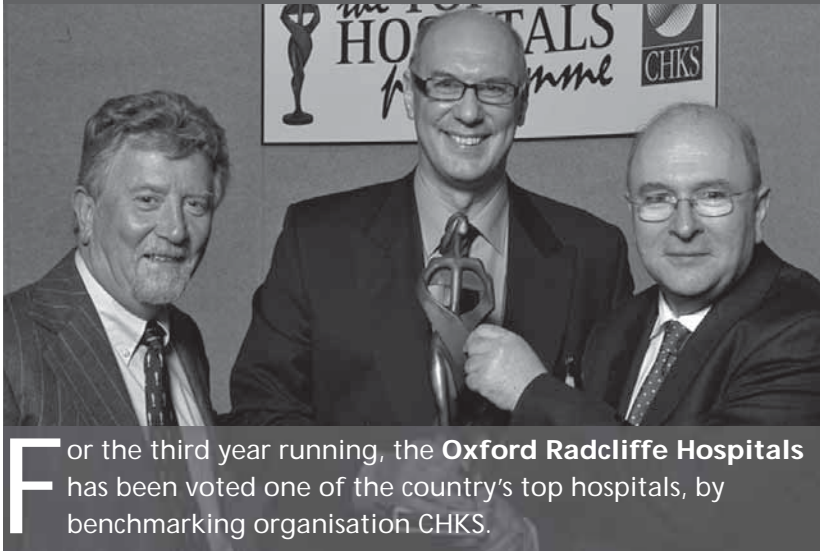


## Trust is top hospital!



For the third year running, the **Oxford Radcliffe Hospitals** has been voted one of the country's top hospitals, by benchmarking organisation CHKS.

The Trust is one of 40 judged to be the UK's best performers on the basis of 17 separate categories. These include:

- mortality rates
- readmission rates after surgery
- the length of time patients stay in hospital
- the number of day cases carried out in the Trust
- the length of time which people have to wait for a planned operation
- MRSA bacteraemia rates within the hospitals.

The award is based on a UK-wide study of hospital performance carried out during 2004. The ORH is the only Trust in the Thames Valley area to be named in the top 40 hospitals.

This is the fifth year of the award, and the third year in which the ORH have been granted 'top hospital' status. Trusts are not ranked within the top 40 – all Trusts given awards are accorded equal status.

Over the past year, the Trust has continued to cut waiting times for patients and to address its past financial difficulties. By March this year:

- 98% of patients in the emergency departments were seen, treated, admitted or discharged in under four hours.
- No patient waited over six months for planned surgery
- No patient waited over 13 weeks for an outpatient appointment.

Accepting the award, Finance Director Chris Hurst said: "This has been a year of great achievement for the Trust. We have significantly reduced waiting times for patients for the second year running, improved efficiency and delivered challenging savings plans. It is gratifying to have won this award for a third year running. Our staff work incredibly hard and deserve this acknowledgement for their dedication and commitment."

*Photo: Chris Hurst, Director of Finance, ORH receiving the CHKS 40Top Hospital award from Graham Harries, Chief Executive of CHKS and Niall Dickson, Chief Executive of the King's Fund.*

## Mayday, Mayday!

### Celebration for some is a pain for others

The grand tradition of drunk people doing stupid things was celebrated once again on Sunday 1 May, as a hundred or so human lemmings flung themselves from Magdalen Bridge into three feet of water. Almost half of them ended up injured. On the ground ambulance crews saw around 40 people, and transported ten to the John Radcliffe's Emergency Department – which was already dealing with a busy bank holiday weekend. Another seven presented throughout the day, and five had to be admitted for further treatment to leg and ankle fractures.

A big thanks to all the staff across the Trust – and beyond – who helped deal with the aftermath. Quite apart from everyone's time, the financial cost to the Trust was around £40,000 for the surgical work on the fractures alone.

The world's media were also out in force. Communications Manager Oliver Francis said: "By seven on Sunday morning, Central News were asking if we had declared a major incident at the JR (we hadn't), and soon every newspaper and TV channel under the sun wanted the latest and to talk to the injured patients. A news agency journalist was still loitering around the John Radcliffe two days later, and it must have been a slow news day in Germany because a journalist from Der Spiegel turned up uninvited at the hospital, having flown over specially. 'Horror on Bridge of Idiots' said the Daily Mail, '30 injured at looniversity' said the Sun (with a helpful side-panel explaining the laws of gravity). No comment."

