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North Manchester needle-free ‘flu vaccine pilot shortlisted for national BMJ award

A CLINICAL team based at North Manchester General Hospital have been shortlisted for a prestigious national British Medical Journal (BMJ) award.

The team which comprises Dr Rachel Isba, consultant in paediatric public health medicine; Dianne Cook, lead advanced paediatric nurse practitioner in paediatric emergency medicine; Kate Hilditch, senior pharmacist infectious diseases and Adelle Lees and Sue Higgins, paediatric nursing sisters in the paediatric emergency medicine department, formed a ‘flu vaccination for children’ team and have been shortlisted in the ‘Prevention team of the year’ category.

Last year they implemented a new innovative public health initiative at North Manchester General Hospital in the fight against ‘flu. Pre-school children and older children in at risk groups who attended the paediatric emergency department at the hospital were offered a needle-free ‘flu vaccine in the form of a nasal spray which was squirted up the children’s noses.

The pilot, organised by Dr Rachel Isba was believed to be the first of its kind in the country and was organised in conjunction with colleagues in Greater Manchester Health and Social Care Partnership (GMHSCP).

The BMJ awards are the UK’s leading medical awards which recognise and celebrate inspirational work of healthcare teams across the country. Around 350 entries were received for the awards and these were whittled down to 60 shortlisted entries.

The overall winner of the award will be announced at a ceremony in London on 4 May.

Dr Rachel Isba said: “The shortlisting is recognition of the fantastic work that my team did, trying something that had never been done in England, delivering it with enthusiasm and energy, in the setting of a very busy emergency department. We collectively learnt a lot from the experience and are committed to sharing what we learned with colleagues so that other departments can adapt/adopt in the future.

“I think that the success of this project and being shortlisted for this award show that public health approaches to improving child health can be implemented in acute settings such as the children’s emergency department.”

Professor Matt Makin, medical director at North Manchester General Hospital, said: “The team’s shortlisting for this BMJ award is great news and a brilliant example of how we are working across The Pennine Acute Hospitals NHS Trust to improve the health and wellbeing of local children.”

*Pictured receiving his needle free flu vaccine is two year old Hassan Mohammed with dad Wasfi Mohammed, Adelle Lees, sister in paediatric emergency department; Kate Hilditch, senior pharmacist; John Cleland, F2 doctor and Dr Rachel Isba.*

Committee in Common - Group structure from April 2017

THE development of our Care Organisations forms part of the wider move towards a Group model bringing together Pennine Acute and Salford Royal FT. The Trust Boards of both organisations have agreed to delegate their functions to a Committee in Common. The CIC for the two Trusts takes effect from 1 April 2017 and will effectively oversee the four Care Organisations and its services (Oldham; North Manchester; Bury/Rochdale; Salford). The CIC will meet monthly and comprise a chairman and six non-executive directors along with a number of executive directors.

The group executive team will be: Sir David Dalton - Chief Executive Officer; Elaine Ingleby-Burke - Chief Nursing Officer; Dr Chris Brooks - Chief Medical Officer; Jude Adams - Chief Delivery Officer; Raj Jain - Chief Strategy and OD Officer and Ian Moston - Chief Financial Officer.
NHS staff survey - what our staff said last year signals optimism for the future

THE results of last year’s NHS Staff Survey 2016 were published on 7 March 2017 for all NHS Trusts. The staff survey reports on 32 key findings which cover nine themes such as appraisals and personal development, errors and incidents, management, and job satisfaction.

Despite the backdrop of the unprecedented scale of change the Trust is undergoing, the challenges and pressures we are all under, and the uncertainty that many staff have been facing over the past year, our staff engagement scores have stabilised and importantly have not deteriorated as might have been expected. This is encouraging.

Within this, we are enormously encouraged by the fact that the engagement score for our adult general nursing workforce and HCAs/nursing assistants (which make up the largest proportion of the Trust’s workforce) has increased significantly. This shows that despite the huge amount of pressures our nursing and midwifery workforce are under, more of our frontline clinical staff have more confidence in our new site-based leadership teams, feel better engaged, and can see they are being listened to and supported as part of our improvement journey.

The staff survey results for PAT also reported a significant increase in satisfaction with staff having opportunities with flexible working. The key area of staff motivation at work has also increased from last year’s survey.

An essential component of success is that staff engage, are involved and lead the work needed....

Thank you to all staff who completed the survey in October and November last year. The number of staff who took part in the staff survey who offered their views across our acute and community services at Oldham, Fairfield, Rochdale and North Manchester recorded the highest response rate ever for the Trust with 4,068 staff across all sites and staff groups in total responding (45%).

The importance of listening to staff and acting on your ambitions and concerns:

Jim Potter, chairman and Sir David Dalton, chief executive, have been leading the Board and the organisation for nearly one year now. The staff survey was undertaken 6/7 months after they started. From day one, the emphasis has been on patient safety and staff. It takes time to support staff to deliver the standards that they aspire to. An essential component of success is that staff engage, are involved and lead the work that is needed to improve patient safety and are well supported in their teams and by their management. Listening to staff and acting on their ambitions and concerns will improve from the encouraging start that has been made so far.

This year we have listened to the views of staff not only through the NHS Staff Survey, but also through site walk-rounds, work-withs, the staff pulse check surveys about staffing levels, incident reporting and learning, clinical governance and of course the leadership channels that are in place.

The issues that staff have raised since April, and the solutions proposed, have already led to the following actions:

- £9.2m was agreed in August last year with our CCGs to enable the Trust to put in measures to support staff and stabilise our key fragile services including A&E, paediatrics and maternity to ensure these were safe and reliable
- £20.5m of funds has been secured to employ over 300 more nursing and midwifery staff, 35 doctors, 25 AHPs
- £10m of investment is to be spent on improving our estates and facilities, initially at Oldham and NMGH in 2017
- Strengthened local site operational leadership by creating Care Organisations
- Commenced the introduction and roll out of core nursing standards on our wards supported through the implementation of the Nursing Assessment and Accreditation System (NASS)
- Developed a Clinical Leadership programme for Band 6 Sisters
- Investment in improving staff engagement and service improvement at a local level through working with teams, for example as part of the Staff Engagement Pioneers’ Programme.

Back to the front line - Trust executives launch new Work-Withs

TRUST executive directors have started a new initiative called work-withs where they meet staff in their own working environments by working alongside clinical and non-clinical colleagues for one morning or afternoon each month.

Work-withs will enable all staff to voice areas of pride, ideas or concerns and share their thoughts with the senior management team.

Elaine Ingleby-Burke, chief nurse, visited the day surgery unit at Rochdale Infirmary in March. She was shown around the department following the patient pathway by ward manager Sr Debra Mcilorum and staff nurses Lyndsey Ferris and Jean O’Brien. Elaine plans to go back to the unit soon and work an early shift.

