Happy New Year!
Best wishes to all our staff, patients and visitors for a happy and healthy 2013.

Clinical leader at FGH honoured for protecting patients from harm

As recognition for going the extra mile to protect patients from harm, Suzanne Shannon was declared the winner of the Patient safety award at our Your Health Heroes awards.

Inspired by a desire to repay society’s debt to the older generations, Suzanne tirelessly goes above and beyond the call of duty to look after elderly people who attend FGH.

Clinical leader of the Orthopaedic Trauma Ward at FGH, she has dedicated a huge amount of her own time out of work hours to making sure patients are kept safe at all times.

Carol Park, Lead Nurse for Surgery, who nominated Suzanne, said: “Suzanne is dedicated to the safety of the older person. She has undertaken an immense amount of work, mostly in her own time. Her work includes promoting falls prevention at FGH.

“She recently set up a falls awareness day at FGH, where people were invited to go along and look at information she had put together, including exercise programmes.

“She has also done a lot of work on advice for patients who have a fractured neck of femur, including osteoporosis and falls prevention. Her dedication deserves recognition.”

Suzanne, who lives in Barrow, said: “I’m ecstatic, I can’t believe it. I’m a bit overwhelmed really.

“These are all special people who’ve given a lot to the community, and by doing these things and just making sure that they feel safe, is our way of giving something back to them. It’s a big team effort. We just do everything together.”

Suzanne was presented her award by Denis Lidstone, Non Executive Director, and one of the judges.

The Your Health Heroes awards saw winners announced in 14 categories during the ceremony at the Castle Green Hotel in Kendal - some honouring those on the front line of hospital life, others highlighting the efforts of those hard at work behind the scenes.

This is the first time the public has been able to nominate hospital staff for awards, and we received more than 160 nominations from patients and staff alike.
Update on Emeritus Professor Sam Leinster’s review

As you will be aware, the Trust Board commissioned a review by Emeritus Professor Sam Leinster to help inform the Trust Board on how to build the educational, training and research capability of the organisation moving forward. We wanted to update you on it.

Professor Leinster has already held a variety of meetings with staff and management groups both within the Trust but also with our educational partners in Lancaster and Cumbria. He will be finalising his report soon, when we will to share this with staff, Governors and partners for comment.

The Trust Board believes that the development of our educational and research and development capability is essential if we are to realise our goals of providing high quality and sustainable health care for our local population. We have seen good progress in developing closer links with our local universities, not just in the health sciences, but also in the areas of business and management. We believe this work will come to fruition over the next 12 months with closer partnerships for the benefit of all our staff and patients. In the meantime we would like to thank you for your continuing hard work in supporting the organisation’s training, education and research and development agenda.

What are we doing about Dementia?

Dementia is a significant challenge to the NHS. 25 per cent of beds are occupied by people with dementia, their length of stay is longer than people without dementia and there is often a sense that they are in the ‘wrong place’. To help ensure we offer the best possible care to patients with dementia, a specific project has been running as part of the Programme Management Office.

The project aims to ensure a co-ordinated, Trust-wide approach to identifying and managing the optimal care pathway for patients with Dementia and provide a high quality of care in accordance with national and local standards of care at all time. The core performance target is to improve awareness and diagnosis of dementia, using risk assessments. This will improve quality, experience and safety for all patients (and their carers) by avoiding unnecessary admissions, reducing length of stay and reducing readmission rates.

All emergency patients, aged 75 and over, are now screened for dementia within 72 hours of admission. They are asked a single question, which is a national assessment method, to help identify anyone that may need further support. If appropriate, patients are risk assessed and likely referred for memory assessment. This will set an effective foundation for appropriate management of patients, allowing significant improvements in the quality of care and substantial savings. Floorwalkers are now in place at RLI and FGH, to help support the data collection, guide staff and ensure that the assessments are undertaken.

The Butterfly Scheme is a national scheme developed by a carer which aims to discreetly raise the profile of the needs of dementia patients. This is progressively being introduced at UHMBT, led by Dianne Smith, and will help all staff support patients with dementia. Each department has a dementia champion to guide and educate staff and improve standards of care for patients and families.
Your chance to get involved
A series of public roadshows are being planned to showcase the work we do to the public and we need your help. They will be taking place as follows:

- Wednesday 16 January: Lancaster Town Hall, 10am to 3pm
- Friday 25 January: Forum 28, Barrow-in-Furness, 10am to 3pm
- Tuesday 29 January: Kendal Town Hall, 10am to 3pm

This is your chance to tell the world about all the good work you do. If your department would like to have a stand at the events, please contact Simon Rigg, in the Communications team, on ext 46675.

Stands we are in the process of arranging, include: the resuscitation team holding a CPR challenge, health MoTs for the public, a demonstration of the Lorenzo IT system, a membership stand, and more.

