

Making Waves

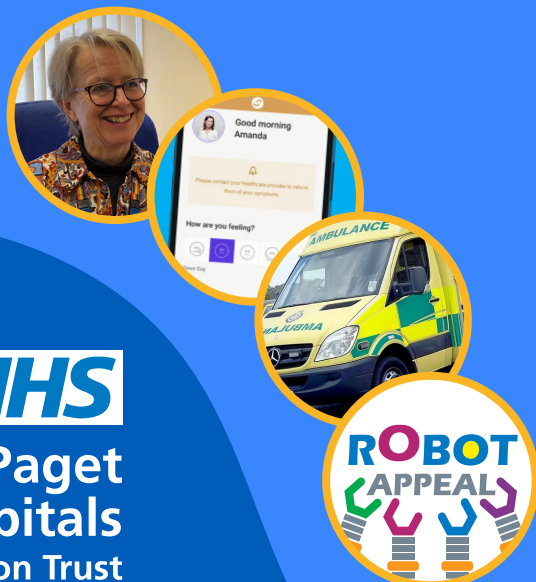
March 2023



CONCEPT WARD ARRIVES

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NHS
James Paget
University Hospitals
NHS Foundation Trust



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Jo's Overview

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CHIEF EXECUTIVE

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EXCITING TIMES AHEAD

Welcome to the Spring edition of Making Waves.

Inside, you will find stories that highlight everything that is good about the Paget: great teamwork, innovation, harnessing technology and a focus on the future - all for the benefit of our patients.

It has been a winter like no other - and this edition includes a four-page section which summarises some of the initiatives which our staff implemented to help us meet unprecedented demand, which particularly affected us over the festive period and start of the year.

There is also a story about how we have worked in collaboration to introduce a pilot scheme to help cancer patients prepare for treatment, which uses an app that allows patients to track what is happening to them, makes key information easy to access and helps them communicate with their cancer care team.

There is also a two-page feature on our new Concept Ward which has been assembled in double-quick time - and will provide us with a blueprint for how inpatients will receive care in the future.

As I write, we are finalising our new corporate strategy and refreshed values. This will outline how we will continue to shape and transform our services over the next five years to provide significant benefits to our patients and local community while we prepare for the development of our new hospital here at Gorleston. Rest assured, we will keep you updated on how the strategy guides our work as we go forward.

I hope you enjoy this edition. If you have any feedback, please email communications@jpaget.nhs.uk

Top Environmental Awards

The James Paget has been presented with two Green Apple Environment Awards – a gold and a silver – for initiatives that are part of the hospital's ongoing work to recycle waste generated on our site.

The two initiatives – Reusable Sharps, supported by Sharpsmart, and Food Waste Disposal, supported by Green Eco Technologies – were both submitted for the awards as examples of the environmental work that is being carried out as we work towards Net Zero.

Our Trust was awarded Silver for the Reusable Sharps initiative, which has reduced the volume of waste destined for high temperature incineration, and Gold for our Food Waste Disposal project, which sees food waste converted to energy rather than going to landfill or being washed away via macerators.

The Green Apple Awards are run by The Green Organisation – an independent, non-profit environment group dedicated to recognising, rewarding and promoting environmental best practice around the world.



WELCOMING BACK VISITORS

WARDS

Visiting restrictions which were put in the place in response to the COVID-19 pandemic have finally been lifted.

Our hospital - along with all other hospitals nationwide - has had visiting restrictions of some form in place for more than two years, to help prevent the spread of infection and keep both our patients and staff safe.

However, we have now disbanded our visitor booking line and reverted to the visiting arrangements that were in place prior to the pandemic.

Wards are now open for visiting from 11am to 8pm each day, with the exception of meal times.

Each patient can have up to two visitors at their bedside at any given time, with ward teams managing these arrangements in their areas.

There continue to be exceptions to visiting arrangements for patients who are end of life, who have dementia or other additional care needs. In these circumstances, visiting arrangements are at ward staffs' discretion and arranged in discussion with the patient and/or their loved ones.

Visitors should continue to wear facemasks while on our wards or other clinical areas - and are encouraged to wash/sanitise their hands on arrival and departure from the hospital and wards.

In addition, people should not visit the hospital if they have symptoms of COVID-19, are a close contact of someone who is confirmed to have COVID-19, or have symptoms of diarrhoea and/or vomiting within 48 hours of the planned visit.

We continue to...



...wear our masks to protect our patients, visitors and colleagues

AUBERGINE

We've also welcomed visitors back to Aubergine Restaurant, on the first floor of the hospital, which has been a staff-only facility for more than two years.

