



# Let's talk

Wednesday 9 March 2022



## Appeal for donations to help Ukraine refugees

**The Trust has launched an appeal for donations to help Ukraine refugees.**

Amid the growing humanitarian crisis in the county, around 368,000 Ukrainians are believed to have become displaced.

Here are the practical ways we can help those caught up in the conflict.

**The following donations have been requested:**

- Pillows ■ Blankets ■ Duvets/duvet covers ■ Toiletries ■ Nappies
- Baby wipes ■ Baby clothing
- Women's clothing ■ Boys' clothing
- Hats ■ Gloves ■ Underwear
- Toothbrushes ■ Colouring pencils and colouring books ■ Soft toys

**The following areas have been designated as donation drop-off points:**

- The main reception desks at BRI, SLH and Field House.
- Collection points for the

community hospitals at Westwood Park, Westbourne Green, Eccleshill, Skipton Hospital, BIHR/Wolfson Building and our Women's and Newborn unit will be announced locally.

The Trust's donations will then be

handed over to one of the relief operations currently underway.

**Due to your overwhelming generosity, we have extended our deadline for donations. Please let us have your donations by Tuesday,** →

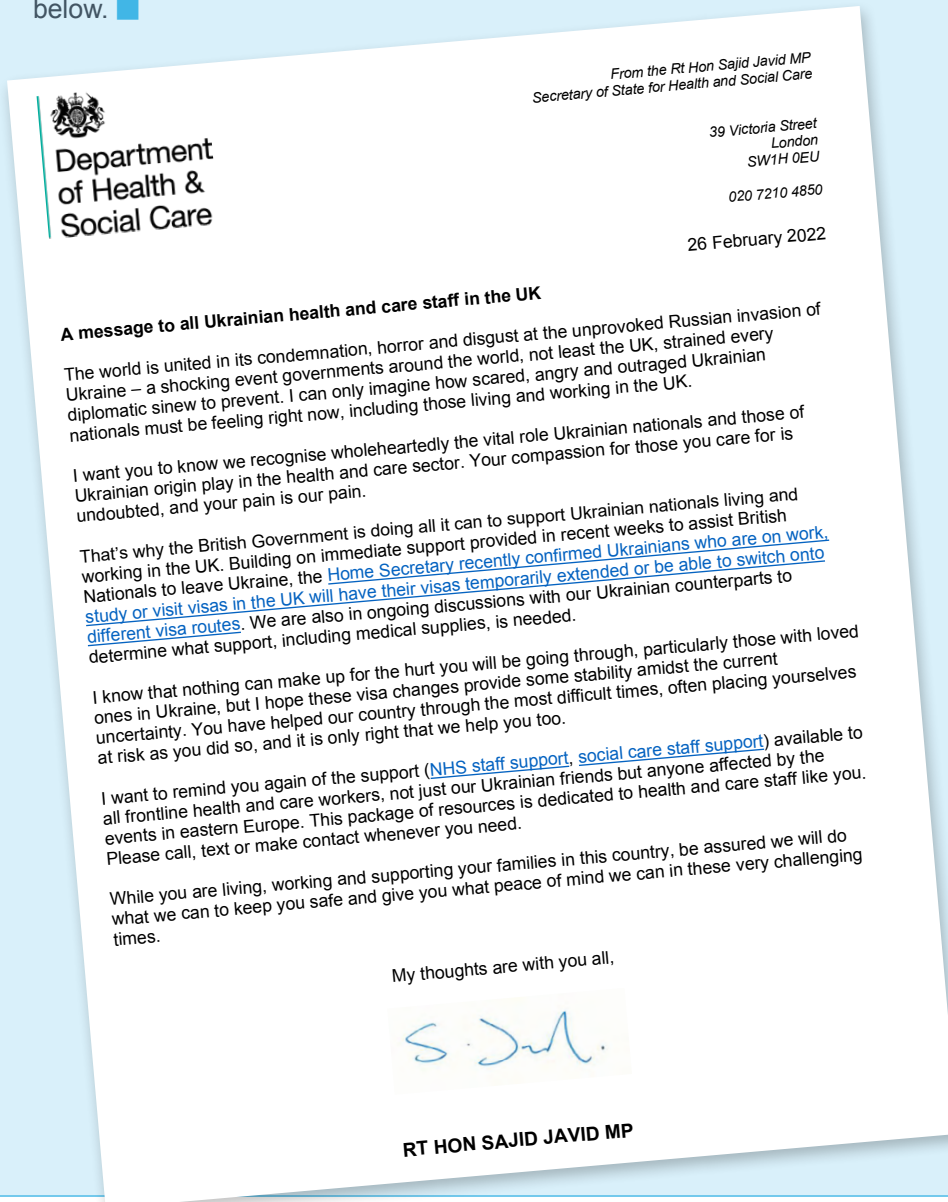


*Overwhelming response ... Paul Rice, our Chief Digital and Information Officer, and Raheel Shaukar, from Reception at BRI, with just some of the donations received already from colleagues across the Trust*



# 'Your pain is our pain'

BRADFORD is home to one of the biggest Ukrainian communities in the UK. This week, I received a letter from the Secretary of State for Health and Social Care, Sajid Javid MP, with a message of support for all Ukrainian health and care staff in our district, which I would like to share with you all below. ■



→ 15 March, after which our collection points will close.

