

CONNECTIONS

PUTTING YOU AT THE HEART OF EVERYTHING WE DO

OCTOBER | NOVEMBER 2008

PRODUCED BY COMMUNICATIONS

Pennies from Heaven

How the pennies from your salary can help local charity

NHS

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Hello & WELCOME

to the October and November edition of Connections.

Our thanks go to everyone involved in this packed edition. Before a much respected and long-serving member of staff retired we managed to secure and interview with him. Simon Baugh, who was our Medical Director, has left after 35 years with us. During that time he has avoided speaking about himself in most internal communications, but we pinned him down and got the inside track just minutes before his retirement party at Lynfield Mount – the place which ignited his career in psychiatry.

In the following pages you will find fascinating stories from people working in our Trust like Emma Oxley who recently went to the Beijing Olympic Games and found a different perspective from the spectators and athletes. There is also a feature written by Roz Harris about her life and visit to Westminster Abbey following her long service.

We get the lowdown on several campaigns, one from our Infection Control Team and another from Human Resources – who want us to donate pennies from our payslips to a worthy local charity.

As we begin the run up to Christmas we would be grateful if you would contact the Communications

Team and let us know about any parties or events you have arranged. As always we need you to keep us informed about what is going on so we can let everyone else know.



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Have You Got News For Us?

If so please share it and we will pass it on

The Communications Team want to share your news across the Trust and with other audiences. We have various ways we can do this.

Your news can be included in:
- Connections - A Media Release
- E- Update - Intranet front page

So send your news to: communications@bdct.nhs.uk

Communications Contacts:

Jayne Murphy Communications Manager	01274 363551
Sam Hirst Corporate Communications Assistant	01274 228174
Dan Johnson Corporate Communications Assistant	01274 228351
Michael Cockle Multi-Media Designer	01274 228173

Communications Team, Room 2.10, Bradford District Care Trust
New Mill, Victoria Road, Saltaire, BD18 3LD

NEWS IN BRIEF

A brief insight to the latest events, services, updates and much more...

Annual General Meeting is Success



Our Annual General Meeting saw good attendance this year.

Service users, carers, staff and volunteers came to New Mill to hear a summary of our achievements over the year. Many visitors took the opportunity to question face to face our Chief Executive and Chair about the direction of our organisation. They watched a DVD about our organisation and heard speeches from Chair, Barry Seal, Chief Executive, Simon Large and Director

of Finance Carol Stubley. Simon Large said: "This year has not been easy there have been significant changes in leadership and service improvement plans. But staff have worked hard and that has shown in the performance of the organisation." The event also saw the launch of this year's annual report, which gives a full account of our successful year. If you would like a copy of the annual report please contact the Communications Team on 01274 228351.

Flu Vaccinations



We have begun the fight to protect staff against an unwelcome invader – the flu virus.

More than 140 jabs have been given out by EEF Occupational Health Services, our new occupational health provider, in the first week of the campaign. There were less than 100 left at the time of going to press. Julia O'Reilly, Senior Occupational Health Advisor, said: "Once the virus gets in somewhere it wipes people out. It can make a lot of people very ill very quickly. "After receiving the jab you will be 80 per cent less likely to contract the virus. "What we want to do is reduce the amount of infection and the rate it spreads. "Of course we want to protect those on the frontline first of all, but now we are offering the injection to anyone within the Trust." A mobile unit was at Airedale Hospital handing out the jabs last month. If you missed it don't worry you can drop into Daisy Hill House contact Occupational Health at Daisy Hill House on 01274 228570 or 228547 to make an appointment.

Librarian's Toolkits



A valuable resource is now available for staff who work in evidence-based practice.

Specifically created for mental health and learning disabilities services, the toolkit for evidence-based practice contains everything you need to know to find evidence and appraise it. Simon Baugh, Medical Director, said: "The toolkits are extremely useful providing staff with a guide to identify and use evidence to make informed, clinical decisions." Signposting you to good quality

information, the toolkit will help improve your skills to access evidence-based information. The toolkits are currently distributed where there is a need for staff to access and deliver care via evidence-based information. The kits were created by Bradford and Airedale NHS Libraries in partnership with staff across our Trust and other NHS organisations. If your team requires a toolkit please contact the library on 01274 223900 or visit www.learnonline.nhs.uk to download a copy.

Volunteers Required

A care scheme is looking for volunteers.

The Shared Lives Team, formerly known as the Shared Care Scheme, is always in need of volunteers. They provide short breaks and full-time placements for adults with learning disabilities within the homes of carers. Shared Lives pay a nominal fee and a substantial allowance for providing full-time care. Excellent training is also provided by experienced social workers. Nancy Plowes, Senior Care Manager, said: "Service users and people they stay with really enjoy time together." "They say how much they enjoy making friends with families. And family carers appreciate a break, knowing the person they care for is also enjoying the break. The beauty

of this service is everyone benefits." The service is part of local authority adult services and works closely with our community teams for learning disabilities. If you would like to volunteer or get more information contact Nancy Plowes on 01274 432211.



Induction DVD



A promotional film about our Trust has been highly praised

The film, which stars staff and service users from all corners of our Trust, will be played during central induction and distributed across our main sites. It is hoped this exciting production will inform new recruits about our work and aspirations as an organisation. The variety of work available in our organisation is emphasised along with the huge education opportunities and possibilities to develop a strong career path. This inspirational resource is available on our website at www.bdct.nhs.uk. Sandra Knight, Director of HR, said: "This is a helpful resource to quickly inform people about the varied and complex work we do here."

