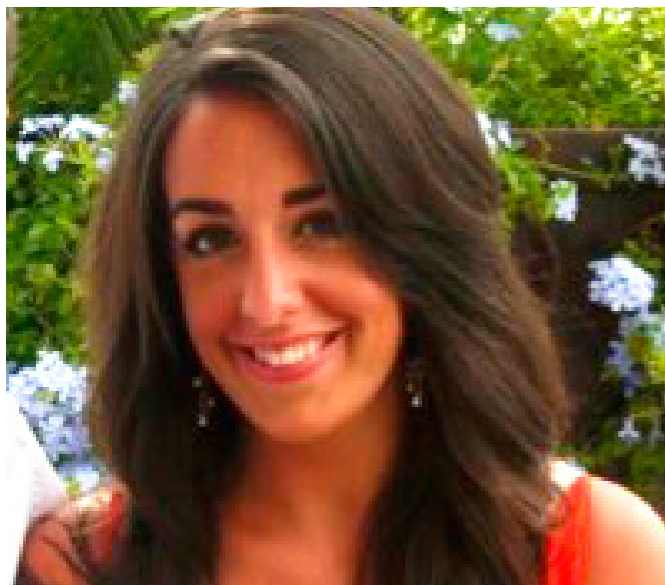


Education Matters

Summer 2023





INTRODUCTION BY Lauren O'Brien Deputy Director of Education

Welcome to the Summer Edition of Education Matters.

Firstly, I'd like to take the opportunity to pay tribute to Karen Swindley and Kerry Hemsworth for their enormous contribution to developing the Education service at Lancashire Teaching Hospitals. Whilst it was sad to see them both retire in May this year, they leave us with a strong platform to build on and although

My Kit Check Software to transform Resuscitation Trolley Maintenance

Exciting change is happening across the trust as the Resus and Simulation Team begin their roll out of the new Resuscitation Trolley recording software, My Kit Check.

The platform, which has already been rolled out in five departments across the LTH sites, is set to revolutionise the maintenance of the current paper-based Resuscitation Trolley organisation checklist.

Speaking with one of the roll-out leads, Neil Howarth, he believes that My Kit Check is the solution to a number of existing problems and is convenient and simple for staff to use. He says, 'that the software saves thousands in wages and time.'

With Real-Time Compliance Data, with the My Kit Check software maintenance of the trolleys is reduced to a simple monthly tick box, along with daily housekeeping. Notifications also alert staff to any missing or expired items with up to twenty-eight

I have only been in post a couple of months, I am excited about what the future brings for education and what we can collectively achieve together.

I am delighted to share with you some of our accomplishments, good news stories and achievements in this edition of Education Matters and I am pleased to announce that we will be producing a special edition of Education Matters following our inaugural Health Academy Education Awards.

We are always keen to hear more about the excellent work colleagues do to support education. If you'd like to share your story, shine a light on your department or are looking to explore education opportunities further then please get in touch by emailing thehealthacademy@lthtr.nhs.uk

Finally, I would like to thank my team for all their hard work and support. You continue to drive innovation and excellence in everything you do. I would also like to take the time to recognise and thank all colleagues across the Trust who support education and training at LTHTR, including those working behind the scenes to ensure we continue to deliver a high-quality service.

Thank you for everything that you do and the vital role that you play.

Best wishes

Lauren

days' notice, allowing team members to focus on the real work of their department, as opposed to being worried about paper checks.

The platform is ideal for all staff, with unique log ins available for every member of the team and the ability to personalise your checklist and updates depending on the individual needs of the ward. My Kit Check is accessible both via desktop and on mobile devices, meaning that it is easy to use on the go for the days that computers are not available.

We are hoping for a full roll out of the My Kit Check software across the sites by Autumn and cannot wait to share the changes with all wards.

Are you interested in your ward being amongst the first to make the change? Contact the resus and simulation team on resuscitation.services@lthtr.nhs.uk to book your tutorial with Kim and Neil and keep your eyes peeled for the team's upcoming demonstration event.



LTH Trust Student earns Recognition Award!

Student Occupational Therapist, Sophie McLean, has been awarded an Allied Health Professional (AHP) Support Workforce Recognition award for spreading word about career opportunities within the Trust.

Recognised by the Allied Health Professions Faculty for Lancashire and South Cumbria, Sophie was presented the award back in March for "speaking confidently at a national job centre careers event, sharing her career journey, and presenting alongside the Health Education England (HEE) AHP workforce."

Sophie, who has been with the Trust for seven years, earned her award for the incredible work she has been doing to develop apprenticeships within Occupational Therapy.

The apprenticeship department have stated that they have seen an increase in interest of AHP careers, with two apprentices beginning placements only recently.

This supports the NHS Long Term Plan which reiterates the vital need to increase the number of people joining the AHP workforce, improving retention in not only education and training, but also improving staffing levels for our existing workforces and increasing international recruitment.

About the fantastic work she does, Sophie has said: "I love speaking, and we try to do careers events when we go into schools – it's just a really good opportunity to inspire the younger generation and let them know there are other careers within the NHS other than being a doctor or a nurse.

It's nice when you're involved in something and actually see changes happen because of it."

Following the recruitment project, the Trust is now offering Assistant Practitioner courses, with the apprenticeships leading to becoming an Occupational Therapist, and they are also planning on starting a Physiotherapy course in the near future.

Sophie said: "There is a massive push towards growing your own workforce as well, getting people from the local community and retaining them, making sure there are opportunities for progression.

