

Trust Awards

2017

Awards Ceremony Programme
Friday 10 November

Running order

7.00pm Drinks reception

7.25pm Welcome from Dr Sara Munro, Chief Executive

7.30pm Host performance, comedian Justin Moorhouse

7.40pm Award winners announced

Non-Clinical Team of the Year Award
presented by Dawn Hanwell, Chief Financial Officer

Clinical Team of the Year Award
presented by Joanna Forster Adams, Chief Operating Officer

7.50pm Starter served

Staff Health and Wellbeing Award
presented by Sue White, Non-Executive Director

Bank Employee of the Year Award
presented by Paul Lumsdon, Interim Director of Nursing,
Quality and Professions

8.35pm Main course served

Non-Clinical Employee of the Year Award
presented by Susan Tyler, Director of Workforce Development

Developing People Award
presented by Sue Proctor, Chair

Clinical Employee of the Year Award
presented by Claire Kenwood, Medical Director

9.45pm Dessert and coffee served

Working in Partnership Award
presented by Susan Tyler, Director of Workforce Development

Volunteer of the Year Award
presented by Margaret Sentamu, Non-Executive Director

Leader of the Year Award
presented by Dr Sara Munro, Chief Executive

10.30pm Final words from our host

10.35pm DJ begins

midnight Bar closes

00.30am Event finishes

Welcome

Every day, the people who work for Leeds and York Partnership NHS Foundation Trust play a vital role in providing high quality mental health and learning disability services.

I feel very privileged to lead a workforce where so many go above and beyond the day job to share their knowledge, expertise and passion with others to make a real difference for those we care for. Your collective commitment to service users, carers and communities is inspiring.

The Trust Awards reflect the high standards, innovation and commitment within our staff team. Tonight is an opportunity to celebrate those who have gone above and beyond the call of duty to make a real difference to service users, carers, their families, their teams, services and the Trust.

We had a record-breaking 127 nominations for this year's awards, and every one of those nominees should be very proud of what they have inspired in their colleagues.

Ten individuals and teams will win awards this evening, but everyone here tonight should feel very proud of themselves, their service and our Trust.

I hope each of you will go back to work knowing that your contribution to our vision of improving health and improving lives is highly valued and much appreciated.

Have a wonderful evening.



Sara

Dr Sara Munro
Chief Executive

Star Award Winners

Tonight's awards recognise and celebrate the achievements of our colleagues and teams over the last 12 months. But celebrating excellence isn't just an annual event.

The Star Award is the Trust's monthly staff recognition scheme. It recognises those teams and individuals who go above and beyond the call of duty and are passionate about providing the best possible service to service users, carers and staff throughout the year.

Congratulations to all the Star Award winners during 2016/17...

Steven Webb

Team Secretary for the West North West Community Mental Health Team

Julie Horner

Outpatients Clinic Clerk at Liaison Psychiatry in the Brotherton Wing of Leeds General Infirmary

German Espino Garcia

Pharmacist at The Newsam Centre

Daniel Norton

Health Support Worker on Ward 3 at The Becklin Centre

Helen Davidson

Mental Health Nurse and Education Lead for the West North West Intensive Community Service

James Cook and Annie Leiper

Health Support Workers for the Learning Disabilities Inpatient Services

Andrea Wood

Healthy Living Advisor for the Rehabilitation and Recovery Services

Sarah Jady Robinson

(developing People Award nominee)
Occupational Therapist at Riverfields Ward at Clifton House

Trina Hall

Team Administrator for Asket Croft Rehabilitation and Recovery Inpatient Services

Non-Clinical Team of the Year



Communications Team, Trust HQ

The Communications Team has been on a tremendous journey over the last three years since a service review in 2015.

During this time the team has gone from strength to strength supporting staff across the whole Trust and playing a key part in a number of successful projects, initiatives and developments.

They took a leading role in the strategy refresh project in 2016, which saw the creation of our new values; caring, integrity and simplicity.

Their dedicated support also helped make the 2016 Staff Survey campaign the most successful in the Trust's history and placed us three per cent above the national average. On the digital front, the team launched the new Staffnet and the Trust's new website which are both massive achievements.



