

**ROH named as 'one of the best hospitals in the world' (page 4)**

**Tom's Wellbeing Room opens (page 9)**



**Meet the robots keeping your hospital safe (page 14)**

## A royal appointment: Her Royal Highness visits ROH



**The Royal Orthopaedic Hospital (ROH) recently had the pleasure and honour to receive a visit from Her Royal Highness, The Princess Royal to officially open its newest ward and theatre complex.**

On Wednesday 29 September, HRH visited to meet staff and patients at the hospital, as well as cutting the ribbon on brand-new facilities which will allow them to treat thousands of extra patients every year. The new facility will enable the Trust to reduce

waiting lists for hip and knee replacements by treating more patients in Birmingham and Solihull.

Housed in a state-of-the-art two-storey modular building, the complex contains two wards, four operating theatres and a recovery suite. It was designed and built by innovative building company ModuleCo Healthcare and has been awarded 'Offsite Project of the Year' at the Building Awards 2020.

During her visit, HRH toured the new

complex as well as the refurbished Knowledge Hub, meeting members of the ROH team along the way.

HRH, who is the Patron of The Royal College of Occupational Therapists, spoke to staff about innovative models of care at the hospital, including robotic-assisted surgery and a trial of day case knee replacements by Consultant Surgeon Akash Sharma (pictured above). The trial saw 75% of patients go home the same day as their surgery, with an average length

of stay of just under 12 hours, with 100% satisfaction rating.

HRH also helped plant a tree in the hospital's new Platinum Jubilee Orchard. Once fruiting, the 40 trees planted in the orchard will provide apples, pears and plums, to staff and visitors.

The orchard has been planted as part of the Queen's Green Canopy, a unique tree planting initiative created to mark Her Majesty's Platinum Jubilee in 2022. The initiative invites people from across the United Kingdom to "Plant a Tree for the Jubilee" and play their part to protect the environment.

HRH previously visited the hospital in 2006 and told onlookers she would love to return in the future to see the trees in the orchard fruiting.

Before a plaque was unveiled by HRH, ROH Chief Executive Jo Williams said in a speech: "It really is a great honour and privilege to welcome you all to The Royal Orthopaedic Hospital. We are very proud of what we do and I'm immensely proud to lead an organisation full of such wonderful and talented people.

"Battling COVID-19 has been challenging but your resilience has been remarkable and I'm glad to say that we are going from strength to strength. Creating a new ward and theatre complex has been a remarkable team effort. So many people have been involved and the end result is something very special.

"But it's not only the building we are proud of. It is the capacity this building gives us to do what we do best – care for more local people and provide them with life-changing treatment.

"This orchard too, is very special and we look forward to seeing it grow as our hospital continues to grow. It has been dedicated to Her Majesty the Queen's Platinum Jubilee celebration and is part of the Queen's Green Canopy initiative; an initiative which we support wholeheartedly."

Professor Philip Begg, Executive Director of Strategy & Delivery and the executive sponsor of the project, added: "We have built facilities which provide an exceptional environment for patients and clinical teams. It was a great honour to show HRH these facilities and some of the innovative services we offer here at ROH."

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**SEE MORE PHOTOS FROM  
THE VISIT ON PAGE 3**

Got a story? Contact us!

Welcome to the new-look ROH Life, the newspaper for patients, visitors and staff at The Royal Orthopaedic Hospital NHS Foundation Trust.

We want to feature the fantastic work and interesting stories from people across the Trust.

Whether you're a patient with a story to tell, or a member of staff who wants to share some great work, you can get in touch using the details below. We would love to hear from you and hopefully feature you in an upcoming issue.

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# A message from Marie Peplow



Welcome to the autumn edition of ROH Life, the newspaper for patients, visitors and staff at The Royal Orthopaedic Hospital NHS Foundation Trust.

'Refresh and Recover', which is the programme of work to restore our hospital post-pandemic, was established following the second COVID-19 wave, to ensure the full return to services 'building back better'. Both phases of recovery have been conducted with patient and staff safety at the heart of the programme. Using the lessons learnt from phase 1 services have been restored efficiently with work streams developed to reflect the patient journey rather than individual services, in order to better integrate teams and departments. With a real emphasis on partnership working, phase 2 focused on patients across the wider system, not just ROH, supporting services for all orthopaedic patients in the area.

By May 2021 elective activity returned to levels seen in 2019, which is a fantastic

achievement. Similarly, outpatient activity was reduced significantly during January and February 2021 due to the second wave of COVID-19, was restored to over 100% of 2019/20 activity by March 2021. The continued dedication of all involved allowed a very effective programme to be delivered in a timely manner, followed by a successful transition to business as usual and for that I would like to say a big 'thank you'. The task has not been easy and the success of the programme is owned by each and every one of us!

The Trust recently had the honour and privilege to receive a visit from Her Royal Highness The Princess Royal. Her Royal Highness visited ROH to officially open our fantastic new ward and theatre complex. These facilities will allow us to treat approximately 2,500 extra patients each year and will support the reduction in orthopaedic waiting lists across the region.

During her visit, HRH was able to meet some staff and patients and see the vast redevelopment of our site that has taken place in recent years. You can see photos and read more about the visit on page 3. Speaking of redevelopment, the hospital has recently had two new additions: a brand-new clinical skills

suite for staff, and a second MRI scanner for patients, which are both now fully operational. In October we celebrated Black History Month, an annual celebration of the contributions that Black communities have made to the UK and the world. It's an opportunity to learn about Black histories and to spotlight Black achievement. As the Executive Sponsor of our Multi Minority Ethnic Group (MMEG), I am thrilled at the amount of activity that took place both at ROH and across the Integrated Care System (ICS) in Birmingham and Solihull. This included a ROH Black History Month virtual book club discussion, African and Caribbean dance workshop, anti-racist workshop hosted by the MMEG and a taste of African and Caribbean food at Café Royal every Friday, as well as so much more (page 14). The ROH is richer for its diverse population of patients and staff and we will continue to celebrate our diversity learning more about each other as we progress on our journey together as leaders of MSK and Orthopaedic care within the system.

Marie Peplow  
Executive Chief Operating Officer



## Congratulations, Tully! Patient wins big at Games



(Above: Tully in the pool at the Games and right, with her Paralympics gold medal)



**Congratulations to Tully Kearney, a world champion swimmer and ROH patient, who bagged not only silver and gold medals at the 2020 Paralympic Games but has smashed the world record.**

Tully finished second in the Women's 200m Freestyle (S5) on Wednesday 25 August at the postponed Tokyo games – her first time at the Paralympics. She went on to snatch gold on Thursday 26 August in the Women's 100m Freestyle (S5). Tully broke her own record set in the qualifying by two seconds and she clocked a final time of 1:14:39. China's Lu Dong made a phenomenal start with Suzanna Hext and Tully just behind her. One length in and Tully was in control of the race and she surged

away in the final 50m.

After winning her second medal at the games, she told Channel 4: "Yeah I was quite frustrated with how I swam yesterday. Today I was determined that no-one was going to beat me, I felt rubbish but I thought I'll leave it all in the pool and it worked!"

"I have so many people to thank, firstly my mum. After 2016 I didn't want to try to swim again but if it wasn't for my mum forcing me to get back into the pool [I wouldn't be here]. "It hasn't sunk in yet!"

Tully is a seven-time world champion across freestyle and butterfly. At the World Championships in 2015 she picked up four gold medals and one silver and looked to

be on course for the GB team at Rio 2016.

However, her life-long dream of competing at the games were put on hold, when she was forced to withdraw due to health reasons. But, this year, she joined 22 others on the ParalympicsGB swimming team and headed to Tokyo, where she put in outstanding performances.

Tully, who is from Nottingham, was born with cerebral palsy and developed generalised dystonia (a progressive neurological movement disorder) in her mid-teens – conditions that affect her lower limbs, left arm and shoulders. In 2019, she was diagnosed with scoliosis. On a visit to the Trust in 2019, she credited the treatment she receives at ROH in helping her success.

## Relocation of some Outpatient services



**The Trust will soon be relocating some of its services for outpatients to an alternative community location, which will allow enhanced capacity for staff and the ability to treat more patients.**

There are insufficient clinic rooms on-site at ROH for the number of outpatient sessions required by all specialties. The Trust have been using additional clinic rooms at Lordwood Medical Practice in Harborne since 2017 although this remains insufficient to support trainee advanced practice physiotherapists and new employees in the MSK service.

MSK Outpatient clinics currently held off-site at Lordwood Medical Practice will be moved to premises previously used by Griffins Brook Medical Practice in Bournville. The relocation will move the clinics to premises that are closer to ROH and provide an additional clinic room. Office space at Griffins Brook also gives additional space for patient calls and admin for the MSK team.

The move will free up space at Lordwood Medical Practice which can be used for extra clinics needed to help clear the backlog caused by the COVID-19 pandemic. The project is hoped to be completed and ready to welcome patients by February 2022.

# Photos from the visit from Her Royal Highness The Princess Royal

(Continued from Page 1)



(Clockwise from above left: HRH The Princess Royal meets ROH Chair Tim Pile and ROH Chief Executive Jo Williams; HRH meets Deputy Director of Nursing Nicki Brockie and Ward 4 Ward Manager Yi Kessey; HRH looking at a plaque to commemorate her visit; Consultant Orthopaedic Surgeon Professor. Ed Davis talking to HRH in Theatre and HRH meeting Strategy Project Manager and Physiotherapist Alicia Stanton and Occupational Therapist Tracey Gilbert)

## A Day in the life of...Cathy Cook



**Cathy Cook is a Teenage Cancer Trust, Youth Support Co-ordinator. She works between The Royal Orthopaedic Hospital and Queen Elizabeth Hospital Birmingham (QEHB).**

"In the words of Forrest Gump - 'life is like a box of chocolates - you never know what you're going to get'. The same can be said of the role of a Teenage Cancer Trust Youth Support Co-ordinator (YSC). Each day can be so wildly different from the next, which is what makes this job so enjoyable, even though it can be the toughest at times.

