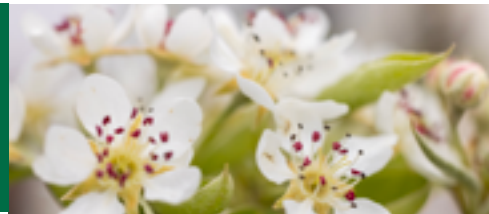


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at ROH page 6

Getting green and
being sustainable
page 7



Genomics at
ROH page 3

Life Beyond Arthritis - Kath's Story

When pain holds you back from the life you love, it can be incredibly difficult to remain positive. Kath knows this feeling all too well, with the effects of Osteoarthritis in her hip impacting her daily life. Kath was treated at the Woodlands Suite – Private Care at the Royal Orthopaedic Hospital.

Kath had always been active – a PE teacher until retirement. The things she absolutely loves are walking, going outdoors into the countryside with her dog, swimming and she has a garden that she adores. But arthritis was getting in the way.

“Everything that made me a person was being steadily ripped away. It was a combination of two things really, severe pain and an inability to move.”

Kath had been referred to a local physiotherapist to help manage her pain and improve her mobility, but it became clear she needed more help. Following an x-ray that showed her osteoarthritis had worsened considerably, her doctor advised surgery was

the only option with the need for a total hip replacement.

“I chose the Royal Orthopaedic Hospital after speaking to a few of my friends. They are fairly athletic and all had very good outcomes at the ROH. I’d also spoken to my partner who found that by actually making more of an intervention in the selection in this process, you can feel more in control, and that you’re determining your own outcomes. I thought I really should put my perspective in right in the beginning and I’m so glad I did.”

Kath chose the Royal Orthopaedic Hospital and following a review of her options, she opted for the Woodlands Suite – Private Care at the Royal Orthopaedic Hospital. She shared with us how she prepared for her surgery.

“Meeting my surgeon, Mr Yuvraj Agrawal, well it was an amazing experience. He was so clear and so reassuring that this could all be resolved. So that took a bit of absorbing, I had to get on the phone to my partner and I was so pleased at the response I got, as I was told, you just can’t live like this Kath. It gave me the confidence I needed at that time.

I had a lot of pre-operative assessment which were great, went into every aspect of what could possibly happen, was incredibly thorough and well-organised. And then with the documentation I was given, a lot of it was focused on preparing. It was immensely important to get everything in place for when you return home, and what that return could be like if you take the advice in the documentation you’re provided. And I’m so pleased I did.

Watch Kath's
story here



“It took a few months to recover, but I got back a life where I was free to garden, exercise and swim pain free. I had forgotten what that was like. And the joy of being able to do those things, that were my life. It was a treasured gift is all I can say.”

Now that Kath has fully recovered, she’s back to going on long walks with her dog, Molly, spending time in her garden with her plants and her chickens, and she’s even gone out and competed internationally in swimming – bringing home six world titles at the World Masters Swimming in 2023. She won four personal gold medals and two more gold medals for her part in the GB relay team.

I love my life, I enjoy it tremendously. We tend to go on British holidays where we can take my dog. And I’ll never give up my swimming and my exercise, it’s helping me grow older really well, and helping me to live in a really positive way.



Share your
story!

Did you have an amazing
experience with the ROH?
Scan the QR code below or
email us at
roh.comms@nhs.net



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/ROHBIRMINGHAM



FIND OUT MORE



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Welcome to the issue

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Welcome to this issue of ROH Life, our Trust newspaper for patients, visitors and colleagues at The Royal Orthopaedic Hospital NHS Foundation Trust (ROH).

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 on the left. We would love to hear from you and hopefully feature you in an upcoming issue!

International Nurses Day and ODPs day



We celebrated International Nurses Day and ODP Day in May. These days gave us the chance to celebrate and recognise the contribution nurses and ODPs make as highly skilled professionals. Thank you to you all!

BLUE HEART AWARDS FINALISTS 2024

- Nurse of the Year**
Elaine Scott
Helen Walton
Jude Davies
- Doctor / Clinician / Medic of the Year**
Basil Budair
Ben Smith
Scott Evans
- Support Service Team Member of the Year**
Luke Standford
Matt Ford
Tracey Mitchell-Cooke
- AHP / Pharmacist / Healthcare Scientist of the Year**
Hayley Jennings
Leejon Jeffries
Lucie Gosling
- Secretarial / Administrative Team member of the Year**
Ben Tinley
Beverly Ryan
Jeanette Corbett
- Clinical Support Team Member of the Year**
John Cullen
Maria Munoz-Carlos
Shakirat Masha

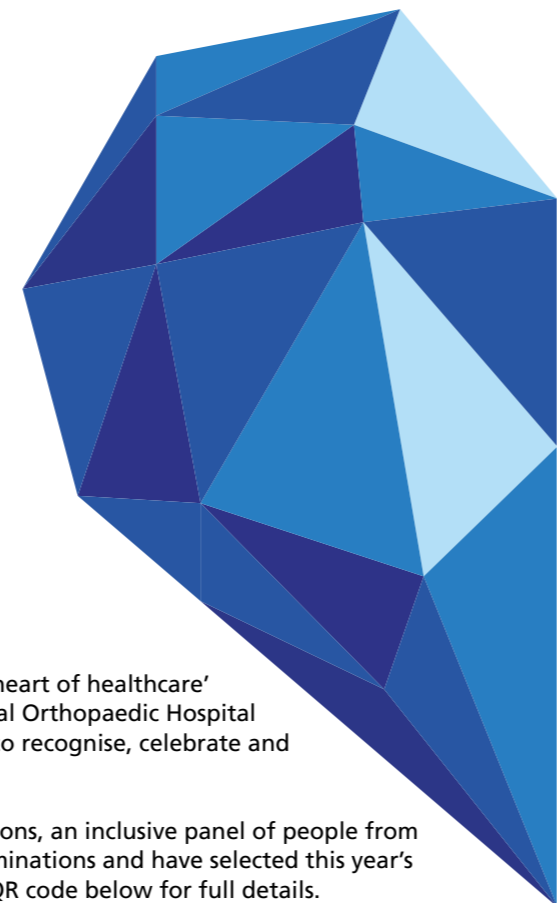
- Corporate Services Team Member of the Year**
Holly Austin-Davies
Nasir Uddin
Trudie Foley
- Clinical Team of the Year**
Imaging
Orthopaedic Oncology Surgeons
Theatres Recovery
Ward 3
Ward 4
- Non-Clinical Team of the Year**
Clinical Effectiveness/Audit and Outcomes
Medical Records
MSK Admin
Stores
Woodlands Suite Admin
- Outstanding Contribution to Patient Experience**
Carol Hughes
Chloe Simmonds
Safeguarding and Vulnerabilities
- Innovation and Continuous improvement**
Michelle Hubbard
Pharmacy
POAC