We will also be informing the public about our future plans, the excellent work already done, and talk to them about what they want from hospital services.

Senior members of the staff, including executive, clinical and non-executive directors, will be on hand to speak to members of the public and attendees about future plans and answer any questions.

Staff are also welcome to attend the events. We hope to see as many people there as possible.

Theft of emergency uniforms
In the last month, there have been two separate local crime incidents where ambulance service uniform and equipment has been stolen. A private vehicle was broken into in Carlisle and a hi-vis jacket and hard hat stolen. Another hi-vis jacket, helmet and stethoscope were stolen from an ambulance in Egremont.

Cumbria does suffer from periodic bouts of ‘Bogus caller’ crimes where criminals use stolen or adapted uniforms and ID cards of all kinds, to gain entry to homes and businesses.

Emergency service uniform and ID have also been used by offenders in order to carry out hostile reconnaissance prior to terrorist attacks.

This kind of crime occurs in all locations, not just Cumbria. Please take great care of your uniform, kit and ID whilst at work. Keep lockers, vehicles and buildings secure at all times. Whilst off duty, don’t leave items on view in private vehicles, or store them for long periods over holidays, in non-secure locations.

Please report any losses of marked uniform, equipment and identification as soon as possible to your line manager and the police, and also complete an online incident report.

If you have any questions or queries, please contact the Health and Safety department, on ext 55343.

Finding an NHS dentist in Cumbria
People who wish to access an NHS dentist in Cumbria who currently do not have one, should check which NHS dentists in the county are accepting new patients, via NHS Choices at www.nhs.uk. This is instead of registering on the dental database. More information is available by visiting www.cumbria.nhs.uk, and clicking on the toothbrush on the homepage.

If you don’t have access to the internet or are having problems finding a practice, please call 01228 602192 or 01228 602193.

“We will be the best - providing excellent compassionate care to the people of Morecambe Bay.”
Quit smoking in 2013

Are you thinking about giving up smoking? If so, now is the time to start preparing.

New Year resolutions are a great opportunity to quit and your local stop smoking service can provide support and advice on how to quit.

If you, your family or friends have resolved to quit for New Year, contact your local stop smoking service now:
North Lancashire: 01524 845145
Cumbria: 01900 324222

Caged bicycle shed opens at FGH

There is now a caged bicycle shed at the staff entrance on level 3 at FGH, for staff to keep their bicycles. The bicycles in this unit will still need to be made secure with safety chains and padlocks. To gain access to this facility, please contact the general office at FGH on ext 51211 for the security code.

Please be aware that bicycles are left at your own risk and we cannot accept responsibility for any loss or damage.

Why not think about joining the cycle to work scheme in 2013? The scheme allows you to save up to 42 per cent on a bike from any store participating in the scheme. Click here to find out more.

Make the most out of Learning and Development

Is the done list on your ‘My Learning and Development’ page getting too long? If so, you can press on the icon next to the course in your done list to move it onto the activity archive tab.

You can access the above pages by opening internet explorer and clicking on ‘favourites’, then ‘training’, then ‘My learning and development’. To move an item from the Activity Archive back to your my activities tab click on the icon next to the relevant course.

Jane and Maureen help those in need

This year, instead of sending Christmas cards, Jane Cassidy, assistant practitioner and Maureen Huddleston, team leader, school nursing, and health visitor, have raised almost £80 for charity.

They decided to purchase Vinnie Packs, costing £3 each, which help homeless people to stay warm and maintain their hygiene.

The Vinnie Pack, which was created by the St Vincent de Paul Society, contains toiletries, a hat, gloves, socks and a thermal blanket. The packs have been distributed via clergy at St Peter’s Cathedral Lancaster to rough sleepers and people in need who call at their door for food and support.

Dance the night away

Join local bands including Cry Baby Aeroplanes, Icepops For Breakfast, Two for Joy and Chalk at the Yorkshire House, Parliament Street, Lancaster, on Saturday 5 January, from 8pm - 1am, for a night a music and fun!

Tickets are just £4, with all proceeds going to bowel cancer research. Come along, have fun, and raise money for a worth cause.
**Job opportunity in Trust Headquarters**

We will shortly be recruiting an Administration Apprentice to work within the administration team based at Trust Headquarters, WGH.

This is an exciting opportunity to gain valuable work experience within the NHS and achieve nationally recognised qualifications. You will be developed in the role, learning new skills, whilst undertaking the Apprenticeship framework in Business Administration. This post will be advertised on NHS jobs in the coming weeks and we will let you know via Weekly News once applications are open.

**Contacting the IMCA**

Advocacy Experience’ will no longer provide the IMCA (Independent Mental Capacity Advocacy) service for Cumbria.

This service will be provided by ‘People First Cumbria’ who can be contacted by phone on 03003 038 037, email at bestlife@peoplefirstcumbria.co.uk or at www.bestlife.org.uk.