Since we opened our collection points for donations of clothing, toiletries and other essentials for people who are fleeing their homeland of Ukraine, your generosity and kindness has been overwhelming.

For more information, if you have any queries or to arrange collection, please contact our Head of Corporate Affairs, **Helen Sutcliffe**, on ext. 4272 or email [helen.sutcliffe@bthft.nhs.uk](mailto:helen.sutcliffe@bthft.nhs.uk)

I'd like to take this opportunity of thanking Helen for all her hard work coordinating our response. ■



## Reflecting on and praying for Ukraine

THE Russian invasion of Ukraine continues to be deeply concerning and distressing for us here at the Trust.

**Many colleagues will be worried about the situation in Ukraine as the war continues.**

Our **Spiritual, Pastoral and Religious Care (SPaRC) team** would like to offer its support and a listening ear for anyone who would like it.

Over the next few days you can find one of the team in the Spiritual Support Room, next to Bradford Royal Infirmary's main Duckworth Lane entrance on level 1, between noon and 1pm.

If you cannot make this time, some prayer resources will be available in the chapel for you to use privately for the next few weeks. The chapel will remain open daily, from 8am to 4pm.

Last week saw us mark Ash Wednesday, the beginning of the Christian season of Lent. To coincide with this period of self-reflection and prayer, **Rev Steve Lees**, our Church of England SPaRC Practitioner, led prayers for peace in Ukraine and it was heartening to see so many of you there. ■



# World Hearing Day marked in Bradford

COLLEAGUES at our Listening for Life Centre marked World Hearing Day last Thursday by highlighting their contribution to promoting ear and hearing care across the world.

**The landmark, hi-tech centre of excellence is home to the Trust's cochlear implant technology which helps transform the lives of patients not just in Bradford but further afield in Africa.**

Ear, Nose and Throat surgeon, **Professor Chris Raine MBE**, said: "This year's World Hearing Day theme is 'safe listening' which focuses on the importance of not exposing your ears to loud sounds. If you damage it, you can't get your hearing back.



At the forefront ... a cochlear implant patient with Chris

Many common causes of hearing loss can be prevented if people limit their exposure to loud sounds.

"The World Health Organisation recently highlighted the increasing number of people living with and at risk of hearing loss, as well as stressing the importance of limiting your exposure to loud sounds.

"This World Hearing Day 2022 it is vital to highlight that *"to hear for life, you need to listen with care"* which focuses on the importance and means of hearing loss prevention through safe listening."

Many common causes of hearing loss can be prevented if people limit their exposure to loud sounds.

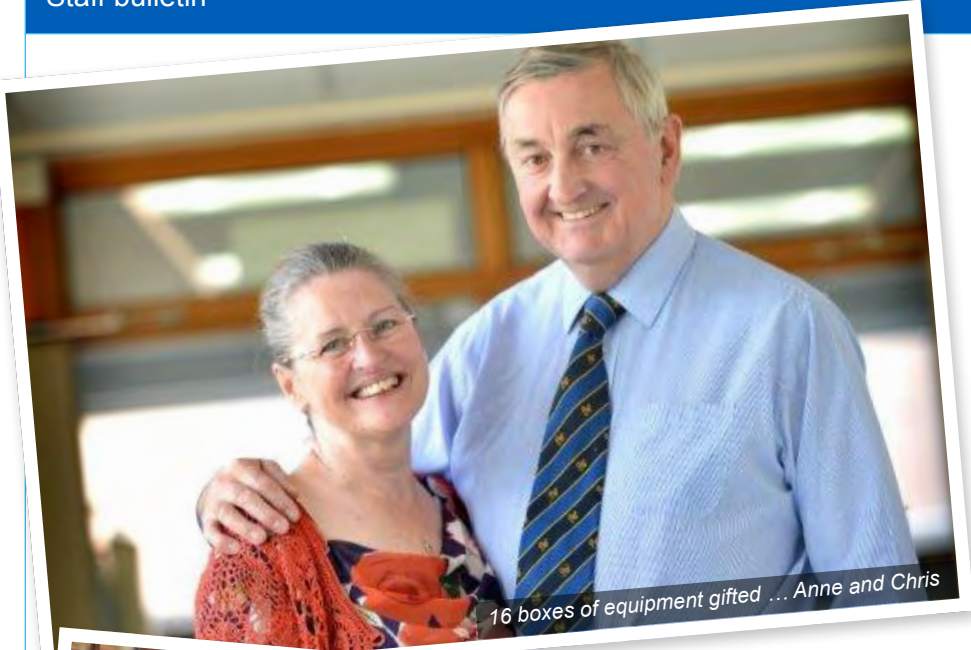
Besides the team's work here in Bradford, they also carry out vital charity work in Malawi where surgeons and audiologists have a long, established history of providing support, equipment and running teaching and educational workshops and procedures

for medical and audiology professionals.

Malawi has only two audiology centres in the capital, Lilongwe, and in the country's second largest city, the Queen Elizabeth Central Hospital (QECH) in Blantyre. →



Making a difference ... our donated equipment



16 boxes of equipment gifted ... Anne and Chris



Diagnosis boost ... audiologists Mwanaisha and Regina with donated equipment

anaesthetic equipment, theatre clothing, cameras, endoscopy and otology equipment, as well as trays and cables.

**The boxes were presented to audiologists Regina, from Lilongwe and Mwanaisha, from QECH, for use in their respective hospitals.**

Regina has returned to Lilongwe where she intends taking her new audiometer to the local orphanage, in nearby Chisomo, to test the children's hearing.