World Mental Health Day

World mental health day saw the launch of an innovative web site about mental health and well-being for the people of Bradford.

On Tuesday 10 October the web site opened. It contains useful information on self-help and useful links to quality mental health resources. There is also information on what to do in case of an emergency. The day aims to raise awareness of mental health issues. 12 per cent of the world's population is affected with some kind of mental disorder. This year's local theme was seven steps to wellbeing recognising the importance of: a balanced diet, regular exercise, being with other people, relaxation, being good to yourself, spiritual wellbeing and managing your time. Events also took place across the district.

The Beijing Olympics saw one of our colleagues jostling for position – but not with sportsmen and women.

Emma Oxley, Temporary Personal Assistant at New Mill, spent four weeks ordering ruthless journalists around the games' sidelines while discovering a new sport.

A journalism graduate, she worked for the Olympic Broadcasting Services which sell rights for the games to major broadcasting corporations.

Corporations buy camera and interview positions next to pitches and playing fields. It was Emma's job to control the mob of frantic journalists all desperate for a scoop.

She said: "The camera men and journalists, they don't care about pushing you out of the way or being incredibly rude. The players spend ten minutes in the 'Mix Zone' next to the pitch and the journalists have to get what they can."

The average day saw her working from seven in the morning until midnight at the handball court, covering six matches a day.

Handball is a contact sport, which is very popular in Europe and the rest of the world, but hasn't really caught on in Britain.

She added: "I didn't realise how popular handball was, the stadium was always full. It is a bit like

basketball but more violent. Unfortunately there was no team for Great Britain, but they are getting one together as we speak.

"The venue was just over from the bird's nest and we could see all the fireworks. We were near enough to feel part of the action.

"The people were really nice, but it is a very different culture. Some of the younger girls we worked with were quite shy, but people would do anything to help you and everyone was really excited about the games."

This is not the first time Emma has covered such a prestigious event.

She got into the job while working in London as a freelance journalist and worked at Wimbledon for four years – going on to work at the rugby world cup last year as well as the football world cup the previous year.

She said: "The worst events are the football I once had to prise two cameramen apart.

"But my crowning glory was having BBC journalist Garth Brooks escorted from the stadium following an outburst during the world cup in 2006 when England were knocked out by Portugal."

Emma is looking forward to working at the 2012 games in London.

Meddling in

BEIJING

"The venue was just over from the bird's nest and we could see all the fireworks. We were near enough to feel part of the action."



CLEAN Your Hands Campaign

Staff have come clean about their hand washing habits to launch a Clean Your Hands campaign.

The Clean Your Hands Campaign was launched by demonstrating to staff how clean their hands were with the aid of an ultra-violet light box.

The light box along with Infection Control staff, armed with information about the importance of hand washing in driving down the spread of infection, will be touring our many sites over the coming months.

Staff at Lynfield Mount were first to benefit from the tour and were rewarded with free hand wipes and alcohol gel, which can be used when soap and water is not immediately available.

Samantha Moorehouse, Head of Infection Control, said: "Hand hygiene is critical in preventing the spread of infection. Millions of germs can potentially be carried on hands and illnesses such as colds, flu and diarrhoea can be spread this way.

"A small thing like cleaning hands regularly not only protects patients and staff, but their wider environment. Staff could be taking infections home to their families which might include at risk groups such as elderly or very young relatives."

Though the scheme has been

running for three years in acute hospitals it has only recently been made available to other trusts and we quickly seized the opportunity to get on board.

Nick Morris, Director of Nursing, said: "The expansion of Clean Your Hands outside acute hospitals has the potential to significantly reduce healthcare associated infections as a good portion of our work now takes place outside hospitals in Community Care Teams."

"Improving hand hygiene across all areas will also help to cut the risk of cross-contamination, as service users – particularly the elderly and vulnerable – often move frequently between care settings, for example from hospital to care home and back again."

Service users also play a key role in supporting the campaign.

They are being encouraged to remind staff to clean their hands with the phrase "It's OK to ask" which is branded on some of the circulation material.

Leaflets will also be available for service users making them aware of the importance of keeping their hands clean.

For more information contact Samantha Moorehouse on 01535 294850.



"Hand hygiene is critical in preventing the spread of infection."

NHS FRAUD Awareness month

A campaign has been running to raise awareness amongst staff and the public about the damaging effect of fraud.

Fraud against the NHS is a drain on valuable resources meant for patient care. The NHS Counter Fraud Service, the nationwide team with a member in every trust responsible for investigating potential fraud, produced potential savings of more than £7m last year alone.

As the figures show the NHS is cracking down.

In January one of our former employees received a 32-week prison sentence after abusing a position of trust with a vulnerable adult.

The individual withdrew cash from a service user's bank account without their knowledge or permission on six separate occasions totalling £600.

That conviction means the individual will no longer be able to work with vulnerable people.

Stuart Francis, our Local Counter Fraud Specialist, said: "The work of Local Counter Fraud Specialists across the country has already recovered tens of millions of pounds of NHS money and prosecuted many fraudsters.