The restaurant has designated areas for staff and visitors, as it did prior to the pandemic.

Opening times
for Aubergine are:

MONDAY – FRIDAY:

7:30am – 8pm

SATURDAY & SUNDAY:

8:00am – 8pm



The re-opening of the restaurant to our visitors comes just a few months after our catering team received the top food hygiene rating following an inspection.

The team is responsible for Aubergine and the hospital kitchen, which produces nutritious and delicious meals for both our patients and staff.

An inspection by a food safety officer from Great Yarmouth Borough Council, carried out on behalf of the Food Standards Agency, resulted in the award of a rating of five - the highest on the scale.

The award means that hygienic food handling, cleanliness and condition of facilities and management of food safety were all found to be 'very good' - and means that our restaurant and kitchen facilities retain the top rating.



Aubergine
RESTAURANT

‘BACK TO BASICS’ IS KEY, SAYS ANNA

Trust Chair Anna Davidson is preparing to step down after an eventful six years which have seen the James Paget retain its CQC good grading, secure a place on the government’s list of new hospitals and meet the challenge of the global pandemic.



Anna joined the Trust as a Non-Executive Director in 2015 - the year in which the Trust received its 'Good' rating from the Care Quality Commission (CQC) - and served a year as Deputy Chair before succeeding David Wright as Chair in 2017.

Under Anna's stewardship, the Trust retained its CQC 'Good' rating in 2019, with inspectors finding that the Trust had made further improvements.

"It's never easy to maintain a good rating, let alone build on it. But that is what we did - and I was so proud of the staff," said Anna. "We had the ethos that 'every day is inspection day' and that really stood us in good stead."

Then, in 2020, COVID struck, with the focus of the nation firmly on the NHS.

"In the early days - before the vaccines - it was a dangerous illness but staff had to put that to one side and come to work, knowing they could contract the virus and potentially infect their families," said Anna. "In addition, staff had to cover for colleagues who caught the virus, placing them under additional strain."

"I am full of admiration for all the staff who cared for our patients at this time, while working under the most enormous pressure both personally and professionally."

Now, as we emerge from the pandemic, the consequences of COVID being a sole focus for so many months is becoming clear; the NHS is playing 'catch up' and is battling on several fronts including high numbers attending A&E, a drive to reduce waiting

lists which have risen during the pandemic and a significant proportion of beds occupied by patients who no longer need hospital care but cannot be discharged due to lack of social and community care - all of which has an impact on performance.

"Three years ago, before the pandemic, we were in such a different place, which meant we could look at 'nice to do' initiatives in some areas. Now, because of COVID, we are much more fragile."

"We need to live with what has happened and get back to where we were by focussing on the basics of good patient care and living by our values. If we get this right, performance will improve."

Looking ahead, strong partnerships will continue to be key to ensuring that local healthcare services develop to meet the needs of the population.

During Anna's time at Chair, she has actively supported the development of these partnerships at several levels; the James Paget is an active member of the Norfolk and Waveney Integrated Care System, which is focused on tackling healthcare inequalities across the patch; we have formed an acute provider collaborative with the other two acute hospitals in Norfolk, which will help deliver crucial projects such as a single acute clinical strategy and a shared Electronic Patient Record (EPR) system that will enable us to work more cohesively and efficiently. Locally, at what is now known as 'Place' level, we have developed strong partnerships with GPs, community services, councils in Great Yarmouth and East Suffolk and the



WHY ANNA'S

#Proud
of the
Paget



- a committed and compassionate Executive Team, led by CEO Jo Segasby and loyal and supportive NED colleagues bringing a range of high level skills.

- enhancements to our estate, including the Emergency Department extension, GP Streaming, Concept Ward and improving sustainability.



#WHYWE
DO RESEARCH

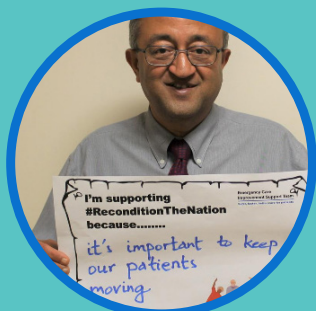
- the growth of research, which now spans all departments across the hospital and with international recognition of some studies.

- 'growing our own' staff, through initiatives including the Healthcare Academy and apprenticeships.



- our strong focus on staff development and well-being.

- strong collaboration across the system, driving innovative projects.



voluntary sector which will result in a more responsive, tailor-made healthcare service for the people of Great Yarmouth and Waveney.

