

# inspire

NHS  
This is OUR Time  
**2020**  
#YearOfTheNurseAndMidwife

Issue 2 | March 2020



Celebrating Learning Disability Nursing,  
Learning from the past and looking to the future  
Jonathan Beebee



During **Year of the Nurse and Midwife** we'll be saying thank you to our nurses and midwives, celebrating the impact they have on our society and showcasing nursing and midwifery as brilliant and rewarding professions to aspire to.

# CONTENTS

## Hello

### Welcome to the East of England Year of the Nurse and Midwife *Inspire* magazine.

My name is Patrick Nyarumbu and I'm Director of Nursing Leadership and Quality for NHS England and NHS Improvement in the East of England.

Year of the Nurse and the Midwife is an incredible opportunity for us to celebrate the nursing and midwifery professions. It is also an opportunity for us to think about our legacy as nurses. What is it that people will be celebrating about our profession in the future and how can we shape that now?

I personally think myself lucky to be blessed with a career that's so incredibly rewarding and diverse. My mother was a nurse and I always thought she had the most important job in the world and while as a child it never crossed my mind that I'd grow up to be a nurse someday too, it fills me with pride that this is the career I have pursued as an adult.

In closing, if I may, I'd like to offer a small piece of advice: 'Be the best nurse you can be' because the rewards are great and many.



**Patrick Nyarumbu**

Director of Nursing Leadership and Quality  
NHS England and NHS Improvement  
East of England

 @paddynhs

## 1 Introduction

## 2 A day in the life of



## 3 Rising star

## 4-5 Service spotlight

## 6-7 Events



## 8 Get involved

## 9 News

## 10 Social media

## 11 Quiz

**Inspire** is produced monthly throughout Year of the Nurse and Midwife by the NHS England and NHS Improvement (East of England) nursing and communications teams.

Please send your feedback, ideas and suggestions for the next issue to:  
[england.eastcommunications@nhs.net](mailto:england.eastcommunications@nhs.net)



## Meet Hannah Gardner

Hannah is an **Admiral Nurse** at East and North Hertfordshire NHS Trust.

I have been an Admiral Nurse for over two years at East and North Hertfordshire Trust and enjoy every day. Dementia is very close to my heart as my mother, who was also a nurse at the Trust, died aged 60 from early onset Alzheimer's.

### On a typical day...

I support all staff within the Trust caring for people with dementia and their families. I also deliver dementia training to all NHS staff within the Trust. Every day is different, from supporting students to developing our environments.

People living with dementia can become more confused due to pain, infection or even change of environments and it is important to make sure their unmet needs are addressed.

### How I've made difference

Becoming an Admiral Nurse and linking with national dementia charity, Dementia UK, has enabled the Trust to have pathways with community Admiral Nurse Services at Carers in Herts, Isobel Hospice and Garden House. This ensures people with dementia and their families get support on admission and continue to receive support on discharge.

I have introduced and designed tier 2 dementia training for staff who work closely with people living with dementia, which helps them to feel more confident caring for patients and their families. Nationally, I have promoted our service at the UK Dementia congress and our evaluation report has been shared with other trusts considering an Admiral Nurse.

### Support me run the 2020 London Marathon

I will be running the London Marathon for the East & North Hertfordshire Hospitals' Charity to raise vital funds for our dementia patients. You can sponsor me here: <https://tinyurl.com/vcscq3o>



@NHS East England

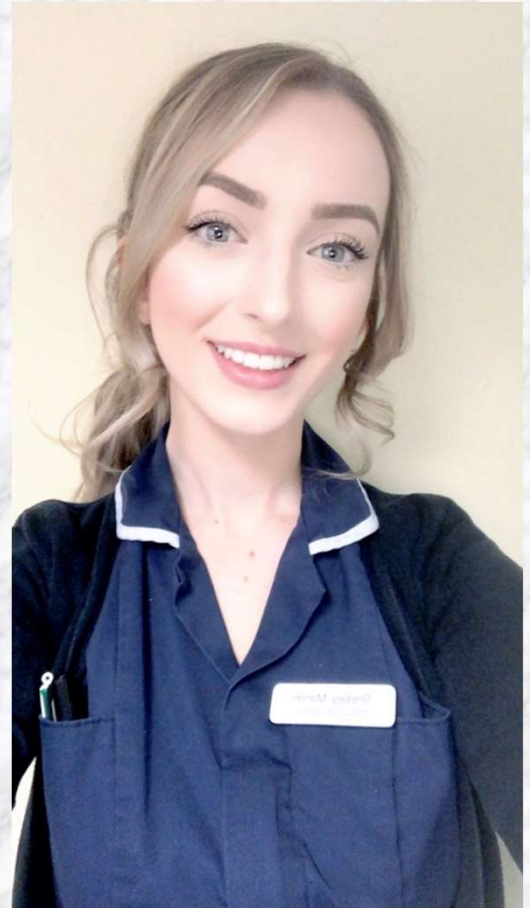
#YearoftheNurseandMidwife

## She's a star

Meet **Shelbey Mahon**, this month's rising star.