**Huge thanks to you and your colleagues Chris for all the fantastic work that you do for our patients here in Bradford and beyond. ■**

"People have very limited access to ENT and general health care and here in Bradford we want to do all we can to help and to highlight the importance of prevention.

"Malawi is the fourth poorest country in the world and they need our support and my colleagues and I go out on a regular basis to help improve their ENT work."

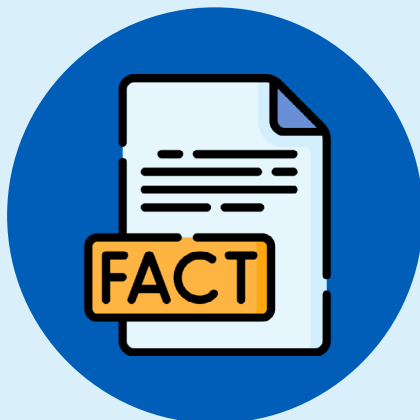
Last month, Chris and his wife, Anne, the Ear Trust and the Rotary Club of Bradford West donated 16 boxes of equipment to the Queen Elizabeth Central Hospital (QECH) in Blantyre.

Donations included audiometers, surgical instruments, tracheostomy tubes, monitor screens, lights,

**"Malawi is the fourth poorest country in the world and they need our support and my colleagues and I go out on a regular basis to help improve their ENT work."**

→ Chris continued: "Malawi has a population of 20 million people but there is only one consultant, two registrars and 40 clinical officers.

**"To put that in context, we have 10 consultants for less than one million people and more audiometers at the Listening for Life Centre than they have for the whole of Malawi.**



## FACTFILE:

Last year, during the pandemic, the Listening for Life Centre team completed 39 cochlear implant operations on children and adults.

They also provided audiology and rehabilitation sessions to implanted patients at the centre, in schools and homes.

There are around 26 professionals in the team ranging from surgeons, audiology scientists, teachers of the deaf, speech and language therapists, rehabilitation support workers, audiology technical officers and administration officers. ■





# Wards 20, 21 and 14 open their doors

I WAS thrilled to officially open our refurbished and re-purposed Wards 20, 21 and 14 at Bradford Royal Infirmary.

**Ward 20 is our new ultra-green 7-day, day case unit; Ward 21 is our new ultra-green inpatient ward; and Ward 14 is our new ultra-green elective orthopaedic ward.**

It was great to meet and chat with so many of you, and to see first-hand the fantastic remedial work completed by our **Estates team** to repair and adapt some areas. →







→ New sinks have been fitted and all areas re-painted; new trolleys and equipment have been bought and there's also been terrific support from our **IT team** to establish new network points.

**Our friends from Dekko graphics** have also helped us to improve the areas for both staff and patients with some lovely pictures of local landmarks, displayed as wall vinyls – there are some lovely examples on my twitter page @Mel\_Pickup. ■





# Executive eye

## Exec team focuses on these key issues

I'm pleased to share with you a first-hand insight into the important topics discussed when our Executive Team held its latest meeting this week:

- ✔ We reviewed recent **operational performance and COVID numbers**
- ✔ We discussed **consultant staffing in Urology**
- ✔ We agreed on **proposed improvements to the Pharmacy Aseptic Service accommodation**
- ✔ We reviewed BTHFT's initial **draft response to the 2022/23 NHS Operational Planning Guidance**
- ✔ We discussed the six-monthly **nurse staffing review** from the Chief Nurse
- ✔ We considered potential informatics developments in **Theatres and Anaesthesia**, and in **Cardiology**



- ✔ Discussed the outline of our **Financial Improvement Plan** for 2022/23

At the end of February we held our monthly "Academy" meetings – there are three, one each for "People", for "Quality & Patient Safety" and for "Finance & Performance".

These have the status of a Board Committee, and are chaired by Non-Executive directors, but deliberately have a wider membership and take a wider view across learning, improvement and assurance.

And on 3rd March we had the regular (4-6 weekly) meeting of our Hospital Management Group which is a chance for the Executive Team and CBU leaders to go over current issues and future plans.

## Long service thanks

Congratulations ... our Director of Strategy and Integration, **John Holden**, went out and about to present a long service award to **June Thomas**, Midwife. ■

Discussion this time focused on the government's proposals for "Living with Covid," the West Yorkshire networked approach to non-surgical oncology, and our plans for recovery of elective activity. ■





## Teamwork scoops green award

BTHFT has won an environmental award for our work to eliminate an anaesthetic gas which is harmful to the environment.

The Trust scooped the top spot at the **Yorkshire Green Anaesthesia Society and Green Anaesthesia and Intensive Care Network – West Midlands Sustainable Anaesthesia and Intensive Care Medicine Project Competition** for its work to end the use of desflurane for general anaesthesia in Bradford.

Consultant Anaesthetist **Jill Horn** said: “Desflurane is an anaesthetic vapour which enters the atmosphere after use and has a very high global warming potential.

**“Bradford anaesthetists have acted to ensure that all patients continue to receive safe and effective anaesthesia using alternative agents or techniques that are well-established but which are far more environmentally-friendly than desflurane.**

“This is a fantastic prize which is going to provide funding for colleagues to attend a quality improvement workshop delivered

by the Centre for Sustainable Healthcare and the accolade will help to promote further work to reduce the NHS carbon footprint”.