- Dedication to Learning**
Alana Nash
Nicola Cooney
Sharon Zayas
- Volunteer of the Year**
ROH Gardeners
Sophie Fitzpatrick
Zoha Keyani
- ROC Award**
Diane Olalla
Sophie Fitzpatrick & Lindsey Hughes
Uzo Ehiogu



The Blue Heart Awards celebrate the 'heart of healthcare' and the incredible things that The Royal Orthopaedic Hospital team do everyday. It's an opportunity to recognise, celebrate and nominate an NHS hero.

Following a record number of submissions, an inclusive panel of people from across the Trust have reviewed the nominations and have selected this year's finalists. Visit the website or scan the QR code below for full details.









[WWW.ROH.NHS.UK/BLUE-HEART-AWARDS](http://www.roh.nhs.uk/blue-heart-awards)










Genomics at ROH



We caught up with Mr Jonathan Stevenson, Consultant Orthopaedic Oncology & Arthroplasty Surgeon and Genomics Lead at the Royal Orthopaedic Hospital to understand more about genomics and what benefits it brings. With the Bone Cancer Research Trust (BCRT) and Genomics England support we are privileged to be one of the first Trusts to include Whole Genome Sequencing as the standard level of care our patients receive.

Whole genome sequencing is essentially a way to read your DNA (your whole genome). It's used to understand the components of your DNA and if there are unusual changes in the code, called mutations. For example, a mutation may indicate a higher risk of having cancer. With the support of BCRT and Genomics England, we are carrying out Whole Genome Sequencing to help improve diagnosis and management of rare bone and soft tissue sarcomas, meaning that our patients receive targeted therapies. Patients who come to us with a possible sarcoma are asked if they would like to participate in whole genome sequencing. Those that decide to take the test will have a blood sample taken and a tissue biopsy of the tumour which is then analysed, and the results sent back to your consultant. The results are then used by your healthcare professionals to inform your care. This knowledge is particularly useful for

treating metastatic bone cancer. As a national lead for metastatic bone disease, the Royal Orthopaedic Hospital sees a higher proportion of patients with metastatic bone cancer. Often, we don't have the information on where the cancer started, which makes it much harder to treat. By collecting more genome data from patients, we hope this will lead to more targeted patient care in the future which in turn should positively impact patient outcomes. The Royal Orthopaedic Hospital has introduced a dedicated Genomics Lead and Genomics Research Nurse who identify patients suitable for whole genome sequencing at Multi-Disciplinary Team (MDT) meetings. These are regularly scheduled for team members with a broad mix of skills and specialities to meet and discuss patient cases. This approach means we can better carry out the process of whole genome sequencing while being efficient with expediting whole genome sequencing. I'm so proud that this model is held up nationally as an exemplar for innovation in improving genomics nationally. The genomics research at ROH is supported by the Bone Cancer Research Trust who have provided an infrastructure grant that funds the ROH's Genomics Nurse role. The Genomics Nurse role is to identify and approach patients to discuss the benefits, maintain a record of patients signed up for WGS, collect and track the samples via their standard pathway within the hospital.

Get involved, become a member...

The role of a member is flexible; you can get involved as much or as little as you like, whether it's filling in an online survey, sharing your ideas, coming to events or volunteering. Your involvement helps connect us with our community and your feedback can help us improve the care we give. Find out more and sign up: www.roh.nhs.uk/about-us/membership



Jo Thomas, Consultant Paediatric Orthopaedic Surgeon, has joined ROH



Medical directorate colleagues welcome Jo Thomas

Joining the ROH as Associate Medical Director, Jo will be responsible for the quality of patient care and leadership of staff in Division 1 which broadly covers ward management, JointCare – The Royal Orthopaedic Hospital's hip and knee replacement pathway, and the Outpatient clinic.



Jo Thomas, Associate Medical Director
Jo commented: "I'm thrilled to be joining ROH in this role and am excited to lend my experience, knowledge and solutions-led approach to developing the Division further. I'm a great believer that there is always a solution that will work for everyone - sometimes you have to be creative but when there is a

challenge you have to be bold and come up with solutions that will make a difference. "Collaboration is also key to my way of working - we can achieve more together, than people can individually. With a Trust like ROH doing absolutely ground-breaking surgeries it's an amazing opportunity to bring my learnings from working at different Trusts and help build upon the great work happening here. ROH already collaborates with the Birmingham Children's Hospital in paediatric spine, orthopaedic oncology and interventional radiology so it's a case of building on the great models of collaboration already in place." Jo has several focus areas in this role, including developing the ROH as a Major Revision Centre and promoting the Trust as a workplace of choice for female consultants. Jo will be working alongside Associate Medical Director for Division 2, Ben Smith, and Medical Director Mr. Matt Revell. Matt Revell, Medical Director at The Royal Orthopaedic Hospital, added: "Jo brings with her a wealth of knowledge around inclusion and compassionate leadership and we are so excited that she has agreed to travel with us on our path at the ROH. I know we will benefit hugely from her perspective and insights, and her ability to develop relationships will be helpful as we continue to collaborate within the Birmingham and Solihull Integrated Care System and its member Trusts."

