

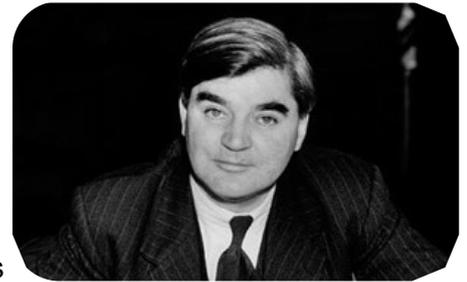


# Your Weekly NEWS

## The history of the NHS in England

### July 5 1948 – The NHS is born

When health secretary Aneurin Bevan (image right) launched the NHS at Park Hospital in Manchester (today known as Trafford General Hospital), it was the climax of a hugely ambitious plan to bring good healthcare to all. For the first time, hospitals, doctors, nurses, pharmacists, opticians and dentists are brought together under one umbrella organisation to provide services that are free for all at the point of delivery. The central principles were clear: the health service will be available to all and financed entirely from taxation, which means that people pay into it according to their means.



Over the next few months, we will be looking at the history of the NHS and key milestones in the journey. Starting with the early years...

### 1952 – charges of one shilling are introduced for prescriptions

Prescription charges of one shilling (5p) are introduced and a flat rate of £1 for ordinary dental treatment is also brought in on June 1 1952. Prescription charges are abolished in 1965 and prescriptions remain free until June 1968, when the charges are reintroduced.

### 1953 – DNA structure revealed

On April 25, James D Watson and Francis Crick, two Cambridge University scientists, publish an article in *Nature* magazine in which they describe the structure of a chemical called deoxyribonucleic acid (DNA). DNA is the material that makes up genes, which pass hereditary characteristics from parent to child.

Knowing the structure of DNA allowed the study of disease caused by defective genes. It also won Crick and Watson, along with molecular biologist Maurice Wilkins, the 1962 Nobel Prize in Medicine.

## Our pledge to Time to Change

How are you? Many of us will answer 'fine', even when we're not. Too often mental health problems are treated as a taboo subject – something not to be talked about, especially at work.

However, mental health affects us all and we should feel able to talk about it. On Wednesday 31 January we signed the Time to Change Employer Pledge, a commitment to you all to change how we think and act about mental health at every level of this organisation.

One in four of us will experience a mental health problem and nine out of ten say they have faced negative treatment from others as a result. By choosing to be open about mental health, we are all part of a movement that's changing the conversation around mental health and ensuring that no one is made to feel isolated or alone for having a mental health problem. We want everyone who works here to feel they can be open about their mental health, and ask for support if they need it.

If you would like to find out more about mental health, the [Rethink](#) and [Mind](#) websites offer resources and more information.





## Celebrating LGBT History Month

Every year in February, across the UK we celebrate LGBT History Month, which was founded in 2005. Celebrating LGBT History Month is a great way to raise awareness and understanding of LGBT people and issues. This year's theme is geography.

### LGBT Geography

Anti-gay laws remain in place in 76 countries around the world, resulting in various punishments ranging from fines to; short and lifelong prison sentences, hard labour, forced psychiatric treatment, banishment, whipping, and death by public stoning.

However, over the last few decades equality has been making progress, with certain countries and cities establishing themselves as the most progressive and LGBT-inclusive destinations. Lonely Planet has produced a guide to the top ten here: <https://www.lonelyplanet.com/travel-tips-and-articles/the-most-gay-friendly-places-on-the-planet/40625c8c-8a11-5710-a052-1479d27666fa>

For more information, below are some links to local websites -

LGBT History Month : <http://lgbthistorymonth.org.uk/>

LGBT Lancashire : <http://lancslgbt.org.uk/>

OutREACH Cumbria : <http://www.outreachcumbria.co.uk/>

Out in the Bay : <https://oitb.co.uk/>

Stonewall : <https://www.stonewall.org.uk/lgbt-history-month-workplace> (includes manager's resources)