The successful development of these partnerships is one of the Trust's key strategic objectives, with progress scrutinised by our own Board of Directors alongside the Trust's own performance through a streamlined reporting process, introduced during Anna's time as Chair.

"Despite the challenges facing the NHS, there is a lot of optimism - and opportunities, both for us as a Trust and as a system," said Anna. "I am sure that my successor will be excited to grasp these opportunities and help the Paget through its next phase of development, including the project to build a new hospital by 2030."

Anna hasn't yet finalised her plans following her departure from the Paget but she is looking forward to having more time with her grandchildren and to recapture her skills on the piano, developed at the Guildhall School of Music and Drama in London

But she will miss the Paget. "I have enjoyed my time here enormously," said Anna.

"The thing that has made it so enjoyable is working with so many excellent people - and being part of an organisation that genuinely wants to do the right thing for patients and provide the best possible compassionate and safe care."



INNOVATIVE PILOT FOR CANCER PATIENTS

The James Paget is piloting a state-of-the-art “prehabilitation” programme that helps newly diagnosed cancer patients prepare for their treatment.

Initially the service is being offered to people in the Great Yarmouth and Waveney area diagnosed with colorectal cancer with plans to extend this to other cancer patients as the pilot evolves.

Patients make use of a specially designed digital cancer care app to link them with their clinical teams and monitor progress. They also have access to specialist exercise classes in a local gym and other lifestyle and psychological support.

The scheme has been developed in close collaboration with patient representatives, including Rod Earp, from the ‘Together Against Cancer’ patient user group. He said: “The programme aims to give patients maximum help in understanding their treatment options, how they will affect them and how they may best adapt so they can react to the new challenges their cancer treatments will bring.”

Patient representative Marion Foreman said: “When you get diagnosed with cancer there are no words to explain the myriad of emotions. Many of the things that are going to happen next feel out of your control. Being offered a place on a prehabilitation programme is like being thrown a lifeline – it answers that big question ‘what can I do?’”

The pilot is funded by the East of England Cancer Alliances, which works as part of NHS England to transform local cancer services.

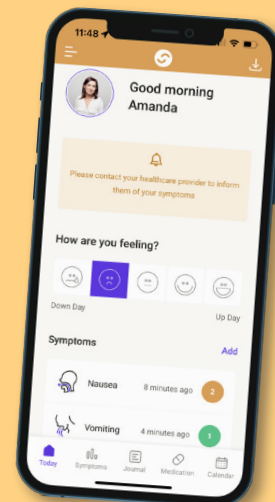
Newly diagnosed cancer patients are invited by the James Paget Hospital Prehabilitation Project Team to use a digital cancer care app developed by specialist company, Careology.

Nikki Sawkins, Cancer Prehabilitation Nurse Lead at James Paget University Hospitals NHS Foundation Trust, said: “There is evidence that suggests that prehabilitation cancer programmes not only help patients improve their general fitness and mental health but also help them recover from surgery and treatment more quickly.

The Cancer Alliances will evaluate the effectiveness of the prehabilitation programme and the benefits of the app after a six month pilot.

Lisa Motley, Programme Manager said: “The partnership with Careology and the James Paget Hospital enables us to deliver on the personalised care ambitions of the NHS Cancer Programme and to reinforce clinical care digitally in line with the NHS Long Term Plan.”

Our photograph above shows patient representatives from Together Against Cancer (TAC) group with colorectal nurses and members of the cancer prehabilitation team from the James Paget.



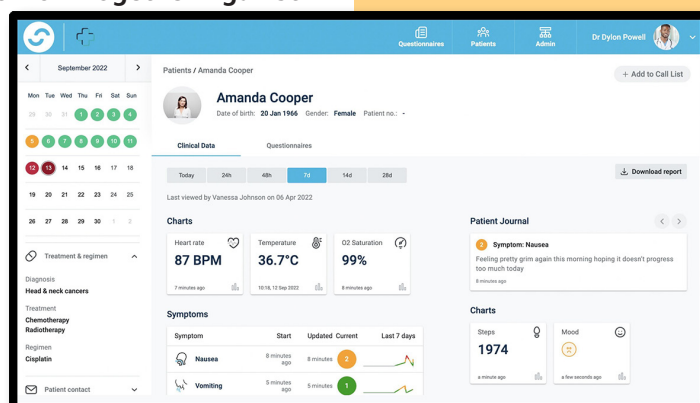
Using the Latest Tech

Patients on the pilot are using a digital cancer care app developed by specialist company, Careology

The app allows patients and their family members or carers to track what is happening to them and have an easy way to communicate with their cancer care team.