Success for our First Annual Orthopaedic Nursing and AHP Conference



ORTHOPAEDIC NURSING AND AHP CONFERENCE

INNOVATION & QUALITY IMPROVEMENT

At the end of April we held the first annual Orthopaedic Nursing and AHP Conference, a day dedicated to the development of Nurses and AHPs.

The focus for the conference was Innovation and Quality Improvement. We heard from a range of experts on innovation approaches, cutting-edge techniques and transformative quality initiatives. The conference started off with a patient's story – Christine took us through her experience as a patient undergoing a Total Ankle Replacement. She talked about her experience compared to a previous stay at ROH when she had a Total Knee Replacement and offered opportunities for us to learn and grow. Patient stories are a continuous improvement tool which help identify areas where we need to improve the quality of services and transform patient and carer experience, through listening and learning from their lived experience. We then moved on to discuss a wide range of topics including overcoming barriers to implementing Whole Genome Sequencing at ROH and the need for musculoskeletal transformation in the region. Delegates also heard more on the history of joint replacements and infection prevention, our research nurse work in Denosumab injections for Giant Cell Tumours and the use of

Cryotherapy for treating tumours. Gayle Kwidini, Advanced Nurse Practitioner at the Royal Orthopaedic Hospital: "The conference brought people together to network and showcase their fantastic work in caring for their patients, and not only did it show how good we are in orthopaedic care, it also showed how happy our patients are with the service we provide. The patient stories were evidence of the partnership we have with our patients and how this plays an important role in quality improvement. The amount of innovative work across the trust that was shared was phenomenal and I was blown away by some of the work happening in our hospital." The event was attended by nursing staff from other Orthopaedic hospitals – ensuring these development forums bring together diverse perspectives is vital and collaborating with other Trusts is a key way to involve other views to support continuous improvement. Jo Teixeira, Senior Research Leader Programme: Nursing and Midwifery | NIHR Nursing and Midwifery and Nursing Research Lead at the Royal National Orthopaedic Hospital in London attended the event and commented: "Attending the ROH meeting, we can feel the hard work and inspiration of these colleagues, which serves as an example to all of us. Keep up the amazing work!"



Patient, Christine, speaking about her experience at the ROH



Gayle Kwidini, Advanced Nurse Practitioner



Akash Sharma, Consultant Orthopaedic Surgeon



Rachel Lightfoot, Specialist Physiotherapist



Nikki Brockie, Chief Nurse

What's an AHP?

The Allied Health Professions (AHPs) are the third largest clinical workforce in the health and care sector, and include colleagues who work in Physiotherapy, Radiography, Orthotics, and those who work as Operating Department Practitioners.



The Royal Orthopaedic Hospital
NHS Foundation Trust

LESS PAIN

MORE INDEPENDENCE

LIFE-CHANGING CARE



Less pain, More independence, Life-changing care

Biomagnetic technology in Birmingham

The Royal Orthopaedic Hospital is collaborating with MICA Biosystems, a Birmingham based biotechnology company, to bring its futuristic remote-controlled cell technology closer to clinical trials, to be used in orthopaedic medicine and beyond.

MICA Biosystems is working with the Trust to research how a revolutionary cell-augmenting nanotechnology can be used in regenerative medicine, to help patients with arthritis and osteoporosis after surgery and tendon repairs.

The research is being carried out at the hospital's Dubrowsky Regenerative Medicine Laboratory using donated samples from patients for laboratory work prior to developing their clinical trial. The aim is to move to clinical trials with patients at the end of 2024.

Dr. Michal Zurawski, Chief Executive Officer, at MICA Biosystems commented: "Our strategic partnership with The Royal Orthopaedic Hospital cannot be overstated in its importance to the progress of our revolutionary nanotechnology. We plan to start our Phase 2a Clinical Trials within the year - a timeline made possible in large part thanks to the work we were able to complete at the Dubrowsky Laboratory."



Dr Michal Zurawski and Professor Adrian Gardner, Consultant Spine Surgeon and Director of Research and Development

ROH Preceptorship Programme Achieves National Quality Mark

Following a panel review, the Royal Orthopaedic Hospital's (ROH) preceptorship programme has successfully achieved the National Preceptorship Quality Mark for nursing.

The National Preceptorship Nursing Programme was developed to support newly qualified professionals and give them the best possible start in their careers. The ROH Preceptorship is a multi-professional programme for all newly qualified registered practitioners and all internationally educated recruits. The programme includes all Nursing and Midwifery Council and Health and Care Professional Council registrants.

The 12-month programme supports staff through the duration of their first year and

includes self-directed and collaborative workshops during their transition period, covering wellbeing, self-management, managing risk, communication skills, and preparing for the future.

The programme was developed by Clinical Educator, Sam Scone with the rest of the Clinical Education Team supporting delivery.

Sam Scone, Clinical Educator at the Royal Orthopaedic Hospital, commented: "After months of hard work, we were delighted to be awarded the National Preceptorship for Nursing Quality Mark, and be accredited for the programme of support we provide to our newly qualified and international practitioners. This shows the Trust's commitment to supporting staff from the beginning of their career."



The Royal Orthopaedic Hospital's exhibition celebrates the diversity of cultures at the Trust. 'Many Cultures, One ROH' showcases the hospital's rich mix of cultures and the importance of bringing your authentic self to work.



