



Gloucestershire Health and Care
NHS Foundation Trust

With you, for you



MEMBERSHIP NEWSLETTER – WINTER 2021/22



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Welcome

Welcome to our membership newsletter for Winter 2021. As we look back on another year, it's an opportunity to reflect on some of the challenges we have faced as well as the successes we have celebrated.

In this edition, you will be able to learn more about progress with the new Forest of Dean Hospital, the refurbishment of Stroud Hospital and the arrival of 40 international nurses who have joined the Trust.

We are also celebrating the achievements of colleagues honoured during our recent Better Care Together awards, as well as other staff who have won accolades for their commitment and dedication.

We hope you enjoy reading our latest news. Please get in touch if you have any comments or suggestions for next time!

New Chief Operating Officer for Trust

David Noyes has been appointed as our new Chief Operating Officer. Previously, David was the Chief Operating Officer (Southampton and County Wide Services) at Solent NHS Trust, where he spent the past four years.



Prior to that, he was Director of Planning, Performance and Corporate Services at Wiltshire Clinical Commissioning Group – also for four years.

Before joining the NHS, David was a Naval officer for 28 years specialising principally in logistics, including a deployment as Chief Operating Officer for logistics with the Army's Logistics Brigade in Afghanistan.

David said: "I'm delighted to be joining GHC at this exciting time, and really looking forwards to working with colleagues from across both the Trust and the Integrated Care System (ICS) to deliver the best possible outcomes for the people we serve."

Our Chair, Ingrid Barker, said: "We have been fortunate in securing David as our new COO for the Trust. He brings significant experience not only from his eight years in NHS director roles but also from a long and distinguished naval career. Our services and the people who rely on them will benefit from his operational expertise as well as his clear focus on partnerships and relationships."

Get in touch

We welcome your ideas, thoughts and suggestions. If you would prefer to get your newsletter by email, please let us know. Please contact the communications team:

☎ 0300 421 7142

✉ ghccomms@ghc.nhs.uk

International Nurses Join Trust



Photograph taken in accordance with Covid restrictions at the time

An international recruitment drive has led to 40 new nurses joining our Trust. The nurses are all experienced, having previously worked in hospitals in locations including India, the Philippines, the Cayman Islands and Malta.

One of the nurses, Haila Mary Forbes, who is based in Lydney, said: "We have had a very warm welcome since arriving in the UK. The Forest of Dean is a beautiful place and we have really enjoyed getting to know the local area and the people. We are excited to begin working in the hospital and using our skills to support the local community."

Director of Nursing, John Trevains, said: "There is a long tradition of nurses joining the NHS from overseas and it's important to point out that this scheme, which is supported by NHS England, ensures that recruitment is ethical and that nurses are

not being recruited from countries where they have their own shortage of qualified staff. The nurses are all trained and experienced in their home countries and when they join us they are supported with accommodation for their first 12 weeks and given a full induction programme.

"If they pass their objective structured clinical examination (OSCE), which the scheme also pays for, they are then able to obtain their PIN via the Nursing and Midwifery Council and are given support in finding their own accommodation, as well as ongoing pastoral support."



T Level Placements



Young people in Gloucestershire are being offered the opportunity to gain valuable real-life experience when they participate in T-Level placements at county hospitals.

We are working with Gloucestershire Hospitals NHS Foundation Trust to offer industry placements to students studying for new T-Level courses at Gloucestershire College.

Launched by the government in 2020, T-Levels are regarded as one of the biggest reforms to technical education. Students can opt to take these courses instead of A-Levels following their GCSE exams.

They were developed in collaboration with employers and businesses to ensure that the content of the courses meets the needs of employers while preparing students for work, further training or study.

As a two-year technical programme for young people aged 16 – 19, industry placements are a mandatory and critical part of a T-Level and demonstrate a shift from traditional work experience to a longer, more substantial period in the workplace. Gloucestershire College began offering the Health & Science – Adult Nursing T-Level from this September and both NHS Trusts will be hosting placements for these students from spring next year.

Stacey Robinson, Gloucestershire Health and Care Apprenticeship and Widening Access Lead, added: “One of the key benefits of T-Levels is that students may decide to progress straight into a job, enter an apprenticeship or choose to use the UCAS tariff points they gain to apply for a university course.

“The industry placement element of T-Levels means that young people leave education better prepared to be successful and productive in the workplace”.



