

**Remembrance Day
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**The ROH awards
cabinet (page 7)**

ROYAL ORTHOPAEDIC HOSPITAL WELCOMES MAYOR OF WEST MIDLANDS, ANDY STREET



(Above: Mr Akash Sharma Consultant Orthopaedic Surgeon and Andy Street Mayor of the West Midlands)

Andy Street, Mayor of the West Midlands visited the Royal Orthopaedic Hospital, in Northfield, to learn more about wellbeing work at the Trust, and how colleagues are being supported as part of the West Midlands Combined Authority (WMCA) Thrive at Work programme.

Andy Street, Mayor of the West Midlands and WMCA Chair, said "I'm grateful that I had the opportunity to visit the Royal Orthopaedic Hospital and meet the staff that make a real difference to the lives of people accessing the

important services here.

"It was wonderful to hear how our Thrive at Work programme has helped them to introduce health and wellbeing initiatives for the Trust's hardworking staff.

"Since the awarding of their Thrive at Work accreditation, the team here has succeeded in driving meaningful change as they seek to embed the health and wellbeing of staff as a key priority. I congratulate them on their efforts and I look forward to seeing the lives of local people changed for the better in the

months and years ahead."

Laura Tilley-Hood, Wellbeing Officer at the Royal Orthopaedic Hospital, said: "It's great to welcome Andy and talk to him about how the Thrive at Work framework means we can implement meaningful health and wellbeing initiatives, that make a difference to our staff. From our induction programme for new starters, to practical things like dedicated wellbeing spaces in the Trust and undertaking wellbeing conversations, colleagues feel well supported with their physical and mental



health and wellbeing.

"We are now looking at how we can obtain the Thrive at Work Silver accreditation."

The Trust was successful in gaining its Bronze accreditation from the Thrive at Work Workplace Wellbeing programme after submitting evidence showing how it supports staff and their health and wellbeing at work. Thrive at Work is a workplace commitment with criteria and guidelines on creating a workplace that promotes employee health and wellbeing, run by the West Midlands Combined Authority.

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.

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**Story continues
on page 5**

Got a story? Contact us!

Welcome to this edition of 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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Sarcoma specialists at the Royal Orthopaedic Hospital shortlisted for prestigious 'Bone Idol' Awards

We are delighted to announce that the below healthcare professionals, surgeons, and researchers at the ROH have been nominated for the following prestigious awards:

- Jonathan Stevenson
Surgeon of the Year
- Teresa Brodie
Allied Health Professional of the Year
- Debra Dunne
Allied Health Professional of the Year
- Radiologists
Team of the Year
- Rajesh Botchu
Researcher of the Year
- Lucas Souza
Rising Research Star

The Bone Idols Awards were set-up by the Bone Cancer Research Trust in 2021 to celebrate those who show exceptional dedication to improving the lives of bone cancer patients.

To mark the weekend of World Cancer Day, winners will be announced at an awards presentation evening on **Saturday 3rd February 2024.**

Good luck to all those shortlisted!



As 2023 draws to a close, it's fantastic to look back on another positive year at The Royal Orthopaedic Hospital.

It has been a successful year for many reasons. Our team has treated thousands of people, reducing pain, restoring independence, and offering life-changing care. We were accredited as a GIRFT Elective Surgical Hub, which distinguishes us as delivering exceptional care of the highest quality. We have been shortlisted for and won numerous awards. Our team have excelled in innovation and have continuously improved how they work. This commitment can be seen in the lives of the people they treat. I receive so many letters thanking me for the hard work of our team and it is always inspiring to hear how people's lives have been changed. I really couldn't be prouder of our hospital!

There have been challenges too. The NHS

continues to face significant pressure and some people in our communities are waiting a long time for treatment. I'm pleased to say The Royal Orthopaedic Hospital is working hard to reduce waiting lists and treat as many people as possible. We are improving our processes all the time and introducing new systems and technologies to support effective care pathways. We are doing more procedures as day cases so that people can be treated and go home on the same day. We have even treated patients from other hospitals to help ensure those who need care the most can access it.

In 2024 we will stay focussed on treating as many people as we can. This requires us to be efficient and productive. We also want to do more to prevent ill health by working in our community to support health and wellbeing. If you'd like to know more about our strategy, take a look at page 9. In 2024 we will also continue to be focussed on how we support our workforce. People are our greatest asset at The Royal Orthopaedic Hospital, and we will do all we can to support their wellbeing and development. We want people to flourish so that they can come to work and deliver the best care possible to our patients.

I hope you enjoy this issue of ROH Life. I think the articles in it give a strong sense of the culture here in the hospital, the progress we are making and just what it is that motivates us, delivering life-changing care to patients.

Jo Williams
Chief Executive

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Update on ROH's vibrant staff networks



Staff networks are an important part of the culture at ROH and play a key role in building and sustaining an inclusive and wellbeing focussed culture. There continues to be excellent progress across our staff networks and it's encouraging to see the groups growing in impact and size. Here's a snapshot into the recent activities of some of our networks:

The Equality and Diversity Network (E&D Network) is the longest running network at the Trust, and has actively worked towards building positive relationships among ROH's diverse workforce. The E&D Network has significantly influenced Trust policies, recruitment, and training, serving as a forum for staff to share perspectives and contribute to the equality agenda. Looking ahead, with the growth of additional networks, the E&D Network aims to further strengthen inclusion in line with ROH's evolving priorities.

The A b L e network recently created an informative leaflet to guide colleagues in understanding their rights regarding reasonable adjustments. Future initiatives include a buddying scheme and awareness

campaigns. As Disability History Month unfolds (16 November to 16 December), the A b L e network invites colleagues with disabilities to share their NHS career journey on national platforms by reaching out to england.wdes@nhs.net.

The ManKind Staff Network is dedicated to supporting health and wellbeing initiatives, fostering awareness, and building a sense of community at ROH. The ManKind Staff Network showcased its commitment during November by hosting a stall outside Café Royale where they shared information on issues such as prostate cancer, mental health, suicide prevention as well as provided resources on alcohol, drug, and gambling support.

