

Hear about cutting-edge spine surgery (page 3)

Find out who the finalists are for the Blue Heart Awards (page 6)



Transforming muscle, bone & joint health! (page 7)

Can you ju-believe it!

The Royal Orthopaedic Hospital celebrates the Platinum Jubilee in style



Above: Jo Williams, CEO lights the Platinum Jubilee Beacon

images credit: @SnapperSK

The UK has a long tradition of celebrating Royal Jubilees, weddings and coronations through beacon lighting.

In honour of the Queen's Platinum Jubilee, a ceremonial beacon was lit at The ROH over the bank holiday weekend in June, making it one of a very small number of hospitals participating in the celebratory ceremony.

As part of the nationwide events, The Royal Orthopaedic Hospital (ROH) hosted a beacon

lighting celebrating the Jubilee, along with a bugler, string quartet, and surprise fireworks to mark this once in a lifetime celebration.

Jo Williams, Chief Executive at The Royal Orthopaedic Hospital, said: "We were thrilled to be able to hold this once in a lifetime event and to pay tribute to the Queen as part of the official Platinum Jubilee weekend of celebrations.

"The ROH has a long heritage stretching

back over 200 years. We have been lucky enough to welcome royal visitors from King George in 1927 to more recently the Princess Royal, who helped plant our Jubilee orchard as part of the Queen's Green Canopy initiative – which I'm happy to report patients and colleagues are now enjoying! This is a fantastic slice of history to be involved in".

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**CHECK OUT
OUR JUBILEE PHOTOS
ON PAGE 8 & 9**

Got a story? Contact us!

Welcome to ROH Life.

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 Sharon Malhi



Welcome to the Spring 2022 edition of ROH Life, the newspaper for patients, visitors, and staff at The Royal Orthopaedic Hospital NHS Foundation Trust.

Above: Sharon Malhi, Chief People Officer, ROH

This is my first appearance in ROH Life as the Trust's Chief People Officer, a new role I am excited to take on. Achieving this is testament to the amazing development opportunities available to staff at The ROH and I will work hard to ensure staff have a positive experience working at the Trust so that they can provide the best possible care for our patients.

2022 so far has been another busy year at ROH. A mixed bag of challenges, readjustments... and news worth celebrating. There has started to be a sustained decline in community cases of COVID-19 and hospital inpatient numbers – meaning that our regional incident level has changed and is now classed as Level 3. We continue to remain vigilant against COVID-19, adjusting our advice in line with national guidance while focussing on elective recovery, bringing waiting times down and improving outcomes and patient experience. Please continue to follow our guidance which at the time of printing includes wearing personal protective equipment (PPE)

e.g. face masks, social distancing, and hand washing.

We were pleased to recently be able to allow visitors back on-site – a welcomed comfort for our wonderful patients, who have had no on-site visitors since early in the pandemic. For those unable to visit, we're still here to help by giving loved ones an opportunity to share messages of support with patients. Just email your message along with the patient's name, date of birth and the ward number to roh-tr.forlovedones@nhs.net. Messages will then be printed by our Patient Experience team and given to the patient.

Speaking of patient experience, we were delighted to run our first Patient Experience Week during April, raising awareness of our Patient Advice and Liaison Service (PALS) which offers confidential advice, support and information on health-related matters, providing a point of contact for patients, their families and carers. Read more on page 4.

We're also very proud to now be a 'Disability Confident Leader', a kitemark which we hope gives disabled patients, visitors, and staff confidence that our Trust prioritises inclusion and meets people's needs. Read more on page 10. Something else worth celebrating is The ROH being the first in Europe to use new technology, the Pulse platform from NuVasive, to revolutionise how surgery on the spine is performed. Find out more on page 3.

The wellbeing of staff and patients continues to be a priority here at ROH. Our recent staff wellbeing days during May included health and wellbeing information sharing, Northfield

Gym discounts, a craft stall, staff networks information sharing, chair yoga and more. Our staff continue to achieve incredible things despite challenges and do so with care, compassion, and dedication to patients. It's why we are always proud to celebrate their work. Take a look at our Blue Heart Awards finalists on page 6 for a snapshot of some of our amazing colleagues.

In the recently conducted National NHS staff survey completed by almost 700k NHS staff across the country, it was encouraging to see that every one of ROH's results was above the national average and for many of the scores we were close to some of the best performing organisations. We will continue to work to ensure that we are listening to feedback and working with staff to make meaningful changes to ensure that everyone feels valued and can thrive at The ROH.

You can read about some of the ways we encourage an inclusive culture for staff and patients in 'A day in the life of...Jeeves Sundar' on page 3 and our roundup of recent inclusion celebrations on page 5.

Last but by no means least, be sure to read all about our Jubilee celebrations! We were delighted to take part in a range of activities in honour of the Queen's Platinum Jubilee, bringing together colleagues, patients, and visitors to mark this historic occasion.

Enjoy the issue!

Sharon Malhi
Chief People Officer

ROH reaches robotic milestone (ROSA)



Thanks to the robotic 'ROSA' system, a milestone 100 knee replacement surgeries have been completed. Consultant Surgeon, Mr. Akash Sharma, who completed the majority of the operations said: "Robotic systems like ROSA are excellent tools which support us to be as precise as possible while we operate. People sometimes think of a robot performing the operation – which isn't the case here. Robots are tools which help us to consistently deliver precise and accurate knee replacements."



Young girl inspired to be a surgeon following father's life changing hip surgery



Eight-year-old Quincy, pictured here with ROH Consultant Orthopaedic Surgeon, Mr Ronan Treacy, has been inspired to be a surgeon when she grows up after Mr Treacy performed life changing hip resurfacing surgery on her father, Richard. After writing a heartfelt letter to thank Mr Treacy and his team, Quincy was invited to tour the hospital and meet Mr Treacy earlier this year.

Quincy said, "I sent the letter because I was thankful that my dad can walk properly again. I want to be a surgeon as well because I want to help people."

Richard said, "Quincy's primary driver to show an interest in becoming a surgeon, and to express her gratitude was because she had seen me suffering with my hip and then saw the uplifting improvement to my physical

and mental wellbeing following my Birmingham Hip Resurfacing surgery at The ROH. Quincy is very inquisitive, always questioning, always theorising. Being a surgeon combines a quest for knowledge with a way to serve, to save lives, and to alleviate suffering – these are some of the qualities that align with Quincy's core values."

Mr Treacy said, "My team and myself, we were very gratified to see Quincy's letter which was really quite moving"

Cutting-edge spine surgery



faster and enjoy better surgical outcomes. Adjustments can be made directly, meaning the minimum amount of invasive surgery is necessary.

Mr Andrew Young, Consultant Spinal Surgeon at ROH, said: "The Pulse Platform is an innovative system that provides us with cutting-edge spinal surgical techniques.

"We hope to use it to reduce the length of time people stay in hospital and reduce any complications. This technology puts The ROH at the forefront of spinal surgery in the UK and we're excited about the benefits it will offer patients."

NuVasive is the global leader in spine technology innovation. Their mission is 'to change a patient's life every minute' by creating innovative, integrated technologies.

Mati Kanyasa, Senior Radiographer uses the Cios Spin mobile C-arm from Siemens Healthineers, and said: "Taking accurate images of the patient before surgery using the Cios Spin means a more precise surgery, which leads to shorter time in theatre. It's really an amazing piece of equipment, it means surgeons can make fewer incisions, leading to better outcomes for patients as they can recover quicker too."

"The Cios Spin mobile C-arm from Siemens Healthineers has been designed to help clinicians improve clinical outcomes," states Jayant Saha, Head of Advanced Therapies at Siemens Healthineers GB&I. "The Cios Spin at the Royal Orthopaedic Hospital is equipped with advanced technology to ensure efficient integration of 3D imaging into the surgical workflow thereby providing real time image guided navigation during surgical procedures".

ROH has become the first in Europe to use new technology that can revolutionise how surgery on the spine is performed.

