

**ROH Chief Executive  
honoured by university  
(page 3)**

**Hundreds of jobs to be  
created in Birmingham  
and Solihull (page 5)**

*Local jobs for  
our community*

**Celebrations at the  
Leading Lights Staff  
Awards (pages 14 and 15)**

## Paralympic world champion opens new MRI facilities



(Above: Paralympic champion Tully poses with (L-R) Stuart Lovack, Janet Davies, Ossie Powell, Liz Loach and Marie Peplow)

**A swimmer who won gold and silver medals at the Paralympic Games 2020 has visited The Royal Orthopaedic Hospital (ROH) to officially cut the ribbon on new multi-million pound MRI facilities.**

Tully Kearney MBE won a silver in the Women's 200m Freestyle (S5) at this summer's Paralympic Games in Tokyo – her first time at the Games.

She went on to also win gold in the Women's 100m Freestyle (S5) and broke her own record

set in the qualifying by two seconds.

She is also a seven-time world champion across freestyle and butterfly.

Tully 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 and, in 2019, she was diagnosed with scoliosis. She has been a patient at ROH since 2010.

The new scanner, which is part of a

£2.25million investment into MRI facilities at ROH, will double the scanning capacity for the hospital, providing support to partners in the Birmingham and Solihull Integrated Care System.

The small group of attendees at the opening included representatives from the Estates and Radiology teams (pictured above), who delivered the project, as well as from Siemens, who installed the scanner, and the Birmingham Orthopaedic Charity, which partly funded the



project.

Marie Peplow, Executive Chief Operating Officer at ROH, welcomed guests to the opening and said it was poignant for her as she started her career in radiography.

She said: "It is particularly special for me to be asked to lead the opening of the scanner as, before I became Chief Operating Officer, I started my career as a radiographer, working with both Sandra Milward (Head of Imaging) and Dr Mark Davies along the way."

Dr Davies, Consultant Radiologist at ROH, thanked the Birmingham Orthopaedic Charity for their investment in the facilities.

He described how almost 30 years prior, ROH was the first hospital in the area to have an MRI scanner and acknowledged that some of those who had donated were no longer with us, but would be thrilled to know their legacy lives in.

Janet Davies, who was the Project Manager for the installation, thanked Siemens for "pulling out all the stops" to help them deliver the project on time.

Marie also thanked the Radiology and Estates teams for their perseverance throughout the works and thanked Tully, whom she called "superwoman" for her continued support of ROH and its charity.

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**CHECK OUT THE  
NEW PUZZLES ON  
PAGE 16**



## Got a story? Contact us!

**Welcome to the new-look 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 Garry Marsh



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

The past few months have been challenging for us all. I'd like to say a huge thank you to all of our staff - in particular to the colleagues who supported our patients over the festive period. I hope that you managed to enjoy some time to rest and recharge with loved ones.

We continue to maintain our own elective activity and are ensuring that all urgent patients are being treated. This has been made possible by careful planning and team work between our staff and our colleagues within the Birmingham and Solihull Integrated Care System (ICS), whom we will continue to provide support to.

As things seemed to be improving, the new Omicron variant of COVID-19 put the NHS and our hospital under pressure. This was pressure due to an increase in the number of COVID-19 inpatients and our cohort area on Ward 10 being required once again, and an increase in outbreaks in ward areas. The analysis shows

this was linked with increase in community levels and not shortfalls in our level of care and indeed we have been praised that our timely actions managed to control these outbreaks very rapidly.

As you visit or come to our hospital for work, please remember that wearing PPE and social distancing do still have a role in reducing the spread of the virus. National guidance has changed and as the guidance is amended for the NHS, we will introduce those measures as soon as they are available.

Now, on to the newspaper. On page 4, you can read about our commitment to being net-zero by 2040 with the publication of our NHS Net Zero Trust Strategy. The plan details the steps we have already taken and the journey we are about to go on to ensure our Trust is running sustainably. At ROH, the Trust Board of Directors are committed to reducing the organisation's impact on the local health economy and population, and to actively contribute towards the NHS meeting this realistic yet ambitious target.

You can meet a handful of our nursing and clinical support staff on pages 6 and 7 who share why they love working at ROH. And if this gets you thinking about a career in nursing, or within the NHS in general, take a look at the 'I Can' campaign on page 5, which is a commitment to create hundreds of jobs in the

region.

You can, as always, read about the life-changing work The Royal Orthopaedic Hospital Charity does on pages 10 and 11.

We were also able to finally hold our annual Leading Lights Staff Awards ceremony, which honours staff and volunteers across our trust for the amazing work they do, not least during what has been an extremely challenging couple of years.

This year's event was smaller than our usual party but after being postponed several times, was no less special. We heard uplifting stories of clinical staff who have changed lives, fundraisers who rallied around and supported our staff when they were at their most vulnerable and volunteers who continued to give up their time to help us be able to deliver services to some of the most vulnerable patients in our region. You can read more about it and see the winners on pages 14 and 15.

I hope you enjoy this issue of ROH Life.

Garry Marsh  
Executive Chief Nurse



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**NHS**  
The Royal  
Orthopaedic Hospital  
NHS Foundation Trust

## Become a Foundation Trust member

**The Trust is looking for patients and members of the community to sign up to become Foundation Trust Members.**

Members support the trust by voting for our governors, as well as being part of key engagement exercises resulting in large scale change. There are also some great perks, like being able to access NHS Discounts and being invited to special hospital events.

It's completely free to be a member and you can give as much or little of your time as you like but it is a fantastic way to support the hospital from the comfort of your own

home. ROH counts on its members for feedback, local knowledge, fundraising and support.

Members also vote on electing Governors who represent their interests.

If you are interested in doing more to support your local NHS Trust, visit [www.roh.nhs.uk/about-us/membership](http://www.roh.nhs.uk/about-us/membership) to sign up.

And if you sign up before 31st May 2022, you will be entered into a prize draw to win an M&S voucher worth £25.

## UNISON award for 'outstanding service'



Neil Harwood, a porter (above), with an award from UNISON, one of the UK's largest trade unions representing staff who provide public services in the public and private sectors. It was awarded to The Royal Orthopaedic Hospital NHS Foundation Trust branch in

recognition of the trust's 'outstanding service' to UNISON, its members and the country during the COVID-19 pandemic.



# Trust boss awarded honorary doctorate

**The Trust is thrilled to announce that its Chief Executive, Jo Williams, will be recognised for her achievements by Birmingham City University during a week long-programme of award ceremonies.**

Jo will be awarded an honorary doctorate for her role in The Royal Orthopaedic Hospital's (ROH) ambitious plan to become the 'Wellbeing Hospital', which puts good staff health, wellbeing, and engagement at the heart of the organisation. This work received formal recognition when it was named in the Top 50 most inclusive employers in the country in 2020 and, in 2021, the most inclusive NHS employer in the country by Inclusive Companies.

Jo has worked in a variety of senior management roles in several acute trusts delivering operational performance, leading service transformation and patient care improvement projects and implementing staff wellbeing programmes.

She will be joined by fellow honorary degree recipients Director of Public Health for Birmingham City Council Dr Justin Varney, Patient Safety Lead for the College of Operating Department Practitioners Bill Kilvington and Chief Nursing Officer for England Ruth May, as part of the university's graduation ceremonies.

Welcoming the awarding of the honorary degrees, Professor Ian Blair, Pro-Vice-Chancellor and Executive Dean of the Faculty of Health, Education and Life Sciences at Birmingham City University, said: "Over the last two years, the pandemic has shone a light on our health workers like never before.

"From those on the frontline delivering

patient care and the scientists behind the scenes to the many people in supporting roles and those managing staff and budgets, their commitment to the health service and in turn our greater good has been evident.

"Our honorary graduates are no exception – all have made outstanding contributions to their own specific disciplines – and are worthy recipients of these awards. I congratulate them all. I hope also that our graduating students, many of whom will be entering health service roles, take inspiration from our honorary awardees as they embark on their own careers."

On receiving the news, Jo said: "I am thrilled (and a little bit shocked!) to have been awarded such a prestigious honour by Birmingham City University.

"Whilst I am extremely grateful, I must say a huge thank you to every one of our staff at The Royal Orthopaedic Hospital who continue to dedicate themselves to caring for our patients each day and deliver truly amazing, compassionate care.

"The pandemic has been a difficult period for all of us, but especially for the NHS and its ability to adapt and respond has been incredible. I am so proud to be part of this fantastic organisation and to be able to lead one of the best hospitals in the country."



(Above: ROH Chief Executive Jo Williams, who has been awarded an honorary doctorate by Birmingham City University)

## A Day in the life of...Wendy Jones



**Wendy Jones is the administrator for the Infection Prevention and Control and Tissue Viability teams at The Royal Orthopaedic Hospital (ROH).**

"It's 6 o'clock, the house is quiet, the calm before the storm. I savour the silence and every sip of my delicious first of the morning coffee. Before long I am jumped upon by my youngest, Sam, for precious morning kisses and cuddles. Sam tells me about his dream - he visited Santa at the North Pole with his long-standing imaginary dog, Leaf. Santa said because he has been such a good boy this year he can have a PC for Christmas! Letting

him down as gently as possible, I tell him at 6-years-old he is far too young for a PC and maybe more Lego would be a better gift option. We watch morning telly together while daddy steals a few more minutes sleep.

"I arrive at ROH just before 8:30 and I'm greeted by our lovely donning station gladiators. Their dedication to ensuring our safety is a daily reminder that the risk of COVID-19 is still very much with us but also provides me with reassurance that the Trust cares about keeping its staff and patients as protected as possible.