Women and Children’s services at NMGH

GIVEN the current links with Central Manchester NHS University Foundation Trust (CMFT) and the plans for women & children’s services currently based at NMGH transferring under the leadership of CMFT later this year and then to the new Single Hospital Service for Manchester in due course, these services (including obstetrics, neonatology, gynaecology and paediatrics) across PAHT are to be managed by one team reporting to and hosted by the Oldham Care Organisation. This will reinforce the long term commitment to these services and allow North Manchester’s patients to benefit from easier access to the skills and expertise of the specialist centres run by CMFT in the future.
Medical and dental awards - nominate your winners

**NOMINATIONS are now being taken for the 2017 medical and dental awards.**

Trainees who have demonstrated outstanding application of opportunities with the Trust (eg improving patient safety, innovation, improving the education system or other achievement) are eligible for: Foundation Trainee of the year; Core Trainee of the year and Specialty Trainee of the year.

Medical and dental educator/supervisor who has provided outstanding education, training or supervision (eg organising an educational event or programme, providing excellent teaching or supervision, going the extra mile, innovation or other excellent achievement) are eligible for: Educator of the year; Supervisor of the year and Grand Round presenter of the year.

Nomination forms are available from medicaleducation.troh@pat.nhs.uk or from Jane or Taria on 78638. Deadline for nominations is 2 June 2017.

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**Additional CT scanner at Oldham to reduce diagnosis time for patients and length of stay**

**THE Royal Oldham Hospital is to receive a state-of-the-art CT scanner which will bring a wide range of benefits to patients and clinicians.**

Over £1.2 million is being spent which will see the provision of an additional CT scanner and building works within the radiology department to provide extra radiologist offices and improved facilities in the interventional day case unit. This will include a new CT scan room and control room which will have direct access to the emergency department for the urgent imaging of their patients, meaning that there will be a 30 minute maximum wait from referral within the emergency department to the patients undergoing their scan.

Building works to house the new equipment starts in early April.

The additional scanner will help The Pennine Acute Hospitals NHS Trust who run The Royal Oldham Hospital to meet the increasing demand upon the radiology service, whilst meeting national and internal turnaround standards to ensure that patients get the fastest diagnosis they can, which has the potential to reduce patient length of stay in hospital.

Paul Barker, senior directorate manager radiology and neurophysiology, said: “This new addition to our expanding imaging service will greatly improve access to patients, ensuring a 30 minute referral to scan time which in turn improves prognosis. The high specification scanner will also meet the demands of current growth in CT imaging of 9%, and importantly for patients, mean they would not have to be transferred to another hospital site should the existing scanner break down or be unavailable due to scheduled maintenance.”

The scanner is a Toshiba Aquilion Prime 160 which complements the other five Toshiba scanners in the Pennine Acute Trust at North Manchester General Hospital, Rochdale Infirmary and Fairfield General Hospital in Bury.

A computerised tomography (CT) scan uses x-rays and a computer to create detailed images of the inside of the body. They are sometimes referred to as CAT scans or computed tomography scans and produce detailed images of many structures inside the body, including the internal organs, blood vessels and bones.

They can be used to:
- diagnose conditions – including damage to bones, injuries to internal organs, problems with blood flow, strokes and cancer
- guide further tests or treatments – they can help to determine the location, size and shape of a tumour before having radiotherapy, or allow a doctor to take a needle biopsy (where a small tissue sample is removed using a needle) or drain an abscess
- monitor conditions – including checking the size of tumours during and after cancer treatment

Tasmin Hamilton, radiology cross sectional imaging manager, said: “The new scanner will provide excellent quality images at the lowest possible radiation dose to the patient using the latest scanning technology.”

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**Dying Matters Greater Manchester exhibition - vote for your favourite**

**FOR 2017 Dying Matters Awareness week (8th – 14th May) the Greater Manchester and Eastern Cheshire Strategic Clinical Network are holding a Greater Manchester art exhibition called ‘The art of dying’. This will be similar to the Pennine Acute Trust’s ‘Pennine Presents’ art exhibitions which were held in 2015/16.**

Members of the public, patients and staff have been asked to create a piece of art with the theme ‘dying matters’. All the pieces created have had a digital image taken of them and have been uploaded onto a ‘Greater Manchester virtual gallery’. Everyone is now asked to go to the virtual gallery website www.artofdying.co.uk and vote for their favourite piece of art work during April 2017.

The 10 pieces which receive the most votes across Greater Manchester by the end of April 2017 will be exhibited at the Whitworth Art Gallery in Manchester on 11 May, where The Strategic Clinical Network are hosting a free Dying Matters event. All entries submitted to the virtual gallery will be shown on a screen throughout the day at the Whitworth and all artists who submitted a piece to the virtual art gallery will be invited to an awards reception where the overall winner will be announced by a celeb!

Please support Dying Matters Awareness Week 2017 by either going to www.artofdying.co.uk during April and viewing the art work and voting for your favourite OR by popping in to the Whitworth Art Gallery, (250 Oxford Road, Manchester, M15 6ER) on 11 May and join in with the free activities being held throughout the day.

For more information please email.rebecca.taylor@pat.nhs.uk or visit the end of life care intranet page.
New online system for ordering pressure mattresses

CLINICAL staff at the Trust have welcomed a new online facility which allows them to order pressure area care equipment for their patients direct from the Trust’s supplier. Linet UK have been working with Pennine Acute for the last four years to provide pressure area care equipment and have now developed an electronic facility called Rentline which enables staff to order their equipment electronically 24 hours a day, seven days a week.

This will increase efficiency in the ordering process as staff will no longer have to ring a call centre to order their equipment which could sometimes incur delays.

Judy Harker, nurse consultant, tissue viability, said: “The Trust’s important partnership with Linet UK to provide pressure relieving equipment for our patients forms an integral component of our pressure ulcer prevention strategy. We are delighted to roll out this new innovation with Rentline and are sure that it will provide many benefits for staff and patients alike.

“As staff can now order the equipment needed for individual patients as soon as care plans and referrals are in place this will help to ensure that patients are given the best and most appropriate care as pressure damage can develop very quickly when they are acutely unwell, vulnerable or frail.”

John Speakman, service centre supervisor Linet UK, has been visiting wards at each of the Trust hospitals to deliver training to staff on the new system. He said: “From a personal point of view I am enjoying the training at ward level. It has been an enlightening experience over the past month being amongst the daily hustle and bustle, ups and downs of life for all staff and patients. Training mainly with ward clerks and healthcare assistants has been received enthusiastically as they have recognised the advantages of an online system to aid the speed of response in delivering pressure area care.

I have been working in partnership with the Trust with LINET UK for the past five years and have seen for myself over this period the ever increasing need for innovation, new ideas and more than ever working together to meet the interests of patient care and wellbeing.

“Some of the advantages of the new system are: faster response time between identification of patient requirement to bedside delivery; visibility at ward level of all equipment assigned to individual patients and traceability and tracking of all equipment.