Operating on the spine is very complicated. Surgeons use their expert judgement to balance invasiveness and efficiency with safety.

First trialled at ROH in August 2021, the Pulse platform from NuVasive is a system which helps surgeons offer quicker, more precise, and safer surgery, bringing all the technology needed to perform spine surgery into a single platform.

The NuVasive system is used in partnership with the Cios Spin® mobile C-arm from Siemens Healthineers, which is a piece of equipment used by radiographers in Theatres to take precise 2D and 3D images. These images help surgeons plan more effectively and achieve the best possible outcomes for patients.

This system allows the surgeon to operate more quickly and efficiently. It also means that surgery is less invasive so patients can recover



Above: Senior Radiographers, from left to right it's Zainab Bello, Mati Kanyasa, Wayne Flynn-Vilic, Karen Edwards and Roza Haydari

Below: Senior Radiographers, Mati Kanyasa and Zainab Bello



A day in the life of...Jeeves Sundar



Above: Jeeves Sundar, Organisational Development and Inclusion Manager, ROH

In a nutshell, my role is to support colleagues to be the best they can be by promoting an inclusive culture at ROH. I help to deliver the ambitions of our staff networks and groups – including the Equality and Diversity network, Multi Minority Ethnic Group, Freedom to Speak Up Champions, Menopause Support Group, Disability network and Be Myself LGBTQ+ network.

Doing my part to support ROH to foster a

nurturing and connected culture of belonging where staff can bring their authentic selves to work, and where visitors experience a supportive and inclusive environment, gives me great job satisfaction.

A typical day

My day begins with a loud bang on my bedroom door followed by a sloppy kiss from my black Labrador, Boris, who is ready for his 5:30am walk. Half asleep, I get outside whatever the weather – come rain or shine it's got to be done! It may not sound like fun, but for me, it's a great way to wake up and clear my head ready for the day ahead. It's quite nice to be able to walk in the park just with Boris and my thoughts!

Once my first task of the day is complete, I get ready and make my way to ROH for an 8:00am start. Setting off at 6:50am I get to beat most of the traffic, but unfortunately I can't seem to beat the road works along Birmingham New Road!

I currently work in the office half of the week, and work from home on Thursday and Friday. I count myself lucky here as I find this gives me the best of both worlds; I am still

able to see my amazing colleagues face to face during the week, and also have some quiet time in the week for tasks that require more concentration.

I arrive at the office in the Trust's HR House at 8:00am greeted by some of my colleagues (who are the friendliest faces I could want to meet first thing). Like me, they work a mixture of days from the office and home.

First thing's first - I need to check my diary. Well, I have two diaries. Some people may find this overkill, but for me it keeps me on track, allowing me to prioritise urgent jobs and also see what I can look at later. The rest of my day is usually spent meeting people across the trust and externally.

I meet colleagues and stakeholders that I am supporting and check in on the various projects that I am working on. At the moment, Civility and Respect, Team Engagement & Development (TED), Enabling a Productive & Inclusive Culture (EPIC) Masterclass and Equality Impact Assessment projects are my main focus.

Some days are spent in meetings, and others looking at reports from surveys – such as the National Staff Survey and the People

Pulse Survey. I review the results and pull out themes that I can work on improving within the Trust.

One vital way of supporting the Trust is to help co-ordinate and run these surveys which are great ways to listen to what people have got to say. It's so fulfilling to be able to see an idea go from a suggestion, and then support it to come to fruition. For example, one project I'm really passionate about is the MMEG Mentoring Programme. It launched in June to support colleagues from ethnic minority backgrounds in their careers.

I love working with all my colleagues in The ROH. I have worked in various organisations and sectors, but I can honestly say that The ROH is the best place I have worked, and that is mostly down to the colleagues that I work with! Their professionalism, passion and amazing work ethic is awe-inspiring, and I feel so blessed to be working in a Trust that has such amazing people at the heart of it.

Waiting Well at The ROH

We know that during the pandemic the wait for surgery for some patients increased as we prioritised clinically urgent cases.

Our teams are working hard to make sure that all patients are treated as soon as possible and to reduce the time that patients are waiting for treatment.

Our waiting times are now moving back to pre-COVID levels, but it's still important that patients look after themselves mentally and

physically to be as prepared as possible for treatment.

The My Planned Care website has information for patients on what to do to keep well as they wait for treatment. It also shows our average waiting times which are updated weekly.

The ROH's section of the My Planned Care website can be accessed here: www.myplannedcare.nhs.uk/mids/royal-orthopaedic/

Versus Arthritis

For anyone waiting for hip or knee replacement surgery Versus Arthritis is able to offer signposting and peer support. Patients waiting for surgery can self refer to the free service using the details below:

Website: www.versusarthritis.org/BSOL

Phone: 01246 541 118

Tuesday – Friday

10:00 – 16:00 hours

Top tips

from Dave Rogers, Clinical Programme Lead (MSK)

Maintaining your overall health whilst you are waiting for your treatment is really important. There are several ways you can do this:

Keep moving

Remember regular exercise. Find a good balance between rest and physical activity through the day to prevent you from stiffening up too much. Although sometimes it can feel like the exercises are not helping, they can often prevent your pain from getting worse.

Take your medication as prescribed

Keeping in control of your pain is very important, as this can have a big effect on your sleep, mood and stress levels. We therefore encourage you to use your prescribed medication on a regular dose. If you are unsure

as to whether you are taking the right amount, or are experiencing unpleasant side effects from your medication, we suggest you speak to your GP.

Remember your mental health

Mental wellbeing is just as important as physical wellbeing. Having a persistent pain problem can provoke symptoms of anxiety, low mood and uncertainty and it can sometimes feel that things will never be better. Staying connected with friends and family is important during this time, as is pacing your activity, doing things that give you pleasure and finding time to relax.

Every Mind Matters also provides some useful tips: www.nhs.uk/every-mind-matters

Keep your alcohol intake low

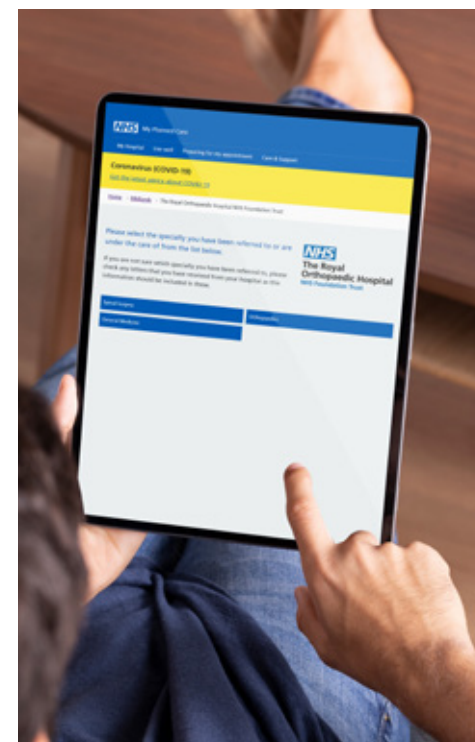
Cutting back on booze can be a really effective way to improve your health, boost your energy, and can help you lose weight and save money too. Any reduction in the amount you drink every week will be beneficial.

Stop smoking

Local stop smoking services are free, friendly and can massively boost your chances of quitting for good. These services staffed by expert advisers provide a range of proven methods to help you quit, giving you accurate information and advice, as well as professional support.

Manage your weight

Extra weight causes fat to build up around vital organs, meaning your body has to work harder to fight against diseases. Visit www.nhs.uk/better-health/lose-weight/ for tips on making small, simple changes to what and how much you are eating and drinking, which can really help.



Patient Experience

Patient Experience Week

The Patient Advice and Liaison Service (PALS) offers confidential advice, support and information on health-related matters, providing a point of contact for patients, their families and carers.

PALS ran their latest Patient Experience Week in April, where they raised awareness of the department, launched new initiatives to make it easier for you to give feedback to The ROH, and began their latest recruitment drive for the Patient Participation Group.