"It's keeping that going, knowing a pathway is in place is really important, not only for the people who want to develop into other roles, it's giving other people opportunities for training as well."

Speaking about her experience at the presentation, Sophie said: "I've worked at the Trust since 2016, I started as a housekeeper, then in 2017 I started as a therapy assistant, and progressed to a band 3 assistant.

"Not that long ago I did a secondment with HEE, and I've been doing a three-year apprenticeship for about a year. There is no student debt and we get paid a full time wage to study. As long as you are flexible and willing to put in the work outside, it's a really amazing opportunity and I'm very grateful."



Gemma Abbott wins double at Lancashire and South Cumbria Apprentice Awards 2023

Earlier this year, along with the trust, six Lancashire Teaching Hospitals Apprentices and staff were nominated for a number of awards at the Lancashire and South Cumbria NHS Apprenticeship Awards. At the ceremony on Friday 19th May, the staff celebrated some truly fantastic result, with many winning or receiving highly commended in their categories.

Most notably was Gemma Abbott, a staff nurse in the Neurosurgery Unit at Lancashire Teaching Hospitals who was a double winner! Not only was she the incredibly worthy winner of the Equality and Diversity Award but she also took home the night's Excellence Award, given to the individual who the judging panel feels was the overall Champion Apprentice.

Gemma, who has been a young carer for her mother from a young age has become an inspiration to many. Opting for an alternative route into nursing, she volunteered at the trust to gain experience working as a nurse during her college course in 2016 before finally beginning her nursing apprenticeship in 2017, graduating with distinction.

When not working, Gemma uses her experiences to inspire others. A volunteer for the Christian

Fellowship, she talks about her experiences, helping others realise their true potential and encouraging them to flourish despite adversity, just like she did. It was this remarkable feat that not just shows her personal values, but also wowed the panel of judges for not just her EDI award but also the main category of excellence and overall winner.

About her award Gemma said. "I felt overwhelmed at the time and couldn't really believe that I had won the awards... I feel very proud to have won the awards. To win the Excellence award – I felt very honoured as there were so many fantastic people at the awards evening who also deserved it."

Gemma was not the only success story of the night with a number of LTH staff also receiving highly commended or runners up in their categories.

Rebecca Pattman, Trainee Nursing Associate, was a highly commended runner up for the Perseverance Award.

Tanya Marlow, Bank Staff Nurse and recent Learner Mentor Graduate, was also a highly commended runner up for the Promotion Award.

Karen Gore, Widening Participation Tutor, Sarah Rostron-Hall, Trainee Advanced Clinical Practitioner, and Rachel Clark, Trainee Pharmacy Technician, were also finalists.



Study Pods at Chorley library officially opened

Earlier this month, four new study pods were officially opened at Chorley and South Ribble Hospital Library. The pods, which have been installed following an increased demand for private spaces for virtual meetings following the Covid-19 Pandemic, along with a safe and private place to study and learn.

The pods were made possible following a bid for funds from Health Education England and Undergraduate Hospital Dean Professor Madhavi Paladugu Paediatric Consultant, for resources to support doctors in training, and Professor Madhavi was on hand to officially unveil the new study areas.

Each pod is state of the art. Equipped with its own air-conditioning system, noise-cancelling headphones will also soon be available to maximise privacy. In addition, there are also ten loanable laptops, available to colleagues across the Trust.

The Trust's library service discerned that there was a Trust wide need for individual study spaces, not just for students but also for those who work on the wards, with the privacy colleagues so desperately need, not always available.

According to Siobhan Linsey, Knowledge and Library Services Manager, the pods are a fantastic solution. " (We) worked on the bid to support medical students, but obviously the benefit is that this is an investment in wider learning for staff across the Trust – this will help virtual classrooms, virtual consultations and private study.

"The pods provide some thinking space, whereas on wards you can't always access a computer or the resources you need. The pods allow colleagues to get away from a busy environment and they support wellbeing as well as a space to reflect."

The pods are available on a first come, first served basis, but Sarah Woodhall, Operational Librarian at the Trust, believes that the impacts of the pods will be felt by employees from across the trust.

"The pods will benefit all Trust staff – they are ideal for if you need a quiet space for a Teams meeting, and we also have laptops available which you can use in the pods.

If you want a space to study, the pods will be perfect for that, and anyone can use them, although it is first come, first served at the moment."



Left: The Apprenticeship Team, without whom the course would not be possible.



Right: Graduating cohort of January 2022, we could not be prouder!



Wendy Weaver and Chloe Bullen, the only two individuals in the whole of the country to hold a 100% end-point pass rate.

Learner Mentors, Shaping the future of the NHS

Lancashire Teaching Hospital's (LTH) Learning Mentor apprenticeship is being delivered in response to the growing demand for mentors within its clinical areas. The Learning Mentor apprenticeship develops the knowledge, skills and behaviours of its mentors to be able to effectively support students, new recruits and junior team members. In response to student and LTH staff feedback, the apprenticeship has been enriched, providing a relevant learning experience for its apprentices.

In April the most recent cohort of 22 Learning Mentor graduates celebrated the end of their studies with 82% of the cohort achieving distinction. We believe that two of the cohort, Chloe Bullen and Wendy Weaver, are the first in the country to achieve a 100% pass rate. What an achievement!

