

the bulletin

staff magazine | Autumn 2022

NHS
The Leeds
Teaching Hospitals
NHS Trust



Stories to inspire

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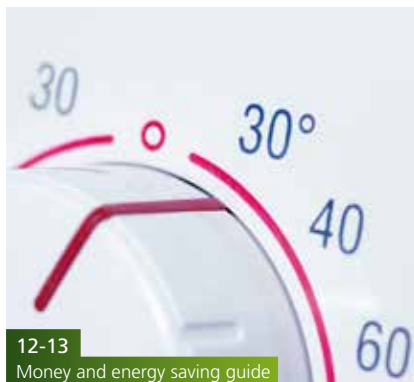
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search for 'Leeds Teaching Hospitals NHS Trust'



Leeds Microbiology team reach 1 million Covid PCR tests milestone

The Microbiology department has reached a significant milestone in its service delivery, completing over 1 million Covid-19 PCR tests for patients in Leeds and across Yorkshire & the Humber.

On 17 February 2020, they became one of the first laboratories in Yorkshire & Humber to start testing patient samples for Covid-19 using the RdRP PCR assay. An assay is a laboratory test to find the gene of the infectious virus. At the time, the team were able to test around 100 samples per day with an expected turnaround time of 24-48hrs.

“To achieve 1 million tests is something microbiology laboratory never envisaged and is a huge achievement.”

Through hard work, determination and collaboration, the laboratory continued to improve its diagnostic capability and the team can now process more than 2,500 Covid-19 samples per day, with an expected turnaround time of 6-7hrs. The PCR assays available now, are faster, more sensitive and more reliable,

ensuring patients and clinicians can be confident in the test results they receive. As well as processing tests for hospitals in Leeds, the team also receives Covid-19 PCR tests from NHS organisations and social care settings across the region.

Through the lab team's testing innovations and efforts to identify infections and new variants in the region, they have played an important role in managing Covid-19 in hospitals and the wider community. Further demonstrating this significant achievement, the team were recognised at Time to Shine, where they won the Patient Centred award.

Mike Philpott, Pathology General Manager said: “To achieve 1 million tests is something microbiology laboratory never envisaged and is a huge achievement. The team worked tirelessly throughout the pandemic, and played an essential part in the frontline diagnostic healthcare of patients suspected of, or having Covid-19, whilst maintaining business as usual for other infection diagnostics. We continue to deliver Covid-19 PCR testing where required to support the safe placement of inpatients in our hospitals.”



Welcome

Welcome to the Autumn issue of Bulletin

As a country we have witnessed a period of extraordinary sadness and historic significance. I'm sure many of you will remember exactly where you were and what you were doing for years to come, when the news broke of Her Majesty The Queen's death. She has been part of the tapestry of our lives for so long, that her passing, I'm sure, will feel to many of us like a real ending of an era.

What we decide to do with the new era we find ourselves in is of course up to us. To move forward into a future that is fairer, more sustainable, more collaborative, and truly representative of our Leeds Way values is my firm hope. Over the summer we held our 'Refreshing The Leeds Way' engagement event, where you were able to share your ideas for how we can work better together. We'll be discussing the key themes from your ideas in the coming months, so please look out for further opportunities to get involved.

Examples of colleagues living The Leeds Way never cease to inspire me – and this issue of the Bulletin is a great opportunity to shine a spotlight on many of your achievements, both in work and beyond: from Tony Chapman's retirement at 80 years' old following an incredible career, to Nick Marston's 5,500 mile cycle ride around the Baltic, raising funds in recognition of the life-altering surgery he received from colleagues 25 years ago.

I hope you will be inspired to help us shape a future in The Leeds Way that we can all be proud of.

Kind regards

Sir Julian Hartley,
Chief Executive



UK's biggest celebration of organ donation lands in Leeds

In July, the 45th Westfield Health British Transplant Games took Leeds by storm as over 2,000 transplant recipients, live donors, donor families and supporters gathered for four days of sport, celebrations and surprises.

The long-awaited Games was the largest gathering of transplant recipients since 2019, finally able to take place physically after three years of lockdowns and shielding due to the Covid-19 pandemic.

Leeds Teaching Hospitals had one of the biggest teams at the Games – with 276 athletes taking part in both the Adults and Children's teams. They were supported by a fantastic group of dedicated staff and volunteers, who not only support their clinical care but also help with the smooth running of The Games, organise accommodation, transport and lots more!

Aged between one and 86, the LTHT transplant athletes were involved in many sports, including golf, archery, snooker, tennis, swimming, racket sports, track and field events, and cycling.

Team Leeds, sponsored by Leeds Hospitals Charity, came away with 86 medals, showing just how special the teamwork at LTHT really is!

	Gold	Silver	Bronze
Leeds Children Transplant Team (203 athletes)	26	12	9
Leeds Adult Transplant Team (73 athletes)	21	9	9

In their trademark purple kit and representing LTHT, Team Leeds and their supporters had a fantastic presence across all events and featured heavily in local and national media coverage.

This included interviews with transplant surgeons, transplant recipients and donor families.

The British Transplant Games was staged with the support of over 20 sponsors, including long-term partners Kidney Care UK and Anthony Nolan and crucial local supporters such as Leeds City Council, Leeds Hospitals Charity and the University of Leeds.

“Last year, 25 patients in LTHT became organ donors, leaving an incredible legacy that led to 66 transplants, saving and transforming lives.”

The transplant service at Leeds Teaching Hospitals and Leeds Children's Hospital is one of the largest in the country. Last year, specialist teams performed

153 kidney transplants and 116 liver transplants making a real difference to the lives of patients and their loved ones.

Transplant teams are truly multi-disciplinary, and include consultants, surgeons and anaesthetists, as well as other professionals such as ward nursing teams, scientists, theatre staff, surgical care practitioners, advanced nurse practitioners, transplant co-ordinators, dieticians, pharmacists, specialist nurses, physiotherapists, social worker, and many others, including administrative and portering teams.

Last year, 25 patients in LTHT became organ donors, leaving an incredible legacy that led to 66 transplants, saving and transforming lives.

There are currently over 600 people – both adults and children – still on the waiting list to receive a liver or kidney transplant.



Trust staff harness the wellbeing benefits of gardening

Staff across the Trust participated in a Growing Well Social and Therapeutic Horticulture pilot. The nine-week programme started in April and was open to staff who were feeling overwhelmed, tired, stressed or anxious and provided a safe space to focus on personal wellbeing and restoration.

Those who took part had time away from their busy roles to attend three-hour weekly sessions at St James's Hospital. The educational focus was on learning sustainable food-growing methods, sowing seeds, working together to create new garden areas, and ultimately harvesting and preparing the food they helped grow.

The sessions featured nature-based wellbeing techniques and focused on the benefits of gardening on mental health and how it can boost a person's mood, reduce stress and promote improved personal resilience.



The programme was a collaboration between the Trust's sustainability and health and wellbeing teams and Lemon Balm, a local social enterprise specialising in gardening for wellbeing, and healthy seasonal lunches were cooked on site by the local food-growing social enterprise, Season Well.

Improving biodiversity features heavily in the Trust's Green Plan, and the garden has not only improved our green spaces; it also aligns with the NHS's commitment to social prescribing by creating opportunities for staff to benefit from the healing effects of nature.

Feedback from staff who participated was overwhelmingly positive, with all

agreeing that it had an enormous impact on their health and wellbeing. They learned new skills and have a greater understanding of the importance of connecting with nature to de-stress and live well.

Olivia Kenyon, a Macmillan Highly Specialist Speech & Language Therapist at the Trust, championed the project and said: "I'm so proud of what we've achieved to recognise the importance of staff wellbeing and enhance our hospital green space. I'm looking forward to strengthening the project with the support of our local community and some renowned horticultural organisations so that more people can benefit from this compassionate workplace initiative".



Microsurgical skills lab opens at Leeds General Infirmary

Mr Phil van Hille, retired consultant Neurosurgeon was welcomed back to the Trust to officially inaugurate a new microsurgical skills lab at Leeds General Infirmary.