QNI Philip Goodeve-Docker Memorial Prize for Jodie



Specialist Practitioner and District Nurse, Jodie Atkins has been awarded the prestigious Queens Nursing Institute (QNI) Philip Goodeve-Docker Memorial Prize for outstanding achievement as a district nursing student. This academic prize is offered to the top performing student of the District Nursing SPQ programme in every university in England, Wales and Northern Ireland.

Each university is invited to nominate a District Nurse student who has demonstrated the most outstanding achievement on their programme.

Jodie was nominated by her tutor from the University of the West of England after graduating with a distinction from her SPQ (Specialist Practice qualification) - District Nursing; a professional practice programme for registered adult nurses working in the community and aspiring to move into a team leader role. Jodie was then selected by the Queen's Nursing Institute for the national award and is delighted.

She said: "I was completely shocked I was nominated for this award let alone win! I still keep thinking it's a mistake - I am delighted. It's made me feel really proud of myself and realise that I am capable of more than I realise. After a year of hard work and dedication, and being moved completely out of my comfort zone it's lovely to feel valued and appreciated, although I do feel like all my colleagues deserve recognition for completing the course- it's a really intense year and steep learning curve!"

Jodie joined Stroud Community Nursing Team after qualifying in 2015 and carried out the SPQ programme last year. She worked in Gloucester as a District Nurse and returned to Stroud earlier this month.

The Trust holds up to six Council of Governor meetings during the year. Members of staff and the public are invited to attend all meetings.

Next meeting



Thursday 13 January 2022, 2pm – 4.30pm. This meeting will be taking place in public via Microsoft Teams. To join the meeting, or for further queries, please contact Anna Hilditch, Assistant Trust Secretary at: anna.hilditch@ghc.nhs.uk.



Moving and Handling Team Scoops Award



Our Trust’s Moving and Handling Team is celebrating after scooping a national innovation award for improving its service throughout the pandemic.

Heather McKinlay and Carrie-Ann Squires picked up the award from the National Back Exchange (NBE) after switching to online mandatory training which has freed up their time for tailored sessions with individual

pieces of equipment and to work with other clinicians on bespoke solutions for patients.

They were taken by surprise at ‘Back Together’ – the two-day NBE annual conference at the end of September – when their names were read out during an evening reception at the end of the first day.

Heather said: “When we signed up for the conference our new moving and handling specialist Lisa Allen nominated us. But we didn’t ever contemplate that we would win it. It wasn’t until they read our entry that we realised we had won the award – and it took a moment to sink in!

“That was an exciting moment and it’s given us a boost ever since.”

To make mandatory training more accessible, they created videos, picture guides and written resources as well as offering on-line sessions if required. Compliance has gone from 65% to 90%.





Do you feel stressed, anxious or depressed?
We can help.

0800 073 2200 www.letstalkglos.nhs.uk

£2 Million Refurbishment at Stroud



Stroud General Hospital is undergoing a £2 million refurbishment aimed at bringing the oldest parts of the Victorian building up to the standards required for 21st century healthcare.

Jubilee Ward and the Minor Injuries and Illness Unit (MIIU) – which are both located in part of the original hospital – are set to be completely redesigned and refitted in a project which started in August.

Angela Potter, Director of Strategy and Partnerships at Gloucestershire Health and Care NHS Foundation Trust (GHC), said: “We were delighted to announce this important piece of work to modernise a large area of

Stroud Hospital, which will ensure it will remain a key resource for healthcare for years to come. As always we are indebted to Stroud Hospitals League of Friends for their support of this project and for a substantial contribution towards the overall cost.”

The hospital was formally opened in December 1875 and extended in 1890. There has been ongoing investment to the hospital – including a major refurbishment of Cashes Green Ward in 2018 and the prior £5m development of Bowbridge Outpatients Unit and MIIU back in 2000 – alongside incremental upgrades to facilities such as an endoscopy refit, theatre extension and piped oxygen for some parts of the building.

However, the part of the hospital which includes Jubilee Ward and the MIIU has not seen substantial modernisation. The last significant improvement was the addition of shower rooms on the ward in 2012.

Stroud MIIU and Jubilee Ward are expected to reopen in the early part of 2022.

Forest Hospital Planning Application Submitted



A full planning application has been submitted for a new community hospital for the Forest of Dean. This follows feedback from the Forest of Dean community and colleagues across the NHS as well as

ongoing discussion with site neighbours and further work on the design and materials. The application was submitted to Forest of Dean District Council on Friday 8 October.