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**Notice of election for the Council of Governors**

A vacancy has arisen for a staff governor to be elected to the Foundation Trust’s Council of Governors. The vacancy is for the Allied Health Professionals staff constituency for a term of three years.

Clause 9.3 of the Constitution of the Foundation Trust states; “The members of the Council of Governors, other than the appointed members, shall be chosen by election by their constituency, or, where there are classes within a constituency, by their class within that constituency. Consequently nominees for election to the Council of Governors from members of the areas referred to above are now sought.

The election timetable is as follows:

- **Nominations open** – 4 January 2013
- **Closing date for receipt of nominations** – Friday 1 February
- **Summary of nominated candidates published on the Trust website** – Monday 4 February
- **Notice of Poll and ballot papers published** – Monday 25 February
- **Closing date for election** – Wednesday 20 March
- **Results available** – Thursday 21 March

If you would like a nomination form to stand for election to the Council of Governors, please contact Caroline Hinchcliffe, at Electoral Reform Services by telephone, on 020 8889 9203, or by email, on caroline.hinchcliffe@electoralreform.co.uk.

A Governor Information Pack is available which includes further details about the role of the Council of Governors. If you are interested, please contact the Foundation Trust Office on 01229 404473 or email ftmembershipoffice@mbht.nhs.uk.

We would encourage any members of the Allied Health Professionals constituency to seriously consider this opportunity to join our Council of Governors. This is an important, challenging, but exciting period in the Trust’s recovery and you will have a key part in shaping our future.

May we take this opportunity to wish you success during the election process, should you decide to stand.
## DESIGNATION AND CAPABILITIES OF DOCTORS IN TRAINING

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<th>DESIGNATION</th>
<th>WHAT THESE DOCTORS DO</th>
<th>CAPABILITIES</th>
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<td>FOUNDATION YEARS 1 &amp; 2 FY1 &amp; FY2</td>
<td>A Foundation doctor is in the first or second year post qualification. In FY1 they have provisional registration and in FY2 they have full registration with GMC. Their skills will be those expected of a graduating medical student when they start and their experience will vary. They all work for 4 months in a post and then move to another. All do a 4 month GP attachment in FY2. An FY2 may be on a rota with Core trainees but have no more than 4 months experience in the specialty – or none. What is expected of them when on call must take this into account.</td>
<td>Foundation Doctors should be able to clerk a patient, order investigations, formulate a management plan for discussion with a more senior doctor in specialty and prescribe appropriate medication. They are not competent to take consent unless they have had specific training in the consenting process for a procedure.</td>
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**FY1 ROTA**

Formerly PRHO (FY1)
1st year SHO (FY2)

**CORE TRAINEES CT 1, CT2, CT3**

Some doctors in Core Training programmes will have at the beginning of CT1 very little or no prior experience in specialty. Core Training comprises the first 2-3 years of specialty training in those specialties.

Core trainees should have all the competencies expected of Foundation Doctors, and as they progress through their 2 or 3 year training programme their expertise will increase, and they will be able to undertake an increasingly wide range of responsibility without immediate senior feedback – but this should always be available to them on a 24/7 basis.

Core surgical trainees should have their skills for obtaining consent developed and recorded as a part of procedure based assessments (PBAs) in ISCP. When the PBAs have been signed off, they may take consent for those procedures without supervision.

ST 1 & 2 trainees are unlikely to have a greater array of competences than CT 1 & 2 trainees. However, the guiding principle here is that all trainees must have 24/7 access to senior advice.

**JUNIOR or INTERMEDIATE ROTA (may also include specialty doctors of varying experience)**

ST1, ST2

Formerly 2nd year SHO (CT1, ST1)
3rd year SHO (CT2, ST2)
4th year sho (CT3)

ST 1, 2, are in a “run-through” training programme for their specialty (eg GP, Paediatric, Obs/Gynae).

**HIGHER TRAINEES ST3, ST4, ST5, ST6, ST7, ST8**

Higher trainees are (ST 3, 4 ...+) trainees who have completed core training and successfully entered a higher training programme

Higher training is competitive after successful completion of a core training programme that usually includes achieving a postgraduate qualification eg MRCP, MRCS etc. Doctors in some specialties are runthrough (ie do not have to compete to enter higher training if all competencies met) but relative skill set is comparable.

Trainees who are at ST3 or higher will increasingly be able to work independently as directed by their Clinical and Educational Supervisors. The competence of an ST 3 + trainee, especially those who have achieved a postgraduate qualification in the specialty is broadly that which one would have expected from a “Registrar”.

**MIDDLE GRADE ROTA (may include Associate Specialist and specialty doctors of varying experience)**

Formerly Specialty Registrar (years 1-6 depending on Specialty)