If a patient logs a low mood on the app they are signposted to call Macmillan Cancer’s Support’s helpline directly through the app. James Paget’s cancer care team also monitor any information patients report in the app to ensure any concerns are flagged at the earliest opportunity. As a strategic partner of Careology, Macmillan’s Cancer A - Z is accessible to any patient at any time within the app.

Careology also provides a ‘virtual ward’, with remote insights and data to allow clinical teams to safely monitor the patient and their progress.





A WINTER LIKE NO OTHER

By Nigel Kee
Chief Operating Officer



We knew that the winter of 2022/23 would be challenging, as we emerged from the worst of the pandemic.

That's why we drew up a comprehensive plan to help meet demand, working closely with our colleagues across the Norfolk and Waveney Integrated Care System.

Our winter plan had a clear focus on key areas including:

- reducing ambulance hand-over delays;
- helping patients avoid unnecessary admission when there is an alternative to hospital care;
- ensuring that people needing treatment can access the right teams for care, quickly - and, where appropriate, on the same day;
- and keeping our patients active so that they can be discharged more quickly, reducing their length of stay in hospital.

The plan was underpinned by a series of initiatives and projects. These were progressed under the umbrella of a campaign called '*Paget Over Winter*' which we also used as an opportunity to celebrate those staff and teams who went the extra mile (see page 10).

The projects were delivered at great pace by teams across the hospital, working alongside our local healthcare partners.

For example, we planned, installed and opened our external cohort area, which helps reduce delays for ambulance crews bringing patients to our hospital, in the space of one month - really incredible work.

We boosted those services that we knew could make a difference, such as GP streaming. Working with our partners at North Norfolk Primary Care, staffing was increased at the streaming hub, allowing more patients to be seen by the right member of staff in the right place. The extra staffing also allowed us to set up a telephone hotline for ambulance crews to use, so they could seek GP advice while 'on scene' to prevent any unnecessary journeys to hospital.

And we made use of the latest technology, installing additional testing machines to help us quickly identify patients with flu and COVID, and increasing the number of patients able to be monitored remotely in our 'virtual ward.'

You can read more about these initiatives on the next two pages. Together, they helped us meet unprecedented demand which peaked in the first few weeks of the New Year.

But projects and initiatives are nothing without the energy, enthusiasm and commitment of staff - and, once again, our teams working across the hospital demonstrated time and again their resilience in the face of a challenge.

We will ensure that all the best practice and successful initiatives of the last few months will be used to inform our planning going forward.

As we say goodbye to one winter, we start planning for another....



PROJECT:

GP STREAMING EXPANSION

OBJECTIVE: Increase capacity at the streaming hub so that more patients who attend our Emergency Department (ED) and are assessed as not needing hospital treatment can get care instead from a GP.

This will help further reduce numbers of patients waiting unnecessarily in our busy ED.

RESULT: An additional GP from North Norfolk Primary Care has been working at the unit since the start of January. On one day alone (13 January), 132 patients were streamed to the service, out of a total of 299 ED attendances - that's 44%.



PROJECT:

DIRECT ACCESS PARAMEDIC LINE

OBJECTIVE: To set up a dedicated telephone line so ambulance crews can seek advice from GPs in the streaming unit, to help prevent unnecessary conveyances to hospital.

RESULT: Since the service started at the beginning of January, it has received 35 calls from ambulance crews, resulting in 20 patients receiving treatment at home/on scene and not needing to be conveyed to hospital.

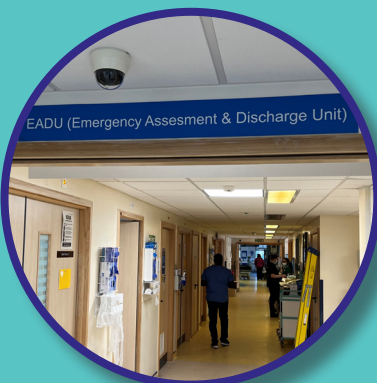


PROJECT:

INCREASE EMERGENCY ASSESSMENT AND DISCHARGE UNIT (EADU) CAPACITY

OBJECTIVE: Help flow from ED by implementing a new 'front door' medical model to improve flow.

RESULT: By increasing consultant presence on EADU each day, patients are being assessed and seen by the right staff more efficiently with the aim of reducing length of stay.