Oxford Radcliffe Hospitals NHS Trust

*in this issue:*

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- Volunteers deserve a pat on the back: page 5
- Improving Working Lives: pages 6/7
- Lords visit for nursing staff: pages 8
- Plugging the gaps more quickly: page 9
- New pay bands for staff: page 11
- Agenda for change roadshows: page 11

## IWL Visit

In June, the Trust will be assessed for **Practice Plus status**, which is the highest level of achievement for the Improving Working Lives initiative. **Improving Working Lives Practice Plus** means that an NHS organisation is, through effective partnership working and staff involvement, improving the working lives of all its staff groups.

The visit to the ORH will take place between 13 and 18 June. The validation team is made up from representatives from other NHS Trusts. The team will host fact-finding meetings with groups and individuals on all four Trust sites. They are looking to talk to a representative cross-section of staff groups including night staff, weekend workers and other shift staff. You might receive an invitation to attend one of these meetings by the end of May. If you do, we would like to encourage you to come along.

It is important that the validation team get to talk to as many different staff groups as possible. The validation team will also be walking around each site and talking to staff. Anything you say to the team will be in confidence and non-attributable.

## Listening to staff

**A working party has been set up to take on some of the themes picked up in the Staff Attitude Survey results which were published in March.**

The group includes two staff-side reps and two HR staff. They are comparing this year's and last year's surveys and identifying areas for action. These and other developments will be communicated through ORH News in due course.

The findings of the survey were published in detail in last month's ORH News.

Action areas flagged up by the survey include:

- Health and safety training
- Staff working over their hours
- Work pressure
- Quality of work-life balance
- Issues around violence and near misses in the workplace

Action is already being taken: the harassment support worker programme (see last month's ORH News) was introduced in response to last year's survey. Conflict management training is also ongoing.

The survey results were based on detailed questionnaires each containing more than 100 questions which were completed by Trust staff last December. They were sent to a random selection of 836 staff, of which 428 (51%) were returned. The national survey was coordinated by the Healthcare Commission, the independent inspection body for the NHS which promotes improvements in healthcare in England and Wales.

Full results for the Oxford Radcliffe and other Trusts can be found at: [www.healthcarecommission.org.uk](http://www.healthcarecommission.org.uk)

For more information  
on flexible working  
see pages 6 & 7  
of ORH News

## Staff discounts

**As a Trust employee you are entitled to a whole range of discounts - check the IWL intranet site for a full list.**

They include the Oxford Playhouse, Modern Art Oxford café, Po Na Na nightclub, and the Sugar and Spice Balti restaurant to name but a few. Discounts are also available on gym membership, gardeners, hairdressers (up to 25% off at Mahogany, for example), opticians and even mobile cycle repairers!

*Remember to check on availability first and have your ID badge with you.*



## IWL displays

New IWL display boards have started touring Trust sites. They feature images of a group of five ORH staff. They are: Bali Muralidhar, Zbigniew Styger, Sam Adekeye, Jenny Turner and Lovely Agoncillo. The group photo also featured in the IWL section of last month's ORH News.

The latest IWL information will also be available wherever you see the boards and a storyboard is being created to highlight progress towards IWL targets.

Special packs containing information on IWL entitlements are being prepared for staff.

Chief Executive, Trevor Campbell Davis, with children from Sandfield Day nursery, launching the Children's Hospital Lottery.



## Big lottery for little people takes off

### Big lottery for little people takes off

Chief Executive Trevor Campbell-Davis, together with children from the Sandfield's day nursery in Headington, celebrated the launch of the latest fundraising drive for the new Children's Hospital with a photocall for local media.

The children are holding banners spelling out the Lottery Hotline number and for Fox FM's purposes, they each shouted out (or in some cases whispered) their numbers.

## Carillion launches Café Blue and also takes on patient catering

In addition to overseeing all the development at the JR, Carillion is taking on facilities management for the new and existing buildings on the site. This will include catering, domestic and portering services across the hospital.

The transfer for these services is taking place in phases and the first element of this is the refurbishment of the canteen on Level 3, which from 6 June will become Café blue. Café Blue is part of Carillion Health's new catering brand and will include not only new uniforms, menus, plates and so on, but also a change to the food on offer.