"My day always starts with a cup of tea (the only way to start the day in my opinion!). I watch the news as I am getting ready, then take the drive to either ROH or QEHB,

depending on who I am due to be seeing that day. I started in my role at ROH in 2015 based on the then-Ward 11. When paediatric services moved off-site, I took on the same role at QEHB, and now work as Outreach YSC at ROH, but based at QEHB. The role of a YSC is unique in itself, being a youth worker in a hospital setting, but it is even more niche when you are supporting young people from across the UK, who are also known to another team. By having a short time to get to know each patient during their stay and identify the support they require, it is vital to quickly form a rapport to be able to advocate for them whilst they are far away from home, making each interaction count, whether it be face-to-face, virtually or via text.

"Jane Forsythe, Clinical Nurse Specialist (CNS), and I make up the Teenage and Young Adult (TYA) Team at ROH supporting 16 – 24-year-olds diagnosed with sarcoma. We work together to support young people that come to ROH for biopsy, surgery and rehabilitation, or whilst attending a clinic appointment. I also work closely with the CNS

Team based at QEHB, which sees many of the local patients attend to receive treatment following diagnosis before they have surgery at ROH. On a typical day, I will be based at QEHB in the morning, and spend time with the patients on the ward or in clinic.

"My working pattern changes all the time, as there is flexibility needed when working with young people, and generally they are not early risers! My role is very much to be what the patients need – sometimes it is a listening ear for those that need one-to-one support, talking through anything and everything, ranging from things such as food and films, friendships and relationships, treatment and fertility, fears and anxieties – anything goes.

"Most days involve this one-to-one support with patients, and most days also sees me taking on the role of Wi-Fi/PS4/TV 'sorter outer'. The other side of my role is about bringing peers together through events and activities. Many young people appreciate the opportunity to be with other young people going through similar experiences. This led me to create a Facebook page for teenagers

and young adults with limb differences called 'Hokey Cokey', which shares information and opportunities that they may find interesting. Since the pandemic began, all of the peer support has had to move online along with the rest of the world, which has been a very steep learning curve. I plan and deliver online sessions for young people, to encourage them to get involved in things that offer some distraction, but also the opportunity to be with people who are supported by Teenage Cancer Trust.

"One of the most surprisingly popular activities has been our virtual book club, where we have joined forces with the YSC and young people from Leeds. We are currently reading 'The Thursday Murder Club' by Richard Osman, so I round off my day with a cuppa (and maybe a cheeky bit of chocolate), and telling the kids that 'Mommy is working' as I read!"

**You can find out more about the work Teenage Cancer Trust does by visiting [teenagecancertrust.org](https://teenagecancertrust.org)**



## Trust makes Newsweek's list of 'world's best hospitals'

The Trust is celebrating the news it has made a prestigious list of the world's best specialised hospitals.

As part of Newsweek's long standing commitment to cover all aspects of health, each year they partner with global research firm Statista to rank the world's best specialised hospitals. Last year, Newsweek looked at the best facilities in six specialities: cardiology, oncology, endocrinology, neurology, gastroenterology and orthopaedics. This year, it was expanded to feature 10 specialities. The ranking features the top 250 hospitals for cardiology and oncology, the top 150 for cardiac surgery and paediatrics and the top 125 each in endocrinology, gastroenterology, orthopaedics, neurology, neurosurgery and pulmonology.

The Royal Orthopaedic Hospital NHS Foundation Trust (ROH) ranked at number 60 on the list of 125 orthopaedic hospitals across the world. The Trust is one of only five UK hospitals on the orthopaedic list. ROH Chief Executive Jo Williams said: "This is such a fantastic achievement for us all here at ROH. To be named in such an illustrious list of the best specialised hospitals from across the world is a real testament to the hard work of each and every one of the team here. "I am an incredibly proud Chief Executive." The 2022 World's Best Specialised Hospitals is based on a global survey of medical professionals. The recommendation score is based on two sub-scores, for primary recommendations and secondary recommendations. In cooperation with

Newsweek, Statista invited over 40,000 medical experts (medical doctors, healthcare professionals, hospital managers and directors) in over 20 countries to an online survey. Additionally, experts from all over the world were able to participate in the 'World's Best Specialised Hospitals 2022' survey on newsweek.com. The data was collected from June to August 2021. Participants were asked to recommend and rank hospitals based on their expertise in one primary medical field (e.g. cardiology for cardiologists) and were able to choose an optional secondary area of expertise. Secondary recommendations were given a lower weight. The questionnaire did not suggest a list of hospitals and respondents were free to suggest any hospital they deemed recommendable

(aided by an autocomplete function for convenience). Statista performed plausibility checks on all data to prevent self-nomination. A preliminary reputation score was calculated for every hospital based on the weighted recommendations in each medical field. The preliminary reputation score was used to generate the preliminary lists for the ten medical fields. Hospitals that specialise in more than one field received specific scores for each field based on recommendations. One hospital can be represented in more than one list. The preliminary lists were presented to a global expert board, which serves in an advisory role for validation.

## ROH-lead team nominated for prestigious US award



A team including clinicians from ROH has been nominated for a top US computing award.

The ROH-led team, based in the Department of Chemical Engineering (pictured above) at the University of Birmingham (UoB), is a finalist in the Life Sciences section of the prestigious HPCwire high-performance computing awards. They were nominated by the team that runs the BlueBEAR supercomputer at UoB. HPCwire is a California-based news website that reports on the world of high-performance computing (HPC). Each year, the most outstanding organisations, projects and technologies across science and industry are recognised through the HPCwire Readers'

and Editors' Choice Awards. The winners are nominated and selected by the website's readers across the world. The nomination is in recognition of the team's work on tracking bacteria carrying particulates expelled from the necks of surgical gowns in ultraclean operating theatres. The work is a combination of experimental measurements carried out in the hospitals operating theatres and complex computer simulations to track the distribution of particles in the operating theatre air. Working with the UoB School of Chemical Engineering, clinicians developed a physical model of an operating theatre with 3D measurements of equipment and an ultrasound anemometer to measure airflow. Using UoB's BlueBEAR HPC (Lenovo, with Intel CPUs and IBM Spectrum Scale Storage, supplied by OCF Limited), within their model, they tracked air that emerges from the necks of surgical gowns that can contaminate surgical instruments, lead to infection, and increased patient suffering.

## Transformation of MSK services across BSol

ROH is leading the way in changing the way patients with musculoskeletal (MSK) conditions are treated across Birmingham and Solihull (BSol).

In April 2021, there were 685,728 patients awaiting orthopaedic treatment (nationally) – the highest total for any speciality – and orthopaedics represents the largest proportion of backlog cases across BSol. MSK conditions account for 30% of GP consultations in England, over 25% of all surgical interventions in the NHS and £4.76 billion of NHS spending each year. Pre-COVID, BSol annual spend on Trauma and Orthopaedic direct service delivery totalled £65m. There are currently multiple referrals pathways/procedure level pathways across community, primary, secondary and tertiary care, resulting in delays to care. There is also a variation in patient experience and outcomes, exacerbated by inequity of access to services. In addition to this, there is a rising number of patients with exacerbating MSK conditions due to COVID-19-related delays to diagnosis and treatment.

The aim of the MSK service transformation is to encourage patients to be able to access support and resources before contacting a GP, with a focus on prevention and self-management of conditions by patients. The programme is bolstered by a set of 'commitments' which set out what it aims to achieve. These include:

- A dedicated BSol Public Health campaign for MSK health
- Co-production of standardised, procedure-level clinical pathways to reduce delays and duplication for patients
- A dedicated plan to address health inequalities
- An agreed system-wide pathway for MSK health that promotes equity of access (including option for both face-to-face and virtual contact).

The vision is to enable best lifelong MSK health within all communities through sustained delivery of evidence-informed personalised high-quality healthcare valued by all.

# Trust shortlisted for major healthcare award

More fantastic news for the Trust as it has been shortlisted for an important award.

ROH has been shortlisted for Acute or Specialist Trust of the Year at the HSJ Awards for the second time, recognising outstanding contribution to healthcare – in what has been an exceptional and challenging period across the sector. The Trust was previously shortlisted for the same award in 2019. Despite the demanding circumstances of the past 18 months, over 1000 entries were received for this year's HSJ Awards, with 205 organisations, projects and individuals making it to the final shortlist. The volume and standards of applications has been a true testament to those health and social care staff, who continue to push outstanding work and transformational projects across the sector. The judging panel was once again made up of a diverse range of highly influential and respected figures within the healthcare community, including Sir Bruce Keogh (Chair, Birmingham Women's and Children's Foundation Trust); Marie Gabriel CBE (Chair, NHS Race and Health Observatory); and former HSJ Trust of the Year winners Ann Marr OBE (Chief Executive, St Helens and Knowsley Teaching Hospitals Trust) and Richard Mitchell (Chief Executive, Sherwood Forest Hospitals Foundation Trust). Following the intense and in-depth judging process, ROH were shortlisted, ahead of the



official awards ceremony to be held later this year. Standing out amongst tough competition from hundreds of other exemplary applicants, ROH was selected based on ambition, visionary spirit and the demonstrable positive impact that it has had on both patient and staff experience.