The Multi Minority Ethnic Group (MMEG) staff network recently unveiled the captivating photo exhibition, 'Many Cultures, One ROH.' Further details can be found on **page 4.**

You can find out more about all our staff networks on the ROH website: <https://roh.nhs.uk/about-us/culture>.

ROH celebrates Remembrance Week



(Above: 1000 crocheted and knitted Poppies outside ROH)

As a symbol of remembrance and peace, staff, volunteers and patients knitted and crocheted over 1,000 red poppies which were featured in a display in front of Outpatients during Remembrance Week.

The poppy installation is made up of a life-size wooden horse on a field of 1,000 red poppies, with a display of white poppies and doves.

The poppies were crocheted and knitted by the Royal Orthopaedic Hospital NHS Foundation Trust's Knit and Natter group as part of its Remembrance Week activities.

Di Olalla, a member of the Knit and Natter group, commented: "We had the idea for the field of poppies after seeing another display, but we wanted to include something to commemorate horses in the service of war too. Thank you so much to all the patients, volunteers and staff who contributed to the project, this really was a group effort and it's great to see so many people come together to help us commemorate Remembrance Week."

Colleagues from across the Trust, including members of the Knit and Natter group and



veterans, were joined by representatives from the War Horse Memorial to view the installation and share remembrance stories.

Carl Measey is a Health and Safety Advisor at the Royal Orthopaedic Hospital and served in the Royal Navy as a Petty Officer 1987-2010. He said: "After transitioning back to civilian life

after 23 years' service in the Armed Forces, I and what many others miss the most is that unique and magical 'esprit de corps' (a sense of mutual pride and shared loyalties). Many civilian occupations are not able to come close to replicating or emulating these feelings - this sense of 'worth', but working at the ROH comes as close as any civilian employer could possibly hope to do.

"At the ROH we have a strong and rare bond



- we work closely together as a team, often in challenging circumstances. We have a great culture of supporting one another, bringing all our individual skills and experiences to the front line. And every day we see the amazing results: delivering fantastic care and life changing positive outcomes for our patients, not to mention their relatives and friends. Giving us all working at the ROH a shared sense of pride, shared loyalties and values - bringing out the very best in us all."

The Royal Orthopaedic Hospital is proud to be Veteran Aware. The Trust achieved the



Bronze Award from the Defence Employer Recognition Scheme and signed the Armed Forces Covenant earlier this year. The signing of the Armed Forces Covenant is the first step in achieving Bronze accreditation, and is a national responsibility involving government, businesses, local authorities, charities and the public.

Signing the covenant means we will make a promise to provide direct and indirect support to staff with a recognised Armed Forces status, including for education and family wellbeing, access to healthcare, and discounted services.



Celebrating Black history month at the ROH



(Celebrating through sharing information and tasty treats at the Black History Month "Saluting Our Sisters" information stand, hosted by the Multi Minority Ethnic Group staff network.)

Many Cultures, One ROH exhibition launches!



(Falon Paris-Caines - MMEG Network Chair and Marie Peplow - Chief Operating Officer and MMEG Executive Sponsor with exhibition participants Barbara, Donna and Eunice)

We have launched a new exhibition which celebrates the diversity of cultures here at ROH. 'Many Cultures, One ROH' showcases our rich mix of cultures and the importance of bringing your authentic self to work.

Marie Peplow, Chief Operating Officer and Executive Sponsor of the Multi Minority Ethnic Group (MMEG) staff network, said: "This exhibition brings together a set of portraits of staff from different heritages, each demonstrating what their culture means to them. The exhibition is a real celebration of the richness of diversity that our colleagues bring to the hospital and provides an insightful opportunity for staff and visitors to learn about the significance behind different cultural traditions."

The idea for this exhibition emerged in the MMEG staff network. The aim of the MMEG network is to provide a space for people with minority ethnic heritage to connect, collaborate, tackle issues and support us to be more inclusive.

Falon Paris-Caines, Chair of the MMEG staff network, added: "It has been wonderful to see the transformation of an idea that started at a MMEG staff network meeting into the colourful and impactful Many Cultures, One ROH exhibition. The participants have not only breathed life into this project but exemplify the essence of ROH and the values that the Trust upholds. Their enthusiasm and willingness to share their stories is a celebration of the many different cultures at ROH and across the NHS."

Participants in the exhibition gathered to celebrate the launch of the exhibition with a ribbon cutting ceremony.

Eunice, Healthcare Assistant, is originally from Ghana and explains why she's proud to have been involved in this project: "My Ghanaian heritage has influenced my life in many ways and it has made me who I am today.

Our culture and traditions are rich and vibrant – we are taught from an early age about values such as respect, kindness, family and dignity, and we have a strong sense of community. Ghana means 'warrior king' and when I reflect on this meaning, it empowers me as I feel like a warrior queen to overcome challenges in my life.

"I am delighted to be part of this project as it allows me to showcase my heritage and what it means to me, and it gives me a sense of belongingness and connection."

Marta, Pharmacy Technician, is proud to be Polish and share her heritage as part of this exhibition. She commented: "Poland has a rich history that has shaped a nation of people who value dedication, hard work and truth and I'm proud to be part of a culture that puts education first – many Polish scientists are pioneers and inventors."

"There is a big Polish community thriving in the West Midlands and this exhibition has been a great opportunity to represent this community and proudly display my traditional Polish folklore dress which reflects the colourful culture, traditions and celebrations of our history."

Lucas, Lab Manager and Researcher, is from Brazil and shared why he wanted to be involved in the Many Cultures, One ROH Exhibition: "I feel proud of being Brazilian because we are a very creative and hardworking people who are always ready to face big challenges with a big smile in our faces. I wanted to get involved in this project because I truly believe the multicultural background of ROH staff members is something that greatly contributes to the Trust's success and this project will help to evidence this diversity."