Although many key elements will stay the same, such as popular items on the hot menu, there will also be a number of new foods and brands on offer and a new deli-style sandwich bar will be opening.

Carillion will also be taking over patient catering from the beginning of June, starting with the provision of new equipment and also responding to the initial consultation that has been taking place with ward housekeepers and senior nursing staff.

Initially patient menus will remain the same, but over time, all will be reviewed with dieticians. However, an immediate plea for bigger portions from the maternity unit has been heard!

The first tranche of major changes to these menus will take place in the children's wards where all those involved in paediatric care will no doubt want to have their say. Issues such as menu presentation will be tackled and a middle way will be found on the "brussel sprout – chicken nugget" spectrum, to ensure that menus are both child and adult friendly.

Leslie Dunstone, Clinical Lead for the PFI Project, who is running a number of patient experience groups, and has been working with Carillion on this, said: "The new children's hospital provides us with a very clear focus and although some new menus are likely to be introduced before the hospital opens, the opening itself is of course our major priority. We are confident that there is a real opportunity to enhance the nutritional value of our children's meals whilst also offering them options that they will both accept and enjoy."

Carillion's Martin Barrow-Starkey said: "We are in the process of dotting the i's and crossing the t's, in preparation for the beginning of June, and will ensure that issues of particular importance to patients are given top priority. For example, we've just negotiated a deal with Tetley, to provide us with teabags for the 1.5 million cups of tea consumed by patients here every year!"

Carillion Health is already running the catering at a number of other trusts including Colchester, Swindon and North Lincolnshire and Goole.

# Birthday celebrations for IT

The Oxfordshire Health Informatics Service team.



The organisation set up to provide IT support to the NHS across Oxfordshire has celebrated its first birthday.

The **Oxfordshire Health Informatics Service** (OHIS) brought together acute hospital trusts, community services and GP practices across the county. It is responsible for the intranet, Patient Administration System (PAS) and much more besides.

OHIS and its call centre are based in the Manor House Annexe at the John Radcliffe Hospital.

John Skinner, Director of OHIS, said: "The ever greater reliance on electronic communications is bringing people together.

" Bringing IT services together in one structure has brought benefits in efficiency and cost savings. We have more technology and support and can make best use of resources for example, in getting better deals with suppliers.

" A significant investment is being made to try to meet new challenges and keep pace with developments.

" We are trying to simplify and rationalise the way IT is delivered which means a lot of project work and investment while at the same time keeping day-to-day services going.

" We have radically redesigned the network with new and better services. We are also in the process of improving servers and planning implementation

of new Care Record Services (CRS) which should be introduced across the Oxford Radcliffe Hospitals Trust by the summer of 2006.

" Another major challenge is managing the IT and telephone requirements of the new hospital buildings at the JR and Churchill. We have been heavily involved with the Emergency Department move and are working closely with the PFI project team and contractors on the other developments including the Children's Hospital and West Wing."

Other developments planned for 2006 include planning for the introduction of digital radiology across the Trust leading to the replacement of light boxes with digital imaging.





*Mr and Mrs Binns are pictured outside the Horton's main entrance with Roseeta (and the trophy she won for her PAT work)*

# Volunteers deserve a pat on the back

Two areas of volunteer support at the Horton have come of age.

The Pets as Therapy (PAT) scheme and authorised voluntary services are both celebrating 21 years service to the hospital.

The Horton is thought to be the only UK hospital to have had continuous support from PAT since the launch of the programme in 1984. Ann Britton, the hospital's first PAT volunteer, retains her links with the Horton.

PAT dogs and their owners currently visit the hospital four days a week, calling in at wards and the Rowan Day Hospital where their presence is welcomed by many patients.

Roseeta, a seven-year-old Hovawart, has been visiting the Horton with her owners Peter and Alison Binns for more than four years.

Mrs Binns said: "We didn't think we could train her, she was so wild as a pup. But she went on to feature in a training film and passed her tests to become a PAT dog. Roseeta loves it. She leaps and howls with excitement when we get her ready and put her special yellow PAT dog lead on. Some patients light up when they see her and throw their arms around her."

Roseeta recently received an award from the Hovawart Society last year for her PAT work.