During Patient Experience Week, the Trust also rolled out new smiley faces systems which you may have already seen around the hospital, to make it easy for patients and visitors to provide feedback on their experience at the hospital. These have now been installed in all outpatient areas, replacing the paper Friends and Family feedback forms.

If it matters to you,
It matters to us.
We're listening.

How was your experience today?



Let us know how your experience was today by using one of our smiley face touch screens around the hospital.

Patient Participation Group (PPG)

The Patient Participation Group (PPG) is also recruiting new members.

The PPG group helps to look at ways to improve patient experience at the hospital. The group discusses issues that patients and carers raise, as well as actions that need to be taken to resolve them. Feedback from the group helps The ROH get a better understanding of the priorities and concerns of service users.

If you are a patient, carer or relative, you are able to get involved! Meetings of the PPG are relaxed and friendly, and take place every six weeks.

Email roh-tr.PALS@nhs.net for more information about how to get involved.

To find out more about our engagement groups and how you can get involved, visit www.roh.nhs.uk/patient-experience/engagement



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Working for the environment

The NHS is one of the largest employers in the UK, providing health care to a population of over 68 million people. The NHS is also one of the UK's biggest users of energy and has a range of consumables that stretches from medical supplies to catering and cleaning products.

The NHS Executive has set out its plan to reduce the impact of the NHS on the environment and aims to be the world's first net zero national health service by 2040.

At the ROH we're equally committed to reducing the organisation's environmental impact, and to actively contribute towards the NHS meeting this realistic, yet ambitious, target!

So, what are we doing?

We have a mix of small and large scale projects underway, from installation of solar panels on-site and energy efficient

LED lighting in wards, to tree planting and encouraging wildlife in green spaces around the hospital.

New electrical charging points

A key part of our net zero plan is the aim to reduce local air pollution as this has a direct impact on our patients, staff and the local community.

The Trust has already replaced its fleet of diesel cars by purchasing two zero emission vehicles (ZEVs). This has resulted in a saving of over 9,000kg of CO2 per year.

12 electric car charging points have been installed in the hospital car park, for both staff and patients to use. These have saved over 8,000kg of CO2 over the last 12 months.



Happy birthday POAC



Above: Members of the POAC team with their certificate from sharps bin provider, Daniels Healthcare

The Pre-Operative Assessment Clinic (POAC) have now been in their new home for 12 months. Did you know, in this time...

- The team have seen over 1000 patients
- The team have nominations in almost all Blue Heart award categories
- POAC won the sepsis awareness Board prize
- The team have converted face to face assessments to virtual appointment where appropriate, to improve patient experience
- The POAC Health Care Assistant (HCA) is chair of the HCA support group and has been invited to speak at executive committee meetings
- The nursing and admin team have grown
- The team consistently achieve over 99%

in the monthly cleaning audit

- They have secured funding for a new 'Synopsis' digital pre op system. This system supports auditing and appointment allocation. Patients will also be able to complete pre-op questionnaires from the comfort of their own home, which is then checked by a registered nurse.
- Our sharps bin provider, Daniels Healthcare visited the Trust earlier this month to present a certificate of achievement to POAC, naming then 'audited area of the year 2022'. Well done all in POAC for your diligence and proactivity in clinical waste management.

Staff networks help to champion ROH's diverse workforce

We regularly mark and celebrate awareness days and festivals at ROH. A snapshot of recent activity includes...

International Women's Day

In celebration of the contribution women make to The ROH and the wider NHS, we celebrated International Women's Day on 8 March. This year's theme was #BreakTheBias. An information stand helped to raise awareness about the #BreakTheBias campaign and included information about menopause from the Trust's Menopause Support Network.

LGBTQ+ History Month

February was LGBTQ+ History Month and we were proud to fly the Progress Pride Flag at the Trust throughout the month. A small group of staff gathered to witness the raising of the flag by Senior Communications Officer, Anthony May. LGBTQ+ History Month is an annual celebration and remembrance of lesbian, gay, bisexual, and transgender history.

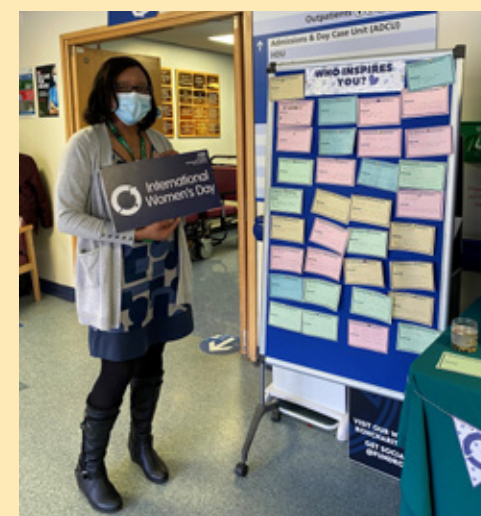
Equality, Diversity & Human Rights Week

Equality, Diversity and Human Rights Week from 9-13 May was an opportunity for health and care organisations to highlight their work to create a fairer and more inclusive NHS for patients and staff. Our staff networks are a big part of our inclusion journey and much of our activity during the week focussed on the networks. As well as hosting our monthly Equality and Diversity staff network meeting, members of our Multi Minority Ethnic Group (MMEG) staff network carried out a walkabout around Trust sharing details of the MMEG Mentoring Programme.

On 11 May all staff networks hosted a

stand for the National Day for Staff Networks, a day to shine a light and recognise the multiple benefits that staff networks offer their organisation. Staff got involved by sharing pledges of how they will contribute to networks including the Equality and Diversity network, Multi Minority Ethnic Group, Menopause Support Group, Disability Network and Be Myself LGBTQ+ network.

To find out more about our staff networks or to get involved with the MMEG Mentoring Programme, email shelly.harker@nhs.net.



Above: Claudette Jones, Chair, Equality and Diversity Network helps to promote International Women's Day

ROH wellbeing days a great success



Above: Wellbeing information stand for staff

Above: Knit and Natter Group display their work

At ROH we want staff to be happy and healthy so that their experience at work is positive and they provide amazing care to our patients. We hosted a range of activities during our two wellbeing days which took place on 3 and 5 May.

Various stands in the Trust's Knowledge Hub gave staff the opportunity to take time out to focus on their wellbeing. Many wrote pledges which were displayed during the two days to inspire others to look after their own wellbeing. Staff also had the chance to get creative by making pom poms for our Jubilee bunting which we displayed in Tom's Wellbeing Room – our wellbeing room for staff.

The days were packed with opportunities

to get creative, get active and find out about health and wellbeing at The ROH including pilates, yoga sessions, finance support (linked to our Trust wide cost of living support for staff), relaunching our 'knit and natter' group, bike maintenance and local gym membership offers.

For staff unable to attend, we distributed wellbeing information and goodies to their departments. To find out more about our work around wellbeing, email Engagement and Wellbeing Officer: laura.tilley-hood@nhs.net.

BLUE HEART AWARDS FINALISTS 2022



BLUE HEART
AWARDS

Congratulations to every member of The ROH team shortlisted at the Blue Heart Awards!

Everyone on the shortlist and their nominators will receive an

invite to the awards ceremony in July at Birmingham Botanical Gardens.

We're looking forward to catching up in person after taking time off from

in-person awards, celebrating our fantastic nominees and thanking them for everything they do for The ROH.

