It’s all about YOU

Trust signs up to Wellbeing@Work
see page 2 for more

JANUARY 2016

positive about integrated healthcare
**MESSAGE FROM THE BOARD**

Happy New Year.

We hope that you all had a good Christmas with some time to rest and recharge the batteries ready for 2016.

As featured in previous issues of Positive, we have been developing a strategic vision for the Trust for 2016 and the next five years. It describes how we will develop our services and what this will mean for those who use our services and our workforce.

The vision was created with input from people who use services and those who deliver them, and we have been asking for feedback on it to allow everyone to help us shape the detail and make sure we get it right. This consultation period is coming to an end and we are looking forward to setting out the final vision, having listened to all the comments and suggestions we have received. We believe it makes a firm commitment to quality and safety and to improving the health outcomes for the populations we serve.

At the close of 2015 we signed up to the Wellbeing@Work scheme, to promote healthy lifestyle choices and a sustainable, healthy working culture and environment. It is really important that we support the health and resilience of our workforce. Not only is this of benefit to the individual, but by increasing employee engagement and satisfaction and decreasing sickness absence, it can ultimately improve patient outcomes. We can only continue to provide high quality care to our patients and service users if our workforce is healthy, happy and resilient. You can read more about the scheme and how to get involved opposite.

Thanks to the hard work and dedication of all our staff, volunteers and carers and partners, we look forward to another great year in Nottinghamshire Healthcare, doing the best we can for our patients, service users, carers, staff and volunteers.

With best wishes for a happy, healthy, new year.

The Trust Board

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**Signing up to the Wellbeing@Work scheme**

The Trust is building on the pockets of excellent staff health and wellbeing practice across the organisation, with the Board formally signing up to the Wellbeing@Work (W@W) scheme in November.

The scheme, led by Nottinghamshire County Council’s Public Health department, utilises the workplace as a setting to promote healthy lifestyle choices and a sustainable, healthy working culture and environment.

At the launch of the scheme at the Trust’s ExecutiveLeadership Council, Clare Teeny, HR Director, explained the benefits of focusing on staff health and wellbeing, improving individual wellbeing, employee engagement, reducing sickness absence and ultimately improving patient outcomes.

Cheryl George, Senior Public Health Manager, Nottinghamshire County Council, also talked about the benefits of the scheme and explained the different levels of award, with a focus on five main elements:

1. Substance use/ misuse
2. Mental health and wellbeing
3. Healthy weight
4. Protecting health
5. Safe workplace.

As it is supported by services commissioned by Nottinghamshire County Council, the scheme is free for organisations that sign up, other than the time commitment of an internal coordinator and Champions. More information on the scheme was available from the providers at the event, and can also be found on the Staff Health and Wellbeing pages of the Intranet.

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**Could you be a Staff Health and Wellbeing Champion?**

As part of the scheme we are looking for Staff Health and Wellbeing Champions from all roles and areas of the Trust. Their role will be to spread the word about health and wellbeing in the workplace, to share good practice and help signpost colleagues to services that are available.

Accredited Royal Society in Public Health training (Level 2) will be available for all Champions, as well as additional training as the scheme progresses. Further information including a role description and application form are available on the Intranet under the Staff Health and Wellbeing heading (and can be reached by searching for Wellbeing).

If you would like any further information regarding the Wellbeing@Work scheme or if you want to become a Health and Wellbeing Champion, please use the Staff Health and Wellbeing pages of the Intranet or email Staffengagement@nottshc.nhs.uk.

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**Staff Health and Wellbeing 2016**

A positive focus on you

- Alcohol Awareness
- CV January
- Mental Health Awareness
- Diabetes Awareness
- Domestic Violence Awareness
- Physical Healthcare
- National Walking Month
- Diabetes Awareness - Type 1 and 2
- Health and Safety in the Workplace
- Focus on Stress and Resilience
- Mental Health Awareness - Know Your Numbers

If you would like any further information regarding the Wellbeing@Work scheme or if you want to become a Health and Wellbeing Champion, please use the Staff Health and Wellbeing pages of the Intranet or email Staffengagement@nottshc.nhs.uk.
Occupational Therapy awards success for Jason

Congratulations go to Jason Horresorun, Occupational Therapy Assistant (OTA), who took second place and was highly commended in the Outstanding OTA Award at the national Occupational Therapy conference in November.

Jason has worked with the Nottingham Early Intervention in Psychosis (EIP) service for three and a half years, and is a member of its social inclusion team.

He was nominated for the award by Kerry Palmer-Green, OT, who said: “Jason is one of the most important team members in EIP! He’s warm and friendly, putting everyone he meets at ease! Considering the high level of stress and paranoia our clients with psychosis have, Jason has such a way of making them feel safe and the results he gets are amazing!”

“The judges said how high the standard of entries had been, so we are very proud that he brought the award home for EIP!”

New LD nurse training provider for Nottinghamshire

Nottinghamshire Healthcare and Health Education East Midlands recently announced a new training partnership with Leicester De Montfort University (DMU), for training the region’s next generation of registered learning disability (LD) nurses.

This follows recent delivery changes within the University of Nottingham, which in September of this year took on its last cohort of student LD nurses.

Julian Eve, Associate Director of Learning and Development, said: “The Trust remains committed to employing the specific skill set delivered by Learning Disability Nursing. The move to commissioning nursing students at DMU is an inevitable indicator of changing business priorities, but the Trust has worked hard to ensure that there will be a regional offer of training and we will be working even harder to ensure that Nottinghamshire-based placements are maintained.”

DMU already runs a well-respected LD branch programme, which helped win a rigorous tendering process against a number of leading higher education institutions. From September 2016, DMU has been commissioned to provide an extra 20 places a year, specifically for students who wish to be based in Nottinghamshire, Derbyshire or Lincolnshire throughout their training.