“Moving forward we look forward to developing the Rentline ordering system and full website together to meet the needs of the Trust.”

Pamela Thorpe, ward clerk on ward E3 at North Manchester General Hospital, said: “Rentline is self-explanatory, very easy to follow and user friendly. It’s far quicker than the old phone system which will ultimately save valuable time.”

Pam is pictured undergoing her training on the system with John Speakman.

New Trust guidelines for the diagnosis and management of deep vein thrombosis and pulmonary embolism in adult inpatients and outpatients

NEW Trust guidelines are now available for the diagnosis and management of VTE. They can be found on the homepage of the intranet within the policies and documents section, reference number CPSU067.

World Cancer Day 2017

THE research and development department recently celebrated World Cancer Day, aiming to raise awareness both of cancer and of the cancer clinical research undertaken at the Trust.

World Cancer Day is a global celebration on the 4 February, encouraging the world’s population to unite in the fight against cancer. It aims to save millions of preventable deaths each year by raising awareness and educating as many people as possible about the disease.

In the week surrounding World Cancer Day, the R&D department raised awareness of the event by utilising the Trust’s Twitter feed to share facts about cancer research at Pennine and World Cancer Day, as well as tweeting photographs of research staff and consultants with placards to show their support. The cancer research team also organised an awareness stand at North Manchester, where they provided patients and staff with additional information on the research opportunities available at Pennine. There are currently around 100 cancer research studies at Pennine that our patients are involved in, with 450 of our patients joining a cancer research study in the last year.

In addition to being photographed, Dr Ian Lawrie, consultant and honorary clinical senior lecturer in palliative medicine also gave his time to answer a few questions and provide a short insight into the role of a palliative care consultant, and why research is so important. Dr Lawrie believes that “We’ll not go anywhere… without clinical research. The full ‘Five Minutes with…’ Dr Lawrie can be found on the clinical research section of the Trust webpage at www.pat.nhs.uk

Clinical research aims to diagnose, treat, cure, prevent, and improve the quality of life of patients. Research can take several forms, including clinical trials comparing different approaches to preventing and treating illness and health problems, qualitative research including interviews and focus groups, and surveys collecting information on areas such as health status and quality of life. Research at Pennine is supported by the R&D department, which consists of over 50 staff members, including clinical research nurses, research midwives, research practitioners, clinical research administrators, and the research management and governance team. There are also over 90 research active consultants in the Trust, who dedicate their time not only to their patients, but to supporting high quality clinical research.

Photos from World Cancer Day can be found in the clinical research section of the Trust webpage, and all tweets can be found by visiting the Trust Twitter channel @pennineacutenhs. More information about World Cancer Day can be found on the website http://www.worldcancerday.org/
Guidance for staff around use of social media

AS TRUST employees and health professionals we have a responsibility to adapt our behaviour and consider our use of social media at work and outside of work to ensure we use this technology safely, appropriately and responsibly.

Staff are reminded that the use of social media is governed by two separate Trust policies; the Information Governance Policy and the Media Policy. Both policies are available on our intranet in the Policies & Documents section.

Staff must be aware of the following guidance when using social media:

- Confidential or business information related to the Trust must not be posted onto a personal social website.
- Staff should be aware that anything they share personally via social media (their own accounts) will be publicly available, perhaps for years to come. Care must be taken never to breach confidentiality or privacy rights of patients, staff and other members of the public.
- Trust staff must not post social media comments/content that contains person identifiable information of another Trust employee in relation to their employment including judgements of their performance/character.
- Trust staff must not post comments or content on social media that contains defamatory statements about the Trust, its services or contractors.
- Staff must not use their own personal social media channels to broadcast confidential, sensitive or inappropriate information about patients, visitors, staff or the organisation and its partners.
- The Trust’s reputation must always be considered when joining a conversation/commenting via social media.
- Social media websites and channels should never be used to mount personal attacks on individuals or companies/organisations and heated/intense conversations should be avoided.
- No content posted on any website, online discussion forum or social media networking sites, blogs or “apps” must bring the Trust into disrepute.
- As a basic rule, if it would be inappropriate to make a comment verbally, then it is inappropriate to make the comment on social media. Staff must be aware of the potential that inappropriate comments might lead to investigation under the Trust’s Conduct and Disciplinary Policy and may impact on professional registration.

Digni-tea event praised by Mayor of Rochdale

A SPECIAL digni-tea event was held at Rochdale Infirmary’s Wolstenholme intermediate care unit to celebrate national dignity day.

Organised by care support worker Lynette Cook, the Mayor of Rochdale Councillor Ray Dutton and Councillor Billy Sheerin attended the event to give their support.

A fun time was enjoyed by patients and their families, staff and apprentices as they took part in games and quizzes whilst enjoying afternoon tea.

Lynette said: “We heard speeches from the Mayor and our apprentices and also listened to a patient reading out a poem about dignity. Everyone had a fun time and there was lots of laughter especially during the team games.”

“We had excellent feedback from our patients and their families on the event and the Mayor commented that he thought the unit was like a five star hotel!”

Karen Archibald, Wolstenholme intermediate care unit manager, said: “As a unit it is important to us to always maintain dignity within our care. The event helped to raise and promote awareness on a wider scale and it was great to get together with our patients and their families to hear their views on our unit.”

Thanks to apprentices Chloe Bamford, Elisha Cartwright, Medhia Hussain and Ashleigh Shaw for helping at the event.

Cadets putting dignity at the heart of everything they do

NHS multi-professional cadets on placement at Pennine Acute have highlighted their understanding of dignity and their commitment to treat everyone with respect.

They have worked together to explore the subject of dignity and how they can demonstrate their commitment to ensure that they put dignity at the heart of everything they do. Their dignity promise highlights what dignity means to them and how they will ensure they treat everybody with dignity and respect.

During Dignity Awareness Week in February they showcased their work and gave out cards and badges at North Manchester, Fairfield and The Royal Oldham Hospital.

Skills for Health Academy North West, working in partnership with local Trusts and Further Education Colleges run cadet programmes aimed at young people aged 16 to 18 years. These programmes, offered in a range of occupational areas, provide local young people with the opportunity to study for nationally recognised qualifications whilst at the same time ‘working’ and learning alongside health professionals in the NHS. The cadets are working on the wards, departments and with teams across the Trust, gaining real hands on experience which helps develop the essential skills to work in the NHS and assists them to make a choice about their future career.

The cadets are pictured at Fairfield General Hospital displaying the work they undertook on the dignity agenda. They gave out cards and badges during Dignity Awareness week in February.
CHILDREN from Pike Fold Community Primary School near North Manchester General Hospital broadcast live over Roch Valley hospital radio on Wednesday 15 February.