"I work in the office Monday to Friday and every morning am greeted by the friendliest bunch of colleagues I could ask for. The office is co-habited by Infection Prevention & Control, Tissue Viability, Surgical Site Surveillance, Bone Infection Service and The Royal Orthopaedic Community Scheme, better known as ROCS. It is safe to say there is never a dull moment; the office is a hive of activity spurred on by the flow of tea and coffee.

"I provide administrative support for Infection Prevention & Control and Tissue Viability. My role is very diverse with no one day quite the same as the next, which I love. Our teams work hard to prevent harm from avoidable infection for our patients and

also provide support and advice for staff. We aim to deliver a patient-focused, expert infection prevention service that supports and empowers staff and patients through education, innovation and role modelling, to ensure harm-free care for all.

"I thoroughly enjoy supporting my team and liaising with colleagues across the Trust to ensure we deliver our service to the best of our ability, whether it be arranging and minuting a meeting or juggling my workload to facilitate urgent requests from colleagues. I never shy away from a challenge and no matter how hectic my schedule is I will always make time to support not only my team but my wider ROH colleagues. I feel that supporting each other leads to a stronger delivery of Trust values, which inevitably benefits our patients.

"One of my favourite parts of my role is speaking to patients calling our Wound Care Helpline. To be able to provide support and reassurance to patients who have concerns about any aspect of their wound or recovery and to make a difference to them is a privilege.

"I began my journey at ROH in 2017 as a ward clerk for the busy Ward 11, our paediatric ward – talk about jumping in at the deep end! I look back on that time with a fondness and

it was hard to say goodbye when the service moved over to Birmingham Children's Hospital but with change comes opportunity and I found a place with the Safeguarding Team, who I worked with until March 2021. The Safeguarding service has grown and evolved exponentially over the years and I am proud to have been part of a team that are truly passionate about the service they deliver and the patients and staff they support.

"When the clock strikes half four, I log out and my brain logs off all things work-related... or tries to. My husband and Sam are waiting for me in the car park and we all chat about our day on the journey home, normally extended by a daily trip to the supermarket for sweets. We do all the usual family stuff before my husband and I settle down and lose ourselves in a Netflix series.

"Every day I thank my lucky stars for my blessings, one of which is for being welcomed and nurtured by such a caring team led by a first-class matron."

**You can follow the Infection Prevention and Control Team on Twitter @ROHIPC1**





# 'Green Plan' launched to help tackle Trust's environmental impact

**The Royal Orthopaedic Hospital (ROH) has created its 'Net Zero Trust Strategy', an ambitious plan to help reduce the impact the NHS has on public health and the environment.**

The NHS is one of the largest employers in the UK, providing health care to a population of over 68 million people.

It 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 was founded to provide high-quality care for all, now, and for future generations. Understanding that climate change and human health are inextricably linked, in October 2020, it became the first in the world to commit to delivering a net zero national health system. This means improving healthcare while reducing harmful carbon emissions, and investing in efforts that remove greenhouse gases from the atmosphere.

With around 4% of the country's carbon emissions, and over 7% of the economy, the NHS has an essential role to play in meeting the net zero targets set under the Climate Change Act.

It's 'Delivering a Net Zero National Health Service' plan outlines the NHS' aim to be the world's first net zero national health service by 2040.

Within this aim are two key strategic targets:

- For the emissions it controls directly (the NHS Carbon Footprint), it will reach net zero by 2040, with an ambition to reach an 80% reduction by 2028 to 2032.
- For the emissions it can influence (our NHS Carbon Footprint Plus), it will reach net zero by 2045, with an ambition to reach an 80% reduction by 2036 to 2039.

In the summer of 2021, the ROH Trust Board of Directors received the NHS' report and the aims and targets within. The Trust Board is and

will remain committed to playing its part in achieving these aims and developing a realistic plan to deliver its contribution towards a net zero NHS.

They have already started to examine and question its approach to environmental factors, carbon reduction and achieving a more ecological sustainability.

Examples of recent initiatives include investment in electric cars, replacing highly polluting diesel vehicles; and adding to the 76 existing trees within the hospital's woodland, by planting an orchard of 40 fruit trees to help with carbon off-setting.

However, the Board is aware that these initiatives form the beginning of an extensive series of transformational improvements, which is why it has committed to developing and delivering a Net Zero Trust Strategy alongside its Integrated Care System (ICS) partners in Birmingham and Solihull.

A new committee has been established to start to deliver this strategy. The focus will be in line with NHS guidance and will address the nine themes within the plan document. These work streams are: Workforce and System Working, Sustainable Models of Care, Digital Transformation, Travel and Transportation, Estates and Facilities, Medicines and Anaesthetics, Supply Chain and Procurement, Food and Nutrition, Adaptations and Communications and Media.

The strategy forms part of the overarching Birmingham and Solihull ICS Carbon Reduction Plan, and sets out the ROH response and series of action plans. These are challenging, innovative and mirror the level of ambition that has been set out nationally. The organisation is fully committed to meeting its obligation and responsibility to the population.

Professor Phil Begg, Executive Director of Strategy & Delivery, said: "Our Net Zero Trust Strategy is a very exciting step for The Royal Orthopaedic Hospital. Myself and the rest of the Trust Board of Directors are equally

committed to reducing our hospital's impact on the local health economy and population, and to actively contribute towards the NHS meeting their realistic, yet ambitious target of becoming the world's first net zero health service.

"We will do this with the tremendous support of our colleagues both here and across the system – there are already so many positive changes taking place around us.

"Together, we can play a significant role in reducing our carbon footprint, limiting our impact on the environment and making a significant difference to the public's health."

## Promoting a healthier, greener and safer future



Emma Lenagan-Edwards, Emergency Planning/Sustainability Officer at ROH (pictured above, middle), receiving the bronze level Modeshift STARS accreditation for the Trust's Travel Plans, from Gill Brook (above, left) and Mel Cannell (above, right), Senior Travel Demand Management Officers for Birmingham City Council. The accreditation is for organisations which promote a healthier, greener, and safer future, and enable more sustainable and active modes of travel. Gill and Mel arrived on an e-cargo bike, which is an electrically assisted bicycle with a purpose-built cargo carrying capacity.



# Helping staff at ROH to Thrive at Work

**thrive  
at work**

Workplace Wellbeing  
Bronze Award

**"Committed to the wellbeing of staff" is how ROH was recently described when it was awarded a workplace wellbeing award.**

The Trust was successful in gaining its Bronze accreditation from the Thrive at Work Workplace Wellbeing programme after submitting a plethora of evidence showing the support it has put in place to support staff and their health and wellbeing at work. Close to 200 staff were surveyed and a further 39 were interviewed to support the evidence submitted. Thrive at Work is a commitment with criteria and guidelines on creating a workplace that promotes employee health and wellbeing, run by the West Midlands Combined Authority.

Following the assessment, the Trust was awarded its Bronze accreditation for all categories. These were: Enablers of health, mental health, musculoskeletal and lifestyles.

A report produced by Thrive at Work found staff overwhelmingly highlighted that their managers care about their welfare and are supportive of any personal issues or concerns.

All staff surveyed and interviewed felt that the Trust takes positive action on the health and wellbeing of its employees and feel wellbeing is embedded into the Trust, many staff benefiting from the various health and wellbeing campaigns, events and supportive networks available.

Most staff interviewed said they found working at ROH a positive experience where there is a sense of belonging. They said they feel valued and that the size of the Trust gives it a "family feel" where staff know each other and would not walk past one another without saying 'hello' and giving a smile.

Black History Month celebrations, organised by the Multi Minority Ethnic Group (MMEG), one of the ROH staff networks, were highlighted with staff saying they had never experienced working at a trust where black history is championed the way it is at ROH. Things introduced for the month, such as an African Caribbean-themed menu and a staff book club, received much positive feedback and requests for continuation on a permanent basis.

A 'wellbeing day', given to all staff in addition to their annual leave entitlement, where they were encouraged to do something that makes them happy was called "one of ROH's greatest successes", especially as it was extended to the 300 'bank' staff the Trust employs.

Other initiatives highlighted included mental health 'first aiders' and the Trust's menopause support network which has, amongst other things, helped introduce lightweight uniforms to help staff struggling with menopause symptoms, such as hot flushes.

The report also pointed out areas for improvement. A plan to tackle some of the inconsistencies is already in place and will take on board all suggestions made by the report.

Laura Tilley-Hood, Engagement and Wellbeing Officer at ROH, was highlighted as having achieved "a tremendous amount." On the award, she said: "This is a great achievement for ROH and was made possible by key colleagues who helped to support by providing evidence, completing the two surveys and attending interviews.

"It's great to hear of some of

the positive impact some of our health and wellbeing initiatives have had and we are now looking at the report to see where improvements can be made. Thank you again for everyone that was involved."

The Trust is now looking at how it can obtain its Silver accreditation and continue to support staff with their physical and mental health and wellbeing.



## "I Can": New campaign to create hundreds of jobs in Birmingham and Solihull

**A partnership between the organisations that meet health and care needs across Birmingham and Solihull has pledged to create hundreds of jobs in the region in a new campaign.**

As part of work to tackle inequality and in order to widen the pool of potential health and social care employees, the Birmingham and Solihull Integrated Care System (ICS) have pledged to deliver a minimum 100 entry-level job opportunities, each year for three years, for unemployed and young people from economically disadvantaged areas across the region.