Classroom-based activity will continue to be delivered from DMU’s Leicester campus, with DMU currently developing a range of online academic-outreach and financial options for students undertaking placements outside of Leicester.

More information will be available at an Undergraduate Open Day on Saturday 9 January 2016 - see www.bit.ly/DMU-LDNursing.

Tissue Viability awards success

Congratulations go to Rachel Bussey, Tissue Viability Nurse Specialist and Louise Cannon, Nurse Team Leader and Tissue Viability Link Nurse at HMP Nottingham, who won a Wounds UK 2015 award in November for their poster presentation and work in offender health.

The annual conference is the biggest tissue viability event in the UK and as part of their award, Rachel and Louise will be asked to write an article on their work for the Wounds UK journal.

Rachel joined the Offender Health team in June 2014 to ensure that both patients and staff in the prison where the Trust provides physical healthcare, have access to the same levels of tissue viability care and training as others across the Trust.

Louise said: “With Rachel’s support and input plus the improved training, we’ve been able to offer patient benefits including improved quality of care, continuity when transferring across establishments and appropriate dressing choices and treatment options – all of which lead to better outcomes.

“We were delighted to win this award, and to have the opportunity to share best practice with so many colleagues.”

Promoting Pixy’s unique role in infection prevention and control

Pixy Strazds, Lead Practitioner for Infection Prevention and Control for the Forensic Services Division, recently took to the national stage, giving a presentation at the Annual Conference for the Infection Prevention Society in September.

Pixy delivers a unique role within mental health and her presentation, ‘Infection prevention and control within secure mental health and offender health environment’, was well attended.

“Pixy has been instrumental in tackling those challenges and using her skills to develop a suitable service for the diverse areas she covers. She recently completed her BSc (Hons) in Health and Social Care and is due to start a non-medical prescribing course to enhance her role in antimicrobial prescribing.

“Pixy is always ready to accept a new challenge and continues to search for new ways to protect staff and patients from all aspects of infections and associated risks. I would like to thank Pixy for her dedication and her continuous enthusiasm in this often taxing but rewarding role.”

“We hope that Pixy will continue to share the experience of this distinctive area of work and maintains her supportive role to the Infection Prevention Society as the Coordinator of the Trent Branch.”
Challenging your Mental Health Section

A new film has been developed which aims to demystify and raise awareness of the tribunal process for patients on a section. The film covers information from consultants about their role in the process, solicitors and the legal aspect of challenging a section, as well as an account of someone with a lived experience of going through the process. The film was made in partnership with Trust staff and Involvement Volunteers with support from Mills and Reeves Solicitors and the Royal College of Psychiatrists. The film can be viewed on the Trust website www.nottinghamshirehealthcare.nhs.uk/mental-health-act.

Showcasing the skills of our Dental Decontamination Support Workers

The Dental Service within the Trust’s Community Specialist Services is proud of its dedicated team of Decontamination Support Workers. Work to develop the role over the last few years has led to them now being a leading cohort in a new national qualification.

The journey to date

The Nottingham Salaried Dental Service started to plan towards the introduction of the Decontamination Health Technical Memorandum 01-05. Decontamination in primary care dental practices back in 2006, three years before its formal introduction by the Department of Health. The decision was made to employ a team of Decontamination Support Workers to assist dental staff with the challenges that lay ahead, with the support of the Infection Prevention and Control team.

Jackie Brown, Dental Service Manager on behalf of the Salaried Dental Service, said: “This innovative Dental Decontamination support team continues to provide key support to both clinicians and patients. We are proud that we truly embraced the guidance and the standards required to promote safety for both patients and staff, along with excellent quality of care that we offer today.

Innovation in training

In the absence of an appropriate training course, the service decided to work collaboratively with Dental Decontamination Limited to develop and customise a new nationally-recognised programme for the team.

The new six-month online City and Guilds course run by Dentrain in Bolton, leads to a Certificate in Dental Decontamination Level 3 qualification. It is designed for people who work in a dental setting and decontaminate instruments and devices as part of their normal job role. It is also suitable for any qualified dental nurses wishing to specialise in decontamination. Although there are no formal entry requirements, the staff need be employed in an appropriate role to enable them to undertake the course.

Jackie added: “We have supported all the team with a tutor, setting self-study tasks to complete the written assignments. Once the team has satisfied tutors with a completed portfolio of evidence, competence and knowledge, they will be entered for the final online exam assessment.

“We’d like to thank the Salaried Dental Service staff, IPC Team and Dental Decontamination Limited for their ongoing support, and wish all our Dental Decontamination Workers well with the course.”

Stuart Keeling, Mental Health Practitioner with the Street Triage Team was invited to speak at a recent Royal College of Nursing jobs fair, after writing a number of articles for the careers section of the Nursing Standard.

Stuart’s seminar gave a detailed overview of careers in mental health nursing, including the opportunities available within adult mental health, mental health services for older people, specialist services, forensic nursing and the private sector.

He said: “Attendance at the jobs fair across both days was very good, with over a thousand people attending, and there was a definitely a buzz and sense of excitement in the air. Over sixty exhibitors were present on both days, including Nottinghamshire Healthcare.

“I presented my seminar to a range of people including current NHS mental health nurses looking for a new role; private sector mental health nurses looking to join the NHS; nurses looking to retrain; NHS mental healthcare support workers keen to become a registered nurse; private sector mental healthcare support workers keen to join the NHS; and students looking at career options.”

Frances Pickersgill, Independent Advisor to the RCN Bulletin said that the audience found Stuart’s seminar very helpful with lots of new ideas and new career avenues to pursue, and one person said: “I thought in mental health nursing you either worked on a ward or in a large community team, that these were the only options. I never knew there were so many opportunities to develop such a wide range of skills to help those who need our help the most. Thank you for opening my eyes on your world.”