Pupils worked with Pennine Acute and volunteers from Roch Valley Hospital Radio (which is based in Fairfield General Hospital) to broadcast the first children’s live radio show at the Trust.

The work was part of the Trust’s Children’s and Young Person’s Experience Committee and its partnership with local schools.

This is an on-going project with the school and follows on from a day in February 2015 when local children were invited in to speak to the Trust’s executive management team and feedback about what improvements and facilities were needed in the children’s wards at Pennine Acute’s hospitals.

The children thought that it would be a great idea to have a children’s radio broadcast, designed by children, for children to listen to whilst they are in hospital.

A key item in the broadcast was an interview with Dr Shona McCallum, medical director at Rochdale Infirmary and Fairfield.

Joanne McAllister, volunteer service manager at the Trust said: “We are proud and excited to be working in collaboration with Pike Fold Community Primary School. Their vision, drive and determination to improve children’s services at our hospitals has enabled us to support their ideas and make this work happen.”

Dr Suzanne Smith, assistant director of nursing at the Trust added: “This unique radio show designed and delivered by children at Pike Fold School shows a growing collaboration with the Trust’s hospitals which is yielding some exciting and refreshing initiatives. The importance of engaging and participating with children and young people as part of our quality improvement and experience agenda cannot be overstated and the process of doing so is educational, informative and fun!”

The children planned and put together their broadcast for children’s radio following workshops with Joanne and the team from the Trust.

During their day at the station they enjoyed a studio tour and explanation of some of the equipment that Roch Valley Radio presenters use. There was also a planning session of what they wanted to happen on the radio, setting up of the radio system with the content which was going to be broadcast, followed by a tutorial in the LIVE studio and then the two hour radio show.

Eight new day surgery and operating theatre beds opened at Rochdale Infirmary

The day surgery and operating theatre department at Rochdale Infirmary has opened eight new 23 hour post operative beds.

These new 23 hour beds mean that Rochdale Infirmary patients will stay in one department from admission to discharge and will not need transferring to another hospital, which will reduce stress on the patient.

Before these new beds if a Rochdale Infirmary patient needed a long recovery, some further observation or monitoring after an operation, they were transferred by ambulance to another of the Trust’s hospitals.

Opening eight new beds at Rochdale Infirmary will help relieve bed pressures and reduce cancelled operations at the Trust’s other hospitals at Oldham, Bury and North Manchester. The new 23 hour beds will also reduce time and costs for the ambulance service, freeing up ambulance crews to attend local emergencies.

Debra Mcilorum, matron for the day surgery department at Rochdale Infirmary said: “We are constantly evolving the day surgery and operating theatres department at Rochdale Infirmary so that we can provide the facilities surgeons need to carry out more complex surgical procedures, and so that we enhance overall patient satisfaction and provide a positive patient experience.”

The day surgery and operating theatre department at Rochdale Infirmary opened in 2000, and was purpose built to accommodate a variety of surgical specialities for inpatient, day case elective and emergency/trauma procedures.

The department has become a centre of excellence for day surgery procedures in general surgery, orthopaedics, plastics, oral, pain, vascular, ophthalmology, gynaecology and has developed clinics for urology and lithotripsy.

In 2016 the department cared for 11,069 patients undergoing surgical procedures. The department has recently recruited more clinically trained staff and developed new surgical pathways to ensure a safe service for patients.
**Trust’s new £30.5m investment to support improvement journey**

LAST month the Trust announced £20.5m of additional money had been secured to support frontline staff and to recruit additional staff as part of our improvement journey.

In addition to the £20.5m, the Trust has also secured £10m for essential capital investment in the estates and facilities at the NM and Royal Oldham sites. Both sites have been allocated £5m each. The £5m for NMGH is on top of the £5m being spent on the construction of our new 24-bed intermediate care unit.

Our estates teams are busy finalising plans so that estates enabling work can begin in the next few months. Future plans for NMGH include a new Energy Centre to replace the existing central boiler plant which is 30 years old. The centre will be moved to the front of the site and will comprise a new gas fired boiler plant including a combined heat and power unit (CHP) meaning greater efficiency. The relocation of the boiler house means the plant rooms and steam services passing through the old vacant buildings to the rear of Trust HQ at NMGH can now be demolished.

For The Royal Oldham, there is insufficient capacity in the existing boiler house to accommodate proposed future site expansion. The existing boilers are over 30 years old. It is likely a new plant could be incorporated within the existing building. The proposed Phase 4 development of the site would be constructed to link into the existing hospital street on four levels and will require K block to be demolished. This new development will allow key clinical adjacencies between existing and proposed new theatres, critical care and inpatient wards. This demolition will enable the start of the new development. Other redundant buildings could be included in a demolition programme.

Key to our future success is having clear and distinct service plans for each of our sites and Care Organisations. This will form an overarching Clinical Services Strategy that will link to the development of strategic locality plans and locality care design under GM devolution in each area including a Single Hospital Service for Manchester, Healthier Together, and Local Care Organisations (LCOs).

**Site-based Care Organisation structures - update**

WORK is progressing to develop and realign operational structures to support our newly established site-based Care Organisations and services for Oldham, Bury/Rochdale, North Manchester, and also for Salford.

Each Care Organisation will have a leadership quartet consisting of a managing director, medical director, director of nursing and finance director. One of these will be the designated chief officer for the Care Organisation and sit on the new Committee in Common (CiC) as a non-voting member. Appointments to the managing director, director of nursing and medical director posts have all now been made or interim arrangements have been put in place across each site. Adverts have been placed for the directors of finance to support each Care Organisation.

Damien Finn, currently executive director of finance for Pennine Acute has been confirmed as the director of finance and chief officer for the North Manchester Care Organisation.

The Care Organisation management teams have now developed the proposed organisational structures in line with the services that will be based within. For Oldham and North Manchester Care Organisations, this has resulted in a proposed divisional approach, with Bury and Rochdale proposing a locality based model due to the level of integration both present and planned.

The proposed structures are on the intranet under the workforce/HR section. At this stage, the structures are to Directorate manager, assistant director of nursing and medical leadership levels. Further phases will include the remaining management, AHPs and support functions in existing divisions and directorates. Changes in the division of elective access, corporate services, clinical support services and estates and facilities will be considered in future and subject to staff consultation as appropriate.
Team focus on community stroke rehabilitation team

John Lancaster is a speech and language therapist in the North Manchester community stroke rehabilitation team (CSRT).

The team comprises occupational therapists, physiotherapists, speech and language therapists, a nurse, rehabilitation assistants and administration. They provide rehabilitation for stroke clients registered with a North Manchester GP.

What are the highlights of your job/service?

Our commissioners provided funding for a new pilot Stroke Association scheme. The Stroke Association has family support workers who provide information, advice and support to stroke survivors and their families. They support people functionally as well as emotionally, by giving individuals the opportunity to practise skills such as walking and communicating outside of therapy.

