#FlourishAtWork STAFF WALK

To mark the ‘Move More’ quarter of the Flourish campaign changing into ‘Nourish’, we are organising a staff walk! The aim is to give your step count a push in the right direction and help you find ways to keep your steps up whilst at work - and hopefully to take in some local scenery in the sunshine!

On Friday 27 May, at 12:30pm, a walk will set off from the three sites, RLI, WGH & FGH. Each scenic walk is designed to take between 30 and 40 minutes, and will end back where you started.

The walk is open to all staff, whether you received a step tracker from the Trust or not. To welcome staff into ‘Nourish’, everyone who takes part will receive a healthy lunch and a guide with walks they could use at each of the three sites – all for free!

If you want to take part in the walk, please email flourish@mbht.nhs.uk to register and sign up for your free lunch!

UHMBT LAUNCH NEW CAMPAIGN TO ENCOURAGE PEOPLE TO ‘THINK! WHY A&E?’

Similar to many other NHS Trusts in the country, UHMBT’s two Emergency Departments at Furness General Hospital and the Royal Lancaster Infirmary have been experiencing increased demand on their services for some time.

To try to ease the pressure on the departments and raise awareness within local communities of the range of healthcare services available, UHMBT are launching the Think! Why A&E? campaign. The campaign aims to encourage people to seek other medical advice or attention before visiting A&E unless it is an emergency or life-threatening situation.

The campaign is expected to launch at UHMBT over the next few weeks, and local people can look out for the campaign mascots in various different places, including: signage across Furness General Hospital and the Royal Lancaster Infirmary, print and online advertisements, and leaflets.


SUSTAINABILITY: CLINICALLY LED, EFFICIENCY DRIVEN

Teams across the Bay are doing some great work as part of our Sustainability Programme. We’re launching a series of films that highlight how high quality, effective care is also efficient – and how that efficiency brings financial benefits. You can view the first of the videos here: https://youtu.be/61yqkt-seXM

You can also now contact us at Sustainable.Future@mbht.nhs.uk with your questions and ideas, and find out more information about the work being done as part of the Sustainability Programme on the Finance intranet pages here: http://uhmb/cd/finance/Pages/Sustainability-Programme.aspx
Payment of Travel Expenses

Delays in the payment of travel expenses can be a major inconvenience. Help ensure that you get your expenses paid on time, every time, by following these three simple rules:

1. Submit your travel claims on time. Your claim needs to be submitted and approved by the 10th of every month and must be no older than three months. Claims older than three months cannot be approved.
2. Regularly check your vehicle details within the E-pay system. Out-of-date certificates and documents could prevent your manager from approving your claim, and thereby delay payment of your expenses.
3. In every instance where you claim course fees, fares, parking tickets, and other miscellaneous expenses, ensure that you scan and attach all of your receipts to your E-pay claim. Without these, your manager cannot approve your claim.

Update: New Blood Sciences Laboratory at RLI

We are pleased to report that the opening of the new Blood Sciences Laboratory at RLI has been scheduled for Monday 4 July, 2016.

The issues causing the delay have now been resolved.

All requests for laboratory tests should continue to be sent to Blood Sciences, MU1 until further notice.

Technology Benefit Scheme

As mentioned last week, now is your chance to join our exciting technology benefit scheme! Did you know that as UHMBT staff, you can order a whole host of computer equipment and electrical goods, including iPads, laptops, smart TVs, mobile phones, games consoles and accessories, at a reduced rate? Salary sacrifice schemes work by taking the cost of the item or service out of your wage before tax, National Insurance and Pension payments are taken.

You can place orders now, running from Monday 9 May – Monday 5 June using the details below:

uhmb.store.employeecoerce.co.uk
Username: uhmb  Password: uhmb16

For more information and to find out if you are eligible, please click here or visit the Trust’s intranet news page.

Living Well With Dementia Talk— Book Your Place!

670,000 people in England are living with dementia. An estimated twenty-one million people in our country (42% of the population) know a close friend or family member with dementia. One in three people aged over 65 will have dementia by the time they die and, as life expectancy increases, more and more people will be affected. It is estimated that 25% of hospital beds in the NHS are occupied by people with dementia, rising to 40% or even higher in elderly care wards.

We have arranged for a talk for all our members on dementia at 1.30pm Tuesday 7 June, at FGH. To book a place, please contact Heidi Bowron in the Membership Office on 01229 404473.

Well Done to Our Governance Team!

Our Governance team have been successful with their submission of a poster for the Patient Safety Congress. This means that their poster on learning from incidents and errors has been shortlisted and will be presented at the Patient Safety Congress on 5 and 6 July, 2016. There were over 220 submissions worldwide so it is a massive achievement just to make the shortlist— well done to the team and good luck at the congress!
Managing NICE on Safeguard

While developing guidance, NICE’s independent advisory bodies often identify NHS clinical practices that they recommend should be discontinued completely, or should not be routinely used. This may be due to evidence suggesting that the practice is not beneficial, or a lack of evidence to support its continued use.