"We need the help of every honest person who works in and uses the NHS. By knowing how to prevent, recognise and report fraud we can all help to ensure public funds are spent on patient care and stop cases like this from happening in our Trust".

Stuart is currently involved in a number of other investigations.

A former Nottingham practice manager recently hit the headlines when she was caught falsifying overtime and petty cash claims up to £28,000.

She was given a 51-week suspended sentence, a 12-month supervision order and a six-month

curfew at Derby Crown Court.

It was discovered she had used the trust's account to purchase over £6,000 worth of electronic goods, including LCD televisions and laptops which had been delivered to her home address.

She had also received overtime payments totaling more than £16,000 from claims carrying forged signatures. Suspicious petty cash requests in excess of £5,000 were also identified with monthly claims increasing from £150 to £900.

NHS Fraud Awareness Month ran throughout October nationwide raising awareness of different kinds of fraud.

For example, patients may avoid paying prescription charges by falsely claiming exemptions, staff may gain employment with false documentation, or claim pay for shifts they did not work.

Stuart spent the month raising awareness, including handing out information and advice at a stand at the Lynfield Mount Hospital restaurant.

If you have a concern about NHS fraud contact our Local Counter Fraud Specialist Stuart Francis on 01274 424760 or stuartfrancis.wyac@nhs.net. You can also call the Corruption Reporting Line on (free phone) 0800 028 40 60. For more information visit the Trust intranet and NHS Counter Fraud service web site www.cfsms.nhs.uk.

SPOTLIGHT AWARDS

Revisited

After an overwhelming response to this year's staff awards, which have been renamed You're a Star Awards, Connections looked back at last year's winners to see how they have benefited from the prizes.

Last year's big winner who snatched top prize was The Courtyard at residential home Weaver Court. The project landed £4000 to transform a disused storage room into a vibrant café where service users can relax and socialise.

It now boasts a 50 inch television with surround sound, Karaoke, arts and crafts, books, CDs, DVDs and nostalgia newspapers.

The refurbished room was officially opened in March by Barry Seal.

Caroline Bryne, a care assistant at Weaver Court said: "The café is a place for service users to integrate. It doesn't stop them getting out into the community but gives them something exciting to access at home.

"Service users have really benefited from the café. They enjoy meeting up with their old friends and are keen to use the Karaoke machine whenever possible.

"Seasonal events like the Hallowe'en party go down a storm. We are also planning a Christmas Victorian fair on 13 December."

Moorlands View allotment project won £3000 to turn a run down allotment in to a lush oasis of edible greenery.

The victory saw staff and service users pulling on wellies and wielding new tools to plant a wildlife area, erect fencing and construct furniture.

Some service users had experienced problems accessing the

site so a patio and paths were also laid.

Mark Trewin, who was leader of the project, said: "Service users are getting a healthier diet thanks to the produce they are helping to grow. And they have fresh cut flowers to brighten up their wards.

"This initiative has really helped to promote service users' physical and mental well-being."

The U Can B Heard – User Participation Group claimed third place and £2000 last year.

The project works in partnership with Banardo's Seen and Be Heard Service. 11 to 20 service users make up the group which aims to increase user participation.

They used the money to make a DVD about bullying with the help of a drama teacher, which they hope to circulate around local schools.

Cathy Wright, User Participation Worker, said: "The group has loved making the DVD. It has worked really well and a few new people have joined the group. They had a great time doing it and were really creative."

It is hoped the educational film will soon be released.

This year's You're a Star Awards will see the £10, 000 prize money generously donated by Sovereign Health Care split evenly across 10 categories.



Every PENNY Helps

Staff are being encouraged to donate pennies from their salary to local charity – Bradford People First.

A voluntary scheme, Pennies from Heaven, provides staff with an opportunity to donate any pennies left over from their payslips to a nominated charity.

This year we have chosen Bradford People First, a self advocacy group run by and for people with learning disabilities.

The charity aims to improve services by giving people with learning disabilities a voice and letting their views be heard.

Christine Baldwin, a member of Bradford People First, said: "We are really pleased to be chosen by the Trust. A few pennies from peoples' wages might not be missed but they will make a huge difference to us and other people with learning disabilities in the area."

We have agreed to change our nominated charity annually so the greatest number of people can benefit from our help.

Anthony Law, Managing Director of Pennies from Heaven said: 'We are delighted that Bradford District Care Trust has agreed to run the scheme and hope that as many staff as possible will want to support Bradford People First by giving their pennies.'

"Hopefully this will be yet another good example that 'pennies really do

add up' and will assist such a worthwhile local cause."

The scheme works by letting those who have joined donate spare pennies from their income to charities by rounding their pay after tax to the nearest pound.

If an employee's net pay was £100.55 all that could be donated is 55p. The most anyone can give per payslip is 99p.

Simon Large, Chief Executive, said: "We are extremely happy to be associated with Pennies from Heaven and even more so to be able to donate pennies to Bradford People First."

"We already work in close partnership with the self advocacy group and our pennies will help benefit the important work of the charity."

The Pennies from Heaven scheme started in 1999 and to date has raised over £900,000 for more than 80 charities.

With over 2,400 staff here this could potentially raise in excess of £18,000 per year for the charity.