Photos of many of the PAT dogs who have helped at the Horton over the last 21 years will feature in a special display as part of National Volunteers Week - the first week of June. The 21st birthday of authorised voluntary services at the hospital is also to be marked with the donation of a tree and bench.

Joyce Thornton, Voluntary Services Coordinator, has worked with volunteers at the Horton for 17 years and currently has a team of about 80. Volunteers are at the hospital every day of the week, each providing at least a couple of hours of help. In all, volunteers provide 200 hours support every week.

She said: "We have a super group of people who give generously and quietly. We work together as a team."

They include a Sunday singing group which has been running for 20 years, gardeners, welcomers, librarians and coffee bar staff. One area that could be expanded is patient visitors. "We never have enough people to visit patients on the wards," said Joyce. She can be contacted on **01295 229135**.



*PAT dog Roseeta with patient Win Meadows and Manager Marisa Hall in the Rowan Day Hospital*

Glyn Allington and his girls



## Case Study 1

### Glynn Allington,

*Human Resources Manager  
(Corporate HR), based at John Radcliffe:*

Glyn has recently changed his working hours so he can pick his children up from school more often. Now three times a fortnight he finishes work at 2.30pm so he can be at the school gates for 3pm.

It follows a change in his personal circumstances. He now lives apart from his daughters, Daisy, eight, and Sophie, four.

Glyn said: "The early signs are it is working OK and the kids seem to like it. I wanted to play as big a part as possible in their lives and maximise the time I have with them following the divorce. This arrangement enables me to get quality time with the children which is invaluable. I work longer on the other days and top up on the weekends I do not have the children.

"Working in HR I was perhaps more aware of the flexible working policy and knew it was there to be used.

"My colleagues have been very supportive - it does rely on a degree of goodwill. Rainy Faisey, the Deputy Director of HR, encouraged me to do this, despite it being an exceptionally busy time with Agenda for Change and other commitments."

# ORH

page 6

## Let us be your first

### *Flexible working is not just*

**The Trust's flexible working policy is** of circumstances it's not just for working

The policy is designed to help you balance. It can take account of an interest you have, you spend travelling to and from work in

The recently published Staff Survey put providing opportunities for flexible work

Victoria Evans, the Trust's IWL Lead, said practice wherever possible. Obviously with consideration. It would be difficult to work for example and your manager must be

Examples of flexible working include:

- Term-time only contracts (with the s
- Zero hours contract giving complete specific department; you say when
- Annualised hours you can commit to more in winter than summer.
- Over-time variable hours without m to reflect a temporary change in circ relative or studying
- Job share available at all levels
- Flexitime with core hours
- Career breaks

## flexible friend...

### for women with children.

is designed to help staff in a wide range of mothers with young children.

ance your home and work commitments. ave outside work or reduce the time f you live a long way away.

the Trust in the top 20% nationally for king.

l: "We want to turn the policy into e have to take service needs into ork from home if you work in theatres, happy with the changes."

salary averaged out over the year) e flexibility, usually in relation to a you would like to work o, say, 1,000 hours over the year and do

aking a permanent change, perhaps cumstances such as looking after a sick

## Case study 2 – Alice Narramore,

*Nurse based on 5C, John Radcliffe:*

Alice Narramore reckons the work-life balance has shifted significantly in favour of the employee in the near quarter of a century since she qualified as a nurse.

She said: "Back then I missed two weddings of good friends because you couldn't have the time off. The difference in culture in 24 years is astonishing."

Alice is able to balance bringing up three children Sarah, 15, and 12-year-old twins Ruth and Jenny with a rewarding work life. She has worked 17.5 hours per week since returning to employed work on 5C at the JR in 1998.

She said: "I wasn't that keen to work. Family is my first priority and work second. I said exactly what I wanted at the interview and I got it! I've been here ever since. I love it."

Alice's hours are annualised: she works longer during term-time and she works fixed shifts which makes it easier to sort out childcare. As her children have got older Alice has been able to add extra shifts on an ad hoc basis and take four modules of study at Brookes University.

She said: "It's a huge incentive to me to know I can have the school holidays off. It's been lovely. I wanted to be a success and not let people down. The fixed shifts have meant I've always managed to come to work and not drop out at short notice."