Examples of ‘do not do’:

**CG92—VTE:**
Do not offer anti-embolism stockings for venous thromboembolism (VTE) prophylaxis to patients who are admitted for stroke.

**NG3—diabetes in pregnancy**
Do not routinely offer continuous glucose monitoring to pregnant women with diabetes.

**CG169—acute kidney injury**
Do not routinely offer ultrasound of the urinary tract when the cause of the acute kidney injury has been identified.

All NICE guidance is now managed within the Safeguard Alert system, much like the CAS Alerts. This makes it easier for staff reviewing them for compliance and monitoring for progress - reminders will be sent electronically. If you have been nominated as the guideline lead, you will need to log in to Safeguard and update - the system will automatically send you reminders until you do. If you need help on accessing and updating in Safeguard please either contact your divisional governance lead, or Louise Moate at Louise.Moate@mbht.nhs.uk.

Oncology Unit Fundraising Successes

Each year, the Gillian Bain Memorial Netball Tournament is held at Lindal to raise funds for the Oncology Unit at FGH. This year’s tournament raised £1,750, which was presented by Jill Postlethwaite. Present at the cheque presentation (shown opposite) were: Mrs Asghar, Hospital Governor; Nicola Docherty, Clinical Lead; Jayne Bickerstaff, Clinical Lead; Jill Postlethwaite (presenting the cheque), Jill’s little girl Libby Postlethwaite; and Heidi Bowron, UHMBT Charities team. Many thanks to Jill and the netballers!

**£400 for Oncology Unit at FGH Raised Through Playing Bingo**

Regulars at the Golden Ball Inn, Dalton-in-Furness, presented a cheque for £480 to the Oncology Unit, FGH. The money was raised throughout the year from Bingo nights in the Golden Ball.

Thanks to everyone at the Golden Ball and all their customers on behalf of Morecambe Bay Charity!

New Aseptic Non-Touch Technique (ANTT) Guides Available

In order to practice safely, it is essential that all healthcare workers understand the principles and practice of aseptic non-touch technique (ANTT). The new ANTT picture guides (2016) are available to print from the Trust procedural document library, via the intranet. Just search ANTT.

Please ensure the new versions are available in your clinical areas.
**Logging Compliments and Complaints Workshops**

We are pleased to announce a new dates for the workshop: **Logging Compliments and Complaints**.

The Patient Relations department are committed to ensuring that all staff are aware of the process of logging compliments and complaints using the facility available via the Trust’s Intranet.

These workshops are informative and interactive sessions for all staff, and include how to log a compliment or complaint on the Incident and Risk Reporting system. The Trust requires all compliments and complaints to be logged to ensure trends are recognised and appropriate action/Lessons Learned are taken.

Please note that places are restricted to 8 per session so all involved can get the most out of the workshop. See the dates and times below and use your TMS to book a place:

**Wednesday 25 May 2016 Time: 11.00am and 11.45am RLI Training room 1 (Pointer Court, 1st floor)**

**Wednesday 8 June 2016 Time: 11.00am and 11.45am FGH Training room 2**

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**Training Management System (TMS) - Further Improvement**

The Training Management System (TMS) that has been designed and developed by the Trust ('My Learning and Development') is continually being developed and updated. For example, an 'eAppraisal' module has recently been developed that enables staff and their managers to record in detail how an individual's job role contributes to the overall success of the team and/or department, and how an individual's job role supports the Trust's vision and values.

If you have any requests or suggestions for how this system could be further improved (as with the requests for home access described above) then the TMS Admin Team would love to hear from you. All requests for system development are fully considered and prioritised on a bi-monthly basis. To submit your requested change or development please complete the 'TMS Development Request Form'.

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**192 Mile Ultra-Run Fundraising Request**

To help raise funds for St John's and St Mary's Hospices, Peter Duffy, one of our Consultant Urologists, is taking on the Wainwright Coast-to-Coast route in five days as a part of the Northern Traverse ultra-run. The route covers 192 miles and over 16,000 feet of climb, almost all of it off-road, and takes in mountains, dales, moorland and fellside. It starts from St Bees Head on the west coast of Cumbria and travels across the Lake District, Yorkshire Dales, Vale of York and North York Moors, to finish at Robin Hood Bay on the East Coast.

You can support Peter in his fundraising efforts at his Just Giving pages here: [www.justgiving.com/Peter-Duffy3](http://www.justgiving.com/Peter-Duffy3) and [www.justgiving.com/Peter-Duffy2](http://www.justgiving.com/Peter-Duffy2).

Please donate what you can to support him through the run. Good luck Peter!
Save the Dates – Pass It On Events Coming to You!

This summer we are bringing the Pass It On events to you, our staff, so you can share in the successes of our latest schemes and their achievements.