MANY CULTURES ONE ROH EXHIBITION

Check out the online exhibition here:



www.roh.nhs.uk/about-us/culture



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

What is a research nurse?

At the ROH we have a research team who are helping carry out a wide research portfolio of clinical trials, observational studies and laboratory studies.

Our research programmes mean we are often working in close collaboration with other orthopaedic research teams across the UK and around the world. We also work closely with world-leading industry partners to ensure that our patients have access to the very latest innovations in orthopaedic care.

The research team are exploring new approaches to improve physiotherapy rehabilitation, advanced therapies to regenerate diseased bone tissue, pharmaceutical treatments which aim to reduce the need for invasive surgery and speed up recovery. This work is supported by the Bone Cancer Research Trust Infrastructure Grant which supports the provision of valuable resources to be able to carry out research within the field of sarcoma, a critical part of our research activities. The grant also supports services within research and development, including prospective tissue collection, archival tissue supply, lab work and whole genome sequencing.

Our team includes:

- **Ellie Keeling**
Lead Research Nurse
- **Valarie Magaya, Claudette Jones and Hannah Glover**
Senior Research Nurses
- **Sophie Rich, Sarah Rich**
Study Coordinators
- **Dionne Wortley**
Research Tissue Bank Coordinator
- **Teresa Brodie, Emma Prendergast and Seraphina Codner** Assistant Clinical Research Practitioners
- **Beulah Dilipen**
Genomics Research Nurse
- **Carlos Chan and Kimberley Benjamin**
Data Managers
- **James Jones**
Health Care Technician



The Research Team

Essential to this team are research nurses, but what does a research nurse do?

Research nurses play a vital role in delivering clinical research, and ultimately improving patient care and treatment pathways. Research nurses guide the patient as they go through the clinical research process. It's an incredibly diverse role from recruiting patients for studies, to collecting and tracking samples and developing pathways to improve the delivery of trials. Recruiting patients involves providing information about the research studies they could participate in to help them decide whether to take part. Because many clinical trials run over the course of several years, research nurses get to work with the same patients regularly and get to build up a rapport with them.

Some of the reasons our research nurses chose this career pathway include the chance to:

- **Improve patient care**
- **Help with earlier diagnosis**
- **Help develop new drugs**
- **Help with improved treatment options**

What skills are needed to be a research nurse?

Research trials require a lot of organisation and research nurses play a key part in keeping them on track – ensuring blood and tissue samples are collected properly and get to where they need to go for analysis and liaising with the multi-disciplinary team. Planning and time management skills are also critical, as most of the time research nurses work across a range of clinical studies at any given time meaning coordination is key.

To learn more about our research activities, visit www.roh.nhs.uk/research-teaching or scan the QR code below:



Holly Austin-Davies, Librarian

Sustainability at ROH



Green AHPs Week



In April for Green AHPs Week we launched a Walking Aid Amnesty to encourage patients to return their unused and no longer needed walking aids. After surgery, many patients use walking aids.

This includes crutches, walking sticks and zimmer frames. When they get better and no longer need a walking aid patients are supposed to return them to their hospital so that they can be re-used or recycled. This doesn't always happen, for a number of different reasons - people forget, or get busy, or want to hold on to their walking aid just in case they need it in the future. The Walking Aid Amnesty gave people an opportunity to return their unused walking aids to ensure that we can re-use and recycle and help the NHS be as green as possible. Thank you to all the patients who participated and our fantastic Therapies Department for organising.

Green space at ROH

Sustainability is the ability to exist and develop without depleting natural resources for the future. It's about the small and big things we can do to protect the world we live in and the green spaces around us. Don't

forget we have our own green space on site with the orchard found next to the former nurses home. The orchard is now fully in bloom so stop by for a short break and enjoy the flowers and trees around you!



How much waste is produced from hip and knee joint replacement?



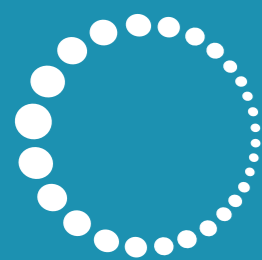
There is increasing awareness of the need for greener surgery with recent surveys confirming that most surgeons are concerned about their environmental impact and are willing to make changes to their practice. Through the increased use of recyclable plastics for packaging, combined with clear labeling of items as recyclable, medical suppliers can have a significant impact in reducing the carbon footprint of lower-limb arthroplasty surgery. The research suggests only a very small percentage of waste generated is recycled in total hip and knee arthroplasty cases. Ultimately, to improve this, greater focus on the issue is required at a national level to provide the infrastructure and information to local health care organizations to enable long-lasting change.

A team from ROH, led by Mr Yuvraj Agrawal and Mr Rohan Prakash, looked at the environmental impact and sustainability of total hip and knee arthroplasty, estimating that these surgeries generate over 2.7 million kg of waste in the UK annually with only a small percentage being recycled. The study was featured in Arthroplasty Today - The Environmental Impact and Sustainability of Total Hip and Knee Arthroplasty



Photo Credit Ben Law





NATIONAL ORTHOPAEDIC ALLIANCE

As a founding member organisation of the National Orthopaedic Alliance (NOA), ROH is part of a multi-disciplinary network of orthopaedic providers leading on collaboration in orthopaedics. We play a key role in the alliance's success.