The new Stroke Association service is unique as it is more closely integrated with the community stroke team than usual, enabling it to work collaboratively and offer a holistic and practical service. The Stroke Association are based in the same office as the community stroke team enabling true integration attending the team’s MDT meetings and daily huddles which is unique nationally.

The Stroke Association has set up groups for people with aphasia (communication difficulties) where people can practise communicating in a supportive environment. The Stroke Association also supports individuals returning back to work and encourages them to engage in their local community. One of their aims is to educate stroke survivors on secondary prevention of strokes, this will reduce clients being re-referred back into the CSRT service.

How has your job/service changed in the last 12 months?

Over the last two years or so we have had new additional funding for the team from our commissioners. As a result we have more staff and work within targets such as assessing people within three days of leaving hospital, whereas in the past it may have been about two weeks. We are also now working six days a week to enable patients discharged on a Friday to be seen the next day and support hospital discharge on a Saturday.

We see everyone who has a north Manchester GP who has had a stroke. Most referrals come from Fairfield General Hospital and the community but we also receive referrals from Manchester Royal Infirmary, Tameside and Salford. Clients are seen within their own homes, in clinic and at care homes.

Once somebody has been assessed by our team they are seen by the relevant disciplines on the multi-disciplinary team to set goals and provide appropriate rehabilitation and support. We work with clients and their families and carers to improve people’s functioning such as making their own meals, walking, dressing, health promotion, safe blood pressure levels, eating and drinking safely, to be able to communicate better and returning to work. We work with the Equipment and Adaptations Service to provide equipment for people to help them to live more independently.

We have also developed an intermediate care pathway at Henesy House where a small amount of stroke patients go for continued rehabilitation, post stroke unit discharge, with the community stroke team in reaching to provide therapy and management planning.

The team are now funded to see people for about six months and then have a review assessment called a GMSAT as per national NICE recommendations. The GMSAT clinic is run by a rehabilitation assistant and nurse every week. It gives people an opportunity to raise any difficulties they may still be having. They can then be seen by the relevant disciplines for further input if needed.

We have recently set up a Botox clinic. Clients sometimes have botox injections in hospital to reduce the spasticity from their stroke. The injections loosen their muscles and allow them to benefit from physiotherapy more. In the clinic they receive a physiotherapy assessment and further rehabilitation exercises.

What aspect of your job/service is the most rewarding?

We are able to work as a team using our different knowledge and skills to support people at home following their stroke, to achieve their individualised goals. We have helped people to say a speech at a wedding, to return to work and to be able to enjoy new and old hobbies.

What would make your job/service better?

We are currently working with our commissioners to establish funding to recruit a neuropsychologist to the team to support our clients with mental health and cognitive difficulties following their strokes and to support them with adjusting to their strokes. Following a stroke, individuals may have cognitive or emotional changes. These changes can affect safety awareness, behaviour and mood. A psychologist would be able to support the clients in establishing the best strategies to optimise their mental health and engagement with our service to achieve their individualised goals. NICE guidance states that community stroke teams should have a psychologist as part of their core team.

What don’t you like about your job/service?

One of the biggest challenges is ensuring all patients are referred to our service following a new stroke so we in reach into Fairfield the main stroke pathway which works well. However we also have new stroke patients being discharged from other hospitals such as Salford, MRI, Tameside where we can’t physically in reach so it’s important for the hospital stroke unit to ensure they refer all our patients which usually does happen.

A typical day

In a typical day the team meets in the morning to discuss new referrals and plan who will assess them. We then visit clients to assess their progress and continue with rehabilitation. We often educate clients, families and carers on how to prevent further strokes and how to help the client to be as independent as possible. This may involve referral to other services such as PARS, BUZZ, the dietician service, social services. We record the visits in the MDT notes and write to the GPs and other services on a regular basis.

What word best describes your job/service?

Unpredictable, as every day is different.
**Pennine Acute Hospitals Charity**

To donate or register your fundraising, email charity@pat.nhs.uk or ring 0161 908 4497 or text PAHC00 to 70070 eg PAHC00 £5

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**Family continue fundraising campaign for NMGH**

**ON 13 September 2013, Abbi Holland’s life changed. Abbi, who was three years old at the time, fell at school and cut her knee. The cut wasn’t cleaned properly which caused an infection. She was rushed to North Manchester General Hospital where she spent the next four months, later being transferred to the Royal Manchester Children’s Hospital for scans which revealed the infection from the cut had caused her aortic valve to leak.**

Struggling to fight the infection, Abbi suffered severe reactions to the antibiotics that doctors tried. Eventually she was stabilised and moved to Alder Hey Children’s Hospital in Liverpool where her parents were told that one day she would need surgery to repair the damage that had been done.

Last year, scans found another leak in Abbi’s heart, and she underwent open heart surgery to repair the damaged valve on 16 January 2017. Thankfully Abbi, now seven, is recovering well at home, but will be on medication for the rest of her life and will require further operations on her heart in the future.

Mum Caroline, who works in the catering department at North Manchester General Hospital, and dad Dave, have since launched a campaign to raise awareness of the importance of basic first aid to make sure no child, or adult, ends up having to endure what Abbi has been through.

The family will once again this year raise funds to buy new toys for NMGH children’s ward where Abbi spent four months of her life. An 80’s disco charity night will be held on 29 April 2017 at Lightbowne Social Club on Kenyon Lane, which looks to be a fun filled event for all the family. Tickets are available now on 07798550794.

Donations to help the campaign can be made via the family’s crowdfunding page www.justgiving.com/crowdfunding/caroline-holland-5

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**St Chad’s Ladies support breast services at The Royal Oldham Hospital**

**STAFF at The Royal Oldham Hospital Victoria Breast Unit were overwhelmed to receive a generous donation from St. Chad’s Ladies in Rochdale.**

The donation of £2,590 was made to the Unit’s Link4Pink appeal. The Link4Pink appeal funds additional equipment, comfort items and works to enhance the facilities for breast care patients from Oldham, Rochdale and Bury.

Charitable fundraising co-ordinator Shelley Owen was delighted to accept this substantial gift on behalf of the charity, alongside Link4Pink committee member Hilary Williams and colleagues from the Victoria Breast Unit.

Shelley said: “Support from the local community is greatly appreciated by the Trust Charity. We cannot thank the members of St. Chad’s Ladies enough for considering the Link4Pink appeal in this special way. Their generous donation will make a real difference to patients of the Victoria Breast Unit.”

To find out more about the Trust Charity and the Link4Pink appeal you can visit the website http://www.pat.nhs.uk/get-involved/trust-charity.htm or email charity@pat.nhs.uk
Artwork by Waterhead Academy students goes on display at Oldham Hospital

A GROUP of Year 11 GCSE art students from Waterhead Academy in Oldham have created a fantastic piece of artwork to brighten up the main corridor at The Royal Oldham Hospital.