With the hard work and dedication from the apprenticeship delivery team, Learning Mentor apprenticeship has achievements rates that exceed the National average and lead the way for providing an example of best practice for other NHS organisations and the business industry. LTH apprenticeship delivery team were graded good with areas of outstanding by

OFSTED in August last year. Due to the high standard set by LTH there has been expressions of interest from external organisations for the delivery of the Learning Mentor apprenticeship to their own employees.

Feedback from junior and senior colleagues has been increasingly positive with some managers stating that the skills and knowledge their staff have gained from the apprenticeship has meant them being able to take on additional duties and therefore supporting the ward pressures as well as new staff members and students.

Jackie Higham, Head of Apprenticeships and Widening Participation Team says 'I think this demonstrates how Lancashire Teaching Hospitals are forward thinking and pride themselves on delivering recognised qualifications that benefit our employees. LTH is a teaching hospital and therefore we should be supporting and encouraging a teaching culture across the organisation by providing knowledgeable mentors that can support students and employees.'

Since the apprenticeship began in October 2018, LTH has proudly supported 185 employees to become accredited Learning Mentors, 65 of which

have already advanced in their careers by gaining a promotion or taking on additional responsibilities within their role. This is a staggering 35% of graduates, in just four short years.

Sophie Foster, Apprenticeship Operational Manager puts the success of the apprenticeship down to the dedication of the teaching staff and the incredible commitment of the Learning Mentors, who continue to flourish, despite the adversity that surrounds them. 'They have shown hard work and dedication, worked through clinical pressures, staff strikes and extremely difficult working conditions.'

The apprenticeship team also commend their colleagues who support the Learning Mentors in their workplace such as line managers and educators who have enabled them to attend the study requirements of their apprenticeship and worked collaboratively with Apprenticeship Trainers to provide additional support.

The feedback from students who have been supported by Learning Mentors has also been overwhelmingly positive and Learning Mentors themselves saying the apprenticeship has changed the discourse of their career, with one reporting.

'I have been able to cascade my learning to my colleagues and managers to support their mentoring skills,' whilst another says. 'I now have the knowledge to support students with different learning styles for example, using the VAKLEA assessment tool on induction has enabled me to adapt my teaching to meet their needs.'

The apprenticeship even thrived through the pandemic, providing a vital education and pastoral outlet, which many staff found beneficial.

Jackie Higham states, 'We stood all apprenticeships down at the beginning of the initial lockdown as we were entering the unknown. However, we soon realised that the apprenticeship was providing not

only new learning but pastoral support which many of the apprentices found valuable.' Apprentices said they would have felt the pressure which might have lead to taking time off had they not had that supportive environment.

According to the team, the 'supportive environment' is what makes the Learning Mentor apprenticeship so unique. Programme Lead, Michelle Braithwaite says 'We're always here to offer support. When we're out and about on the wards, previous apprentices still ask questions as well as those still in learning.'

Apprenticeship Trainer, Jane Parkinson agrees, reporting that each cohort 'We're like a family. I let them know if they want my support even at midnight, I'll be there. They have enough workplace challenges, and I'll do anything I can to support. I love to watch them grow.'

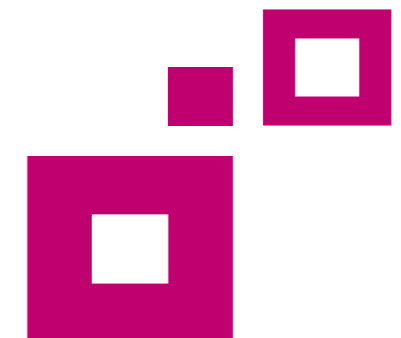
The future of the Learning Mentor apprenticeships looks bright. Jackie Higham states that 'Managers are starting to see the value of apprenticeships. When you invest in your staff, not only is there the benefit from their education but we are also seeing a large number progress within our organisation. This supports retention which is a great outcome!'

She adds. 'We're constantly reviewing our apprenticeship content and welcome feedback from our apprentices and their line managers in order to improve our delivery'.

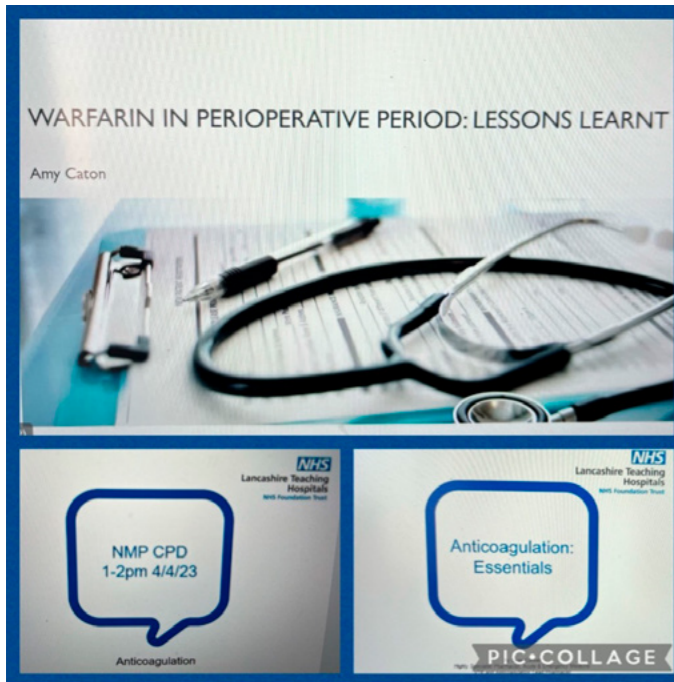
With the newest cohort arriving in just a matter of weeks, the apprenticeship team are preparing to deliver another high-quality apprenticeship programme. They are now hosting a two-form entry of cohorts to meet the ongoing demand for Learning Mentors and look forward to seeing more fantastic results being achieved!