NOA benefits for ROH staff
All colleagues at ROH can attend NOA webinars, workshops, meetings, and events for free! Get the latest updates and find out about other member benefits on the NOA website: www.nationalorthopaedicalliance.co.uk

Find out more

Visit: nationalorthopaedicalliance.co.uk

Follow the NOA on socials:
@NOAorthopaedics

Website members' area: register to the members' area of the NOA website to access even more resources and information. Register here: bit.ly/NOAMembersArea

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

Get in touch
• Email: info.noa@nhs.net

Keep up to date



Visit our website



Follow us on LinkedIn



Follow us on Twitter



Follow us on Youtube

NOA Unveils Strategy for 2024/2025

The NOA has recently unveiled its strategy and workplan for 2024/25 focused on optimising member organisations' approach to:

- Patient care
- People
- Productivity and
- Policy positioning

The strategy aims to align NOA's work with national health policy priorities and foster collaboration across multidisciplinary teams. The newly launched plan emphasises the role orthopaedics plays in delivering high quality patient care, recognising and celebrating the contributions of orthopaedic professionals, and driving efficiency and productivity enhancements within the field.

Over the past few months, feedback from colleagues at NOA member organisations, including ROH, has helped to shape the strategy which provides a clear vision for the NOA, bringing together clinical and non-clinical experts from both specialist and general orthopaedic trusts.

"With a general election on the horizon, it's important that we highlight the invaluable role orthopaedics plays in fostering a healthy and productive population, as well as deploying our collective, multidisciplinary expertise to tackle some of the biggest challenges facing orthopaedics today" said Alice Fabre, NOA Interim Programme Director.

Central to the NOA's agenda are initiatives that address key challenges in orthopaedic practice, including:

- Workforce dynamics
- Care pathways
- Research and innovation
- Performance and productivity

Through structured networks and collaborative platforms, the NOA aims to encourage informed discussions and innovative solutions. The alliance will work with network Chairs to find the best materials to support members in their efforts to achieve excellence in orthopaedics.

In addition to these initiatives, the NOA will continue hosting webinars, the NOA Annual Members' Conference, and NOA Excellence in Orthopaedic Awards as key milestones for knowledge exchange and recognition of excellence in the field. The NOA invites colleagues from ROH to engage with the strategy and workplan to help drive meaningful change.

"The strength of the NOA lies in its diverse membership. Thanks to all members for their contributions so far, and we look forward to working together to achieve the NOA's vision in the coming year", concluded Alice.

If you are interested in getting more involved with the new NOA strategy and workplan as a network chair or contributor, please email info.noa@nhs.net.

We have upgraded one of our MRI machines - now quicker, more detailed scanning!



MRI (Magnetic Resonance Imaging) is a type of scan that uses strong magnetic fields and radio waves to produce detailed images of the inside of the body and can be used to help diagnose conditions, plan treatments and assess how effective previous treatment has been.

The upgrade has maintained the original magnet technology but introduced new acceleration software to bring quicker, more detailed scanning meaning less time in the MRI for patients making for a more improved experience.

Sandra Milward, Head of Imaging at the Royal Orthopaedic Hospital, said: "The new MRI machine has made such a difference - we can treat more patients in less time, with better quality scanning all in a much brighter environment. Being in an MRI machine can be a little unsettling, so by speeding up the scanning we're making it a more comfortable experience for patients and we're able to see more patients in a shorter space of time helping us to maintain diagnostic targets."

The ROH is Veteran Aware

The Royal Orthopaedic Hospital NHS Foundation Trust (ROH) has been accredited as Veteran Aware.

Veteran Aware accreditation means the ROH takes account of the needs of the Armed Forces community, which exceeds 500,000 across the West Midlands. The ROH joins other local NHS trusts, University Hospitals Birmingham NHS Foundation Trust (UHB) and Birmingham & Solihull Mental Health NHS Foundation Trust (BSMHT), in committing to support the needs of the Armed Forces community.

Jo Williams, Chief Executive at the ROH said: "We are thrilled to achieve the Veteran Aware accreditation. We commit to providing the best standards of care and support to the armed forces community, and gaining this accreditation means that colleagues and patients can have confidence we can meet their needs and provide appropriate support. I'm so proud of the ROH team for the work they have done and continue to do."

If you're struggling with your mental health and wellbeing, Op COURAGE: The Veterans Mental Health and Wellbeing Service is here to help. Find out more at nhs.uk/opcourage



Get support from Stepway here



Introducing: Donna, People Promise Manager at the ROH



We sat down with Donna, People Promise Manager at the ROH, to learn a bit more about the new role for the Trust.

This is a new role for the Trust. In a nutshell, what does your role entail?

The ROH has taken up the opportunity to be a People Promise Exemplar site. This means we will be working closely with colleagues to improve their experience here over the next 12 months. We will be working with NHS England and NHS Improvement's People Directorate to lead our work as an exemplar site. This work will be aligned to the People Promise, which helps us to make the NHS the workplace we all want it to be. The Promise focuses on seven key elements:

1. We are compassionate and inclusive
2. We are recognised and rewarded
3. We each have a voice that counts
4. We are safe and healthy
5. We are always learning
6. We work flexibly
7. We are a team

Improving staff experience will also help us to attract and retain great staff, so we can continue to provide a great service to our patients and reduce stress for ROH staff.

Studies show there are links between the experience of NHS staff and patient satisfaction levels - as well as more positive outcomes from treatment. So, the more ROH colleagues engage with the People Promise Exemplar Programme over the coming year, the more sustainable improvement initiatives there will be, which will have a positive knock on effect on staff, patients and service users.

What does a typical day look like at work?

Before my working day starts, I'll go to Café Royale for some breakfast and a coffee, then head to HR House.

A day will normally include some meetings, for example the weekly HR Quality Improvement huddle, where the whole team gets together to plan projects and chat about how we can improve things.

I will also be preparing reports to evidence the initiatives I'm putting in place, creating surveys and questionnaires to find out what people are thinking that we can then act on.

At least once a week I will join a national People Promise call or catch up with other People Promise Managers. We share templates and resources, as well as learning on what has gone well (and sometimes not so well). This helps us to be more efficient and effective in our roles.