Chief Executive Jo Williams said: "We are so thrilled to have been shortlisted for this award for the second time and delighted to have been recognised in this major category. It recognises the dedication of our colleagues who have worked so hard to successfully deliver outstanding care to our patients and

support to our colleagues across the region. Knowing that there was such stiff competition this year really does make this announcement feel like a wonderful achievement for everyone involved and I hope this news will be a huge boost to all of you. Now to prepare for the judging!" HSJ editor Alistair McLellan said: "On behalf of all my colleagues, I'd like to take this opportunity to congratulate The Royal Orthopaedic Hospital NHS Foundation Trust on being nominated. The applications we receive always present our panel of judges with a very difficult task as the standard is unfailingly high and the breadth of innovation and passion for patient care is always so inspiring. "This year, we really have been overwhelmed with the level of entries, particularly when set against the backdrop of the COVID-19 pandemic and the huge challenges faced by our health and social care workforce. "We are therefore looking forward to welcoming all the finalists to the live ceremony in November and joining us in celebrating their incredible achievements and commitment to excellence."

The selected winners will be announced during the awards ceremony at Evolution, London on Thursday November 18 2021. The full list of nominees for the HSJ Awards 2021 can be found on [awards.hsj.co.uk/shortlist-2021](https://awards.hsj.co.uk/shortlist-2021)

## "I can't thank them enough": Staff help patient celebrate parents' big day

Many people say ROH is famous for patient care. So, when the team on Ward 4 discovered patient Wendy McFadden would be missing her parents' diamond wedding anniversary, they pulled out all the stops to help her celebrate with her family. Gordon and Pauline Weston married in 1961 in Stoke-on-Trent. It was a small ceremony and the couple were very happy, but Pauline always wished they could have had a 'proper wedding' with all the fanfare and guests. As they approached their 60th Diamond Wedding Anniversary, their daughter Wendy planned to do something special for her mum and dad, both now in their eighties. Wendy organised a wedding renewal ceremony. It would be a surprise and all her parents' friends and family would celebrate together – it would be the big wedding her mum had always wanted. Unfortunately, the pandemic meant that the ceremony had to be delayed. During this time, Wendy's own health deteriorated, and she required specialist hip surgery from the expert team at ROH and the operation couldn't be postponed. Unfortunately, this meant she would be in hospital on the same day as her parents'

wedding renewal. When the team caring for Wendy heard that she would miss the ceremony, they decided to help. The Ward 4 nursing and housekeeping team organised for the ceremony to be streamed to her room so she could watch and take part. They helped her dress for the occasion, they did her hair and make-up, decorated her room and organised a special meal. Many of the Ward 4 team came in on their day off, just to sit and enjoy the ceremony with Wendy. Wendy was moved by the support she received. She said: "Every single member of the team has been amazing. They all deserve medals for what they've done. I spent so long helping to organise my parents wedding renewal and despite being in hospital, I've still been part of the day. "I can't thank them enough." Yi Kessey, Ward 4 Manager said: "We've all grown very attached to Wendy. She's a very special lady and it's our pleasure to help her celebrate. Part of nursing care is seeing the whole person and we knew this event was very important to Wendy. I'm really proud of the whole team today."



(Above: The Ward 4 team who came in on their day off to help celebrate with patient Wendy, far right)

# NATIONAL ORTHOPAEDIC ALLIANCE

ROH is a founding member of the National Orthopaedic Alliance (NOA). The alliance brings together orthopaedic centres around the UK to share best practice and address shared challenges. Being a member organisation of the NOA gives ROH an opportunity to collaborate with other orthopaedic providers across both clinical and non-clinical areas.

The Orthopaedic Quality Improvement (inc. Clinical Audit) Network (or OQICAN) hosted by the NOA aims to bring NOA members together to benchmark and improve their services. Want to get involved or find out more about how ROH is contributing to this? Contact OQICAN Deputy Chair, Leky, on [leky.parveen@nhs.net](mailto:leky.parveen@nhs.net)

## Upcoming NOA events

All staff at ROH can attend NOA webinars, workshops, meetings and events free of charge. Upcoming events include:

**17 November 2021, 13:00 – 14:15pm**  
**Webinar: COVID-19 Recovery – Prioritisation and Harms Review**

**30 November 2021, 12:00 – 13:30pm -**  
**OQICAN Learning Forum**

**19 October 2022 - Next year's NOA Annual Members' conference**

Find out more about current events via [nationalorthopaedicalliance.co.uk](http://nationalorthopaedicalliance.co.uk)

## NOA: Find out more

If you want to read more about the NOA and see how you can get involved:

**Visit:** [nationalorthopaedicalliance.co.uk](http://nationalorthopaedicalliance.co.uk)

**Register:** ROH staff are entitled to register for the members' area of the NOA website to access even more resources and information. Register here: [bit.ly/NOAMembersArea](http://bit.ly/NOAMembersArea)

**Follow us on Twitter:**  
[@NOAorthopaedics](https://twitter.com/NOAorthopaedics)

**Follow us on LinkedIn:** [linkedin.com/company/naoorthopaedics](https://www.linkedin.com/company/naoorthopaedics)

**Sign up:** You can register to receive the NOA newsletter here: [bit.ly/NOAMemberNewsletter](http://bit.ly/NOAMemberNewsletter)

### Get in touch

- Email: [info.noa@nhs.net](mailto:info.noa@nhs.net)
- Phone: 020 3947 0849

## Members' conference a success

The 2021 NOA Annual Members' Conference held on 20 October was an opportunity for staff representing NOA member organisations, patient representatives and NOA partners from across the country to share achievements, address shared challenges and discuss what's in store for orthopaedics in the future.

The day was officially opened by ROH Chief Executive and NOA Lead CEO, Jo Williams, who welcomed delegates and introduced the opening speaker Andy Bennett, National Clinical Director for MSK conditions.

The action-packed conference held at The Eastside Rooms in Birmingham featured exhibits, presentations and panel discussions over multiple rooms including:

- Presentation on promoting life-long musculoskeletal health within all communities
- Presentation focused on the patients' perspective with shared stories from Lived Experience Ambassadors
- Demonstrations of virtual tele-mentoring
- Sessions around economic and social sustainability within healthcare
- Discussions on truly autonomous robotic

knee surgery and day case hip and knee surgery.

Conference attendee Ruth Adam, Senior Improvement Officer at the Royal National Orthopaedic Hospital said: "The NOA conference was a fantastic day and a refreshing opportunity to meet and network with colleagues face-to-face. From panel discussions to patient stories to exhibits and presentations, the range of topics covered was impressive.

Jo added: "Thank you to everyone who presented at the NOA Annual Members' Conference. The presentations, enthusiasm, dedication and passion for

orthopaedics was truly inspiring. We have so much to be proud of and I cannot wait to see the collaboration and improvements to come over the next twelve months. A great day!"

If you missed it, there will be recordings of some sessions available in the members' area of the NOA website [www.nationalorthopaedicalliance.co.uk/con21/](http://www.nationalorthopaedicalliance.co.uk/con21/)



## Investment in MRI facilities

**A second MRI scanner has been built and opened on-site at ROH, increasing capacity for patients across the region.**

The scanner is part of a £2.25million investment into MRI facilities at the hospital. A mobile scanner was previously being rented to cope with additional demand.

As well as a second facility, the works included the replacement of chillers in the whole of the trust's MRI facilities.

The design of the control room means that team can monitor both scanners. This innovative way of works provides an efficient use of staff resources.

The additional scanner doubles the scanning capacity for the hospital, allowing 1/3 of this capacity to be used by partners in the Birmingham and Solihull Sustainability and Transformation Partnership (STP).

Janet Davies, Estates Project Manager at ROH, said about the project: "Building a new facility in normal times is challenging but during a pandemic has been tough. We have had challenges with the availability of materials which has resulted in extended lead times on the majority of supplies. This has ultimately had an impact of the delivery timescale of each project.

"However, considering the difficult times I am thrilled that both projects are now finished and delivering on their original objectives. This new MRI scanner will have a real impact on the time our patients wait to receive an MRI scan."



# Top up your immunity this winter.




Vaccines are the best protection we have against dangerous viruses like flu and COVID-19. Find out if you're eligible for these two essential vaccines now at [nhs.uk/wintervaccinations](http://nhs.uk/wintervaccinations)

## Dates for your diary

2021  
OCT  
1

### Black History Month

October marks Black History Month, intended to recognise the contribution and achievements of those with African or Caribbean heritage.

It's also an opportunity for people to learn more about the effects of racism and how to challenge negative stereotypes. Read about ROH's celebrations on page 14.

[www.blackhistorymonth.org.uk](http://www.blackhistorymonth.org.uk)

2021  
NOV  
30

### Staff Awards

The Leading Lights Staff Awards is an annual celebration of the best the ROH has to offer. Staff and volunteers can be nominated by colleagues, patients or members of the public in a variety of categories. This year's event will be held internally in The Knowledge Hub.

You can see this year's shortlisted nominees at [www.roh.nhs.uk/staffawards](http://www.roh.nhs.uk/staffawards)

2021  
NOV  
30

### Giving Tuesday

A day where everyone, everywhere can do something to support the good causes that mean so much to them. If you have

given to The Royal Orthopaedic Hospital Charity in the past or are planning to, why not share why you have chosen to support us? Simply share your story on social media with the hashtag #MyGivingStory and tag us using @fundROH

2021  
DEC  
1

### World Aids Day

An opportunity for people worldwide to unite in the fight against HIV, to show support for people living with HIV, and to commemorate those who have died from an AIDS-related illness.

See how you can get involved in this year's events at [www.worldaidsday.org](http://www.worldaidsday.org)

2021  
DEC  
10

### Festive Dress Day

Join us by wearing your favourite festive jumper, or outfit. We simply ask all those taking part to give £1 to our charity's Christmas appeal and help to support ROH this festive season. Every little donation helps when it comes to supporting our charity and the amazing work they do. Visit [www.rohcharity.org](http://www.rohcharity.org) to find out more.



