAPEN Malnutrition Self-Screening Tool here: [bit.ly/2VE1IPB](http://bit.ly/2VE1IPB)

NICE – Improving care and support for people with frailty: [bit.ly/2n8FDq3](http://bit.ly/2n8FDq3)

Nice Quality Standard QS24 – Nutrition Support In Adults: [bit.ly/2oC3u1K](http://bit.ly/2oC3u1K)



# The 5-Minute Interview ... with Ramla Mumtaz



THIS week, *Let's Talk* caught up with **Dr Ramla Mumtaz**, a kidney doctor at our Renal Unit, who has dedicated 24 years of her life to the Trust after joining us in 1995.

### What do you enjoy most about your role at the Trust?

I have seen a lot of progress, the expansion of services and changes within the Trust and Renal Unit. The Renal team is very close-knit and I enjoy being part of it. We work together to get the best results for our patients.

### If I wasn't talking to you right now I'd be ...

If I wasn't talking to you now and had chosen another role instead of practising medicine, it would have been a job where I was working with people, resolving issues and problem-solving – perhaps

a position within social services, teaching or another caring profession.

### I wish people would take more notice of ...

The environment. We all need to be greener – both personally and professionally within healthcare and other sectors. The environment needs to be on everyone's agenda so that future generations can live a good-quality life. The environment is very important and people should be conscious of it.

### The most surprising thing that ever happened to me was ...

A visit to rural Norway was a surprise to me because of the importance communities there place on keeping the countryside clean and living a simple, organic, and healthy lifestyle. They have spent a lot of resources on caring for the environment and children are encouraged to take up outdoor activities and pursuits. Norwegians are very sensitive to using the environment sensibly.

### I'm good at ...

I'm good at finishing off a job! I like to see projects through. The projects I have completed with patient engagement and activation as part of the Trust's CQUIN framework

have been very satisfying.

### The ideal day out is ...

My ideal day out would be walking in the Yorkshire Dales. I live in Ilkley and love walking on Ilkley Moor! It's very beautiful and relaxing.

### In moments of weakness I ...

I don't always use time efficiently. It's perhaps not a weakness but something I need to work on – as per defined priorities. You cannot do everything in a day!

### The best age to be is ...

The age I am now because if you look back all you have is your own reflections and the future is unknown. What we have now is the most important thing.

### You know me as a kidney doctor at Bradford Royal Infirmary and St Luke's Hospital, but in another life I'd have been ...

I would have loved to have experienced space travel as an astronaut, as I am interested in space and what is around this world. To be in outer space would be very interesting: seeing the

[Continues →](#)



Ilkley Moor



Norway's fjords

“I consider myself lucky to be working for the NHS. It’s something we need to preserve as it’s the best healthcare system the world has seen.”

→ Earth from a distance would be a treat!

**How did your passion for the NHS begin?**

As a medical student I had a passion to work in a healthcare system which treated people equally, irrespective of their ability to pay for their treatment. I consider myself lucky to be working for the NHS. It’s something we need to preserve as it’s the best healthcare system the world has seen. It’s up to us as individuals to make it more efficient and meet the needs of the population while making sense to the guys who want to know that money is being well spent.

**In a nutshell, my philosophy is this ...**

Live to learn, to benefit others, and take everyone on board as much as you can as you move forward. ■

# Tribute to Mike Timmons

IT is with great sadness that I have to announce the death of a former colleague, Consultant Plastic Surgeon **Mike Timmons**, who tragically died in a motorway car accident on 4 October.

Fellow Consultant Plastic Surgeon, **Sharif Al-Ghazal**, who worked closely with Mike wanted to pay tribute to him.

He told *Let’s Talk*: “As colleagues, we want to ensure that his good work and achievements are remembered. Mike was a great man who always put his patients first and served as a consultant plastic surgeon at Bradford Royal Infirmary and St Luke’s Hospital for more than 25 years.

“Countless patients are in deep gratitude to him and even though he retired back in 2015, we felt he never truly left us.

**“We will do our utmost to remember his generosity and good work in all that we do at**



**the BRI. He was immensely respected as a wise colleague and great teacher. Our thoughts are with his family at this difficult time.**

“Finally, and on behalf of my consultant colleagues, the nursing staff, the secretaries and the management team in plastic surgery, I wish his wife, Ildiko a speedy recovery and send our thoughts and prayers to his daughter, Gemma.” ■

## Schwartz Round next week

PLEASE join me in coming along to our next Schwartz Round which will be held in our Listening for Life Centre at Bradford Royal Infirmary on **Friday, 25 October**, from 12.45pm – 1.45pm. A light lunch will be available from 12.15pm.

**The topic is “When I Made a Difference” and everyone is invited (clinical and non-clinical).**

Schwartz Rounds are a multidisciplinary forum designed for staff to come together on a regular basis to discuss and reflect on the emotional and social challenges associated with working in healthcare. These events provide a confidential space to reflect on and share experiences.