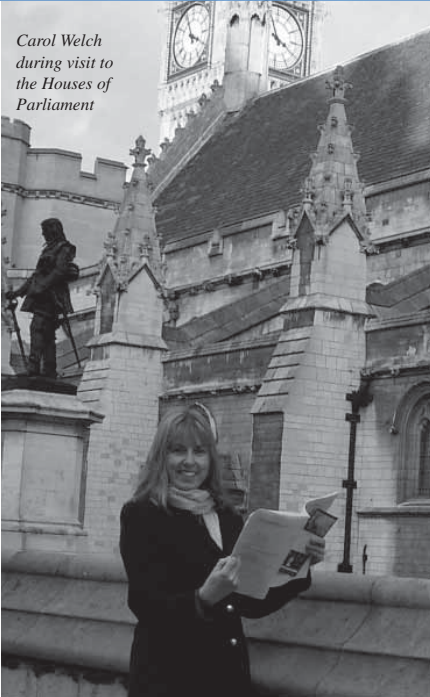
*Alice and her family on a Christmas visit to ward 5C, left-right: Sarah, her husband Peter, Jenny, Ruth and Alice.*



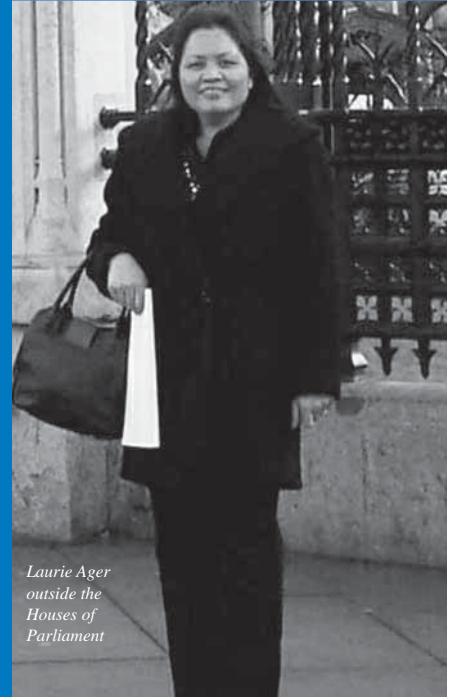
# ORH

# Lords visit for nursing staff

*Carol Welch during visit to the Houses of Parliament*



A successful collaborative nutrition research project focusing on older patients led to a visit to Parliament for two of the nursing staff involved.



*Laurie Ager outside the Houses of Parliament*

It followed the investment of £10,000 of practice development funds in making mealtimes at the Linden Unit more patient-focused.

Laurie Ager, Acting Sister and Carol Welch, Team Leader, were invited to represent the programme at a presentation at the Houses of Parliament earlier this year. They were later able to visit the House of Lords with Lord Rea who took a personal interest in the project.

Some of the developments introduced included:

- changing crockery and cutlery to make them easier to use
- using napkins instead of kitchen roll
- changing the timings of medication so they no longer clash with mealtimes

Patient feedback was a key component of the project which also looked at environmental issues and linked into work by other ward staff to improve patient care.

Carol Welch said: "Patients as a whole were really happy with the food. It came down to presentation."

The project was funded by the Foundation of Nursing Studies, Pfizer and Nutrica Clinical Care. Laurie and Carol were supported throughout the research by Dr Angela Dickinson from the University of Hertfordshire.

At the end of April the Linden Unit moved from the Churchill to link up with other Geratology wards at the Radcliffe Infirmary. The team hope the new environment will make it easier to continue with the developments aimed at improving patient care for older patients.

## Oxford Children's Hospital Lottery needs your help.

The Oxford Children Hospital Lottery have been given the opportunity to attend several of the BIGGEST EVENTS in Oxfordshire for FREE. Why not be there to cheer along runners on Sunday 12 June at the OX5 Run in aid of Oxford Children's Hospital at Blenheim. Enjoy the sport of Kings on Saturday 25 June at Kirtlington's International Polo match. See the fast and the furious on Sunday 26 June at the Oxford Times Motor Show, Cuttleslowe Park. Mini mad? Then Sunday 3 July is the day for you at the BMW Workforce Family BBQ & open day. If you have a talent for face painting even better. Mingle with the rich and the famous on 9 & 10 July at the Cornbury Music Festival, Charlbury.