The lab has been set up with 5 operating microscopes, micro precision drills and micro instruments to deliver high quality hands on training in the lab environment.

Mr van Hille tested the brain model with meningioma, metastatic deposit and an aneurysm, demonstrating for the team one more time, how it's done! This will no doubt prove an invaluable resource for upcoming junior neurosurgeons in training.

As a tribute to his enormous contribution to training and education, the lab is aptly named after Mr van Hille.



A Summer of Connecting - Refreshing The Leeds Way

The summer came and went in the blink of an eye, and we are already here in autumn. But before we pull out the jumpers, we can reflect on a long and mostly warm summer where we took time to connect with each other about our Leeds Way values, during six weeks of conversations and engagement as part of A Summer of Connecting – Refreshing The Leeds Way.

The Leeds Way values are set out as the foundation for all we do and how we work here at the Leeds Teaching Hospitals NHS Trust. Since we developed The Leeds Way together with patients and staff in 2014, our shared vision and values have been fundamental to the achievements we have been able to make, and in directing our aspirations.

New employees are introduced to the values as part of their induction to the organisation, with additional learning for senior leaders. The values should filter through every area of our trust, as we work within a set of principles.

As we emerged from the aftermath of the pandemic, with numerous working streams and objectives set up to 'get back better', the types of challenges we face are different to anything we have seen before. Challenging issues were identified in priority areas, including elective recovery, finance, and workforce, and it became more apparent than ever that we needed to be clear on what we stand for and



what matters most for our patients, for each of us in our professional roles and as partners in a complex health and care system.

In July we launched the 'Summer of Connecting' campaign, spearheaded by Chief Executive Julian Hartley and the Executive and senior leaders' team. Key to the campaign was an updated conversation platform online called the Wayfinder, which posed three key questions and asked people to comment and share ideas around this.

The questions asked us to comment on:

1. What does The Leeds Way mean to

you and why is it important?

2. What behaviours should we expect from everyone when we live and work in The Leeds Way?

3. What behaviours would you like to see more of from yourself and others?

4. How can we better live and work in The Leeds Way?

5. What do we need to do to ensure our values are meaningful and practical?

With the aim to reach as many people as possible, across every level, with formal and informal conversations, presentations at Team Brief, updates



Reflect and Connect sessions: run by Value Makers

A network of volunteer Value Makers from LTH acted as conversation starters and supporters of the Summer of Connecting. Value Makers were supported to talk about Refreshing the Leeds Way with confidence and to run effective Reflect and Connect sessions with their colleagues, feeding the insights into Wayfinder. 10 sessions were held with over 90 attendees coming together to connect with each other and to have conversations about what matters to them. Sessions were held with corporate nursing teams, outpatients teams, organisational learning and development teams, and the Leeds Cancer Centre to name a few.

through CSU meetings, inclusion in Start The Week and the Operational Bulletins and a presence on social media as well as suggestion boxes appearing around all hospital sites. It has been the biggest undertaking of staff engagement since the development of The Leeds Way took place. With the aim to reach...

- More than 16 sessions face to face and online led by Board members.
- We heard from people across every staff group, CSU, end after CSU.
- Over 10,000 contributions
- Several videos brought The Leeds Way to life
- A communications toolkit with posters, slides, meeting ideas and graphics shared on the intranet and the WayFinder

Background

It is nine years since we collaborated as a whole organisation to create The Leeds Way. At that time, the Trust faced fundamental challenges in some key areas. The evidence was clear that the more engaged people are in their work, the more they can achieve, resulting in better outcomes for patients and the organisation.

By involving as many people in the process as we possibly could, the process itself created, and also generated, commitment to our vision to be the best for specialist and integrated care. Trust-wide engagement enabled The Leeds Way values to emerge through



consensus: an agreement to be patient centred, fair, collaborative, accountable, and empowered in all that we do.

The Leeds Way defined and set the expectations for how people ought to work together, it embedded our values and vision, supporting people to provide the best possible care and outcomes for patients and each other. It was an incredible achievement, much admired throughout the NHS and a real example of best practice in staff engagement.

What's next...?

The conversation closed in August and the data has been analysed during September.

An initial feedback and conversation was held at Team Brief at the beginning of September. Some of the headline findings included this being a good opportunity to look again at the wording around the values and we are committed to looking at:

- Refreshing the behaviours to reflect what we heard
- Creating opportunities for staff to just get on and 'do it'
- How we can make sure we are getting the basics right.

You also told us that it's important to you to see leadership by example and our Executive team is committed to getting out to meet with staff, find out what the challenges are and support colleagues through this difficult time, and mindful of IPC restrictions, this will be happening immediately.

By bringing the collective wisdom or our people together to reflect and connect to The Leeds Way, we can recommit to a shared sense of belonging, in a Trust that continues to be an inspiring and supportive place to work, with a re-energised sense of shared purpose and direction.

We can do this together, The Leeds Way

Incredible 5,500 mile Baltic bike ride marks surgery anniversary

Nick Marston, an Associate Practitioner in Cardiology, completed a gruelling challenge this Summer to mark his 50th birthday and raise funds for Leeds Hospitals Charity and the British Acoustic Neuroma Association.

Cycling through the Netherlands, Germany, Poland, Lithuania, Latvia, Estonia, Finland, Sweden and Denmark - Nick circumnavigated the Baltic Sea on the stunning EuroVelo 10 route.

Nick's charitable cause is very close to his heart as he was diagnosed with Acoustic Neuroma 25 years ago.

An Acoustic Neuroma is a brain tumour affecting the eighth cranial nerve, which controls hearing and balance. In Nick's case the nerve became detached and he underwent life-saving surgery at Leeds Teaching Hospitals.

"I wasn't working in the NHS back then. I was in Financial Services, not enjoying my job. being treated as a commodity." says Nick.

"Now every time I walk past Ward 25, I think 'that's my ward'. I'm grateful every day. Not just for the treatment, which literally saved my life, but for the career I now have, helping people. Giving back."

Following the surgery Nick is deaf in one ear with his balance permanently affected. "Your brain is waiting for two signals, one from either side, to co-ordinate your balance and orientation. But now one signal never comes. So you constantly have to adjust. The brain is amazing, it does adjust over time but never corrects itself completely. So, it's easy to become disoriented. I fall over more than most people".

It seems strange then that a pastime, a sport, which depends so much on balance would be the way Nick chose to challenge himself and raise money for his chosen charities.

"Yeah, I suppose cycling does seem odd. I tried drop handlebars and standard tyres



but I learned, painfully, that changing hand positions and thin tyres lead to more frequent falls. Now I ride with flat handlebars and fatter tyres. But I still ride with a constant lean and occasional falls are part and parcel of riding for me."

A heavy bike, laden with camping gear and the constantly changing road conditions made riding even harder for Nick. He had four falls from his bike during the Baltic challenge, picking up some nasty scrapes and bruises

"I am nervous and cautious for a while after a fall, not to mention sore. But it happened rarely enough I was able to carry on and other riders and campers help out with first aid."

When asked why he chose the Eurovelo 10 route for his challenge, Nick says "The opportunity to see so many different countries, meet different peoples and experience their cultures was a big attraction of EuroVelo 10. These routes aren't undiscovered of course but they are less travelled than many other European cycle routes."

The Russian Baltic Sea enclave of Kaliningrad is usually part of the route, but due to current relations with Russia it takes an extra three days to complete the route, as you have to ride around Kaliningrad. "Both the Russians and the Lithuanians were taking that border very seriously. There were armed guards and thorough checks in that area", says Nick.

The ride north through Finland and into Sweden saw Nick get within a day's ride of the arctic circle: "Sweden is huge. In the first half of the journey a thousand miles saw me go through five or six countries, but the ride south through Sweden alone was around that length".

Nick says it was a surreal experience arriving back in the Northern German town of Flensburg to officially complete his circuit of the Baltic: "After months on the road it felt like I was there all of a sudden."

Apart from a couple of nights with friends in Sweden and three or four hostel stops in particularly bad weather, Nick camped every night of his northern odyssey. "After nearly four months of camping when you finally get home, your old mattress feels like the height of luxury."