Please use the Seminar Room entrance on arrival at the Listening for Life Centre.

To find out more about Schwartz Rounds contact **Mark Pitkethly** or **Merry Hill** on 01274 365176 or visit [www.pointofcarefoundation.org.uk](http://www.pointofcarefoundation.org.uk) ■





Please remember, the overall Team of the Year and Employee of the Year awards will be judged from the winners of our monthly staff awards.

For the other five awards, it's simple and straightforward to submit, so go ahead and download one today!

**Brilliant Bradford Staff Awards 2019**

**Bradford Teaching Hospitals NHS Foundation Trust**

Know a colleague who goes above and beyond? Nominate them for our **Excellence in Care Award**

**Who should you nominate?**

- Does your nominee embody our Trust's values and ensure a focus on excellence in care in everything we do every day?
- Can they demonstrate a contribution to our strategic objective 'to provide outstanding care for patients'?

**Statement in support of nomination**

To make a nomination, please use the form on p2. Each nomination must be supported by a short, factual statement of max. 200 words, which should include clear evidence in relation to how the person you're putting forwards has demonstrated our values and met the award's criteria.

**If you know someone who deserves special recognition for demonstrating Excellence in Care, put them forward for this award – it's open to all staff.**

**We're proud of our people...**

...and we want to acknowledge them for the hard work they do, each and every day.

**Enter your nomination for a chance to win cash prizes!**

**DOWNLOAD FORM:**  
<http://bit.ly/2m08FqL>

**Brilliant Bradford Staff Awards 2019**

**Bradford Teaching Hospitals NHS Foundation Trust**

Know a colleague who goes above and beyond? Nominate them for our **Excellence in Collaboration Award**

**Who should you nominate?**

- Does your nominee embody our Trust's values and enhance the reputation of the Trust by working across organisational boundaries?
- Can they demonstrate a contribution to our strategic objective 'to collaborate effectively with local and regional partners'?

**Statement in support of nomination**

To make a nomination, please use the form on p2. Each nomination must be supported by a short, factual statement of max. 200 words, which should include clear evidence in relation to how the person you're putting forwards has demonstrated our values and met the award's criteria.

**If you know someone who deserves special recognition for demonstrating Excellence in Collaboration, put them forward for this award – it's open to all staff.**

**We're proud of our people...**

...and we want to acknowledge them for the hard work they do, each and every day.

**Enter your nomination for a chance to win cash prizes!**

**DOWNLOAD FORM:**  
<http://bit.ly/2mmsMzR>

The Excellence in Care Award aims to recognise the achievement of someone who's demonstrated how they have made a significant contribution to care and compassion.

The Excellence in Collaboration Award aims to recognise the work of someone who's demonstrated how they have made a significant contribution to effective collaboration.

**Brilliant Bradford Staff Awards 2019**

**Bradford Teaching Hospitals NHS Foundation Trust**

Know a colleague who goes above and beyond? Nominate them for our **Finance and Performance Excellence Award**

**Who should you nominate?**

- Does your nominee embody our Trust's values and ensure a focus on Finance and performance excellence in everything we do every day?
- Can they demonstrate a contribution to our strategic objective 'to deliver a financial plan and key performance targets'?

**Statement in support of nomination**

To make a nomination, please use the form on p2. Each nomination must be supported by a short, factual statement of max. 200 words, which should include clear evidence in relation to how the individual you're putting forwards has demonstrated our values and met the award's criteria.

**If you know someone who deserves special recognition for demonstrating Finance and Performance Excellence, put them forward for this award – it's open to all staff.**

**We're proud of our people...**

...and we want to acknowledge them for the hard work they do, each and every day.

**Enter your nomination for a chance to win cash prizes!**

**DOWNLOAD FORM:**  
<http://bit.ly/2kOgBva>

**Brilliant Bradford Staff Awards 2019**

**Bradford Teaching Hospitals NHS Foundation Trust**

Know a colleague who goes above and beyond? Nominate them for our **Learning Excellence Award**

**Who should you nominate?**

- Does your nominee embody our Trust's values and ensure a focus on learning excellence in everything we do every day?
- Can they demonstrate a contribution to our strategic objective 'to be a continually learning organisation'?

**Statement in support of nomination**

To make a nomination, please use the form on p2. Each nomination must be supported by a short, factual statement of max. 200 words, which should include clear evidence in relation to how the person you're nominating has demonstrated our values and met the award's criteria.

**If you know someone who deserves special recognition for demonstrating Learning Excellence, put them forward for this award – it's open to all staff.**

**We're proud of our people...**

...and we want to acknowledge them for the hard work they do, each and every day.