Full details of the application have been added to the council website (www.fdean.gov.uk). Angela Potter, Director for Strategy and Partnerships at the Trust, said: “I’d like to thank everyone in the Forest of Dean community who commented on our initial plans and drawings.”

Better Care Together Awards



Our annual Better Care Together awards took place virtually – to celebrate the dedication and commitment of our teams, colleagues and services.

Along with eight award categories, we also used the event to celebrate the long service of colleagues who have worked for the NHS for 20, 30 and 40 years.

Trust Chair Ingrid Barker, who co-hosted the event alongside Chief Executive Paul Roberts, said: “We were just so proud to be able to recognise and record our appreciation – not only for everyone nominated, and shortlisted but also to all of our Trust colleagues who do so much and have done so much – throughout the Covid pandemic and before – for the people of Gloucestershire.”

The full details of the nominees and winners in each category are as follows:

Quality Improvement and Innovation Award

****Winner**** – MIIUs Countywide

Shortlisted Nominees

- Steph Watts, Young Minds Matter
- Cardiac Rehab Team
- Diabetes Team
- School Aged Immunisations Team

Special Recognition

- Covid Testing and Stock Management Team
- Safeguarding Team
- Sarah Nicholson and James Smith (MSK Physiotherapy)
- AOT and Recovery Physical Health and Mental Health Project
- Outpatient Phlebotomy Team, Cirencester Hospital
- QI Hub
- Individual Placement and Support (IPS)
- Holly Smith (Integrated Patient Flow and Clinical Lead)

Involvement and Engagement Award

****Winner**** – Oliver McGowan Training Project Group

Shortlisted Nominees

- Children's Physiotherapy Team
- Jo Greenwood/Jo Tym
- Forest/TWNS Home First and Reablement Team
- Complex Care at Home



Special Recognition

- Anna Hilditch, Assistant Trust Secretary
- Cathy Newman, Care Practice Development Facilitator
- Karen Hogarty-Hingston, IPS Employment Specialist
- Partnerships and Inclusion Team
- Jonathan Thomas, Community Services Manager
- Therapy Team at Charlton Lane Hospital
- Trish Butler, Clinical Implementation Manager, Perinatal Service



★ Tackling Inequalities Award

****Joint Winners**** – CAMHS phlebotomy clinic and Intensive Health Outreach

★ Team (IHOT)

Shortlisted Nominees



- Sexual Assault Referral Centre (SARC)
- CAMHS Children in Care Team



Shortlisted Nominees

- Kathy Holmes, Managing Memory Together
- Health and Wellbeing Coordinators – Complex Care at Home Team

Health and Wellbeing Award

****Winner**** – Elizabeth Hentry, Windrush Ward



Shortlisted Nominees

- Sally Powell, Operational Manager, CAMHS/LD
- Dean Ward, Wotton Lawn Hospital
- Lloyd Andrews, Manager Physiotherapy and Health and Exercise Team at Wotton Lawn Hospital



Special Recognition

- Des Gorman, Associate Dir for Quality Improvement & Transformation
- Stroud Community Nursing Team
- The Admin Team at the Independent Living Centre
- Kim Way, District Nurse Professional Lead
- Children's Community Nursing

Care and Compassion Award

****Winner**** – Paris Evans, Community Nurse

Shortlisted Nominees

- Lizzie Riddler, Housekeeper, Hope House (retired)
- Cotswold View Ward Team
- Children's Community Nursing Team
- Louise Dickinson-Knight, Senior Community Dementia Nurse



Special Recognition

- Later Life Community Mental Health Team
- Gilly Smith, Occupational Therapist, Gloucester ICT
- Partnership and Inclusion Team

Leadership Award

****Winner**** – Cherie Mollentze, Covid-19 Testing Team Leader





Shortlisted Nominees

- Ava Carpenter, SARC Service Manager
- Liz Bennett, Specialist Nurse for Children in Care
- Steve Shelley-King, Consultant Dementia Nurse
- Steve Ireland, Advanced Nurse Practitioner

Special Recognition

- Cath Shephard, Operational Lead for Equipment Services
- Jo Beames, Admin Team Lead at Cirencester Hospitals
- Rebecca Walder, Manager of the Covid Testing Team
- Karen Fawcett, Senior Sister of Coln Ward
- Dominika Lipska-Rosecka, Partnership and Inclusion Manager

Outstanding Achievement Award

****Winner**** – Mark Adams, Lead Nurse for Learning Disabilities

Special Recognition

- Tracy Ellyatt, MHICT South
- Terri Selby, Complex Care at Home
- Mary Evans, Community Learning Disabilities Team

Special Recognition

- Recruitment and Retention Team
- Andy Webb, Team Manager, Criminal Justice Liaison Service
- Reception Administration Team for the Community Mental Health Teams based at Leckhampton Lodge
- Ruth Wethey, Head of Clinical Systems

Unsung Hero Award

****Winners**** – Covid Testing Team Volunteers

Shortlisted Nominees

- Joseph Barnett
- Dominika Lipska-Rosecka

Special Recognition

Elizabeth Hentry – Windrush Ward supporting international nurses.