Latest figures show over 120,000 residents in Birmingham and Solihull are still feeling the economic impact of the pandemic on employment. The average unemployment rate in Birmingham and Solihull is just under 10% but almost nearly 20% in some areas.

The 'I Can' programme is a joint collaboration across both local authorities, the West Midlands Combined Authority, the NHS and other key stakeholders and will provide job-ready education and training, interview help and pastoral support for prospective job seekers, all of whom will be guaranteed an interview for entry-level jobs in both clinical and non-clinical settings (for example becoming a health care support worker, pharmacy assistant, porter, business

administrator, receptionist or IT apprentice.) The campaign features new employees of the NHS who came from other areas of employment - and who never thought they could work in health.

The simplified recruitment and values-based interview processes will offer recruiting managers a pool of pre-screened, job-ready applicants who have been through a pre-employment programme that will support both their understanding of the role they are applying for and also what is required from them in terms of the correct values and behaviours to work within the NHS.

Applicants, and their managers, will also receive post-employment support for six months. To be eligible to join the programme candidates must be officially unemployed, not in education and live within Birmingham and Solihull.

In the first four weeks of the programme being launched, it received 252 referrals for jobs and secured 24 conditional offers of employment for applicants.

A further 110 applicants are either in training or planned for training.

**You can get more details on the I Can programme by visiting [www.bsolpeople.nhs.uk/careers-and-learning/career-zone/ican/](http://www.bsolpeople.nhs.uk/careers-and-learning/career-zone/ican/)**

*Local jobs for  
our community*

**Feng had a market stall at the Bullring for 16 years. Now he is preparing meals for patients.**

**He didn't think he could work in health.**

**I can**

[www.bsolpeople.nhs.uk/ican](http://www.bsolpeople.nhs.uk/ican)

**0121 748 8100**





# Nursing at The Royal Orthopaedic Hospital

**Being a nurse is one of the most dynamic and rewarding roles within the NHS. They provide high standards of clinical care to patients, ensuring they are not only well cared for but listened to as well. There is also a variety of roles within nursing; many of which are catered for at The Royal Orthopaedic Hospital (ROH).**

Ensuring the right nurses are in place is crucial to the delivery of outstanding care. To achieve this, recruiting and retaining a caring, skilled workforce is key.

Below, you can read about some of the Trust's fantastic staff and why they love working at ROH...

## Julie Gauntlett

Julie is a healthcare assistant, or HCA, on Ward 12. The role of an HCA includes helping patients with personal care and with any needs they might have mobilising. HCAs also serve patients meals, help to dress them and with any toileting needs, and ensure rooms are kept clean.

She said: "I have been in my role as a health care assistant for five years. Previously, I was a carer in the community and then I worked in a care home. I have always cared for family members and elderly people – it's something I really enjoy doing. I look forward to coming to work, which tells me I'm doing something I enjoy!"

Julie applied for a job at ROH when her dad was a patient on Ward 3 and was diagnosed with lymphoma. "After visiting over time, I commented how friendly everyone was. He told me how lovely it was at ROH, so I applied."

"My dad went on to make a full recovery after chemo and radiotherapy and two new hips that were replaced at ROH."

"I would recommend working at ROH to anyone. The people are friendly no matter what role they are in. It's a brilliant place to work."

## Shamaila Vincent

Shamaila has over 14 years' experience as a nurse and says it was always her desire to work in the medical profession.

She said: "I think ROH is a great organisation and offers a very valuable experience, not only for experienced nurses but great support to newly-qualified nurses as well. Everyone is very supportive at ROH and even as an overseas nurse I did not have to face any problems or difficulties."

"Nursing is one of the most respectful professions and offers great career opportunities. Nurses work in variety of settings and specialities, with the option to work in hospitals, nursing homes, occupational health, clinics, community, medical offices, schools or shelters. There are more than 100 specialities nurses can choose from e.g. adult nursing, paediatric nursing, mental health, ambulatory care, surgery, transplant, trauma etc. Moreover, nurses can choose to extend their career to become an advanced nurse practitioner by gaining a Master's degree. The wide range of specialties means that nursing can appeal to people with varied interests. They can use their skills in a multitude of practice areas."

"I think nursing is a responsible and rewarding profession with great career opportunities."

## Shigi Paul

Shigi is a theatre practitioner and has worked at ROH since 2012. Theatre practitioners work in the surgery team and manage the preparation

of the operating theatres. Whilst not nurses, they are key in helping nursing teams deliver outstanding care. They are also the link between the surgical team and other parts of the operating theatre and hospital.

On working at ROH, Shigi said: "In a typical day, I assist the overall running of the Theatres department. My duties begin well before the theatre start time. Having the right equipment, the right instruments and right mix of skilled staff all contribute to the smooth running of the department. I like to come in a little bit earlier so I can arrange everything before we start."

"My theatre days are often fantastic even though it can be intense and we are on our feet all day. Whether I am scrubbing or circulating, I always enjoy my job."

## Ellie Keeling

Ellie (pictured right) was recently appointed Lead Research Nurse at ROH but has worked within the Research team since 2014. She is based in the Knowledge Hub, the home of research and education at the Trust.

About why she wanted to be a nurse, she said: "I always wanted to make a difference to patient care. In my role, I am able to provide personalised care to my patients but together we are also making changes for future patients by continuing to learn and innovate treatments and supporting new research."

Ellie started her career at Russells Hall Hospital on a trauma and orthopaedic ward where their more complex cases would always be referred to ROH, which is what attracted her there. "The patient population we see at ROH is vast and still now I am continually learning about treatments and surgical techniques that happen here and feel like I'm in a great



position to learn first-hand the future of orthopaedic care. As I see patients at all different time points of their journey, it's great to hear their positive feedback on our patient care first hand.

"I believe nursing gives you a variety of skills and opportunities, leading you down many avenues. For this reason no nursing career is the same so it's up to the individuals to make their mark and I feel ROH is supporting me to make mine."

To find out more about working at ROH, visit [www.roh.nhs.uk/work-with-us-2021](http://www.roh.nhs.uk/work-with-us-2021) or scan this code with your smartphone.





# “It’s challenging but hugely rewarding”: An interview with an Advanced Nurse Practitioner



**From triaging of GP and other care referrals, to receiving patients with undifferentiated and undiagnosed orthopaedic problems, the role of the advanced nurse practitioner, or ANP, is multi-faceted, complex and diverse. They provide support for medical colleagues, nursing staff and patients.**

**Here, ANP Gill Coombs (pictured above) explains her role.**

## What do you do?

I’m one of the ANP’s at ROH and I’m currently based in the Outpatients Department within the arthroscopy service, working both autonomously and as part of the clinical team with Mr Massoud, Mr Green, Mr Hussain and Professor Snow.

## Can you describe the role of an ANP?

Our hospital benefits from an established ANP service across many of our subspecialties, including upper and lower limb, arthroplasty,

arthroscopy and spines. We work within four pillars of advanced practice that encompass research, leadership, advanced clinical practice and education. Here, our nurse practitioners are specially trained and qualified in advanced health assessment - utilising specialist skills and knowledge to assess, diagnose and initiate treatments, thus making autonomous clinical decisions for which they are professionally accountable.

We aim to utilise expert knowledge, sound clinical leadership and robust professional development to ensure the delivery of evidence-based, patient-centred care. We can offer a variety of support to facilitate and streamline the patient journey throughout the following milestones:

### Outpatients:

- Disease prevention and control
  - Health maintenance/health and wellbeing advice
  - Treatment options, including surgical versus non-surgical management
  - Interpretation of utilised diagnostics/imaging and surgical planning
  - Pre-operative & post-operative counselling
  - Joint and soft tissue injection.
- Hospital-based care:
- Admission – pre-operative clerking, prescribing, utilising diagnostic tools, for example X-ray/MRI and a range of investigations
  - Cross-boundary and interdisciplinary working
  - Medical review and management of patient groups
  - Education and teaching of surgical procedures and appropriate rehabilitation
  - Facilitating of timely and appropriate discharge

- Supporting of junior medical/nursing colleagues.
- Follow-up care:
- Post-operative and routine follow-up appointments
- Telephone advice
- Rehabilitation support and exercise advice
- Arranging for further diagnostics, therapy or orthotics as required.

Working closely with consultants across the hospital, it is usual practice that patients will consult with an ANP at various points in their orthopaedic journey.

## What would you say to any nurses considering a career at ROH and what do you think nursing offers as a career?

You tend to know early on in your career where your passion lies. If you genuinely feel passionate about orthopaedic nursing, then ROH can offer you a vast range of subspecialty nursing ranging from care of routine arthroplasty and spines through to very specialist, complex oncological procedures, innovative arthroscopic interventions, high dependency, theatres, research or community-based nursing.

Once you are established, there are options for career progression and you no longer have to pursue the more traditional paths of nursing management. Thinking about developing your career into an advanced practice role allows you to continue being patient-facing every day; diagnosing and making clinical decisions that really make a difference to a patient’s quality of life and functional outcome.

It’s challenging both academically and practically, but it’s hugely rewarding and a path I would definitely encourage people to consider.

# SBRI Healthcare awards £1 million to pioneering net zero NHS innovations

**A project involving The Royal Orthopaedic Hospital (ROH) has been awarded funding by SBRI Healthcare to support an historic drive to deliver a net zero NHS.**

CrossCover, whose partnership includes ROH, Primus Digital Ltd, Birmingham and Solihull CCG and University Hospitals Birmingham NHS Foundation Trust, was awarded £99,546. It is a range of pioneering web applications designed to assist clinicians in making the best low-carbon decisions for every patient encounter.