Shelbey is a practice nurse at Hardwicke House Surgery in Sudbury. She is nominated as this month's rising star to acknowledge the great work she is doing to assist newly qualified nurses joining the practice; such as developing a preceptorship programme and medicine management competencies. Shelbey is also an advocate for encouraging students and newly qualified nurses into general practice.

Everyone in a team has their part to play in encouraging others and it appears that everyone at Hardwicke House; from the practice manager, lead nurse to the new nurses have a positive attitude of wanting to develop and educate others to ultimately ensure the best patient care.



## Wordsearch Winners

Congratulations to the Mid Essex Clinical Commissioning Group Nursing & Quality Team at Wren House winning our wordsearch and picking up a copy of *My Daddy is a Nurse* as their prize.

**Well done!**

**WE HAVE A WINNER!**



# Initiatives within CUH

## Moving towards a dementia friendly hospital

**Cambridge University Hospital's (CUH) are committed to improving care and experience for people with dementia.**

Working in partnership with our patients, carers and partner organisations we've reviewed strategies to become more dementia friendly. This work has identified areas to address such as screening for delirium, understanding how we assess pain in people with poor cognition and making environmental changes.

### Dementia and delirium champions

For a small team it's been a challenge to deliver on dementia related projects in the past, so we introduced dementia and delirium 'champions'. The champions can be found in all areas of the hospital and include staff and volunteers in outpatients, portering, radiography, all adult wards and many others. Our chief nurse, Lorraine Szeremeta, and CUH chair, Mike Moore, have supported the initiative from its launch last May.

Our champions have a specific role and wear an identifying badge. They give information to other staff, take part in audits, teaching, and most importantly they are the voice of those with dementia in our hospital.

Our dementia and delirium working group implement recommendations from the strategy group, the National Institute for Health and Care Excellence (NICE) and the National Audit of Dementia. The group encourage staff to come up with initiatives to improve dementia and delirium care.

### Flower symbols

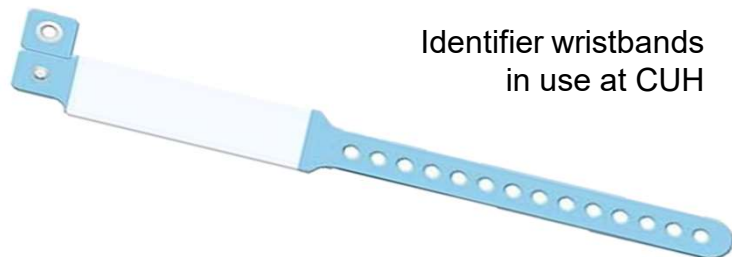
Initiatives have included the use of blue wristbands as an identifier to recognise patients with a cognitive impairment or delirium, the Forget-Me-Not flower symbol placed behind the patient's bed as a discrete reminder that this person may require a different management approach, and we are just about to launch the delirium flower symbol to be used in the same way.

### Getting to know patients

Another initiative is our 'What is important to me?' poster. This is a tool for a person with dementia and their family members to complete which helps our staff understand the person more, to know their routines, their likes, dislikes and hobbies, what makes them anxious and what helps to calm them. If agreed, the information is displayed behind the bed space. This is a shorter version on the well-known 'This is Me' document, pulling out relevant information that can be visual and act as a conversation starter and put the person at ease. Staff find they get to know more about the person and have a better understanding as to why the hospital environment may cause them anxiety and then how to distract and diffuse situations.