UHMBT LGBT Network : <https://www.uhmb.nhs.uk/about-us/inclusion-and-diversity-matter-uhmb/lgbt-network>



## Spotlight on Integrated Care Communities

There are 12 Integrated Care Communities (ICCs) in Morecambe Bay. Each ICC brings together health and social care professionals, the voluntary sector, and the local community who work together to improve health and wellbeing. Each month we focus on a different ICC so we can share some examples of their work with you; this month we're looking at East ICC and a patient's story. This example illustrates how integrated working between ICC health and social care professionals enhanced the patient's journey, and prevented an avoidable readmission to hospital.

This patient story is about an elderly lady who lives alone in Cumbria. She is an independent, determined lady who does have support from friends and neighbours locally. She was admitted to hospital because of a heart condition and discharged once medically stable, but she required treatment at home for a respiratory condition. Following discharge from hospital the GP visited the elderly lady who was stable and could remain at home. However, the GP referred the patient to the Case Management Team as she was not back to her baseline in terms of health and wellbeing.

The Case Management Team assessed the elderly lady as she was worried about her health deteriorating and spending too much time in bed. Following assessment the team referred the patient to the Integrated Rapid Response Service (IRRS) for nurse monitoring at home to avoid any undetected deterioration. A number of initiatives were put in place, with the Case Manager requesting urgent provision of equipment to avoid a risk of a fall, and to help prevent sitting and bed pressure damage to her skin. The hospital also arranged re-ablement staff to provide support three times per day and who encouraged her to regain independence within her home with daily living activities. Following a short period of support from IRRS and re-ablement it was evident the elderly lady was brighter, and no longer required observation monitoring. The patient is now able to complete daily living activities independently and, does not require as much carer support.



## Would you like to be a Respect Champion?

Do you want to make a difference in the workplace for patients, staff, and visitors? Do you have good communication and listening skills? Are you compassionate, fair, honest and reliable? Have you seen or been affected by inappropriate behaviour in the workplace?

**If the answer to any of the above is yes we would like to hear from you.**

The Trust is expanding its Personal, Fair, Diverse and Respect family by recruiting more respect champions in our aim to be effortlessly inclusive. You will need your manager's consent as this is a voluntary role and will involve attending meetings as well as meeting staff. The role is not confined to your own departments; you may be required to speak to colleagues from other departments and sites.

A full training package will be delivered and all Respect Champions will be given the chance to gain their level two NVQ in Equality and Diversity. For an application form and managers' consent form email the PFD/Respect lead at [karl.hinchliffe@mbht.nhs.uk](mailto:karl.hinchliffe@mbht.nhs.uk) or phone **01539 716655 (ext 46655)**. **The closing date for applications is 28 February.** Interviews will be held across all three sites in March.



## CQC Health and Care system review

We wanted to let you know that the Care Quality Commission (CQC) has announced it will carry out a review of the health and care system in Cumbria shortly, focusing on how it supports people over the age of 65. It follows 12 reviews requested last year by the Secretaries of State for Health and for Communities and for Local Government which looked at local system reviews of health and social care. Another eight areas – including Cumbria – were announced in December 2017.

We welcome this review of the Cumbrian health and care system. This will give us the chance to compare notes and practices with high performing system across England. We are confident that we will be able to learn lessons that will enable us to further develop how we work together with our health partners to better serve our Cumbrian residents.

The scope of the review is limited and will look specifically at how people move between health and social care, including delayed transfers of care, with a particular focus on people over 65 years old, including those with dementia. The CQC says the reviews will help it find areas where this is working well, as well as areas where additional support is needed.



The outcome will help support the sharing of good practice and will be reported back to the county's Health and Wellbeing Board. It will also feature in a national report. We will keep you regularly updated as we find out more.

## Staff Survey - the results are in!

More staff than ever before took part in this year's NHS Staff Survey – 2,181 to be precise. Thank you again!