These include Wave 3 of LiA, 10 Big Ticket Clinical Teams, and the outcome of our Big Conversations.

All our teams will showcase their achievements and improvements, so Save the Date and support your colleagues in celebrating and sharing success for UHMBT staff and patients!

- Friday 1 July, at Westmorland General Hospital Physio Gym
- Friday 8 July, at the Lecture Theatre, Royal Lancaster Infirmary Education Centre
- Wednesday 13 July, at Furness General Hospital Physio Gym

We want all staff, volunteers, governors, health partners and volunteers to share in the celebrations.

Please book via TMS or by emailing Listening.IA@mbht.nhs.uk.

“Wow! You did what?” Making an Impact With Your Improvement Information

Running an amazing improvement scheme but not sure how to present your information?

Join us at this interactive workshop to test out using some new approaches to presenting information.

The workshop is open to all staff. Places are limited, so book early via TMS.

Sessions run 1 - 4pm
- Monday 20 June, Learning and Development training room, RLI
- Monday 27 June, Teaching room 1 Education centre, FGH

New Service: Health Early Action Team (HEAT)

The Health Early Action Team (HEAT) is a new team within the hospital that provides an Urgent Care Liaison Service to the Emergency Floor, formed from combining the Hospital Alcohol Liaison Service (HALS) and the Frequent Attender Team. We are no longer teams solely looking at a single health issue but are a single service, looking at: alcohol misuse; substance misuse; mental health; health behaviours; social isolation; homeless support; and fabricated induced illnesses that contribute to ED Attendance and/or admission at RLI. As the services transition to become HEAT processes may change, but further updates will be provided in due course.

The HEAT service hours are from 08:00-19:30, 7 days a week. Referrals will be accepted between these hours.

Please continue to call 42282 or bleep 3353 for alcohol referrals and 41975 for frequent attender referrals.

Your Development Matters

Your development matters will spotlight innovative training, resources and research that may help with your professional development. This week we’d like to draw your attention to: a UCLAN Seminar on NICE guidance and advice; The Prime Minister’s Challenge on Dementia 2020; and a free individualised online resilience questionnaire that will tell you just how resilient you really are.

For more information click here. If you have any ideas for training or if you have followed up on any of these links then we’d like to hear from you. Please email helen.o'neil@mbht.nhs.uk.
Adult Learners Week - 13th to 17th June at UHMBT

What can you do to support the event and get involved?

- Do you want to deliver a session or book a stand to advertise your department’s achievements around the Trust?
- Find out about and book on the sessions to learn something new and be inspired.

Information about the sessions and how to book coming soon in the Weekly News. For more information or to get involved, please contact Steph Ashton on 42113 or steph.ashton@mbht.nhs.uk

Keeping You Up To Date With Recruitment

Over the last few months, we’ve updated you on how the work we’ve done on the Behavioural Standards Framework links to the strategic aims of the Trust, such as health and wellbeing, and how our behaviours impact upon the service we provide to our patients. This month we wanted to update you on our performance.

We have been doing lots of work to help with recruitment to ensure we have the right number of staff to effectively provide the best service we can for our patients, and to give our teams the appropriate amount of support. Having the right number of staff in the right place at the right time is a difficult task across the country at the moment, with recruitment difficulties meaning we need to look at what we can do differently. The following is what we’ve been working on:

- **Choose Cumbria** - a collaboration with private and public sector organisations in the locality using the web and recruitment campaigns.
- **Promotional events** for care of the elderly and paediatrics
- **International recruitment** – so far we have appointed 101 nurses
- **Better Care Together recruitment hub** – a number of return to practice places have been secured via this route

In September 2015 we were issued with a target to reduce our agency spend, because the levels of expenditure we currently have can not continue; our different approaches to recruitment are helping us work towards this reduction. You may have read in Jackie’s Friday message that we have seen a huge increase in our recruitment to front-line staff which all goes towards a financial reduction, as well as a more consistent environment for our staff. We have started to introduce values-based recruitment to ensure we attract and retain those with the right values. All our new starters all have access to the Behaviour Standards Framework and their feedback is that this provides them with a basis of what our expectations are of them and what their expectations should be of others. People choose where they want to work and people are choosing to come and work at Morecambe Bay! Creating a positive environment where people really cherish the work they do and the organisation they work for identifies that our staff feel pride in what they do—pride is a value we want all of our staff to feel working here.

Hospital Grand Round - FGH

The next Hospital Grand Round at FGH is taking place on **Friday 27 May, from 12.30pm - 1pm**, in the Lecture Theatre. Dr Alistair Thomson, Associate Postgraduate Dean (Trainer Recognition) will present the lecture “Trainer Standards and Recognition” All staff are welcome and lunch will be served at 12.30pm before the presentation.

Are you keeping MBay up to date?

Please can staff remember to keep their MBay account up to date. If you have items on there that are no longer needed or being offered, please remove them.

“A great place to be cared for; a great place to work”