Doctor/Clinician/Medic of the Year Award

Mr EJ da Silva
Mr David Marks
Mr Akash Sharma
Mr Callum Mcbryde

Corporate Services Team Member of the Year Award

Gavin Newman
Amanda Gaston
Sue Kelsall

Nurse of the Year Award

Khushbu Jani
Dawn James
Gabriela Stefan
Laura Savva
Ellie Keeling
Mishera Musabayana

Clinical Team of the Year Award

Ward 12 and Woodlands Suite
Rapid Response Team
Thursday Theatre 10 team
Orthopaedic Oncology Consultants
POAC anaesthetists
Spinal consultants
Ward 1
Ward 2
MRI

Innovation and Continuous improvement Award

Osseointegration Project team
Disability Network; Beyond the Stigma participants
Dave Rogers

Support Service Team Member of the Year Award

Leslie Clarke
Phillip Vinnicombe
John Jeffries
Natali Robinson
Stephen Hall

Allied Health Professional/ Pharmacist/Healthcare Scientist of the Year Award

Leejon Jeffries
Julia Gross
Andy Tew
Harriet Norman

Fundraiser of the Year Award

Nightingale FC: Brett Ellis, Leejon Jeffries, Josh Betts, Nick Davies & Tim Cox
Phillip Vinnicombe
Mr Deshmukh

Volunteer of the Year Award

Gill Kelly
Yvonne Thick
Pragmatics School Programme: Miles Jao, Julianne Jao & Isabelle Padron

Clinical Support Team of the Year Award

Helen Townsend
Mary Patricia Foley
Shakirat Masha
Chloe Simmonds

Secretarial/Administrative Team Member of the Year Award

Natasha Brosnan
Lavinia Swain
Rachel Harris
Wendy Jones
Jane Bevan
Beverly Ryan

Dedication to Learning Award

Trainee ODP's: Lauren Turrall, Callum Byrne & Shaunie Moss
Jessica Lowe
Sian Taylor

Outstanding Contribution to Patient Experience Award

Victoria Randle
Florence Dowling

Non-Clinical Team of the Year Award

Woodlands Suite Administration team
Site Safety team
Clinical Coding
Communications team
Digital transformation team
Medical Records
Education and Training
Janet Davies and Ossie Powell
Charity
IT

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Scan this code to find our more information

www.roh.nhs.uk/blue-heart-awards

Transforming muscle, bone & joint health!

An ambitious programme is underway to help transform services for local people – and ROH is playing a leading role.

Musculoskeletal or 'MSK' health includes bones, cartilage, ligaments, tendons and connective tissues. A bad back, knee pain and osteoarthritis are all examples of what we call 'MSK' problems.

MSK is a growing issue in the UK. Did you know:

- 22% of people are physically inactive, which leads to a lot of joint, bone and muscle problems.
- 30% of all our GP appointments are related to musculoskeletal conditions
- Low back and neck pain are the greatest cause of years lost to disability in the UK
- Chronic joint pain or osteoarthritis affect more than 8.75 million people in the UK

We do have some fantastic local services, but access isn't always equitable. There are also long waiting lists following the pandemic. We don't do enough to help people self-manage

their conditions and prevent themselves from becoming unwell in the first place.

It's really important that we transform services to help people, and that's exactly what's happening.

Transforming MSK services in Birmingham and Solihull

The Birmingham and Solihull Integrated Care System (BSol ICS) is a collaboration of public NHS and council social care commissioners and providers across Birmingham and Solihull. We are working together with partners in the voluntary, community and independent sectors to transform musculoskeletal health and care services. As a specialist orthopaedic hospital, The ROH is playing a leading role in this transformation programme.

The MSK Transformation Programme contains some ambitious projects that we hope will transform the care that people in Birmingham and Solihull can access. Here are three of the most important:

1. getUBetter

getUBetter is an app which provides 24/7 self-management support for people with MSK conditions. People are supported digitally through their recovery day-by-day with personalised, evidence-based behaviour change techniques which includes symptom checking, nudges, videos, exercises and outcome measures. It supports people to self-manage their recovery and only be re-directed to healthcare services when necessary. This is much better for people because they are empowered to recover with the right information and support. It's also great for healthcare providers because they can help people on to the most appropriate care pathway. We know that a digital solution doesn't suit everybody, but getUBetter will be a fantastic tool for those who use digital tools.

2. The Signposting Project

The Signposting Project will make it easier to find resources to support your health and wellbeing. In Birmingham and Solihull there are lots of different resources, services and sources of information to support your health and wellbeing. These include things to help you be more physically healthy and mentally healthy, but also things that indirectly support your wellbeing - like financial advice or housing support. Finding the right support can be a challenge both for local people and for clinicians who want to direct their patients. We want to make signposting easier, so we're working with partners in the BSol ICS to improve access to information.

3. CrossCover OrthoPathway

We are trialling a tool called CrossCover OrthoPathway that will support clinicians to make the best treatment and support decisions for people with MSK conditions. CrossCover OrthoPathway is a tool that clinicians will use when they are in a consultation with a person who has an MSK condition. CrossCover OrthoPathway will help them make the right referral choice quickly. That's fantastic for patients because they get access to the best treatment. It's great for health and social care providers too because it makes it easy to make the right referral choice.



Want to find out more?
www.roh.nhs.uk/icsmsk

Dates for your diary



Carers Week

Carers Week is an annual campaign to raise awareness of caring, highlight the challenges unpaid carers of all ages face and recognise the contribution they make to families and communities.

The theme for Carers Week 2022 is 'Make caring visible, valued and supported'.

Find out more: www.carersweek.org



Windrush Day

Windrush Day celebrates the contributions the Windrush generation has made to British society. The NHS was inceptioned in 1948, the same year the

passengers of HMT Empire Windrush disembarked at the Port of Tilbury in Essex on 22 June. Many Caribbean people from the Windrush era took up the invitation to work in the newly established NHS and were a critical part in the establishment of the service as we know it today. Find out more: www.windrushday.org.uk



Blue Heart Awards

The 'Blue Heart Awards' is our new name for the annual staff awards.

It's an opportunity to celebrate the amazing accomplishments, dedication, and incredible things our staff do every day.



Cycle to Work Day

Cycle to Work Day is the UK's biggest cycling commuting event. The day is for absolutely everyone. It doesn't matter if you haven't cycled in years or have never cycled at all. This is just about giving it a go. The day is organised by Love to Ride, and all the info you need to register is available at www.cycletoworkday.org



ROH Charity Cricket Match

After the success of the 2021 cricket match, we are looking for avid cricketers to take part in our 2022 event.

Please contact us via:
roh.charitablefunds@nhs.net or
0121 685 4379, if you are interested in taking part.

HAVE YOU SEEN OUR VALUES CARDS?

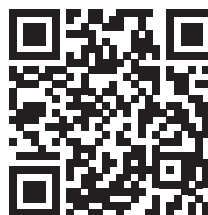
Our values drive everything we do and are the foundation of the care we deliver across the Trust.

Have you seen your colleague go the extra mile for a patient? Are you bursting with pride for your team?

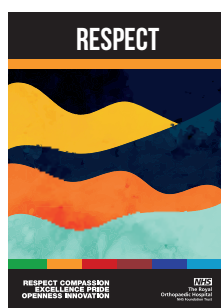
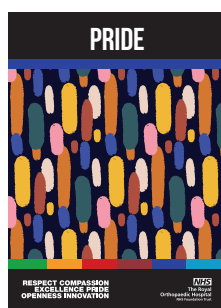
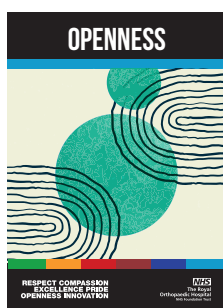
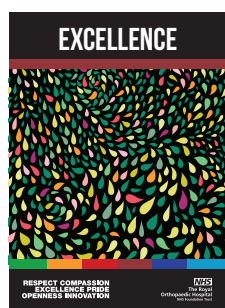
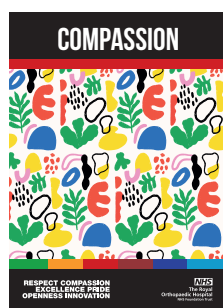
Across The ROH we have relaunched the values cards initiative, where colleagues and visitors can share cards, to say thank you or raise a smile.

