

RU Having your say?
RU Hearing what's happening?
RU Happy to be involved?



Royal United Hospitals Bath
NHS Foundation Trust

Meet your RUH Governors

Helen Rogers & Nick Houlton
Public Governors



Today's Meeting



Time	Subject	Presenter
18:00	Welcome and Introductions Your Governors and You	Helen Rogers & Nick Houlton, Public Governors
18:10	Update from the RUH Board of Directors	Claire Radley, Director of People
18:35	Audience participation: Questions and answers	All
19:00	Healthy Ageing	Claire Jackson, Occupational Therapist & Carla Link, Physiotherapist
19:25	Audience participation: Questions and answers	All
19:45	Feedback	All
20:00	Close	

Introductions



**Helen Rogers,
Public Governor
North East
Somerset**



**Nick Houlton,
Public Governor
North East
Somerset**



**Claire Radley,
Director of People**



News from the RUH

Summer 2018

Everyone
Working Matters
Together
Making a
Difference



Summer at the RUH



Summer at the RUH



Frailty Flying Squad

Summer at the RUH



Home First

Summer at the RUH



Get up, get dressed,
get moving!

Summer at the RUH



NHS 70th Birthday

Summer at the RUH



RNHRD and
Therapies



Royal United Hospitals Bath
NHS Foundation Trust

Improving Together

RUH Strategy 2018 - 2021

Everyone
Working Matters
Together
Making a
Difference

Hearing from you

Workshops with:

- 140 public members and volunteers
- 300 members of staff
- 30 representatives from partner organisations

Survey responses:

- 200+ participants



Hearing from you

Workshops with:

- 140 public members and volunteers
- 300 members of staff
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Survey responses:

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Enough clinical staff to meet patient needs promptly, safely and with dignity

I know the limitations of my body best

Healthcare is not a constant, and no single day is perfect.

Quality targets should be shared with patients so they and their families and carers have a clear understanding about what the Trust is striving to achieve and what part they can play in realising those goals.

Our vision

**To provide the highest quality of care;
delivered by an outstanding team who all live by our values.**

Our goals

Recognised as a listening organisation; **patient** centred and compassionate.

Be an outstanding place to work where **staff** can flourish

Quality improvement and innovation each and every day.

Work together with our **partners** to strengthen our community

Be a **sustainable** organisation that is fit for the future

Our values

Working
Together

Everyone
Matters

Making a
Difference

A large blue rounded rectangle containing the text 'HR updates' and '2017-18'. The background of the slide is white with various colored rounded squares and rectangles scattered around the central blue box. A solid blue bar is at the bottom of the slide.

HR updates

2017-18

Equality Diversity & Inclusion 2018



Progress in 2017-18

4 Equality Areas and our 4 projects



A REPRESENTATIVE AND SUPPORTED WORKFORCE -
Piloted, “Managing Challenging Behaviour and Restraint Training”. Overall the programme was excellent



BETTER HEALTH OUTCOMES - Developed a ‘flying frailty’ squad service to enhance elderly patient care.
Overall achieving / excellent



IMPROVED PATIENT ACCESS AND EXPERIENCE
Currently undertaking a review of maternity services:
overall developing, as the programme is mid-way



INCLUSIVE LEADERSHIP
Focused on young people’s access to Apprenticeship & work experience at the RUH: Overall excellent progress

Good progress has been made against all of the priorities. Each have been rated by the DISCo and via the recent Diversity and Inclusion event.