This exhibition is located outside the Main Entrance next to Outpatients and will be accessible year-round.



(Lucas, Lab Manager & Research Associate)



(Barbara, Theatre Team Leader)



(Donna, Phlebotomist)



(Eunice, Healthcare Assistant)



Find out more about the MMEG exhibition by scanning this QR code or visit roh.nhs.uk/many-cultures

Robotic technology at the ROH

...Continued from front page

As part of the visit, Andy Street learnt more about the robotic technology we use in theatres for joint replacements, trying his hand with a demonstration of ROSA, led by Mr Akash Sharma.

Andy also spoke to Clinical Service Improvement Lead, Alicia Stanton, about our JointCare Day Case pathway. The pathway is based on the 'wellness' model and enables patients to have their joint replaced and be back at home on the same day.

Visit www.roh.nhs.uk for more information



It's official – we're Top 6 for Overall Inpatient Experience!

In the 2022 Care Quality Commission (CQC) Inpatient survey results released in September, the Royal Orthopaedic Hospital came out in the Top 6 Trusts for overall inpatient experience.

The survey, which looks at the experiences of people who stayed at least one night in hospital as an inpatient, found that the Royal Orthopaedic Hospital performed 'Much better than expected' in 2022. The hospital is one of the largest specialist orthopaedic units in Europe and is a Getting it Right First Time (GIRFT) elective hub, the first Trust in Birmingham with this accreditation.

The survey asked patients for their views on various aspects of their care, ranging from communication with staff, the hospital environment and being involved in decisions, through to being treated with dignity and respect.

Nikki Brockie, Chief Nurse at the Royal Orthopaedic Hospital, added: "I am delighted and very proud of these results. Our teams are dedicated to ensuring that every patient has a positive experience at ROH and receives 'outstanding care every time'. This year's results are a clear indication that we move ever-closer to achieving this goal."



ROH Stories: Meet Carl

Carl is a Health and Safety Advisor at the Royal Orthopaedic Hospital and served in the Royal Navy as a Petty Officer 1987-2010. He shared with us a few words for Remembrance Day.

After transitioning back to civilian life after 23 years' service in the Armed Forces, I and what many others miss the most is that unique and magical 'esprit de corps' (a sense of mutual pride and shared loyalties). Many civilian occupations are not able to come close to replicating or emulating these feelings - this sense of 'worth'.

It's common for service leavers transitioning back to civilian life to feel a sense of loss, abandonment and confusion. It's also true civilian life can sometimes feel somewhat mundane in comparison - many miss the great social life fuelled by close bonds. Not to mention the excitement, adrenalin and feelings of danger experienced during frequent training and combat exercises. All for what we hope we will never be called upon to do - to inflict maximum violence on the enemy.

Service leavers can also struggle transitioning to the new norms and expectations of civilian life, including the world of work. Many start to experience mental health problems; drug and alcohol misuse is not uncommon, especially amongst those that have experienced trauma, witnessed the horrors of warfare, or lost close and loyal friends in combat - their 'brothers-in-arms'.

Fortunately, over recent years all three services have become far better at recognising the psychological, physiological and practical difficulties many experience when transitioning back to civilian life. The Ministry of Defence with support from many wonderful charities, and an increasing number of employers now offer far better support to service leavers, regardless of their reasons for leaving, be it life-changing injuries, retirement, or those who simply felt the time was right to seek new adventures.

So it's true - very few civilian employers could ever come close to replicating that 'esprit de corps'. Although working at the ROH comes as close as any civilian employer could possibly hope to do. At the ROH we have a strong and rare bond - we work closely together as a team, often in challenging circumstances. We have a great culture of supporting one another, bringing all our individual skills and experiences to the front line. And every day we see the amazing results- delivering fantastic care and life changing positive outcomes for our patients, not to mention their relatives and friends. Giving us all working at the ROH a shared sense of pride, shared loyalties and values - bringing out the very best in us all.

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The Royal Orthopaedic Hospital's Finance Team is Future Focused!

The Finance Team at the Royal Orthopaedic Hospital has achieved level 1 accreditation in the Future Focused Finance framework. The Future focused finance accreditation system is designed to give recognition to NHS organisations that have the very best finance skills development culture and practices in place.

There are 3 levels within the process that reflect the continuous development of the organisation's finance function.

Level 1 requires 6 areas of accreditation to be completed and evidenced covering infrastructure, personal development, professional development, finance workforce and career planning, corporate financial competence and business controls and policy. For each area, a series of set criteria must be met to meet the award.

Steve Washbourne, Chief Financial Officer at the Royal Orthopaedic Hospital, said: "Whilst this is obviously wonderful news, it is so much more. It is recognition of the commitment

of the finance team to make our finances sustainable and resilient, with a focus on continuous improvement.

"This badge of recognition shows the steps we have made to date, and sets us in good stead to reach further accreditations while we provide the best support to the Trust."

The Future Focused Finance framework encourages continuous development of the organisation's financial competence through increasingly higher standards of skills development within the finance function. It celebrates the success of organisations who take skills development seriously and are able to identify continuous improvement of the capability and financial competence of both the finance function and the organisation as a whole.

The finance team at the Royal Orthopaedic Hospital are currently working towards achieving Level 2 accreditation, which requires additional criteria to be met to show a 'High Level of Performance' as organisations



must demonstrate an overall culture that is innovative and consistently supportive of the development of the finance capability throughout the organisation.



Jo Williams shortlisted for the Inclusive Awards as Chief Executive of the year



One of the UK's most anticipated diversity awards celebrations has announced its shortlist for the 2023 ceremony and Jo Williams, Chief Executive of the Royal Orthopaedic Hospital, has been shortlisted as Chief Executive of the Year.

Now in its ninth year, the Inclusive Awards takes place 5th December and is the only ceremony that rewards organisations and individuals who have excelled in their commitment to equality, diversity and inclusion.

Jo Williams has been shortlisted for the Chief Executive of the Year. Jo said: "It's a privilege to be shortlisted alongside some incredible CEOs. We all share a passion for authentic, compassionate, inclusive leadership.