CrossCover OrthoPathway enables patient-facing clinical staff to build fully interactive patient

care flow charts, in line with national guidelines and local needs for musculoskeletal problems. This supports rapid and optimal decisions that are essential to reduce unnecessary follow-up and investigations, reduce re-presentations to Primary and Secondary Care, reduce length of stay in Emergency Departments, and improve patient outcomes.

The award is one of 10 designed to bring benefits to patients and care service users, whilst reducing carbon emissions.

Climate change is a major threat to health, impacting on both the provision of services and

the resilience of healthcare systems. The NHS is the world’s first healthcare system to commit to achieving net zero carbon emissions by 2040.

SBRI Healthcare, in partnership with the Greener NHS Programme, the Academic Health Science Network and Accelerated Access Collaborative, launched a nationwide call to help respond to this challenge. The competition sought innovations that could help reduce carbon emissions and maintain or improve the overall delivery of healthcare within the NHS.

You can view the full list of winning projects on the SBRI Healthcare website: [sbrihealthcare.co.uk](https://sbrihealthcare.co.uk)

## Dates for your diary



### LGBT+ History Month

LGBT+ History Month is an annual month-long observance of lesbian, gay, bisexual and transgender history, and the history

of the gay rights and related civil rights movements. The aim of the month is to promote equality and diversity for the benefit of the public. The theme for 2022 is ‘Politics in Art’.

More information is available here:

[lgbtplushistorymonth.co.uk](https://lgbtplushistorymonth.co.uk)



### Time To Talk Day

Did you know It is estimated that one in six people in the past week experienced a common mental health problem? Or that women

in full-time employment are nearly twice as likely to have a common mental health problem as full-time employed men? Get people to talk about mental health and by doing so, help change lives.



### National Apprenticeship Week

Annual week-long celebration of apprenticeships to shine a light on the amazing work being done by employers and

apprentices across the country. A group of ROH apprentices recently won ‘Learner of the Year’ at the Leading Lights Staff Awards 2022. See them on page 15.



### International Women’s Day

A global day celebrated annually to commemorate the cultural, political, and socioeconomic achievements

of women.

More information is available here:

[internationalwomensday.com/](https://internationalwomensday.com/)



### International Trans Day of Visibility

Celebrating transgender and non-binary people and aiming to raise awareness of discrimination faced by them worldwide.

More information is available here: [lgbt.foundation/who-we-help/trans-people/trans-day-of-visibility](https://lgbt.foundation/who-we-help/trans-people/trans-day-of-visibility)

# Mental health support available for staff

**A mental health support hub for staff in Birmingham and Solihull is now open for self-referrals from all health and social care staff seeking help for the emotional and psychological impact of working during the COVID-19 pandemic.**

This Birmingham and Solihull Staff Mental Health Hub will accept self-referrals directly from staff and are also happy to accept referrals from organisations on behalf of their staff. Following referral, the staff member will be offered the following:

- Rapid and easy access to specialist psychological assessment
- Advice, consultation and onward referral where appropriate
- Access to some evidence-based brief psychological interventions within the hub.

Staff can refer themselves by telephoning 0121 301 1470 and leave a voicemail with their details or can self-refer by email on the secure email: [bsm.tr.referrals@nhs.net](mailto:bsm.tr.referrals@nhs.net)

Please label your email clearly for the Staff Mental Health Hub, and include name, contact details, home address, date of birth and GP, and where possible some brief details as to the reason for the referral. If referring on behalf of a colleague, please ensure you have consent to share their details with us.

The hub has been designed specifically to work alongside other pre-existing support services that have been established over the past year including:

- Psychological First Aiders
- Chaplaincy
- Occupational Health or staff counselling where these exist
- Staff Safety and Wellbeing support.

Please note: the hub will not be able to directly offer an alternative to secondary care mental health services or urgent/crisis intervention. If you are concerned about immediate risk you will need to contact your GP or consider seeking other emergency health care.

Here are some tips for looking after your wellbeing at work:

- Talk to your Line Manager or a colleague
- Speak with a Mental Health First Aider (details available on the staff intranet)
- Take five minutes in Tom's Wellbeing Room (even as you pass to get lunch)
- Read Wellbeing Information Packs, available in all departments
- Check out the Health and Wellbeing noticeboard outside Café Royale
- Request support for your department
- Speak to the Freedom to Speak up



- Guardian
- Contact Health and Wellbeing Champions within departments
- AccessAble
- If you need to, access the ROH Food Bank, located in the Library.

## “Hardly a day goes by when I don’t think about the team at ROH”: Oncology patient shares his experience



(Above: Richard with his band, The Amber Squad)

**Richard Beechey is a Sales Manager from Stamford, in Lincolnshire. He was treated at The Royal Orthopaedic Hospital (ROH) for a liposarcoma. Here, he tells his story in his own words.**

“Over the past 25 years or so I have been troubled by a recurring atypical lipoma, which is a benign soft tissue tumour. Over this period I had it surgically removed three times, latterly twice at ROH. The tumour was large and embedded deep within my upper right chest area and under my right armpit. As nerves and vital arteries were embedded within the tumour, it was never possible to completely remove it and any procedure had the aim of removing as much tissue as possible from the mass. A procedure under Mr Scott Evans in July 2018, resulted in 1.2kg of tissue being removed, and it was estimated that around the same amount remained.

“Over the coming year, it was clear to me that the tumour was growing back aggressively, and at a follow-up and MRI scan in August 2019, Mr Evans was concerned enough to advise that a biopsy should be arranged asap. I had previously been warned that each time the tumour grows back, there was an increasing likelihood of cells becoming cancerous. The biopsy was arranged shortly after, and whilst at work, I received a call from Emma-May of the Oncology Department that unfortunately it had revealed cancerous cells and they now needed to get rid of the whole tumour and that an appointment would be made for a consultation with Mr Evans in the

near future.

“In September, my wife Lynn and I travelled to ROH to meet with Mr Evans and his team. During the consultation, it was confirmed that the tumour was now classed as a dedifferentiated liposarcoma due to its cancerous content. My wife and I prepared ourselves for the worst news, and Mr Evans advised that the only possible way to completely remove the tumour was to perform a forequarter amputation of my right arm. This is a disfiguring and life-changing procedure, and the news slowly sunk in during an emotional few minutes. Then Mr Evans made us aware that although the result was disfiguring, there was an opportunity to undergo a reconstruction which to the best of his knowledge had only ever been performed once previously in Japan. He suggested that we take break before going into detail, and he would ask a plastic surgeon colleague, Mr Jagadeesan, to join us upon our return.

“Lynn and I went outside for some fresh air and inevitably had a few tears. We decided to call our daughter Amy to give her the news, who had only a couple of weeks previously started her first job after university. Amy took the news in her usual stoic manner and assured me that I would be fine.

“Upon returning to the consultation, Mr Evans introduced Mr Jagadeesan and explained the procedure that was technically known as a reconstruction of the right shoulder using a free vascular osteo-myocutaneous forearm flap. Due to the fact that a forequarter amputation



results in the loss of a shoulder and hence the symmetrical shape of the upper body, the reconstruction would be to fix part of my amputated right arm back on which would result in my elbow replacing my shoulder to give a symmetrical solution. Mr Evans and Mr Jagadeesan seemed keen to proceed with this solution, which the former referred to as “the funky version”! I was made aware that there were some additional risks and that the procedure would extend to around 9-10 hours as compared to around 2 hours for a standard forequarter amputation of an arm.

“This was a lot of information to take in, but Mr Evans said that a quick decision was required so that they could start to prepare the considerable team of people that would be required to attend the procedure. He also said that, due to the complexity and after care required, the operation would have to be done at the Queen Elizabeth Hospital Birmingham (QEHB). He asked if it were possible to have a decision the following day, and Lynn and I said we would find accommodation for the night locally and return the following morning.

“Having checked into the hotel, Lynn and I discussed the options over a pint or two (wine for Mrs B obviously) and we decided to go for “the funky version”. We returned to the next morning, and all concerned seemed pleased and a little excited upon our decision.

“On Monday 29 October, I reported in to QEHB at 7:30. Lynn and I had stayed Sunday night at a nearby hotel, and had enjoyed a good dinner which we jokingly referred to as ‘the last supper’.

“The procedure lasted around 11 hours and Lynn, who had been waiting at the hospital to see me, was persuaded to return to the hotel at around 22:30 as I was still in recovery. Not knowing what to expect, she will always remember being greeted by a beaming smile when she saw me the following morning back on the ward on the dot of visiting time. Thankfully, all had gone well.

“The care I received over the 10 days that followed was just amazing, and aided my recovery greatly. I was attended to by incredibly caring nursing staff, and quickly regained my appetite and strength. I also received visits from Mr Evans, Mr Jagadeesan and members of their team who assured me that the procedure had gone according to plan. Within 48 hours, a physiotherapist had me out of bed and standing and within a few days I was able to walk up and down the corridor and later on up and down the stairs to the shop. Over the 10 days, I received numerous visits from family and friends who seemed pleasantly surprised at my wellbeing and spirit.

“On 7 November I was discharged and convalesced at home, expertly and lovingly cared for by Lynn, and Amy who came home as frequently as possible. The stitches came out a couple of weeks later, and I attended QEHB again on 4 December when I was told that I was cancer-free and that no follow-up chemo or radio therapy would be required.