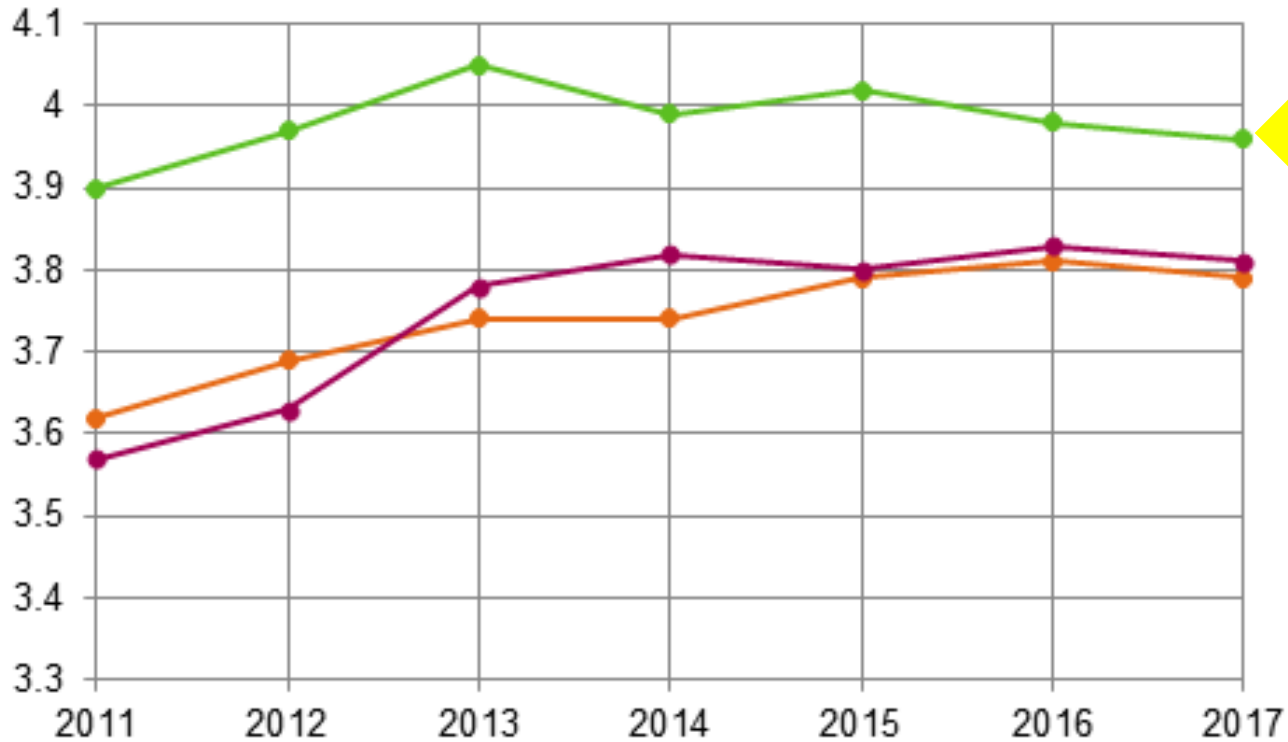




Staff Survey

2016-17

Staff Engagement – last 6 years



We want to be 'at least' here

- Best
- Average
- RUH

Comparison with acute trusts

KF21. % believing the organisation provides equal opportunities for career progression / promotion

KF18. % attending work in the last 3 months despite feeling unwell because they felt under pressure (lower score this year)

KF15 % staff satisfied with the opportunities for flexible working patterns

KF2. Staff satisfaction with the quality of work and care they are able to deliver

KF13. Quality of non-mandatory training, learning or development

KF31. Staff confidence and security in reporting unsafe clinical practise



Top 20%



Bottom 20%



“I'm proud of my hard working colleagues, and feel this hospital is friendly and caring environment.”

“I continue to thoroughly enjoy working here, for over ten years. Great colleagues and a great line manager.”

3.80

KF1. Staff recommendation of the organisation as a place to work or receive treatment

Best 4.12 Average 3.75

“The RUH is a great place to work - because of the people.”

The clinical staff here are wonderful, dedicated and hard working and inspirational. The NHS at it's best.

“The Trust has strong values for their staff and is a supportive environment to work in”

“I work alongside dedicated and highly skilled nurses who strive to achieve high standards of care despite often working in challenging circumstances”



HEALTH & WELLBEING



Royal United Hospitals Bath
NHS Foundation Trust



Join the Flu Fighters!



Did you know?

It's not too late to
get your free staff
flu jab.



