

Brand-new Children and Young People's Outpatients opens (page 8)

World-leading study into robotic surgery (page 4)



Seeing beyond the stigma of disability (page 10)

Celebrating our amazing staff and key workers

'Proud' was a word that was used numerous times throughout a day of celebrations held at The Royal Orthopaedic Hospital (ROH), to describe how staff felt to work for the Trust.

On 5 July, ROH celebrated the first-ever NHS, Social Care and Frontline Workers' Day. Hosted outside in the sunshine in the hospital grounds, the event was delivered in partnership with Florette, the UK's leading salad company. For many staff it was the first opportunity they had to enjoy some social time with colleagues. The date was chosen as it marks the anniversary the NHS was founded in 1948. On the same day in 2021, The Queen awarded the George Cross, the UK's highest award for gallantry and heroism, to the NHS to mark its public service over seven decades.

Florette commissioned food artist, Prudence Staite, to create a rainbow artwork made from their signature salad ingredients to thank all members of the NHS, social care, and frontline services for their hard work.

Against a backdrop of painted crystal blue skies and white fluffy clouds, Prudence hand placed each of the 1218 ingredients onto the display. The rainbow, which took 128 hours to create, comprises seven arches, with each coloured strand different salad ingredients: Red - small cherry and baby plum tomatoes (800 in total), orange - sliced carrots (220 in total), yellow - yellow peppers (23 in total), green - spinach, rocket and frisee infused together (40 in total), blue - a hand-painted 'Thank You NHS' message anchoring the centre of the rainbow, indigo - red leaf lettuce, Lolla Rossa and Ruby Chard (40 in total). Violet is furnished with the newest member of Florette's salad family, candy striped beetroot (95 in total).

Alongside the salad rainbow creation, Florette provided a healthy lunch to over 400



(Above and below) Staff celebrate the first NHS, Social Care and Frontline Workers' Day

on-site staff at the hospital with goody bags and rainbow themed cupcakes also given out.

On saying thank you to all key workers, Antony Greenwood, Florette's Commercial and Marketing Director said: "Just like our frontline heroes have throughout the pandemic, we wanted to go above and beyond in saying thanks today on NHS, Social Care and Frontline Workers' Day.

"As a nation, we've relied on the NHS more than ever in the last 18 months. Our salad rainbow was created to showcase our appreciation and respect for the resilience and dedication of our key workers. It goes just a small way towards saying thank you.

"We're also making a donation to NHS Charities Together every time a pack of our new Rainbow Crunchy Salad bag is purchased this year. The charity has played a more important role than ever before so we're really proud to be able to support them."



'Hello, my name is...' badges launch



The roll-out of name badges that aim to improve the relationship between patients and staff has begun.

'Hello, my name is...' is an international campaign created by Dr Kate Granger MBE, a registrar in elderly medicine who developed terminal cancer at the age of 29. Dr Granger started the campaign in August 2013 after she became frustrated with the number of staff who failed to introduce themselves to her when she was an inpatient with post-operative sepsis.

Kate asked frontline NHS staff to make a pledge to introduce themselves in future to their patients. She used social media to help kick-start the campaign and created the hashtag #hellomynameis. Speaking of the campaign at the time, Kate said: "It's the first thing you are taught in medical school, that when you approach a patient you say your name, your role and what you are going to do.

"This missing link made me feel like I did not really matter, that these people weren't bothered who I was. I ended up at times feeling like I was just a diseased body in a hospital bed."

Hundreds of thousands of health workers from across the world now back this...

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NEW PUZZLE PAGE ON PAGE 16

Got a story? Contact us!

Welcome to the new look ROH Life, the newspaper for patients, visitors and staff at The Royal Orthopaedic Hospital NHS Foundation Trust. We will be publishing spring, summer, autumn and winter editions of the newspaper and want to feature the fantastic work and interesting stories from people across the Trust.

Whether you're a patient with a story to tell, or a member of staff who wants to share some great work, you can get in touch using the details below. We would love to hear from you and hopefully feature you in an upcoming issue.

Email: ROH.comms@nhs.net
Tel: 0121 685 4329 | Internal: 55294

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A message from Professor Phil Begg



Welcome to the summer edition of ROH Life, the newspaper for patients, visitors and staff at The Royal Orthopaedic Hospital NHS Foundation Trust.

In the past few months, our hospital has changed dramatically; not only in the way our services have adapted to cope with the impact of COVID-19 but physically, too. COVID-19 caused us to change and work differently to ensure when our hospital was once again full of patients, it was as safe as possible for them to return. In this issue, you can read about a number of capital projects we have completed and some that are currently underway across the site, which will improve the areas our staff work in and the environment in which we treat our patients. These include new pre-operative facilities (page 11) and our brand-new, and long-awaited, pharmacy (page 12).