Supported Discharge Project

Earlier this year our Trust was awarded funding through the Mental Health Investment Fund to ensure inpatients have continued community support as they leave hospital.

As this funding is non-recurring, we have created a series of related one-year projects with the combined aim of improved patient outcomes, timely discharge from our mental health inpatient beds and less reliance on out-of-area placements.

The elements of the scheme are:

- **Creation of a discharge support team**
- **Inter-agency working with four voluntary sector providers**
- **The option to discharge to hotel accommodation**
- **Access to better data for capacity and discharge planning**

Discharge Support Team

The three-strong discharge support team – called the Supporting Discharge Team–began working in July, helping people who are close to discharge with the skills and routines to maintain their independence away from the ward.

Their work is being supplemented by Severn and Wye Recovery College whose one-to-one peer support workers offer practical advice and problem-solving grounded in their own experiences.



Voluntary Sector

Voluntary Sector providers working with us to provide additional care are Change Grow Live (CGL), Young Gloucestershire, POhWER and Independence Trust.



CGL is working with people who require additional support due to substance misuse, while the Independence Trust offers one-to-one support to help people build networks within their community, find education opportunities and reduce social isolation.

Young Gloucestershire are providing support for under-25s, while POhWER are available to work as advocates for people with multiple hospital admissions in a six-month period, or people who have been inpatients for a few months.

Hotel Discharge

Where people have met their goals of admission and are fit for discharge but are awaiting social care support, we are piloting a scheme to discharge into hotel accommodation, with support from the Integrated Discharge Hub.



Data

We are introducing interactive whiteboards to the wards to allow patient discharge criteria to be reviewed as part of daily rounds. Separately, we are working to capture and analyse real-time data for demand and capacity within mental health services.



Apprenticeship Awards



Evie England is a Learning and Development Apprentice Administrator and scooped the 'Outstanding Apprentice of the Year (Business, Administration and Finance)'.

Elle Yemm is an Apprentices Administrator for our Immunisations Team and was shortlisted and made it to the finals of the 'Outstanding Apprentice of the Year (Business, Administration and Finance)' category.

In addition, our organisation won the 'Employer of the Year' category and our Apprenticeship and Widening Access Lead GHC/One Gloucestershire Apprenticeship Hub Project Manager Stacey Robinson won an additional award on the night for the Outstanding Contribution to Apprenticeships in Gloucestershire.

As a Trust we won an incredible 5 prizes altogether - a huge well done to everyone involved!



We had an amazing night at the Gloucestershire Live Apprenticeship Awards. Zoe Carter, an Apprentice HCA at Tewkesbury Hospital, was named Outstanding Apprentice of the Year in the Health, Wellbeing, Care & Education category, as well as the overall Gloucestershire Apprentice of the Year.

Get Involved in Gloucestershire



Get Involved in Gloucestershire is an online community where you can share your views, experiences and ideas about local health and care services. Your input will help inform and influence the decisions local NHS organisations make.



The platform is being used for surveys and other forms of engagement. It's really easy to sign up by visiting <https://getinvolved.glos.nhs.uk/>

CLICK OR CALL FIRST

**Ill or injured, but not
life threatening?**

Not sure where to turn?

If you have an illness that won't go away
after self-care or advice from the
pharmacy – Click or Call your GP surgery

If you think you may need A&E
or to get the right care 24/7,
Click 111.nhs.uk or Call 111

The 111 phone service can book you
into local NHS services if needed.

**Click or
call first**

**help us
help you**





When life gets tough

FIND THE SUPPORT YOU NEED

Be Well Gloucestershire is a local campaign supported by the county's NHS and care organisations aimed at promoting health and wellbeing support and information to help when those challenges become hard to deal with.