We asked Nick if he had any future challenges in mind: "Back in 1998, before my diagnosis, I was set to hike the Chilkoot Trail in Alaska. Then came my diagnosis, treatment and career change and I never took that challenge on. Next year will be 25 years since my Acoustic Neuroma diagnosis and I would love to mark that milestone by putting the Chilkoot ghost to bed and finally making that walk in Alaska."

So perhaps another extraordinary adventure is on the cards.

Nick's JustGiving page is still open, so please take a look if you'd like to find out more about Nick's journey and make a donation.



General Internal Medicine launches

This Summer the Trust launched our General Internal Medicine (GIM) unit as a speciality within Speciality & Integrated Medicine (SIM) CSU.

GIM is a broad branch of Medicine dealing with disease prevention, diagnosis and treatment of adults. The department delivers general medical care to adults, seven days a week.

The Team, based on wards J27 and J29, treat those medical patients whose symptoms don't easily sit within any other medical speciality.

GIM's launch brings a new focus and identity to the work of the fantastic teams on these wards. This patient cohort had previously relied on treatment by consultants from other specialities, meaning they rarely saw the same doctors and often had to repeat their initial engagement with new doctors.

GIM is currently building a team of dedicated internal medical consultants and physician associates that will ensure our general medical patients receive timely, consistent, specialised and co-ordinated care. We are already seeing improved patient experience as the new model of care is embedded.

The new unit gives us a bigger medical bed base and more consistent medical



cover. This means improved resilience to meet the future needs of this new speciality and the wider medical CSUs. As we grow the GIM workforce, we are confident that patient outcome and patient experience will continue to improve.

New training and recruitment processes mean all new medical consultants will spend dedicated time on GIM wards. This

will prepare future acute medics and other specialty doctors for the challenge of managing patients with complex presentations based around chronic disease and comorbidities.

GIM is located on J29, Chancellor's Wing, at St James's. For more information about the service or to get in touch with the department please search 'General Internal Medicine' on the Intranet.

Digital news

Roll out of new PCs and Windows software

The Trust has a large, complex IT estate with over 550 different software applications accessed by around 16,500 laptops and desktops. Much of this estate needs investment, resource and attention, which means our DIT team has a lot of work to do to get the right foundations in place.

Due to the increased cyber risk associated with Windows 7, we've worked hard to secure the budget which will allow us to replace these devices as quickly as possible. High volume replacement started in September, supported by floorwalkers who are resolving any immediate issues and supporting colleagues with their new devices. Further information about this work is available on the Trust's intranet pages.

This is just one of many digital projects the team is working on - find out more in the latest digital projects update.

New Intranet – now live on your home button

If you've opened your internet browser recently, you'll notice that the new intranet is now set as your default homepage.

The new intranet will help us reduce duplication, becoming our 'go to' place

for all internal news and information. It's accessible from home or work, and from any internet-connected device, using your NHSmail log in details. We've developed some guidance to help you find your way around and get used to the new locations for system links and news. If there's anything you'd like extra help with, please leave a comment at the bottom of the guidance article.

New User Group for intranet admins

We're holding monthly user group meetings for colleagues responsible for managing intranet pages for their service. If you'd like to join the group and hear more about the latest functionality, share ideas and access support, email the intranet team - leedsth-tr.intranet@nhs.net



Ellie Caton named Apprentice of the Year as LTHT makes Top 100 employers list

Ellie Caton, who completed an apprenticeship at LTHT in earlier in the year, won Apprentice of the Year in the Health & Public Service category at the West Yorkshire Apprenticeship Awards 2022 in June.

Ellie's award coincided with LTHT being recognised in the Top 100 Apprenticeship Employers leaderboard for 2022, published in June by the Department of Education. The leaderboard celebrates those employers in the country running the most successful apprenticeship schemes.

Ellie started her apprenticeship at 22 years' old in January 2021, when the Trust was facing the height of the Covid-19 pandemic. Ellie worked on the very frontline of the fight in the Intensive Care Unit, where she worked long 12-hour shifts, often as the only member of administrative staff on the unit. Thanks to her courage and determination, Ellie became a much-valued member of the team.

After five months on the Intensive Care Unit, the severity of the ongoing challenges made Ellie reconsider her role. Rather than giving up, Ellie changed her placement so she could complete her apprenticeship within a different



department instead. At the halfway point in her programme Ellie found herself practically starting again, having to learn several complicated new systems and work alongside a brand-new team in Medical Deployment.

Despite this, Ellie adapted fantastically well to her new role, picking up the tasks required quickly and confidently, helping to ensure medical staffing levels stayed safe at the Trust's hospitals. She then went on to complete the Customer Service Practitioner Apprenticeship, run by Leeds City College, which she passed with Distinction in April this year.

Ellie was delighted with her award, saying: "I am so grateful for the experience I've had over the course of my apprenticeship. I've learned so much and got to know many different people in roles across the organisation. I've now started in a permanent role with the Medical Deployment team which I really enjoy. While it's been tough at times, I can't recommend an apprenticeship with LTHT more – it gives you paid on the job learning and is a great start for your career. I'm so pleased with my award and I look forward to where my career takes me next."

The new Top 100 Apprenticeship Employers leaderboard of outstanding apprenticeship employers for 2022 was published June, with LTHT coming in at number 62. The leaderboard showcases the very best of England's apprenticeship employers, with those listed recognised for providing some of the most successful apprenticeship programmes over the previous 12 months.

Apprentices make up 4.3% of LTHT's workforce and over 2021-22 more than 400 new apprentices started their programmes at the Trust.

Trust fleet goes green with new electric vehicles

The Trust has recently expanded the number of electric vehicles in our fleet, which will not only reduce our carbon emissions it will also lower fuel costs.

Seven small vans and one car have been loaned through Leeds City Council's EV Trial Scheme, with Estates, Security and Transport using them for commuting across our sites. An additional eight will be added when the EV charging infrastructure is in place later this year.

We are also participating in a year-long trial of electric heavy goods vehicles (HGVs). The national Battery Electric Truck Trial (BETT) is funded by the Department for Transport (DfT), with the NHS getting twenty new HGVs, with four going to the Trust. The fully electric 19-tonne DAF LF lorries are being used to deliver patient meals, pharmaceutical items and general supplies across its

five hospitals. The heavy goods vehicles industry is looking at how it will meet the government's target to end the sale of non-zero emission heavy goods vehicles from 2035. It is hoped that the real-time data collected from the Trust will inform future fleet buying decisions and increase the number of electric commercial transport vehicles.

The Trust has set a target of net zero carbon emissions by 2040, and by increasing the number of electric vehicles, we will reduce high level emissions across our sites and local communities, in addition to saving £2,500 a month in fuel costs.

Chris Ayres, Associate Director of Facilities Operations, said, "We are thrilled to be increasing the number of electric vehicles across our fleet and to be taking part in the HGV trial. Moving away from high level emission



vehicles will help us meet our carbon emission targets, reduce costs and improve the air quality around our hospital sites and Leeds, which will benefit our patients, staff and the local community."

Search "sustainability" on the intranet to learn more about the Trust's Green Plan and how we are helping tackle climate change.

Leeds' new pathology laboratory starts to take shape

The new, state-of-the-art Pathology Laboratory at St James's is making significant progress and when building is completed in Summer 2023, it will serve patients right across West Yorkshire and Harrogate.

Our new facility will become part of the West Yorkshire and Harrogate Pathology Network, formed through the collaboration of the West Yorkshire Association of Acute Trusts (WYAAT) and will support the delivery of our pathology services right across the region.

As well as supporting improvements in diagnosis for people across West Yorkshire and Harrogate, our new laboratory will help to meet the growing regional demand for specialist treatment and care whilst providing development opportunities for our staff.

Construction hit above ground-level for the first time since BAM Construction commenced on-site works in April of this year and the steel frame is taking shape quickly.

The installation of both the staircase and lift shafts is nearing completion and has involved the off-site casting, delivery and installation of 506 tonnes of concrete units using a mobile crane. You can see the building progress on our time-lapse video hosted on the Hospital Development section of our website.