Domestic Assistants Team, Clifton House and Mill Lodge

The Domestic Assistants at Clifton House and Mill Lodge work tirelessly and do so with integrity, honour and care.

On a daily basis they work with the service users to ensure they feel special, listened to and cared for by asking when a good time would be for their room to be cleaned. This allows the service user to make a choice that suits them and their mood.

Over the last year, the team has been working across sites due to staff shortages and have often had to do twice the amount of work to keep up their high cleanliness standards.

They also embraced changes to the Health and Safety at Work Act by taking on extra cleaning tasks which ensures the health, safety and wellbeing of our partners.



Mental Health Legislation Team, The Becklin Centre

The role of the Mental Health Legislation Team is to ensure service users' rights are maintained under the Mental Health Act (MHA) and associated legislation.

The team has made huge progress over the last year in improving outcomes for service users, colleagues, and the Trust.

Following last year's CQC inspection, the team have worked together to improve processes, policies and procedures. This has included recruiting 12 new MHA managers, publishing a newsletter and a full systems and processes review.

This team's work has benefited service users and carers by significantly improving the number of MHA decisions compliant with the law.

Clinical Team of the Year



Electroconvulsive Therapy (ECT) Team, The Becklin Centre

The ECT Team see people when they are most vulnerable, both physically and emotionally. They treat everyone as an individual and with dignity, respect and compassion. The nurses offer reassurance, advocacy and high levels of skill. Holding somebody's hand during the anaesthetic is never too much trouble.

The team is consistently committed to evaluating and improving the service, and has received an 'excellent' rating from the Royal College of Psychiatrist's accreditation service, ECTAS. The team is one of only two in the North East of England to offer nurse-administered ECT.



National Deaf Child and Adolescent Mental Health Service (Northern Team), Lime Trees

The team, rated as 'outstanding' in our recent CQC inspection, care passionately about the children and young people they work with. They recognise the potential that their young people have and understand the barriers the hearing world creates for them.

The team's passion and drive has ensured that new and innovative methods of communicating to families have been implemented and evaluated. Some families report that they are the first service that has been able to offer support which meets their specific communication and cultural needs.



Child and Adolescent Mental Health Service, Mill Lodge

The team put the voice of their service users at the heart of everything they do and have been rated by the CQC as 'outstanding'.

The team have worked with their young people to develop a short animated film designed to let future service users know what to expect when they're admitted to Mill Lodge. The film symbolises the team's approach to working with young people, their willingness to listen to feedback and to use it to continuously learn and improve the quality of the service they provide.



Yorkshire Centre for Eating Disorders (YCED) FREED-UP (First episode and rapid early intervention for eating disorders) Team

The YCED is first site outside of London to implement FREED – a model of care that aims to ensure that young adults with eating disorders receive treatment sooner.

This simple but significant change has resulted in improved clinical outcomes, increased service user, carer and staff satisfaction, reduced dropout rates and a marked reduction in waiting times which are now far below the national average. These improvements have been achieved by maximising and streamlining existing services with only minimal additional funding.

Staff Health and Wellbeing Award

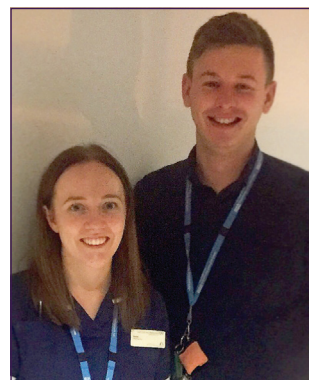


Emily Birchall, Communications Officer

Emily has been an excellent advocate for staff health and wellbeing over the last year. This includes working with the Trust's Health and Wellbeing Group to promote Trust initiatives available for staff.

As well as her communications expertise and knowledge, Emily has provided consistent support and energy to the staff health and wellbeing agenda.

The 2016 Staff Survey results show positive indicators from staff in areas Emily has significantly contributed to, such as the number of staff who said they believed the organisation takes positive action on health and wellbeing. Other campaigns Emily has been heavily involved with include National Walking Month, desk-based exercises and the health and wellbeing roadshows.