Flu Campaign
2017-18

The trust
achieved,
71.6%
of clinical
staff being
vaccinated



International Nursing Recruitment Project



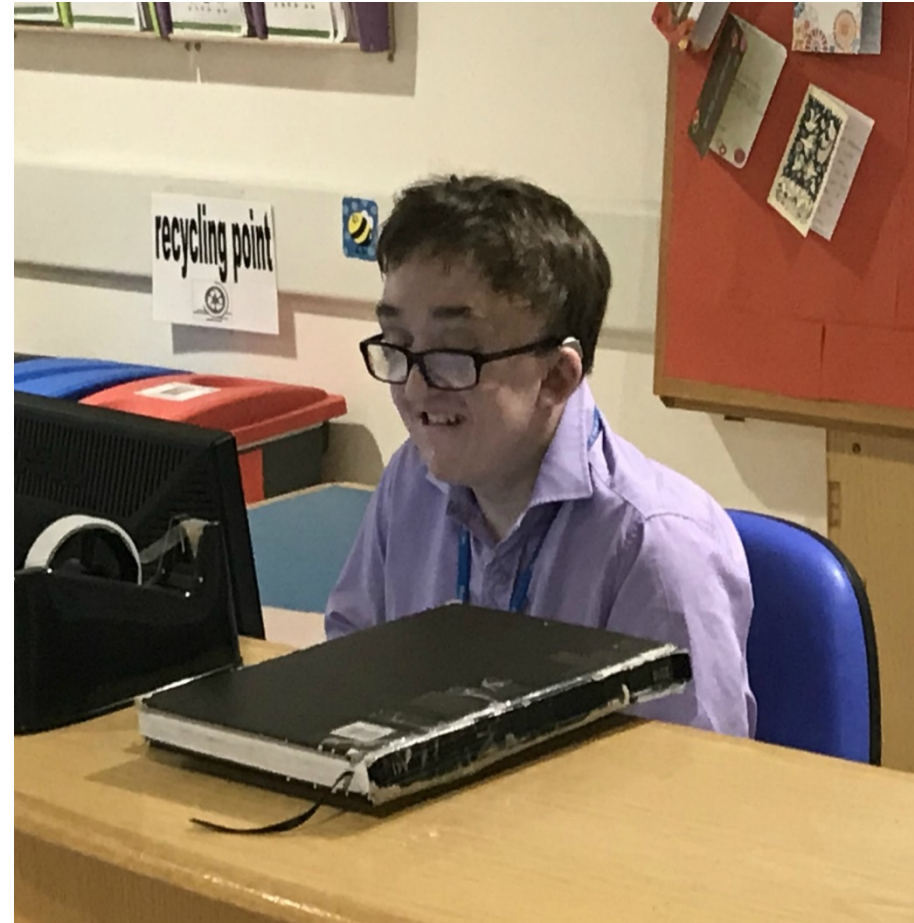
- Working with Yeovil District Hospital to recruit 80 International Nurses
- Interviews undertaken in the Philippines (March 2018) and Dubai (April and July 2018)
- 339 candidates offered roles with **297** candidates in the active pipeline and 1 Nurse who joined in August
- Fortnightly project group meeting to plan and implement welcome, UK orientation, induction etc.
- Facebook page created to post information about Bath and the surrounding areas, the RUH and the NHS to help engage candidates and provide information to them

DFN Project | SEARCH



- Project Search is a one year course which helps students (18-24) with learning disabilities secure employment during their final year of education.
- Project Search is an equal partnership between RUH, Fosse Way School and Virgin Care. The students spend a year on site benefiting from a combination of on the job learning and classroom activities providing transferrable employment skills, experience, knowledge and confidence to find paid employment. The aim is to achieve 60% of students into paid employment. We have achieved 62%.
- The project has meant that many of the young people have chosen to find work in the hospital rather than seek work in other sectors which was an unexpected benefit of our inclusive approach to recruitment.
- Each year the programme sets a target to recruit between seven and nine young people. Since its inception in 2009 Project Search has enrolled 68 students (average 8 per year) with a completion rate of 90%.