You can pick up cards to personalise at points around the hospital or send an e-card via our website www.roh.nhs.uk/values-cards

**RESPECT COMPASSION
EXCELLENCE PRIDE
OPENNESS INNOVATION**



Scan me with
your smart
phone





What a w

Take a look at snaps from





Weekend!
our Jubilee celebrations



Images credits: @SnapperSK & The Royal Orthopaedic Hospital



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 – Joy Bourne
16:00 Good Vibrations, Jo Connop
20:00 Evening Show, Dale Hobson

Tuesday

10:00 The Morning Show
Anya McCutcheon-Wells
14:00 Music from Stage & Screen
16:00 Sounds of The 80's – Rich Pemberton
20:00 Evening Show, Paul Millington

Wednesday

10:00 The Morning Show, Rich Pemberton
14:00 BHBNcountry Kira Hughes & Dave Horton
18:00 Words & Music Extra – Brian Henderson /Ella Iggulden
20:00 Evening Show, Doug Jackson

Thursday

10:00 The Morning Show – Dave Horton
14:00 Playing It Cool, Pete Bayliss
18:00 Tea Time Show Chris Friday
20:00 Evening Show, Leon Lewis

Friday

10:00 The Morning Show – Paul Stanley
16:00 The Weekender Bill Waldron
18:00 Thank BHBN it's Friday, David Elliott
20:00 Evening Show - Andy Swaby

Saturday

09:00 BHBNGold – Colin Monnafa
11:00 Pete Bayliss -Music Box
14:00 BHBNSport (Hospitals with Hospedia Units Only)
14:00 Stephanie Flynn on Saturday (on the BHBNradio App & Online)
18:00 Saturday Disco – Dale Hobson
22:00 Reggae Selection

Sunday

11:00 The Sunday Supplement – David Moore
13:00 The American Country Countdown Top 12
14:00 Kids Time with Kira Hughes
16:00 Care Home Requests & Duets – Sharon Hill
20:00 Evening Show – Paul Stanley
22:00 The BHBNclassics Collection.

The programme situation may change so keep up-to-date on social media www.facebook.com/BHBNradio and @BHBNradio on twitter.

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

ROH staff member shines at West Midlands Mental Health Star Awards



Congratulations to ROH's Senior Web and Systems Developer, Vickie Pring, who in May won in the over 25s category of the West Midlands Mental Health Star Awards. The awards recognise people in the West Midlands Combined Authority (WMCA) area who have gone above and beyond to promote mental health and wellbeing in their area.

One of many nominees from the Birmingham and Solihull (BSol) Integrated Care System (ICS), Vickie won for her work to champion awareness and destigmatise disability at work. Vickie has also been involved in 'Seeing Beyond the Stigma', a photography and video exhibition about staff at The ROH and their experiences of disability and long-term conditions, both visible and unseen. The exhibition was funded by the NHS Workforce Disability Equality Standard (WDES) Innovation Fund and led by the Trust's Disability Staff Network which is helping to drive change and ensure people are open about their needs and can access support. The physical exhibition is installed outside the hospital's Outpatients Department and you can see the online version on The ROH website at www.roh.nhs.uk/beyondstigma. We caught up with Vickie to find out more about her work and how she feels about winning this award...

Congratulations on winning this award Vickie! What does winning mean to you?

Thank you! I was so surprised and honoured to win. All the nominations were so strong, and it is exciting to hear such great work is happening in the region to support people with mental health issues. Winning an award is a lovely feeling, and I enjoyed the moment, but I know the hard work doesn't stop now. There is still so much to do to support people's mental health at work. Everyone deserves compassion and support, and sadly that is not the case for everyone just yet.

How long have you been involved in championing disability at the Trust?

I've always been very open about my own mental health conditions at work because I have found it is the best way to get support. About four years ago I was a panellist on one of the Trust's Schwartz Rounds and shared my experience of what it's like to work with a mental health condition. I found the opportunity rewarding and got good feedback from people saying that I had encouraged them. I then joined the Trust's Equality and Diversity Network, and discovered I am passionate about equality in all areas. Then when the Disability Network started, I felt my passion would be best served in the area I have personal experience in so I joined that network.

Why do you think staff networks are so important?

Staff Networks are important because they give staff a voice. I feel very lucky to have been given the opportunities I have been, and to watch our staff networks grow. Together we are making positive change happen.

Each network focuses on a different area, but we are all a team, and know we can advocate each other's work. Without a voice and positive action, change doesn't happen, and people don't always get the experience they deserve in work and life.

If you could give other colleagues one benefit of joining a staff network, what would it be?

Using your passion for equality and diversity

with a group of like-minded people is a very rewarding use of your time. You don't feel alone anymore, and you know you can make a difference. It is also a place you can get support for your own journey, and you discover confidantes who can support and advise you.

Why is it important to you to work for an organisation that champions inclusion?

Working at The ROH is my first NHS job, and it has been brilliant to be in an environment where I can get support but also gain confidence to speak up and be heard about my experiences and how I wish for others to have that voice as well.

All too often I hear stories of people not being treated with respect and their disability, race, sexuality or other protected characteristics, being used against them. This is not acceptable. It's a battle that may go on for decades, but change starts with people and organisations who stand up and say 'no, this can't happen'. Working at The ROH gives me faith that small changes can happen, which will lead to a better place to work and a better world to live in.

If you would like to find out more about the work of the Disability Network, as well as other initiatives at the Trust to support people with disabilities, please email Shelly Harker on shelly.harker@nhs.net



Disability confident leader

We're proud to announce that ROH is now a 'Disability Confident Leader'!

Following lots of hard work and development, we can now call ourselves a 'Disability Confident Leader', a kitemark which we hope gives disabled people confidence that our Trust prioritises inclusion and meets people's needs.

Disability Confident organisations play a leading role in changing attitudes for the better. We are committed to changing behaviour and culture and ensuring we have inclusive recruitment practices.

Disability Confident is a government scheme designed to encourage employers to

recruit and retain disabled people and those with health conditions. It is voluntary and has been developed by employers and disabled people's representatives.

The scheme helps employers improve employee morale and commitment by demonstrating that they treat all employees fairly. Alongside this, employers are able to recruit and retain great people, by drawing from the widest possible pool of talent to secure high quality staff who are skilled, loyal and hard working.

It also helps customers and other businesses identify those employers who are committed to equality in the workplace.

If you would like to find out about the work of the Trust's Disability Network, as well as other initiatives at the Trust to support people with disabilities, please email shelly.harker@nhs.net



Admin on a Patient Journey

NHS
The Royal
Orthopaedic Hospital
NHS Foundation Trust

Delivering high-quality care in the NHS relies on administration (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. 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.