# Initiatives within CUH



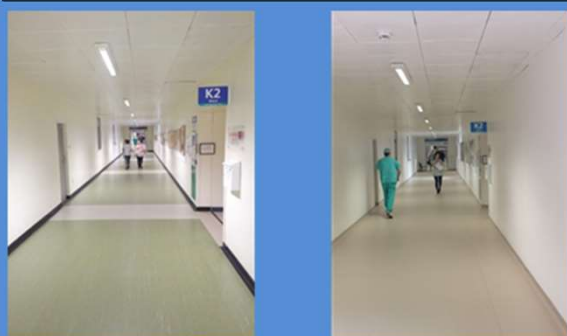
Identifier wristbands  
in use at CUH

The working group have also steered changes in department and ward environments with dementia in mind. CUH is a large hospital, so changes take time. One major project is changing flooring to light, non-shiny and plain designs. Signage has been changed to white writing on a contrasting blue background and patients can now follow a coloured circle on a sign to navigate around the hospital.

## Changes of environment

Five of our wards have changed to using blue crockery following research that shows a contrasting colour to food on a plate makes it easier for those with dementia to see their food. Larger clocks are in place in most outpatient and ward areas with smaller day and night clocks used in areas with restricted natural light.

Flooring improvements at CUH



New flooring removes the look of holes and puddles

## Activities

Reminiscence therapy training is ongoing with champions raising awareness of reminiscence activities to stimulate people on the wards as well as to calm a person when unsettled. Some wards have activity boxes including reminiscence items. There are ten reminiscence interactive therapy activities (RITA) devices at the hospital to help engage, calm and improve interaction with patients. Use of RITA devices has seen patients with dementia come together at a table and watch a documentary or comedy programme. By doing so they are socialising, talking about the programme and often having tea and biscuits, thereby improving hydration.

## Importance of research

Research is an integral part of our dementia strategy and integrated into our clinical services. The cognitive testing we perform has contributed to part of the NICE guidance on assessment (the Test Your Memory test and the Addenbrooke's Cognitive Examination test). We are fortunate that CUH is situated within the Cambridge Biomedical Campus.

## Listening to carers

We are conscious of the role carers play in dementia care and the importance of listening to them, gaining feedback and acting on this feedback. One such feedback last year was to extend visiting times to give people with dementia the opportunity to be with their carers. The dementia and delirium working group joined forces with the carer group to design and implement a carer passport scheme, which identifies those providing extra support and includes a contract between them and the ward.



## My daddy is a nurse

A new children's book about male nurses was released in January to mark the beginning of Year of the Nurse and Midwife.

'My daddy is a nurse', a book aimed at 4 to 7 year olds, challenges the assumption that all nurses are women by showcasing men working within a traditionally female-centric profession.

**Ruth May, Chief Nursing Officer for England, said:** "We are committed to overturning the long-standing stereotypes that have historically deterred men from considering a career in nursing. It's a stimulating, rewarding, highly purposeful job. Anyone who likes working with people, in teams, away from the desk, applying their specialist nursing knowledge in a job where no two days are the same should definitely consider nursing."

**Patrick Nyarumbu, Director of Nursing Leadership & Quality (East of England), said:** "Today's launch was important in challenging perceptions about nursing and I am confident that the book will go a long way to help transform the typical view of nursing and encourage more males to consider becoming a nurse." To read more, the full press release is available here: <https://tinyurl.com/tqs5dub> or to hear Patrick speak about why the book is important, visit YouTube here: [https://youtu.be/IMNZ\\_HyXLzU](https://youtu.be/IMNZ_HyXLzU).

## Our pathways to excellence

By East and North Hertfordshire NHS Trust



As we continue our celebrations in the Year of the Nurse and Midwife, we are delighted to have launched our **Pathways to Excellence® programme**. Building on the foundations already established within the trust's clinical excellence accreditation framework (CEAF), pathways is a formal recognition and accreditation of nursing and midwifery excellence that promotes a positive practice environment, and offers proven strategies to ensure that the care that we deliver to our patients is of the highest standard. We are one of just 14 trusts across the country, chosen to participate in the programme. The programme focuses on six pathways: shared decision making, leadership, safety, quality, wellbeing and professional development.



# Celebrating 100 years of learning disabilities nursing

On **28 January 2020** the East of England celebrated 100 years of learning disabilities nursing.

The event, which took place at the Newmarket Race Course, celebrated the changing role of the learning disabilities nurse, with a strong focus on patient care and service quality.

There were more than 100 participants from across the region, with representation from trusts, independent sector organisations, commissioning bodies, social care, Royal College of Nursing, primary care, Public Health England, Health Education England and NHS England and NHS Improvement.