(Above: Claudette Jones, the Trust's new Freedom To Speak Up Guardian)

## "I want to make sure speaking up is embedded in our organisation." - Trust has new Freedom To Speak Up Guardian

**The Trust recently appointed a new Freedom To Speak Up Guardian (FTSUG) – Claudette Jones.**

Claudette, who took up the role in September, is a Senior Clinical Research Nurse at ROH and is also the Chair of the Equality & Diversity Staff Network.

The purpose of the FTSUG is to provide an alternative route to normal channels that people will use for speaking up. They are also there to work within the Trust to identify and tackle barriers to speaking up, such as issues of bullying culture, poor levels of awareness and processes that place an undue burden on individuals when they raise issues.

It is a role supported by the National Guardian's Office, an independent, non-statutory body that is leading culture change in the NHS so that speaking up becomes business as usual. The office is funded by the Care Quality Commission (CQC), NHS England and NHS Improvement and was established as a key recommendation from Sir Robert Francis' Freedom to Speak Up Review which looked at failings in care delivered at the Mid-Staffordshire Trust.

There are currently over 720 individuals acting as a FTSUG or supporting their FTSUG locally.

Claudette said: "I am very excited to be taking on this role. My main reason for wanting to be a Freedom To Speak Up Guardian was to contribute to continue improving the experience of people working in the NHS."

She said her plans include working closely with all Trust leaders to support a culture of speaking up. "I want to ensure speaking up is embedded within our organisation."

The FTSUG role sits within Corporate Affairs and Simon Grainger-Lloyd, Director of Corporate Affairs & Company Secretary, said: "I am delighted that Claudette has been appointed as the Freedom To Speak Up Guardian. The ROH already has a positive culture in which staff

feel that they can speak up freely and with Claudette's passion and commitment to her colleagues, I look forward to seeing this positive and supportive climate for staff further enhanced."

Alongside Claudette's appointment to the guardian role, a number of staff will become FTSU Champions. These will work alongside the guardian and be a point of contact for individuals who require advice, to inform them of the options available, whether informal or formal and to direct individuals to the support available.

## Admin Matters

**Delivering high-quality care in the NHS relies on admin processes. These processes are often 'behind the scenes' but they are vital in making sure patients, staff, information and equipment are all in the right place to ensure high-quality health care.**

Admin Matters is a staff network for those who work in administration, or admin, at ROH.

The group meet virtually to discuss ways to improve understanding of the work they do across the Trust and improve admin processes for everyone.

More than one million people use NHS services every day and many of these people will have one or more medical conditions and will access care from different teams, often in different locations and sometimes from different organisations.

Patients, carers and staff all experience NHS admin processes. These vary from phone calls and letters to booking systems and in-person contact.

High-quality admin has the potential to improve patient experience, reduce inequalities, promote better care – and contribute to a better working environment for staff.

If you are a member of ROH staff and would like to join the group, please contact Sharon Boyce ([s.boyce@nhs.net](mailto:s.boyce@nhs.net))



# Our amazing charity!



## Charity bowled over by cricket match success



**A cricket match pitting two teams of NHS staff against each other has raised thousands of pounds for children and young people's services across Birmingham and Solihull.**

The match took place in the sunshine at Hagley Cricket Club in Stourbridge on Sunday 5 September. It was the first of its kind for The Royal Orthopaedic Hospital NHS Foundation Trust (ROH) and University Hospitals Birmingham NHS Foundation Trust (UHB) and the charities that support them, and the first time they have competed against each other in any sporting event.

The hard-fought game was won by Team ROH, which was captained by Research Fellow Rajpal Nandra and Research Healthcare Technician James Jones, and raised close to £2,000. All funds raised from the event were split equally between University Hospitals Birmingham Charity, which supports Queen Elizabeth, Heartlands Good Hope and Solihull Hospitals and The Royal Orthopaedic Hospital Charity and will go towards improving services for children and young patients at both trusts.

Over 250 attendees enjoyed a day full of activities, including face painting, lawn games, food and drink vendors and ice cream. Prizes up for grabs in a raffle included a one-night stay with breakfast and afternoon tea at Birmingham's Park Regis, £50 Chung Ying restaurant vouchers, Cadbury World Family Pass, £100 Gym Shark Voucher and Philips electronic products.

A silent auction was also held for items such as afternoon tea for two at The Ritz in London, a cricket shirt signed by England batsman Jason Roy and a bat autographed by Sussex Cricket Club.

Fundraising revenue for The Royal Orthopaedic Hospital Charity is down £25,000 on last year due to the cancellation of so many events. It's Charity Manager, Ali Gray, was thrilled that they have returned. She said: "We were thrilled to have partnered with UHB for this cricket match. It was wonderful for our charity team to be planning events again and raising money for such vital services and good causes across the region and this one was fantastic!"



(Clockwise from left: The two teams together; a young attendee poses for a pic; the players in action; and a couple of our guests with the coveted trophy!)



"The money we have raised has gone towards supporting vital services for children and young people across the region."

ROH Charity would like to say thank you to all who attended the event and all of the business and fundraisers who supported it.



THE ROYAL ORTHOPAEDIC HOSPITAL  
CHARITABLE FUND

## Help spread some cheer this festive season



**During the Christmas period our dedicated staff will continue to work hard and smile from behind their mask to spread love, cheer and above all else, provide outstanding care to our patients and visitors. And you can help make a huge difference by supporting our annual Christmas Appeal.**

In 2020, over £6300 was raised during the festive season in order to purchase gifts for both our NHS staff and our patients over Christmas. This year, our aim is to make an even bigger impact.

By supporting our Christmas Appeal you will be helping us provide new initiatives to help distract, entertain and connect patients to their loved ones, as well as continue to prioritise staff health and wellbeing.

To find out more or get involved visit [www.rohcharity.org/ourwork/current-appeals/christmas/](http://www.rohcharity.org/ourwork/current-appeals/christmas/)

## Patients fundraise to give back to ROH Charity



**A huge thank you to Kaddy Benyon (pictured above) and Natasha Paczkowski who between them have raised almost £2,000 for the charity.**

Natasha raised over £500 in support of the oncology ward on which she stayed after being diagnosed with myxoinflammatory fibroblastic sarcoma, a form of cancer, by walking 10 miles on crutches.

Kaddy set herself a challenge to swim the 2k stretch of the River Cam between The Orchard at Grantchester and Sheep's Green near Lammas Land with her 'swim sisters' and in the process, raised over £1,000 for Ward 4, on which she was looked after after having surgery.

You can read Natasha and Kaddy's patient stories in full and find out how you can support, or become a fundraiser yourself, by visiting [www.rohcharity.org](http://www.rohcharity.org).



## Tom's Wellbeing Room opens

**A new 'wellbeing room' named in honour of a national hero has been opened for staff.**

'Tom's Wellbeing Room', named after Sir Captain Tom Moore, was officially opened at ROH in September. Sir Captain Tom made headlines across the world last year when he raised almost £40million for the NHS by walking around his garden 100 times ahead of his 100th birthday.

The main purpose of the room is for all ROH staff to have a quiet space to unwind and reflect whenever they need it. The space has been designed to support colleagues to relax, as well as to encourage communication and meditative practice. This is part of the Trust's long-term plan to prioritise the wellbeing of staff and become 'The Wellbeing Hospital'.

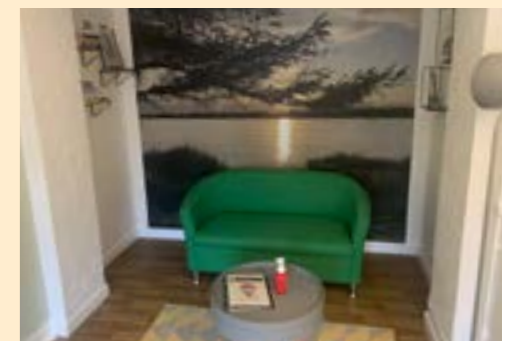
The space was designed after a survey of staff showed they would like an indoor space dedicated to looking after their wellbeing. A

small focus group made up of staff from across the organisation was put together to ensure the space was fit for purpose. A £14,000 grant from NHS Charities Together was utilised in order to support the room, which is part of a wider initiative supporting both indoor and outdoor wellbeing spaces across the hospital. Once the funding was secured, staff were surveyed again to see what they would like in the room.

There are comfortable sofas and a reading corner to help staff unwind for a few minutes, and mood lighting to help create a calming environment within the busy hospital. All staff are able to utilise the facility at any time of day. The room will also help to provide space for group mindfulness and mental health first aid sessions for all colleagues.

Laura Tilley-Hood, Engagement and Wellbeing Officer at ROH, said: "As the Wellbeing Officer for the Trust I am thrilled to see the transformation of Tom's Wellbeing

Room. It is a calming, relaxing space for all colleagues, to enable them to have ten minutes out of their busy day to unwind. Teams across the ROH have worked incredibly hard together to create this much-needed space and I hope everybody has the opportunity to use the room to focus on their wellbeing."



(Above: Tom's Wellbeing Room)



**Thank you to members of the Strategy and Communications Teams (pictured above) who raised over £700 for us by taking part in the Wolf Run 2021.**

The Wolf Run is a unique combination of

three kinds of off-road running: mud runs, trail runs and obstacle runs. The 10K course takes in open ground, woodland, lakes and thick mud. The team, collectively known as StratComms and made up of Pete Law, Amos

Mallard, Anthony May and Alicia Stanton (above), ran, climbed, crawled and swam their way through the course in Warwickshire to fundraise for the charity.

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CHECK OUT OUR WEBSITE:

[WWW.ROHCHARITY.ORG](http://WWW.ROHCHARITY.ORG)



## Concerts for Carers launches in association with O2

A new charity initiative, **Concerts for Carers**, has launched, with the support of founding partner **O2**, to provide NHS staff and paid care workers access to free tickets to live events all across the UK as a means of promoting their mental health and wellbeing.