Are you or any colleagues interested in becoming a Learning Mentor and spreading the fantastic work and value of the Learning Mentor apprenticeship? Contact the team:

apprenticeshipinfo@LTHTR.nhs.uk
for more information.



NMP Forums launched, saving lives through education



On the 4th April, the Advanced Practice department launched their first Non-Medical Prescribers (NMP) forum, which was attended by over fifty NMP's across the trust.

The new sessions, which are due to take place every eight weeks, each feature specialist guest speakers.

Anticoagulation was the theme of the first forum and was hosted by leading specialists in the area, Sean Connell (Lead Pharmacist Anticoagulation, ED and Acute) and Amy Caton (Orthopaedic Lead Pharmacist).

The discussion covers 'lesson learnt' topics, including warfarin prescribing, a policy update, assessment of VTE and bleeding risk, anticoagulant overview and a focus on ACS.

According to the forum coordinator, Victoria Heald, the department hopes that the forums will promote 'a reduction in common incidents through in-depth clinical discussion.'

Anti coagulation awareness has become a priority since the pandemic, with over 80% of the Trust's hospital population being prescribed anti-coagulation medication to reduce the risk of clotting.

Victoria described the session as 'absolutely vital' and that the area is 'nationally, a high risk and they are a 'scary set of drugs to manage.'

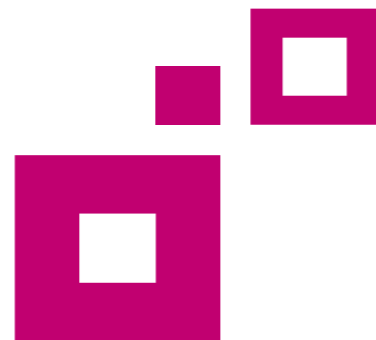
She said: "Anticoagulation is the biggest medical risk, so we knew it was high priority. The advice changes constantly so it was great to be able to offer this refresher. This forum is a safe space where everything can be discussed. It opens conversations that may otherwise feel uncomfortable asking. NMP's have such a unique set of learning needs and the forums are about bringing (them) together. It's about learning from one another's experiences, with NMP's teaching NMP's. They give great sharing and education opportunities.'

'We need to be constantly educated to keep up to date with the changing guidelines. If we aren't we can operate an outdated practice. Throughout the pandemic guidelines were updated every eight weeks, now every six months. Each update alters our training and ultimately improves the performance of our NMP's and the care they deliver.'

Victoria also emphasised the importance of community within the profession, stating: 'we have to open communication channels. It is about underpinning not just individual knowledge but the entire profession's. So many NMP's are specialised and honing education in wider areas only improves patient care.'

The forums are audience centred, with each theme tailored to incidents and priorities within the trust, depending on what has been requested. The next session, which is due to take place on the 18th May at 12pm will cover all things Antimicrobial, with leading specialist Sabina Bashir to host.

Each session is available for viewing afterwards, with recordings of each lecture available to all 230 NMP's in the trust available on Microsoft Teams until the following forum.



Widening Participation host first Careers Event since Covid



On the 24th April, Widening Participation hosted their first in-person Careers Event since before the pandemic, much to the delight and engagement of all those attending.

With so many professions and areas of the trust experiencing not only a loss of community but also a drop in interest within the departments, it was a fantastic event to promote interest for the different professions available across the Trust. Thank you to all who took the time out of their schedule to make the event so worthwhile.

Events like this are so important to the trust, not only for strengthening community ties but also for increasing engagement and retention for future staff.

Widening Participation Tutor, Karen Gore, said: "We are absolutely delighted to be able to welcome our community back on site for a chance to explore their career aspirations with us here at Lancashire Teaching Hospitals.

The event was a success with over 100 people having meaningful conversations with our professionals."

With professionals from a myriad of different departments it was an incredible way to advertise not only the occupations themselves, but also the alternative routes into them.

Available not only to students and new starters, there are fantastic opportunities on offer for anyone interested in a career within the NHS, that means those interested do not have to adhere to a traditional degree application process.

With courses such as the Practiced Based Pathway, a new entry to nursing scheme introduced in the

last copy of Education Matters. The Return-to-Work Initiative, which hones existing skills and qualifications allowing employees to progress internally. Along with a myriad of Apprenticeships across a number of departments, including Nursing, Biomedical Science, Radiography, Cardiac Investigations and so many more.

As stated by one representative: 'It's about providing opportunities for people from all different backgrounds. So many feel that career routes are closed once you start a family or already have a career but that's just not the case. There are so many opportunities, it's just about raising awareness for what's on offer!'

The next Careers Event is due to take place at Chorley Hospital in October.

If you or your department are interested in featuring, please make sure to contact the Widening Participation Team to reserve your stand.

We can't wait to see you all at the next event!

Widening Participation's Pre-Employment Course, changing lives within the community



In times when unemployment is so high, returning to work or finding the right job can sometimes be difficult.

Over the past year, Widening Participation has continued to run their pre-employment programme, an eight-week course designed to help individuals out of work return to the job market and it has remains to have fantastic results.

The eight-week course is designed to combine classroom-based delivery with placement experience, familiarising the course's participants not only with practical skills required in an NHS setting but also building their confidence.