Forms can be found on the staff intranet under trust news alternatively fill in and cut out the form opposite and return to Human Resources, Bradford District Care Trust, New Mill, 4th floor, Victoria Road, Saltaire, BD18 3LB.



Daniel Clarke, Debbie Robertson and Christine Baldwin - Bradford People First

Pennies from Heaven Application Form

Full name

Your eight digit assignment number (from you pay slip)

Your home address

Signed

Date

Returning your Application Form

cut out the form along the dotted line and return to:

Human Resources,
Bradford District Care Trust,
New Mill,
4th floor,
Victoria Road,
Saltaire,
BD18 3LB



A Look Behind the

HEADLINES



Following criticism in the national press of drugs used to treat Attention Deficit Hyperactivity Disorder (ADHD) Connections spoke to Debbie Neal who works with our Child and Adolescent Services to uncover the facts.

Debbie has spent 13 years helping young people overcome significant mental health issues while working in Child and Adolescent Services across the Bradford district.

The Nurse Specialist, now based at Hillbrook House has a wealth of experience dealing with young people up to the age of 18, but specialises in helping young people with ADHD.

She was, of course, our first choice to answer some challenging questions.

It's being said in the press that drugs like Ritalin and Concerta do not work in the long term. Is that true?

It is true no long term studies have been carried out on Methylphenidate, which is in these drugs and others. But when those comments were first made in the press we had a steam of angry parents saying it was rubbish. They were saying things like 'The press want to deal with my child when he hasn't been taking the drugs.' Recently a young person described taking his medication as feeling like 'being given a key to all the filling cabinets in his head. I think that response speaks for itself and Methylphenidate works for around 70 per cent of people with ADHD.

Are newspapers scaremongering?

National newspapers are definitely sensationalising issues around these drugs. They focus on the negatives and the general public never get to hear about the successes. Here we do get to see real positive changes in

young people's lives. They begin to meet their potential in school and with relationships, you never read about that kind of thing in the press. Also bad press is doubly damaging because it puts some people off taking medication which could be really beneficial to them. The only positive element to the national press coverage is it raises awareness and stops people thinking medication is a magic answer to difficult behaviour.

Are drugs more effective than therapies?

Medication has to be given as part of a package of treatment and can't be seen as a stand alone response. The young people we see have life impairing issues and Methylphenidate might create 'a window of opportunity' for them to access therapeutic options available through our services.

There have been reports about the harmful effects of ADHD drugs on young people. Are these founded?

All drugs have side-effects and we monitor young people very carefully to ensure they are not experiencing any such as suppressed appetite or suppressed growth. The medication is to help them concentrate not to sedate – we would not want them to lose their sparkle.

Are we, as a nation, over prescribing ADHD drugs?

I can not comment on the nations prescribing of drugs but I would say that BDCT is not over prescribing when statistics suggests that one per

cent of the population would meet the diagnostic criteria. We have no where near that amount on our books.

Are young people under too much stress these days?

Young people with ADHD may find life quite stressful due to the world that we live in these days, if their condition is not taken into consideration. They need plenty of opportunity to 'burn off' and channel their energy in a positive manner. Schools need to be aware of the specific difficulties they face and although ADHD does not affect your intelligence it can affect your ability to access the curriculum.

What could young people coming into the service expect to find?

They will meet our ADHD teams comprising of psychiatrists, psychologists, paediatricians, occupational therapists and nurses. A developmental history will be taken alongside a standardised Connors questionnaire - a screening tool used for assessment. We visit them at home and school and they may have a cognitive assessment. If we feel they meet the criteria then we will discuss treatment options, this will include medication but may also comprise behaviour management and family therapy. The family then choose the most appropriate options.

FT UPDATE

Here you will find the latest information about our bid to become a Foundation Trust.

Asking Questions

The consultation period around our application to become a foundation trust began on 20 October.

It will run until 16 January and take place in venues up and down the district. The consultation is everyone's chance to let us know what they think of our plans to become a foundation trust.

Our directors and non-executive directors will be at the meetings to answer any questions.

Events are: 1 December Bradford Central Library 6pm, 3 December Skipton Town Hall 6.30pm, 8 January Bradford Central Library 1pm, 14 January Victoria Centre Settle 1.30pm.

They will set out our plans, provide an opportunity for people to ask questions and also read the consultation document.

People will be urged to fill in the feedback section of the consultation document, to provide us with valuable opinions.

In addition to these meetings there will be meetings with local authorities, staff and stakeholder groups.