I refer to an action or project plan to make sure my work is on track and aligns with current ROH workstreams. Another part of my role is about tracking data and measuring the impact of improvement initiatives, so keep your eyes peeled as I'll be sharing successes too!

Talking to different colleagues is a really big part of my job. I recently joined the health and wellbeing trolley to encourage staff to take a break, have a drink and a snack. I got to meet so many lovely, welcoming people.

It's important to me that everyone knows they have a voice and feel a part of this process. Everyone has the ability to make improvements within their team and the wider Trust, and we're here to help!

What inspires and excites you most about this role?

Coming from a healthcare support worker background, I know how challenging and demanding healthcare roles are. I am constantly inspired by the dedication, drive and determination to make the NHS a great place to work and receive care.

I want to help make it a better place and I'm excited to get stuck in. I love that everyday is different and I am grateful to have such an amazing role.

What do you want people to know about your role?

The aim of everything I do is to improve staff experience! Making the ROH the best place to work, inspire colleagues and attract the best people to work here to treat our patients.

What have you found to be the best thing about the ROH so far? Has anything surprised you?

The best thing I have found about ROH so far is the friendliness of everyone.

I wanted to mention Sharon in Café Royale in particular. In my second week I visited the café and Sharon remembered my name - that made me feel so welcome and special.

Did you know...

The NHS People Promise was created in 2020, to ensure that everyone comes together to improve the experience of working in the NHS, for everyone.

WAITING WELL FOR YOUR OPERATION



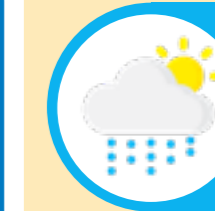
Move Well



Live Well



Stop Smoking



Mental Health



Manage your weight



Better Sleep

For more information on waiting well for your surgery please visit the ROH website via the QR code:

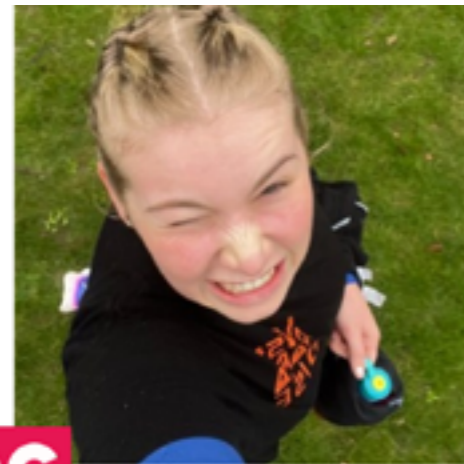
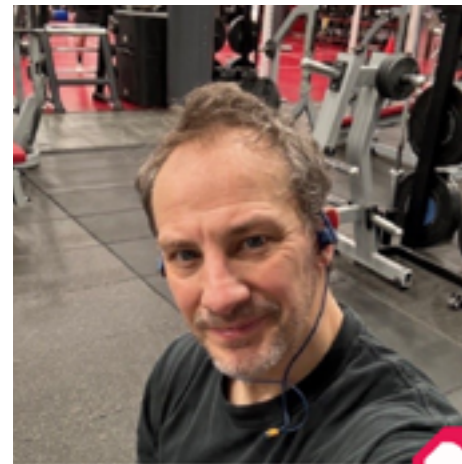


People Promise





Our amazing charity!



RUNNERS... YOU ROC'ED IT!



We'd like to say a huge thank you and congratulations to four Great Birmingham Run fundraisers: Peter, Maddie, Judith and Jordan. Thank you so much for your outstanding contributions and fundraising efforts! Between them they have already raised over £1,500!

Their Just Giving pages remain open for a little while longer, so there is still time if you wish to donate.

Judith, ROH Theatre Scrub Nurse, shared: "Thank you for the well wishes and all the support throughout the preparations for the

Donate to the campaign here:

Maddie



Judith



Jordan



Peter



Cake and Plant Sale

A big thank you for supporting our plant and cake sale on 1st May! Special thanks goes to the following businesses who donated their wonderful produce; Have Some Cake UK, Noldas Delicious Cakes, Morrisons Stirchley, Morrisons Rubery, Starbucks Northfield, Cathy Pinchbeck and Shannelle House. The sale raised over £280 for the hardship fund, one of the many initiatives ROC leads to support colleagues and patients at the ROH.

Health Hacks

Bournville Village Primary School hosted the first Health Hacks workshop, tailored for Year 4 pupils aged 8-9. Led by a team of medical and therapy experts, the 1-hour session aims to promote musculoskeletal health and empower families with essential wellbeing skills.

Following the workshop, children will engage in a community research task, involving parents and carers, before visiting the Royal Orthopaedic Hospital for a guided tour and interactive sessions with healthcare professionals, providing valuable career exposure.

Charlotte Thornewell, Community Fundraiser, shared: "We're thrilled to bring Health Hacks to Bournville Village Primary School. It's not just about teaching children; it's about empowering them with skills to effectively manage their wellbeing and sharing knowledge to prevent common injuries. We're excited to roll this out as a fully functioning programme across the region, to tackle health inequalities."

Blue Heart sponsorship

Every year ROC proudly sponsors the ROH annual staff awards ceremony: The Blue Heart Awards. The awards include (but are not limited to!) Nurse of the year, Doctor/Clinician of the year, and Outstanding contribution to patient experience. It's an important event to recognise hard work and those who go above and beyond for patients walking through our doors each day. If you would like to sponsor this incredible event, or would like more information, contact our Charity team on 0121 685 4379 or email roc@nhs.net

FOLLOW US ON SOCIAL MEDIA:

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 @FUNDROH
 @FUNDROH

CHECK OUT OUR WEBSITE: WWW.ROHCHARITY.ORG

Less pain, More independence, Life-changing care

How your support helps

John's loW journey



"You feel helpless and are entirely in the hands of the medics," John admits after sharing his heartbreaking story about his son, and his mission to help.