Stuart added: “This was a wonderful opportunity; and I like to think that that I helped others consider a career within mental health nursing.

Certainly everyone present in the audience was amazed as to all of the different areas where mental health nurses have the opportunity to work.”

Wear it Pink!

Well done to the staff and patients from the National High Secure Healthcare Service for Women at Rampton Hospital, who joined together to raise £334 for Breast Cancer Research on Wear it Pink day in October.

Positive January 2016
Think falls, take action

Falls are everybody’s business

Falls can have a devastating impact on an individual, their family and carers. They often occur due to an interaction of multiple risk factors and situations, so it’s key that we identify those at risk, and where it’s possible to reduce and reverse the risk factors.

Although falls become more common as we age, they are not an inevitable part of ageing and it is not only older people who fall – younger people living with disability and those with long term health issues are also at high risk.

Falls are everybody’s business and each one of us can Make Every Contact Count. We can ask whether someone has had a fall or multiple falls, how often this might happen and whether they are worried about falling.

In this feature we look at the work being carried out across the organisation to reduce falls, starting with the development of Guide To Action Tools.

Developing the Guide to Action Tools

New falls assessments, the Guide to Action Tools, were introduced across the Trust in November 2014. These are a checklist of risk factors for individuals, with suggestions on how to reverse, modify or manage those risks. Different tools have been developed for clinical groups, and the need to find a balance between the risk of falls and the autonomy and dignity of the individual, means there can be no ‘off the shelf’ solution to reducing falls.

Guide to Action Tools are available on the Intranet for Health Partnerships, Adult Mental Health, Forensic and Substance Misuse Services, Mental Health Services for Older People (MHOSP), Offender Health and Intellectual and Developmental Disability Services. Examples of the development work include:

- Offender Health – Sarah Edgar, Clinical Matron, led on the work identifying the risk of falls within a prison environment, taking into account the number of people with long term conditions and the increasing ageing population within prisons. The tool was trialled by the Physical Healthcare Team at Wharton Prison and is being formatted by Scott Turner in Offender Health for use on SystmOne.

- Intellectual and Developmental Disabilities - the Physiotherapy Team had been working for some time on assessments and interventions to reduce falls and injuries with their clients. The work on the tool was led by Kath Haddock and Ticia Richardson with the Physiotherapy Team and other colleagues. A version using symbols and images was also developed.

- Mental Health Services for Older People – the identification of falls risk and management strategies have been key, due to the complexity and combination of mental and physical health conditions in this patient group. Training has been developed specifically for MHOSP staff. The philosophy of positive risk taking is used in MHOSP and the risk of falls is managed within this framework.

New Trust Falls Group

A Trustwide Falls Group has been established with representatives from adult clinical services, pharmacy and health and safety, physical healthcare and Gladys Bombeck from the Involvement Centre. The group is working closely with Kate Robertson, Trust Consultant Therapist in Falls Prevention, reports through the

Sign Up To Safety

Listen Learn Act

The Trust is currently involved in two major research studies around falls:

- PAISED (Promoting Activity, Independence and Stability in Early Dementia) - testing the clinical and cost-effectiveness of a package of interventions designed to promote activity and independence and reduce falls, amongst people with early dementia or mild cognitive impairment. Trevor Bramley, OT, in MHOSP is assisting University colleagues in the development of the intervention for the trial.

- Fall Up To Safety oversight group to the Patient Safety and Effectiveness Committee. For more information or to get involved, email Kate on kate.robertson@nottshc.nhs.uk.

Involvement in research studies

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Agenda, supporting patients and their families to take control and, where possible, manage their long term conditions at home.

Falls Champions in Bassetlaw care homes

The Community Falls Team in Bassetlaw is working with a selection of local care homes to develop a falls link champion network.

The champions have been chosen to act as a clinician who will support them to fully achieve the required competences, and look at how they can share their knowledge and embed best practice.

Longer term plans are to use the network as a forum of support and a place to share knowledge.

The aim is to increase the number of link champions as more care homes are interested in joining.

Embedding the falls agenda into Community Integrated Care Teams in Newark and Sherwood

The Newark and Sherwood Falls Prevention Team was established in 2009. Katherine Jones, Occupational Therapist and Falls Lead for Newark and Sherwood said: “With demand for the service growing rapidly, and in line with local and national drives for improved integration of services, the falls team became embedded within the wider Integrated Care team in 2014.

“The aim is to focus on empowerment of patients to take responsibility and control of their health with support from healthcare providers and the wider community.”

All staff within the community will develop basic falls assessment skills and can put in place brief interventions to reduce falls risks, ensuring that every contact with the patient counts. Additionally the team is in the process of introducing Flo Telehealth which provides a telephone service for patients to implement recommendations. Liz Nelson and Michelle Williamson (Occupational Practitioners within the falls specialty) are the Flo champions.

Nicolia Adkin from Nottingham West locality, Louise Stubbs from Nottingham North and East and Jane Balmbra from Rushcliffe are working together in South Notts on a Care

Home falls data collection tool with FLO, a Post Falls Protocol for Care Homes and have standardised the Falls Awareness Training delivered to Care Home staff.

Improving falls prevention and management across Bassetlaw

In addition to supporting individuals who have fallen and who may be in fear of falling, the Bassetlaw teams have identified the importance of engaging and supporting the ‘ageing well’ population. The Bassetlaw approach sees a range of health, social and voluntary professionals collaborating to shape a community specific approach to falls prevention and management.

Reducing falls in care homes in Nottingham West

The Care Home Falls team, as part of the integrated Local Care teams, is working with ten care homes to reduce falls. The team includes a physiotherapist and two rehabilitation support workers who assess and treat patients within ten working days of referral who fall or are at risk of falls, give falls prevention advice to carers, patients and families; provide training for all care staff and promote exercises to maintain improvement gained with therapy.