Widening Participation Tutor and Course Lead, Karen Gore explains that the scheme is a fantastic way to introduce members of the public with roles available within the NHS.

"The programme comprises of 2 weeks classroom learning which includes Basic Life Support, Fit Mask Testing, E-Learning, Professionalism, Trust Values, Health and Wellbeing etc.

Then the students go onto complete a 6-week placement in their chosen field which can be any of our Entry Level positions. Our objective is to give long-term unemployed people within our community an opportunity to get back into work.

By working with partners including DWP, Community Gateway and the Princes Trust we can also provide our students with financial/emotional support to help them overcome any barriers that might be preventing them getting into work."

A graduate of the scheme is Education's own, Rex Burman, now an invaluable member of the Education Centres' reception team.

After being made redundant following a twenty-year career in Sales, like so many Rex re-evaluated his lifestyle. Following the pandemic he decided he wanted to quit the 'rat race' and focus more on himself and his family.

But he struggled to find a career pathway that supported that.

In September 2022, his representative at the job centre recommended the Pre-Employment scheme to him. Rex started the programme and completed a 6-week placement on the Education Centre Reception Desk at Royal Preston Hospital.

He said: 'It was a great course. There were so many of us from different backgrounds, some of us had been unemployed for a bit, others had been unemployed for quite a while but the skills they taught helped so many grow their confidence. It taught interview skills, punctuality. It was so worthwhile.'

Rex flourished on reception, quickly becoming a vital colleague to the existing staff and when a position became available, he applied upon graduating the programme in November. He was successfully appointed in post in December and has since been named the Trust's most thanked employee in March

2023, with staff describing him as 'a breath of fresh air.'

Do you know anyone who could benefit from the Pre-Employment programme? Contact the Widening Participation Team for more information on the next cohort.

Yemen refugee hired as new LIFE centre administrator



When Abdulrahman Saeed first attended the job centre, he believed his career would be limited to the field of security, but his Career Ambassador had other ideas.

After his home country of Yemen became too unsafe, Abdul sought refuge in the United Arab Emirates before finally arriving in the UK in August, 2018.

Wanting to better his education, he undertook his A-Levels at Runshaw College, gaining his qualifications in 2021. Although earning exceptional results, Abdul felt that his best chances of secure employment would be getting a job in security and contacted his local job centre for support.

However, his career ambassador recognised Abdul's excellent interpersonal skills and felt that he had potential in different areas of employment, recommending an Admin Course, hosted by the Prince's Trust.

With nothing to lose, Abdul applied for the course in November and was successful, starting in mid-December, receiving advice and training that would further his skillset. As part of the course, he was granted two interviews but was ultimately unsuccessful in the roles he initially applied for.

Disheartened, Abdul feared that the course may have been for nothing, until he received a phone call from the Widening Participation Team.

Sophie Foster, Apprenticeship Operational Manager, was on the interview board and was impressed by what she had seen of Abdul in interview. After reaching out to Jackie Higham, Head of Widening Participation, about the opening for a new Administrator at Chorley's LIFE Centre, Abdul received a call.

On the 2nd January, he came for his interview and impressed the team so much that he was offered the job only two days later. He started in post on the 23rd and has become an invaluable member of the Widening Participation Team.

About Abdul, Jackie said: 'He's just amazing. He has fit into the team so well, he is so polite and helpful. He's destined for great things.'

Now that he has settled in, Abdul is thriving. 'I found it quite challenging, at first.' He admitted. 'But everyone is so nice and now I know the job I'm really enjoying the process.'

Congratulations, Abdul! Welcome to the Trust!

Runshaw T-Level Students to return to LTH in July



We are excited to announce that our T-Level students will be returning to Lancashire Teaching Hospitals at the end of June continue their studies!

The nine students, aged between 17-18, are studying their T-Levels in Health at Runshaw College and we proudly sponsor their education, offering them clinical placements to gain experience in an NHS setting.

Course lead, Jennifer Carrol, was excited to share their progress. 'The (students) started in September and

have another year to go.' She said. 'They do forty-five days of placements on our Adult wards and take part in real hands on learning.

They are given a full Trust induction, including Basic Life Support and Moving and Handling in order to have a true experience. They are expected to have a hands on role in the placement, not just shadowing, and are expected to become a real part of the team.'

The students will leave Runshaw with a T-Level, which is a new vocational qualification, equivalent to three A-Levels. Each student with a Health T-Level will be able to gain access to a university degree the same way they would if they had more traditional A-Levels.

In March, Jennifer attended Runshaw's latest T-Level open evening to talk to prospective new students about the opportunities available if they undertake a T-Level with the Trust.

'There was a lot of interest in the course and I spoke to lots of people regarding jobs in the NHS. 202 people attended overall, but that was for other subjects also.'

For an update on our returning students, be sure to check out the next edition of Education Matters to see how they are progressing!

First Health Academy Education Awards a success!



On Friday, 30th June, the Health Academy were delighted to finally share the celebrations of the first annual Education Awards with our colleagues.

With over two hundred guests in attendance, the long-awaited winners of the eleven different categories of award were finally announced and we could not be prouder. Congratulations not only to all winners, but all those nominated! Judging was certainly a very difficult feat.

