



NHFML NEWS

A note from Damon....

Welcome to the December edition of NHFML News. I hope everyone is getting into the festive spirit! Although it is a nice time of year, I am fully aware that it can be difficult in terms of the work we do as we battle against the winter pressures to keep patients and staff safe and healthy. No one wants to be in hospital over Christmas and I know you all do what you can to keep patients' spirits up. I know the catering staff are also very busy with the staff Christmas dinners which I have heard go down very well every year. Thank you to everyone who attended one of the Meet the MD sessions. It was great to meet you all and get a feel for what is happening and how you are feeling at each site. We are in the process of pulling together your questions and feedback and will be sending out an update in the New Year.

Wishing you all a Merry Christmas and Happy New Year.



Damon Kent, Managing Director, NHFML

News

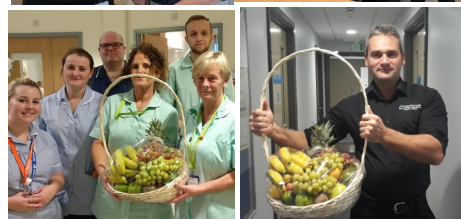
Pensions update

Following the vote in the summer for members of the NEST pension to be able to join the NHS pension scheme, the application has been submitted and is going through the process with the hope of being implemented in April 2020. We will update you as and when more information becomes available.

Pay progression

In line with NHS terms and conditions, the way pay increments are applied is changing. This applies to any new starters or newly promoted staff since the 01/04/19. For everyone else this will apply from 01/04/21. Read the Pay Progression Policy PP58 for more information, then if you've got further questions contact your manager or HR.

World Mental Health Day



Well done to all our staff who were nominated for having a positive impact on the mental well-being of their colleagues and received fruit baskets as a token of appreciation.

Staff changes

Following the retirements of John Lowery and Colin Armstrong, Area Estates Officers, Stuart Hamilton and Ian Hunter have been asked to pick up their Estates responsibilities at Wansbeck and NSECH respectively on an interim basis. Veronica Gingell will take over their facilities responsibilities for the time being.

It's (nearly) Chrrrrrristmas!

Thanks to the Estates teams for putting up the Christmas trees across the sites. Patients, visitors and staff alike really value the festive cheer they bring.



Blyth Community Hospital

The Big Question

For a bit of fun (and to help test the technology), tell us - **Yorkshire puddings with Christmas Dinner, is it a Yay or a Nay?**

Go to www.slido.com to vote. You don't need to give your name or log in, just enter code H933 in the "joining a meeting" box. The poll will close at 17:00 on 18/12/2019. Although this may be something that you feel passionate about, please only vote once.

Joining
a meeting?

Dates for your diary

December's Engagement Groups

- NSECH - 16/12/19, 10:00, Seminar Room
- Blyth - 17/12/19, 13:00, Committee Room
- Cobalt - 18/12/19, 13:30, Sofa Area
- NTGH - 18/12/19, 15:00, Back of the dining room
- Berwick - 19/12/19, 10:00, Committee Room
- Alnwick - 19/12/19, 12:30, Post Grad room
- WGH - 19/12/19, 15:00, Restaurant
- Haltwhistle - 20/12/19, 10:00, Physio Room
- Hexham - 20/12/19, 14:00, Room 4

Sign Language classes

Margaret Robertson is running beginners sign language classes for our staff

Hexham

- 7th December 09:00 - 11:00, Room 4
- 14th December 09:00 - 11:00, Room 4
- 16th December 10:00 - 12:00, Room 4
- 17th December 10:00 - 12:00, Room 4

Haltwhistle

13th December. 13:00 - 15:00

If you are based at one of these sites and are interested in attending a session please ask your line manager.



Spotlight on...

**Mark Curry & David Mailer, Security Guards,
North Tyneside General Hospital**



How long have you worked here?

We've both been here nearly 5 years.

What's the best thing about your team?

We are all different but we are all friendly and work really well together.

If you had a magic wand what would you change?

More recognition and to solve the car parking issue.

What don't people know about your role?

We act as the back-up for switchboard so if it fails at Cobalt we have to take over until they can come over here. We also end up pushing a lot of cars back into bays when people forget to put their handbrakes on!

If you could have a super-power what would it be and why?

Mark - I'd be super strong so I could lift up cars that were not parked safely and move them elsewhere.

David - I would want to be like Superman so I could live forever.

Reminders

Wouldn't it be great if....?

Do you have an idea that could help develop NHFML either internally or externally? Email improvement@nhfml.co.uk and we will look into it.

Staff Christmas Dinners

It's the most wonderful time of the year! Don't forget your tickets and if you're at Wansbeck look out for Graham in his snazzy suit!

Sustainabili-tree

In case you missed it on Facebook there is a competition for the team who builds the best Christmas tree made of recyclable materials. Take a picture with you and your team alongside it and post on the Trust's Facebook page by the 12/12/2019 and you could win a prize.

Condolences are given to the family, friends and colleagues of Richard Holmes, Craftsman at Alnwick who sadly passed away unexpectedly recently.

Did you know?

The IT Infrastructure Team are part of NHFML. There are currently 15 members of staff in the team which is based at CBX near Cobalt. They are responsible for the Trust's server estate, network and digital telephony.

Feature

Staff Experience Survey Results

In September, 329 of us completed the Staff Experience Survey focusing on Health and Wellbeing.

The good... There was lots of positives. We are proud to work for Northumbria, we feel we can do our jobs effectively, we are willing to go above & beyond, we feel skilled when doing our jobs.

The bad... We had relatively low scores in the questions about relationships with line managers.

The ugly... We can feel isolated, overloaded and emotionally exhausted as a result of our work.

Measures are already being put in place to address some of the issues, for example, the Porters at Hexham and Wansbeck are taking part in special 12 week programmes run by the Staff Experience team. Once they have finished the results will be shared and hopefully the actions will be rolled out across the sites. However, **we need your help.** If you've got an idea for how we can make things better, come along to one of the Engagement Groups or email improvement@nhfml.co.uk. Also the next survey focusing on Teamwork launched on the 2nd December. Please complete this as the more we know, the more we can improve going forwards.

Employee of the Month!



The first ever award for Employee of the Month goes to Yvonne Holliday, Domestic Supervisor at Hexham!

A Greatix was submitted for Yvonne by the Radiology department, who felt that she had shown excellent customer service, and had "bent over backwards" to help them maintain excellent cleaning standards during major refurbishment works. This helped them to achieve "outstanding" in their recent 15 Steps and PLACE audits.



Well done Yvonne, and well done to everyone else who has received a Greatix this month. To read them go to the NHCT Intranet, Connect, Staff Forum, Greatix

To submit a Greatix for a colleague go on the NHCT Intranet home page and click "Post a Greatix" or ask your supervisor to help you.