Research by O2 revealed that 15% of the public donated for the first time to an NHS or care work-related charity during the COVID-19 pandemic, highlighting how the whole country has been indebted to the tireless efforts and selfless sacrifice of NHS staff and paid care workers over the last 18 months.

With restrictions continuing to lift throughout the UK and live entertainment once again on the agenda, O2, with its rich, long-standing heritage in live music, is committed to bringing the best live experiences back to fans, including those who have done – and given – so much. Founded by music venue executives, Concerts for Carers is a registered charity created to promote the mental health and wellbeing of NHS staff and paid care workers, particularly – but not exclusively – by providing access to free music tickets all year round.

Concerts for Carers will make free tickets available to NHS staff and paid care workers at O2's full portfolio of venues, including London's

iconic The O2 and its range of O2 Academy venues, as well as through an ever-growing network of some of the biggest music venues across the UK. With access to live experiences at locations across the country, regardless of where potential recipients are based, Concerts for Carers will endeavour to ensure there is a participating venue close by. Alongside the launch of Concerts for Carers, the world's most popular entertainment venue, London's The O2, recently played host to several free shows dedicated to NHS staff and NHS contract staff, who will comprise 100% of the audience. Gareth Griffiths, Head of Sponsorship at O2, said: "As a nation we will forever be indebted to those frontline workers of the NHS and paid care staff who put themselves at risk daily to keep the rest of us safe. No gesture or display of gratitude will ever be enough to fully repay them but with Concerts for Carers, we're hoping to use our live music heritage to help create moments which put carers first and say thank you to those who are always there for us when we need them most."

"From boosting mental wellbeing to combating loneliness, we know the benefits of live entertainment well – this incredible initiative speaks right to the heart of O2 as a brand and we couldn't be prouder to be involved."

"We've launched Concerts for Carers in recognition of the work NHS staff and paid care workers have provided to us all when we needed it the most", said Concerts for Carers co-founder Steve Gotkine. "We're delighted that O2, a brand with rich heritage in music and entertainment in the UK, has come on board as our official Founding Partner, providing invaluable support and tickets for its venues across the UK. This is a huge step in helping Concerts for Carers build the lasting legacy our NHS and paid care workers deserve."

Concerts for Carers co-founder Mark Lambert added: "Our ambition is to unite the UK live music industry in thanking all NHS and paid

care workers by partnering with live music and entertainment venues across the UK and providing free concert tickets for these staff. With our experience of working at a number of venues across the UK, we feel that we are the right people to provide a centralised platform that allows the whole of the UK live industry to show its thanks and appreciation."

If you are an eligible beneficiary, please register now at [www.concertsforcarers.org](http://www.concertsforcarers.org). uk. And if you wish to contribute towards this fantastic initiative and be part of creating something that truly honours NHS workers and paid carers, please visit: [www.justgiving.com/concertforcarers](http://www.justgiving.com/concertforcarers)

## Clinical Key now available for all ROH staff via Library Services

**Library and knowledge services underpin all aspects of the NHS. They supply the evidence base to enable excellent healthcare, support and inform policy, commissioning and service redesign decisions. They enable lifelong learning and research and through partnership working offer health and patient information.**

The library at ROH, located in the Knowledge Hub, houses the ROH book collection and provides space for study and research. Resources are also available online.

This year, the decision was made to move away from subscriptions to individual titles in favour of a product called Clinical Key.

Access is via ATHENS authentication and can be via an app making it useable on personal devices. In effect the user will have an entire book/journal collection at their fingertips.

If you haven't got an NHS OpenAthens account, register at <https://openathens.nice.org.uk/> (please use an NHS computer

if possible). If you have registered, but have forgotten your password please go to the Athens forgotten password page.

Registration is required to take advantage of personalised features, such as Presentation Maker, saved searches and book chapter PDFs.

You can browse the book and journal collection and you can do a search of the terms you are interested in. Whilst this does not replace a formal literature search, it is a very good place to start.

The team are still able to obtain articles not covered by Clinical Key. Please make requests via Basedoc [www.basedoc.co.uk](http://www.basedoc.co.uk) or contact the library directly for more information.

The ROH staff library can be found in the Knowledge Hub or online at [www.base-library.nhs.uk/roh-library](http://www.base-library.nhs.uk/roh-library).

You can contact the library on 0121685 4029 Ext 5550 or [Roh.library@nhs.net](mailto:Roh.library@nhs.net)

## Celebrating our QSIR Practitioners

**Quality Service Improvement Redesign, or QSIR, is a national programme developed by NHS Improvement, designed to upskill staff in quality improvement techniques and deliver greater service redesign capabilities to organisations. The course is aimed at both clinical and non-clinical staff at ROH with two courses on offer; QSIR Practitioner and QSIR Fundamentals.**

QSIR Practitioner is a five-day accredited course that covers quality improvement and service redesign modules in depth to give those that are more involved in the delivery of projects the skills and confidence to drive them forward.

The modules covered in the programme include Leading for Improvement, Project Management, Creativity, and Demand and Capacity.

QSIR Fundamentals, which launched in October, is a one-day course covering topics that will allow staff to have more confidence in supporting the delivery of quality improvement projects. Participants are taught tools and techniques using real-life NHS examples to illustrate how the learning translates from a class room setting into their work. There are currently 30 qualified QSIR practitioners at ROH, with more staff partially qualified too.

Steve Washbourne, Executive Director of Finance, said: "To have the humility and self-awareness to say 'I've got room for improvement', and the ability to gather better approaches, try them on, see if they work, and then adapt them until they do is what taking part in QSIR is about."

"When we look at the science of innovation, it is less about big cognitive leaps and more



(Above: one of the successful QSIR Practitioner cohorts)

about agility, small incremental steps that build on the ideas of others and engage your own genuine curiosity regarding what motivates and inhibits the individual and systems path to change.

"The main point is start, be curious, find something you can improve and get going." Amanda Gaston, Deputy Director of Finance, who teaches the programme, said: "We are already yielding the benefits from this programme of training. We have small cycles of 'Plan, do, study, act' improvement projects being embedded across the organisation including day case uni-compartmental knee replacements, that started with one consultant

and is planned to be expanded to other consultants and other joint replacement surgery."

The programme has been positively received with many positive comments from participants and the development of an integrated care system-wide programme for QSIR has started, with the next cohort of QSIR practitioners including some colleagues from Birmingham Community Healthcare Trust.

QSIR Fundamentals will begin its next cohort on 18 January 2022 and QSIR Practitioners in February 2022.

If you would like to book a place, please email [Ryan.Mccomb@nhs.net](mailto:Ryan.Mccomb@nhs.net)

## Staff appear on TV to raise awareness of menopause

**Some of Team ROH were recently interviewed for a television news report to raise awareness of menopause.**

Chief Executive Jo Williams spoke to ITV Central about how the Trust is making talking about menopause, and supporting those struggling with it, a priority. Jo talked about her own experience of menopause. Describing the feelings that followed her appointment to what she called her 'dream job', she said: "I remember going home and I remember being sat talking to my husband and one minute I felt completely ecstatic and the next minute I was in tears. It was kind of a brain fog and I think my first concern was, 'have I got dementia?'" "I was thinking 'there's 1300 people who are relying on me to lead this organisation' and I didn't want to let anyone down."

It was whilst attending conference with other trusts where menopause training was being discussed when it clicked for Jo and she realised what was happening. Soon after, she began taking HRT and describes that as helping her "feel like Jo again".

In a recent study by The Menopause Society, eight out of ten women said their #menopause symptoms affect their work. Yet more than seven out of ten said they hadn't discussed their symptoms with their employers.

Perimenopause means "around menopause" and refers to the time during which a female body starts to make the natural transition to menopause and this is usually when symptoms start.

Menopause is the time that marks the end of your menstrual cycle. You are said to have reached it when you've gone 12 months without a menstrual period. There are more than 34 symptoms of perimenopause.

They include difficulty concentrating or brain fog, palpitations, joint pain, night sweats,

itchy skin, anxiety and burning tongue.

Along with a support group, ROH offers lighter, more breathable uniforms to staff which are more comfortable if you are experiencing temperature changes.

Colleagues Sandra Crook, Deputy Facilities Manager, and Ava Pryce, who is a healthcare assistant, were also interviewed for the piece, which is available to watch on the ITV Central website.



### Choose NHS 111 first



**Last year, NHS England and NHS Improvement launched the next phase of the latest 'Help Us, Help You' campaign which focuses on the NHS 111 service as a new way to access A&E.**

If you have an urgent but not life-threatening medical need, make sure you contact NHS 111 first rather than going straight to A&E.

If you do need urgent care, then NHS 111 can now book you in to be seen quickly and safely in A&E. As well as this, NHS 111 is also able to direct to or book an appointment at Urgent Treatment Centres, GP surgeries, pharmacies, emergency dental services and walk-in clinics.

Contacting 111 first will also help the NHS to keep you safe by maintaining social distancing and ensure that you receive the right care in the right place, in a more timely and safe way.

If you or your loved one have a life-threatening illness or injury then you should always use 999 and if you do arrive at A&E without contacting NHS 111 you will still receive medical care, with emergency treatments prioritised. Just think 111 first. When you think you need A&E, contact NHS 111 by phone or online at [111.nhs.uk/](http://111.nhs.uk/)



NHS

## Protect yourself this winter

It's that time of year again! Flu season is upon us and staff at The Royal Orthopaedic Hospital (ROH) are being encouraged to take up the opportunity to get their free vaccination.

We all know the benefits of protecting yourself, your loved ones and other patients from the flu. It's never been more important to get your vaccination. The NHS led the nation in getting the COVID jab and it's time to be a leader once again – please get your flu jab.

The flu virus kills almost 11,000 people and hospitalises tens of thousands more in England in an average year.

And each year, the virus changes so a new vaccine is needed for you to be protected against it.