Visit www.bewellglos.org.uk to find out more about the range of support available for you in Gloucestershire including:

Let's Talk:	0800 073 2200
Mind:	0300 123 3393
Victim Support:	0808 168 9111
Samaritans:	116 123
Childline:	0800 1111
PAPYRUS:	0800 068 4141
Frank:	0300 123 6600
LGBT Foundation:	03453 30 30 30
Refuge:	0808 2000 247

#BeWellGlos

Stay Safe This Winter

Keep regularly testing yourself and your household

About 1 in 3 people with COVID-19 do not have symptoms but can still infect others. Rapid tests help to check if someone has COVID-19. If people test positive and self-isolate, it helps stop the virus spreading. You should do rapid tests on days when you're more likely to catch or spread COVID-19.

For example, do a test before you:

- mix with people in crowded indoor places
- visit someone who is at higher risk of getting seriously ill from COVID-19

You should also do daily rapid tests (1 a day for 7 days) if you've been in contact with someone with COVID-19 and are either:

- fully vaccinated
- under 18 years and 6 months old

You can find out more about lateral flow tests and how to order home testing kits at: www.gov.uk/order-coronavirus-rapid-lateral-flow-tests

Got symptoms? Get a PCR Test

If you have any of these 3 COVID-19 symptoms, even if mild, use this service to get a polymerase chain reaction (PCR) test as soon as possible:

- a high temperature
- a new, continuous cough
- you've lost your sense of smell or taste or they've changed.

You can order a PCR test kit to be sent to your home or book an appointment at a walk-in or drive-through test site. Find out more:

www.gov.uk/get-coronavirus-test

Recipe: Courgette & Tomato Frittata



Serves: 4 people

Preparation time:
10 minutes

Cooking time:
12 minutes

Calories: 923kJ /
222kcal

Ingredients

- 2 tsp vegetable oil
- 6 eggs
- 2 tbsp milk
- 4 slices bread (wholemeal if possible)

Swappable or optional

- 2 tomatoes, chopped
- 1 courgette, coarsely grated
- 1 pinch ground black pepper (optional)

Swap tip

You can replace these vegetables with other family favourites, like peas, sweetcorn or a little bit of thinly cut pepper, mushrooms or onion! Or try spinach for a seasonal twist.

1. Preheat the grill.
2. Heat the vegetable oil in a non-stick frying pan. Add the courgette and tomatoes and cook on the hob for 3 to 4 minutes, stirring often, until soft. Spread out over the base of the frying pan.
3. Beat the eggs and milk together and pour into the frying pan. Cook over a medium-low heat for 4 or 5 minutes to set the base, then transfer to the grill to set the surface – about 3 minutes. Remove from the heat and let the frittata cool for 3 or 4 minutes.

Final word...



David Hughes is Spiritual Care Lead and Family Liaison Officer for the Trust.

What background led you to be Spiritual Care Lead for the Trust?

Previous to my appointment as Spiritual Practitioner with the Trust in 2017, I was an ordained Baptist minister, leading churches in Cumbria, Northamptonshire and Devon. I had studied for a Masters degree in Theology at a Baptist college in London and, subsequently, undertook a postgraduate diploma in Christian Spirituality at Sarum College in Salisbury.

How long did you do that for and what led you to the NHS?

I worked in local church ministry for eighteen years and, during this time, I took on some honorary chaplaincy roles: with two local football clubs; at the London 2012 Olympic and Paralympic Games; and, latterly, with an NHS Trust in Devon. Prior to training for the Baptist ministry, I had worked for various social care organisations and for the NHS in the area of learning disability, so coming to work for the Trust has drawn upon all my previous experience – and I really love it!

What does your work at the Trust involve?

Spiritual Practitioners (sometimes called Chaplains) are here to offer spiritual care and support to the Trust's service users and staff, to those who identify with a religious faith and to those who do not. This often takes the form of offering a friendly ear to those who need someone to talk to; it also entails enabling people to continue to observe their faith whilst in hospital; and includes providing training in spiritual care to colleagues. I play a full role in all these aspects of the job and also manage the work and development of the team.

Do you work with a cross-section of faiths in our community?

Yes, I have developed links to diverse faith groups within the community and often request input from their faith leaders when one of our service users needs specific religious or spiritual support that I, as a Christian Spiritual Practitioner, am unable to provide.

If someone wants to know more, what is the best point of contact?

I am very happy to hear from anyone who would like more information about what we do, or who would like to receive our support. The easiest way to make contact is via email: david.hughes@ghc.nhs.uk, or SpiritualCare@ghc.nhs.uk. We can also be reached on (01452) 894540 – there is an answerphone for messages.