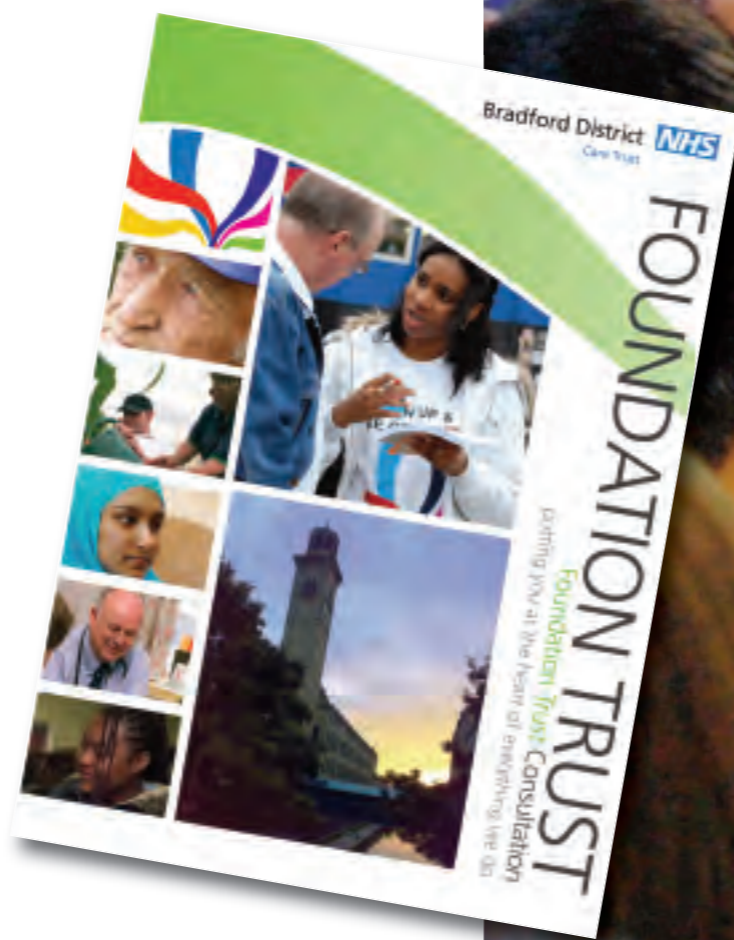
Tom Sheppard, Foundation Trust Project Support Manager, said: "It is really important that we collect the views and opinions of our users. We are providing them with as many opportunities as possible to do just that.

"We are hoping for good turn outs at these events to give us information that is critical to the shape of our organisation in the future.

"You can help us get as many people as possible to these events, by telling everyone you know they are happening and to go along.

"With one in four people suffering from a mental health issue at some stage this consultation could touch many lives. Even if it doesn't affect you now it may in the future."

The consultation will gain views to form the basis of our submission to monitor, the regulator of foundation trusts.



The consultation document is available at www.ft.co.uk or you can contact the Communications Team on 01274 228351

A Thanks for the NHS



Roz Harris shares her thoughts following an invitation to Westminster Abbey in celebration of her long service and 60 years of the NHS.

As I sat eating my sandwich in Parliament Square waiting for the Thanksgiving Service at Westminster Abbey I watched a demonstration going on across the way.

It was the Road Haulage Association protesting about the high price of fuel. Sitting there it occurred to me a similar feeling of protest had created the NHS 60 years ago.

In 1942 I had measles which left me with Broncho Pneumonia. The family doctor visited three times a day for the first few days. His fee was three guineas. Unlike most families we had a collection and the fee was paid in full. That was very unusual back then because most people paid a shilling a week for medical care.

Many people tried to avoid paying by having something called "The Doctor's Book", which they consulted for symptoms when a family member became ill.

This reluctance to call in medical care led to many deaths – especially small children. People with mental illness were simply put in asylums and forgotten about and for every tooth filled there were 40 pulled.

But soldiers returning from five years fighting in World War Two were not prepared to tolerate the conditions they had as youths.

The general feeling was England had just spent vast sums of money on wartime endeavours and those same resources should now be focused on the public good. In 1948 the NHS as

we know it was born.

In true British style it began to rain as we queued to get into the Abbey. It was horrendous standing in the rain while everyone passed through an X-ray machine.

Gordon Brown and Prince Charles were at the service along with most of the local MPs. I got to have a chat with my local MP Terry Rooney.

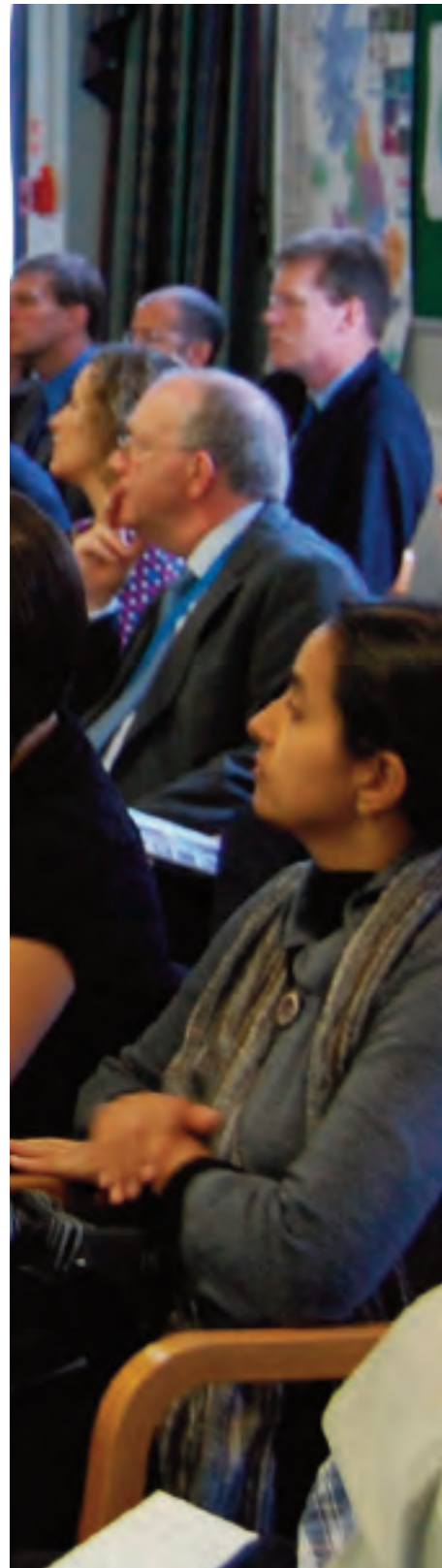
Mr Brown's address was interesting but he was born after the birth of the NHS and didn't know what life was like before it.