James Taylor, ex Project Search Student who now works as a clerical worker in Paediatrics



SUPPORTING YOUNG PEOPLE INTO WORK



This year we have attended **32** careers events

We have held **2** spring conferences for **42** students from **16** schools and colleges and an evening conference for over **100** students, parents and members of the public



We have had **175** apprentices including **16** young apprentices

"I love it here, I never want to leave."

Accountancy

Facilities

HCA

"The NHS is such an inspiring place to work - every day I witness amazing care."

Assistant Practitioners

Senior HCA

Hospitality

Project Management

Healthcare Science

Customer Service

Nursing Associate

Team Leading

Business Admin

Engineering



 Sunflower
NEWSROOM



Thank you

Any questions?

Healthy Ageing

Thursday 6th September 2018
North East Somerset
Governor Constituency Meeting


Claire Jackson - Occupational Therapy Clinical Lead – Medicine
Carla Link – Physiotherapist Acute Stoke Unit



Who are we?

- **Carla Link – Physiotherapist Acute Stroke Unit**

- **Claire Jackson – Occupational Therapy Clinical Lead - Medicine**



What is an Occupational Therapist?

What is an Occupational Therapist?

We provide practical support to empower people to facilitate recovery and overcome barriers preventing them from doing the activities (or occupations) that matter to them. This support increases peoples independence and satisfaction in aspects of life.

3 approaches –

Rehabilitative, adaptive and compensatory



Why are we here?

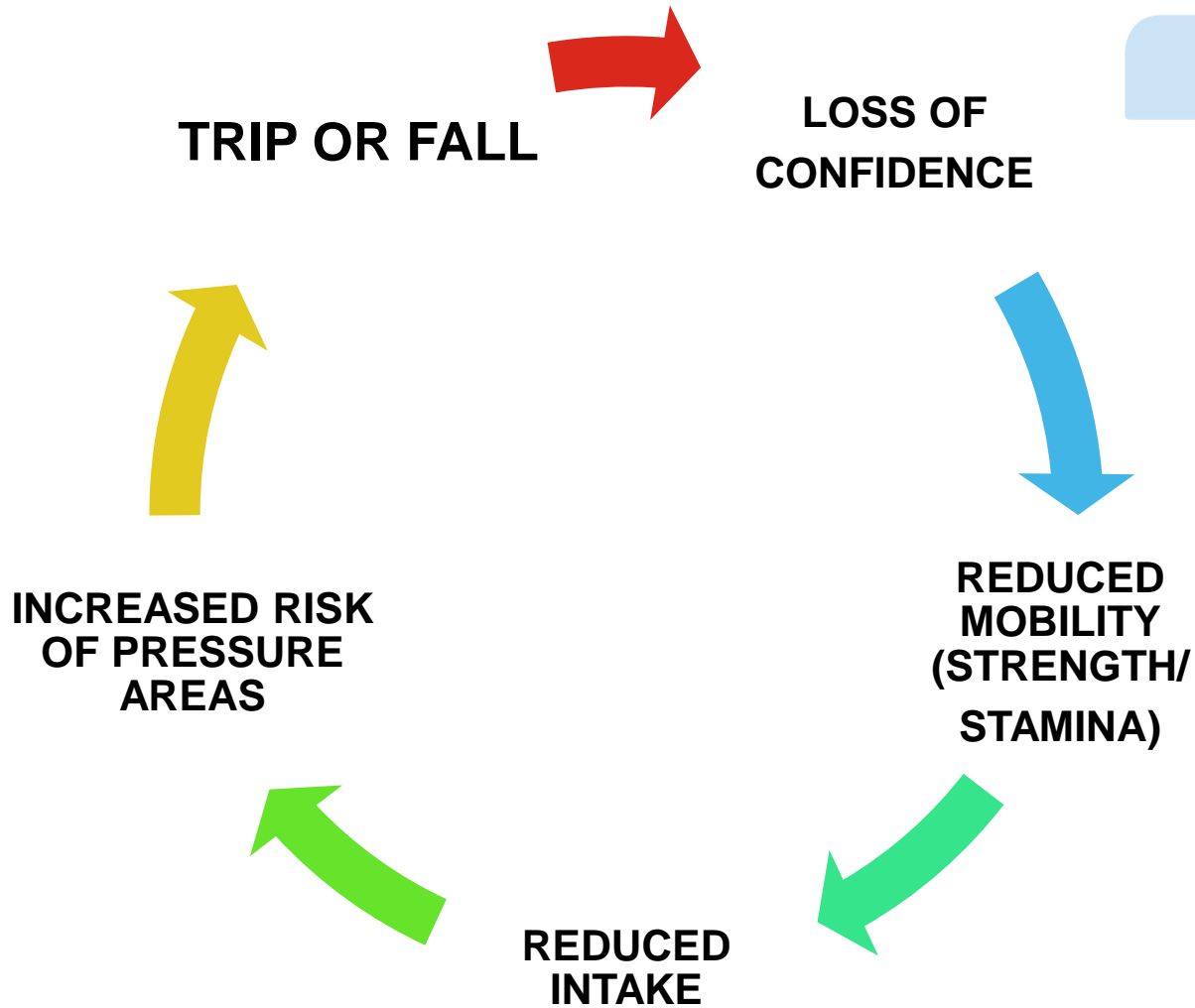
- Focus on how to keep healthy, particularly as an older adult
- Highlight risks of inactivity and falls
- Simple measures to promote activity and ways to keep you independent