“I have an old friend, Phil, who lost his left arm in a motorcycle accident when he was a teenager, some 40 years ago. When I learned about my amputation, and before the procedure, I met with him at his workplace offices in Leicester. He told me that there was nothing he couldn’t do! He enjoyed fly fishing and also shooting at a very high level. He assured me that I would be just fine, and that you quickly find a way around doing most tasks single-handedly. He also said that I should put anything I couldn’t do to the back of my mind and concentrate on the things I could do.

“In December I was back at my job as a Sales Manager working from home, quickly adapting to typing with my left hand (my right arm was my dominant arm unfortunately). By January 2020, I was back driving and commuting to work in Wellingborough, some 40 miles away. My work colleagues were pleased and relieved to see me



(Above: An amputation hasn't stopped Richard doing the things he loves)

back and in one piece. Within a couple of months, the COVID-19 pandemic happened and I was back to working from home.

“Throughout 2020, life continued pretty much as normal (notwithstanding COVID) and I adapted to life as an amputee. My mindset was that my situation should have the absolute minimum effect on my life and the lives of those around me. I focussed on the positive nature of the reconstruction part of the process, thinking how it could have been worse if I had not been in the fortunate position to have this done. I can honestly say that I have not had any negative days, and am still living life to the full – quickly adapting and enjoying the challenge of digging the garden, planting shrubs, mowing the lawn, cooking, housework, cleaning the cars (look out –

one-handed pressure washing can get a bit wild!) socialising and enjoying holidays (when possible). I have a variety of gadgets and aids – a spinner on the car steering wheel, electric corkscrew and salt/pepper mills, one handed forks with serrated edges etc. I do suffer from ‘phantom limb pain’, which is a bit weird to begin with, and varies in intensity.

“The love and support of family and friends has been overwhelming, and they quickly realised that I am the same old me, just with a bit missing. During the latter part of 2021, I started to get back to rehearsing with my band The Amber Squad, which was first formed in the late 70’s. This culminated in our ‘come back’ gig – our first since 2019 (my last with two arms!). The concert in my home town was sold out and was a very emotional event.

“Also, early in the New Year a couple of friends took me fishing, a hobby I have enjoyed since I was 11, and am determined to conquer in my present state. They adapted the tackle set-up so that the rod was supported and I could cast and wind with my left hand. I managed to catch three pike, the largest being 15lb 4 oz, in a most memorable day.

“In December last year, I also undertook the annual 5km ‘Santa Fun Run’ in Burghley Park, in memory of my dear step-father-in-law, who we lost to cancer in 2021.

“Two years on, hardly a day goes by when I don’t think about Mr Evans, Mr Jagadeesan and the other amazingly skilled individuals that performed the procedure and gave me such an incredibly high level of care and support in the days following. I was so pleased to be able to make a donation to The Royal Orthopaedic Hospital Charity from the proceeds raised from The Amber Squad concert in December.”

**Find out how you can support ROH Charity on pages 10 and 11.**

## Christmas hampers in support of the local community

**In December, a group of ROH staff help put together Christmas food hampers for Northfield Community Partnership (NCP).**

Staff donated 36 hampers, two bags of food, lots of presents for children (pictured left and below) and topped up the ROH Food Bank, which is located in the Library and is available to any member of staff in need.

NCP deliver a vital range of services from their hub in the heart of Northfield, working with over 10,000 people per year.

These services contribute to the overall wellbeing of the local community including job support, volunteering opportunities, health and financial services.

As well as these, NCP continue to deliver

a range of low-cost, high-quality events and project work throughout South Birmingham.

The hub has become an integral part of Northfield, providing an accessible and prominent high street location for the provision of services that improve people’s life chances, whilst providing facilities and support to groups who deliver opportunities to the wider community.

The donation of hampers has become an annual tradition at the Trust, with contributions increasing year by year.



## Wreaths for wellbeing



**In what was a particularly challenging period for ROH, and the NHS across the board, staff were encouraged to take some time out and look after their wellbeing by learning how to create their own Christmas wreath.**

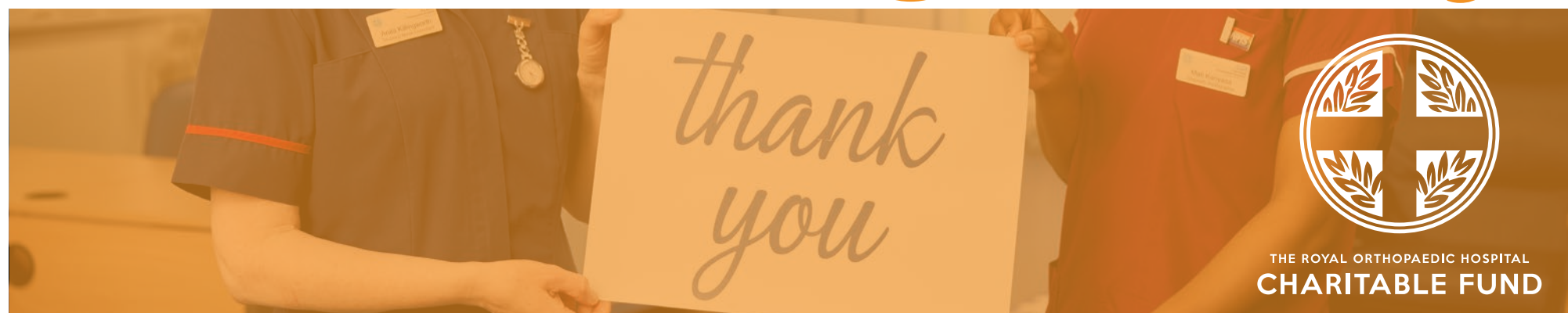
The ROH Wellbeing Team organised two sessions in which local florist Melissa Bloom Flower Art demonstrated how to build a door or table wreath from scratch, using all living materials.

All staff who took part in the sessions said how relaxing it was and that it allowed them to take a break and think about something other than work.

For more information, you can search for @MelissaBloomFlowerArt on Facebook or @melissa\_bloom\_flowerart on Instagram



# Our amazing charity!



## Christmas celebrations at The Royal Orthopaedic Hospital



(iPictured: Christmas Celebrations, including Festive Dress, Christmas Market, patient Christmas gifts, the ROH choir and decorating competition)

**It's been a real joy to see the support given by both staff at The Royal Orthopaedic Hospital (ROH) and the public over the last few months. Coming together is something we have all missed and it's been a pleasure to see us all supporting a great cause, especially after the last year.**

Throughout December we hosted an array of Christmas celebrations and fundraising events. One of the things we do annually is our very own 'Christmas Week'. It's a week filled with festive fun, with the odd fundraising initiative included in too.

This year we hosted a mini Christmas market, with a performance from our ROH Staff Choir, organising our own Festive Dress Day, as well as selling Christmas cards, engaging with local businesses and striking up sponsorship opportunities with our partners.

One of the fundraising activities that took

place during the week was 'Guess the weight of the cake' (kindly donated by the talented Angelina at Tutto Aposto) where staff, patients and the public all had a chance to get involved. The lovely lady who won is named Noel, and her birthday is on Christmas Day! Can you believe that?! Noel and her husband also very kindly gave an extra donation to us when collecting their prize.

We are proud to have raised over £1000 in monetary donations and received over £1,750 worth of gifts-in-kind to support both our raffle and the hampers given out to patients and staff this Christmas. We would like to say a huge thank you to all those who have given to us throughout this period.

We would like to give a huge shout out to Mondelēz International, Baylis & Harding and Swizzels for donating hundreds of gifts-in-kind for our patients this year.



We originally appealed to our local stakeholders and businesses to support patients with gifts from Christmas Eve to Boxing Day, however due to the generosity received, we had enough to distribute these from mid-December!

These were given out by our hospital volunteers who told us that patients were very grateful to be thought of over the festive period. Several gifts were also given to The Royal Orthopaedic Hospital Community Service (ROCS) to give to patients they visited over the holidays.

Ali Gray, Charity Manager, said: "We know how strange it is being in hospital and away from loved ones, but it is so much harder over the festive period. Organising support for our patients throughout this time was the least we



could do to help brighten their stay with us.

"We cannot thank our sponsors enough for helping to make this happen.

"The Royal Orthopaedic Hospital Charity could not have done this without their generous donations, so please join us in sharing our thanks!"

To see a list of the fantastic organisations who donated gifts, visit our website.

**FOLLOW US ON  
SOCIAL MEDIA:**



/FUNDROH



@FUNDROH



@FUNDROH

**CHECK OUT OUR WEBSITE:**

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



# Patient donates commemorative bench to help wellbeing



from the car park attendant, the cleaners, physios and nurses to the wonderful consultants and the rest of the team are patient-focussed.

"I have been coming to ROH for two years, interrupted due to the COVID-19 pandemic. I thought when I was transferred

pleasant, quiet surroundings, especially in the summer, can be of enormous benefit.

"We sometimes forget that the wellbeing of the people who look after us so well is paramount to our own successful healing.

"Thank you all at ROH."

We would like to thank Mick for his contribution to supporting wellbeing at ROH as well as all of the donors, fundraisers and sponsors who make our work possible. It shows us that giving isn't just imperative for us to support the 'added extras' at ROH, it is something that gives our donors pleasure too.

To donate or contribute towards this cause, simply contact the Charity Team via [roh.charitablefunds@nhs.net](mailto:roh.charitablefunds@nhs.net) or by calling 0121 685 4379.

**Earlier this month we had the pleasure of organising a bench, gifted by a patient who has been visiting The Royal Orthopaedic Hospital (ROH) for two years.**

Mick Rodden wanted to organise a bench to remember his time with us as well as give back to both patients and staff who utilise the green space behind our Outpatients Department for reflection.