Yes, we really have come along way in 60 years. Our much criticised NHS is still the envy of most of the world – certainly America.

Walking up New York's 46th Street in 2001 I struck up conversation with a woman after noticing, like I, she was wearing a hearing aid. I asked how long she had been wearing it. "I have needed one for a long time, but couldn't afford one 'til last year and now I find the batteries are very expensive."

Having given her four of my batteries she immediately wanted to know where I got them from. "Free from the British National Health Service where I also got two hearing aids."

She replied "You Brits are so lucky I wish we had something like that here."



Bradford People Make Themselves HEARD

A major event took place at Bradford's Midland Hotel to shape an NHS constitution.

The Government is drawing up an official NHS constitution. For the first time the rights and responsibilities of the NHS and the people we treat will be set down in black and white.

It is being seen as a significant reform effectively creating a bill of rights for patients and staff.

A nationwide consultation took place throughout October asking the British public what it would contain.

Bradford people got their chance to ask questions and give opinions to the Department of Health at the event on 8 October.

Their information will help to shape seven core principles which aim to empower patients, make decision-making criteria clearer and safeguard the future of the service.

Simon Large, Chief Executive, said: "The NHS Constitution is a great opportunity for people to shape and improve the future of local services to best suit their needs.

"Events like this are an ideal way to get more information about the NHS

Constitution and about your rights as a patient."

It has been suggested the constitution should clearly state it is unacceptable to verbally or physically abuse hospital staff.

The nation could also be urged to keep itself trim and avoid getting too fat under a list of patients' responsibilities to be drawn up as part of the first constitution for the National Health Service.

The Bradford consultation was split into two sessions, the first held between 10am and noon and the second between 1 and 3pm, to provide people with the best chance of attending.

17 October saw the consultation process close. The NHS Constitution is the first of its kind to be written and coincides with the 60th anniversary of the NHS.

The consultation document and supporting information can be found at the Department of Health web site www.dh.gov.uk/consultations.

RAISING Our Standards

We have been given a clean bill of health in our annual health check up.

An independent health watchdog has praised our huge efforts to strengthen performance. The Healthcare Commission's annual health check rates the quality of services and use of financial resources in all healthcare organisations.

Trusts are awarded a rating between "weak" and "excellent" in both areas. They are national standards giving Bradford people an indication of how effective local healthcare services are.

We have been awarded the second highest rating – "good" – for quality of services and "fair" for use of financial resources.

Simon Large, Chief Executive, said: "Quality of services has shown consistent improvement over the year. We know from the detail of the scoring we narrowly missed a rating of "excellent" in this area and came close to "good" for the use of financial resources.

"The overall picture here is one of steady improvement. We are pleased with these results, which represent the hard work of staff to continuously enhance the experiences and satisfaction of all who use our services.

"Plans are now in place across the organisation to continue improving the scoring in all areas as we move towards Foundation Trust status."

Our significant financial improvements have also been recognised.

The watchdog based its finding on the Audit Commission's Annual Local Evaluation (ALE), which inspected five categories: financial reporting, financial management, financial standing, internal control and value for money.

Each was scored one to five, with five being the lowest.

We scored three for financial reporting, financial management and internal control, four for financial standing and two for value for money.

Carol Stubley, Director of Finance, said: "Improvement in these categories reflects our hard work to provide high quality services for the people of Bradford.

"Our score remained consistent for 'value for money' but plans are now in place across the organisation to improve that score as we move towards Foundation Trust status.

"We're confident we will keep improving and we are aiming for a score of 3 for 'value for money' in next year's ratings."

Good financial management means the trust is better placed to improve services for patients.

Over half of the 300 NHS trusts assessed in the country have performed strongly or well for their use of resources.



Simon Large



Carol Stubley

EXIT Stage Left



On the day of his retirement Medical Director, Doctor Simon Baugh, spoke to Connections about his decision to leave a glamorous life as an open-heart surgeon to become a psychiatrist in Bradford.

Simon's interest in psychiatry was first ignited after visiting Lynfield Mount as a medical student after it had just opened in 1970, but he went on to train as a surgeon.

"I worked as an open heart surgeon for about two and a half years," says the 60-year-old, "but in the end I felt it was a bit like being a Kwik Fit fitter, there was too much repetition.

"The other thing was you only left the theatre two nights a week. You went in on a Monday morning and didn't leave until Friday night."

He visited Lynfield again six years later, this time staying for 18 months. He absolutely loved it and his mind was made up. He wanted to become a psychiatrist and came back permanently in 1984.

About this life changing decision he says, "One surgeon was so angry about my choice he threatened to not give me a reference."

"I really wanted to come back to Bradford because on the whole it was

more exciting and there was more innovative work taking place. Plus the people were friendlier.