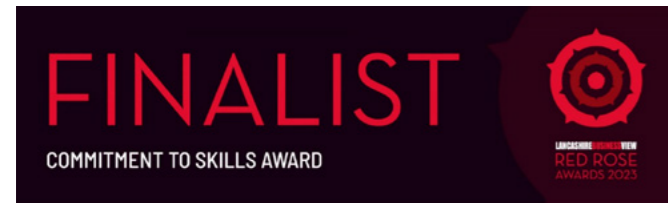
We would also like to say a huge thank you to all staff who helped to organise the event and to everyone who took the time to nominate. Without your participation and the appreciation you show for your teams and fellow colleagues it would not have been possible to run the night.

For a full breakdown of all winners, awards and nominees, please keep your eyes peeled for the upcoming Health Academy Education Awards newsletter, coming soon.

Check the Health Academy social media pages (@lancshealthacad) for further updates.

Apprenticeship Team voted as finalists for Red Rose Awards 2023!

Earlier this year LTH's very own Apprenticeship Team were nominated for the 'Commitment to Skills' at the Red Rose Awards, the UK's biggest regional business awards.



Although they missed out on the award by only a hair, we still could not be prouder of our colleagues.

The award requires all nominees to have demonstrated 'a clear commitment to skills both internally and externally... with clear strategies on maintaining and enhancing skills and strategies for the retention and recruitment of staff.'

Department Head, Jackie Higham, attended the ceremony with Sophie Foster, and shared her pride in all that her team do, not only for the department, but for the wider trust.

'We (were) delighted to have been shortlisted for the Red Rose Awards. For the hard work and dedication the apprenticeship team demonstrate, recognition such as this means a great deal.'

I would like to thank each and everyone in the apprenticeship team for the dedication, hard work and passion they demonstrate.'

LTHTR's SAS Doctors clear house at awards ceremony!



On Thursday, 27th April the Postgraduate Medical Team attended NHS England NW SAS Awards, with the team winning, being nominated or receiving highly commended for a staggering total of nine out of ten awards!

The first in person ceremony to be held since Covid, over one hundred nominees were in attendance coming from Trusts all across the Northwest.

According to Natalie Suffield, Induction & Assessments Coordinator & SAS Administrator, the results are a reflection of the incredible performances of the team, she said:

'We are really really proud of our SAS doctors – they've done some fantastic work and it's great that we are increasing awareness about this staff group. Each year we seem to be winning more awards which is great!

There was tough competition from other Trusts in the North-West. Our doctors were nominated by colleagues in their departments at LTHTR and then short listed by the NHS England North-West education committee.

The winners have won a trophy and certificate and we have several doctors who received highly commended – whilst they did not win the award, their nomination recognised their outstanding contribution to clinical care and education so the NHS England team wanted to celebrate this.'

A huge congratulations to all those involved!

- SAS Clinical Achievement Winner – **Dr Anca Salbaticu**
- SAS Clinical Achievement nominee – **Dr Syed Haider**

- SAS Postgraduate Educator Winner – **Dr Mohsen Abdelaal**
- SAS Quality Improvement Highly Commended – **Dr Jennifer Pettit**
- SAS Undergraduate Educator Highly Commended – **Mr Abul Huq**
- SAS Leadership Highly Commended – **Dr Younes Bazza**
- SAS Leadership nominee – **Miss Mukta Vadhva**
- SAS Lifetime Achievement Highly Commended – **Mr Yousef Elhediny**
- SAS Lifetime Achievement Highly Commended – **Dr Falalu Danwata**

This follows on from last year's equally high performance, the trophies for which the team was finally able to pick up at this year's event!



New Bariatric Simulation Suits to change the experiences of patients and staff

A new Bariatric Simulation Suit and Mannequin are set to change both the way that LTH's moving and handling team train staff, but also change the experiences of all related staff and patients.

The two pieces of equipment were purchased in April, after Moving and Handling lead, Amanda Hones, attended a conference at the National Back Exchange where the treatment of Bariatric patients was the focus of discussion.

About the event, she said. 'It really drew my focus to the additional considerations when dealing with bariatric patients. Both from an understanding and sensitivity perspective, but also from a safety perspective.'

Raising awareness about the additional care needs of bariatric patients is a growing concern, with statistics suggesting that 50% of the population are expected to be overweight or obese by the year 2050.

She outlines some of the concerns that staff face when dealing with the bariatric patients. 'The equipment just isn't always available. Whilst we have bariatric hoists available, we need to order in additional equipment like appropriate beds, even bariatric nightgowns. This can add to the mental health strain of patients coming in who are already poorly.'

She also adds that there are further complications that bariatric patients face when receiving care.

'If you are obese, you are more likely to be misdiagnosed and not treated as quickly. Overweight patients are more likely to be misdiagnosed with cardiac events.'

Clinical Skills Tutor, Safeera Patel, agrees and believes that a great deal of the issues that surround treatment of bariatric patients can be improved by education, which is why the bariatric suit and mannequin are vital to existing staff and new learners.



'(It's about) changing attitudes. We need understanding and sensitivity, even with additional care needs they are still a patient deserving of dignity. As staff, we should all leave personal thoughts at the door.'

The two pieces of bariatric simulation equipment are proving to be fantastic resources in education and have been incredibly well received by those who have had the chance to use them.

The Bariatric Simulation Suit is an excellent way for allowing staff an insight into the everyday challenges of an overweight patient, for whom basic tasks may be difficult.

Assistant Training Officer, Jason Heywood states that despite the suit not representing the actual weight of a bariatric patient that simply the proportions have completely changed his perceptions on what it means to be overweight.