**The award-winning project was a real team effort and Jill was keen to emphasise the collaborative nature of this work.**

She continued: “The whole of the anaesthesia department at the BRI supported the decision to discontinue the use of desflurane and we also gained valuable support from colleagues like **Craig Wilson**, Environment and Sustainability Manager, who submitted our competition entry and provided compelling data regarding the environmental impact.

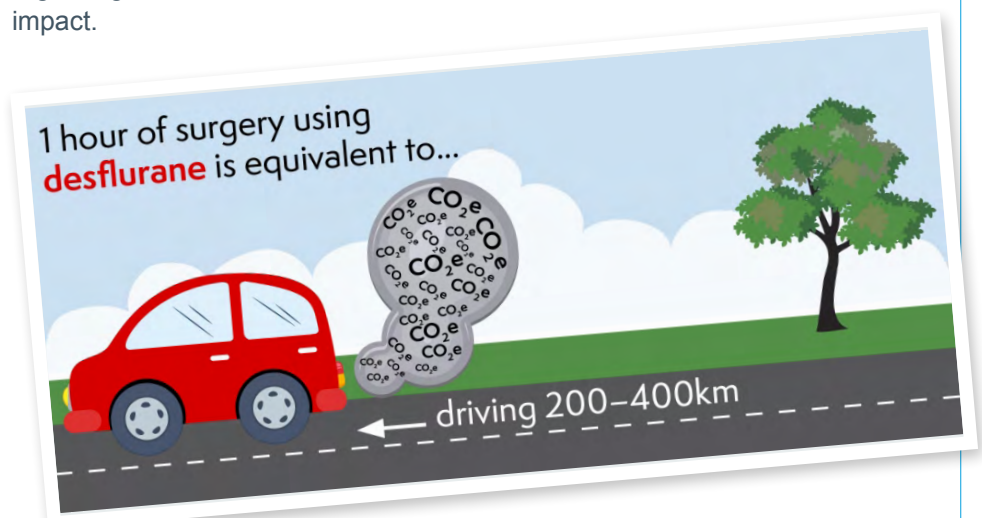
**“Dr Anirban Som** presented the project as he’d worked at the Trust on our medical training initiative for overseas doctors and developed the educational tools we used during this assignment.

“Finally, **Pharmacy colleagues** provided significant support for the project, while fellow Anaesthetic Consultant, **Dr Catherine Farrow** and myself provided local oversight.”

**Well done to everyone involved in this innovative work! ■**



Dr Anirban Som





# Help us increase our cardboard recycling

OUR Estates and Facilities team are working closely with colleagues in our mission to achieve net zero.

**Here at BTHFT we produce tonnes of waste cardboard and we are looking at better ways to improve segregation and improve our re-cycling.**

From next Monday (14 March) at the Bradford Royal Infirmary (BRI), we will be providing separate bins for **cardboard only** in most waste rooms.

These bins will be recognisable in the waste rooms by the “cardboard” poster on the wall above them. Where waste rooms are small and it’s not possible to fit in another bin, then you will need to use the next closest waste room.

**At St Luke’s Hospital (SLH) much of the cardboard is already segregated and we will ensure that this is all re-cycled.**

For us to be able to increase our cardboard re-cycling ALL



cardboard **must be flattened** before it is put in the bin. If it’s not flattened then it’s less likely to be segregated for re-cycling.

If you produce waste cardboard and are not based at the BRI or our maternity building, or are based at SLH and produce but don’t currently segregate cardboard, then please contact us at [waste.team@bthft.nhs.uk](mailto:waste.team@bthft.nhs.uk) and

we will support you in finding a solution.

**Moving forward, we are looking to introduce the re-cycling of plastic bottles, pots, tubs, trays, food tins, drinks cans and paper.**

Check *Let’s Talk* for further updates.

**Thank you for your continued support. ■**





## Help keep us COVID-safe

COVID-19 safety measures and visiting restrictions remain in place at our hospitals.

Please continue to:

- ✔ Wear a mask
- ✔ Clean your hands regularly
- ✔ Maintain social distancing when possible

Visit [bradfordhospitals.nhs.uk](https://bradfordhospitals.nhs.uk) for more information. ■

## Video reminders

NEW video screens at our entrances are reminding everyone to keep our hospitals safe.

**Although the national COVID-19 guidelines have changed, it's critical that visitors still follow regulations.**

For more information, please visit: <https://bit.ly/3CeMBfg> ■

# Chance to follow in Calister's CPD footsteps

If you are a registered nurse, midwife, nursing associate or allied health professional (AHP), did you know you could access up to £1,000 of funding towards approved Continued Professional Development (CPD) courses or training to enhance your practice?

**Calister Egereonye**, Staff Nurse in Dermatology Outpatients, wanted to top up her nursing degree, so applied for £1,000 CPD funding to help toward the cost of the course with the University of Derby.

Calister said: "I am delighted to state that I successfully completed my BSc Nursing Studies with First Class (Hons) with the help of the NHS funding.

**"The knowledge I gained from my studies has enabled me to maintain and develop the skills I need to deliver high quality, safe and effective care across roles and settings.**

"As a nurse, CPD will play a vital role in your personal and professional development, and will



enable you to contribute positively to improved patient care.