In his letter, Mick said: "ROH looks after the repair and healing of the body. Everyone on the wards trusts the dedication, quality and professionalism of the staff whose sole aim is to get you home feeling far better than when you were admitted. And they do that, they do it because they genuinely care. Everyone

from my local Kettering Northants Hospital in 2019.

I would be losing my leg but you have changed all that. I haven't lost my leg and I have a positive vision for my future. Being 70 doesn't kerk my ambition.

"Mending the physical problems is what you do best, but you also make a difference to the patients' mental health. The humour, the advice, the positivity, the different characters (crazily funny nurses and health care assistants) who treat and support us all make that difference.

"This seat is something that patients, visitors and all staff can use. Just to get away from the ward and relax for a short time whilst in



**Walk this way!  
Help our patient  
fundraise**



**A patient who has undergone numerous hip operations at The Royal Orthopaedic Hospital (ROH) is raising money for us by walking an impressive distance when he next visits the hospital.**

Robert Rowberry (pictured above) will be walking from his home in Redditch to ROH on Thursday 19 May, just under 10 miles.

He has been treated several times at the hospital by Mr Andrew Pearson (a Consultant Orthopaedic Surgeon at ROH) and his team, and said he wanted to give back to show his thanks.

He said the Charity "deserves every penny I can raise as the hospital has done so much for me over 20 years."

He added: "The reason that I feel so inspired to do the walk is after my Dual Mobility replacement in April 2021, when I was able to get home after 48 hours. My heartfelt thanks to the maestro that is Mr Andy Pearson (and his squad) – I had to do something to show my appreciation.

"I thought what better way to prove my fitness than to WALK to my next appointment!"

**If you would like to support Robert, you can donate to his JustGiving page here: [www.justgiving.com/fundraising/robert-rowberry](https://www.justgiving.com/fundraising/robert-rowberry)**

**Support ROH Charity by  
taking part in this year's  
Birmingham Run**



ROH Charity are looking for runners (or walkers) to join the Simplyhealth UK Birmingham 10k and Half Marathon team on Sunday May 1, raising funds for The Royal Orthopaedic Hospital.

Signing up is stress-free. Your entrance fee is paid for by the charity as long as you pledge to raise funds for our cause. In return you'll get a free fundraiser goodie bag, tips and tricks from our Fundraising Team, plus support on the day.

**To find out more or sign up, visit:**  
[www.rohcharity.org/current-events](http://www.rohcharity.org/current-events)

**We're celebrating our anniversary  
and we need your help!**



**2022 marks our 25th birthday supporting patients, staff, students and researchers at ROH and to mark it in style we need the help of some fabulous fundraisers!**

To celebrate this major milestone, we are looking for 25 fundraisers to support our cause and help us continue to raise life-changing funds for our hospital.

You can do whatever your heart desires;

complete your first sky dive, run a marathon, complete a sponsored walk, host a 25th anniversary bake sale – it's up to you!

We are also celebrating the big day with a fete at the hospital on Thursday 3 March 2022.

To get involved or express your support, please contact our Charity Team on 0121 685 4379 or email [roh.charitablefunds@nhs.net](mailto:roh.charitablefunds@nhs.net)



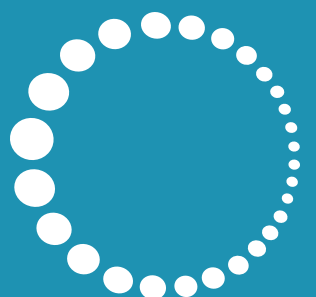
**THE ROYAL ORTHOPAEDIC HOSPITAL  
CHARITABLE FUND**

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

**With your help we can make a difference...**

See [www.roh.nhs.uk](http://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.

Over the last year we contributed to much of the NOA's work. From sharing wellbeing best practice and helping to launch the Orthopaedic Quality Improvement and Clinical Audit Network (OQICAN) to leading sessions at the alliance's first ever Annual Members' Conference and presenting on COVID-19 orthopaedic recovery webinars, we played a key role in the alliance's success and look forward to continuing to contribute to this work in 2022.

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](http://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:

- **16 February 2022, 13:00 - 14:15** - Webinar: COVID Orthopaedic Recovery - National and International Recruitment featuring ROH Deputy Chief Nurse, Nikki Brockie
- **1 March 2022, 10:00 - 13:00** - Cost Improvement Programmes (CIP) workshop hosted by ROH Deputy Director of Finance, Amanda Gaston
- **20 April 2022, 13:00 - 14:15** - Webinar: Management of Serious Incidents and Never Events
- **19 October 2022, 9:00 - 17:00** - NOA Annual Members' Conference. **Now accepting speaker applications for the conference.** Email [info.noa@nhs.net](mailto:info.noa@nhs.net) by 1 March to express an interest.

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)

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

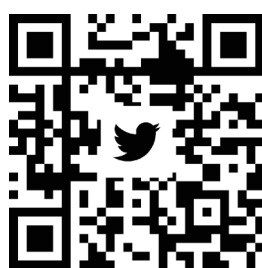
#### Get in touch

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

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



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## "I love being able to show how fundamental what we do is": An interview with a Speech and Language Therapist

**Speech and language therapists (SLTs) provide life-improving treatment, support and care for children and adults who have difficulties with communication, eating, drinking or swallowing. They also work closely with teachers and other health professionals, such as doctors, nurses, other allied health professionals and psychologists to develop individual treatment programmes.**

Here, Charlotte Thompson, who works between The Royal Orthopaedic Hospital (ROH) and Queen Elizabeth Hospital Birmingham (QEH) explains her role.

### What is your role and how long have you been doing it for?

I am a Specialist Adult Hyper Acute/Acute Speech and Language Therapist in general medicine.

At ROH, my primary focus is in the elective and emergency trauma speciality. I have been a speech and language therapist for six years and joined the ROH in May 2021.

### What does the SLT service do?

Our main roles and responsibilities are to assess, diagnose and provide goal direct intervention for adults with speech, language and swallowing difficulties for a diverse range of patients. Within ROH, our patients are predominantly the trauma and orthopaedic speciality who have had elective surgeries, but other areas we cover include stroke, neuro-degenerative conditions, respiratory, voice, oncology and brain injury.

In addition to direct, patient-facing contact, we also educate, empower and support relatives and other healthcare professionals ensuring we help others to gain an awareness and understanding into our role, what we can do to support them and ways you can support us, for example understanding the signs of a swallow difficulty so that you can refer to us.

### What made you want to be an SLT?

I wanted an occupation where no day would be the same, where my input and opinion is valued and truly essential in our every day. And what is more fundamental than our ability

to eat, drink and communicate? These are all functions we take for granted - our ability to connect, to share our experiences and to show our individuality. For example, how could some of the most influential people on this earth have been able to make a change without their communication?

### What is your favourite part of the job?

My favourite parts of the job are going into work every day knowing I have the opportunity to make a positive impact for an individual. I work in an evolving profession which constantly challenges me; I learn something new every day. In my opinion, speech and language therapy is one of the most misunderstood professions within healthcare and I love being able to show all individuals how fundamental we are within a multidisciplinary team.

### How can staff refer to you and how can patients get access to the service? Where can they find you for more information?

Within ROH, healthcare professionals and inpatients themselves can access the Speech

and Language Therapy service by emailing us at [slt.uhb@nhs.net](mailto:slt.uhb@nhs.net). We will then provide them with a referral form to complete and send back to us.

Additionally both staff and relatives will be able to attend our monthly Q+A drop-in, which will be located near the Outpatients Department entrance on the first Wednesday of every month. Here everyone and anyone will be provided the opportunity to meet us face-to-face and ask any questions.

We also encourage people to approach us on the wards to raise any questions or queries. We are always here to listen, help and offer support.





# MAKO Hip trial to assess benefits of robotic surgery



(Above: Edward Davis with Mako Robot)

**Chief Investigator:**  
**Professor Edward Davis**  
**Senior Research Nurse:**  
**Claudette Jones**  
**Trial Coordinator:**  
**Sophie Rich**

Total hip replacement has become a common procedure in recent years. The National Joint Registry (NJR) for England, Wales and Northern Ireland recorded 96,717 primary procedures for replacement of the hip joint in 2017.

While the number of these procedures performed is generally on an upward trend, it is widely accepted among orthopaedic surgeons that the burden of revision surgery will increase as time goes on.

Between 2003 to 2017, the NJR recorded 27,605 revisions of total hip replacement. There may be a number of reasons for revision of primary total hip replacement, with the most commonly recorded as dislocation, aseptic loosening, peri-prosthetic fracture, infection and pain.

The MAKO Hip trial (A Comparison of

impingement with CT scan after Manual and Robotic Total hip Replacement Randomised Control) is set to find out the success of using a new method of robotic-assisted total hip replacement in reducing post-operative impingement compared to manual treatment, as well as determine whether the robotic total hip replacements improve patient reported outcome measures and reducing the length of stay in hospital.

An equal number of eligible participants will be recruited and randomised to either the robotic or manual arm of the trial. This is to allow a fair and balanced comparison of the result.

Patients will undertake a series of patient reported outcome measures, or PROMS, pre-surgery and post-surgery to determine which surgical technique results in better outcomes.

The trial opened to recruitment in early April 2021 and despite the difficulties surrounding COVID-19 and the delays the pandemic has caused, the Research team have already hit 56% recruitment.

The trial is being sponsored by The Royal Orthopaedic Hospital and funded by STRYKER, the medical device company that produce the MAKO Robot.