The students aged 15 – 16 years of age took part in a series of workshops with artist Rob Vale to create ‘Cephalopod’ - a huge series of circular sections cropped from drawings and paintings they had created in advance.

In pairs, the students digitally created individual tentacles, bringing all of the many elements together in single octopus form. The image was designed specifically for the corridor space at the hospital in which it will be permanently displayed, as an artwork that would flow down the space, inviting visitors to explore its detail and the hospital beyond.

Students undertook all stages of the design process inclusive of working to an initial brief, combining a range of freehand drawings, along with ICT graphical designs through to visiting their completed work at the Royal Oldham Hospital.

Career Lead, Neil Wilson at Waterhead Academy said: “The students have been working on the ‘Cephalopod’ mural over the last five months. It has provided a vocational focus as part of their art GCSE course work. Students worked as part of a design team to produce a project for a ‘real’ client and we are very pleased that our Waterhead Academy students have been able to show their creative work at the hospital. I would like to express my thanks to the Trust for providing our students with this fantastic opportunity and we look forward to working collaboratively in the future.”

Julia Duxbury, art teacher at Waterhead Academy, added: “The students gained a valuable insight into their preferred career pathway and were motivated to produce a display that would help to make any time spent at the hospital by members of the local and wider communities a much more pleasant experience.”

“This has been a fantastic example of a collaborative project between the Trust and local Academy” said Rob Vale. “The students were really interested in creating something to be shown beyond the walls of the school, and worked hard to take their artwork into a different direction through digital means.”

Angela Greenwood, membership & engagement manager at Pennine Acute Trust which runs The Royal Oldham Hospital, said: “It has been wonderful to work with teachers Neil Wilson and Julia Duxbury, Rob Vale and the Waterhead Academy students on this project. The project is a great use of art and the students’ talents to produce a stunning piece of artwork for patients, staff and visitors to enjoy.”

Chicks for children’s charity

WITH the help of family and friends, staff from Rochdale theatres have been busy knitting chicks for Francis House children’s hospice in Didsbury. Over 100 chicks have been made to send to the hospice. They will be filled with creme eggs and sold for £1 each to local schools and businesses, as part of their fundraising appeal.
Thought for the month

by Rabbi Tony Walker

MARCH saw the advent of the Hebrew month of Adar the month when Jews are commanded to be happy. Unlike other months when we are entreated to be sad and serious, no instructions on how to be happy are given for Adar. The exception is the festival of Purim which falls on the 14/15 of Adar.

Purim is one of the most entertaining Jewish holidays and commemorates the time when the Jewish people living in Persia were saved from extermination by the courage of the young Jewish Queen Esther.

The main commandment related to Purim is to hear the reading of the Book of Esther known as the Megillah, which means scroll. It is read in the Synagogue both on the eve of Purim and also on Purim itself. If Purim falls on the Sabbath, the Megillah is read on the Thursday evening and Friday morning before Purim, it’s usually an entertaining and rowdy occasion. The synagogue is crowded with men, women, and children, some wearing their best Sabbath clothes, but many dress up in colourful costumes and masks. Children in particular enjoy dressing up as the characters found in the Book of Esther, including King Xerxes, Vashti, Queen Esther, Mordecai and Haman.

In addition, Jews are commanded to send gifts of money, food or drink, and make extra donations to charity. A common treat at this time of year are ‘Haman’s pockets’, sometimes called hamantashen. These triangular fruit-filled cookies represent Haman’s three-cornered hat.

Whilst the story of Purim is a Jewish story the followers of all beliefs can take the story to heart and treat everybody with respect and tolerance.

I’m based at North Manchester as part of the spiritual care team. We offer our services to all denominations patients and staff. We promise not to push any religion down your throat but if you’re feeling a little down, come in to our office and have a chat. All our chaplains have two ears and one mouth. We’ll listen, say little and if we can, try to help.

THE Mayor of Oldham Councillor Derek Hefferman joined staff and patients at The Royal Oldham Hospital’s haematology unit on 20 March to officially launch the Trust’s new Blood Counts charity fund.

Raising money for the unit, which is housed on ward F11 will be used to purchase additional equipment and enhancements to facilities to provide the highest standard of care to patients from Bury, Oldham, Rochdale and North Manchester.

Although money has been previously raised on the unit for various pieces of equipment and amenities, the official launch of the charity fund saw the Mayor undertake a tour of the unit and cut a cake which was then shared with patients and relatives on the unit. Blood Counts cupcakes were also sold in the Café Royal to boost the charity funds.

The haematology unit treats patients with chronic long term blood disorders and blood cancers in the integrated day case and 22 bedded inpatient unit. Most patients attending the department are receiving chemotherapy and can be in hospital for prolonged periods of time combined with numerous day case attendances.

Patient care on the unit is coordinated by an extensive team of consultants, specialist registrars, clinical nurse specialists and many others whose focus is on providing compassionate and quality driven care.

Stephen Rogers from Bury is currently raising money for Blood Counts after his wife Ange received treatment on the unit for multiple myeloma before her death in April 2015. He said; I lost my wife Angela on 18th April 2015, after she had battled with cancer for 18 months, having suffered two tumours. She spent a lot a lot of time in and out of ward F11, as well as having stem cell replacement at Manchester Royal Infirmary.

“I got to see first-hand the lengths the doctors and nurses went to, to help Ange, and indeed watched as she improved her health enough to get back to work to the job she loved. Unfortunately, we were unlucky as the cancer came back.

“I reflect upon that time, and remember that the amount of progress I witnessed on ward F11 really impressed me, and would even go as far as to say, gave us more quality time together with our family, than at some points seemed possible. I would say that thanks to all your efforts, we were lucky to gain another year of happiness together, that at one time seemed may not happen, and I’m extremely grateful. After my own brush with cancer, I’m now in a position to attempt to give something back, and I’m hoping that Ferringo Fest will help raise much needed funds for ward F11 and the Blood Counts charity.”

Stephen has arranged a charity music event called the Ferringo Fest on 28 May 2017 from 1pm at Walshaw Sports Club.

Amanda Lane, Macmillan lead haematology clinical nurse specialist, said: “We are very proud on ward F11 of the care we give. The aim of the charity is to further enhance the care that we give by raising money in order to fund items which can help to make the treatment and care that the patients and their families receive more bearable. Some of these items may be considered luxuries but when you consider that a patient can remain in hospital in isolation for four weeks, suddenly these luxuries can be a vital.

“To date kind donations have been used to provide recliner chairs to enable relatives to stay overnight with very sick patients. A complementary therapist is also employed for one day a week to provide complementary therapies to patients; this is a service we would like to extend.”

Nicola Firth, Director of Nursing at The Royal Oldham, added: “I would like to thank the generous fundraisers, patients and relatives who have previously made donations, and we look forward to working with many more new supporters whose generosity will help patients in the months and years to come.”