This service has developed over the last three and a half years, and data collected over 2013 and 2014 showed a 32.9% drop in total falls in six of these care homes.

A pictorial description of the falls aspects

Falls leaflet at Lings Bar Hospital

Theresa Brennan, Practice Development Facilitator has developed patient information leaflets to support people to reduce the risk of falls when they are discharged home. The leaflets are designed to enable staff to discuss with patients the information gained from the Guide to Action Tool that is relevant to them.

Jane Balmbra, Falls Lead for Rushcliffe, consulted with the Rushcliffe 30+ Forum regarding the leaflet and received positive feedback. This work has been developed as part of the Lings Bar Hospital Recovery

Crisis House Services

The Trust recently carried out an external procurement for a three year contract for the provision of crisis house services. Turning Point were successful in the process and were awarded the contract to work in partnership with the Adult Mental Health Directorate in the provision of Crisis House support. This means that the services at Haven House, the crisis house in Nottingham which opened last January, which are currently provided by Framework, will now be delivered by Turning Point.

The new contract will start on 31 January 2016. Look out for more information about the service and Turning Point in a future issue of Positive.

Simon Smith, Executive Director, Local Services, said: “The establishment of the crisis house and its developed success has been a real contribution to our transformation of the Adult Mental Health Pathway. We are grateful to our colleagues in Framework who have helped us in developing this with us in the first instance. We are really looking forward to taking the opportunity of working with a partner who has the experience and commitment to develop the model and support to individuals in crisis with our new partners in Turning Point.”

The next contract will start on 31 January 2016. Look out for more information about the service and Turning Point in a future issue of Positive.
Health Education England sends positive message to the Trust

Their focus was on the education and training of medical, nursing and AHP students and the learning and development offer.

The day was put together as a collaboration between Medical Education and the Learning and Development Department, led by Dr Neil Nixon, Director of Development Department, led by Dr Neil Nixon, Director of Development Department, and supported by the Practice Learning Team and Medical Education Management Team.

The day started with formal presentations followed by focus groups and interviews with student learners, medical trainees and clinical supervisors, mentors and other teaching colleagues. The highlight was a formal showcase of Nottinghamshire Healthcare Best Practice, highlighting the breadth of learning and development that the organisation has to offer both staff and students.

The verbal feedback at the end of the assessment included:

- Praise for the Trust’s commitment to and valuing of trainees, students and learners
- Praise for the Trust’s commitment to the infrastructure of the Learning and Development offer
- Acknowledgement that the multi-professional action plan set by Health Education East Midlands (HEEM) in 2014 had developed, with responsiveness from the organisation and appreciation that many projects were long term and developmental
- Balint training highlighted as best practice, providing assurance for the current and next stage plans for psychotherapy training opportunities
- Tissue Viability training highlighted as best practice
- The Return to Nursing Project at Lings Bar House described as excellent
- The Learning and Development Practice Learning Team highlighted as providing excellent service as a central team and appropriate use of the NMET Tariff.

Julian Eve said: “Our genuine thanks go to all nursing, medical and AHP colleagues across the Trust who participated in the Health Education England assessment on 2 November.

“Nottinghamshire Healthcare undertakes a significant role in training the workforce of the future. This endorsement from Health Education England supports and acknowledges the work demonstrated in the workshops and in the showcase – but is also an indicator of the whole organisation’s commitment to students, trainees and learners.”

Health Education East Midlands

A great fundraising month for John Eastwood Hospice

November proved to be an excellent month for the John Eastwood Hospice Trust and Nottinghamshire Healthcare’s Specialist Palliative Care Services.

Here, Diane Humphreys, Hospice Trust Manager gives us a round-up of their activities raising both funds and awareness of their work.

“The Hospice Trust relies on fundraising and donations to support the services, so we were delighted to be chosen by Mansfield 103.2 as the charity for their live radio auction.

“Local businesses and individuals had responded very well to requests for donated lots, and the auction ran for 12 and a half hours. During the broadcast, hospice supporters Brian Hawkins and Michael Dickinson walked 30 miles from Edwinstowe around Mansfield and Ashfield, visiting local businesses with collecting cans and buckets.

“Hospice staff were invited to talk about their work and the very positive message that hospice care is about helping people live with their illness was broadcast, hopefully dispelling the common myth that a hospice is a place where people go to die.

“We are really grateful to everyone who made this event such a massive success, raising almost £16,000 and giving us a great opportunity to raise our profile in the community.

“Two days later our Christmas Fair, which has been a major fundraising event since the hospice opened in December 1991, was very well attended and raised an amazing £7,921. Opening our doors to the general public enables them to see our lovely hospice and the facilities we offer. Hopefully, this will alleviate their apprehension if they or a family member should need our services in the future.

“Another Christmas tradition is our magnificent Tree of Light which is lit until Twelfth Night with hundreds of tiny white lights in remembrance of our loved ones. This is not only a fundraising appeal which has raised over £155,000 to date, but is also a symbol of light and hope for many.”

Future events planned at the hospice are the Spring Fair on Saturday 16 April 2016, the Summer Garden Party on Sunday 17 July 2016 and the Christmas Fair on Saturday 19 December 2016.
Dieticians from County Health Partnerships supported the ‘Check it Out’ campaign at a Panthers game in November, with an interactive stand to improve people’s awareness of the hidden sugar in food. Sugar has featured heavily in the media over recent months, due to health experts suggesting that the recommended sugar intake should be halved. Dietary advice in the media can be confusing and misleading, so the dietetic team were on hand at the match to separate the myths from the facts.