**"I therefore, urge my colleagues to utilise CPD funding to improve their skills and knowledge in order to deliver the best care to patients."**

If like Calister, you have a course in mind, get in touch with the CPD team to find out if you could be eligible for up to £1,000 of funding – [CPDApprovals@bthft.nhs.uk](mailto:CPDApprovals@bthft.nhs.uk). ■



**Wash your hands regularly**



**Please use the hand sanitisers provided**



**Wear a surgical mask**



**Maintain social distancing**



**Keep to the left when inside our buildings**



**Try not to touch too much**



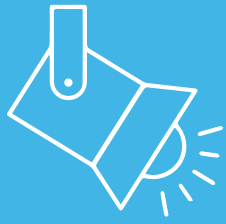
**Be kind and respectful**



**Do not enter if you have symptoms of Covid-19**

## Help us continue to keep you safe





## SHINING A SPOTLIGHT ON ... our SPaRC team



### Meet ground-breaking Rubina – our latest SPaRC member.

HERE, we continue our series of “Meet the SPaRC” Team. This time we meet the newly-appointed full-time Muslim Female SPaRC Practitioner, **Rubina Yasin**. All the SPaRC practitioners are very pleased to welcome her as she joins the team.

#### How long have you been part of the SPaRC team?

I joined the team as a COVID bank practitioner in March last year but previously worked for the same team over 20 years ago! I was appointed to the full-time role on 3 February, 2022.

#### What experience have you brought to your role?

Twenty years ago I was appointed as one of the few Muslim Female

Chaplains in the country. I was heavily involved in the setting up and delivering of cultural awareness training for staff across the Trust and this was indeed recognised as good practice that was then replicated in other hospitals around the country.

I have been a foster carer for over 15 years and have many years of experience working with vulnerable children and families.

#### Why did you choose this role?

I am a people person and have always enjoyed working as a team so it has been a pleasure to return to some colleagues that were part of the team in 1999.

#### What do you like about your role?

I feel honoured and privileged to be able to offer support and be alongside patients and staff and feel I have returned to what I love best. I love reading and travelling and hope to meet as many of you as possible on my journey in the Trust.

#### Tell us some of your favourite things:



I love the classic fish ‘n’ chips, hate curry!

I love spending time with family and always have a full house as I have been a foster carer for more than 15 years.

I love going out for “high tea” and am well known for my sweet tooth.

I love interior design and have enough cushions and throws to furnish a whole shop! ■







Making a splash .... could you join us in this year's race?

# Rowers wanted for Dragon Boat Festival

BRADFORD Dragon Boat Festival is back this year – and our hospital charity is on the look-out for staff

and members of the public who wish to race and raise money.

Bradford Hospitals' Charity has ten boats booked to take part on the Multi Charity Championship Day, on Sunday 3 July, at Robert's Park, Saltaire.

**But we have at least two boats to fill!**

Staff can apply as a department or ward team, or as individuals. Members of the public and

businesses have also been invited to submit a team to raise money for our charity.

Each team has eight pairs of paddlers and a team drummer (17 competitors in total) per race.

However, as each team will compete in a series of races, it is possible to have up to three reserves.

**The last time Bradford Hospitals' Charity took part in the festival, it entered a record-breaking 12 teams and raised more than £16,000 for our charitable funds around the Trust.**

Anyone interested in taking part should contact the charity team on 01274 274809 or email [charity@bthft.nhs.uk](mailto:charity@bthft.nhs.uk) ■







## Rachel scoops February prize

CONGRATULATIONS to our February staff lottery winner, **Rachel McMahon!**

**Senior Medical Secretary Rachel, based in Ophthalmology, won the top prize of £500 in our charity lottery.**

The lottery is open to all NHS employees of Bradford Teaching Hospitals NHS Foundation Trust and Bradford District Care Trust. It is run by our Bradford Hospitals' Charity, with 50 per cent of the proceeds dedicated to prizes and 50 per cent given back to our charity for staff welfare, including staff counselling.

**Winners are drawn on the second Wednesday of each month. It costs £1 per chance and you can buy as many chances as you wish.**

Prizes are as follows: first – £500, second – £250, third – £100, fourth and fifth – £50.

Special prizes are up for grabs in May (£2,500), July (£5,000) and December (£5,000).

To be eligible for a special prize, staff must have been a member of the lottery for at least 12 consecutive months.

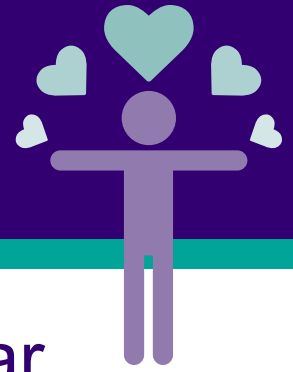
Complete the lottery application form here to join: <https://bit.ly/35RtUcK>

