

# The Round Up

Your Monthly Round Up of what's happening at St Andrew's Healthcare

## Leading the change

More than 100 members of staff from across the charity stepped forward to *Lead the Change*, helping to improve quality and staff wellbeing at St Andrew's. The *Lead the Change* programme has developed from our alliance with East Midlands' NHS Trusts, some of whom have improved quality by focussing on positive change. The initiative started with an off-site workshop which brought our Change Leaders together for a day of reflection, discussion and planning. The programme will encourage staff at all levels to work collaboratively to seek, understand and improve issues affecting patient care and staff wellbeing. Click [here](#) to read our latest Quality Buddies newsletter to find out what else we are doing to continuously improve the quality of our care and staff wellbeing.



## Making an IMPACT

As part of the East Midlands' Adult Provider Collaborative, St Andrew's has been working with

other NHS Trusts and healthcare providers to improve care across the region. The latest IMPACT newsletter outlines some significant success stories and plans for the next period. Headline news was that the number of patients currently placed out of area is at a new all-time low following significant provider collaboration to deliver care closer to home and liaison with other organisations to facilitate discharge as quickly and safely as possible. Equally impressive is the monitoring and evidential reduction in restrictive practices happening across Provider Collaborative partners. St Andrew's in particular has conducted Closed Culture workshops, and patients and staff have reviewed blanket restrictions on wards. Click [here](#) to read the latest quarterly newsletter.



## Mental Health experts urged to help new psychological support unit for Ukraine

Consultant psychiatrist Dr Alexei Titievskii, who has been busy setting up field hospitals in Ukraine is also establishing a virtual psychological support



unit to help those who may be showing signs of post traumatic stress disorder (PTSD). Alexei said: "None of us can truly understand just how traumatising it must be to be forced to fight for your country...Offering mental health support is the very least we can do and I'm urging anyone with any psychiatry background to please get in touch by emailing [communciations@standrew.co.uk](mailto:communciations@standrew.co.uk). Staff at St Andrew's have been amazed by Alexei's efforts. Winners of an internal vaccine competitions donated their entire winnings of £767 to Dr Titievskii's Ukraine efforts, helping to buy much needed medical equipment and tents. The competitions were launched last year among clinical staff at St Andrew's in a bid to encourage as many staff as possible to get their COVID booster and flu jab. Clinical Nurse Leader Michael Chinosengwa said: We all felt very strongly that we wanted to do our bit and support our colleague." Click [here](#) to read the full story and for an update on Alexei's efforts.

## Service Spotlight - Supporting the unique needs of older people

*"Relational security is key to all healthcare and particularly mental healthcare...it's about getting to know people, getting to know their thoughts and fears and being a comfortable ear. Sometimes people just want to say something, not necessarily anything further than that, and as long as they know they are heard you have given comfort."*

In our final Older Adult Service Spotlight we meet Damien Crossan, Nurse Manager on Moor Green in Birmingham. In his video, Damien gives us an insight into how he and his nursing team support the unique needs of older people within the context of forensic mental healthcare. Click [here](#) to view our older adult Service Spotlight videos from this campaign.



## Pay increases recognise the cost of living

St Andrew's has been quick to recognise the increase in the cost of living and has increased staff pay in line with the Living Wage Foundation's Real Living Wage guidelines. It has meant over 2,000 staff have received an increase of over 8.3% in their pay with other staff receiving a 3% increase.



## SAVE THE DATE FOR HEADFEST 2022

Monday 9 May - Sunday 15 May

Royal & Derngate Theatre, Northampton

**Northampton's very first mental health festival**

Delivered by Northamptonshire Healthcare NHS FT, BBC Northampton, St Andrew's Healthcare, the Royal & Derngate and the University of Northampton.