Professor Edward Davis is the Chief Investigator and is supported by Josif Pagkalos as a Co-Investigator.



## A research trial patient shares her experience

**Christine is a patient who recently underwent a robotic total hip replacement using the MAKO Hip Research Trial procedure. She said she wanted to take part in the trial as she wanted to be part of the "future of orthopaedic surgery." Below is her story...**

"Having jumped at the chance to have robot-assisted surgery on my troublesome hip, here I was arriving for the operation, my first hospital stay in all of my 75 years! I was directed to Ward 2, where I was greeted and made welcome by the various members of the nursing staff.

"Having had the timetable for the morning explained to me by a member of Professor Davis' team, I eventually put on my gown ready for action.

"Then I was wheeled down to the new operating theatre, to face another group of friendly faces, where I decided that I would prefer not to be awake for the operation.

"Coming round in the recovery ward was a very pleasant experience - I felt like I was in a warm marshmallow!

"Soon afterwards I was back on my little Ward 2 and being offered a cup of tea and

some buttered toast, which was exactly what I needed after my enforced fast!

"Unfortunately, the delicious sounding Stilton and broccoli soup which I had ordered for lunch, had to be rejected, as my body was reacting to the anaesthetic. Sadly this story was repeated for the next 36 hours! I couldn't keep hardly anything down! This was particularly sad, because the food was so fresh, with a good choice and efficient service.

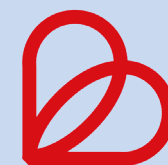
"Just a few hours after my op, in between bouts of sickness, two physios arrived to get me out of bed and get me walking on some elbow crutches. I performed this feat to their complete satisfaction, including tackling a few stairs too, and they seemed to think that I could probably go home the next day. I really didn't feel like going home until the sickness problem had ceased and the nursing staff agreed so I had two nights on Ward 2.

"I am an avid people watcher, so found the hour-by-hour routines on the wards fascinating and I really cannot praise enough the nursing team and ancillary workers that keep The Royal Orthopaedic Hospital running smoothly. On one occasion, a new patient

on our ward suddenly went very faint and didn't look too good. I raised the alarm and in seconds, there was at least five or six doctors/nurses appearing at the patient's bedside, screens pulled round and worked with on her for several minutes. She was soon back to her old self!

"Prior to my operation, the highly efficient Occupational Therapy Department had arranged delivery of the various pieces of equipment to help my recovery. In my case, the invaluable toilet frame and perching stools. The day after my return home, I had a visit from a delightful member of The Royal Orthopaedic Community Scheme, or ROCS, who checked out my vitals, carefully went through my medication instructions and talked me through some physiotherapy exercises. This was so important, as you do feel a bit vulnerable once you have left the 'safety' of the hospital.

"Overall the hard work and professionalism of everyone, coupled with a very necessary sense of humour, left me in awe. They were all a great credit to their profession and to The Royal Orthopaedic Hospital and I cannot praise them enough!"



**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

**16:00** Good Vibrations, Lily Grace James

### Tuesday

**10:00** The Morning Show

Anya McCutcheon-Wells

**17:00** Tea Time Show, Joe Kennard

**20:00** Evening Show, Paul Millington

### Wednesday

**18:00** Words & Music Extra – Brian Henderson /Ella Iggulden

**20:00** Evening Show,

Imogen Dunworth-Warby

### Thursday

**10:00** The Morning Show – Ruth Graham

**14:00** Playing It Cool, Pete Bayliss

**17:00** Tea Time Show Chris Friday

**20:00** Evening Show, Leon Lewis

### Sunday

**11:00** The Sunday Supplement – David Moore

**13:00** Kids Time with Kira Hughes

**15:00** The American Country Countdown Top 12

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## ROH named 'most inclusive NHS employer in the UK'



The Trust has been unveiled as one of the 'most inclusive companies in the UK' for the second year in a row.

The Inclusive Companies Awards is the only awards ceremony that 'rewards organisations for harnessing a truly diverse workforce, thus recognising the significant efforts of organisations nationwide that excel in their commitment to equality and inclusion across all strands of diversity.'

On 1 December, the long-awaited Inclusive Top 50 UK Employers Index for 2021/22 was published. The index showcases the leading organisations working across all aspects of diversity. Now in its sixth year, the list demonstrates UK-based organisations that are at the forefront of promoting inclusion across all protected characteristics.

The awards cover excellence in all areas of diversity including age, disability, gender, sexual orientation, race and religion, as well as highlighting diverse employers and employees across a wide variety of sectors including housing, public, private, charity and education.

Inclusive Companies unveiled its top 50 in a virtual ceremony on Tuesday 1 December, where ROH placed at number 15, an incredible increase of 19 places from 2020! The accreditation comes after significant work by the Trust to increase equality and promote inclusiveness amongst staff over the last year. It's placing also makes the Trust the most inclusive NHS employer in the list.

Chief Executive of ROH, Jo Williams, said: "In the last 18 months, ROH has faced multiple challenges, which have been felt across the country. We maintain support for all groups, particularly women, people living with long-term conditions, persons with disabilities, and people of multi-ethnic groups. We are proud of the significant progress we have made from our ranking at 34 last year."

The Trust is committed to an inclusive workplace and strives to ensure that everyone has a sense of belonging. This includes colleagues, patients, visitors, and partners. Significant progress has been made with forming diverse networks with colleagues across the Trust, who have active involvement in decision-making.

## "And the winners are..." Staff receive long-awaited Leading Lights awards



(Above: Although smaller than usual, the event was made special by some beautiful decorations and below: the Trust rolled out the red carpet for its guests!)

Tuesday 30 November marked a special event in The Royal Orthopaedic Hospital (ROH) calendar – the annual Leading Lights Staff Awards.

The ceremony, which saw staff come together to celebrate each other's achievements in what has been the toughest period the NHS has ever experienced, had been due to take place in February but was unfortunately postponed twice due to the pandemic.

The shortlist for the Trust's annual prize-giving ceremony this year had over 60 teams and individuals in the running, which was a record amount.

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. The longlist is then whittled down by a panel of judges from across the Trust, resulting in a shortlist.

Everyone who receives a nomination is informed via a letter of congratulations, thanking them for their contribution to the Trust. The lucky shortlisted staff were then sent an invite to the ceremony (along with a box of sweets!)

This year's ceremony was on a smaller scale than previous years and took place internally in The Knowledge Hub, the home of education and research at ROH, but was no less special.

The event kicked off with a speech from its hosts, Chief Executive Jo Williams and Chair Tim Pile, before the proceedings moved swiftly on to the prize-giving.

27 awards were given out this year: Clinical Team Achievement and Non-Clinical Team Achievement, Nurse of the Year, Doctor/Medic/Clinician of the Year, Clinical Support Worker of the Year, AHP/Pharmacist/Healthcare Scientist

of the Year, Corporate Services Employee of the Year, Secretarial/Administration Support of the Year, Support Service Employee of the Year, Apprentice/Learner of the Year, Volunteer of the Year, Outstanding Contribution to Patient Experience, Innovation and Continuous Improvement, Leadership Achievement of the Year, Fundraiser of the Year and the Chair and Governors Award for Engagement. There were awards for each of the Trust's values (respect, compassion, excellence, pride, openness and innovation) and six special awards for contributions to patients, people, partnership, process and performance.

Highlights included Dr Martin Goodman picking up Clinician of the Year. He was described as "hard-working, compassionate, empathetic and a mentor to all," and that he "reflects what true holistic care means."

Trainee Nurse Associate Charlie Seal won the award for Outstanding Contribution to Patient Experience, nominated by a patient of hers, who said: "Charlie exemplifies the compassion and excellence awards like these are all about."

"It is not an exaggeration to say that she utterly turned around my experience when I was beginning to lose hope, and I cannot find the words to thank her enough."

The ceremony ended with the award for Clinical Team Achievement of the Year which deservedly went to Wards 10 and 12, which were designated as wards for



COVID-19 patients during the worst of the pandemic. Their nomination called them "a truly exceptional team" who put the "care and welfare of patients first before their own fears." The hospital's Infection Prevention and Control Team, who were also nominated, were given the People award in recognition of the immense support they provided during the pandemic, investigation and advising on outbreaks of the virus and constantly creating and revising ever-changing policies.

You can see the winners on the next page.





**Apprentice/Student of the Year**  
**Management Skills Programme**



**Patient Award**  
**COVID-19 Swabbing Team**



**Volunteer of the Year**  
**OPD Welcome team**



**Non-Clinical Team of the Year**  
**Facilities**



**People Award**  
**Infection Prevention and Control Team**



**Partnership Award**  
**Anaesthetics Team**



**Nurse of the Year**  
**Lisa Newton**



**Support Services Employee of the Year**  
**Jenny Buckley**



**AHP/Pharmacist/Healthcare Scientist of the Year**  
**John Bloomfield**



**Clinical Support Worker of the Year**  
**Lynne Sadler**



**Secretarial/Administrator of the Year**  
**Jenny Woollaston**



**Corporate Services Employee of the Year**  
**Julie Gardner**



**Chair and Governors' Award**  
**Mr Mike Parry**



**Excellence Award**  
**Pre-Operative Assessment Clinic**



**Clinical Team of the Year**  
**Wards 10 and 12**



**Leadership Achievement**  
**Luan Suckling**

**Other winners unable to attend the event:**

**Doctor/Clinician of the Year**  
*Dr Martin Goodman*

**Process Award**  
*Professor Edward Davis*

**Pride Award**  
*Sharon Masters*

**Performance Award**  
*Pharmacy*

**Outstanding Contribution to Patient Experience**  
*Charlie Seal*



**Openness Award**  
**Yasmin Brown**



**Compassion Award**  
**Chloe Butler**



**Innovation and Continuous Improvement Award**  
**Alicia Stanton**



**Compassion Award**  
**Lesley Brash**



**Respect Award**  
**Phil Goold & Gordon Carpenter**



**Excellence Award**  
**Operations**

*Leading lights*



# Tea Break Brain Teaser

## Quiz Challenge

1. The World War II German message encoding machine had what name?
2. The food dye cochineal is traditionally made from what?
3. Which US music group shares its name with an edible legume?
4. Modern-day cowboys known as gauchos are from which country?
5. Football pundit Gary Lineker holds England's record for goals in the FIFA World Cup finals, with how many?