If you would like to make a donation to Blood Counts or to register as a fundraiser for Blood Counts please contact the Trust’s charity office on 0161 908 4497, charity@pat.nhs.uk or visit www.pat.nhs.uk.
‘You’re hired!’ Rochdale organisations work together to provide a new ‘apprentice’ workforce for health and social care

ROCHDALE Infirmary has joined forces with the HMR* care collaborative, which includes Rochdale Borough Council, and Hopwood Hall College to provide a new apprentice workforce for health and social care.

In the ever changing world of modern health and social care, organisations are working closer together than ever before, in hospitals and in the community, to provide joined up care.

This new type of integrated care needs to include a new type of health and social care worker, and in Rochdale the HMR care collaborative, Council and college have worked in partnership to come up with a solution.

Together with Health Education North West, they have committed to funding and training ten 16 to 19 year olds in a new unique first of its kind role – as apprentice integrated care workers.

These ten young apprentices have already begun their journey in filling these special roles and have now completed their initial inductions, been allocated their placements and have started their training.

The apprentices spend one day a week in college during term time and four days a week out on placement working in Rochdale Infirmary, as well as out in the community and in intermediate care. This makes sure the apprentices get a holistic experience of modern health and social care and are better prepared for the demands of each.

Traditional programmes of training have previously focused on the delivery of either health care in a healthcare setting, such as in a hospital, or social care in settings outside of hospital. However this approach no longer meets the needs of the community.

The apprentices are training in a wide range of areas including, but not limited to, how to deliver a care plan, understanding the frailty agenda, being aware of dementia and falls risks, the importance of social interaction, and health promotion.

Chloe Bamford-Pomroy, apprentice integrated care worker said: “I feel the Integrated Care Apprenticeship scheme is helping me grow into the career professional that I want to be and every day provides me with a real insight into the world of work. I have increased my knowledge and skills tenfold since being given the opportunity to work in a care setting that were previously unfamiliar territory. I enjoy working alongside the different professionals and building a strong professional rapport with the patients. I have a passion for providing the very best standard of care for patients, and watching them progress and engage with their visitors is heart-warming.”

Elisha Cartwright, apprentice integrated care worker said: “Ever since I started on the Integrated Care Apprenticeship scheme I have developed a wide range of skills for working in the care environment. I have worked with occupational therapists, pharmacists, health care assistants and nurses, and gained valuable insight in to what each job has to offer. This experience is invaluable and a unique way for me to discover where my future career lies. I really enjoy working with all the patients and it is a great feeling being a part of their journey to become independent. The Wolstenholme Unit is an amazing yet challenging environment filled with many opportunities and I am thankful to be a part of it, especially as we are the first of our kind in the entire county.”

Steve Taylor, managing director at Rochdale Infirmary said: “The Rochdale and Bury Care Organisation is wholly committed to working in partnership with health and social care providers, not for profit organisations and voluntary/charitable groups to positively contribute to the health and wellbeing of the communities that we serve. These apprentices are drawn from the local area, are being trained to provide the workforce of the future, and their skills and knowledge will enhance the wellbeing of the local community. Completion of the apprenticeship will provide a foundation on which to build a career as a health or social care professional in a variety of diverse roles.”

To find out more about training to become an apprentice integrated care worker please contact Caroline Beirne, human resources business partner, on 01706 517563, or email Caroline.Beirne@pat.nhs.uk. Future opportunities will be open to all age groups.

Pictured left to right: Reece Edwards, trainee assistant practitioner; patient Robert Rudman; Elisha Cartwright, apprentice integrated care worker.

* RBC, Link4Life, Veterans in Communities, BARDOC, GP Care Services, Rochdale Housing Initiative and GM Carers Trust.

Pennine invests in new patient safety system

PATIENT safety is paramount to the Trust and learning from incidents, risk, complaints, inquests, claims provides the Trust with important learning opportunities. Each and every learning opportunity should be gathered and reviewed in order to improve patient care and staff safety.

The Trust has invested in new patient safety software (Datix), that will allow this information to be trended and learnt from. Datix has been a pioneer in the field of patient safety since 1986. It was founded in the UK by a leading healthcare lawyer. Today Datix customers include more than 80% of the UK National Health Service and are growing internationally with customers in Europe, Australia, Canada and the United States.

All staff in the Trust will come into contact with the system as they report incidents, the form will be web based and easily accessible from any Pennine computer and will replace the current system, Safeguard. Leaders at all levels will have access to picture dashboards covering all aspects of the information in the system, making learning easy and accessible.

Over the coming months the Trust will be testing the system before full roll out in the summer. If you have any questions or requirements of the new system please contact the Datix project manager, Craig Wood by email craig.wood@pat.nhs.uk or phone ext. 42962.
THE staff engagement team held their first ‘Pass it on event’ at the end of February in Fairfield’s education centre.

The event showcased the work of the nine staff engagement pioneer teams from cohort 1 who had participated in a 26 week journey from last July, with the aim of improving staff engagement in their teams and supporting service improvement.

Jill Byrne, interim associate chief nurse, opened the event by reinforcing the importance the Trust Board places on staff engagement and the impact this has upon staff morale, recruitment, retention and service improvement, and the subsequent influence this has on improving patient care, safety and experience. In other words ‘if we get it right for our staff, we get it right for our patients.’

Pioneers from the nine teams have been implementing staff engagement tools and techniques over the last 26 weeks based on the staff engagement diagnostic results for their team at the beginning of the programme.

They presented their results to managers and new pioneers from cohort 2, reporting, on average, a staff engagement increase of 4% across the pioneer teams with the greatest improvement being 10% in one team.

The pioneers offered ideas, top tips and encouragement to the new pioneers from cohort 2 who started on their programme in March.

Lynda Spaven, lead for staff engagement, said: “Not only did the pioneers report positive increases in how staff were feeling and behaving, but also highlighted some of the service improvements which have happened due to the increased engagement. These included: a dramatic increase in applications and transfer requests for posts at theatres at Rochdale Infirmary; improved surgical instrument system and reduced patient post op delays at theatres at Fairfield; improved links with theatre teams and booking & scheduling to problem solve patient flow issues.”

The pioneers were congratulated on their achievements and presented with certificates by Jon Lenney, executive director of workforce.

Well done to all the pioneers for your hard work, motivation and enthusiasm in helping to make your team a great place to work. We will be keeping in touch over the coming months.
A ROCHDALE Borough Council, NHS HMR CCG and Pennine Acute Hospitals NHS Trust partnership has won a major award after their pioneering Intermediate Tier Service was hailed at a coveted national ceremony.

The partnership scooped the ‘Health and Social Care’ gong at the Local Government Chronicle Awards, the biggest celebration of innovation and talent across local authorities.

Comprising the Council, NHS Heywood, Middleton and Rochdale Clinical Commissioning Group (NHS HMR CCG), Pennine Acute Hospitals Trust, Pennine Care NHS Foundation Trust, the third sector and carers, the partnership saw off strong competition from seven other councils shortlisted in the health and social care category.