"This shortlist is as much a celebration for ROH too – being part of this incredible team is truly special and I am so proud to represent the Trust."

We'll also find out whether the Royal Orthopaedic Hospital has made the list for Inclusive Top 50 UK employers.

Fingers crossed for Jo and ROH on 5th December!

ROH Patient Stories: Meet Grace

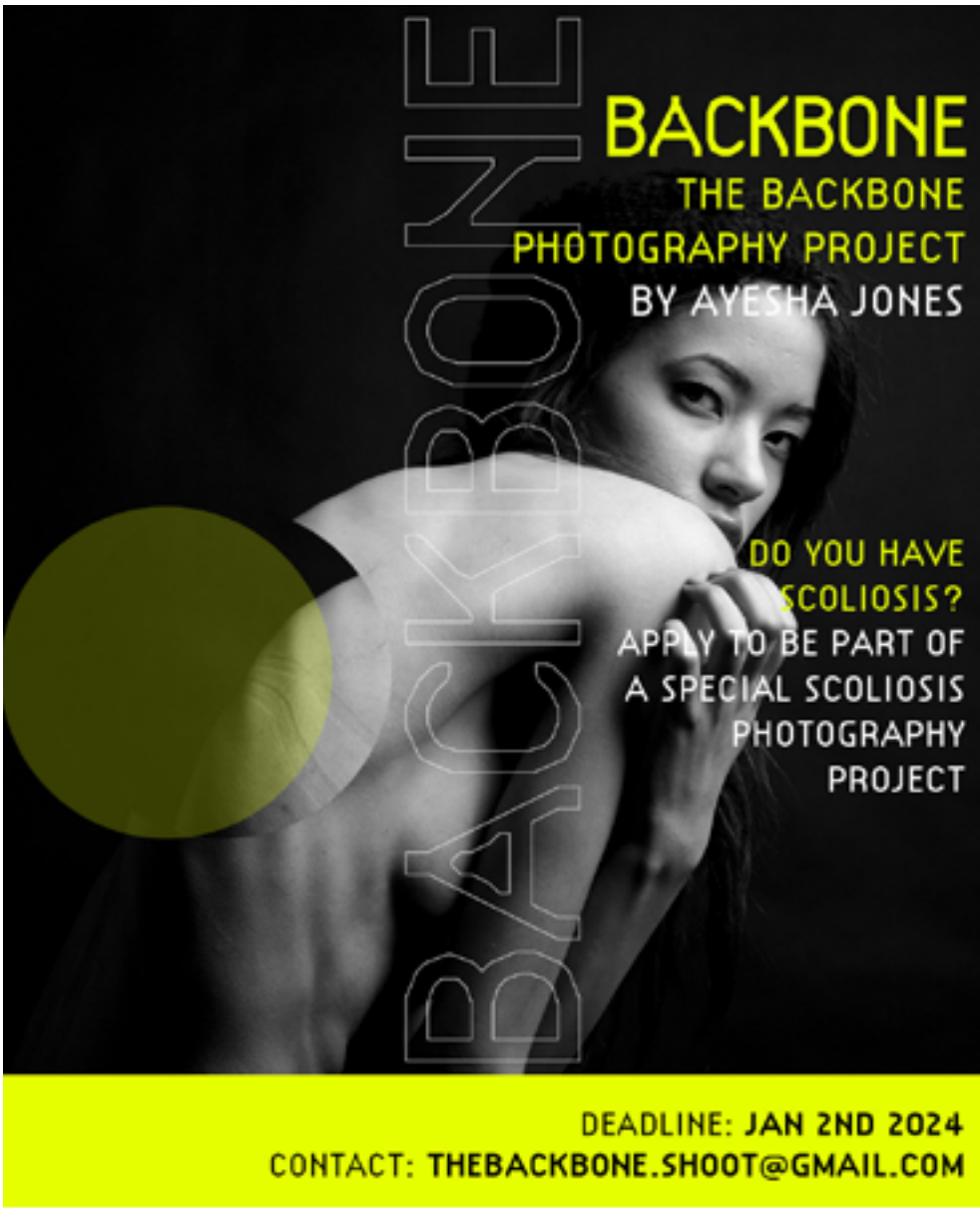
Grace came to the Royal Orthopaedic Hospital in 2023 after experiencing constant pain in her right knee due to damaged cartilage. She was struggling with everyday activities such as walking and had to stop doing a lot of the things she used to do like playing netball and going to watch the rugby.

Following a consultation with Professor Martyn Snow, Consultant Orthopaedic Surgeon, at the Trust, Grace was recommended for an Autologous Chondrocyte Implantation (ACI) and Leg re-alignment surgery.

An ACI is a two-part procedure. First, the surgeon takes a small piece of articular cartilage from the knee. From this biopsy the cartilage cells, called chondrocytes, are isolated and grown in a laboratory. These cells produce cartilage which means they can help rebuild damaged cartilage. Once there are enough cells to repair the damaged area, the surgeon implants the chondrocytes into the knee where they create cartilage which resembles the original joint cartilage. In order to give the chondrocytes the best chance to grow, procedures such as leg re-alignment are sometimes also required (a surgery known as osteotomy) at the time of cell implantation. By changing the leg alignment, we can reduce the load on the damaged cartilage and improve outcomes.

Now in recovery, Grace is already in less pain and is slowly getting back to things like walking around the supermarket which used to be a real challenge.

Grace is looking forward to going to the gym and being able to walk and stand to attend sports and gigs again!



GRAIN



Arts and Creative Industries
COUNCIL
ENGLAND



The ROH awards cabinet ★ ★ ★ ★ ★

The Radiography Team at ROH celebrates winning two categories at the Radiology Awards 2023

The annual awards recognise excellence and achievement in Radiography worldwide and this year received nominations from the UK and the USA, through to the Middle East, India and Australasia.