With much of the pre-fabrication happening off-site, BAM Construction have been able to maximise efficiencies in their programme delivery and reduce waste, supporting our sustainability and net zero carbon agenda.

Andrew Smithson, Project Manager at BAM Construction Ltd – North East, said: "We're really pleased with the progress we're making so far on a facility that will bring huge benefits to the region.

"BAM is fully committed to playing its part in creating sustainable and environmentally-friendly developments, and the steps we have taken to ensure this is reflected in this project will also help to contribute towards Leeds Teaching Hospitals' net zero carbon goals."

The new facility is set to be completed by the end of summer 2023 and will become operational in the autumn. It is also part



of the Trust's wider health improvement plan which includes the development of a new adults' hospital, a new home for Leeds Children's Hospital and the largest single-site maternity centre in the UK – all brought together in one building on the Leeds General Infirmary (LGI) site.

Currently, the Trust's pathology services are provided from within outdated facilities in the Old Medical School at the LGI as well as some of those delivered from St James's Hospital.

The new building will bring many of these services together and the vacated Old Medical School will form part of a plan to use surplus estate at the LGI to develop an innovation village which is expected to deliver up to 3,000 new jobs and £11.2 bn in net present value.

Simon Worthington, the Trust's Director of Finance and Senior Responsible Officer for the Building the Leeds Way Programme, said: "Seeing the fantastic progress being made on the construction of our new pathology laboratory is a real boost for both the Trust and the wider community.

"It is also an opportunity for us to demonstrate how committed we are to transforming healthcare in Leeds

and the wider city region, by taking another step further towards creating a state-of-the-art working space for our staff and providing an even better service for our patients."

The new laboratory forms a key part of the strategy for delivering pathology services across West Yorkshire and Harrogate and is prioritised by the West Yorkshire Health and Care Partnership that focuses upon delivering integrated care across the region.

Funding for the new facility is supported by the Health and Care Partnership, recognising the importance of this critical development for partner organisations.

The Trust aims to develop a world-class pathology building that is flexible, digital by design and that supports the delivery of net zero carbon. It will aim to be fully mechanically ventilated with heat recovery and systems to minimise power and re-use heat.

It will also incorporate a single, shared Laboratory Information Management System (LIMS) for the area which will mean test requests can be ordered, tracked and results reported electronically to clinical services across West Yorkshire and Harrogate.

Pull out and keep: Your guide to

Rising living costs mean everyone is feeling the pinch at the moment, especially where it comes to energy bills, and LHT is no different.

While it's perfectly natural to feel worried about the cost of living, the good news is that there are plenty of things we can do now that will make a difference later on. In this handy, pull-out-and-keep guide we're listing the most effective ways to help you save energy and save money – both at home, and at work!

Save energy at home

Turn your thermostat down

18 degrees is the recommended temperature for healthy adults, and every degree you turn your thermostat down could save you around £140 a year or 4%. It's also best to just turn your heating on when you need it and not keep it on low all day.

Spend less time in the shower

Try and limit your shower to 4 minutes. Cutting one minute off your shower could save £207 a year in energy bills and a further £105 a year in water bills (based on a family of four). You could also consider installing a water-saving shower head.

Insulate your home

Check your home for draughts near windows and doors. Small draughts



could be prevented by using flexible silicon sealant or by placing a draught excluder along the bottom of a door. Hanging thermal curtains at windows and on the inside of doors will also help trap in heat. A boiler jacket will also help keep the heat loss down when the boiler is in use.

Wash clothes at 30 degrees

Try washing your clothes on a colder washing machine setting, ideally at 30 degrees. Make sure the washing machine is full every time and reduce the number of times you use it – it could save you £104 a year.

Turn lights off and install energy-saving bulbs

Remember to turn lights off when you leave a room, even if this means turning them on and off frequently. Consider switching to energy saving LED bulbs, although there will be an initial outlay, you should recoup the costs quickly. Make sure you check the energy efficiency rating on any LED bulbs you buy – newer ones tend to be more efficient. Older light fittings can also burn more energy than an energy-efficient bulb needs, so check your fittings are up to date.

'Heat the person, not the home'

Investing in a good quality, low-wattage electric blanket can keep your heating costs to a minimum later on, as they use much less energy than heaters. Make sure you purchase wisely and choose a blanket that is efficient and has lots of heat settings and options.

And more...

Other tips include: only filling the kettle with the amount of water you need, filling the dishwasher up rather than part filling, reducing how much you use a tumble dryer, and avoiding leaving appliances – especially ones older than 10 years' old – on standby.

This advice is from a number of sources, including the Energy Saving Trust and Money Saving Expert websites, and we recommend visiting these sites to find out more.



keeping costs down this winter

“I spoke to the Money Buddies adviser the other week. They helped me look at my monthly budget, make cut backs and suggested I swap my broadband to a cheaper deal as my fixed contract had run out. It was great to really talk and gain some practical help when maths was never my strong point.”

Talking finances

Money Buddies

Money Buddies provide a confidential service to help staff who need advice on debt repayment, saving money on household bills, and benefit claims. You don't need to be financially challenged to get help - many people using Money Buddies don't have any financial issues, and use the service to find out where they can save money on their energy bills and much more. Search 'Money Buddies' on the staff Intranet to make a confidential and free appointment.



Tax relief

You might be able to claim tax relief if you qualify against certain criteria. You may be able to claim tax relief on working from home, uniforms, professional fees, and more. Find out what you may be eligible for by searching on the Government website: 'Tax relief job expenses.'

Employee Assistance Programme

The Employee Assistance Programme, provided by Care First, offers LTHT employees counselling and information services. You can call Care First about work-related or personal issues as well as for general and practical advice around finances. A trained specialist is just a free phone call away: dial 0800 174319, or search 'EAP' on the Intranet for an online chat link.



Employee Support Fund

With the support of Leeds Hospitals Charity, we are pleased to be able to offer financial support to individuals who find themselves suffering financial hardship. Anyone working at one of our hospital sites can apply for support, including bank and locum staff, however you will need to be able to clearly evidence how you are in financial difficulty. Search 'Employee Support Fund' on the Intranet to find out more.

Staff discounts

The latest available NHS staff discounts are advertised on our Health & Wellbeing Intranet page. You'll find discounts and offers from both local and national shops, gyms, restaurants and more. We update these often so you can be sure you're getting the latest deals. Don't forget to apply for a Blue Light Card too - for just £5 you can unlock a raft of discounts.



Lets Talk Money

Over the coming months we'll be sharing regular email updates called Lets Talk Money. These will be helpful reminders of financial and mental health support available to colleagues, the discounts available with retailers and services as an NHS member of staff, travelling smarter, and ideas for how to manage budgets ahead of Christmas. Look out for your fortnightly email from the Health and Wellbeing team.

Help cut costs at LTHT

We are looking closely at how we can save energy from an infrastructure perspective, including investing over £20 million from a government fund to install low carbon heating and energy efficiency measures, such as air and water source heat pumps, which will reduce natural gas consumption. We're also looking to install energy-efficient LED lighting, as well as replacing single-glazed windows and insulating roofs to reduce building fabric heat loss.

Small changes to how we use energy around the Trust can make a big difference to our sustainability and save a significant amount of money that can be allocated to patient services. If every staff member saved 10p a day, we could save over £730,000 a year and improve patient experience at the same time.

Here's how everyone can play their part:

- Turn off equipment when not in use to reduce excessive heat and noise.
- Switch off lights to save energy and reduce light pollution.
- Close doors to improve patient safety and privacy and help regulate room temperatures.
- Turn off equipment such as PCs and medical devices when not in use and where safe to do so.
- Don't leave mobile phones and laptops plugged in.
- Use energy-saving modes where appliances have this option.
- Close windows in rooms when they are not in use.
- Only print when absolutely necessary.
- Sign up for GRASP Rewards.

If you have any suggestions on how we can save energy across the Trust, please email the Sustainability Team: leadsth-sustainability@nhs.net

Scan here to find all this and more on our Staff Intranet's Financial Wellbeing hub:



LTHT celebrates graduates of Project SEARCH internship programme

The achievements of young people were celebrated at a graduation ceremony in June following the completion of supported internships at LTHT.