The Flu Vaccination Centre, in the former location of the Pre-Operative Assessment Clinic (POAC), opened on Friday 8 October and managed to vaccinate almost a third of the entire workforce of ROH. Staff who were vaccinated at the centre were given goodies, including a £5 Café Royale voucher, as a token of thanks.

Going forward, roaming vaccinators will be visiting departments across the hospital ensuring that anyone

who wants to be vaccinated has the opportunity to do so.

Anyone over 65 should go to their GP to get a particular form of the vaccine (not held on-site).

Staff who work in Theatres will be able to get their vaccination within their own department.

If you are a night shift worker, a bank worker, and would like to arrange a booking for you and others or if you've had your jab already or have any further questions, please email [luke.gardner14@nhs.net](mailto:luke.gardner14@nhs.net)

The Trust is also hoping to offer the COVID booster vaccination in November. There is no need to have a gap between flu jab and COVID booster – they can be administered at the same time.

Anyone who has had their COVID booster already, please email [luke.gardner14@nhs.net](mailto:luke.gardner14@nhs.net)

For more information on the flu vaccine, visit [nhs.uk/conditions/vaccinations/flu-influenza-vaccine/](https://nhs.uk/conditions/vaccinations/flu-influenza-vaccine/)

DON'T LET FLU GET YOU  
GET PROTECTED

GET YOUR FLU JAB.

## You could help train the next generation of clinicians

A 'Simulated Patient' is a volunteer who pretends to be a patient to help trainee clinicians improve their communication skills and bed-side manner.

For medical students, the opportunity to practice their examination skills in a safe environment is extremely valuable. By receiving feedback about their examination technique and bed-side manner, they have the opportunity to develop their communication skills before having to undertake this for real. The role of a 'Simulated Patient' enables volunteers to help shape the doctors of the future to truly understand how their communication skills can affect the people that they deal with.

This role is unlike any other volunteering opportunity at the ROH. You will be part of a team of volunteers, physios and doctors who will support you in this role. As a simulated patient you will:

- Have a simple script to follow (you can keep it with you at all times)
- Describe symptoms and give responses.
- Allow the student to examine you (you should be willing to wear shorts and t-shirt during the examination)
- Provide feedback to the student/the trainer when requested. What's in it for you?
- There are lots of great reasons to volunteer:

- You will be helping train the next generation of doctors
- You will receive refreshments throughout the day and if you volunteer for 4+ hours, you will receive a free lunch voucher for our restaurant
- You will be eligible to receive travel expenses for the day you are volunteering
- You will be in a friendly environment and have the opportunity to meet new people
- You will have access to exclusive NHS discounts.

About the volunteering commitment:

- The SIMS programme runs alongside the academic year
- SIMS sessions happen every other Tuesday and every Friday from 10:00 – 16:00
- You won't be required for every session
- We ask that you are available for at least half a day, every other week (you may be required less than this, but if you have the availability, please do let the Trust know!)
- You will receive all the training and support you need
- You will be fully supported by a team of professional and friendly physiotherapists during the sessions. Bill, a SIMS volunteer, said: "The 'family'

friendship is part of life at ROH, from the top surgeon to the floor cleaner; to be part of that family and give something back to the doctors of the future is a great honour."

If you would like to volunteer or find out more, please contact the Volunteering Team [roh-trvolunteers@nhs.net](mailto:roh-trvolunteers@nhs.net)

BECOME A  
SIMULATED  
PATIENT!  
HELP TRAIN THE NEXT  
GENERATION OF  
HEALTHCARE  
PROFESSIONALS!



## Research and Innovation at ROH

As one of the largest orthopaedic centres in Europe, The Royal Orthopaedic Hospital NHS Foundation Trust (ROH) is at the forefront of research and innovation and is recognised as a knowledge leader in orthopaedic care. The Trusts Research and Development Department has been in place at ROH for over 20 years and from here on, this page is where you'll find all of the latest research news.

The department consists of a delivery team (made up of research nurses and data managers), a Tissue Delivery service and a Research Governance team. There are active research programmes across each of the clinical specialities including spinal services, oncology, arthroplasty and arthroscopy, pain management and physiotherapy.

The Trust's research programmes are led by its own consultants, physiotherapists and nurses, often working in close collaboration with other research teams across the UK and around the world.

They also work closely with world-leading industry partners to ensure that ROH patients have access to the very latest innovations in orthopaedic care. As a result the department has a vibrant research portfolio of clinical trials, observational studies and laboratory studies including studies and not limited to exploring:

- new approaches to improve physiotherapy rehabilitation
- advanced therapies to regenerate diseased bone tissue
- new prosthetic devices to restore normal joint function
- pharmaceutical treatments which aim to reduce the need for invasive surgery and speed up recovery.

The team are located in the Knowledge Hub, which is the home of research, development, teaching and training. The team actively encourage staff to visit them with any queries or expressions of interest they may have. For more information on Research at ROH, visit [www.roh.nhs.uk/research-and-innovation](https://www.roh.nhs.uk/research-and-innovation)

### New trial to begin

The POWER Study is sponsored by University Hospitals Derby and Burton (UHDB) and is a pilot randomised controlled trial to compare physiotherapist-led exercises with standard care for patients on the surgical waiting list to receive a rotator cuff repair; surgery to repair a torn tendon in the shoulder.

The Research and Development Department recently held a training session and site initiation visit for the upcoming POWER pilot study and were honoured to be joined by a special guest.

Physiotherapists and members of the Research Team were receiving study training when they were joined by HRH The Princess Royal.

HRH discussed the trial with Professor Chris

Littlewood from Manchester Metropolitan University and Gareth Stephens, Clinical Research Physiotherapist at ROH. The Princess Royal also had an in-depth conversation with Adrian Gardner, Consultant Surgeon and Clinical Director of Research and Development at ROH, about scoliosis and spinal research.

The POWER study will be supported by Senior Research Nurses Ellie Keeling and Claudette Jones, Data Manager Sarah Rich and Research Healthcare Technician James Jones, with Chris Littlewood as Chief Investigator and Gareth Stephens as Principle Investigator. Recruitment to the trial is due to begin soon.



(Above: Gareth Stephens and Chris Littlewood meet HRH The Princess Royal)

## Changing Places facilities

A Changing Places facility for staff, patients and visitors with complex disabilities is now open on-site at ROH.

The facility is equipped with a hoist, adult-sized height adjustable changing table, sink and toilet, along with space for both the individual and a carer. It is much larger than a conventional disabled toilet. The facility is a further addition to the 1,600 located across the country.

Over ¼ million people in the UK with a disability need extra equipment and space to allow them to use the toilets safely and comfortably.

Executive Director of Strategy & Delivery Professor Phil Begg said: "The Royal Orthopaedic Hospital is committed to ensuring equality of access for all of our patients, and the addition of this Changing Places adult changing facility is as important to us as it is to our patients and their carers. We are delighted that Gina has advised and been a partner in the design of this new facility."

Gina Powers and her family were invited to officially open the Changing Places facility. Gina campaigned for it to be installed in the

hospital after struggling to find somewhere to accommodate her son's needs.

The toilet is located in the Outpatients Department, to the right of the main entrance to the hospital and is accessible Monday – Sunday 7:00 – 20:00.



(Above: Professor Phil Begg with Gina Powers, her son Luke, and members of the Estates Team)



BHBNradio

A radio station for Birmingham hospitals and the community.

### Weekdays

**12:00** The Golden Hour Hits from 50's – 80's Music Selection

**13:00** Light Lunch, Big Band Classic Standards, and Radio Days Music Selection

**22:00** The Soul Train by Peter Bayliss (pre-recorded)

**23:00** Late Night Love Songs Music Selection and the BHBN Music Selection throughout the day between live shows

### Monday

**10:00** The Morning Show, Dave Horton

**16:00** Good Vibrations, Lily Grace James (Live)

**20:00** Evening Show, Dale Hobson (Live)\*

### Tuesday

**10:00** The Morning Show, Adelle Davies

**15:00** Music from Stage & Screen, Jo Connop

**17:00** Joe Kennard (Recorded at home)

**20:00** Evening Show, Kira Hughes (Live)\*

### Wednesday

**10:00** The Morning Show, Bill Waldron

**15:00** BHBN Country (BHBN Music Selection)

**17:00** Words & Music, Brian Henderson (Live)

**20:00** Evening Show, Leon Lewis (Live)\*

### Thursday

**10:00** The Morning Show, Lily-Grace James

**14:00** Music Box, Pete Bayliss (Live)

**17:00** Chris Friday (Recorded at Home)

**20:00** Evening Show, Doug Jackson (Live)\*

### Friday

**10:00** The Morning Show, Paul Stanley

**14:00** The Weekender Bill Waldron (Live)

**18:00** Evening Show, David Elliott (Live)\*

### Saturday

**09:00** BHBNGold, Colin Monnaf (Live)

**12:00** The Frock Show, Sarah Morris (Live)

**15:00** Sport & Music on non-live matchdays

**20:00** Saturday Night In, Andy Swaby (Live)\*

**22:00** Reggae Selection

### Sunday

**10:00** The Golden Hour, 50's – 80's Hits

**11:00** Kids Time with Kira Hughes (Live)

**13:00** The American Country Countdown Top 12 (pre-recorded)

**16:00** Care Home Requests & Duets, Shaz Hill (Live)

**18:00** Asian Mix Music Selection

**20:00** Evening Show, Paul Stanley (Live)

**22:00** The BHBNclassics Music Collection.

\*The BHBNradio Evening Shows are sponsored by Wiltshire Farm Foods. The programme situation may change so keep up-to-date on social media [facebook](https://www.facebook.com/BHBNradio), [youtube](https://www.youtube.com/BHBNradio) and [@BHBNradio](https://twitter.com/BHBNradio) on twitter.