Team members captured interest through innovative games to demonstrate the sugar content of popular food and drinks, and supporters were encouraged to ‘rethink your drink’ as they estimated how many sugar cubes their favourite beverage contains. They were stunned to find out that the amount of sugar in some of their much loved drinks and cereals may be higher than the amount recommended in the whole day!

Participants were offered information packs containing healthy eating principles, sugar specific tips and some well received freebies. Wondering who won? The fans improved their knowledge and the Panthers won 4-3. Great results all round!
Festive fun for families

Christmas can be a very busy and stressful time, so Bassetlaw Carer Support Group decided to offer some social activities to help members get some respite from their demanding and stressful roles alongside the usual business of the group.

A Christmas party on 1 December included Mindfulness exercises led by Sarah Batty, a Rosewood Involvement Centre Carer Volunteer who co-facilitates the group. “Carers, families and friends do the very best they can under very stressful conditions with little knowledge or training, so to give something back to them and enable them to take a well-earned respite break is so important.”

The group also attended the local pantomime ‘Jack and the Beanstalk’, performed by the Young Theatre Company (www.youngtheatre.com). This is a group of local youngsters aged from 4-18 who put on a wonderfully professional performance which was enjoyed by all who attended.

Feedback included: “I have just had such a wonderful time, it is so good to be with people who understand what I am coping with and also to take some time out to just relax and enjoy myself.”

There was also plenty of singing accompanied by musicians including The Rosewood Rockers, made up of Rosewood User Volunteers, Cornelia Naylor, Staff Nurse and Tissue Viability Link Nurse at Lings Bar and her harpist Christine Palethorpe (www.christinepalethorpe.com) and Carer Support Group member Bridget Dixon played the viola.

Sarah Batty, a Rosewood Involvement Centre Carer Volunteer who co-facilitates the group said: “Carers, families and friends do the very best they can under very stressful conditions with little knowledge or training, so to give something back to them and enable them to take a well-earned respite break is so important.”

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For more information about any of the Carer Support Groups across Adult Mental Health Services please contact bftenquiries@nottshc.nhs.uk or telephone 01909 502025.

New year, new Governors

Nine new Governors have been welcomed to the Trust’s Council of Governors after elections were held to fill vacant posts in November. The following new members were elected:

Public:
- Nottingham City: Margaret Danaford
- Nottinghamshire County: Julie Orban, Derek Brown, Sharon Cook, Mike Holmes and Shane Robinson
- South Yorkshire and the rest of the East Midlands: Keith Sykes

Staff:
- Allied Health Professionals: Jane Young
- Clinical Support Staff: Phil Cummings.

To view the full election report, please visit the Trust website.

The newly elected Governors will take part in an induction programme and have been given a three year term of office, starting on 1 January 2016. During this time they will be representing the views of the Trust membership, staff, stakeholders and the wider public.

Lucy Robinson, Director of Resources for the East Midlands Chamber of Commerce, has also joined the Council as representative for the Chamber of Commerce.

Each individual brings with them a wealth of experience and knowledge which will add significant value to the Trust’s existing Council of Governors. We welcome all our new Governors and look forward to working with them in the future.

For more information contact Becky Cassidy on becky.cassidy@nottshc.nhs.uk or 0115 969 1300 ext 10509.

Council of Governors – what’s it all about?

The Council of Governors is a statutory body within the Trust and is there to ensure that good governance takes place. It is responsible for representing the views of fellow members, staff and the public about issues relating to the Trust.

Nottinghamshire Healthcare values the input from its staff and its members about important issues, so find out how your Governors can represent you!

Calling all nurses!

The Trust is about to launch an election for a vacancy on the Council of Governors within the Nursing constituency. This is a very important position for one of our nurses to fill and ensure that the voice of nurses across the Trust is represented. Please look out for an update on the elections process and how you can stand to be a Staff Governor.

Changing the way we see patients

A new video consultation service is being piloted by Lings Bar Hospital and the Tissue Viability team at Beeston Health Centre. It’s the first stage of a multi-phase project to make video conferencing available for services to use across the Trust.

Alison Thompson, Tissue Viability Speciality Nurse, said: “The system enables us to clinically assess and discuss a number of patients using a structured, streamlined approach which makes maximum use of finite nursing resources with minimum disruption to the patient and their care. I look forward to the opportunity of utilising this approach in other patient areas.”

Andrew Hase, Head of Health Informatics, concluded: “This is an exciting breakthrough that costs almost nothing and can save travel costs and vehicle emissions. We will be working out next how to make this service more widely available, taking any learning on board from the pilot.”
My car’s electric!

Green Champion David Winters has done what a lot of us have probably only thought about – got an electric vehicle. He wanted to share his experience so far in the hope that staff will also consider this option.

The benefits include reduced carbon emissions and improved air quality, cheaper to run, plus a quiet and quick driving experience. A no brainer? David thinks so... here is his story.

“It’s never been a better time to lease an electric vehicle. I recently decided to take the plunge and after a test drive, ordered a fully electric Nissan Leaf through the Trust lease scheme. Coincidentally it arrived on the anniversary of the date in Back to the Future II and although the film’s prediction of flying cars by 2015 was well wide of the mark, electric and hybrid cars are looking increasingly likely to be the cars of the future.

Although the green credentials should not be underestimated, most people would not consider them an option unless there was a financial incentive.

“Early indications suggest a saving in the region of £100 per month compared with lease and fuel costs for my previous car, a Nissan Juke. Of course there are compromises and it won’t suit everyone, but it is well suited to the type of driving I do day-to-day as a Community Psychiatric Nurse with the City Assertive Outreach Team. I even tried a longer journey and stopped off to charge up at a service station for half an hour. The total cost: the price of a coffee while I waited.

“It costs around £2 to charge up at home using normal electricity supply which gets you about 90 miles depending on weather and temperature. It is also free to charge up at a network of quick charge points nationwide. These take around 30 minutes to charge to 80%. Who knows, if enough people opt for electric vehicles, we may encourage the Trust to install a few more charge points.