The team won the Radiology Fellowship of the Year category and the Best NHS Trust for Delivering Radiology Services.

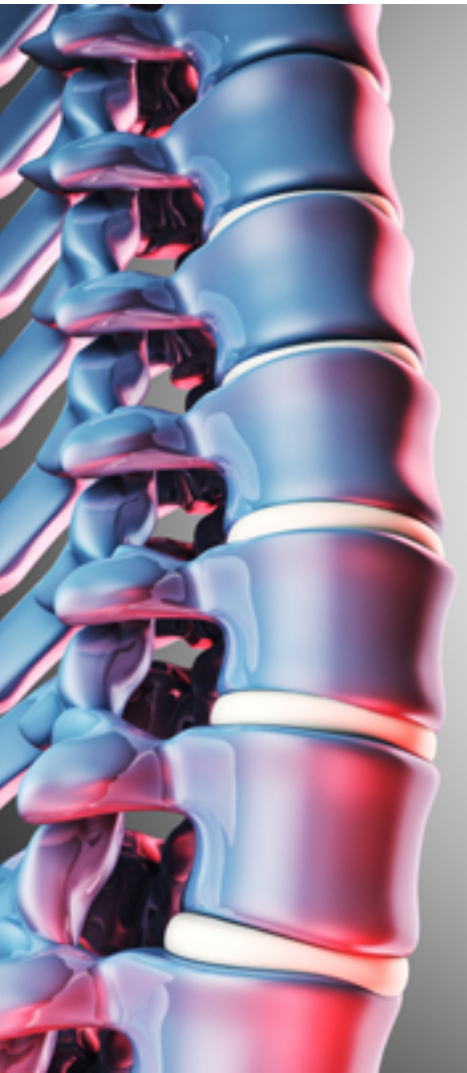
Sandra Millward, Head of Imaging at the Royal Orthopaedic Hospital, commented on the award wins: "The team are so thrilled to be recognised in the Radiology Awards 2023 – as a department we work as hard as we can for our patients and it's wonderful for this hard work to be recognised internationally."

The Royal Orthopaedic Hospital facilitates two Fellowships every year, supporting continued learning experiences in diagnostic radiology in a world class centre of excellence. During their time at the Trust, Fellows are exposed to the nuances of MSK radiology, where they get hands-on experience with diagnosing sarcomas, support interventional cases, take part in multi-disciplinary teams and learn about complex procedures such as cryotherapy. The consultant team supporting this learning include Dr Rajesh Botchu, Dr Christine Azzopardi, Dr Mark Davies, Dr Stephen James, Dr Jennifer Murphy and Dr

Anish Patel.

The team were also recognised for continuing to deliver services during COVID and their involvement in interventional MSK radiology research and innovation. The team were agile in response to the COVID pandemic and went from normal services to longer days overnight to keep pace. The whole Radiology team collaborated in this, including radiographers, imaging department assistants, the admin team, medical secretaries, Fellows, training registrars from the Birmingham rotation as well as consultant radiologists and housekeeping. This group approach enabled the team to avoid a large backlog and so were able to get up and running to support services as they came back.

The Royal Orthopaedic Hospital's Radiology team is at the forefront of interventional musculoskeletal radiology, performing complex procedures including cryotherapy, vertebroplasty, sarcoectomy, cementoplasty and RFA, and published over 80 papers in the last year. These papers cover innovations in biopsy techniques such as the dual strip technique, SAHNA technique and BITT as well as new terminology for injuries as they appear on MRI scans: pelican sign, whorl sign, rising root sign and snake sign.



Funding for 3D spinal injury modelling awarded to ROH

A team from the Royal Orthopaedic Hospital, Aston University and the University of Edinburgh have been awarded a joint research fellowship to develop a working 3D model of the Spinal Cord, to improve understanding of the management of compressive spinal cord pathology.

The fellowship is funded by Orthopaedic Research UK (ORUK), the British Association of Spine Surgeons (BASS) and the British Scoliosis Society (BSS) and the project will run for three years. The team is led by Professor Adrian Gardner - Consultant Spine Surgeon at the Royal Orthopaedic Hospital and Jean-Baptiste Soupez - Senior Lecturer Mechanical, Biomedical and Design Engineering at Aston University.

The idea for the project came about following a discussion between colleagues about a patient presenting with a multi-level degenerative cervical spine with multi-level spondylolisthesis. Multiple vertebra in the patient's neck were compressing on each other and several of these vertebra were pushed forwards creating an unstable spine.

Professor Gardner said: "I was able to make recommendations, however this was based on training over the years and experience. For example, there are multiple ways to approach

this kind of injury – you could go in from the front (anterior) or the back (posterior), but the decision is largely down to how you've been trained. It occurred to me that a physical model could be used to better understand the pathology and use scientific evidence to inform surgical solutions for our patients here at ROH and across the globe."

Professor Gardner worked through potential options with contacts at Aston University, who recommended using 3D printing to simulate the different ways spinal cord compression happens, and its management. The model would be made up of a 3D printed, fully articulated vertebral column and use tuneable pneumatic pressure to replicate the spinal cord. Adjustable to reflect various spinal conditions, the model would enable spinal teams to test the likely impact of different procedures.

Degenerative Cervical Myelopathy (DCM) is one of the most common spinal injuries, caused by severe compression in the neck. This compression can come as a result of inflammation, arthritis and age. It can lead to issues with balance, dexterity and control of the bowel and bladder. If left untreated, myelopathy can lead to permanent spinal cord injury and nerve damage.

Professor Gardner explains: "Despite being

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.

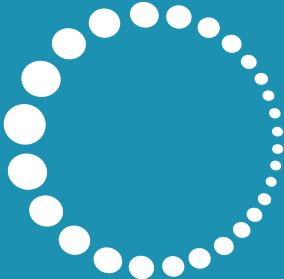
The award is one of 10 designed to bring benefits to patients and care service users, whilst reducing carbon emissions.

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

Read about our new strategy on page 9 →



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 colleagues from member organisations to share experiences and address shared challenges with an aim of delivering consistent, high-quality care for patients nationwide.