After struggling to dress himself whilst in the simulation suit, he admits. 'I wouldn't be able to put my shoes on. I feel out of breath just walking up and down ten steps. It changes my mobility entirely. I can't imagine doing this in summer.'

Amanda says that the current lack of appropriate equipment is both a matter of patient and staff safety and that the introduction of the bariatric mannequin which weighs, 260kg or just short of 41 stone, into general moving and handling training will grant staff the experience of learning how to manoeuvre overweight patients, safely. Allowing them to learn how to roll, how to transport without hurting themselves and preserving a patient's dignity wherever possible, without detriment to their own health. An experience many may not have until dealing with a patient in a clinical setting.

'As a team, we are very passionate about moving and handling, not just about what you do at work but continued at home... Bariatric patients have different care needs. We always say there is always a way and it is about adapting current teaching techniques. This can include raising ratios from one member of staff to three... moving and handling is such an important tool for everyone to ensure they remain safe and healthy.'

'There are no staff allowances for additional care.' She adds. 'So it is all about prioritising and managing time on the ward as an internal organisation. This impacts around 11,000 members of staff. We really want to look at how and what we can deliver to ensure staff don't injure themselves.'

The new bariatric centred moving and handling sessions remain in their infancy; however, the team are excited to develop the new courses.

They believe that the courses reflect current societal needs, whilst also benefitting the trust both from a physical and financial perspective.

'Bariatric patients have different care needs.' Amanda continues. 'Their limited mobility increases sacral sores, it impacts discharge care, requires more staff intervention. We find they remain in hospital for longer.'

Safeera adds that only by changing attitudes can we hope to improve patient treatment.

'Being healthy today is hard.' She says. 'We tell patients how to live a healthy lifestyle, but they're given little assistance, so the care they receive in hospital can be so important for preserving their dignity.'

We cannot wait to see the new treatment courses develop and catch back up with the team once the teaching is underway!

Motivational Interviewing Courses available to all staff

The Health Academy
Lancashire Teaching Hospitals NHS Foundation Trust

MOTIVATIONAL INTERVIEWING

What is Motivational Interviewing (MI)?
A client-centered interviewing style that aims to strengthen people's commitment to change behaviours they identify as problematic, by exploring and resolving ambivalence.
It has been demonstrated as particularly useful amongst groups who find it difficult to make changes in their behaviour.
It is a well-established evidenced based clinical intervention.

By the end of the day you will have:

- An Introduction and overview of MI and how it might relate it to your work content
- Considered and experienced the Spirit of MI
- Had an opportunity to see it and to practice the Core Skills and principles and to decide whether it is something for you
- Considered how this method might apply to your work and whether you wish to pursue it

Venue
McDonald Ticked Trout Hotel,
Preston includes buffet lunch and refreshments

Course Dates for 2023

21st June (fully booked)	
11th July	12th July
4th Oct	5th Oct

For more information or to book a place please contact Claire.vassallo@lthtr.nhs.uk

We are excited to announce that a new range of courses are available for all staff!

Clinical Education Manager, Claire Vassallo, has recently introduced a client centred interviewing style course called 'Motivational Interviewing'.

The course aims to revolutionise established behaviours, teaching its participants how to adapt their existing thought processes and push them further out of their interpersonal boundaries.

Although originally developed to treat drug and alcohol misuse it has excellent clinical results within a clinical based setting, thus being ideal for all staff members.

Introducing great techniques for alternative ways of communicating with both patients and colleagues alike, to establish their needs, efficiently and compassionately.

According to course manager, Claire Vassallo. "This Introduction to Motivational Interview (MI) provides a good overview of the theory behind motivational interviewing, whilst allowing learners to practice the skills during the session. Learners will find that they are able to apply these techniques to their current practice when working with patients/clients who demonstrate a degree of ambivalence in adopting behaviour change that could prove beneficial to their health and wellbeing. This introductory course will provide you with plenty of insight into MI, which may trigger an interest in pursuing this subject further and becoming a motivational interviewer."

The day long course will tailor how Motivational Interviewing can best relate to your individual work content and is a fantastic introduction to those considering becoming a skilled MI Practitioner.

All participants are given the opportunity to see and practice Core Skills and principles in an experienced setting. With graduates being offered an official Continued Professional Development (CPD) Certification and Accreditation to state that they have received an introduction to Motivational Interviewing – a great addition to any portfolio!

For all colleagues interested, you can gather more information at www.motivationalinterviewing.org or contact Claire Vassallo for more information.

Be quick, the summer dates are already filling up!

Mellor's Dining Room to undergo transformation!



Mellor's Catering are delighted to announce that a total dining room upgrade is imminent.

The catering facilities, which have been a staple part of the Education Centres communities since 2017, are to undergo a total transformation, this summer.

After the uncertainty of Covid, Mellor's has returned bigger and better and have some exciting (and tasty!) prospects planned for the upgrade.

Area Manager, Ann Aspinall, confirmed that the improvements are long overdue, she says.

'We're so excited for Mellor's Dining to finally get the upgrades it deserves! There will be changes both to the layout of the dining room as well as the food that we have on offer. We think they'll be hugely popular!'

Upgrades will include the introduction of a fantastic new Pizza Oven, along with the introduction of Pasta King and new Grab and Go Options.

There will also be a new menu, tailored around current patron favourites so that you can always be sure to enjoy what is on offer!

Mellor's, based in Education Centre One, currently offers two sittings. A full breakfast service, running from 08:00 – 10:30 and a delicious array of hot and cold lunch options, available from 12:00 – 14:00.