BHBN programmes are available via the BHBNradio App available from the Apple and IOS App Stores



# Meet the robots helping to keep your hospital safe

Two COVID-19 cleaning robots have begun work at ROH – making it one of the first organisations in the UK to use the technology. The machines, manufactured by the Danish company UVD Robots, are capable of disinfecting a standard size patient room in 10 minutes and over 18 rooms in one charge with ultraviolet (UV-C) light to ensure a sterile hospital environment. This cleaning process can be done by hospital and cleaning staff remotely through a mobile application. Before this, environmental decontamination of rooms with a hydrogen-chlorine-based mist could take a room out of action for 3-4 hours. UV-C disinfection utilises UV-C light to destroy the DNA structure of viruses, bacteria, yeast and fungi in seconds, leaving the microorganisms inactive and unable to spread, preventing further infection.

However, UV-C light can only disinfect surfaces that it can reach which can create problems in areas that are shadowed. So by combining UV-C disinfection technology with an autonomous robot, UVD Robots significantly reduce the likelihood of shadowing.

The robots are fully automated: The engineer positions it within a number of points in the room which gives the room maximum exposure. Chemical indicators are placed in hard to reach areas, such as under beds and on top of curtain rails. The machine moves to these points and when they turn dark orange, this means they have prolonged exposure which means microorganisms in this area are destroyed. They are operated by a tablet, which in essence acts like a joystick.

Sychem, the agent for UVD robots in the UK, visited and ‘mapped’ the site (inputted each

location into tablets) and now housekeeping staff are busy setting up ‘decontamination points’. All clinical areas have already been mapped. To use a robot, the user disconnects it, physically drives it to the area, positions it outside the room or area and the robot goes into the room alone and performs the decontamination.

The robots have a 360-degree camera on them, which allows them to map the area around them. They also have a number of safety features, like shutting down if someone walks too close to it or if someone enters a room in which it is cleaning.

In turn, the exposure of staff to the chemical disinfectants and to the risk of contracting any viruses, is minimised. The robot also allows the cleaning of hospital areas that may be more difficult to disinfect thoroughly such as hallways, lobbies and door handles.

Hospital-acquired infections are a significant and increasing problem in the global healthcare sector. Each year millions of patients are infected and thousands of patients die due to infections acquired during hospitalisation. The UVD Robot can kill up to 99.99% of pathogens such as COVID-19. It disinfects all kinds of surfaces, which contains thousands of different bacteria, but also it can significantly reduce the bacterial count in the air.

Steve Harnett, Facilities Manager at ROH, said: “We are thrilled to have the UVD Robots at ROH. Thank you to the Executive Board for allowing us to be able to invest in our team. It has given the team a lift to have this innovation in the Trust. The housekeeping and environmental cleaning teams must also be commended for all of their work during the pandemic. They have worked hard to

ensure our hospital is kept as clean and safe as possible and have done a fantastic job. “It’s important to note, that the robots don’t replace any individual or the normal cleaning of the hospital – they add an extra level of safety.”

Victoria Clewer, Infection Prevention & Control Matron at ROH, added: “UV-C light disinfection is a proven method of preventing the transmission of healthcare acquired infections (HCAI). It is one of the most effective and reliable ways of killing viruses and bacteria, providing a 99.99% kill rate. Having the UVD Robots at ROH is a fantastic step forward in

improving our healthcare environments for our patients, visitors and staff.

“In addition to their efficiency, they are one of the safest disinfection methods for staff to use. Through the use of technology we are able to maintain a high standard of cleaning and disinfection, eliminating any potential for human error such as missing areas requiring cleaning or hard to reach areas.”

The robots, affectionately known as ‘Fred’ and ‘Wilma’ by the staff that operate them, are currently being trialled out-of-hours and on weekends, and they will be used across the hospital soon.



(Above: Natali and Phillip, from the Facilities Team, posing with one of the UVD robots, Fred)

# Annual Wellbeing Week a success

The Trust recently held its third annual week focused on making staff wellbeing a priority.

Wellbeing Week encourages staff to look at ways to improve maintain their physical and mental wellbeing in a time where work-related stress in the NHS is rising.

The 2020 NHS annual survey results revealed that 44 per cent of staff report feeling unwell as the result of work-related stress (up from 40 per cent in 2019). The NHS has been identified as having a higher-than-average level of stress-related sickness absence of all job sectors across the country, and so it is integral to address how stress experienced both in and outside of work can be damaging to NHS people and their organisation.

The We Are the NHS: People Plan for 2020/2021 focuses on ‘looking after our people’ to ensure people are safe and healthy at work, prioritising the wellbeing of NHS staff to deliver safe and high-quality patient care. Stress, alongside anxiety and other psychiatric illnesses, is consistently the most reported reason for sickness absence in the NHS, accounting for over 511,000 full-time equivalent days lost, (NHS Digital Statistics, 2020)

In 2019, ROH launched its staff wellbeing programme with a long-term strategic focus on becoming ‘The Wellbeing Hospital’.

Following last year’s fully online events, this year’s Wellbeing Week was a mixture of virtual and physical activities.

ROH physiotherapists offered fitness sessions virtually and in person in The Knowledge Hub, including yoga and pilates. Free healthy snacks (and the odd unhealthy one!) were provided daily to those who took part.

Career progression was also a hot topic, with a mandatory training surgery and sessions on personal development, apprenticeships and management skills. There was also Impact for Life who held a ‘Cycle for your Smoothie’, where staff members took turns on an exercise bike which when cycled, created a smoothie!

Colleagues had the chance to take part in cross stitching, relaxing mindfulness sessions and access to ‘Long COVID’ support. Generous donations to the ROH Food Bank and some supplies for Rubery Swap Shop, which provides pre-loved school uniform to those in need, were also provided. One of the days in the week put the spotlight on staff networks at ROH and what they could offer colleagues. Each network had a stand in the hub with a post box where colleagues could express interest in joining.

Active travel was also high on the agenda for the week with staff encouraged to look at alternatives to driving or taking public transport to work.

Living Streets are a UK charity whose aim is to achieve a better walking environment and inspire people to walk more. Representatives for Living Streets attended to promote their ambition of creating ‘a nation where walking is

the natural choice for everyday local journeys’ to ROH staff. They gathered information from talking with colleagues and plan to design some bespoke walking maps for the Trust.

Over 100 staff also pledged to walk more and gave examples of how they would do this. Free bicycle maintenance sessions by New Roots Ltd. meant staff could get their bikes checked and any repairs mended. Colleagues that rode their bike to work were given a voucher for Café Royale, the hospital’s restaurant, as a way of saying thank you.

Laura Tilley-Hood, Engagement and Wellbeing Officer at ROH, said: “This week was a chance for colleagues to take ten minutes out of their busy week to think about themselves and their wellbeing. We used the ‘Five ways to wellbeing’ (connect, give, keep learning, mindfulness and be active) to shape the weekly programme and offer something for everyone. The week was a great success, attended by many colleagues from different areas of the Trust and their support to make the event a success was fantastic.

These included the ROH staff networks, health and wellbeing champions and specialist areas.

“We took some treats around to departments that find it a bit more difficult

to leave their areas to include them also. We received some great feedback which we will take on board and look forward to planning the next event to help support our wonderful colleagues.”

If you are a member of staff and would like to know more about the wellbeing support available at ROH, visit the staff intranet or email [Laura.Tilley-Hood@nhs.net](mailto:Laura.Tilley-Hood@nhs.net).



# Celebrating Black History Month

October was Black History Month, an annual celebration of the contributions that Black communities have made to the UK and the world.

Black History Month is an opportunity to learn about Black histories and to spotlight Black achievement. The theme for this year’s Black History Month was ‘Proud to Be’ and ROH was incredibly proud to host and participate in a wide range of activities to mark the month.

The programme of events at the Trust was put together by the Multi Minority Ethnic Group (MMEG). MMEG is a staff network at ROH that

provides a space for colleagues to talk about issues important to staff from ethnic minority backgrounds with an aim of creating positive change.

As well as the in-house events, which included information stands and workshops, staff were given the opportunity to access events and programmes across the Birmingham and Solihull Integrated Care System, including a virtual ‘Celebration of Culture and History’ held by University Hospitals Birmingham NHS Foundation Trust (UHB) and ‘The Importance of Cultural Patient Care’ - a round table discussion hosted by UHB with guest speaker Angela Knight-Jackson, Head of Nursing Development NHS England.

Colleagues also had the opportunity to take part in two 30-minute Afro dance workshops hosted by Birmingham-based dance company, ACE Dance & Music. The sessions took place in the Knowledge Hub and allowed participants to, socially-distanced, learn some dances native to Africa and the Caribbean.

For the foodies, every Friday the hospital’s Catering Team featured a new dish to celebrate Black History



(Above: Staff at the Black History Month information stand, hosted by the Multi Minority Ethnic Group)



Month. These included jerk spiced chicken breast and Caribbean-style blackened cod.

And one of the events that closed the Black History Month programme was a virtual book club, where staff read and discussed ‘Girl, Woman, Other’ by Bernardine Evaristo, which won the 2019 Booker Prize.

MMEG Chair Falon Paris-Caines said she was thrilled by how engaged staff and patients were with the month. “Black History Month

is a fantastic opportunity to celebrate the contribution black people have made to the UK and to our amazing NHS. Part of building an inclusive organisation is celebrating heritage and culture and I am so happy with how many came to celebrate with us.”

For more information about MMEG, contact [faon.paris-caines@nhs.net](mailto:faon.paris-caines@nhs.net)

# Tea Break Brain Teaser

## Quiz Challenge

1. The Greenpeace ship Rainbow Warrior was sunk in 1985 in which port?
2. What was the title of chef Nigella Lawson's first book published in 1998?
3. During World War II, what were given the code names Juno, Omaha and Sword?
4. Which African country was formerly known as Bechuanaland?
5. Who won the 2019 BBC Sports Personality of the Year award?