Lets set the scene...



HAROLD





Nutrition and Fluids

- The current recommendation is 8 glasses a day HOWEVER all fluid is good fluid – tea, soup, milk in cereal etc etc.
- Concerns about frequent trips to the loo? Concentrated urine puts you at high risk of infection!

- How to check?



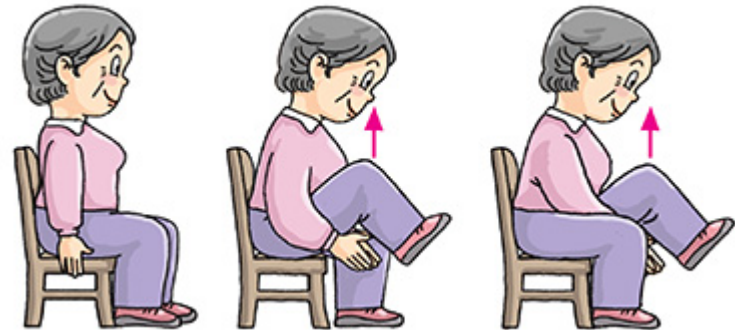
- Poor appetite? All calories are good calories – think about switches to your diets
- Low BP – fluid rescue
- Lower intake = lower energy/strength/stamina
- Poor nutrition puts you at high risk of pressure areas



ASSESSMENT AND MANAGEMENT



How can we assess a persons risk of falling?



What can we do reduce risk of falling?

Tinetti Balance Assessment

BALANCE SECTION

Patient is seated in hard, armless chair;

		Date		
Sitting Balance	Leans or slides in chair	= 0		
	Steady, safe	= 1		
Rises from chair	Unable to without help	= 0		
	Able, uses arms to help	= 1		
	Able without use of arms	= 2		
Attempts to rise	Unable to without help	= 0		
	Able, requires > 1 attempt	= 1		
	Able to rise, 1 attempt	= 2		
Immediate standing Balance (first 5 seconds)	Unsteady (staggers, moves feet, trunk sway)	= 0		
	Steady but uses walker or other support	= 1		
	Steady without walker or other support	= 2		
Standing balance	Unsteady	= 0		
	Steady but wide stance and uses support	= 1		
	Narrow stance without support	= 2		
Nudged	Begins to fall	= 0		
	Staggers, grabs, catches self	= 1		
	Steady	= 2		
Eyes closed	Unsteady	= 0		
	Steady	= 1		
Turning 360 degrees	Discontinuous steps	= 0		
	Continuous	= 1		
	Unsteady (grabs, staggers)	= 0		
	Steady	= 1		
Sitting down	Unsafe (misjudged distance, falls into chair)	= 0		
	Uses arms or not a smooth motion	= 1		
	Safe, smooth motion	= 2		
	Balance score		/16	/16

GAIT SECTION

Patient stands with therapist, walks across room (+/- aids), first at usual pace, then at rapid pace.