They have also recently expanded their catering services, hosting the fantastic catering for the Sydney Driscoll Neurosurgery Event held on 2nd May, transforming the dining room especially for the event!

According to Ann, the night was a brilliant success, she says: 'We had great feedback on the evening and they have booked again for next year!'

Mellor's are also keen to expand their catering services, able to tailor their menus and services to offer the

perfect choice for the evening for any courses or event hosted by staff.

For colleagues looking for a fuss-free and crowd pleasing option, contact the wonderful Gemma, our resident catering supervisor at 1040-unit@mcs.co.uk

To match the upgrades, the Health Academy are also excited to announce an upcoming competition to rename the Education Centre dining room, with staff welcome to send their suggestions. Be sure to check our socials at [@lancshealthacad](https://www.instagram.com/lancshealthacad) for more information!

We're so excited to see and sample the upgrades, see you soon Mellor's!

Clinical Education Community Courses, improving NHS treatments all across the county!



Clinical Education's Tracheostomy Care and Laryngectomy Course is just one of the fantastic courses on offer to the public.

The courses, which have been funded by the Community Skills Hub, offer a free and vital network to health care professionals in the area. After reaching out to a number of trusts, Lancashire Teaching Hospitals were granted the funding to offer an array of courses, which have been wildly popular.

There are currently a total of four courses available, including the Tracheostomy and Laryngectomy Care, along with Tissue Viability, Venepuncture and Catheterisation.

The courses are offered monthly and on Wednesday 3rd May, the team ventured out to Sue Ryder Neurological Care Centre to offer the course to the newest cohort of healthcare specialists.

Practice Education Facilitator, Chris Ellis, who leads the courses believes that they are a vital education tool both for LTH and the wider healthcare services.

He states: 'It's about ensuring we have a service that we can continue to deliver safely. This is about providing consistent care for all patients we treat, both in and out of hospitals.'

'We have great attendance on the courses and have received such great and helpful feedback. We average about fifteen per course, which is fantastic. Participants are so appreciative of the time and effort it takes for us to run these, along with the information they learn.'

He also adds that the courses themselves are a vital instrument in the building of healthcare communities. 'Whilst also a great teaching tool, they (the courses) enable participants to network with one another and share ideas and experiences. They build professional bonds.'

Attended by individuals from health and social care organisations from across Lancashire, Chris is confident that without such care options and subsequent education 'patients would be back in hospital, it's about balancing care needs.'

One participant, Joanne Helliwell, is a veteran attendee of the courses, having travelled as far as Lancaster to listen to the team's teachings.

To her, the courses are instrumental in the care she undertakes and as an independent care provider for WellChild: The National Charity for Seriously Ill Children, they keep her 'challenged.'

She says: 'As an independent, I am used to treating patients in their own home. It's instilled in us the need for yearly updates so that our specialisms remain relevant. Training courses like these allow us to update our skillset and ensure our training is kept up to date, which can be difficult when working in the community.'

This course, which explores topics including the complications of Tracheostomies and Laryngectomies, basic patient care needs, treatment options and possible risk scenarios offer an introduction or a refresher to the field's care.

Chris states the programmes 'educate on conditions and care implications, whilst also allowing participants to share experiences. As healthcare providers it is important to understand patient's needs, as a whole.'

His colleague, Sarah Jeffrey adds that the courses and the revision of practice methods are vital: '(We teach) that experience can build complacency. Just

because something has never happened doesn't mean that it can't happen. We should always assume the worst-case scenario.'

Whilst the teachings from the courses are a fantastic learning tool, they are also a vital aspect of community engagement that helps to keep beds in hospitals free and stop preventable cases growing more severe.

Chris states. 'It's about raising awareness of patients with complex needs, by teaching early warning signs, in many cases that can help prevent conditions from worsening.'

For further information on the upcoming courses or for queries on how you can get involved, contact Head of Clinical Education, Pat White.

Widening Participation Team support colleagues in furthering their education

The Widening Participation team deliver programmes to support potential employees within our community through the application and recruitment process. Targeted activity provides the opportunity for people to access support and work experience who may be at a disadvantage to others for reasons including being long term unemployed, feel they are being overlooked due to their age or ethnicity to name but a few.

Most recently, Jen, from the WP team has been supporting applicants for health care assistant posts with their numeracy and literacy, who would otherwise have failed their assessments and therefore been unsuccessful at gaining employment. I'm delighted to report that since the end of March, when we first implemented the support sessions, 18 people are now employment ready.

Useful contacts

General Education Enquiries

T: 01772 52(1444)

E: thehealthacademy@lthtr.nhs.uk

Room Bookings Education Centre 1 & 2 (Preston)

T: 01772 52 (4919)

E: Education.rph@lthtr.nhs.uk

Room Bookings Education Centre 3 & LIFE (Chorley)

T: 01772 24(5600)

E: Education.cdh@lthtr.nhs.uk

Apprenticeships

If you need advice about taking on an Apprentice or developing an Apprenticeship pathway in your area, then please contact the Apprenticeship Team on:

T: 01257 247529

E: apprenticeships@lthtr.nhs.uk

Clinical Education

For any information or advice relating to clinical education or clinical skills please email:

Clinical.education@lthtr.nhs.uk

For HCA enquiries please email:

Hcaeducation@lthtr.nhs.uk

Training and Booking

T: 01772 52 8330

E: training.booking@lthtr.nhs.uk