At a special ceremony, interns Joshua Shoulder, Chris Howard, Thomas Cardiss, and Daniel Bedford, received certificates recognising their success on the Project SEARCH supported internship programme over the past several months.

Project SEARCH is an international transition-to-work programme committed to transforming the lives of young autistic people and those with learning disabilities. The internship programme has been successfully embedded across a variety of different sectors including the NHS.

The graduation ceremony in July was an opportunity for the interns to talk about their experiences on the programme and celebrate with their hosting teams. LTHT Chief Executive Sir Julian Hartley presented each of the graduates with a certificate and commended their efforts.

Sir Julian said: "At LTHT we are committed to challenging discrimination and promoting equality both as an employer and a major provider of health care services. This fantastic scheme enables young people with learning disabilities to gain valuable experience in the workplace. It was an absolute pleasure to present our graduating interns with their certificates and I want to thank each of the teams who have made them feel welcome in our hospitals during their time here."

He added: "Partnering with Leeds-based Lighthouse Futures Trust, this is a brilliant way to empower those in our community who might need a little extra help to progress in their careers. I look forward to our continuing partnership over the coming months."

The Project SEARCH programme provides real-life work experience combined with training in employability and independent-living skills to help young people make successful transitions to productive adult life. The intern works approximately 5-6 hours a day in a hospital department learning the standard work tasks and procedures of a team with time at the beginning and end of each day with their work coach.

The programme began in November



2021, and over the intervening months, each intern was able to gain a wealth of knowledge and skills. The graduates now have apprenticeships and jobs lined up for the next year with LTHT.

This programme is hosted by the Trust and run in partnership with Leeds-based charity and Specialist College, Lighthouse Futures Trust.

Name: Joshua Shoulder

Job role: Antenatal Receptionist

Area of work: Antenatal clinic

Why did you choose to do an internship at Leeds Teaching Hospitals?

I chose to do an internship in the NHS as I wanted to learn new skills and challenge myself as I wasn't sure if working in a hospital was the right thing for me. I also chose to do an internship at the NHS as I felt like I would be able to get a job at the end of my internship.

What appealed to me about the NHS was that there's a different variety of roles and the opportunity to move around the NHS.

What are your day-to-day tasks? What have been your successes?

The job I do at LTHT is admin in the antenatal clinic, which means that I do outcome sheets and book pregnant women for different appointments such as dating and nuchal scans and GTT appointments. My successes have been meeting new people, gaining experience, and learning new skills.

The new skills I have learnt are learning how to use different systems that

I haven't had access to before and expanding on my problem solving and communication skills.

What are the benefits of doing a supported internship and why would you recommend it to others?

The benefit of doing a supported internship is everyone getting treated differently according to their needs. You also get support from the job coaches and have a buddy with you in your department who helps explain how to do the job.

I would recommend doing a supported internship as not only do they help you get a job they also help you build your confidence, social skills, and social life.

What difference does this internship make?

The difference this internship makes is that it shows that just because someone has autism it doesn't stop them doing the same things as everybody else.

The difference this internship has made to my life is that I'm getting the same opportunities as everyone else.

Do you have any advice for anyone interested in this programme?

The advice I have for anyone interested in this programme is to come into it with an open mind as you get to see the hospital in a different light instead of thinking hospitals are all "doom and gloom."

Following completion of his internship, Joshua is now confidently applying for admin and clerical roles within the Trust knowing he has the skills needed to be successful in this role.

Leeds Pride returns and Pride Wall competition winners!

Leeds Pride returned in August after a two-year hiatus due to the pandemic. Record numbers lined the streets and the atmosphere was electric! The Trust's LGBT+ Staff Network marched together through the streets of Leeds to cheers and applause.

Pride is not just a celebration. Although it is an important time to celebrate the progress that has been made across legislation, attitudes and behaviours towards the LGBT+ community, it is also a continued protest against discrimination across the world. The first Pride march, in June 1970, marked the first anniversary since the uprising at New York's Stonewall Inn.

Since then, the marches have been a sign of fighting for liberation, visibility and equality. In the UK, particularly up until the repeal of Section 28 in 2003, Pride had a more protest feel than a parade. The Pride Month meaning remains the same and is a time for people within the community, and their allies, to celebrate successes in LGBT+ inclusion, but it is also a time for reflection.

Because of the pandemic last year and in the absence of the Leeds Pride

parade the LGBT+ Staff Network created the Pride Wall competition. Based on last year's success it ran again this year with even more entries received from teams across the Trust. The entries were fantastic and made the judging very difficult. This year the staff network decided upon three award categories, which were best presentation, best educational content and best patient involvement. The successful winners were:

- Best presentation - Cardio-Respiratory
- Best educational content - Medicines Management/Pharmacy
- Best patient involvement - Youth Service for GIDS

Julian Hartley, Chief Executive, said: "Well done everyone who took part. It was heart-warming to know these walls were displayed across the Trust as a clear demonstration of solidarity and inclusion – look out in the coming weeks for a further update showcasing our winners and their displays."

Colleagues are always welcome to join the LGBT+ Staff Network – please search 'LGBT+ staff network' on the Intranet.



Best presentation - Cardio-Respiratory



Best educational content - Medicines Management/ Pharmacy



Best patient involvement - Youth Service for GIDS



Time To Shine 2022

Our annual Time To Shine awards are the highlight of our Trust's year as we get the opportunity to recognise our colleagues and celebrate our achievements together.

This year was the sixth annual awards for Leeds Teaching Hospitals, and Time To Shine had a little relaunch with the very first The Leeds Way awards.

Unfortunately we had to cancel our in-person live event that we had planned due to rising cases of COVID-19 in our community so that we could protect our colleagues and patients.

Our generous sponsors Altodigital and Sovereign Health Care supported us with the funding for this event. All food that had already been purchased for our event was donated to the charity FareShare so that it could be distributed to families and community groups across Leeds.

It was important to us that we still recognised our amazing winners. Our Trust Chair, Dame Linda Pollard, and Chief Executive, Sir Julian Hartley, alongside other members of the Trust Board surprised them across the organisation in a special impromptu event the following week. Many colleagues also dialled in to a series of 'mini' virtual presentations.

Leeds Hospitals Charity supported us with some special treats to share with teams on the day.

You can watch a special video about our awards on YouTube: <https://youtu.be/i1LaOZCYIDY>

Congratulations to our winners:

The Leeds Way Award for Empowered

Patient Level Costing Service (PLICS), Finance – for helping clinical colleagues understand the impact and potential



of their practice and making the 'impossibles [of finance] seem possible.'



Melissa Fishley, Clinical Support Worker, Leeds Children's Hospital – for using her initiative to standardise the work of the CSW on the ward, mentoring and supporting other colleagues to provide outstanding care for patients.

The Leeds Way Award for Collaborative – COVID vaccination centre, PCAL, Resourcing

Leeds Covid Vaccination Centre – for a city-wide effort to administer covid-19 vaccinations at Elland Road and in a number of other unique venues, and responding to ever-changing guidance on the vaccination programme.



Primary Care Access Line (PCAL), Urgent Care – for providing high quality alternative care for patients that would normally come to hospital, improving the service to meet an increased demand and showing a reduction in the number of referrals requiring ED.

Resourcing, HR – for supporting increased recruitment, often at very short notice, to support the covid response in many areas across the Trust, as well as in the vaccination centres and at the Nightingale.

The Leeds Way Award for Accountable – Amy Holehouse, Facilities – patient environment

Amy Holehouse, Specialist Dietitian, Adult Therapies – for leading and supporting the dietitians to develop and move forward, being part of regional work, providing teaching to nursing and medical teams and being the dietetic lead for staff engagement in the CSU.

Facilities team St James's – Working together to roll out new standards of cleanliness, being available at short notice and finding new ways to ensure our hospital environment is safe for patients and colleagues.