PROJECT:

SURGICAL ASSESSMENT UNIT

OBJECTIVE: Increase opening hours of Surgical Assessment Unit (SAU), to reduce patients waiting in ED and unnecessary admissions.

RESULT: The SAU is now open until 10pm, seven days a week and has seen more than 1700 patients between February and December 2022.



PROJECT:

EXTERNAL COHORT UNIT

OBJECTIVE: Install a new temporary 'external cohort unit' to facilitate patient handover, so ambulances can get back on the road quickly to attend emergencies.

RESULT: Crews have handed over more than 694 patients since the unit opened at the end of November.



PROJECT:

COVID-19/FLU A AND B POINT OF CARE TESTING

OBJECTIVE: To increase our capacity for testing patients for both COVID and flu, to help with effective infection control.

RESULT: More than 6000 tests performed since October, resulting in over 500 COVID and 600 flu positive results, allowing ward staff to keep infected patients in dedicated areas to prevent transmission.



PROJECT:

NEW PAEDIATRIC ED

OBJECTIVE: To create a modern Paediatric ED with more capacity and greater privacy for patients.

RESULT: Modern self-contained facility with additional assessment cubicles delivered in time for winter and increased demand.



PROJECT:

DISCHARGE LOUNGE

OBJECTIVE: Renovate Ward 18 lounge area to create a more comfortable area for patients waiting to leave hospital.

RESULT: Lounge completed, with areas for patients who can sit but also a room for those who need to remain in a bed when they are transported either back home or to a care facility in the community.



PROJECT:

VIRTUAL WARD EXPANSION

OBJECTIVE: Increase capacity of our Virtual Ward, so that more patients can receive support from our teams in the comfort of their own homes.

RESULT: Capacity has now been expanded from 30 to 40 patients, and the ward has cared for 475 patients since 1 October, helping save an estimated 1600 'bed days' in hospital.



WINTER AWARD WINNERS

We've recognised teams who have made a difference for patients and staff this winter, with our Paget Over Winter awards.

Among the recipients over the last few months were:

- **the Endoscopy Team**, for their 'amazing flexibility in care for patients' particularly when their department was being used as an 'escalation' area during times of peak demand.
- **our nursing team on Ward 10**, for providing exemplary care for many young patients with a range of illnesses over winter.
- **the team on Ward 18**, for their brilliant teamwork and flexibility in opening up an extra area for additional beds during a time of peak demand.
- **the Infection Prevention and Control Team**, for their 'creative planning and positive spirit' during the Christmas and New Year period when the hospital experienced an increase in both COVID-19 and Flu patients at a time of extreme demand.
- **our Emergency Theatres team**, for their flexibility, dedication and 'can do' attitude during the Christmas and New Year period.
- **our Discharge Lounge team**, for 'going the extra mile' to get patients home efficiently, once they no longer need hospital care, to create flow and space for new patients to be admitted.
- **the Domestic Services team**, for their 'unwavering and outstanding support to the whole Trust' during a winter where their 'deep cleans' of ward areas were crucial in helping with infection control.

Well done teams!





JUST A MINUTE

It's all about you!

Name: Jenette Powell

Job title: Head of Audiology

Brief description of role: Managing the Audiology service which provides a comprehensive diagnostic and rehabilitative service for adults and children, a hospital based Newborn Hearing Screening Program (NHSP) and Audiological support to the ENT service. The Audiology service assesses and treats patients aged from a few hours old to over 100 years plus and has around 20,000 patient contacts a year

Years at James Paget University Hospital:

Forty-one. I started the year the hospital opened having been taken on at the NNUH in October the previous year in readiness to move when the Audiology department opened at the JPUH.

What three items would you take to a desert island – and why:

- A radio – I enjoy listening to the radio at all hours of the day and night with an eclectic mix of stations from Classic FM to Radio 5 to Radio4/Radio4 Extra (you never think you are going get to a time where you'd listen to Radio 4 over a popular music station!) and podcasts on BBC Sounds
- Watercolour paints, pad and paintbrushes – as with all hobbies there is never enough time for them and this hobby has been shelved for more years than I care to remember. Hopefully it would be spectacular island with stunning views to paint.
- Piano – when I was young there was the opportunity for either dance classes (ballet, tap and modern) or piano lessons. Much as I enjoyed dancing until I was 16, I rather wish now I'd learned to play the piano. Being on a desert island no one would be around to hear my attempts to learn!

Favourite meal: A picnic of fresh French baguette, cold butter, a selection of cheeses, crudités and a glass of good red wine preferably taken on the banks of the Loire on a warm summer's day under the shade of a tree.