“I hope to have a blog up and running soon which should be called ‘Our cars are electric!’ which will detail my experience of using the car. In the meantime if you’d like more information, email me at david.winters@nottshc.nhs.uk and I will be happy to help.

Are you interested in environmental issues? The Green Champions Network was launched a year ago to help overcome the Trust’s sustainability challenges by encouraging ideas sharing, raising awareness of environmental issues and promoting more sustainable practices.

There are now over 200 champions across more than 35 sites. Anyone interested in environmental issues and wants to get involved can join.

Green Champions:  
• Are positive role models
• Help to promote environmental projects
• Highlight potential ways to make improvements
• Encourage colleagues to think more environmentally – turning off equipment, reducing waste
• Participate in network activities – questionnaires, surveys, events, initiatives and campaigns

They get:  
• A free badge, pen and desk top wheelie bin as well as other resources
• Monthly E-bulletin on network activities
• An opportunity to influence Trust environmental policy and make change through a ‘bottom up’ approach.

To find out more about the Green Champions network, please email the Environmental Team on environment@nottshc.nhs.uk
Three representatives of Lead Occupational Therapists across the Trust gave a presentation at the Trust Recovery Steering Group in October, on the role of Occupational Therapy in recovery.

The presentation incorporated stories and narratives from service users, carers and occupational therapy colleagues to illustrate the wide range of interventions carried out by Occupational Therapists that support the recovery journeys of service users. It also highlighted the significant and unique contribution that Occupational Therapists make in promoting hope, control and opportunity.

The presentation was warmly received and the Lead Occupational Therapists offered the knowledge, skills and experience of themselves and their colleagues in furthering the development of recovery based services in the Trust.

Well done to Diane Pearson, OT Team Leader, The Valley Road Centre; Julie Swann, OT Professional Lead, Adult Mental Health, and Lynsay Beck, OT Clinical Specialist for Mental Health Services for Older People and all those who contributed to the paper.

The Children’s Community Occupational Therapy Team created leaflets and stickers to proudly promote the role of Children’s Occupational Therapists and young people aged 0-19; re-issued equipment and upper limb splints, as well as individual home or school programmes; plus individual and group interventions such as the ‘opportunities group’ and ‘early intervention group’.

“The children and their families were seen in many venues across Nottingham City and County, including the CDC/CTC, mainstream nurseries and schools, Special Schools, health centres and in the children’s homes. We also supported an OT student in her first experience of clinical practice; contributed to local, divisional and Trustwide meetings and partnership working with our education and social care colleagues.

We also wrote a post for the Trust blog ‘On our Mind’ and ‘What is an Occupational Therapist?’, which went live on 6 November.

Throughout the week we completed initial assessments with children and young people aged 0-19, re-assessments and reviews of specialist equipment and upper limb splints, as well as individual home or school programmes; plus individual and group interventions such as the ‘opportunities group’ and ‘early intervention group’.

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The second staff engagement survey took place across the Trust this autumn, helping us plan our approach for the future. The survey was designed to encourage staff to reflect on their work, the changes they have seen over time, and what they think we can do to improve. Staff were also asked to consider how to improve the patient experience of care.

The survey results provided clear feedback on important topics such as recruitment and retention, engagement, and patient satisfaction. Staff indicated that they feel valued and supported, and are proud to work for the NHS. However, there are areas for improvement, such as recruitment and retention, engagement, and patient satisfaction.

The survey results also highlighted the importance of staff retention and development, with staff expressing a need for better training and support. Staff also expressed a desire for a more positive workplace culture, with less stress and more support for their colleagues.

The Trust is committed to improving staff engagement and patient experience, and will continue to work with staff to address these issues and make positive changes.
PRISM teams recognised for innovative work

Congratulations to eight Local Integrated Care Teams from County Health Partnerships who received a runners-up award at the East Midlands Innovation in Healthcare Awards recently. The awards, which received over 100 entries, were launched by the East Midlands Academic Health Science Network (EMAHSN) to recognise and celebrate incredible innovation throughout the region.

The teams, based across Mid-Notts, were one of three finalists shortlisted in the ‘Innovation through integration’ category for their work based on PRISM (Profiling Risk, Integrated Care, Self-Management). This is a new model of care which is part of a wider healthcare transformation programme across Mansfield, Ashfield, Newark and Sherwood called ‘Better Together’.

The PRISM model of integrated care is part of a collaborative initiative that has brought together different organisations including the Trust, Newark and Sherwood and Mansfield and Ashfield Clinical Commissioning Groups (CCGs); Nottinghamshire County and Mansfield District Councils; Central Nottinghamshire Clinical Services; GP practices; Self Help UK, as well as patient and carer representatives. Working together, these organisations have contributed to removing traditional boundaries between primary care, mental and physical health services, social care and the third sector, to deliver a more joined-up approach to healthcare for patients and families with the aim of improving their health outcomes.

Representatives for the teams attended an awards ceremony in November at the National Space Centre, Leicester and were presented with a runners up award and £1,000 to help develop their innovation.

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Healthy eating and social group receives high praise

A weekly ‘Healthy Eating and Social Group’ for adults with learning disabilities recently received praise from the support worker of a participant, on the positive difference it had made.

The group, held at The Vox Centre in Stapleford from April to June, was a collaboration between Occupational Therapists in the Trust’s Learning Disabilities Service and the Community Development Office of Central College Nottingham.

It aimed to increase attendees’ knowledge, skills, confidence and pleasure in preparing healthy meals and to help them enjoy the social aspects of teamwork and eating together.

A letter received from one of the client’s support staff said how much their client’s confidence in the kitchen and ability to make healthy food choices had increased since attending the group.