The Leeds Way Award for Patient-Centred – Denise Holroyd, Adult Critical Care, Microbiology

Microbiology, Pathology – for meeting an unprecedented need for testing with a rapid turnover and saving lives by doing this in a timely way



Adult Critical Care – for taking the place of families during the pandemic, advocating and emotionally supporting their patients and providing acts of comfort in very dark days.



Denise Holroyd, Clerical Officer, Outpatients – for always going the extra mile to support multi-disciplinary teams to ensure clinics run smoothly for patients and that every patient is treated fairly and respectfully.

The Leeds Way Award for Fair - Outpatient Admin – Workplace Mentors, Emma Horne



Outpatient Admin – Workplace Mentors, Outpatients – for establishing a team of mentors to support colleagues with additional needs, while also promoting understanding and acceptance throughout the CSU.



Emma Horne, Matron, Specialty and Integrated Medicine (SIM) – for leading the CSU staff network and health and wellbeing strategy, and in particular launching the SIM ROSE staff awards.

Hospital Hero –

Dr Kelly Cohen, Consultant in Fetal Medicine, Womens – The patient nomination said that Kelly is a true 'Leeds Way' champion and a truly amazing human. 'She's an incredible woman, with a very busy job, yet here she was ringing us and telling us she'd help in any way she can. We cannot think of an appropriate way to thank her as she saved us more than she'll ever know.'



Unsung Hero –

Car Parking Team, Estates and Facilities – for dealing with difficult situations and unpopular decisions, managing unprecedented demand and trying to make the car parking experience as fair and equitable as possible.

Staff Support Service – for being there for colleagues 'every step of the way', in group sessions, Pressing the Pause Button and individual support so that colleagues can look after themselves better.

Execs Special recognition – IPC, Building and engineering and Capital Planning

Infection Prevention and Control (IPC) – for moving straight into action as we became aware of COVID-19 and not

stopping since. They have kept on top of changing guidance and implemented it across our hospitals to ensure that we could keep patients safe and protect colleagues while they work.

Building and Engineering capital team, and corporate planning – for turning convention centres into field hospitals, car parks into surge hubs, football stadiums and museums into vaccination centres, enhancing oxygen systems, and converting theatres into ICUs to support the response to COVID-19. They also delivered two consecutive year record-breaking capital programmes.



Congratulations to all our winners

Remote working at LTHT

For many colleagues, working remotely has been a positive change coming out of the Trust's response to the Covid-19 pandemic, part of the overall flexible working opportunities offered by the Trust.

The ambition is for the Trust to become not just a modern and model employer, but to be the best place to work. To do this, we plan to build on the changes to working arrangements that emerged through the Covid-19 pandemic. This is crucial for retaining staff and attracting talent to the Trust as well as providing flexibility to our patients, their families and to our people.

All staff should have the opportunity to explore flexible working and remote working is one way of achieving this. Even if many clinical teams have roles which require an on-site presence, although there may be elements of a role that can be completed remotely.

Now, 'Remote Working Guidance: Enabling Remote Working for You and Your Team' has been produced to guide discussions and help support colleagues to ensure they can work remotely in the most effective ways possible. This can be found on the Trust Intranet – visit intranet.leedsth.nhs.uk and log in.

The guidance covers a range of topics

including what remote working is, the Trust's ambition, the benefits of remote working, who can work remotely, health and wellbeing, assessing safe working environments and how to get started.

Staff feedback from the NHS Staff Survey and Wayfinder conversations highlighted that flexibility in our work is important in supporting health, wellbeing, productivity and efficiency. The Staff Survey also demonstrated how positive connectivity between teams and managers continued whilst working remotely. Furthermore, remote working continues to not only support on-site capacity restraints, but also our collective achievement to become carbon neutral.



Claire Francey - Business Manager, Leeds Children's Hospital

"I really enjoy the fact that I have dedicated time away from the office and I can work on projects that perhaps need more headspace, more consideration and time to process.

"We've got the balance right in our team and I love this. I spend three consecutive days in the office and so I still get the buzz and the opportunity to see and interact with colleagues, but I can also be more present at home for my family. My travel time has also reduced – in time and in cost – which means a lot."

"I was worried that not being face to face with my line manager would be really negative, as conversations are always better in person. There's a risk that you will miss out on communication that naturally happens around the office, so we have to make sure that we get the right time with key people."



Marie Stoves, MDT co-ordinator for the North of England Primary Ciliary Dyskinesia (PCD) team

"As soon as remote working became possible, I started working from home – full time initially – and it was great. It can be quite distracting in the office.

"The way I let patients know about appointments has changed, as a result of home working. Before, in the office, I would send an appointment letter asking the patient's family to call and confirm. When I started remote working I began doing this by text, which ended up working out a lot better for busy parents, who respond better over text than having to pick up the phone and call.

"I've got a really good relationship with families now, they know they can just text me about an appointment and I'll respond. The patient's family has that reassurance that somebody is at the end of the phone to help them. So the whole patient experience is improved in some ways."

my job

James Mahoney



Ophthalmic Technician, Ophthalmology, has worked at the Trust for 13 Years

Q What are the main aspects of your role?

I work within the Glaucoma Monitoring Unit. The unit is designed to allow those patients classed as stable to be given a pathway in which to be seen correctly but also efficiently. I undertake the diagnostic tests, consultation and deal with anything else the patient may require in terms of their glaucoma care.

Q What else have you done in your career so far?

I worked with the Medical Illustration Service for 6 years; I was heavily involved in the Diabetic Eye Screening Service and supported the Ophthalmology service with imaging.

Q What's the best thing about your job?

My colleagues. We are a small but effective unit. To be able to come to work with such hard working, passionate and caring people makes my work day easier.

Q What is the one thing you would change at LTHT to help you do your job better?

A better understanding of the role of peripheral sites within the Trust, as we are based at Seacroft Hospital. However, it's often not recognised and this can impact patients' willingness to come to the site.

Q What's your best advice to a new starter at the Trust?

Never be afraid to ask questions, the way to learn is to ask as many questions as you need too.

Tadcrafters donate handmade heart cushions to Ward J23

The team on Leeds Breast Unit Ward J23 would like to say a massive thank you to the Tadcaster Crafters (Tadcrafters) who have made a wonderful donation of beautiful Heart cushions and drain bags for patients on the ward.

These hand-made items are lovingly made by the Tadcaster community, and given out by the team to their patients post operatively to take home for comfort and to help healing.

Bev Wood, Same Day Co-Ordinator on J23, said: "These cushions have such a positive impact on our Breast patients and we are so very grateful to have access to them. They are made by very caring and amazing people and we know that each one is filled with love."

Tadcrafters are a group of dedicated volunteers who have been supplying the ward with drain bags and cushions for several years since a retired Textile's teacher set up the group a few years ago. The committed group create many wonderful items for charity, including supply bags for hospices, twiddlemuffs for Alzheimer patients, and feminine hygiene packs for girls in Africa so they can attend school.



Team Spotlight

Name of the team:

Professional Practice Standards and Safety Team

CSU:

Chief Nurse

Number of colleagues: (approximate)

12

Site(s) worked at:

All sites covered

Did you know?

The PPSS team run the DAISY and IRIS Awards for nursing and midwifery staff – since launching in 2020 there have been more than 60 DAISY Awards presented recognising the hard work of colleagues across LHHT.



How does your team make a difference at LHHT?

We part of the Chief Nurse CSU and are involved in strategic planning and assurance in the Trust. Our focus is to continuously enhance patient safety and experience through collaborative working and promoting standards of practice across LHHT.

We make a difference through implementing projects and initiatives on the Chief Nurse's behalf. We have set up the DAISY and IRIS Awards, which recognise the hard work of all Trust staff, and are a great morale booster.

We provide support to nursing teams to help maintain patient safety, including boots-on-the-ground support to our A&E colleagues. We are currently working on improving the enhanced care risk assessment to make sure it is user friendly and supports nurses' judgement.

We also organise the trustwide celebrations for International Nurses, Midwives and Operating Department Practitioner days!



What are the different roles within the team?

The roles in the team are band 6 and above, and our team is made up mostly of nurses, alongside a senior Allied Health Professional. We take a very collaborative approach to our work. Anyone can pitch in with a project, regardless of their role!