		Date		
Indication of gait (Immediately after told to 'go'.)	Any hesitancy or multiple attempts	= 0		
	No hesitancy	= 1		
Step length and height	Step to	= 0		
	Step through R	= 1		
	Step through L	= 1		
Foot clearance	Foot drop	= 0		
	L foot clears floor	= 1		
	R foot clears floor	= 1		
Step symmetry	Right and left step length not equal	= 0		
	Right and left step length appear equal	= 1		
Step continuity	Stopping or discontinuity between steps	= 0		
	Steps appear continuous	= 1		
Path	Marked deviation	= 0		
	Mild/moderate deviation or uses w. aid	= 1		
	Straight without w. aid	= 2		
Trunk	Marked sway or uses w. aid	= 0		
	No sway but flex. knees or back or uses arms for stability	= 1		
	No sway, flex., use of arms or w. aid	= 2		
Walking time	Heels apart	= 0		
	Heels almost touching while walking	= 1		
	Gait score		/12	/12
	Balance score carried forward		/16	/16
	Total Score = Balance + Gait score		/28	/28

Fall-proof your home

Six out of ten falls happen in the home or garden. Not surprising, as homes get old too: carpets get worn, clutter builds up and we may not stay on top of maintenance as we once did

Often we don't notice problems because we've lived with them so long. But clutter can present a very real risk for falls. So take a few minutes to look round your home with a critical eye, using the checklist below.

Lighting

- Did you know that 60-year-old eyes need three times more light than 20-year-old eyes? Consult a trusted, professional electrician about your lighting options – such as branched lights to replace single bulbs – to increase light without glare.
- Avoid trailing cables from lamps that could trip you.
- Consider installing two-way switches on the landing/hall and/or extra stair lighting. Wire

in a smoke alarm at the same time – one more hazard sorted!

- Always use your bedside light when getting up at night; if the switch is not easily accessible keep a good torch by the bed.
- Never walk about in the dark: if you regularly get up for the loo, keep a landing light on.

Living areas

- Check all rugs have a non-slip underlay and replace worn ones. Consider replacing frayed carpets, or ask someone to tack them down.
- Cable tidies and/or boxes will organise jumbled wires by the TV, computer or music centre. Tape any trailing extension leads to skirting boards.

"I always hated the idea of hand rails and non-slip mats everywhere - it was a sign you were getting old. But making a few little changes at home has actually given me more freedom and confidence, not less."

- Clear away clutter, especially in the hall/landing and doorways.
- Never store items on the stairs!
- A surprising number of people trip over their pets. Buy them a bright collar, and a bell to alert you to their presence.

Kitchen/bathroom

- Continually reaching up for things? Rearrange cupboards so that frequently used items are within easy reach.
- Clear up spills straight away.
- Always use a non-slip mat in the bath/shower.
- Consider installing grab rails in the bathroom.

Garden

- Keep paths free of moss and leaves. Repair any cracks in paving.
- Ensure your back/front doors and garage are well-lit.
- Consider installing safety rails on your steps.

Hot tip:

You can request a home hazard assessment for you or someone you're worried about. Ask your GP what's available locally, usually from your Occupational Therapy Service, local council or Fire and Rescue Service.

Equipment





IF SOMEONE WAS TO FALL WHAT SHOULD THEY DO??



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Can I keep moving?



Backward Chaining.



Face chair and stride - back leg comfortable



Lower knee



Both knees



Lower arm



4 point kneeling



Bottom onto 2-3 pillows



Side lying



What can you take away?



- Falls are not part of the normal ageing process
- Make sure you're drinking and eating enough!
- Keep moving
- Make small changes to keep you safe at home



Any Questions??