The 8 to 11 September is dedicated to all things equestrian at Blenheim International Horse Trials. So as well as having a lot of fun, you would be doing a great job of supporting our new hospital. In return for FREE entry to the events listed, you'll be asked to hand out leaflets, and/or man a stall with information about the Oxford Children's Hospital Lottery. Parking will either be by permit or reasonable parking costs refunded with a receipt. For more information, call:

01865 222428

ORH

# Plugging the gaps more quickly

**A** new concept in recruitment has been launched to help bridge the gap between staff leaving and replacements starting.

Recruitment, HR, department managers, finance and senior nurses in acute general medicine are working together on so-called 'predictive recruitment', initially for A, B, D and E Grade nursing staff in Acute General Medicine.

Ward sisters are asked to identify a predicted vacancy - for example, a member of staff who is leaving but has not yet resigned or a rotation post that is coming to an end. Agreement from finance managers is sought followed by recruitment into that space before the vacancy arises.

There are rolling adverts on the ORH job vacancy website and in the ORH Internal Bulletin and a schedule of interview dates have been devised that successful candidates are slotted into. These take place regardless of whether there is a specific vacancy.

Victoria Evans, Head of Recruitment, said: "What might look like over-recruitment quickly evens out due to

turnover and ensures there are not gaps between someone leaving and the replacement starting. This system avoids going through the recruitment process every time a post becomes vacant."

If there are more successful candidates than vacancies at any given point, some people may need to go onto a waiting list until a post comes up. It is hoped that this will ensure that good applicants are not lost.

The process will be monitored and reviewed regularly to ascertain its effectiveness and ensure that wards do not overspend. The expected outcome is that agency costs will be reduced as there will no longer be gaps between staff leaving and new staff being appointed. In addition, there will be a positive impact on staff morale as vacancies are filled more quickly and, ultimately, it is anticipated that this will improve continuity of care for patients.

For further information:

Lynda Cox, Senior Nurse, Acute General Medicine  
tel. **01865 857805.**



## New payroll team celebrates first year

University Hospital Birmingham NHS Foundation Trust (UHB) has now been providing payroll services to staff at the Oxford Radcliffe Hospitals for a year.

During that time there have been many changes - staff receiving different payslips, managers completing different attendance documentation and a completely new payroll system being used.

Staff at UHB Payroll Services would like to extend their thanks to all ORH staff and management for their patience, help and support throughout this initial transition and learning period.

Staff in the Payroll Services office at the Radcliffe Infirmary will be happy to assist you with any queries or problems you may have – please call **28590.**

*The ORH Payroll Team, based at the Radcliffe Infirmary: back row (left-right): Carly Edwards, Diane Brooks, Nikita Scroggs, Lynn Wright, Michelle Tayman, Louise Thomas, Colin Woodhouse. Front row (l to r): Ann Peet, Rachel Coles, Gil Evans (Team Leader), David Stevens.*

# Discharging patients from hospitals – *the patients' view*

Over the past few years, as the Government has asked the NHS to meet increasingly tighter targets for shortening waiting times in the emergency departments, more attention has been paid to ensuring that patients are not occupying our beds when they could be cared for elsewhere. But how do we make sure that the discharge process works as smoothly as possible, both for the sake of our current patients, and those waiting outside for a bed?

In the past, these problems have been the subject of much debate by NHS managers and clinicians but the patient and public viewpoint has been overlooked. Eighteen months ago, a group of representatives from the ORH patients' panel formed a focus group to explore discharge planning within the Oxford Radcliffe Hospitals, and to come up with suggestions as to how the system could be improved, both in terms of efficiency and good patient care. The group was facilitated by Associate Medical Director Jacqueline McClaran.

Over the period of the project, Jacqueline arranged for the group to meet with and take evidence from a wide range of

staff involved on a day to day basis with the discharge planning process. This included staff from all Trust sites- consultants, nurses, and social workers, as well as representatives from primary care trusts who manage the community hospitals, and County Council social care staff, responsible for community-based services. The group asked rigorous questions and were keen to challenge the assumption that if something had always been done this way, this should continue.

So what were the conclusions of the patients' group? The general picture they found was of people working extremely hard, but sometimes in a fragmented way, and not always with good co-ordination. A number of suggestions were made for improving this, to benefit both patients and the efficiency of the hospitals. The group felt strongly that a Trust-wide approach to discharge planning, with a single discharge process and hospital care managers assigned to every patient on admission, would be the right way forward. To support this, the group suggested that the role of the operational manager should be strengthened, in terms of deciding how beds are used. The group also stressed the importance of having a 'live bed state' - an instant view of what beds were available across the Trust and where, to help both admission and discharge planning – something which should be possible in the longer term through the introduction of the national Programme for IT.