Favourite restaurant: I haven't got a particular favourite but enjoy the Red Lion pub at Thurne on a summer's evening, for something a bit more extravagant you can't beat The Ingham Swan and we have recently discovered the Olive Garden in the High Street in Gorleston.

Which three people would you like to go out to dinner with – and why:

Michael Palin – would love to hear of his journeys around the globe and of his comedic journeys too.

Monty Don – I would be very happy to have a garden like Monty's and could certainly use a few tips on how to achieve horticultural perfection despite the line-up of slugs and pests who wreak havoc on my attempts.

Victoria Wood – I would have liked to have dined with Victoria, she was a wonderful observer of life which she reflected in her comedy.

Guilty Pleasure: Chocolate – any shape or form ☺

What's on your playlist (audio and/or visual):

Walk beside Me – Celtic Woman

Under a Violet Moon – Blackmore's Night

Bring Him Home – Colm Wilkinson

Wanting Memories – Cantus

Zadok the Priest – All Angels

Miserere mei, Deus – The Tallis Scholars

By the Boab Tree – Ophelia

Fortunately with Fi and Jane – Podcast

Favourite day out: A long walk on a North Norfolk beach with family and friends plus the dog, ending the day eating chips watching the sun go down over the sea.

Holiday destination: The Loire Valley with trips to the stunning gardens at Villandry, "champagne" tasting in the Caves at Saumur and a visit to Clos Luce where Leonardo Da Vinci lived in Amboise.

What makes you Proud of the Paget: The fantastic team of people I am privileged work with in Audiology (past and present) who are kind and compassionate to our patients and to each other. They make coming to work a pleasure!

Just a Thought

"TIME FOR ALL, ALL THE TIME"

Chapel Services

I've been a Broads sailor for years, on hire boats and in my own yachts.

Broads sailing is a challenging hobby; navigating narrow waterways and observing 'right of way' when manoeuvring among the hire fleet. If you can sail on the Broads you can sail anywhere!

A vital skill is knowing how to make way against wind and tide, which to non-sailors may seem impossible. It involves 'tacking', turning the boat's head through the wind and sailing at an angle to its direction. It's a slow process but it works.

Rev. Danny Pritchard Chaplain, JPUH

Your Chaplains are available to support patients, visitors and staff on ext. 2408 or via switchboard

For many just now, life feels like sailing against the wind and tide. Don't give up! It may seem hard going; you may need to make adjustments, even change direction at times, but when your sails fill and you start to make progress, it is so rewarding.

If you need a hand to adjust your sails – we are always here to help!



NEW CONCEPT WARD

NEW WARD ASSEMBLED...IN DOUBLE-QUICK TIME

Our new Concept Ward is now in place.

In the last edition of Making Waves, we shared some photographs of the initial ground preparation works underway on land on the northern part of our estate.

Now, the modules which form the ward area, and the corridor linking it to the main hospital, are all in place.

With the first of the pre-constructed modules arriving on the 13 December, the modular bays for the new ward were delivered and installed in just two weeks. This was followed by the delivery of plant modules in January and finally the four linkway bays connecting the main hospital site to the new ward, on 21 February.

Work is now focused on installing plant equipment on the roof and fitting out the interior of the ward.

Chief Nurse Paul Morris, who is overseeing the project to create the new concept ward, said: "The modules were built off-site, while ground works were taking place, before being delivered to the James Paget. This not only minimised disruption but also enabled really quick assembly once they arrived.

"Now, working closely with constructors Health

Spaces, our attention will turn to fitting out the interior to produce a state-of-the-art ward environment, which reflects feedback from both clinical and non-clinical staff at the hospital."

Once completed, the ward will have 28 beds - two four-bed wards and 20 single en-suite bedrooms - and will provide a blueprint for how inpatients will receive care when our new hospital is built.

The Concept Ward is costing £15 million, with funding coming from the Department of Health and Social Care.

In addition to providing the latest patient care facilities, the ward will also give the hospital a location where a whole ward of patients can be moved while an on-going programme of estates maintenance continues across the site.

The James Paget, which opened its doors fully 40 years ago, has reinforced autoclaved aerated concrete (RAAC) panels across its main hospital building. These panels are the subject of a programme of survey and precautionary engineering work, involving the installation of timber roof supports, to ensure that the James Paget remains safe until the new hospital is built.

The new ward is scheduled to open for its first patients in May.



THE FUTURE OF THE JAMES PAGET





PLAYING OUR PART

The James Paget is playing its part in national and international research studies focused on serious respiratory illnesses.