NOA benefits for ROH staff
Did you know that all colleagues at ROH can attend NOA webinars, workshops, and events such as the NOA Annual Members' Conference free of charge? You can find out about other member benefits on the NOA website: www.nationalorthopaedicalliance.co.uk


NOA Annual Members' Evaluation - help shape the direction of the NOA
Every year, the NOA gives colleagues at member organisations a formal opportunity to anonymously rate and comment on the work of the alliance through our annual members' evaluation. ROH colleagues are invited to take just 5 minutes to **complete this survey** by 8 January 2023.

Upcoming NOA events

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

- 29 November 2023, 1:00- 2:15pm - NOA webinar: Sustainability and the Green Agenda in Orthopaedic Surgery
- 17 October 2024: NOA Annual Members' Conference

Find out more about current events via nationalorthopaedicalliance.co.uk



Find out more

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

Visit: nationalorthopaedicalliance.co.uk

Follow the NOA on socials: @NOAorthopaedics


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

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Royal Orthopaedic Hospital celebrates after orthopaedic award wins



In October we attended the National Orthopaedic Alliance Excellence in Orthopaedics Awards where we won two categories. The industry awards showcase the best of orthopaedics, and scooping two wins at this event is a huge achievement.

First to win an award was the Royal Orthopaedic Hospital/University Hospitals Birmingham Mutual Aid Collaboration for the Partnership and Integration Initiative.

The project's aim was to reduce patient waiting times across the BSOL Integrated Care System, which had been exacerbated by the impact of the pandemic. Following an assessment of patients and waiting times across both trusts, it was clear that University

Hospitals Birmingham (UHB) had significantly more patients waiting over 52 weeks and, with the consent of patients, the Royal Orthopaedic Hospital took cohorts to be treated quickly.

Colleagues at both trusts continue to go above and beyond to support orthopaedic patients and in total, 2,000 patients have been transferred and treated at the Royal Orthopaedic Hospital on behalf of UHB and BSOL over the course of the project.

By coming together and collaborating on an approach with patients at its heart, both trusts were able to significantly improve the patient journey, and ultimately outcomes for orthopaedic patients.



The second award win of the night was the Workforce Retention Initiative - the Royal Orthopaedic Hospital's Financial Wellbeing Initiatives. The project was celebrated for recognising the impact of the escalating cost of living across the Trust for its workforce, patients and the local community and launching specific initiatives to ease this strain.

Following a series of focus groups to understand how we could support colleagues with their financial wellbeing, we developed a series of initiatives. These included resources signposting available services to colleagues, a period dignity programme – the Blue Bag Project – providing free period products, £1 meals at the on-site Café Royale and out of hours food provision. A Hardship Fund was also launched, a one-off grant staff and patients can apply for requesting support to alleviate financial stress.

Matt Revell, Medical director at the Royal Orthopaedic Hospital, said: "Being shortlisted is a huge achievement, but winning two awards really pays testament to the quality of the projects and strength of initiatives run by my

colleagues and teams at the ROH.

"The NOA awards are a wonderful platform to share best practice with Orthopaedic colleagues and showcase the amazing, innovative work happening at the ROH."

The NOA Excellence in Orthopaedics Awards recognise NOA member organisations, projects and teams that have distinguished themselves through exemplary contributions, influence, and commitment to transforming services across orthopaedics. The Awards are an opportunity to not only celebrate achievement but to share best practice and promote continued collaboration in orthopaedics nationwide.



Our strategy: Keep delivering life-changing care!

Our new strategy

We have developed a new strategy for the next five years. It's all about delivering life-changing care to our patients and we're excited to share it with you!

Our purpose

We want to help people live with less pain and more freedom.

We want to help people be more independent so that they can do the things that make them happy.

We want to change people's lives and enable them to be healthy and happy.

Less pain. More independence. Life-changing care.

Our strategic objectives



CARE

We will deliver outstanding care that is safe, seamless and patient centred.



EXPERTISE

We will innovate, improve, research and teach.



PEOPLE

We will be rated as among the best NHS hospitals to work for by our team.



COMMUNITY

We will work with our community to reduce health inequality and support prevention.



SERVICES

We will provide efficient, effective and sustainable services.



COLLABORATION

We will collaborate to support improvement; locally, regionally and nationally.



What will we achieve in the next five years:

- ✓ We will grow and treat more people
- ✓ We will contribute to reducing health inequality
- ✓ We will improve access to care for our community
- ✓ We will be rated among the best hospitals to work for
- ✓ We will be rated 'outstanding overall' by the CQC
- ✓ We will be a Major Revision Centre and Surgical Elective Hub

Watch our animation!



We've created a short animation which explains how we will deliver care in the future. Scan the QR code and watch it now!





Our amazing charity!



Supporting those in financial hardship



The Royal Orthopaedic Charity (ROC) launched a Hardship Fund in spring 2023 to support both staff and patients experiencing urgent financial hardship, offering one-off grants of up to £500.

The Royal Orthopaedic Hospital has an incredible reputation for providing the very best care to patients. The Trust consistently scores among the highest for patient satisfaction, and ROC believe this is due to putting patients and staff at the heart of what we do. ROC believe that if our team is thriving, they will deliver the best care to our patients.

ROC were pleased to create and implement such a meaningful initiative to give immediate and urgent support to ROH patients nationwide, as well as colleagues who live closer to Birmingham.

Since the launch of this initiative, over £9,000 has been awarded to both staff and patients to support with food expenses, household bills, travel, accommodation and basic needs.

Each application is evaluated by panellists from across the Trust, all who are unaware of the applicants' personal details.

ROC is committed to supporting those in need, beyond providing the immediate financial assistance. Upon receiving each application and while the application is under review, the Charity provide a cost-of-living booklet to help applicants navigate their

financial challenges. Furthermore, regardless of the application's outcome, the Charity ensure that applicants receive additional support tailored to their specific circumstances. This might include information on anything from free children's activities to contacts details of organisations who can support, to Citizens Advice. ROC's goal is to provide sustainable and meaningful support to everyone they assist.