Gary Lineker – see Question 5

6. A British MP would apply for the Stewardship of the Chiltern Hundreds for what reason?
7. The autobiography Adolf Hitler, My Part in His Downfall was by which comedian?
8. Which of Shakespeare's plays is regarded as the longest?
9. The root of the cassava plant provides which pudding ingredient?
10. What was the profession of Indian leader Mahatma Gandhi?

## Two-Timer Crossword

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

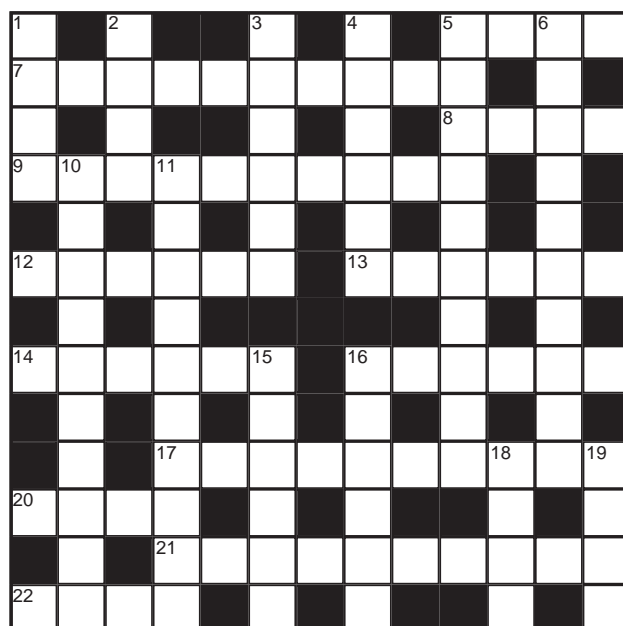
### CRYPTIC CLUES

#### Across

5. Kind of early, so fifty left for a period of time (4)
7. Publicly accuse of performing canine duet (10)
8. It's about eastern location (4)
9. No longer working in seclusion (10)
12. Dull dog struggled into enclosure (6)
13. American sailors first coming from Paul's birthplace (6)
14. Spanish princess loses a young child (6)
16. Man is a key artist, not a good actor (6)
17. Did well with the fine powder I allowed to fall off (10)
20. Easterner in a violent hailstorm (4)
21. Seeing what another has to say (3-7)
22. The way before you is an eyesore (4)

#### Down

1. River suffering some flood erosion (4)
2. Contract with needles (4)
3. Before end of day, turn eccentric (6)
4. Father with payment for mother maybe (6)
5. Yes, strayed horribly in the past (10)
6. Jointed, say (10)
10. Dine on pork pie perhaps should the



### QUICK CLUES

#### Across

5. Four seasons (4)
7. Denounce (10)
8. Place (4)
9. Withdrawal (10)
12. Indigestible (6)
13. Part of the foot (6)
14. Baby (6)
16. ----- Greene, English author (6)
17. Prospered (10)
20. Modern Siamese (4)
21. Interpreting by sight (3-7)
22. Eyelid inflammation (4)

#### Down

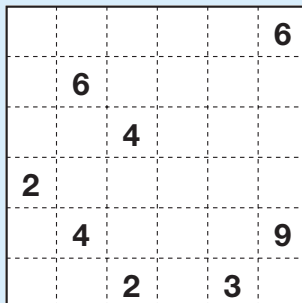
1. European watercourse (4)
2. Entwine (4)
3. Slightly mad (inf.) (6)
4. Older relative (6)
5. Previous time (10)
6. Speak distinctly (10)
10. Be very surprised (3,4,3)
11. One behind another (6,4)
15. Theatrical company (6)
16. Support band (6)
18. Frozen rain (4)
19. Canine animals (4)

unexpected happen (3,4,3)

11. Single line found in a set of papers from the subcontinent (6,4)
15. Group of acrobats or scouts could be heard (6)
16. Order to keep stocking up (6)
18. Icy greeting? (4)
19. Follows one's pets perhaps (4)

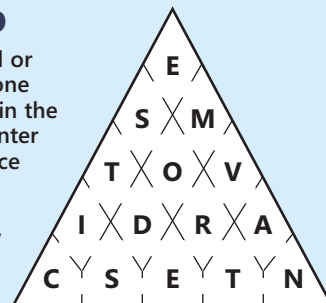
### BOX CLEVER

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

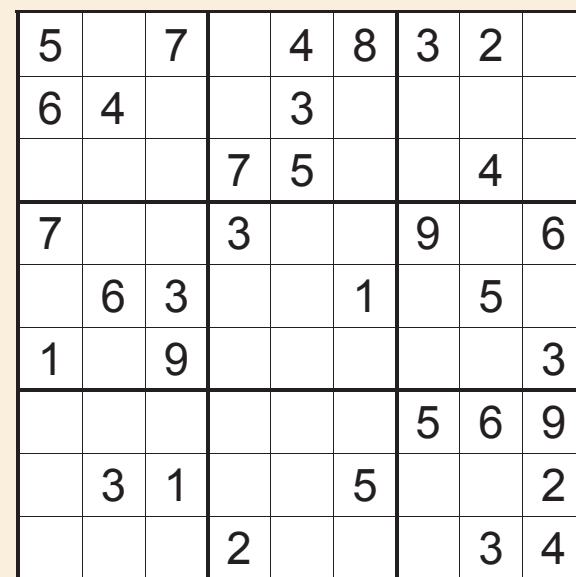
**TWO-TIMER CROSSWORD:**  
Across – 5 Year; 7 Denunciate; 8 Site; 9 Retirement; 12 Stodgy; 13 Tarsus; 14 Infant; 16 Graham; 17 Flourished; 20 Thai; 21 Lip-reading; 22 Slye.  
Down – 1 Order; 2 Knit; 3 Screw; 4 Parent; 5 Yesterday; 6 Articulate; 10 Eat one's hat; 11 Indian file; 15 Troupe; 16 Garter; 18 Hail; 19 Dogs.  
**WORD PYRAMID:** Domestic servant.  
**MAGIC SQUARE:** rest; echo; shun; tone.

**QUIZ CHALLENGE:** 1 Enigma; 2 The crushed bodies of a scale insect; 3 The Black Eyed Peas; 4 Argentina; 5 Ten; 6 When submitting his or her resignation; 7 Spike Milligan; 8 Hamlet; 9 Taploca; 10 Lawyer.  
**CROSS CODE:**  
A 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26  
B 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13  
C 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26  
D 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13  
E 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26  
F 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13  
G 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26  
H 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13  
I 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26  
J 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13  
K 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26  
L 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13  
M 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26  
N 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13  
O 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26  
P 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13  
Q 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26  
R 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13  
S 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26  
T 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13  
U 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26  
V 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13  
W 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26  
X 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13  
Y 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26  
Z 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13

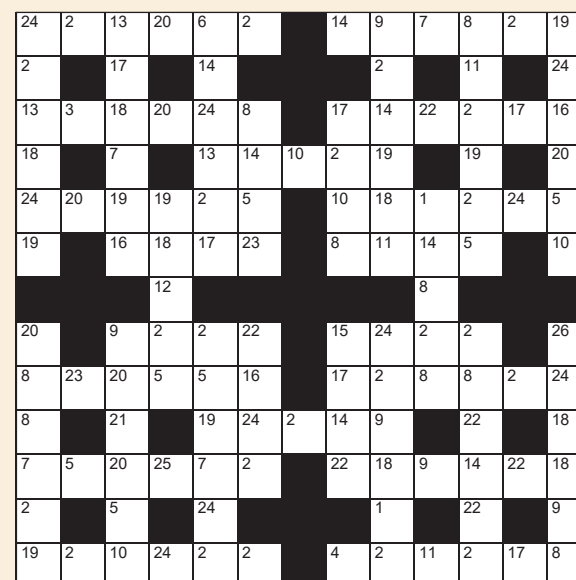


## SUDOKU

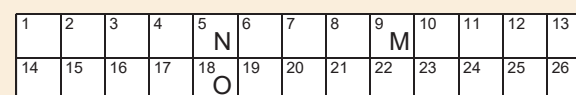
Each row and each column must contain the numbers 1 to 9, and so must each 3 x 3 box.



## CROSS CODE



ABCDEFGHIJKLMNOPQRSTUVWXYZ

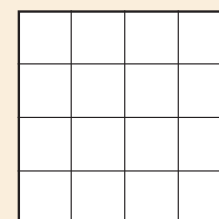


Each number in the grid represents a letter. You have three letters in the control grid to start you off. Enter them in the appropriate squares in the main grid, then use your knowledge of words to work out which letters should go in the missing squares.

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

### ONE HORSE CHESTNUT



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.