# SAY HELLO } TO OUR NEW STARTERS

PLEASE join me in welcoming all these new starters to our family of hospitals

- **Aneesa Ahmed:** Trainee Healthcare Assistant, A&E
- **Samiya Ajaib:** Healthcare Assistant, Bank
- **Tasleem Akhtar:** Admin Clerk, Neurology
- **Ahmed Ali, Fahbeeda Aziz:** CPBS Administrator, CPBS
- **Isabel Anderson:** Highly Specialist Dietitian, Dietetics
- **Sveta Bakshi:** Specialty Doctor, Max Fax Surgery
- **Jaskieran Bining:** Occupational Therapy Practitioner, Physiotherapy
- **Michelle Call:** Housekeeper, Maternity
- **Adoulie Camara, Christian Sobers:** Porter, Portering Services
- **Jade Cosheril:** Radiographer, Radiology
- **Jane Davison:** Admin Assistant, Breast Screening
- **Katie Drennan:** Phlebotomist, Phlebotomy
- **Evie Grant:** IT Service Desk Analyst
- **Tatiana Gross:** Interpreter, Interpreting
- **Rubina Hasan:** Healthcare Assistant, Ward 3
- **Lethiwe Hlongwane:** Healthcare Assistant, Ward 29
- **Mohammed Jaleel:** Physiotherapist, Virtual Ward
- **Chanelle Joseph, Khadija Mahmood:** Healthcare Assistant, A&E
- **Karishma Khalifa:** Medical Secretary, Cancer Support
- **Sadia Khan:** Apprentice Admin Assistant, CPBS
- **Nilam Khan, John Pickavance, David Ryan:** Research Fellow, Born in Bradford
- **Jennie Mitchell:** Medical Secretary, Renal Medicine
- **Dominika Mizichova:** Pre-Reg Nurse, Bank
- **Elamin Mohammed:** Post Core Fellow, General Medicine
- **Omoye Ogudo:** Staff Nurse, Ward 3
- **Awais Shah:** Physiotherapist, Physiotherapy
- **Charlene Todd:** Healthcare Assistant, Renal Medicine
- **Jennifer Turner-Walters:** Staff Nurse, Gastroenterology
- **Shorufa Yasmin-Iqbal:**
- **Aliyah Younis:** Occupational Therapy Practitioner, Physiotherapy
- **Lisa Falkingham:** Senior OD Manager, HR
- **Corrina Ward:** Dietetic Assistant Practitioner, Dietetics

# Looking after ourselves, looking after each other



## Our first *Thrive Live* proved popular

I WAS really excited to co-host our first *Thrive Live* session at the end of February, and am so pleased that we had a really good response from you.

Around 50 colleagues joined the hour-long online session, co-hosted by Director of HR, **Pat Campbell**.

**We answered queries ranging from staff support and Act as One, to what our favourite TED Talk or book was. You put us on**

**the spot, which was great, and I hope we responded as openly and honestly as you'd expect from BTHFT.**

We hope to run *Thrive Live* each month, and each time I will be joined by a different member of the Executive team.

**Thanks to everyone who took part in *Thrive Live*. It's vital that we do everything we can to make our Trust a great place to work. ■**



## Let's Thrive!



### Spotlight on: Wellbeing

DID you know that Thrive is packed full of resources to support your wellbeing?

**Your health and wellbeing matter in both your personal and your work life.**

For us, it's important that everyone is supported to take charge of this. On Thrive, we hope that you'll find lots of opportunities to explore what matters to you.



You'll find:

- ✓ Our monthly staff wellbeing calendar
- ✓ Resources and signposting to support emotional wellbeing and a healthy lifestyle
- ✓ Details about conducting wellbeing conversations
- ✓ Occupational health information
- ✓ Menopause resources
- ✓ Signposting to useful contacts and organisations for further wellbeing support

What's happening at BTHFT to support your wellbeing?

- ✓ Dog walking – book a slot to walk our wellbeing dog!
- ✓ Lunchtime walks with the staff gym
- ✓ Wellbeing workshops – see our wellbeing calendar for details
- ✓ Peer support programme

You'll find everything you need here: <https://bit.ly/3nTTsEY> ■



# Spotlight on ... Equality, Diversity and Inclusion

EQUALITY, Diversity and Inclusion (EDI) has always been high on the agenda at our Trust, but never more so than now.

The experiences and lessons that have been learned from the COVID-19 pandemic has changed the way we view and approach EDI forever.

**We have been challenged to change and improve the way we engage and communicate to ensure that we reach those who we may not previously have reached, and we have had to learn to truly listen to what people need, not what we think they need.**

The pandemic has highlighted the stark differences in experiences and outcomes for a large number of people in Bradford, whether that's because of their race, religion, socio-economic status, sexuality, because of their gender or gender reassignment status or because they have a long-term physical or mental health condition.

We have taken the time to listen to the lived experiences of our staff and communities, and to reflect on our approach and what may be needed to tackle the myriad of disadvantages that many people in our workforce and our wider communities' experience.

This experience has positively raised the profile of EDI not just at BTHFT, but for the NHS as a whole.

In January 2021, as part of our commitment in advancing workforce equality and to tackling the wider population health

inequalities within the district, we launched our strategic Equality and Diversity Council (EDC).

The group is made up of key members from across the Trust's core functions, along with individuals who have a pivotal role to play in influencing change both across our organisation and within the wider community.

As Executive sponsor for Diversity and Inclusion across the Trust and the Trust lead for population health inequalities within the district, I have been demonstrating the Trust's commitment to this agenda by chairing and leading this important meeting.

All three of our established staff equality networks: <https://bit.ly/3tEW3Uo>,



**We are Bradford:** we value diversity and champion inclusion

and a real voice in this key strategic decision-making forum.

Over the last two years, and particularly as a result of the increased engagement with our staff and communities due to the impact of COVID, EDI has taken centre stage. It is now woven into everything we do and will feature heavily in our new corporate strategy.

Read more here: <https://bit.ly/3Ccr32K> ■

## Equality and Diversity Council

THE aim of our EDC is to maintain a strategic overview of the Trust's EDI agenda and objectives, ensuring these are fit for purpose and aligned with national and regional priorities, to ensure a positive working environment for staff and to enable the provision of high quality care and good clinical outcomes for patients.