Speakers shared inspiring stories of excellence and innovation. **David Harling**, National Head for Learning Disability Nursing at NHS England and NHS Improvement spoke about individualised services, co-production and empowering people and their families who use the services to have their voices, and their ideas, heard.

**Rebecca Crossley**, a Learning Disability Liaison Nurse at the James Paget Hospital gave an engaging presentation about advocating on behalf of learning disability patients and why it's crucial.

**Helen Kirk**, Nursing and Midwifery Workforce Lead from Public Health England spoke about health inequalities for people with learning disabilities and **Jamila Noah**, a Register Learning Disability Nurse working for Hertfordshire Partnership University NHS Foundation Trust spoke passionately about learning disability nursing, her journey from Cameroon to nursing in the UK and the diverse role of a learning disability nurse.

Attendees also heard from **Dr Jane Padmore**, **Jonathan Beebee**, **Sue Bridges**, **Roger Blake** and **Stephanie Baker**.



Helen Kirk, Public Health England

**"People with learning disabilities have a right to be heard."** Rebecca Crossley



Jamila Noah, Hertfordshire Partnership University NHS Trust



**NHS**  
This is OUR Time  
**2020**  
#YearOfTheNurseAndMidwife  
**East of England**

# Conference

Supporting the Black, Asian and Minority Ethnic (BAME) Nursing and Midwifery Workforce, across the East of England.

NHS England and NHS Improvement, East of England, invite you to attend the first BAME Nursing and Midwifery Conference.

**18 March 2020**

**9.30am registration, 10.00am start - 4.00pm**  
**Newmarket Racecourse, Rowley Mile,**  
**Newmarket CB8 0TG**

Book your place by 10 March here:

<https://tinyurl.com/ub2w3fh>

# Save the date

## Regional showcase event

We are holding a two day nursing and midwifery showcase event on 1 and 2 July at the Radisson Blu Stanstead and it's open to all nurses and midwives across the region. More details will follow soon!

# Awards

## Nominations are open now!

Throughout the year there are a number of nursing and midwifery awards that you can nominate your colleagues for. So what are you waiting for? Here's just a few, we'll share more when submission dates are released:

### Patient Safety Awards:

<https://awards.patientsafetycongress.co.uk/>

### Edith Cavell Star Awards:

<https://www.cavellstarawards.org/>

### HSJ Main Awards:

<https://awards.hsj.co.uk/>



**NHS East of England**  
@NHSEastEngland



@NHSEastEngland  
#YearoftheNurseandMidwife

## Nursing Apprenticeship celebration

Ruth May, chief nursing officer for England visited Cambridge University Hospitals NHS Foundation Trust on Wednesday 5 February to congratulate 17 students who are among the first in the country to complete the apprenticeship degree scheme.

**More here:** <https://tinyurl.com/sa8jxlo>

## Nursing and Midwifery Matters monthly bulletin

Don't miss the next CNO Nursing and Midwifery Matters monthly bulletin for the latest national news on workforce, leadership, good practice, resources and upcoming events in one place.

**More here:** <https://tinyurl.com/y35em6of>

## We Nurses Twitter chat

@WeNurses are hosting a Twitter chat on Thursday 27 Feb at 8pm to discuss ward and accreditation schemes using #1ProfessionalVoice. You will hear from colleagues already successfully leading accreditation schemes in practice, share experiences, discuss opportunities and hear about collective leadership at its best.

**More here:** <https://tinyurl.com/wy2z6pq>

## Chief Midwife appointed

The NHS has appointed the East of England's **first chief midwife** to lead improvements in care for expectant mothers and their babies during the Year of the Nurse and Midwife.

**More here:** <https://tinyurl.com/whtxxdj>

## PEN Awards finalists announced

The National Patient Experience Awards (PENNA2019) are just a month away and we are delighted to announce the East of England finalists: The Princess Alexandra Hospital NHS Trust, Wessex Cancer Alliance, Cambridge University Hospitals Foundation Trust, Milton Keynes University Hospital NHS Foundation Trust.

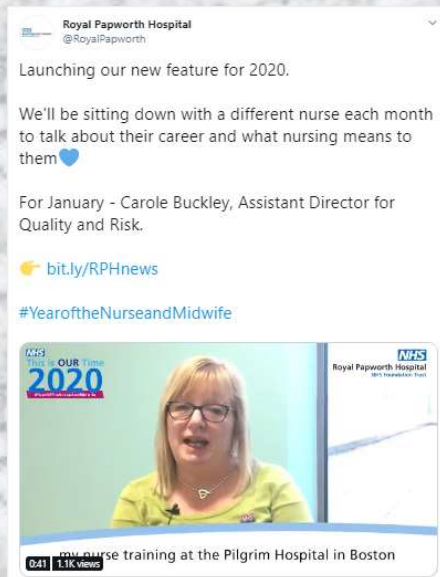
**More here:** <https://tinyurl.com/wzyzunk>

## Matron's handbook released

A guide for those who aspire to be a matron, those who are already in post, and for organisations that want to support this important role.