Nigella Lawson – see Question 2

6. The Uffizi Gallery is in which European city?
7. Which electric device in a car engages the starter motor drive-shaft prior to ignition?
8. Whales in Arctic and Antarctic waters mainly eat which shrimp-like creatures?
9. Who is the lead singer of the rock band Muse?
10. Which 2009 Quentin Tarantino film is set in Nazi-occupied France?

## Two-Timer Crossword

Can't solve one – then try the other!  
Two sets of clues both leading to the same answers

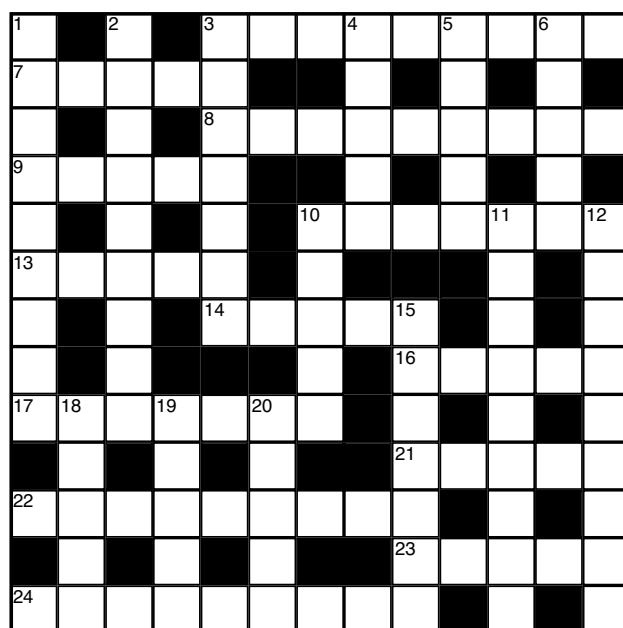
### CRYPTIC CLUES

#### Across

3. Anticipate a word of warning and play for time (9)
7. Lords' dwelling-place (5)
8. Rock or tree's shade (9)
9. British noblemen from Arles (5)
10. Made one's way through (7)
13. Girl for Ron going round in Los Angeles (5)
14. Souvenir of an old priest in church (5)
16. Arbiter has it to restore (5)
17. Better to find doctor in unusually regal surroundings (7)
21. Marc's about to go (5)
22. Shortly it will be fashionable for girls (9)
23. She is in the lead eleven times (5)
24. NCO accepts eastern material (9)

#### Down

1. Circling around daughter cajoling (9)
2. Watch this space where defaulters are confined (9)
3. Mineral left in iron box (7)
4. Resin produced for the Spanish record company (5)
5. Tickled trout for teacher (5)
6. Remove clean weapon (5)
10. River god of a very cold region (5)
11. Reassured, having been relieved of pain (9)
12. Rover would be off-colour with it (9)
15. Utter a shout of pain as a last resort in producing quartz (7)
18. Spanish friend in the past went round Michigan (5)
19. Airship for the colonel (5)
20. Always half skip inside glacial ridge (5)



### QUICK CLUES

#### Across

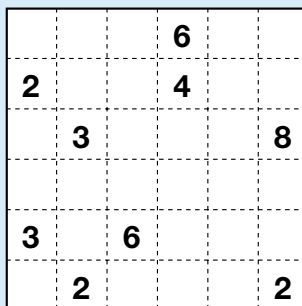
3. Pre-empt (9)
7. Home (5)
8. Senile Tom (anag.) (9)
9. Peers (5)
10. Penetrated (7)
13. ----- Doone, novel (5)
14. Keepsake (5)
16. Equip again (5)
17. Speculator (7)
21. Go away (inf.) (5)
22. Item of clothing (9)
23. English singer and songwriter (5)
24. Bodily (9)

#### Down

1. Sweet-talking (9)
2. Sentries' base (9)
3. Slap ref (anag.) (7)
4. Resinous substance (5)
5. Instructor (5)
6. Spear (5)
10. Arctic (5)
11. Consoled (9)
12. Type of paint (9)
15. Cut glass (7)
18. Comrade (5)
19. Elderly reactionary (5)
20. Reeks (anag.) (5)

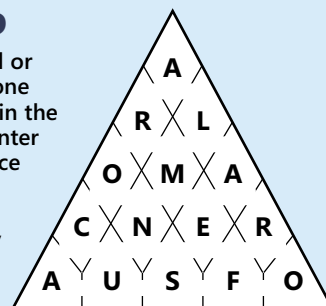
### BOX CLEVER

Fill the 6x6 grid with as many boxes as there are numbers printed. Each box must be either square or rectangular and must contain just one of the numbers. The numbers show how many squares there should be in each box.



### WORD PYRAMID

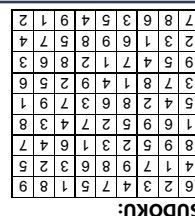
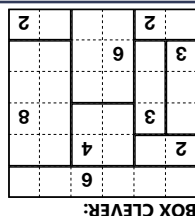
Spell out a 15-letter word or phrase by moving from one chamber to another within the pyramid. You may only enter each of the chambers once and may only proceed through openings in the walls. The first letter may appear in any of the chambers.



### SOLUTIONS

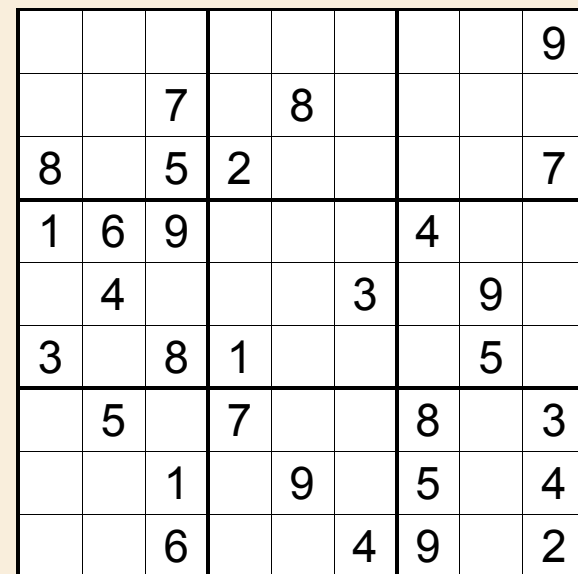
**TWO-TIMER CROSSWORD:**  
Across – 3 Forestall; 7 House; 8 Limestone; 9 Earls; 10 Pierced; 13 Lorna; 14 Relic; 16 Refit; 17 Gambler; 21 Scram; 22 Miniskirt; 23 Adele; 24 Corporate.  
Down – 1 Wheeling; 2 Guardroom; 3 Felspar; 4 Elem; 5 Tutor; 6 Lance; 10 Polar; 11 Comforted; 12 Distemper; 15 Crystal; 18 Amigo; 19 Blimp; 20 Esker.  
**WORD PYRAMID:** No cause for alarm.  
**MAGIC SQUARE:** cost; once; scan; tend.

**QUICK CHALLENGE:**  
1 Auckland, New Zealand; 2 How to Eat; 3 Normandy landing beaches; 4 Botswana; 5 Cricketer Ben Stokes; 6 Florence; 7 The solenoid; 8 Krill; 9 Matt Bellamy; 10 Inglorious Basterds.  
**CROSS CODE:**  
1 K 2 P 3 N 4 Y 5 E 6 R 7 S 8 G 9 X 10 T 11 O 12 Z 13 F 14 I 15 M 16 A 17 U 18 B 19 D 20 V 21 Q 22 C 23 W 24 J 25 L 26 H

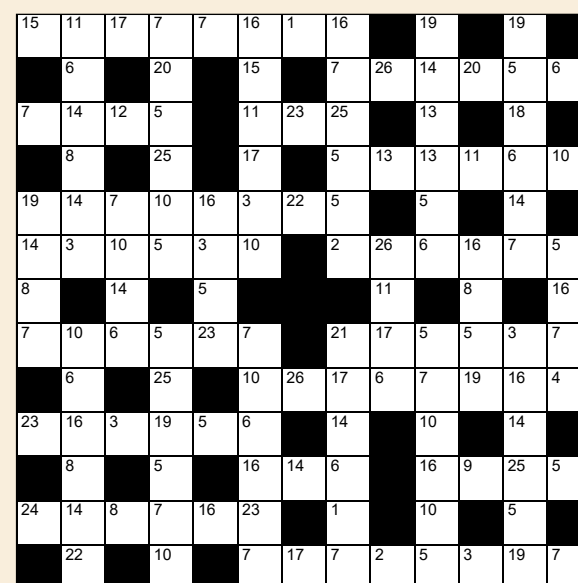


### SUDOKU

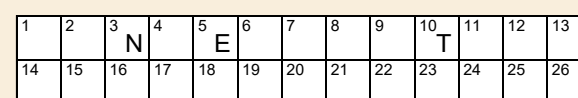
Each row and each column must contain the numbers 1 to 9, and so must each 3 x 3 box.



### CROSS CODE



ABCDEFGHIJKLMNOPQRSTUVWXYZ

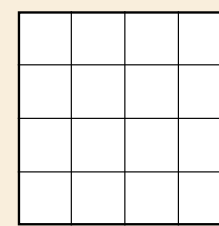


Each number in the grid represents a letter. You have three letters in the control grid to start you off. Enter them in the appropriate squares in the main grid, then use your knowledge of words to work out which letters should go in the missing squares.

As you get the letters, fill in other squares with the same number in the main grid and control grid. Check off the alphabetical list of letters as you identify them.

### MAGIC SQUARE

#### CODE CAN'S CONTENTS



Using all 16 letters of the sentence above, form four words each of four letters which, when placed correctly in the grid, will form a magic square in which the words can be read both horizontally and vertically.