Babies under the care of our Paediatric team have been recruited to the HARMONIE study, which is looking at how strongly babies can be protected from serious illness due to Respiratory Syncytial Virus (RSV), by giving them a single antibody dose.

RSV is a common seasonal virus that infects nearly all babies by their second birthday. Most of the time it causes a mild illness, like a cold. However, for some babies, it leads to more severe lung problems such as bronchiolitis and pneumonia.

The study will include as many as 28,860 babies, from newborns to 12 months old, in the UK, France, and Germany.

At our hospital, we have recruited 11 babies to the study, including three-month-old Oscar Thurnell, who had RSV earlier this winter and ended up seriously ill in our High Dependency Unit. His mum Charlotte credits our hospital with saving his life.

Oscar, Charlotte and JPUH Consultant Paediatrician John Chapman were all featured in a recent item about RSV and the HARMONIE study on BBC Look East.



Paget staff who have signed up to the SIREN study, which is focused on immunity to COVID-19 conferred to healthcare workers from infection and vaccination, are now also contributing to a 'sub-study' looking at both flu and RSV.

The sub-study has been developed in response to an increase in respiratory illnesses other than COVID following the relaxation of social distancing measures. It will help create a new surveillance tool, to provide data on healthcare worker sickness relating to these viruses.

Research Fellowships

Occupational Therapists Abi Duffield and Sarah Small have been offered prestigious fellowships by the National Institute for Health and Care Research (NIHR) to undertake projects aimed at improving care and clinical outcomes.

Abi is undertaking a research fellowship to explore whether acute pulmonary rehabilitation improves outcomes in patients with Chronic Obstructive Pulmonary Disease (COPD).

Sarah has already completed a research project at the James Paget and is using her implementation fellowship to take her work to the next level. Her project is to agree and implement a pathway for self-management interventions for patients diagnosed with inflammatory arthritis.

Both Abi and Sarah had to undergo a rigorous application process to secure their fellowships, which are awarded by NIHR's East of England Applied Research Collaboration (ARC)

Our photograph shows Abi (front left) and Sarah (front right) with Research Grants Advisor Helen Hall (centre), Integrated Therapies Clinical Lead Beverly Chilson (back left) and Professional Lead for Physiotherapy Rene Gray (back right).



FIRST INTERNSHIPS

The James Paget has been successful in securing its first staff internships within its Research and Development team, as part of a scheme funded by the National Institute for Health and Care Research (NIHR) in the East of England.

The Research Internship Scheme is an exciting opportunity for Nurses, Midwives or Allied Health Professionals (NMAHPs) to learn about the processes and delivery of research within their organisations.

Paediatric nurse Sunitha John, research pharmacist Samantha Fisher and operating department practitioners Amanda Talbot and Martine Foyster have been successful in securing the internships at our hospital.

They will shadow mentors from the research team to receive the knowledge and skills needed to be actively involved in clinical research.

SUPPORTING ALL OUR STAFF

Our Trust has developed a number of staff networks for our staff to join including LGBTQ+, Ethnically Diverse, Ability and Menopause Networks.

Each network plays its own role in improving our staff's wellbeing and time at work, as well as working together to ensure our Trust is an inclusive and safe place to work no-matter who you are.

The networks celebrate our staff as individuals and highlight how everyone is unique, with a role to play in our organisation. We are proud to be an inclusive hospital, where everyone is welcome and our networks play a part in that by:

- Advocating for change
- Speaking up when they see something that isn't right
- Sharing their own experiences to improve knowledge
- Hosting activities and events to bring awareness to certain celebrations and topics throughout the year
- Advising on policies, processes and Trust improvements

Here is some information on our existing networks:

Ability Network

Representing the interests of staff and volunteers with a disability or long-term health condition. They help to create a hospital where everyone is welcome and appreciated.

LGBTQ+ Network

Providing a voice for LGBTQ+ staff as well as a safe, confidential space to share experiences and

raise issues.

They influence the inclusion agenda and encourage others to understand the needs of LGBTQ+ people within our community, celebrate diversity and support a positive workplace. Recently, the network organised a display showing a timeline of historical events and figures to mark LGBTQ+ History Month (see photograph).

Ethnically Diverse Staff Network

The voice for ethnically diverse staff; this group shares values and experiences and influences inclusion at the Trust, as well as celebrating our diversity.

Menopause Network

Our latest staff network, only coming together for the first time in 2023. This network represents staff who are or will be affected by the perimenopause or menopause. It's an important group where everyone is welcome, whether to share information or to understand more about how this life stage affects the majority of our workforce.