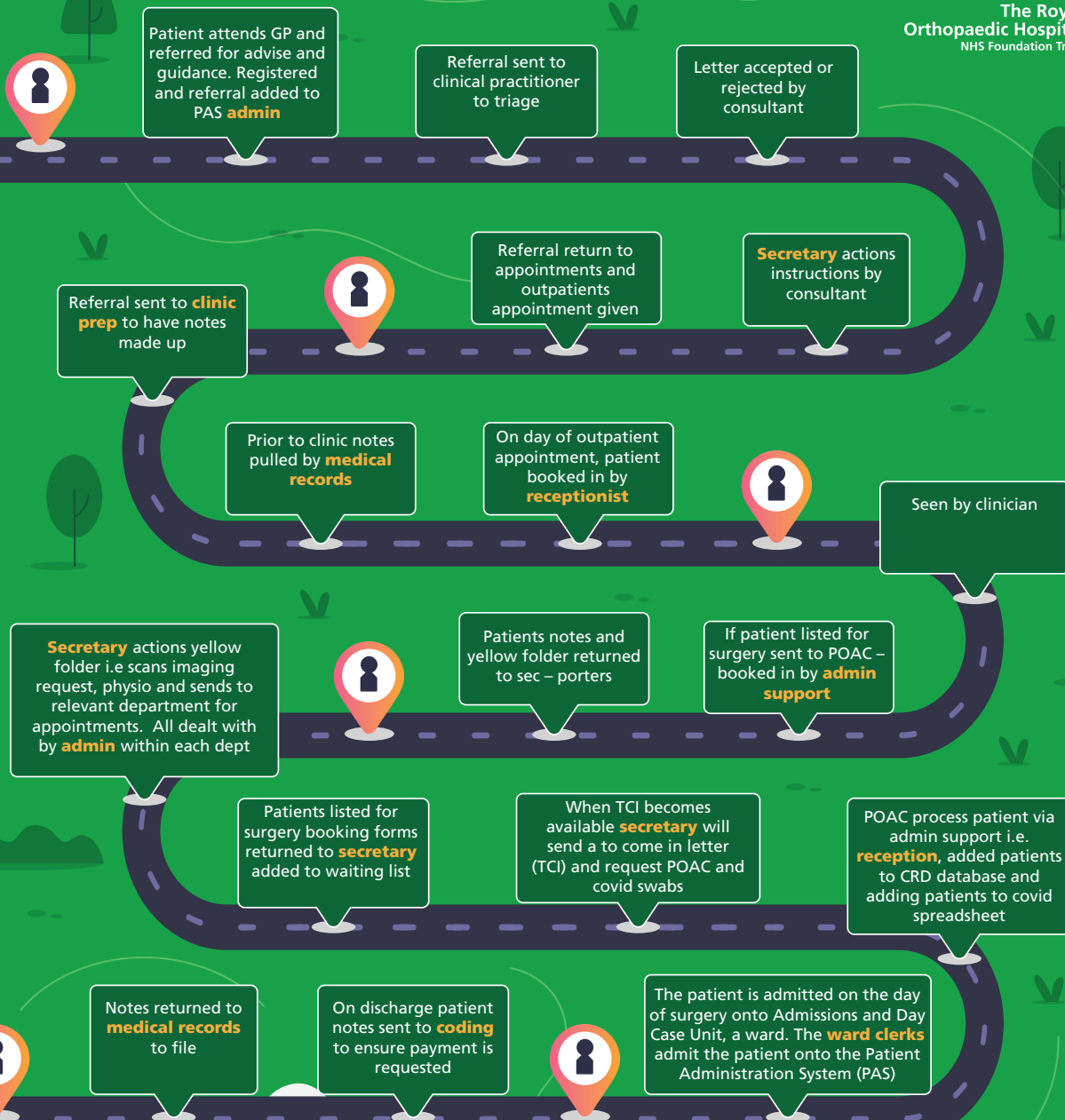
Patients, carers and staff all experience NHS admin processes. These vary from phone calls and letters to booking systems and in-person contact. High-quality admin has the potential to improve patient experience, reduce inequalities, promote better care – and contribute to a better working environment for staff. The Patient journey to the right shows the path a patient could take but this list is not exhaustive, there are even more admin roles across the trust.

The Royal Orthopaedic Hospital NHS Foundation Trust has a staff network, Admin Matters, the aim of which is for admin staff to discuss ways to improve understanding of the work they do across the trust and improve admin processes for everyone.

If you would like to join the group, please contact Carol.sleath@nhs.net

Help us to help you...

**Admin
Matters**

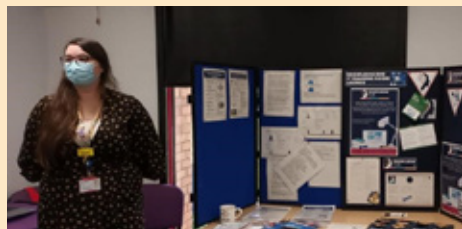


Admin professionals day



To coincide with Admin Professionals Day which recognises administrative staff for their hard work, our Admin Matters Forum hosted a special event for everyone in the Trust on 27 April.

Attendees were able to find out more about the role of Administrators at ROH and celebrate their contribution to the smooth running of the hospital. There were opportunities to learn more about training and wellbeing resources, pick up freebies and enjoy refreshments.



Above & Left: A selection of photos of staff enjoying Admin Matters Day activities

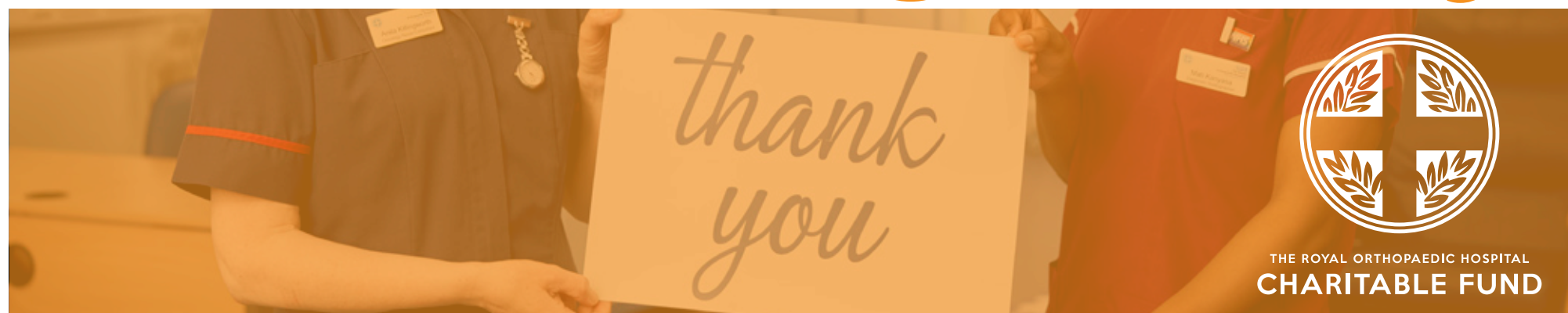


Are you a member of ROH staff? Join the Admin Matters Forum

The group session supports administrators in all teams, at any level. It's an opportunity to understand each other's roles, share ideas on how to make improvements, and how every person makes a difference to the patient experience.

The meeting takes place virtually on Microsoft Teams. Find the link on the intranet and shared via the weekly update.

Our amazing charity!



St Laurence School raise over £2500 for The ROH Charity



Above: ROH Chief Operating Officer, Marie Peplow presents St Laurence Church School students and staff with fundraising certificate

On Friday 29th April we were lucky enough to attend St Laurence Church School in Northfield to present the students and teachers with their very own fundraising certificate having raised over £2500 for ROH Charity.

Millie – School Ambassador, aged 11 explained to us how the Lenten project works at St Laurence Church School:

"Someone from The ROH Charity visited at the beginning of term to explain what the Charity does, I did this on behalf of The ROH- to "launch" the Lenten project due to COVID.

It lasts for the Lent period, hence the title.

Over four weeks, a different year group leads, one for each year in the school.

Each lunchtime, the pupils hold stalls, where other children donate money to take part in games and raffles.

As well as the daily lunchtime stalls, there are other organised fundraisers during Lent for our selected charity:

- Lenten disco
- Sponsored walk
- Sponsored Danceathon

- Frozen Friday ice cream sale
- Bake sale
- Silver service – where the staff and Year Six children wait on the younger children who buy tickets
- Children's raffle
- Adult raffle
- Non-uniform day.

Students chose ROH Charity as their Charity of choice for their 2021 Lenten project and have asked for the funds to support our Children & Young People's Outpatient Department."

Ali Gray, Charity Manager at ROH Charity, said: "These key community partnerships are so important to us, and we really value when children take it upon themselves to support us. The funds raised will enable us to give young patients at ROH an even better hospital experience, and for that we are so grateful"

Remarkable Rob walks to The ROH!



Above: ROH staff meet Rob outside the main entrance

Champion fundraiser Rob walked from his home in Redditch, to The ROH to raise funds for the hospital charity.

Rob has recently had hip replacements, and as a thank you to hospital staff and consultants, has walked around 15 miles to his last appointment, raising over £1,500!

He particularly wants to pass on his gratitude to Mr Andrew Pearson, his surgeon who oversaw most of his operations.

Rob described Andrew as a 'brilliant man' who helped him so much through his surgery.

"It was just an idea I had when lying in my hospital bed, and now it's really happened! I'm so pleased to be able to give back through fundraising for the charity."