Our team is split up into projects. Each project has around three people working on it. We have the clinical support team, who monitor metrics, carry out clinical visits, and provide practical support to areas that need it.

We have the falls team, who monitor falls data, follow up on incidents, and provide teaching. We have team members who have individual responsibilities, for example our AHP monitors mixed sex breaches, and we have a project nurse who runs the DAISY and IRIS Awards.

Our more senior team members are involved in creating hospital policies, devising care plans and nursing documentation formats.

What happens on an average day?

Every day is different, we have no average days! We try to help each other out as much as possible, so that may mean you are visiting a ward, doing teaching, or helping to create a care plan or policy.

We start our days at 7.30am and end around 5pm. Most team members do four-day weeks, but our more senior team members tend to work five days. We have a team huddle at 8.15am where we share our plans for the day. Here, those team members with capacity volunteer to take jobs from our busier team members, so we can share our workload.

Recently we've been doing a lot to help alleviate the recent pressures the Trust has been experiencing in many different clinical areas.

What is the most surprising thing about your team/your work?

Luca: "Work in PPSS Team gives a massive exposure to all the systems required to run a hospital. As a nurse in PPSS you face challenges regarding the law, estates, policies, clinical support and quality improvement. You are that link between all these and other elements, and you are required to find a way to make them all work harmoniously. The amount of time and effort that goes into even the smallest of the tasks is immense and requires lots of time to complete sometimes, but it is absolutely worth it for the impact you know that action is going to have in the Trust."

Olivia: "The influence you can have and the difference you can make. Also, the variety of work and different approaches you need to solve an issue."

Cat: "The most surprising thing for me was the different elements and scope that the team is involved in".

Are there any recent achievements/milestones or plans for the future?

We've had a lot of movement recently, with team members being seconded, getting new posts and going on maternity leave. We've got our new Head of Nursing joining us in August, and we have two new team members joining in September.

Luca: "In the PPSS team I have been enabled to explore myself as a professional so much more than my past experiences. This really allowed me to think of where I want to be in five years' time professionally and I am working towards it. I have had the chance of a lifetime to find a team of incredible professionals, happy to bring others to their levels or even further!"



What do you enjoy the most about working in the team?

Olivia: "Being able to be myself and take a creative approach to problem solving, and the variety of projects you can work on. Everyone in the team is very encouraging of you, and if you see something that you feel needs changing, you'll be supported to see that change through."

Luca: "Working in this team has been one of the most fulfilling experiences of my working life. The team is welcoming, nurturing, protective and empowering of you not only as a professional, but also as a person."

Staff report back on volunteering at 2022 Commonwealth Games

Two members of staff at LHTT volunteered their time and skills at this year's Commonwealth Games 2022 in Birmingham.

In July and August, athletes from across the world competed against each other for the chance of a coveted gold medal. The contribution of hundreds of clinical volunteers from across the country was a vital part of the smooth running of the tournament.

Andy Webster, Chief Clinical Information Officer, supported the hockey event, helping provide medical support to competitors from all those nations taking part, while Sonia Ryatt, Foundation Pharmacist, took part in the stunning Opening Ceremony.

On her experience, Sonia said: "I auditioned off the cuff with no expectation of being selected - however I was fortunate enough to be cast as a "dreamer", where the story of Birmingham's history was told through our eyes.

"Travelling from my place of work in Leeds to Birmingham at least three times a week for two months, whilst working full time as a pharmacist and studying for my post-graduate



clinical diploma was a challenge to say the least! We rehearsed in all conditions; cold, wet days through to 40 degree heat.

"However, with sheer determination and support from family and colleagues, it all worked out and I wouldn't change a thing. I would like to thank all my managers including Jane Andrews and Emma Holmes, without whose support this would not have been possible.

"I feel privileged to have been part of a ceremony that showcased diversity, celebrating what makes us unique but also what unites us. To top it all off, I was given Duran Duran's drumsticks by the lead drummer at the end of their performance!"

On his time at the games, Andy said: "The games themselves are an excellent opportunity to volunteer, offering the chance to meet new people and learn new skills, and watch high quality sport from international athletes.

"From a sporting point of view it was great to see England's men winning the bronze medal in the hockey, but I think my favourite moment was the Kenyan women beating Ghana in the 10th/9th classification match on a penalty shootout. They had conceded 50 goals without scoring before this match, so for them to win was an exciting moment, with an amazing celebratory team dance around the pitch!"



farewell

A fond farewell to our long-serving staff

Janette Collins

Janette Collins began working for the NHS in 1994. She completed her nurse training in 1996 and worked as a nurse in critical care and ICU, following this trained as a midwife in 2004.

She worked for seven years at the LGI and then came to St James's where she worked on the antenatal ward.

Janette says she has loved working for the NHS and has made many friends who will miss her greatly. She was an enthusiastic midwife and had an amazing sense of humour.

Janette has lots of things to look forward to in her retirement, including spending time with her family and waiting for the arrival of a baby granddaughter, as well as meeting up with her colleagues and travels galore.

Her team said: "We shall certainly miss you and wish you all the very best for a very well-earned retirement. Miss you already Janette!"



Jo Quirk

Jo Quirk retired earlier this year in April from her role as lead nurse for the Yorkshire and Humber Congenital Cardiac Network.

Jo has worked in the congenital heart disease department since she qualified as a nurse in 1987. Initially she worked in the paediatric cardiology department in Killingbeck Hospital, moving across with the service when it relocated to the LGI in 1997.

In 2006, she established the specialist nursing service for adults with congenital heart disease at the LGI, catering for this ever-growing population, and sowing the seeds of excellence in the service which is now one of the largest in the country. She has also played a huge part in developing expertise on a national level as a founding member of the British Adult Congenital Cardiac Nurses Association.

Jo has an encyclopaedic memory for vast numbers of patients and their carers, and it is patients who have always been at the heart of everything Jo has done through her career. She has been a driving force, always seeking and developing excellence in patient care and delivery, teaching anyone who would listen with enthusiasm and energy, and always supporting her colleagues in their professional development and personal tribulations.

Her colleagues said: "We all wish her a long, happy, healthy and active retirement, but should she change her mind and wish to return, we will welcome her with open arms!"



Janice Martin

At the end of July the Adult Therapies CSU said goodbye to Janice Martin who retired from her role as Lead AHP.

Janice trained as a physiotherapist in Glasgow and joined Leeds in 1987 after she qualified. She worked in Leeds for the next 35 years, working in many teams during her career before becoming Head of Physiotherapy in 2012 and subsequently Lead AHP for the Adult Therapies CSU.

Janice was a true champion for the role of AHPs within the multi-disciplinary team, and her influence on the careers of many physiotherapy staff and other AHPs is an amazing legacy which was celebrated at her retirement.

Jo Bewley, General Manager for Adult Therapies CSU, said: "Janice was a true advocate for the CSU, the Trust and the NHS, but most of all the role that AHPs have as key members of the MDT. Janice had a warm, bubbly personality which was a real asset to the CSU, especially during the recent difficult times we have been through. She will be really missed."

Tony Chapman

Tony Chapman has retired from his role as an Ophthalmologist, he also turned 80 in the same week as retiring!

His very active career includes working for several years in Africa, and some time in Derby as a GP, where he would do some of his rounds on horseback! He has worked for the Trust for 25 years working most recently in general and glaucoma clinics.

We wish Tony the most enjoyable retirement.



Richard Dunham

Dr Richard Dunham, Consultant Radiologist, retired from the Trust at the end of August after a lengthy career in Radiology.

Richard trained in Leeds and was appointed to the post of consultant radiologist at Wharfedale and Seacroft hospitals in January 1993. After a short time combining this with sessions at



Ross Langford

Farewell to Ross Langford, Head of Communications, who retires from the Trust after 16 years. Many of you will have been supported by Ross without even realising it! He joined Leeds Teaching Hospitals in 2006 and has since led the Trust through very many challenges, successes and a great deal of change, including the launch of The Leeds Way in 2014.