Partner project continues to grow

A pioneering project aimed at supporting people to develop their skills and get involved in volunteer opportunities at the James Paget has continued to grow.

The pilot, run by The Bread Kitchen and initially supported by a £10,000 allocation from Norfolk's Inclusive Economy Project led by East Coast College and funded by the UK Government's Community Renewal Fund, recruits volunteers who can potentially go on to complete further work experience or find jobs at the hospital and other local employers, after being involved in the project.

In January, the project began grounds maintenance on an area of land next to the Burrage Centre on the James Paget site. The Bread Kitchen coordinators and volunteers worked closely with the James Paget's Estates team and the Organisational Development Manager to develop designs for the grounds, which will support use of the Burrage Centre as a staff wellbeing hub. The project is re-shaping the garden to provide an improved environment to support wellbeing.

The project provides opportunities for people in Great Yarmouth and Waveney who may need additional support, or face challenges in



accessing volunteering and employment opportunities. The Bread Kitchen has obtained £12k funding from the Norfolk Community Foundation DCMS (Department for Digital, Culture, Media & Sport) Know Your Neighbourhood Fund to keep the project running up to Easter, and, they are identifying further funding for the rest of the year.



HELP OUR ROBOT APPEAL

We've launched a fundraising appeal to raise £1.6 million for a new surgical robot at the James Paget.

Already, more than £200,000 of funding has been identified and £12,000 received in public donations since the appeal was launched just a few months ago on 30 November last year.

The robot will allow for complex surgeries to be performed by our surgeons through small incisions and with more precision.

This will benefit a number of specialities such as colorectal surgery, gynaecology, general surgery, upper gastrointestinal surgery, urology and our ear, nose and throat teams.

The robot will also benefit our patients, allowing specialist surgery to be carried out closer to home, decreasing the length of stay in hospital, reducing post-operative complications and lowering readmission rates.

Fund-Raising Run

A team of our staff, including consultants, nurses and other health professionals at our hospital, are taking part in the **Blickling Half Marathon in March** to raise funds for our Robot Appeal.

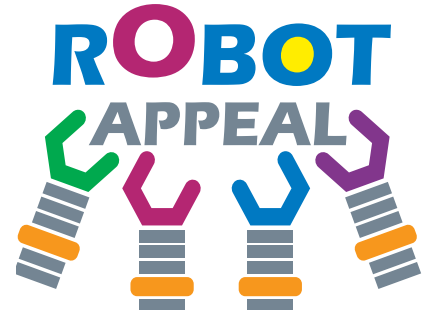
As we were preparing this edition of Making Waves, the team were in the final stages of training for the half marathon on 19 March, which starts in front of the 17th Century Blickling Hall and follows a 13.1 mile course through the Norfolk countryside.

The event raises funds for local charities, and this year the James Paget Charity's Robot Appeal is included.



Our fund-raising continues in the coming months, with a series of events including:

- **4 April - Charity Quiz** at the JPUH Burrage Centre, starting at 7pm. Tickets are £12 per person, which includes a choice of pre-ordered food. Seats are limited.
- **8 April - Double Dutch Cycle Race** (120 miles in a day). Hosted in the Fens, and starting and ending at Huntingdon and visiting Spalding where all the daffodils will be in bloom.
- **13 June - Moveable Feast event** in Gorleston.



**James Paget
Hospital Charity**

Registered Charity No: 1050406



For more details about any of the events and/or to book seats or places, please contact the Charity Office on 01493 453348 or email charity@jpaget.nhs.uk

Charity Funds Vital Equipment

A new piece of equipment that helps lift patients who have collapsed onto the floor is now being used in some of our outpatient clinics after charity funding paid for its purchase.

The Raizer lifting chair is a piece of equipment that can be used if any patient collapses onto the ground. The small and portable kit fits together to create an electrical device that can lift any patient up to 150kg off the floor.

Until recently staff had to go to the first floor of the hospital to find the Raizer device – meaning a delay for any outpatient who needed it.

Now, thanks to around £4,000 funding from our James Paget Hospital Charity's 'Where it is most needed' fund the outpatients teams on the ground floor, including surgical, orthopaedics, Ear Nose and Throat, and our eye clinic now have easy access to the device which can be quickly transported on its trolley.



SCAN ME
TO DONATE

To donate to our Robot Appeal, please visit:
www.jpaget-charity.org.uk/appeal/surgical-robot-appeal