John Collier, groundskeeper at Les Quennevais Playing Fields, faced a life-altering moment when his 23-year-old son, Alex, was diagnosed with cancer earlier this year. Alex, who was a fit and healthy young individual, now faces the daunting prospect of losing his knee, femur, and possibly part of his tibia, followed by rigorous chemotherapy. John said: "He is remarkably resilient, and very easy going. We are yet to see tears from him."

In response, John has challenged his helplessness into action and completed the Isle of Wight Ultra Challenge and walked 106km to raise vital funds for the ROH. Despite initial doubts about fundraising, John's efforts have surpassed expectations, with donations nearing £8,500.

John's JustGiving page remains open so there is still time to show him your support -<https://shorturl.at/mwyC9>

The challenge wasn't just physical; it was emotional. John's strength came from his determination to support Alex. He emphasized the importance of mindset in overcoming obstacles and believing anyone can achieve great things with the right attitude.

John's huge fundraising efforts will make a massive difference to the ROH and ROC is very grateful for his support.



Summer Fete

Celebrate the 76th anniversary of the NHS on the 5th July and join us at our Summer Fete. This is sure to be a fun day, open to all, and a great way to raise funds for Royal Orthopaedic Charity. Join us 10:00 – 14:00 outside the old physio gym. Traders are welcome, please reach out if interested on 0121 685 4379 or email us on: roc@nhs.net. Keep an eye out for more details!

Leave a little Thank You

Check out our new thank you campaign, designed to both spread awareness of Royal Orthopaedic Charity and spread love and cheer to staff across the Royal Orthopaedic Hospital. The campaign is simple, patients can write a note of thanks to a team, individual, department or service within the hospital and ROC will make sure it is delivered directly to them! Donations are completely optional in this campaign. To take part or find out more, visit <https://rohcharity.org/say-thank-you/> or scan the QR code.

WWW.ROHCHARITY.ORG
0121 685 4379
roc@nhs.net

Become a ROCstar!

Become a Charity ambassador for ROC and be a ROCstar! 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/>

Donate to the work of the Royal Orthopaedic Charity by scanning the QR code below:

Registered Charity Number: 1078046

Every donation goes a long way...

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

Tea Break Brain Teaser

Quiz Challenge

1. Churchill Downs, in the USA, is the home of which famous horse race?
2. What was the name of the German airship which crashed in flames in New Jersey in 1937?
3. Who wrote the novel War and Peace?
4. Which country has the longest coastline in the world?
5. Which is the only football team to have won the Champions League/European Cup 13 times?



Ben Shephard – see Question 7

6. Which rodent, kept as a pet in the UK, is bred for its meat in South America?
7. Ben Shephard hosts which TV game show featuring a large coin pusher arcade-style machine?
8. The Little Fourteen-Year-Old Dancer is a famous sculpture by which artist?
9. Nikita, I'm Still Standing and Sacrifice are songs by which UK artist?
10. Which is the highest mountain range outside of Asia?

Two-Timer Crossword

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

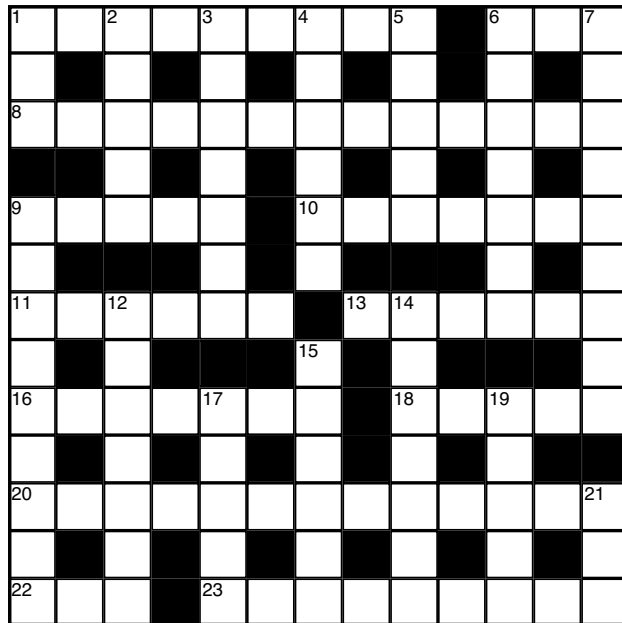
CRYPTIC CLUES

Across

1. Astrologer is a daydreamer (9)
6. Coach blockhead before you and me (3)
8. A couple of new union members (5,3,5)
9. Mother's taken on at the lodge (5)
10. Gold found in river with rushing water (7)
11. One in the Liberal Party has an urge (6)
13. Cycle into the stand embarrassingly (6)
16. Nothing on the hills but fruit (7)
18. High rank for a number of schoolchildren (5)
20. Being enrolled for an entrance exam (13)
22. Make a knight add sound effects (3)
23. It's a surprise to hear the reveille (3-6)

Down

1. Advance payment for a deputy (3)
2. Wrong fool included the motorway (5)
3. Gathered information in the cornfield? (7)
4. Some citizen I then moved to the highest point (6)
5. Man acknowledging receipt of a signal (5)
6. Literary prop? (7)
7. A few occasions now and then (9)
9. Damaged model farm is in bad shape (9)
12. One might be lucky to have a dip in here (4,3)
14. Does it only illuminate part of the circle? (3-4)
15. So certain to persuade (6)
17. Utterly ridicules appearance (5)
19. Lie within the grasp of an outsider (5)
21. And not up on the right (3)