**Enter your nomination for a chance to win cash prizes!**

**DOWNLOAD FORM:**  
<http://bit.ly/2menPc7>

**Brilliant Bradford Staff Awards 2019**

**Bradford Teaching Hospitals NHS Foundation Trust**

Valuing each other – here's a chance for you to recognise someone you work with in our **Valuing People Award**

**Who should you nominate?**

- Anyone who embodies our Trust's values and behaviour, in particular respecting and supporting each other and enhancing the reputation of the Trust.
- Has this member of staff contributed towards our strategic objective 'to be an outstanding NHS employer'?

**Statement in support of nomination**

To make a nomination, please use the form on p2. Each nomination must be supported by a short, factual statement of max. 200 words, which should include clear evidence in relation to how the person you're nominating has demonstrated our values and met the award's criteria.

**If you know someone who is motivated, engaged, well led and valued, or who inspires others to feel motivated, engaged, well led and valued, put them forward for this award – it's open to all staff.**

**We're proud of our people...**

...and we want to acknowledge them for the hard work they do, each and every day.

**Enter your nomination for a chance to win cash prizes!**

**DOWNLOAD FORM:**  
<http://bit.ly/2IRzRiv>

The Finance and Performance Excellence Award recognises someone who has made a significant contribution either to the financial health of the Trust, or who has supported performance improvements.

This award aims to recognise the work of someone – clinical or non-clinical – who's demonstrated how they have made a significant contribution to learning excellence or professional development, through training or education.

The Valuing People Award aims to recognise the achievement of someone who embodies or inspires others to feel motivated, engaged, well led and valued and who's made a significant and outstanding contribution.

# Seeking Staff Governors

DO you sit within any of the following three staff groups?

- Allied Health Professionals and Scientists
- Medical and Dental
- Admin and Clerical, Estates and Ancilliary, Additional Clinical Services (all other Staff Groups)

**Our Trust is seeking nominations from staff who are employed within the three groups above for seats on our Trust's Council of Governors.**

This is an exciting opportunity to represent the interests of not only your staff group but, along with the full Council of Governors, ensure that the interests of our service users, our local communities and all our Foundation Trust members (including staff) are taken into account by the Board of Directors.



John Holden,  
Acting Chief Executive

In your role as a governor you are required to:

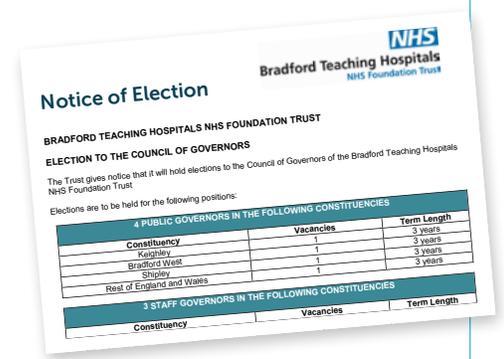
- Ensure there is robust challenge about the strategic direction of the Trust, its vision and how it is performing
- Share with the Board and Council of Governors the views of the staff group you represent: actively seeking out what they think about matters of key material interest
- Take part in meetings of the Council of Governors, its committees, governor training days and Joint Council of Governors/Board of Directors to represent the views of your staff groups and carry out the statutory duties of a governor.

An in-depth induction programme will be provided. There are also ongoing local and national training and development opportunities available to support you in this significant role.

The first step is completing a nomination form. Where more than one nomination is received from within the staff group then an election will be held within that staff group to determine who will be appointed to represent them.

A nomination form to stand for election to these positions is now available and can be obtained from the returning officer in the following ways:

- ➔ Online: [www.cesvotes.com/BradfordTeaching](http://www.cesvotes.com/BradfordTeaching)
- ➔ Telephone: 0208 889 9203



- ➔ Email: [ftnominationenquiries@cesvotes.com](mailto:ftnominationenquiries@cesvotes.com)
- ➔ Text: Text 2FT BT and your name and address to 88802
- ➔ Post: Civica Election Services, The Election Centre, 33 Clarendon Road, London, N8 0NW

Please note that completed nomination forms need to be returned, along with an election statement of no more than 250 words, by 5pm on **Monday, 28 October**.

Should any nominee wish to withdraw their nomination, they must put this in writing to the returning officer by 5pm on Thursday 31 October. For all contested constituencies voting will open on Friday 15 November and will close at 5pm on Thursday 5 December.

For the full notice of election which includes the (nomination) and elections timetable please go to this link: [bit.ly/2OWfvdF](http://bit.ly/2OWfvdF)

If you would like an informal chat, about time commitment or any other queries you might have then please contact **Jacqui Maurice**, Head of Corporate Governance, on ext. 2685 or email: [Jacqui.maurice@bthft.nhs.uk](mailto:Jacqui.maurice@bthft.nhs.uk)

Let's **talk** again next week – and in the meantime you can send your comments and anything you'd like to share with colleagues: [lets.talk@bthft.nhs.uk](mailto:lets.talk@bthft.nhs.uk)