**More here:** <https://tinyurl.com/yx5nzdsm>

# twitter



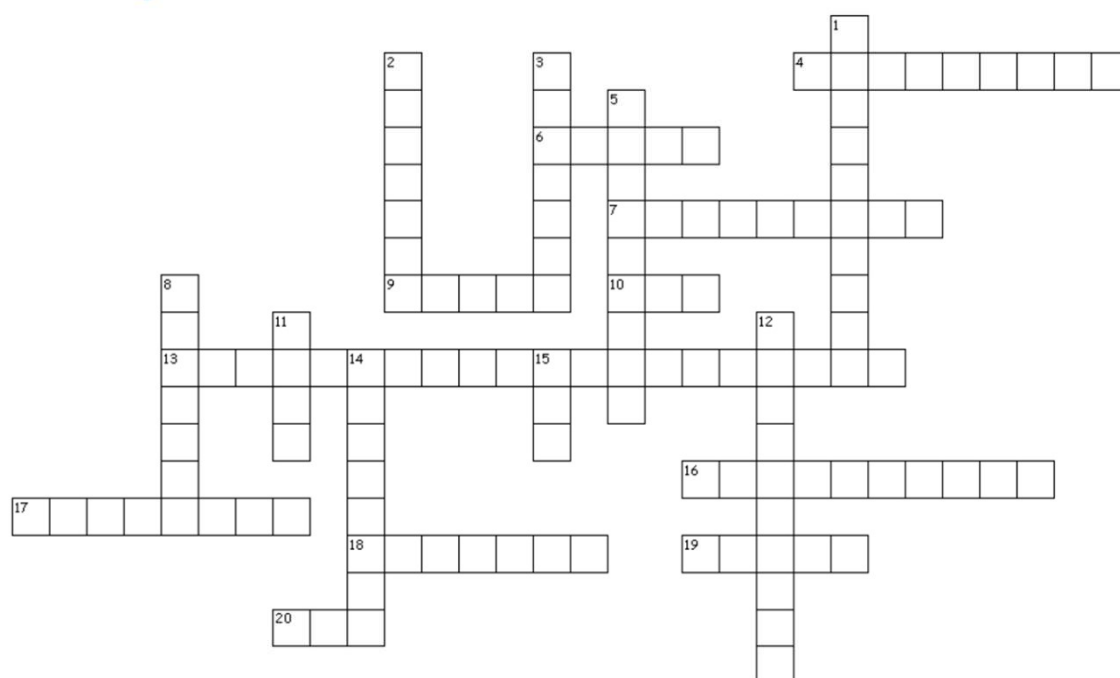
# Crossword

Break-time puzzle



**We've hidden 20 words and abbreviations in our latest puzzle - see if you can solve all the clues!**

Simply email [england.eastcommunications@nhs.net](mailto:england.eastcommunications@nhs.net) with all your answers to be a winner like Mid Essex Clinical Commissioning Group Nursing and Quality team who won January's wordsearch!



## Across

4. County where Embley Park, Nightingale Family home is situated (9)
6. Flying midwife (5)
7. Profession highlighted in BBC drama (9)
9. UNSER (ANAG)(5)
10. Abbreviation of the professional council (3)
13. Name of Nurse who has undergone further specialist training (8,12)
16. Institutions where nurses and midwives train (10)
17. Birth place of the founder of modern nursing (8)
18. Borough of London where Florence Nightingale nursing school was established (7)
19. Labour supporter (5)
20. Surname of Chief Nursing Officer (3)

## Down

1. First Name of Chief Midwifery Officer (10)
2. Nursing became prominent during this war (7)
3. Title of East of England's Newsletter for Year of the nurse and midwife (7)
5. Area in which nurses and midwives work (9)
8. Jamaican born nurse (7)
11. Lady with the ---- (4)
12. Care model within midwifery (10)
14. Nursing drama on BBC (8)
15. Abbreviation for professionals such as physiotherapists (3)

**Good luck...**