"Bradford was the only place in the country without an asylum. It was also the first to have psychiatric geriatric ward in the country. It was like we were charting the unknown.

"And the relationship with the council in Bradford was much better here. It was a very exciting and dynamic place to work and still is."

Simon quickly found himself recruited to a management position and was involved in the planning which saw us become a self-governing trust – Bradford Community NHS Trust.

"This is an absolutely brilliant place," Simon adds, "I have always found the people I work with make it worth coming to work. I wouldn't have spent half my life here if I didn't like it.

"You don't come to Bradford if you want an easy life. Though psychiatry is about getting people to do something they don't want to. No

one has been unpleasant to me in the 35 years I have been here.

"I have just had a card from the first person I ever saw on a home visit. I think I was more frightened than she was. She's getting on fine now."

Retirement will see him continuing to work in health with the Scottish Department of Health. He will also be speaking at various conferences.

Though he hasn't made any solid plans he is looking forward to travelling and spending time with other friends who have already retired.

In his spare time he has worked as a volunteer on the Keighley and Worth Valley Railway in the engine shed and looks forward to returning to that.

"Even if you're not at work you're thinking about it," concludes Simon, "I am looking forward to that stopping with retirement. I want to lie in bed on a morning listening to Radio Four while my wife goes off to work."





ALZHEIMERS

Our recently appointed General Manager for Older People's Services says more needs to be done to educate people and reduce the stigma around dementia.

People with dementia are burdened with stigma and the quality of diagnosis is varied, says a report from the Alzheimer's Society.

Dementia sufferers have reported losing friends after a diagnosis, neighbours crossing the street as they approached and professionals dismissing symptoms as just old age.

The report explores people's experiences of discovering they have dementia, the assessment and diagnosis process and how they, with their families have adjusted.

Our Older People's services provides a range of treatments for this condition which support service users and carers from early onset, helping to ease the distress diagnosis can cause.

Neil Bryson recently joined us as General Manager of Older People's Care. He said: "It is vital to improve the public's understanding of this condition to reduce prejudice."

The findings come at a time when the population is aging and an increasing number of people are believed to have dementia, but diagnosis rates are still low.

He added: "GPs' understanding must also be increased so we see a rise in the number of diagnosed cases.

"We provide one-on-one care to sufferers of dementia in the familiar surroundings of their own homes through our Community Mental

Health Teams.

"It is important service users access a timely memory assessment service via a GP as it can lead to treatments which may slow the effect of dementia, as well as putting them at ease about what is causing their symptoms.

"At the same time our inpatient services provide assessment and individual holistic treatments.

"We also further put people in touch with peer support networks to help them cope."

New Alzheimer's Society research also reveals that half of all UK adults believe dementia is a condition plagued by stigma.

700,000 people with dementia across the UK live with stigma, which affects their friends, families and the professionals they rely on for help.

Well-known author Terry Pratchett, who has been diagnosed with dementia, launched the report called *Dementia: Out of the Shadows*.

He said: "The first step is to talk openly about dementia because if we are to kill the demon then first we have to say its name.

"While the name Alzheimer's terrifies us it has power over us. When we are prepared to discuss it aloud we may have power over it."

The report also ties in with the Government's publication of the first national dementia strategy.

OUT & ABOUT

in the area

Film Preview ▶ Blindness

B LINDNESS

Release date: 21 November 2008

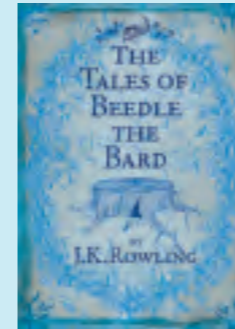
Victims of an epidemic of blindness are holed-up in a ramshackle facility and as a cynic with a gun takes control of their food supply, outside society completely breaks down.

Blindness follows Brazilian director Fernando Meirelles' stunning work on City Of God and The Constant Gardener.

Canadian screenwriter-actor Don McKellar has adapted a serious novel by the Portuguese Nobel Laureate José Saramago with an effect in the same apocalyptic vein as Children of Men rather than I Am Legend. It is a big-hitter of a film. Rest assured The Day After Tomorrow it is not.



Book Review ▶ The Tales of Beedle and the Bard



Author: J.K. Rowling

Publisher: Bloomsbury Publishing PLC

Date of publication: 04/12/2008

The Tales of Beedle the Bard is the first new book from J. K. Rowling since the publication of Harry Potter and the Deathly Hallows. The Tales of Beedle the Bard played a crucial role in assisting Harry, with his friends Ron and Hermione, to finally defeat Lord Voldemort and fans will be thrilled to have this opportunity to read the tales in full.

An exciting addition to the canon of Harry Potter, the tales reveal the wonderful versatility of the author, as she tackles with relish the structure and varying tones of a classic fairy tale. Each has its own magical character and will bring delight, laughter and the thrill of mortal peril. Translated from the original runes by Hermione Granger, the tales are introduced and illustrated by J. K. Rowling.

Theatre Preview ▶ Annie Get Your Gun

Alhambra Theatre 24-29 November 2008

Bradford Catholic Players presents Annie Get Your Gun. It is a smash musical with words and music written by Irving Berlin featuring classics like There's No Business Like Show Business and Anything You Can Do I Can Do Better.