Daniel Norton, Health Support Worker and Rebecca Duce, Staff Nurse

Dan and Becky have made a huge effort to improve staff morale on Ward 3 at The Becklin Centre.

The ward has been a challenging place to work recently, particularly over the summer, and so Dan implemented 'Float Your Boat' where service users and staff are encouraged to write down positive comments about each other and showcase them on the wall. Becky then extended this brilliant idea to the team so they now have one purely for staff to write supportive messages to each other. These are read out in the weekly meetings where each member of staff gets a mention.



Rainbow Alliance - Kate Ward and Rhys Davies

Following months of hard work, Kate and Rhys successfully launched the Rainbow Alliance, the official LGBT+ network of the Trust, earlier this year.

They have shown a commitment to LGBT+ inclusivity within our Trust's services and local communities and have worked tirelessly, alongside their busy 'day jobs', to establish the Alliance.

Their valuable work will not only improve the health and wellbeing of LGBT+ members of staff, but also extends to service users, carers and partners.

They have quickly gained the support of Trust staff and regularly connect with staff and members further afield on social media.

Bank Employee of the Year



Farai Makanyire, Nurse, West North West Community Mental Health Team

In the nine months Farai has been with the team she has shown the sort of attitude and dedication to her job role that should be admired. Her approach to nursing is simple – to provide evidence-based care to the service users she works with whilst taking a multi-disciplinary team approach. She puts her service users first and her impact on their care is very positive and obvious to see.

Farai recognises the importance of her own caseload management in the context of the wider team's aims and goals. She has a strong work ethic and is one of the first members of the team to volunteer to help her colleagues out in areas of clinical work.

She demonstrates reflective practice, thoughtfulness and kindness and is a key member of the team.



Sibongile Fuayana, Health Support Worker

Sibi is skilled, responsible, efficient, enthusiastic and kind-hearted. She exudes professionalism and has an immense ability to handle emergencies and challenging times with tact and sensitivity. Her ability to think quickly on her feet and assist with interventions and patient care when needed is exceptional. Just recently, she was involved in a difficult incident which involved a lengthy, challenging restraint. Sibi and other staff were injured during the incident but Sibi went above and beyond her duty to support her colleagues whilst ensuring that the patient and their best interests were at the heart of the situation.

She is respected and well-liked by both staff and service users and has always been eager to take a step further than expected.



Francis Badu, Bank Nursing Assistant/Bank Office Services Assistant

Francis has proved to be a great ambassador for the nurse bank team since he joined in 2012. He is extremely reliable and has been able to integrate quickly on the variety of wards and units he has worked on, often at short notice. He always performs his work to a high standard and tries to be accommodating to the needs of service users and the regular staff. He approaches his work with a positive and adaptable attitude and his even-tempered nature is invaluable in a challenging environment.

Earlier this year, Francis also joined the admin bank team, where he is professional and courteous with everyone that he comes into contact with, either over the phone or face-to-face.

Non-Clinical Employee of the Year



Corinna Andrews, National Deaf Child and Adolescent Mental Health Service (CAMHS)

Corinna is an integral member of the National Deaf CAMHS team and has been with the service since it began.

Following staff shortages in the Newcastle team, Corinna went above and beyond by travelling up to the Newcastle office one day a week to support them.

Corinna has set up a range of systems and processes which allow the team and service to be 'outstanding' – as rated by the CQC. She has also committed to learning British Sign Language in her own time allowing her to communicate better with colleagues.

As well as being an extremely efficient and dependable team member, Corinna is always a positive presence with a smile on her face and will always think about what she can do to help.



Samantha Marshall, Serious Incident Administration/ Legal Support Manager

Sam is described by her colleagues as extremely gentle, caring and a woman of integrity. In her role she communicates regularly and works alongside stakeholders including distressed families, carers and service users.

Recently Sam has started to go into services to support staff with addressing action plans and working through complaints. She provides invaluable support and information, and the care of the service user is central to her work.

Sam always has a smile for everyone and is described as an excellent ambassador for the Trust.



Nasser Mohammed, IT Service Desk Analyst

Nasser goes above and beyond in his role.

He is credited with being happy to help, full of energy and dedicated to the work he does.