Ross will be spending his retirement as 'road crew' for his son's band, Bull, on tour, walking his dog Dexter and riding his motorbike.

Cookridge Hospital he took up the role of radiologist with an interest in gynaecology and reproductive medicine in 1998. Predominantly based at LGI and Wharfedale Hospital, Richard provided an invaluable service in women's imaging and diagnostic services as a whole. He has helped develop and improve diagnostic imaging services, from the days of plain film to the implementation of digital PACS images. He has worked very closely with all the gynaecology, reproductive medicine and Women's CSU teams and will be missed greatly by them.

As a keen wildlife photographer Richard would often return from safari with tales of his adventures, his hippo impression never fails to bring a laugh.

Richard will be missed by all his friends and colleagues in radiology and Women's CSU and he is wished a happy and healthy retirement.

Stephen Pollard

Steve joined the Trust in 1993 and has been at the forefront of many surgical innovations in Leeds. This has included performing the UK's first living related small bowel transplant, at the time considered experimental, and the first liver-pancreas-bowel transplant with Professor Peter Lodge. Steve has also maintained a strong interest in general surgery, not least bariatric (weight loss) surgery, where he is well-renowned.

Steve is perhaps most well-known for his work in leading the liver transplantation programme – developing a dedicated liver transplant clinic, assessment service and the liver transplant coordinator team. They also established the living donor transplant programme in 2007 and performed the first adult cases in the UK. Steve has also continued his commitment to kidney transplantation, ensuring the establishment of the team who now routinely perform more than 200 kidney transplants a year.

Steve's colleagues would like to thank him for all his hard work, efforts and expertise which have allowed the Leeds Liver Unit in particular to flourish into the internationally regarded service it is today. All his colleagues wish him a very happy and long retirement.



A fond farewell to our long-serving staff

Leeds Hospitals Charity news

Marella's Story - Leeds Hospitals Charity Lottery

"The staff all the way from the cleaners to the top consultants, nurses, doctors have been absolutely wonderful, I can't begin to thank them, and I will never be able to thank them enough."

Marella signed up to the Leeds Hospitals Charity Lottery after being diagnosed with cancer, she never expected to win and saw her monthly entry as a way to give something back to the hospital.

She was ecstatic to receive a phone call to say she'd won the jackpot prize of £1,000, which has helped her treat her family who have been an amazing support to her since she was diagnosed.

Find out more about the Leeds Hospitals Charity Lottery <https://www.leedshospitalscharity.org.uk/lottery>



Employee Support Fund

We know that many people across the country are struggling amid the cost-of-living crisis and were already experiencing financial hardship during the COVID-19 pandemic.

In 2020, thanks to a generous contribution from NHS Charities Together, we were able to launch an employee support fund to help Leeds Teaching Hospitals NHS Trust experiencing financial difficulties.

Through the fund, individuals can apply for up to £500, with emergency funding for food, travel and other costs that may be incurred.

To find out more and apply, email leedsth-tr.humanresources@nhs.net or find out more on page 13.

Innovation Grants Funded by Leeds Hospitals Charity

Thanks to a generous gift in a Will, we were able to offer a pot of £100,000 for Innovation Grants. Any member of staff from Leeds Teaching Hospitals was able to apply for a grant of up to £10,000 for an innovation project.

We convened a joint Leeds Teaching Hospitals and Leeds Hospitals Charity group to review and score the applications in early January, and we're thrilled to be able to share some of the 11 successful projects with you.

Find out more at <https://www.leedshospitalscharity.org.uk/blog/innovation-grants-at-leeds-hospitals-charity>



Leeds Hospitals Memorial

Since the beginning of lockdown, the way we were able to say goodbye to our loved ones changed dramatically as we all tried to slow the spread of the coronavirus.

The Leeds Hospitals Memorial invites everyone in our community to come together and remember loved ones who are dearly missed. Remembering together can help to draw strength from

knowing we are not alone.

Join us at 7pm on Sunday 9 October at Kirkstall Abbey, or you can register to watch the online broadcast of the event.

Make a dedication and attend the memorial event <https://www.leedshospitalscharity.org.uk/leedshospitalsmemorial>

60 seconds

Bren DeWitt



Paediatric Allergy Nurse Specialist (Team Leader), has worked at the Trust for 14 years

Q What do you do to wind down and relax after a hard week at work?

I love to spend my time with my partner and our dogs anywhere outdoors – in the Dales or going up to Northumberland or

Scotland. I've recently bought a paddleboard and I love being out on the water.

Q What is your ideal holiday destination and why?

Vancouver Island - it's one of the most beautiful places on earth! It has everything you need - mountains, the Pacific Ocean, old-growth forests, long empty beaches and vineyards. When I win the lottery, I'm buying a house there.

Q What is your favourite food?

Salt and pepper squid, green olives & ice cream - not all at the same time though!

Q What did you want to be when you were growing up?

I wanted to be a marine biologist and spend my days out on a boat watching whales (I'm not really sure if that is what a marine biologist actually does but it seemed like a dream job).

Q What is your favourite film?

Close Encounters of the Third Kind. It's very old, very cheesy but I love it.

Q Who would you most like to meet and why?

That's a good question. I can't think of anyone famous or dead that I wished I could meet. I'm from Canada and what I'd really like is to be able to just jump in the car and meet up with my family whenever I'd like, rather than only seeing them every few years.

Q What is your favourite book?

It changes all the time. My current favourite is 'A Gentleman in Moscow' by Amor Towles.

Q Tell us something we don't know about you ...

The UK is the fifth country that I've lived and worked in as a paediatric nurse. I've also lived in Canada, Saudi Arabia, New Zealand, and the United Arab Emirates. I highly recommend living and working abroad - it's been a fantastic experience.

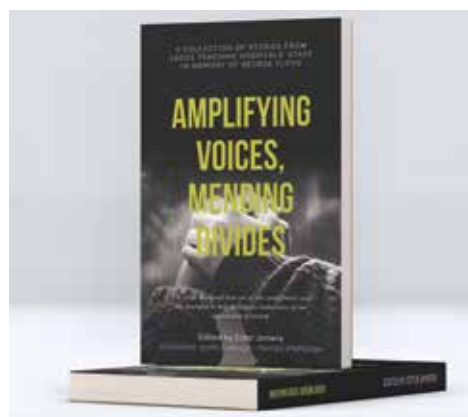
Claim your FREE copy of Amplifying Voices, Mending Divides

Any member of LTHT staff may claim a free copy of the Trust's first anthology of real-life stories, **Amplifying Voices, Mending Divides**.

The book, edited by Ester Jamera, former Co-Chair of the BME Staff Network, features 14 diverse voices from across the Trust and beyond, giving deeply personal stories of racism and of hopes for race equality.

The stories are not intended to blame or shame – together they form a learning resource that encourages staff of all backgrounds to listen to the experiences of people both alike and different to themselves.

This is a teaching and educational resource that encourages colleagues to



start inclusive conversations within their teams about what we can all do to help make LTHT a place where everyone can thrive, no matter their background.

Julian Hartley, Chief Executive, said: "It's a truly moving collection and I urge you, if you haven't already, to take this fantastic opportunity to start a reading group with colleagues in your team to read through the book together."

How to get your FREE copy

To get a free copy of the book, or start your own reading group, LTHT staff should search online "Amplifying Voices LTHT" to find out more on the Trust's website.



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*subject to eligibility

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The agenda for our next event is:

- **12:15pm -12:30pm** - Arrival and refreshments
- **12:30pm -13:15pm** - Welcome speech and presentations
- **13:15pm -13:45pm** - Indian meal served by Deeva Indian Restaurant
- **13:45pm -15:00pm** - Networking opportunities

Business Presentations: Steve Birch,
CEO, Sky Betting and Gaming

Charlotte Megram,
Partner & Brand Experience Manager, John
Lewis & Partners

Charity Presentations: Five charity members will present on their aims
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"I would like to say right from the management, nursing, care and cleaning teams, I have always found them to be very pleasant and helpful at all times. Nothing is too much trouble for them and always asked how I was too. The manager's door was always open if I needed a chat."

- Barbara H., Daughter of Resident

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