In a further boost the partnership was also strongly praised in the ‘Partnership of the Year’ category.

Judges commended the Intermediate Tier Service, which was launched nearly 18 months ago, for delivering a fully integrated service which offers tailored support for people’s health and care needs.

The service has helped Rochdale buck the national trend and reduce the number of delayed discharges from hospital and has provided much needed care closer to home or where safe in people’s own homes rather than a traditional hospital setting.

In the last 12 months 2000 local residents have benefitted from personalised and comprehensive care at home and in community beds.

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Councillor Ifitkhar Ahmed, cabinet member for adult services, said: “The award is a fantastic achievement and testament to the dedicated work of hard working staff that provide dedicated care and support day in day out. Our Intermediate Tier Service is a Rochdale success story to be proud of and I would like to congratulate everyone who works so tirelessly to deliver this pioneering policy.”

Dr Shona McCallum, lead consultant for the service and medical director for Rochdale and Bury said: “This award is a fantastic endorsement of an exciting and innovative integrated model which is able to support more people to regain independent living, through a period of short term care, in either their own homes or in one of the community intermediate care beds. This can be either as a step up from community based services or as a step down from hospital or urgent care.”

Sally McIvor, joint director of integrated commissioning for the Council and HMR CCG said: “We are really pleased to have been part of this partnership and receiving this award is testament to the solid joint working in Heywood, Middleton and Rochdale. We are extremely proud of the amazing results it is achieving and how this benefits our patients and our integrated working within the borough.”

Pennine Acute Hospitals NHS Trust is the lead provider for the Intermediate Tier Service. The partnership is made up of Rochdale Borough Council, NHS Heywood, Middleton and Rochdale Clinical Commissioning Group, Pennine Care NHS Foundation Trust, Bury and Rochdale Doctors on call, GP care, Age UK and the trust’s local carers resource team.

In the news

Pioneers from Cohort one

The pioneers from cohort one are:

- Main theatres, North Manchester - Gillian Shannon, Joanne Green and Gail Riley
- Phase I theatres, North Manchester - Joanne Roberts and Patricia Lavelle
- Theatres, Fairfield - Darren Mills and Janet Earle
- Theatres, Rochdale - Kelly McDaid, Paula Gwilt and Joanne George
- Theatres, Oldham - Elizabeth Walker
- Booking and scheduling - Gail Tonge and Ann Collinson
- Clinical administration - Maureen Holgate and Michelle Parr
- Health records - Andrew Craine and Claudine Starkie
- Cancer services - Trudy Taylor and Charlotte Brosnan

If you are interested in the Pioneers’ Programme please contact the staff engagement team on 0161 918 4955 or at staff.engagement@pat.nhs.uk. Cohort 3 will be commencing September/October 2017.

Ultimate Easter Bake-Off

Are you an aspiring Mary Berry or Paul Hollywood? Do you enjoy a challenge?

Then why not enter our Easter Bake-Off.

To register your interest or for further information email staff. engagement@pat.nhs.uk or phone Jill May on 918 4955 (44955).

Competition to be held on 7 April 2017 in Fairfield’s education centre.
**Celebrations for Rosa**
ALL friends and colleagues in the occupational health and wellbeing service wished Rosa Kovalevich all the best for her 60th birthday recently.

Rosa took flexible retirement from the end of March and so will be returning to work on reduced hours. Everyone wishes her a long and happy retirement.

**Farewell to Dave**
FRIENDS and colleagues from the portering department at The Royal Oldham Hospital want to wish a fond farewell to Dave Whitehead as he retires at the end of May.

Dave has been a hardworking and highly regarded member of staff since 1996, as both a porter and supervisor. He will be missed for his kindness, compassion and sincere presence as a fellow colleague and member of staff. Everyone wishes Dave all the best in his retirement and he will be very much missed by all.

**Happy retirement Mick**
AFTER 37 years working at The Royal Oldham Hospital, Michael Melia retired on 24 February 2017.

Mick started as a driver for Oldham Area Health Authority in January 1980 and progressed through to senior driver, fleet supervisor and transport fleet coordinator, due in no small part to his hard work and dedication. He took flexible retirement in 2010 and has been providing much appreciated service as a driver ever since.

He has been so valued by his clients that he was nominated for a staff award for HMR CCG who said: "Michael is a credit to the team and the NHS itself."

Everyone in the transport department wish him all the best for a happy retirement. Hopefully it will be full of his favourite pass times, tinkering with his beloved VW and practising at pool!

**Time for a cuppa**
THE Heywood, Middleton and Rochdale early supported discharge stroke team held a ‘Time for a cuppa’ bake sale in aid of Dementia UK in early spring.

Held over two lunchtimes, £125 was raised for the charity as Callaghan House in Heywood supplied and bought some fantastic bakes.

**Happy birthday Jill**
SUE Clarke from the clinical coding team is celebrating 25 years of service with the Trust.

She started as a part time member of the medical records team in 1992 and since then has worked on reception areas preparing notes for clinics and also undertaken other aspects of medical records duties before becoming a supervisor.

Sue went on to work in clinical coding and attained her clinical coding qualification and is now an accredited senior coder.

All the clinical coding team would like to thank her for her hard work and dedication and send her their best wishes on her 25 year anniversary.

**Well done Sharon**
CONGRATULATIONS to sister Sharon Cundy from the pain nursing team on passing her Masters degree with honours in pain management from Cardiff University.

All her friends and colleagues think it is a fantastic achievement and reflects her effort and hard work. Sharon is an exemplary clinical nurse specialist and a popular member of the team.

**Mary takes a step back**
AFTER 31 years working for the Trust and its predecessor organisations, Mary Smith, HR personal assistant, has decided to take a step back and take flexible retirement from 31 March 2017.

Her organisational memory won’t be lost to the HR department as she will be returning in a new role within the HR admin team from 11 April. Mary started in HR in June 1996 on secondment and was made substantive PA to Clive Warbrick, director of HR, in April 1997. Since then she has been PA to Nick Grimshaw, Tom Brogan and Roy Tyndall. She then moved to PA for the deputy directors and has supported Elaine Baker and Nick Hayes.

Mary has worked in NMGH, transferred to Westhulme and then came back to NMGH.

Nick Hayes, deputy director of workforce, said: “During the eight years we have worked together, there’s never been a dull moment, her love of dogs, and Take That has shone through. She has many times regaled a story of her Polish ancestry and the antics of managers from the 1980s and 90s. I also know the in’s and out’s of the GM bus service from Middleton to North Manchester! Myself and the team hope she enjoys her new free time.”

**Happy birthday Glynis**
ALL your friends and colleagues in facilities wish Glynis Jones, local security management specialist, a happy 60th birthday. Hope you had a good week celebrating.