Our engagement with both staff and community partners will help to influence this agenda that will have particular focus on:

- The commitments set up in the NHS People Plan 2020/21: <https://bit.ly/31Wb5JT>
- The West Yorkshire and Harrogate Health and Care Partnership response to the national People Plan with particular emphasis on 'Belonging in the NHS'
- The West Yorkshire and Harrogate Health and Care Partnership – "Tackling health inequalities for BAME communities and colleagues" – a range of recommendations focussing on race equality in the workforce and wider population health inequalities. <https://bit.ly/3an8bkR>
- Implementing phase three of the NHS response to the COVID-19 pandemic: <https://bit.ly/3amRt5s>
- Tackling wider health inequalities that exist within our district ■

# Launch of Human Factors training

THE primary purpose of the NHS is to deliver high quality care to all.

**High quality care encompasses care that is safe, clinically effective, and results in a positive an experience for patients.**

However, delivering healthcare can place individuals, teams and organisations under pressure. Staff have to make difficult decisions in dynamic, often unpredictable circumstances.

In such intense situations, decision making can be compromised, impacting on the quality of care, clinical outcomes, and potentially causing harm to the patient.

**Because of this, Health Education England has published the first NHS-wide Patient Safety Syllabus: <https://bit.ly/3Kk16RA>, which applies to all NHS employees and will result in NHS employees receiving enhanced patient safety training.**

Human Factors Training forms part of the National Patient Safety Syllabus and is now available through ESR; this training is **essential for all staff** within BTHFT.

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Staff have to make difficult decisions in dynamic, often unpredictable circumstances.

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From 30 June, this training will be required as high priority training for all staff, which means it must be completed and will affect your ESR training compliance.

Given the current pressures within the Trust, staff will be offered a grace period in which to complete the training before it is made mandatory. This will allow you time to complete the training before the ESR system recognises it as mandatory, which means it will not affect your training compliance.

The grace period will end on 30 June, so staff are advised to complete the training as soon as possible before this date to prevent a drop in training compliance.

## What are Human Factors?

Human factors refer to environmental, organisational and job factors, as well as human and individual characteristics, which influence behaviour at work in a way which can affect health and safety.

A failure to understand and consider human factors principles is a key aspect in most adverse events in healthcare.

There are sadly numerous examples of this in practice all across the NHS. According to the Clinical Human Factors Group there are:

- 230 avoidable hospital deaths per week
- 12,000 avoidable hospital deaths per year
- 24,000 serious incidents reported to the NHS per year

Read more about human factors



and why they are so important here: <https://bit.ly/3hBy7fW>

## What do I need to do?

Training will be different depending if you are a clinical or non-clinical member of staff.

**Non-clinical staff** will complete a short (approximately 20 minutes) e-learning package through ESR – available here: <https://bit.ly/3MySOHM>

**Clinical staff** will complete a longer (approximately 40 minutes) e-learning package through ESR – available here: <https://bit.ly/3K8kRf4>

Or they can complete NHS Improvement Academy's bronze level human factors training. Once completed, this will generate a certificate which can be emailed to Training Reception ([Training.Reception@bthft.nhs.uk](mailto:Training.Reception@bthft.nhs.uk)) who will then award you the Human Factors e-learning competency for clinical staff on your ESR matrix.

If you have completed this previously, there is no need to repeat – Training Reception will happily accept and recognise certificates of any previous learning.

Please read full details about Human Factors training here: <https://bit.ly/3IIHq9H> ■



# Would you like to make a difference as a staff governor?

WE are seeking staff governors to join our public, patient and partner Governors on the Trust's Council of Governors.

**This is an exciting opportunity to not only develop an understanding of the strategic direction of our Trust but also to represent the interests of your staff group on our Council of Governors.**

There are two seats for staff governors available:

- **Nursing and Midwifery (1 seat)**
- **Medical and Dental (1 seat)**

As a governor you will be able to:

- Ensure there is **robust challenge about the strategic direction** of the Trust, our vision and how we are performing
- Share with the Board and Council of Governors the **perspectives from nursing and midwifery and, medical and dental** about our trust's performance and our direction of travel
- **Take part in meetings** of the Council of Governors, its committees, governor training days and Joint Council of Governors/ Board of Directors sessions to **represent the interests of your staff group** as you carry out the statutory duties of a governor.

The Council of Governors has an important role in making our Foundation Trust publicly accountable for the services it provides.

It is important that people stand as governors so that our stakeholders have the opportunity to influence the important decisions that we make.