The work of the group has, according to Jacqueline, been extremely well received: "the group approached the problems from a patient perspective, which is not always emphasised in health care service planning. They also brought collective outside intelligence to problems which have long been debated within the NHS. Such outside views are enormously beneficial as they were able to challenge historic ways of doing things. Sometimes simply asking why things happened in the way they did can help to produce fresh solutions."

And next steps? The report will be published on the ORH intranet site and its findings available to staff on the intranet site. The findings will also be considered during the Trust Strategic Review.

The Patient Panel Discharge Planning Focus Group is very grateful to all staff who have taken the time to educate the Panel, and to take concerns seriously, a true community partnership!

The report can be found on Now@ORH on the intranet site.

## Apply now for research grants

Would you like a research grant  
to help develop your interests?

Funding of up to £7,000 is available from the Oxfordshire Health Services Research Committee which is based at the Manor House at the John Radcliffe.

The committee's aims are to:

- Support clinical research and relevant laboratory studies
- Provide opportunities for research related to day-to-day practice
- Pay for small projects or pilot studies which can be completed within two years
- Make a contribution towards larger-scale projects

These charitable funds are limited and awards are made based on scientific merit.

The closing date for applications is 15 June.

**Application forms and further details can be obtained from [www.oxfordradcliffe.nhs.uk/research](http://www.oxfordradcliffe.nhs.uk/research) or by contacting Julie Allen 22672**

# AGENDA FOR CHANGE

## Agenda for Change Roadshows

A series of roadshows are taking place during May to keep staff up-to-date with the process of moving over to new paycales and to answer questions related to Agenda for Change.

There will be sessions on each of the Trust's sites:

Radcliffe Infirmary	6 May
Churchill	19 May
John Radcliffe	23 and 26 May
Horton	27 May

There are also designated sessions for specific professional groups. If you are unable to attend the session for your particular group you are welcome to attend another at another time.

The table below gives full details. For more information please call **Tracey-Lorraine Spokes on 24129** or the **Agenda for Change office on 24239**.

### Agenda for Change Roadshow schedule

	Monday 16th May	Thursday 19th May	Monday 23rd May	Thursday 26th May	Friday 27th May
10-11	Health Science Services Witts Lecture Theatre RI	Admin & Clerical Research Institute Seminar Room CH	Nursing/Midwifery Lecture Theatre 2 JR	Allied Health Professionals Lecture Theatre 2 JR	All staff groups Lecture Theatre HGH
12-1		Allied Health Professionals Research Institute Seminar Room CH)	Health Science Services Lecture Theatre 2 JR	Support Services Lecture Theatre 2 JR	All staff groups Lecture Theatre HGH
2-3	Allied Health Professionals Witts Lecture Theatre RI (NOTE: 2.30pm-4pm)	Support Services Research Institute Seminar Room CH		Admin & Clerical Lecture Theatre 2 JR	All staff groups Lecture Theatre HGH
3.30-4.30		Health Science Services Research Institute Room CH			All staff groups Lecture Theatre HGH
5-6		Nursing/Midwifery Research Institute Seminar Room CH			All staff groups Lecture Theatre HGH

## Knowledge and Skills Framework (KSF)

Managers are now being trained in writing and assigning KSF outlines. Over the coming months staff will have meetings with managers to discuss the process and have an outline assigned to them. By the end of this process every member of staff will have had a KSF outline assigned to them. For further details about the process or training contact the KSF team on **24485** or email Pat Giles.

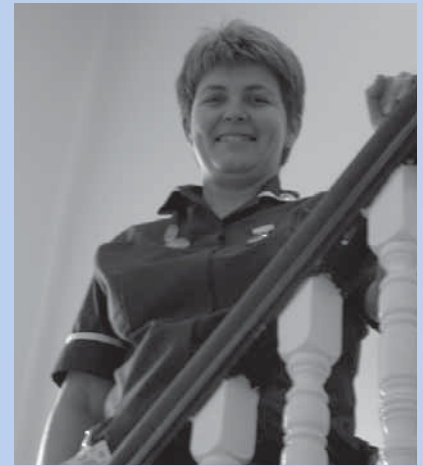
## New pay bands for staff

**A** group of nurses, midwives and HCAs will receive notification of their new Agenda for Change (AfC) pay bands this month. Their May salary will be paid on the new paycales.