Above: Rob with his consultant Mr Andrew Pearson

**FOLLOW US ON
SOCIAL MEDIA:**



/FUNDROH



@FUNDROH



@FUNDROH

CHECK OUT OUR WEBSITE:

WWW.ROHCHARITY.ORG

NHS BIG TEA

When and where you host your tea party is up to you. Whether you decide to share a cuppa with your friends, family or colleagues, you can shape your tea party in any way that suits you.

If you are interested in joining the celebration, we can provide you with promotional material including posters and flyers

to help spread the word and make your event be the best it can be.

To sign up, simply create your fundraising page on our NHS Big Tea Party website:

www.rohcharity.org/BigTea

Or give us a call on 0121 685 4379 and we can talk through all the options with you.

The NHS 'Big Tea' campaign is an appeal for communities to fundraise and join a national outpouring of thanks on the birthday of the NHS – 5 July.

This July, you can host your own NHS Big Tea party in aid of the patients, staff, students and researchers at ROH.

Join in as thousands of events are held, millions of tea bags squeezed, and biscuits dunked in homes, schools and offices up and down the country, playing a part in the NHS Big Tea.



Make a difference to patients and NHS staff at The Royal Orthopaedic Hospital.

Text ROHCHARITY to 70085

or visit www.rohcharity.org to make a donation.

NHS Charity Cricket Match



After the success of our 2021 Charity Cricket Match, we are looking for avid cricketers to take part in our 2022 event on Sunday 4th September.

This year we are teaming up with Birmingham Community Healthcare Trust in order to raise funds for the joint MSK community project which supports adults across Birmingham suffering with acute musculoskeletal pain.

Visit our website to find out more about our 2021 Cricket Match success, with ROH bringing home the trophy!
rohcharity.org/cricket-match-success/

Please contact us via roh.charitablefunds@nhs.net or 0121 685 4379 if you are interested in taking part.

Sunday 4th September 11am-4pm
Where: Hagley Cricket Ground

Climb Mount Snowdon



Join #TeamROH in our very first Snowdon climb!

An exciting opportunity, for individuals to join in a Snowdon climb this year in aid of ROH Charity. Birmingham Community Healthcare Trust are kindly hosting the event and have invited us and our fundraisers to join them this year for two events.

Dates available:
Sat 8th -Sun 9th Oct
Starlight Snowdon climb (overnight)

By paying just £50 you'll receive travel to and from Birmingham Priestly Warf, a guide up the mountain, full packed lunch and support from The ROH Charity team.

To register your interest, please contact us on roh.charitablefunds@nhs.net

Thank you to everyone who ran this year's Great Birmingham Run

#TeamROH successfully took part in The Great Birmingham Run on 1 May and raised over a whopping £2800 towards our general appeal.

The last time the run took place was back in 2019, so it was lovely to see ROH Charity represented at the event once again.

Both staff and patients took part in the challenge, and shared their various reasons for taking part.

Jon, a patient at ROH, said: "The expert care I received at ROH throughout the month that I was in hospital was amazing. I am back home with my family and able to take part in this event because of the first-class professionals that work there."

We would like to say a huge thank you to all the fundraisers who took part, as well as all those who donated to their team page or took the time to support our runners on the day!

To visit the team's JustGiving pages and hear their stories, visit justgiving.com/campaign/ROHbirminghamrun2022.

All funds raised will support patients, staff and research trials at The Royal Orthopaedic Hospital.



THE ROYAL ORTHOPAEDIC HOSPITAL
CHARITABLE FUND

WWW.ROHCHARITY.ORG

0121 685 4379

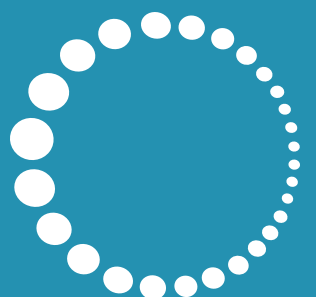
roh.charitablefunds@nhs.net

Registered Charity Number:

1078046

With your help we can make a difference...

See www.roh.nhs.uk for the latest news



NATIONAL ORTHOPAEDIC ALLIANCE

As a founding member organisation of the National Orthopaedic Alliance (NOA), ROH is part of a network of orthopaedic providers working to shape the future of orthopaedics. The NOA is multidisciplinary and leads on collaboration across all orthopaedic services by providing opportunities for members to share experiences and address shared challenges with an aim of delivering consistent, high-quality care for patients nationwide.

ROH contributes regularly to NOA's work and our Chief Executive, Jo Williams, is the Lead CEO for the alliance. From helping to lead on the NOA's cost improvement programmes work to running sessions at its Annual Members' Conference and presenting on NOA webinars, we play a key role in the alliance's success.

Did you know that all staff at ROH can attend NOA webinars, workshops, meetings and events free of charge? You can get the latest updates and find out about other member benefits on the NOA website: www.nationalorthopaedicalliance.co.uk

Upcoming NOA events

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

- **30 June 2022 at midnight – Nomination deadline for NOA Excellence in Orthopaedics Awards**
- **6 July 2022, 1pm-2:15pm – Webinar focused on ICS's and Specialist Commissioning**
- **19 October 2022, 9am - 5pm - NOA Annual Members' Conference**
- **19 October 2022, 7pm - onwards: NOA Excellence in Orthopaedics Awards**

Find out more about current events via 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

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

Sign up: You can register to receive the NOA newsletter here: bit.ly/NOAMemberNewsletter

Get in touch

- Email: info.noa@nhs.net
- Phone: 020 3947 0849



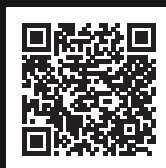
NOA EXCELLENCE IN ORTHOPAEDICS AWARDS

The National Orthopaedic Alliance (NOA), an organisation which ROH is a founding member of, has launched the NOA Excellence in Orthopaedics Awards. NOA's first ever awards will take place on the evening of 19 October 2022, following the NOA Annual Members' Conference, and will recognise NOA member organisations, projects and teams that have distinguished themselves through exemplary contributions, influence, and commitment to transforming services across orthopaedics – both clinically and non-clinically.

Award categories include:

- Working Towards Net Zero – Greener NHS
- Partnerships and Integration Initiative
- Patient Engagement - Supporting Patients Waiting
- Staff Wellbeing Initiative
- Digital Innovation in Orthopaedics

ROH staff are invited to get involved - nominations are open now and close on 30 June. Find out more on the NOA website.



Scan me to find out more details



NOA ANNUAL MEMBERS' CONFERENCE

Registration is now open for the next NOA Annual Members' Conference taking place in Birmingham on 19 October 2022. The below speakers are already lined up with more being added regularly.

- Andrew Bennett - National Clinical Director, NHS England and Improvement
- Jo Williams - Lead NOA Lead CEO, & Chief Executive, Royal Orthopaedic Hospital NHS Foundation Trust
- Dr Chloe Stewart - Health Psychologist, National Specialist Clinical Advisor in Personalised Care/MSK, NHS England and Improvement

Interested in Speaking at the Conference? The NOA would love to hear about any exciting projects, best practice or other opportunities ROH staff want to share with NOA members on the day. To put forward a speaker, email info.noa@nhs.net



ROH staff can register for the conference here



Scan these codes with your smartphone to keep up to date with what's going on at the NOA



Visit our website



Follow us on Twitter



Follow us on LinkedIn



Follow us on Youtube



Do you have some spare time? Would you like to join our team? We're looking for volunteers who are:

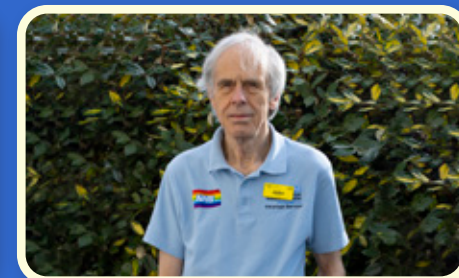
- Warm, friendly and welcoming
- Proactive
- Great team players
- Good communicators
- Passionate about helping others

If this sounds like you, then we'd love to hear from you. We have a range of volunteer roles to suit your skills and you can volunteer as much or as little as you'd like.