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## Chaplain says St Andrew's provides his 'life calling'

A placement within the St Andrew's Chaplaincy team has helped one man realise his "calling", saying his experience gave him more "pastoral impact than the rest of his ordained ministry put together". Richard Kellows had been ordained in the Church of England for eight years but was forced to "re-evaluate" his life just before the pandemic. This led him from pastoral care as a vicar to a postgraduate course in chaplaincy during which he undertook a two-hundred-hour placement at St Andrew's. Speaking about his experience, Richard said: "From the very dedicated teams of staff that care for patients day in day out on the wards, to the multidisciplinary teams of professionals who strive to work together for the good of the patients, I have found St Andrew's to be a place of care and hope, even in very difficult circumstances." Click [here](#) to read the full story.



## Nursing Associate speaks of 'joy' at completing training programme

One of the first Nursing Associates to have completed our Nursing Associate training programme at St Andrew's has spoken about the "joy of jumping" into a brand new opportunity.

Grace Graziano, who started as a HCA has just finished the two-year course and begun her role as a Nurse Associate on our female dementia ward. Grace explained that what attracted her to the Nursing Associate programme was that it meant she could continue working whilst increasing her knowledge towards a new qualification. Ged Rogers, Clinical Education Manager, said: "We're very proud of all our new Nursing Associates who I'm thrilled to say are now bridging the gap between the role of the HCA and nurses across the charity. Click [here](#) to learn more about our Nursing Career opportunities.



## Senior HCA takes on new Learning Mentoring Apprenticeship

In April, the charity launched a new apprenticeship programme to improve the skills of Senior HCAs so they can better support new members of staff. Based around the concept of mentoring, the Level 3 Learning Mentor Apprenticeship will equip senior HCA staff with the knowledge, skills and behaviours needed to support new members of staff working in mental healthcare. Keen to share his knowledge, Robert Foulkes, based on Fairbairn ward explains why he was one of the first Senior HCAs to take part in the initiative to help fellow HCAs develop at St Andrew's. Click [here](#) to read his thoughts.



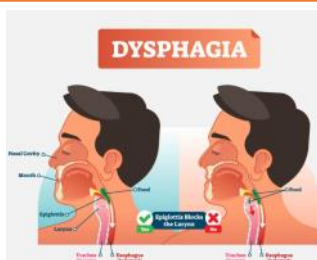
## Word on the Ward

Our 'Word on the Ward' campaign continued throughout April. The campaign provides an insight from staff into what motivates and inspires them in their roles. This month we heard from Dr Richard Burrows, Consultant Forensic Psychiatrist, Dr Ana-Maria Ilea, Consultant Psychiatrist and Dr Ash Roychowdhury, Deputy Medical Director, who described St Andrew's as an "organisation that is looking to grow [its] knowledge base and influence." Visit our Facebook page [here](#) to view the full videos.



## New Dysphagia Awareness e-learning course

All staff at St Andrew's have been encouraged to complete a new Dysphagia Awareness course from April. Dysphagia is a medical term that is used to refer to difficulties with swallowing. The course helps staff to recognise symptoms and support people with dysphagia. The course is mandatory for all our Registered Nurses and Senior Healthcare Assistants but all staff have been encouraged to complete the course to raise awareness and better support patient care.



## Event review Inequality, Mental Health and Recovery interactive course

- Friday 4th March 2022

Our first external face-to-face workshop since the pandemic began was hosted by REDS Recovery College with invited delegates from the East Midlands Provider Collaborative (IMPACT) to discuss inequalities in mental health. The NHS England-funded workshop was created following an [Inequalities research project](#) conducted last year in Northampton by our Research and Innovation team. 100% of those who attended agreed that patient and staff groups would benefit from receiving this training. Click [here](#) to find out more about REDS, you can also contact them here if you are interested in them delivering this training to your organisation.



## Moral Injury in Occupational Settings Online Conference - Tuesday 22nd March 2022

Hosted by the Centre for Developmental and Complex Trauma (CDCT), The Academic Centre, and the Crisis, Trauma and Disaster Section of the British Psychological Society (BPS), this online event saw more than 100 delegates from 11 different countries around the world tune in to hear the latest from speakers in the field of Moral Injury. 96% of attendees said they would change something about their clinical practice after attending the conference. Click [here](#) to discover the latest academic centre events.