QUICK CLUES

Across

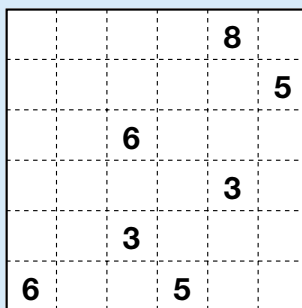
1. Astronomer (9)
6. Passenger vehicle (3)
8. Wedding pair (5,3,5)
9. Stoneworker (5)
10. Turbulent stream (7)
11. Sexual desire (6)
13. Bike for two (6)
16. Citrus fruit (7)
18. Category (5)
20. Traumatic lion (anag.) (13)
22. Confer (3)
23. Startling revelation (3-6)

Down

1. Reserve player (inf.) (3)
2. Awry (5)
3. Collected (7)
4. Peak (6)
5. ----- Federer, tennis star (5)
6. Support on shelf (7)
7. Occasionally (9)
9. Misshapen (9)
12. Sideshow distributing gifts (4,3)
14. Type of light (3-4)
15. Convince (6)
17. Semblance (5)
19. Foreign (5)
21. Neither (3)

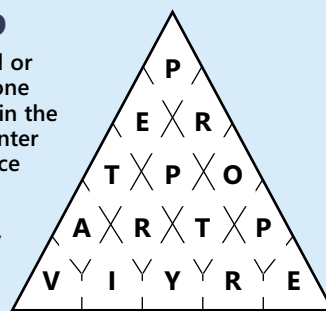
BOX CLEVER

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.



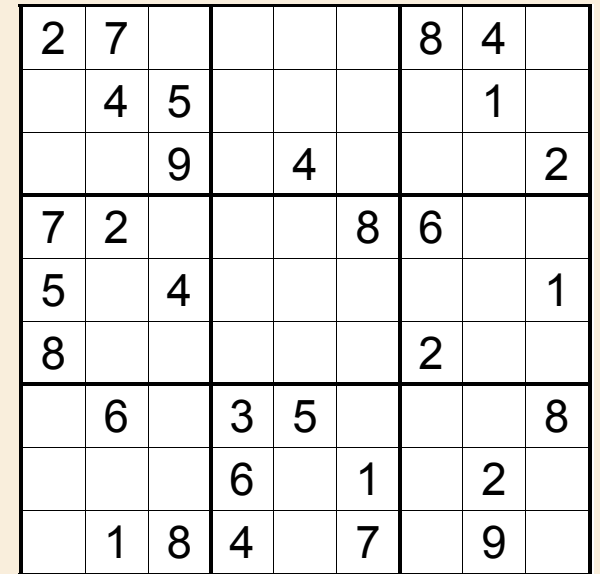
WORD PYRAMID

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.

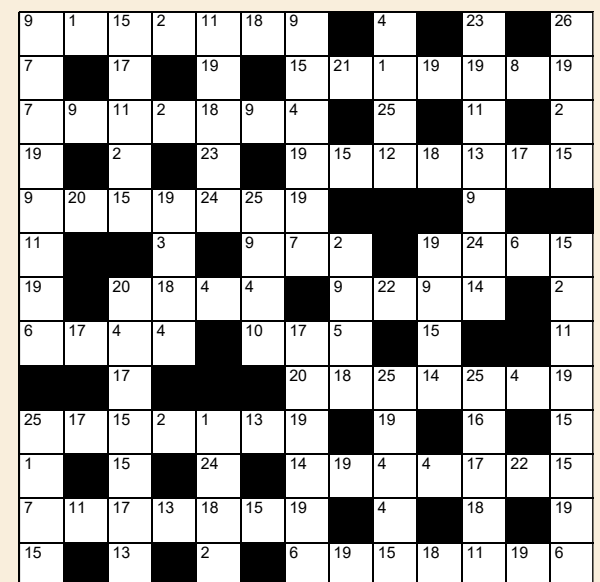


SUDOKU

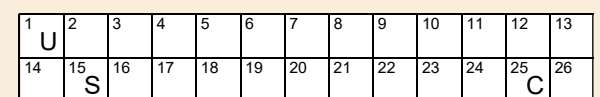
Each row and each column must contain the numbers 1 to 9, and so must each 3 x 3 box.



CROSS CODE



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

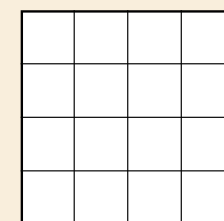


Each number in the grid represents a letter. You have three letters in the control grid to start you off. Enter them in the appropriate squares in the main grid, then use your knowledge of words to work out which letters should go in the missing squares.

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

ETERNAL LOVE? NEVER!



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.

SOLUTIONS

TWO-TIMER CROSSWORD:
Across: 1 Starazer; 6 Bus; 8 Bride and groom; 9 Mason; 10 Torrent; 11 Libido; 13 Tandem; 16 Oranges; 18 Class; 20 Matriculation; 22 Dub; 23 Eye-opener.
Down: 1 Sub; 2 Amis; 3 Gleaned; 4 Zenith; 5 Roger; 6 Bookend; 7 Sometimes; 9 Malformed; 12 Bran tub; 14 Arc-lamp; 15 Assure; 17 Guise; 19 Alien; 21 Nor.

BOX CLEVER:
SUDOKU: 2 7 8 4 1 2 2 8 4 5 1 2 9 4 2 7 2 8 6 5 4 1 8 6 3 5 6 1 2 1 8 4 7 9

CROSS CODE:
U S C

WORD PYRAMID:
P E R T P O A R T P V I Y Y R E

QUICK CHALLENGE:
1 The Kentucky Derby; 2 The Hindenburg; 3 Leo Tolstoy; 4 Canada; 5 Real Madrid; 6 Guinea pig; 7 Tipping Point; 8 Edgar Degas; 9 Elton John; 10 The Andes.

MAGIC SQUARE:
ever; vole; elan; rent.

ETERNAL LOVE? NEVER!
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.