We are not able to share the results more publicly until 9 March, when the national embargo is lifted, but the initial results show overall improvement from last year. We still feel that together we can make even more of a positive difference as we move through 2018 and beyond. To help us to do that, we have a whole programme of staff survey feedback meetings, briefings and events planned for March – whether that be a team brief at ward level, a team meeting at service level, a senior management team meeting at divisional level, staff voices sessions or a Big Conversations on a site basis. For more information and to see a time table, please visit the [intranet homepage](#).



## Making the Behavioural Standards Framework at the heart of everything we do

You will hopefully be aware of the Behavioural Standards Framework and the massive amount of work that has been done over the last couple of years.

Over the last two years the Trust has been working towards creating a culture where the Behavioural Standards Framework is at the heart of everything we do. While there has been tremendous promotion and discussion around how it is utilised within our areas, this is only scratching the surface of truly creating an environment where everybody is treated fairly, communication is open and respectful and we all feel valued and listened to.

We are now at the stage in this journey where we want to incorporate this into everybody's role. To do this we have worked hard to create some on-line training. We are so serious about the framework being part of our culture and the way we do things, that we want it to be absolutely essential that everybody not only knows about the framework but also appreciates the impact of everyday behaviours on themselves and others. Like other key essential training packages, such as health and safety and information governance, we want to ensure this is also in that category and it becomes part of our essential, mandatory learning and development.

Look out for more information on social media and in future Weekly News editions with details of when you can access via your TMS.



## Four weeks to go to Maternity Go-Live – have you booked onto training?

As part of the UHMBT Electronic Patient Record (EPR) Optimisation Programme, the Maternity Department are due to go-live on Thursday 1 March with their Optimised Maternity System.

Dates for Maternity Training have been published and can be booked either via TMS, by calling Training Admin on ext. 46006, or emailing [training.admin@mbhci.nhs.uk](mailto:training.admin@mbhci.nhs.uk)

## Buy Valentine's Day raffle tickets

Support local families by taking part in our Valentine's Day raffle in aid of the Bayb's Maternity Appeal. It's just £1 a ticket and all donations will go towards making FGH's new South Lakes Birth Centre a real home from home for local families, funding equipment and furnishings.

You can win a Large Mamas and Papas rocking horse, a doll's pram, a day pass for Windermere Lake Cruises, a family ticket for the Motor Museum, and more. Prizes have been kindly donated by local companies including Baby Bitz in Barrow, Windermere Lake Cruises and the Roxy Cinema, Ulverston. Tickets are now on sale at:

- FGH Charity office or volunteer stall in the foyer
- WGH General Office
- RLI Charity Office (Bromley Corridor)
- You can also buy tickets from South Lakes Lettings, J H Homes and St Paul's School, Barrow.



The raffle draw will take place on 14 February. If you can help by taking tickets home to sell to your friends, family or local group, please contact Heidi Bowron on 01229 404473, [Heidi.Bowron@mbht.nhs.uk](mailto:Heidi.Bowron@mbht.nhs.uk) – thank you!



## Submit your articles for the Morecambe Bay Medical Journal

Article submissions are being taken for the next issue of the Morecambe Bay Medical Journal. Details about how to submit your article can be found [here](#).

Articles should be e-mailed as word documents to: [Tracey.Roberts-Cuffin@mbht.nhs.uk](mailto:Tracey.Roberts-Cuffin@mbht.nhs.uk) or [shadaba.ahmed@mbht.nhs.uk](mailto:shadaba.ahmed@mbht.nhs.uk). The deadline is Wednesday 28 February 2018.



## Temporary closure of staff car park at FGH

Please can all staff be aware that the small staff car park next to the Elective Orthopaedic Unit and the A&E entrance at Furness General Hospital will be temporarily closed from **Thursday 8 February to Friday 16 February 2018 (inclusive)**. All other staff car parking will be open as normal.

We apologise for any inconvenience caused.