This is one of the many initiatives ROC are proud to be running to give extra support to both staff and patients throughout this time.

You can donate directly to this campaign in order to support more patients and staff in short-term hardship, simply visit www.rohcharity.org/make-a-donation or scan the QR code below:



Art For Health

The Royal Orthopaedic Hospital (ROH) completed its first round of Art for Health workshops this year, funded by Royal Orthopaedic Charity (ROC), set up to support chronic pain patients in managing their conditions.

Liza Tharakan submitted an application for funds to the Charity as part of our 'poster competition 2022' to help give extra support to chronic pain patients at ROH. The winning poster highlighted the benefits to patients of art sessions which help distract patients from the pain they are experiencing. The public, who voted in the competition as well as the Charity Trustees, were overjoyed by the poster and jumped at the opportunity to be involved in the organisation of it.

Workshops were introduced by Liza Tharakan, Pain Medicine and Anaesthesia Consultant and Chronic Pain Service Lead at the Royal Orthopaedic Hospital. Liza is a keen advocate for the Charity and has worked with us on other projects to support patients at the hospital.

Liza said: "Chronic pain affects quality of life for patients – they can feel isolated, lack confidence and develop anxiety. As there is no definitive cure for chronic pain, we focus on management as pain specialists.

"Many of our patients have restricted movement due to their conditions, and some are house bound. These workshops provide patients the opportunity to engage in creative activities that help them recover

faster, manage their long-term conditions and experience a better quality of life. It's been wonderful to see our patients relax during the workshops and many share that they forget their pain while they are here."

During the sessions, patients were able to access a range of art therapies including singing, making pinch pots, and painting still life. The sessions encouraged patients to try their hands at different types of art and created the opportunity to speak to others also managing similar conditions.

Usual treatments for pain management include pain modulation with medications, which can leave patients with side effects. While medication, alongside injections and physiotherapy can help, they are limited in what they can offer patients. By participating in creative art, especially in group sessions, patients can learn distraction from constant pain, reduce social disconnection, and in some cases prevent or treat substance use disorder.

This is one of the many projects funded by ROC throughout 2023 which give enhanced support to patients. To find out more about how the public's donations, **support the hospital visit:**

<https://rohcharity.org/ourwork/how-your-support-helps/>

We are always interested in hearing your ideas about how we can better support patients and staff. If you have an idea like Liza did that you would like to discuss with us, **please contact roc@nhs.net.**



How your support helps

Check out our shop!

Check out our online shop to purchase ROC products with all profits supporting The Royal Orthopaedic Hospital.
www.rohcharity.org/shop



Christmas Appeal



Our 2023 Christmas Appeal focuses on bringing joy and added extras to improve patient experience at The Royal Orthopaedic Hospital. Being a patient at Christmas can be challenging – missing your loved ones and unable to enjoy the seasonal celebrations, ROC's role is to help ease that feeling wherever possible.

By supporting ROC's Christmas Appeal you will be actively supporting new initiatives to ease pain, entertain and connect patients to loved ones, as well as support the health and wellbeing of NHS staff during the festive season.

To find out more, get involved or sponsor an event, visit:
<https://rohcharity.org/christmas-23/> or scan the QR code below!

Donate to the campaign here



We are looking for keen members of the community to become Charity ambassadors for ROC, our very own ROCstars!

Anyone can apply, you need a keen interest in fundraising as well as a passion for the hospital and making a difference.

If you would like to get involved or get some more information, visit <https://rohcharity.org/fundraise/rocstars/>

Water Wheelchairs

Meet Phil, an ROH patient who kindly sent through his views of a recently purchased water wheelchair funded by ROC.

The occupational therapy team submitted a request for ROC funding and after hearing the clear benefit for patients, ROC were delighted to support this amazing initiative.

"After my above knee amputation I was given the new water wheelchair to take a shower and I can say at a personal level it was wonderful to be able to get into the shower confidently on my own and have a proper wash after a number of days in bed.

On a practical level the design is brilliant for allowing access to the more intimate areas and enabling an all-round wash. I think it's a valuable piece of kit and should get well used"

This is another amazing example of how your donations have directly supported patients at The Royal Orthopaedic Hospital, Birmingham.

Thank you Phil for taking the time to get in touch with us!



Winter Wellbeing

We've treated The Royal Orthopaedic Hospital NHS Foundation Trust outdoor staff and volunteers to some new extra warm beanie hats this year, in a bid to help keep them feel extra toasty through the colder months.

Staff and volunteers included are those who work either fully or intermittently outside. These include but are not limited to:

- Electricians
- Painters
- Gardeners
- Plumbers
- Stores and delivery staff

Another little thing to help staff at ROH feel extra special this winter.



WWW.ROHCHARITY.ORG

0121 685 4379
roc@nhs.net

FOLLOW US ON SOCIAL MEDIA:



/FUNDROH

@FUNDROH

@FUNDROH

CHECK OUT OUR WEBSITE:

WWW.ROHCHARITY.ORG

Every donation goes a long way...

Registered Charity Number:
1078046

Tea Break Brain Teaser

Quiz Challenge

1. In winter sports, how does one join the Shuttlecock Club?
2. The flesh of which fruit has the highest fibre content?
3. Strike is a British TV crime drama series based on the detective novels of which writer?
4. Actor and former wrestler Dwayne Johnson goes by which nickname?
5. Which chemical element has the symbol W?



Dwayne Johnson –
see Question 4

6. James Beck played a spiv in which classic TV comedy series?
7. Who sacrificed his life by walking off into a blizzard on Scott's 1912 expedition to the South Pole?
8. A marmoset is what type of creature?
9. Which politician said: 'I am extraordinarily patient, provided I get my own way in the end.'?
10. Which of Chris De Burgh's songs sold more than a million records in 1986?