In his role Nasser problem solves and puts his analytical skills to the test. He goes above his daily duties and treats everyone with respect and dignity whilst adhering to the Trust's values.

He keeps calm under pressure, is a team player and is described as being an asset to the organisation.

Developing People Award



Sarah Jady Robinson, Occupational Therapist, Clifton House

Jady is described as a supportive manager who is passionate about the work that she does. Earlier this year, Jady organised 'A celebration of creativity' - an art exhibition at Clifton House. She encouraged both service users and staff to display their own art pieces and directly involved patients in the organisation of the event. This took a lot of dedication as many of the service users are not easy to engage.

Jady's hard work resulted in service users feeling empowered and confident, and had a tremendously positive impact on team morale. Thanks to Jady's contagious enthusiasm, Clifton House became a space to celebrate everyone's individual strengths.



Diversity and Inclusion Team - Caroline Bamford and Ruby Bansel

The team led on the 'Next Steps' graduate programme, which supported eight graduates from black, Asian and minority ethnic (BAME) backgrounds into NHS careers. All of the graduates came with an impressive list of degrees but had been unable to secure long-term meaningful employment.

The team coordinated a comprehensive induction and development programme along with monthly development sessions, and each of the graduates was given a project to support. At the end of the programme, seven of the eight graduates obtained employment – including one of them with the Trust and five others in the wider NHS.

In developing and delivering a fantastic programme, and finding solutions to challenges along the way, the team has helped to change people's lives.



Dr Ben Alderson, Sharon Spendalow and Dr Sharon Nightingale Safer Care in Psychiatry (SCiP)

Ben, Sharon and Sharon have been the driving force behind bringing the innovative multi-professional course Recognising and Assessing Medical Problems in Psychiatric Settings (RAMMPS) to the Trust and developing it into Safer Care in Psychiatry (SCiP).

Implementing this much needed - and now valued - training has been a long journey but the team have kept going with passionate determination. They ensure that behaviour and practice is praised and challenged in a considered and caring way, have worked hard not to over complicate SCiP and ensured that it is effective in delivery and facilitation. They have supported a creative and new way of learning for clinical staff, are committed to continuous improvement and truly embody the Trust's values.

Clinical Employee of the Year



Julie Bailey, Clinical Lead, South South East Community Mental Health Team

Julie is credited with providing outstanding care, support and encouragement to service users in the community. She works tirelessly to go above and beyond for those she cares for.

One service user said: “She saved my life on more than one occasion and somehow got me to discharge - to everyone’s amazement. She believed in me and never gave up fighting. I am alive today because of Julie. She has held my hand and made it possible for me to breathe again.”



Godwin Chideya, Staff Nurse, The Newsam Centre

Godwin is described as a good team player who consistently builds excellent therapeutic relationships with his service users on Ward 2, Assessment and Treatment.

Recently, Godwin was on leave and saw a service user attempt suicide by jumping in front of a bus. Without thought for his own wellbeing, Godwin pulled the service user to safety, and is credited with saving the person’s life. His reaction in this situation is typical of Godwin’s approach and attitude.



Carol Shue, Specialist ADHD Nurse, The Mount

Carol is described as the lynchpin of the ADHD service. She puts the service user at the centre of all she does, and treats each person holistically to help improve all aspects of their life. This approach has enabled some outstanding results, including a recent case of supporting a lady who was in a very difficult domestic violence situation to get access to housing, and secure a place at university.

Carol has also worked hard to build relationships with GP practices, universities and third sector agencies and raise awareness of ADHD locally, which has enabled other services to manage patients with ADHD more effectively.

Working in Partnership Award



Bank Staffing Department/Procurement Department/NOECPC

This partnership has delivered a more efficient, regulated supply of agency staff to care services that meet minimum contractual standards of quality.

These three teams have worked together with six other Trusts to create a stronger presence in the regional market for agency staffing.

The Trust now works with 10 approved agency staff suppliers at a regulated rate, which has seen agency staff move on to the Trust’s staff bank.



Gender Service Outreach Project

The Gender Outreach Project is an innovative national pilot delivered in partnership between the Trust and MEn who have Sex with Men – Action in the Community (MESMAC).