The story is a fictionalized version of Annie Oakley's (1860-1926), life. She was a sharpshooter born in 1860

The 1946 Broadway production was a hit, and the musical had long runs in both New York and London, spawning revivals, a 1950 film version and television versions.

Performance times:

Monday-Saturday 7.15pm and Saturdays at 2.15pm

Ticket Prices:

£12 - £16 and concessions and groups offer available. Make a night of it by booking a table at the Alhambra carvery restaurant.



Event ▶ Russell Howard

Russell Howard brings his unfashionably fond view of humanity to St George's Hall Bradford.

The star of Mock the Week, the hilarious satirical review of the week's news which has knocked Have I got News for You off its comic perch, and BBC6 Music is back with his fifth new stand up show following three sell out tours in the space of just one year.

He appears on November 29 and the show starts at 8pm.

The Daily Telegraph described him as "one of the most sought-after acts in British stand-up" at the moment. You are sure to find more laughs on this night than most comedians manage in an entire career.

All tickets are priced £15 for more information check out www.russell-howard.co.uk



Sticks and STONES

We take a zero tolerance approach to bullying and harassment. Here one member of staff shares her experiences.

The member of staff who prefers to remain anonymous and shall be called Miss X first began to feel frustrated and angry when a colleague, who we shall call Mrs Y, continually criticised her work. "At first I thought I was being over sensitive," says Miss X, "I thought, well this is a new job I enjoy and I will try and make an extra special effort. But it didn't matter how hard I worked the critical remarks continued and the more work was piled on me."

She felt certain Mrs Y was trying to undermine her competent work. Miss X says, "There was no way anyone could have got through all that work it was ridiculous. I would go home humiliated at the end of the day. It seemed like I couldn't do anything right, but I was trying so hard. It could not have been just my fault."

This behaviour was displayed in front of other colleagues and service users.

Soon after, a small group of her colleagues seemed to begin ignoring her and she felt they were being influenced by Mrs Y's behaviour. "It became obvious, that someone was spreading rumours about me," says Miss X, "I just could not believe that people I didn't know would believe the things that were being said. It was awful."

She found information about our Bullying and Harassment policy on the staff intranet and through the Bullying and Harassment quick links found helpful advice from a Harassment Contact Officer.

The officer also told her she could talk to her Trade Union representative or access additional support through staff counselling.

"I chose to speak to my Contact Officer. Everything I said was kept confidential and they were really kind and helpful. I began to keep a diary of incidents and asked friends if they had witnessed anything," says Miss X.

Her Contact Officer helped her speak to her manager about what had been happening and things

quickly began to improve.

They are there to offer informal, objective support to help people think through what might be happening and how they might deal with any problems.

Moves have been made to improve how we support people experiencing bullying and harassment following comments made in last year's annual staff survey, this includes training a number of new Contact Officers from BME communities. If you have not already filled in this year's survey please do so - contact Vanessa McPhail if you have not received one.

If you believe you are suffering bullying or harassment at work you can find help on the intranet under the Bullying and Harassment tab or by calling the Contact Officer Co-ordinator on 01274 228373, speak to a manager or your union representative.

The REGULARS

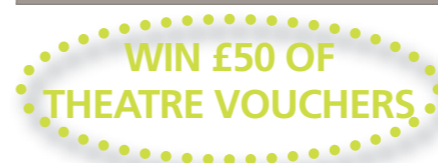
Autumn fun

It is important to keep your mind active! By playing games and completing puzzles you can challenge your mind in a fun way.

Word search challenge

- | | |
|---------------|----------------|
| 1. Fire | 11. Plot |
| 2. Cracker | 12. Bonfire |
| 3. Sparkler | 13. Anarchist |
| 4. Rocket | 14. Gunpowder |
| 5. Banger | 15. Treason |
| 6. Fawkes | 16. Protest |
| 7. Explosives | 17. Parliament |
| 8. Effigy | 18. Drawn |
| 9. Hanged | 19. Guy |
| 10. Screamer | 20. Quartered |

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



Connections Competition

Win £50 of Theatre Tokens

Here is your chance to win £50 worth of theatre token.

For your chance to win just answer the following questions and complete the reply slip.

The lucky winner will be the first correct entry chosen at random after the closing date.

The winner will be announced on E-update and the staff intranet.

Closing date for this competition is Friday 12 December.

Reply Slip

1. What sport did Emma Oxley discover in Beijing?

2. Where did Roz Harris visit?

3. To which charity can staff donate their pennies?

Send your answers and full contact details to:
 Sam Hirst
 Communications Team
 New Mill, Victoria Road
 Saltaire, Shipley, BD18 3LD
 or email: communications@bdct.nhs.uk

YOU'RE A **STAR** AWARDS 2008

GUEST APPEARANCE

From Phil Fryer, Frank Sinatra
sound and look-alike

TICKETS

- Tickets are free
- Buffet provided
- Dress to impress

Hurry as tickets will be
distributed on a first come
first served basis.

Please contact the
Communications Team on
01274 228174 to order your
tickets.



National
Media Museum
7.00pm –
11.30pm

Guests to arrive no later
than 7.30pm

**CHANGE
OF EVENT
DATE
9.12.2008**

City of Bradford MDC

www.bradford.gov.uk

Bradford District **NHS**

Care Trust

www.bdct.nhs.uk