To find out more simply contact our Volunteer Coordinator on 0121 685 4226 or roh-tr.volunteering@nhs.net
To find out more visit our website: roh.nhs.uk/about-us/volunteering



Scan me with
your smart phone



So, what do our volunteers say?

"I have been nursing for the past 47 years and The Royal Orthopaedic Hospital and it's wonderful staff have looked after both my mum and myself over the past few years. It was for this reason that I decided to join the volunteering team at The ROH as I come to the end of my nursing career and find myself with spare time on my hands.

Volunteering is the perfect opportunity for me to give back and to say thank you for all the excellent care we have received here."



Tea Break Brain Teaser

Quiz Challenge

1. Joan Collins starred as Alexis Carrington in which 1980s US TV melodrama?
2. 'No man is an island, entire of itself' is from a work by which 17th century poet?
3. The scientific study of fossils is known as what?
4. Which Northamptonshire village was the site of an important battle of the Civil War in 1645?
5. Which three disciplines comprise the triathlon event?



Marc Jacobs – see Question 8

6. Which of the Channel Islands is the nearest to England?
7. Which solid shape has the biggest volume for a given surface area?
8. Fashion designer Marc Jacobs comes from which country?
9. 'When you're weary, feeling small' is the opening lyric of which Simon & Garfunkel song?
10. Which variety of dog has a blue/black tongue?

Two-Timer Crossword

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

CRYPTIC CLUES

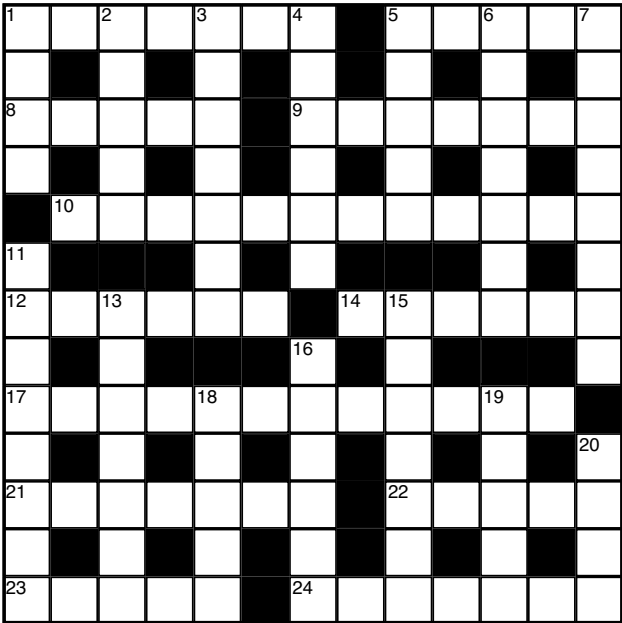
Across

1. Preserve absolutely the best (4,3)
5. Forward on Scottish river (5)
8. Puzzle about the transport (5)
9. One gathering others' support for a motorcyclist perhaps (7)
10. Observing someone being fired? (6,6)
12. Destroy another headless shellfish (6)
14. Brand of gas Tim produces (6)
17. Wins town for the painter (12)
21. Hat of some asymmetric, ornamental variety (7)
22. Turn left in Old English port (5)
23. Amount of cake – or tart at church (5)
24. To correspond completely (7)

Down

1. Drink left on board (4)
2. Shadow coming from Burma (5)
3. Magistrate completely frozen (7)
4. Illusion of motorway madness (6)
5. Fool about with single sheet of paper (5)
6. Using reproachful language about barrier (7)
7. His component parts make up a centaur (8)

11. Fielder having a lengthy stay (4,4)
13. Self-sacrifice? (7)
15. Imagined the idea (7)
16. A lady may assume it is part of a car (6)
18. Cut and run (5)
19. Demon who'll, say, follow Guide leader (5)
20. Do not admit from the garden yet (4)



QUICK CLUES

Across

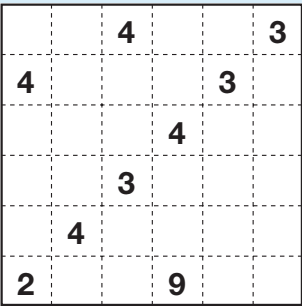
1. Fruit conserve (4,3)
5. Caledonian waterway (5)
8. Picture riddle (5)
9. Competitive driver (7)
10. Paying attention (6,6)
12. Marine mollusc (6)
14. Mark of disgrace (6)
17. English artist (12)
21. Three-cornered item of headwear (7)
22. Yorkshire town (5)
23. Portion (5)
24. Entirely (7)

Down

1. Harbour (4)
2. Ghost (5)
3. Fairness (7)
4. Gamier (anag.) (6)
5. Leaf of a book (5)
6. Fencing (7)
7. Equestrian rider (8)
11. Cricketing position (4,4)
13. Act of killing oneself (7)
15. Notion (7)
16. Hat (6)
18. Tally (5)
19. Gruesome fiend (5)
20. Gainsay (4)

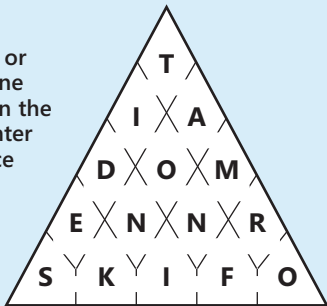
BOX CLEVER

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

CROSS CODE:

1 J 2 V 3 U 4 Y 5 W 6 G 7 M 8 Z 9 S 10 B 11 T 12 R 13 O

BOX CLEVER:

2 4 3 4 3 4 9

WORD PYRAMID:

1 Dynasty; 2 John Donne; 3 Palaeontology; 4 Naseby; 5 Swimming, cycling and running; 6 Alderney; 7 A sphere; 8 America; 9 Bridge Over Troubled Water; 10 The chow; 11 Cricket; 12 Mark Twain; 13 Self-sacrifice; 14 Hat; 15 Imagined the idea; 16 A lady may assume it is part of a car; 17 English artist; 18 Cut and run; 19 Demon who'll, say, follow Guide leader; 20 Do not admit from the garden yet; 21 Three-cornered item of headwear; 22 Yorkshire town; 23 Portion; 24 Entirely.

MAGIC SQUARE:

16 Bonnet; 18 Score; 19 Ghoul; 20 Deny; 22 Goole; 23 Piece; 24 Totally; 25 Gainsborough; 26 Tricorn; 27 Tally; 28 Gainsay; 29 Tally; 30 Tally; 31 Tally; 32 Tally; 33 Tally; 34 Tally; 35 Tally; 36 Tally; 37 Tally; 38 Tally; 39 Tally; 40 Tally; 41 Tally; 42 Tally; 43 Tally; 44 Tally; 45 Tally; 46 Tally; 47 Tally; 48 Tally; 49 Tally; 50 Tally; 51 Tally; 52 Tally; 53 Tally; 54 Tally; 55 Tally; 56 Tally; 57 Tally; 58 Tally; 59 Tally; 60 Tally; 61 Tally; 62 Tally; 63 Tally; 64 Tally; 65 Tally; 66 Tally; 67 Tally; 68 Tally; 69 Tally; 70 Tally; 71 Tally; 72 Tally; 73 Tally; 74 Tally; 75 Tally; 76 Tally; 77 Tally; 78 Tally; 79 Tally; 80 Tally; 81 Tally; 82 Tally; 83 Tally; 84 Tally; 85 Tally; 86 Tally; 87 Tally; 88 Tally; 89 Tally; 90 Tally; 91 Tally; 92 Tally; 93 Tally; 94 Tally; 95 Tally; 96 Tally; 97 Tally; 98 Tally; 99 Tally; 100 Tally; 101 Tally; 102 Tally; 103 Tally; 104 Tally; 105 Tally; 106 Tally; 107 Tally; 108 Tally; 109 Tally; 110 Tally; 111 Tally; 112 Tally; 113 Tally; 114 Tally; 115 Tally; 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