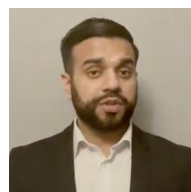
To find out more about the role and the self-nomination process you can join an informal virtual session with Chairman, **Max Mclean**, and two of our governors on:

📅 **Tuesday, 8 March, 5.35pm to 6.35pm**

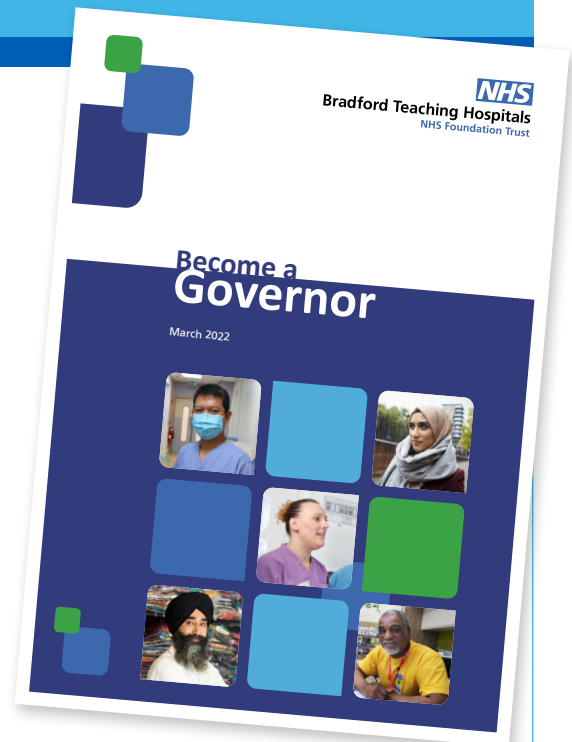
📅 **Tuesday, 15 March, 2.30pm to 3.30pm.**

To book one of these sessions, email: [membership@bthft.nhs.uk](mailto:membership@bthft.nhs.uk)

You can also see one of our governors, **Ibrar Hussain**, explaining how being a governor can really make a difference. Watch



Ibrar Hussain



the video here:

<https://youtu.be/kT0SvBacCf8>

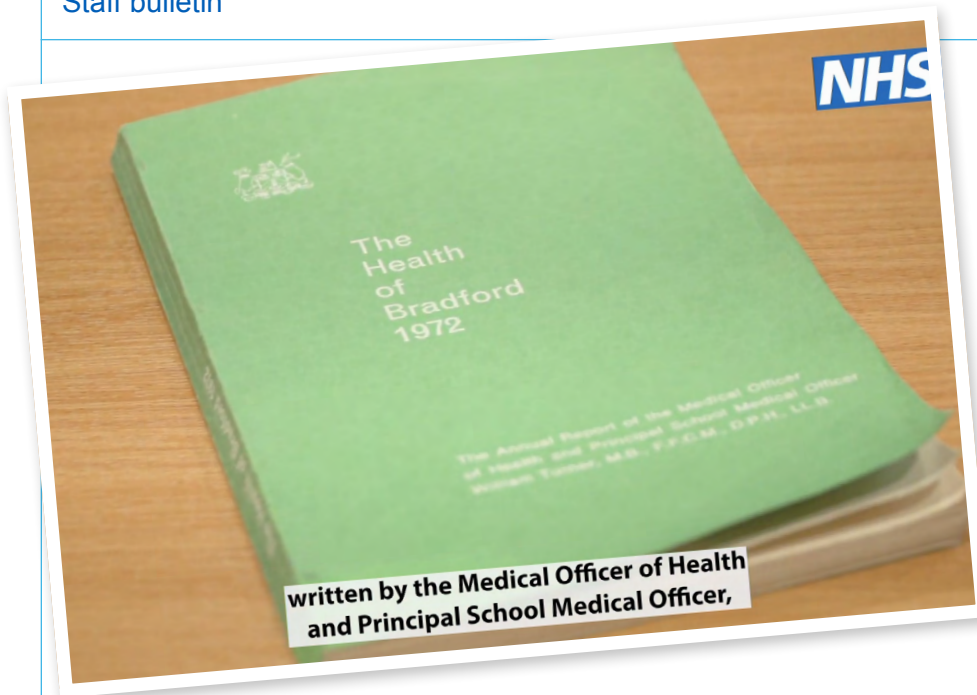
More information is also available here: <https://bit.ly/3IOqYF1>, including our notice of election which includes a link to the nomination form: <https://bit.ly/3IQXnuJ> ■

## HealthRoster tip of the month



If you are selling any annual leave and are rostered on HealthRoster then your manager will need to deduct the hours sold from your entitlement.

To managers – please ensure you deduct the amount of hours sold from the yearly entitlement once your staff member's application has been approved. If you need help doing this then please follow the link below or contact the e-Rostering Team on ext 2836. <https://bit.ly/34dimbW> ■



## By Royal Appointment ...

DIDN'T she do well! Our Nurse Consultant **Claire Chadwick** – our very own “Queen” of infection control and prevention – has been at Windsor Castle to receive her MBE from HRH Princess Anne. Congratulations from all your colleagues on your honour! ■

# Time-travelling John's public health spotlight

WE'RE stepping back in time to look at a snapshot of our health and wellbeing from 50 years ago.

Always one to unearth interesting facts and figures, Director of the Bradford Institute of Health Research, **Dr John Wright**, has come across a fascinating historical record of Bradford's health and wellbeing.

**The Health of Bradford 1972 is the annual report written by the Medical Officer of Health and Principal School Medical Officer. And it provides a great insight to how things have changed in half a century.**

Here's John to explain more ...

Watch the video here:  
<https://bit.ly/372XR2Q>



## Kindness campaign

BRADFORD District and Craven has launched the Kindness, Compassion and Understanding (KCU) campaign.

**Part of Act as One's Children and Young People programme, KCU is aimed at pupils in primary schools.**

It encourages them to be kind and empathetic to their friends, family and peers. ■



Let's **talk** again next issue – and in the meantime you can send your comments and anything you'd like to share with colleagues: [lets.talk@bthft.nhs.uk](mailto:lets.talk@bthft.nhs.uk)