Debbie Ware, Occupational Therapist, said: “They went on to relate some of the healthy salad items and sandwich fillings the client was choosing and preparing independently. We were very pleased to hear what a positive difference the group has made to this person’s choices and skills in healthy eating.”

About the group:

Each week included a theory and planning session followed by the preparation and cooking of a meal which the group ate together and cleared away.

The theory sessions were based on the Government’s ‘five a day’ recommendation for fruit and vegetables to promote good health. The team used the ‘Eatwell Plate’ to learn how to put together a balanced diet, and cost-effective, easy to prepare recipes from the NHS and Change 4 Life websites were used to promote good nutrition.

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Pets as Therapy

Lings Bar Hospital patients have seen a new friendly face visiting them recently. Flo, a German Pointer dog and her owner Rosalind Maxwell-Harrison, have been regular visitors to the hospital inpatient wards since April last year.

Rosalind is a volunteer for Pets As Therapy, a charity that provides therapeutic visits to a variety of venues, including hospitals, hospices and nursing and care homes.

Patients who have been in hospital for some weeks can find their days to be endless. Rosalind and Flo’s visits give patients something to focus on that is not health related and can reinforce and retrieve good memories.

Staff have noticed that patients who have become withdrawn have blossomed when chatting with Rosalind and stroking a very patient Flo.

Discussion quizzes and games were used as teaching aids and each group member had a handbook to keep.

A quiz was used as an outcome measure, with attendees individually completing it as near as possible to the first week and again in the final week. Although not scientifically rigorous, it demonstrated that, as a group, their knowledge of healthy lifestyle issues had improved by 13% over the three months.

Rosalind added: “The group worked well together as a team, trying new foods and using different preparation methods. It was a pleasure to see them engaged in discussions and they also enjoyed laughing and joking together. Perhaps the clearest evidence that the group was a success was that they would like to attend again!”

“Our thanks go to the Vox Centre for allowing the group to use their premises and equipment and to the staff there, for being so welcoming.”

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Participants on the Led to Lead programme officially graduated at the Executive Leadership Council in October. Congratulations to all of the graduates (pictured with Ruth Hawkins, Siyanda Mkweli and Julian Eve).
New RCN Council members elected

Following the Royal College of Nursing (RCN) Council elections, David Miller, the Trust’s Local Services Staff Side Chair took up office as the East Midlands member on 1 January 2016.

He said: “After a two year gap, I am delighted to have been elected again onto RCN Council. This opportunity allows me to represent the issues raised by RCN members in the East Midlands locally and now nationally, so influencing national policy and the professional profile of nursing.

“The governance skills I previously gained will be put to good use, both benefiting Nottinghamshire Healthcare and supporting my other Trade Union colleagues in our desire to protect national terms and conditions for service. Thank you to the RCN membership that voted for me and allowed me this honour.”

Congratulations to David. For further information visit www.bit.ly/RCNelection.

Children’s Centres first to get ‘Forest School’ recognition

Nottinghamshire Children and Families Partnership (NCPF), which includes Nottinghamshire Healthcare, has become the first group of Children’s Centres in the UK to become ‘Forest School’ accredited.

Forest School is a type of outdoor education originally developed in Scandinavia, which encourages children to develop confidence and self-esteem through hands-on learning. Activities such as building shelters, using tools and lighting fires help children learn about the natural environment, how to handle risk, and how to use their initiative to solve problems and cooperate with others.

Staff from 60 Children’s Centres across the County have received Level 1 Forest School training from Bridgewater College, with 26 staff also completing Level 3 training.

The training included how to plan activities to encourage learning and development, plus basic outdoor skills such as using tools, constructing fires and shelters, and tying knots and lashings.

Libby Mackenzie, NCPF Children’s Centre Coordinator has personally been a Forest School Leader for over ten years. She said: “This training is the start of something special for NCPF and next year we will see it grow as the knowledge and learning is cascaded out to families and children across Nottinghamshire. I know first-hand how much a child can grow and develop if given the freedom to achieve. All children are born with wings; it is an adult’s job to help them to fly.”

This issue we pose our questions to Natalie Jennings, Modern Matron, Forensic Services Division

q: What is your job title and what does your role entail?
   a: Senior Manager / Modern Matron
   Physical Healthcare and Infection Prevention and Control, Forensic Services Division.

q: How long have you been with Nottinghamshire Healthcare?
   a: I joined in October 2007 as the Modern Matron, Physical Healthcare, Local Services Division.

q: How do you see as your priorities for Nottinghamshire Healthcare?
   a: Setting into the new Health Centre at Rampton Hospital, moving towards 7 day working and continuing to increase the clinical skills at the Hospital to reduce patients having to leave the Hospital for physical care.

q: What is your employment background?
   a: I began working as an RGN in acute care doing cardiology, general medicine and A&E, before spending quite a few years in offender health working up to the Head of Healthcare and obtaining my RMN qualification during that time. I then joined Nottinghamshire Healthcare as Modern Matron for Local Services for Physical Health. About two years later I took on Infection Prevention and Control for the Local Services Division and gained my graduate certificate in microbiology whilst also completing my MSc in Long Term Conditions. At that time I did some part time work for the CLaHRC (Collaboration for Leadership in Applied Health Research and Care). I then moved to my present role. I am currently on the Elizabeth Garret Anderson Healthcare Leadership MSc and occasionally work as a specialist advisor for the CQC.

q: What is the best piece of advice you have ever been given?
   a: Failure to prepare, prepare to fail.

q: What is your idea of bliss?
   a: Good food, good wine and a back rub by my fiancé.

q: What is your greatest achievement?
   a: Achieving the title of ‘Queen’s Nurse’.

q: What are you most passionate about?
   a: My children, being the best mum I can and doing the best I can at whatever I am doing. I always put 100% into whatever I am doing.

q: What keeps you awake at night?
   a: Nothing I am too exhausted from the day.

q: What is your 'claim to fame'?
   a: I have been on 4 duing gymnastics and I can still backflip and walk on my hands.

q: What is your favourite film?
   a: Hannibal and Gladiator are equal.

q: Who would you take to a desert island?
   a: My fiancé and our children.

q: What is your favourite holiday destination?
   a: Paris and Venice.

q: What do you see yourself in 10 years’ time?
   a: I aspire to keep making changes that improve patient care and experience, whatever role I am doing. I always put 100% into whatever I am doing.

q: Where do you see yourself in 10 years’ time?
   a: I aspire to keep making changes that improve patient care and experience, whatever role I am doing. I always put 100% into whatever I am doing.

q: What单 thing would improve the physical healthcare in a high secure environment?
   a: Nothing I am too exhausted from the day.