Two-Timer Crossword

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

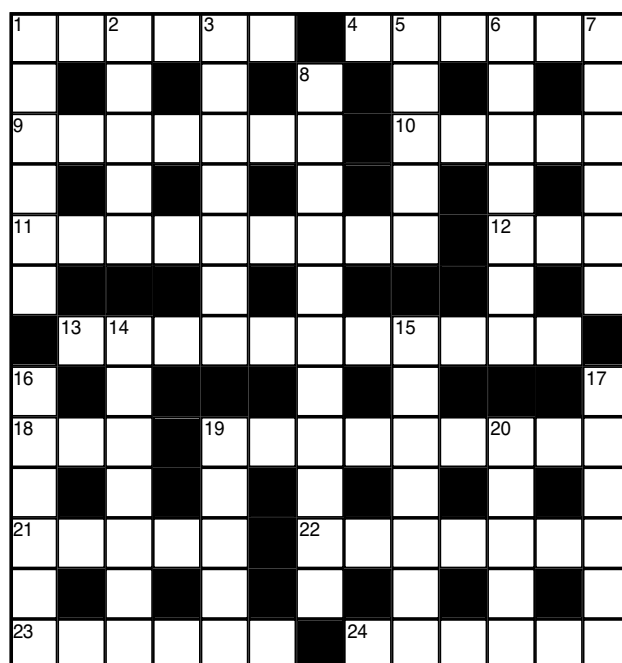
CRYPTIC CLUES

Across

1. Concealed over in Connecticut (6)
4. Tours around Oxford initially for the exam (6)
9. Terry has a following at five to four in the Middle East (3,4)
10. One who is looking for a severe blow (5)
11. Swimmer in the country is not under contract (9)
12. Understand two points, second one repeated (3)
13. Its profits depend on events of course (7,4)
18. Bisected part that was dry (3)
19. Fascinated by eastern sorceress in Rose's home (9)
21. Willing to be prompt (5)
22. Fed up? (7)
23. Real Australian (6)
24. It can't become unblemished (6)

Down

1. Isolate copper, a distinguished person (3,3)
2. For safety it might let off steam (5)
3. Four in a line at junction of small stream (7)
6. Some topic associated with an artist (7)
7. Piercing cry from hikers (6)



8. Pressing job on the late shift (7,4)
14. Hold fast nine others consuming tea (7)
15. Attack with the television on (3,4)
16. Girl doing some fast riding (6)
17. One led astray on the street, having the least to do (6)
19. Scholar takes you to the marshy tributary (5)
20. One laughs at hot desire beginning to abate (5)

QUICK CLUES

Across

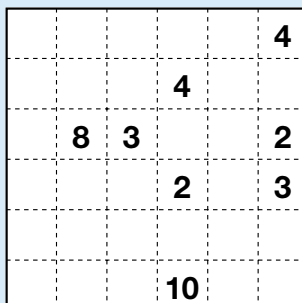
1. Secret (6)
4. Cambridge University course (6)
9. Israeli city (3,4)
10. Smoothing tool (5)
11. Working for oneself (9)
12. Bishop's diocese (3)
13. High street gambling establishment (7,4)
18. Dry (of wine) (3)
19. Captivated (9)
21. Prepared (5)
22. Completely full (7)
23. Genuine (inf.) (6)
24. Unimpaired (6)

Down

1. Sever (3,3)
2. Flow regulator (5)
3. Runnel (7)
5. Ransack (5)
6. Spanish painter (7)
7. Scream (6)
8. Ink verge now (anag.) (7,4)
14. Confine (7)
15. Assail (3,4)
16. ----- Lindgren, Swedish children's author (6)
17. Laziest (6)
19. A buoy (anag.) (5)
20. Dog-like carnivore (5)

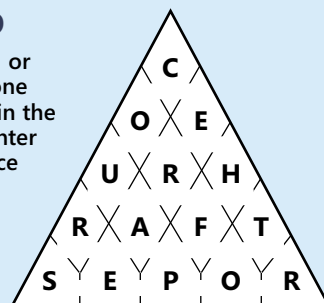
BOX CLEVER

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



WORD PYRAMID

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



SOLUTIONS

CROSS CODE: 1 S N U W O Z T D A H P M Y 2 L V E I F J C G 3 B R Q K 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

WORD PYRAMID: Par for the course.

MAGIC SQUARE: undo; neap; dare; open.

BOX CLEVER: 10 Lady in Red.

QUICK CHALLENGE: 1 By falling at the Shuttlecock bend on the Cresta Run. 2 Avocado; 3 J.K. Rowling; 4 The Rock; 5 Tungsten; 6 Dad's Army; 7 Capt Lawrence Oates; 8 Monkey; 9 Margaret Thatcher; 10 Lady in Red.

SUDOKU

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

8			6		2			
			4			7	1	
			9	1	5	2		
5				3	9		2	
4		1	8			6	3	9
3						1		8
2				9		3		
	9	4			6			5
		8			1			2

CROSS CODE

9	20	25	3	17	24	16	8		19	3	1	7
	24		2		16		16	24	9		9	
11	9	24	7	17	20	14	16		20	9	14	14
	23		17		9		24		26		9	
20		18	16	16	14	1		1	16	2	8	1
24	9	17	8		14	17	21	10	7	16	1	7
16		16		19		6		16		1		3
4	16	14	20	5	12	16	8		9	7	5	12
1	9	8	14	13		1	16	16	8	1		11
	1		17		2		18		15		9	
14	16	9	18		16	15	17	8	16	2	20	16
	14		18	5	22		2		24		24	
9	1	26	1		7	24	16	12	23	14	16	8

AB C D E F G H I J K L M N O P Q R S T U V W X Y Z

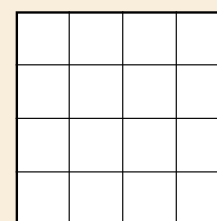
1	S	2	3	4	5	6	7	8	9	10	11	12	13
14			E		F								

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

APPEARED UNDONE? NO



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.