## Our BME network are looking for new members

In recent years our Trust has made great efforts to progress the fair and equitable treatment of staff, so that nobody experiences discrimination because of their race, religion, age, sexuality, disability, or gender. To support this work we have a number of staff networks in place which advise the organisation on key issues.

To support the work of our Black, Asian and Minority Ethnic (BME) network we have identified that we need to expand the current membership. We know that we have many different nationalities and ethnic origins working in our organisation, in all kinds of roles, and we're keen to ensure that we have a properly informed perspective from all of our BME colleagues about how it feels to work here. If you are interested in helping us with this then please attend our BME conference. Details are below:

Key note speaker - Yvonne Coghill, Workforce Race Equality Director for NHS England

**26 March 2018**

**Castle Green Hotel, Kendal**

**1pm - 4.30pm**

You are supported to attend this meeting during work time. If travel is difficult we can help you. To find out more or to book a place please contact Liesje Turner on [Liesje.turner@mbht.nhs.uk](mailto:Liesje.turner@mbht.nhs.uk) or **07760426250**.

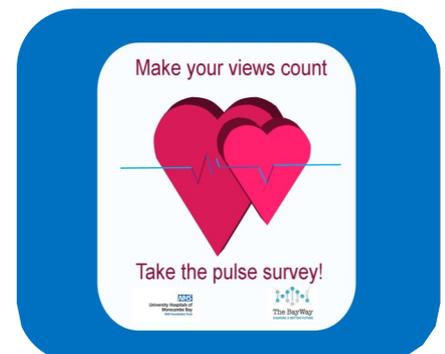
## Take the Pulse

It's time for the quarterly organisational pulse survey! This is the last in the series of pulse surveys looking at engagement. Divisions have been using the results to develop different ways of engaging and listening to you, so your answers are important to them.

It's simple to complete and takes only a couple of minutes. You can access it through the link below or paper copies will be provided at ward department level.

<https://www.surveymonkey.co.uk/r/WQL2DBL>

Starts Monday 5 February and runs until Wednesday 28 February 2018.





## Booklet will provide a new channel of communication for patients at end of life and their families

The Palliative Care and Patient Advice and Liaison Service (PALS) teams have worked together to launch a new way for patients at end of life and their families to leave compliments or raise any concerns about their care at the Royal Lancaster Infirmary (RLI).

The teams undertook a 20 week journey as part of Listening into Action (LiA), the staff led-improvement programme, to create 'Your concerns are our concerns'. This came after staff on the wards at the RLI said that they felt older vulnerable people and their families struggled to give their feedback.

Elaine Hemingway, Palliative Care Nurse Specialist, said: "All of our staff want to give the best possible care to our patients and their families but sometimes there are things we can do differently. Where concerns are raised, we are committed to doing all we can to put it right."

All wards at the RLI have access to the booklet, which is left at the end of a patient's bed or handed to a relative, and it can be filled in by the patient or their family. Once complete they can hand it to a ward manager or member of staff so that they can take any immediate action they can. The booklets are also sent to the PALS team so that the Trust as a whole can learn from any concerns or compliments.

You can find out more about the 'your concerns are our concerns' by calling the Palliative Care team on **01524 512399**.



## We have over 100 qualified and trainee non-medical prescribers

We have over 100 qualified and trainee non-medical prescribers (NMP), including nurses and physiotherapists, at our Trust. Non-medical prescribing offers more choice for the patient by creating a one-stop care which means patients no longer have to see a hospital clinician or GP for a prescription. The change has saved time for hospital clinicians which means they have more time to spend with patients in urgent need of care.

Other benefits to both staff and patients include:

- Reducing access and waiting times
- Redesigning care around the patient
- Efficient and appropriate delivery of care
- Being able to complete episodes of care



In 2016 the Royal Pharmaceutical Society [updated their core competencies for all prescribers](#). As a result we decided to revisit their core competencies to align and show compliance. In the future this new set of core competencies can be used for revalidation and the registration of non-medical prescribers. This could be used across the Better Care Together network to ensure consistency between organisations.