This first group is a pilot and the individuals work in different parts of the Trust. They have been selected because they have been matched to a national profile and checked against similar posts for consistency.

Staff are grouped together in the same batches as they signed up to a job description, so most people in the same post will assimilate together. Some individuals may not receive notification at the same time as their colleagues. This is nothing to worry about.

This will be due to the relevant individual moving jobs or grades since 1 October 2004 or not signing the job description, possibly due to sickness absence or maternity leave. If this affects you, please contact the Agenda for Change office on **24239**.



**Name:**  
Debbie Pratt

**Title:**  
Urology Specialist Nurse

**Where can you find me?:**  
E Ward and Outpatients at the Horton (3 days) / Churchill Urology Outpatients (2 days)

**Time in post:**  
Three months (took over from Mark Wareing, now lecturing in Warwick).

**Previous roles:**  
Gynae nurse at Horton for nine years; continence adviser for two years; practice nurse

**How do you find the job?:**  
It's an advisory role as well as a hands-on one. I am kind of an 'in-between' person, linking the hospital with district nurses in the community. I am the only urology nurse at the Horton. It is a bit scary having to make decisions for yourself, but there is a team spirit right through the hospital now everyone is working together.

**Describe yourself in three words:**  
Cheerful, laid back, even tempered.

**My perfect day would include:**  
Royal Ascot - in the sunshine.

**Favourite word:**  
Smile

**Best book or film:**  
Empire Strikes Back (Star Wars)

**Favourite journey or building:**  
St Mary's Church, Banbury



## First marathon at 49!

John Radcliffe PA Hildy Frenken is planning an even longer run after completing her first marathon at the age of 49.

Hildy finished last month's London Marathon in a minute under four hours and raised about £1,000 for IMPS, the child safety programme pioneered at the JR.

She said: "It was a brilliant experience I can highly recommend it. The staff here have been really supportive with the fundraising. You cannot do something like this without a great deal of support.

"Running a marathon was something I wanted to do before I was 50 and I will be 50 next year. I began training last November with nine mile runs and gradually increased them. In the end it was not too difficult."

Hildy, PA to Maura Buchanan on Ward 5C, thinks she can go faster and further. She has her eye on a 54-mile run from London to Brighton. And she has set her sights on the Berlin Marathon. German-born Hildy competed in Berlin's Olympic Stadium while still at school as a sprinter, not a long-distance runner and would like to run in the German capital again.

## News in brief

### Support the Mighty Neurons

A team from the Neuroscience Unit at the Radcliffe Infirmary are taking part in the Race for Life charity fun run in University Parks, Oxford, on Saturday 4 June at 2pm. The 'Mighty Neurons' are made up of nurses, doctors and a patient currently undergoing rehabilitation following a stroke. Among them are Jo Bromley, Gwen Troup, Hannah Coombe, Trish Lawes, Nuala Reeves, Alison Strachen, Catherine Whatley, Jan Elson, Allyson Parry, Angharad Lott, Jacqui Hall, Sandra Perez and Jayne Wells.

includes music by Verdi and Strauss. It takes place on Saturday 11 June in Tingewick Hall at the John Radcliffe starting at 7.45pm. Tickets priced £8 - including refreshments and buffet are available from Blackwells Medical Bookshop. The concert is in aid of the John Masefield Cheshire Home at Burcot.

### Dam good music

Music from films including The Dam Busters will feature in the latest Radcliffe Orchestra concert. The programme also

### Farewell to Ann

A farewell party took place at the Horton for Ann Lillis who retired at the end of March after 14 years as Rowan Day Hospital manager. The new manager is Marisa Hall who worked with Ann for nine years. She said: "Ann was a fantastic colleague, an exceptional person who made the Day Hospital what it is today and a hard act to follow."

[www.oxfordradcliffe.nhs.uk](http://www.oxfordradcliffe.nhs.uk)

Oxford Radcliffe Hospitals NHS Trust

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News for staff, patients and visitors at the Radcliffe Infirmary, Churchill, Horton and John Radcliffe Hospitals