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q: What is your ‘claim to fame’?
   a: I have been on 4 duing gymnastics and I can still backflip and walk on my hands.

q: How would you like to be remembered?
   a: Caring, supportive and helped people to achieve their goals.

Nurses in Pyjamas raise money for Bassetlaw Hospice

Bassetlaw Hospice Staff Nurse Anne-Marie Hammerslag’s idea of a night time walk to raise funds for the charity was realised recently, when fellow nursing staff, friends and supporters took part in a Pyjama Walk around the centre of Retford.

Dressed in a wide range of imaginative nightwear, fifty walkers set off from the town square for a one and a half mile trek before enjoying a hot chocolate and biscuits at a local hall.

Ian Hall, Charity Administrator said: ‘It was an idea Anne-Marie and the nursing team wanted to organise and working with the charity fundraising team we were able to make it happen.

“To date the event has raised over £2,000. We are so grateful to Anne-Marie for all her hard work, to everyone who took part and to those who so generously sponsored the participants. The nurses wanted to get more involved in our fundraising activities, and are currently organising a tombola for the next Coffee Morning.’

q: What is your role entail?
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**WHO WE ARE...**

You may have picked up this copy of the newsletter not knowing what Nottinghamshire Healthcare is. We provide integrated healthcare services including mental health, intellectual disability and community health services. We also manage medium secure units in Leicester and Rotherham, and the high secure Rampton Hospital near Retford and provide healthcare in 14 prisons across the East Midlands and Yorkshire.

**WE NEED YOU!**

If you have any ideas or suggestions for the newsletter, please contact Suzanne Aitken in the Trust Communications Team on 0115 955 5403 or via email at suzanne.aitken@nottsbc.nhs.uk We are always pleased to receive articles for possible publication, but ask that they do not exceed 300 words.

Wherever possible when naming individuals, please include details of their job titles/roles and the organisation they are from. If any individuals other than yourself are mentioned in what you write or featured in accompanying photographs, please make sure you check with them that they are happy to be potentially featured. It is your responsibility to ensure this consent is given. Please send photos as separate image files and not in Word documents.

Please note that the Communications Team has full editorial control and may have to edit articles appropriately. Therefore, if you want to see the final version please ensure you send your article in with plenty of time before the deadline and state clearly what you require.

If you would like copies of any past editions of Positive, or if you are having any ‘distribution issues’ with the newsletter – whether you’re receiving too many copies, too few, or none at all – then please contact us.

If you would like your story in the April issue of Positive, please contact us by 26 February 2016. However, due to space constraints we cannot guarantee the publication of all articles received by the deadline.

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www.facebook.com/nottinghamshirehealthcare
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Supporting the White Ribbon campaign

The Trust supported the White Ribbon campaign in November, on the International Day for the Eradication of Violence Against Women.

The British Crime Survey has found that men’s violence against women is five times as likely to require medical attention, women are four times as likely as men to fear for their lives, and are three and a half times as likely to be murdered by a male partner than vice versa.

Each year, men and boys are encouraged to wear a white ribbon representing their personal pledge to never commit, condone or remain silent about men’s violence against women and all other forms of domestic abuse.

**Rampton’s Physical Health Centre welcomes its first nursing students**

While Rampton Hospital has offered mental health nurse student placements for many years, last September the Physical Health Centre team was excited to welcome its own Registered General Nurse students for the first time.

Natalie Jennings, enior Manager / Modern Matron Physical Healthcare and Infection Prevention and Control, Forensic Services Division, said: “Ensuring we met all the necessary criteria and guaranteeing we could offer the students a suitable learning experience has been a long process, but we received magnificent support from Tracy Harrison, Practice Learning Tutor.

“Tracy helped us complete all the audits and assessments and arrange the necessary meetings and connections required to enable the team to be ready for the students.

“Locally with the Physical Health Centre, Dave McQueen, Advanced Nurse Practitioner, has been instrumental in preparing the team for the arrival of the students. Additional training for the mentors was arranged, and the team is now in a position to provide the right support and experience for the students.”

Freya Roberts (third year) and Jackie Smith (second year) were the first two students to join the team.

Freya said: “I was made to feel very welcome by all the staff and they were all enthusiastic to get me involved in learning opportunities that were available.

“During my first few weeks I shadowed the practice nurse (my secondary mentor) observing the way in which the practice works, whilst gaining an understanding of the Hospital. Being an adult nurse, I have never been exposed to a mental health environment. It took me some time to get used to the environment, but it highlighted how important it is to have an understanding of mental health.

“I was able to help within a couple of the clinics within the health centre and also spend some time within Learning Disability, Enhanced Service for Personality Disorder, Women’s and Men’s Mental Health Services.

“Overall, my time at the health centre has been very enjoyable. I have been exposed to various elements of nursing care that I have never experienced before. I am now more aware of the importance of understanding and being aware of mental health, and the impact it can have on a person’s physical health. I couldn’t have asked to work with a better nursing team.”