The project is staffed by outreach workers employed by the Trust who also have lived experience, but are based within MESMAC.

The staff involved have worked hard together to develop and deliver the new service, which provides direct support and advice to some of the most marginalised members of our community. The project aims to offer individual support to the vast number of people who are waiting to access our gender services. They have demonstrated significant creativity, resilience and determination.



Memory Support Worker Team, St Mary’s Hospital

The Memory Support Worker Team is a unique partnership between the Trust and the Alzheimer’s Society.

The memory support workers focus on service users’ needs by acting as a single point of contact and providing advice and support for appointments.

In a recent evaluation, service users said the staff provide reassurance, allowed them to talk about their needs and said they had helped maintain or improve their general wellbeing. Some GPs have agreed the work has contributed to a reduction in hospital admissions.

Other mental health professionals have said that the team alleviate the anxiety and stress surrounding mental health through their informal yet sensitive approach and remove the barrier of terminology and processes used by health professionals.

Volunteer of the Year



Richard Bates, Hawthorn House

Richard has been volunteering weekly since the beginning of the year and has made a valuable contribution to the intensive community service at Hawthorn House.

Richard runs baking and relaxation groups which help to improve the service users' confidence and recovery. He encourages all to attend, keeps them simple and easy to follow and incorporates ideas from the service users themselves.

He is described as being honest, reliable and having a very caring attitude...a real asset to the team.



Naomi Chadder, Mill Lodge

Naomi has been volunteering with Mill Lodge for just under a year. She uses her musical skills to lift moods, help service users with their self-expression and provide a meaningful outlet for them. She brings an optimistic vibe that buzzes around the unit which has a positive impact on both service users and staff.

Many of the young people are simply astonished that she does it free and is volunteering her time to help them – something they really respect and respond to. Her fun and educational sessions are hugely valued by all on the unit.



Dementia Café, Yeadon

Over the last 11 years, people with dementia have been supported at the Dementia Café by 15 dedicated volunteers.

The appreciation from those who attend the café can be seen on their smiling faces while they sing along and talk about fond memories with the caring volunteers.

The volunteers carry out many tasks at the café such as fundraising and helping out in the kitchen, but most importantly, they make true friends with the service users and provide essential emotional support.

The team keep the service users at the heart of what they do, and make a special effort to celebrate their birthdays with them or keep in touch if they are too unwell to attend.

Leader of the Year



Gail Galvin, Matron, Inpatient Services

The inpatient wards and psychiatric intensive care unit (PICU) have been challenging places to work over the last year, and Gail has never faltered in guiding her team through these difficult times. No matter what's going on, Gail always makes time for her staff, and is described as loyal, trustworthy, humble, patient and kind.

There are often difficult decisions to be made but she does this in a way that maintains good working relationships and trust with her team. Staff feel able to challenge, debate, even disagree with her without judgement, which gives them a safe place to challenge the norms and continuously improve practice. Her team say that working under her leadership is something they are all very proud to do.



Josef Faulkner, Locality Manager, East North East Community Mental Health Team

Josef is seen as a role model, a leader, a rising star and a highly valued member of staff by all who know him and work with him. The staff he manages consistently describe the support, leadership and direction he provides to allow them to continually improve the quality of their service. Josef brings the best out of those around him with his friendly and compassionate nature, and is described as 'oozing enthusiasm'.

Earlier this year, Josef ran 10 marathons in 10 days and raised over £8,000 for Rethink Mental Illness. He is tremendously passionate about mental health and helping others, and has been very open about his personal family experiences of mental health and how this has been an influential factor in both his career and his marathon challenge.



Maureen Cushley, Inpatient Services Manager, The Becklin Centre

Maureen is described as pragmatic, hardworking, good humoured, determined, committed and modest, with an unwavering focus on doing the right thing for her staff and service users. She is not afraid to take risks, to challenge, to be honest and open and to seek the right support from others.

Her skills and experience as a leader have been evident in a number of projects over the last year including overseeing work to address violence and aggression on our acute inpatient units, establishing a senior nurse/manager forum to support ward managers and service leads in her area, and going above and beyond to provide individual support to a staff member and encouraging them to share their story and help make changes in the organisation.