Our wonderful fundraising team at The Royal

Orthopaedic Hospital Charity have funded a brand-new, specially-designed Children and Young People's Outpatients Department (page 8). The department is co-located with our main Outpatients Department and the response from our patients, as well as staff, has been phenomenal. The charity has also been busy cooking up all sorts of fundraising plans for the rest of the year, which is very exciting!

You can also read about our celebrations for the first-ever NHS, Social Care and Frontline Workers' Day (page 1). We marked the day with a wonderful socially-distanced event, which we were able to deliver in partnership with Florette, the UK's leading salad company. The event was our chance to say thank you to our wonderful staff who have worked so hard over the past year-and-a-half. Staff were gifted goodie bags from both the Trust and Florette and was, for many of them, the first chance in a long time to be together in one place.

And last but by no means least, welcome back to patients and members of staff, some of whom have not visited our site in over a year. Enjoy this edition of ROH Life and thank you.

Professor Phil Begg
Executive Director of Strategy & Delivery

Championing health and wellbeing

Staff Health and Wellbeing Champions are helping to shape the vision ROH has to be 'the Wellbeing Hospital'. They work with the Health and Wellbeing Officer by sharing information and support within their teams. They also help to make decisions about health and wellbeing initiatives within the Trust. If you would like to find out more and become a champion please contact Laura our Health and Wellbeing Officer on Laura.Tilley-Hood@nhs.net

Asked about her role as a champion, Charlie Buckley, Education & Training Administrator, said: "I became a Champion because I think everybody deserves to be heard and know that their feelings are valid. No matter what they are feeling they should be listened to and respected and I wanted to help make sure that happens. As part of this role I have checked in with my colleagues when in the office making sure they are ok and checking they take time to go make a drink or have five minutes away from the screen."

Advanced Podiatric Practitioner Rob Cox added: "My own personal experiences have led me to understand the importance of good health and (mental) wellbeing. How we live our lives (what we eat, taking regular exercise and self-care etc.) will have a direct impact on how we feel. I therefore wanted to be involved in something that could have a positive influence on my colleagues."

Karen Jenkins, Safeguarding Administrator, said: "I like to be able to support my colleagues and bring suggestions to the table that we may all benefit from. I would hope my immediate colleagues know I am looking out for them, even though I'm not constantly checking with them I am constantly observing. When walking around the site my eyes are always peeled for those who look like they need a friendly quick hello."



NHS-funded care since April 2009.

Leky Parveen, Clinical Effectiveness Manager, said: "The change allows the Trust to gradually move away from paper questionnaires to the digital capture of clinical outcomes. Importantly, it will provide the Clinical Audit & Effectiveness Team with a stronger oversight of the number of forms patients complete pre-operatively and post-operatively. With more oversight, the number of patient completed PROMs forms should increase, improving our PROMs performance on a national level.

"It also gives us greater oversight of not just the Q1 questionnaires but also the Q2 questionnaires that patients complete six months post-operatively. Historically we have performed poorly with our Q2 questionnaires as the paper questionnaires were sent out to the patient's home by our old provider."

If you are staff and do not have an Amplitude account, contact Abbie.Hailing@nhs.net and she will create an account on your behalf. Abbie can also train you on the system.

For more information on these, contact Leky.Parveen@nhs.net

New system for reporting clinical outcomes

A change in the way clinical outcomes are reported by patients, which will allow the Trust to have greater oversight of the collection of their post-operative recovery data, has now taken place.

From Monday July 5, PROMs, or Patient Reported Outcome Measures will be done on Amplitude, the UK's leading provider of clinical data collection software. The switch, from previous provider Quality Health, will allow the Clinical Audit & Effectiveness Team to monitor the progress patients have made more closely.

As a result of this, all hip and knee replacement patients will be required to complete their PROMs questionnaires on Amplitude. In order for patients to successfully complete their questionnaires, a pathway requires assignment once surgery is decided. This will trigger the PROMs Q1 form. Subsequently, after the operation has taken place the procedure date requires inputting into Amplitude. This will trigger the PROMs Q2 form which the patient receives 6 months post-operatively.

PROMs measure health gain in patients undergoing hip replacement, knee

replacement, and up to September 2017, varicose vein and groin hernia surgery in England, based on responses to questionnaires before and after surgery. This provides an indication of the outcomes or quality of care delivered to NHS patients and has been collected by all providers of



(Above) A member of staff inputting details to Amplitude

'Hello, my name is...' badges launch

(Continued from Page 1)

initiative for more personalised care.

All staff at ROH have or will be issued with a badge, which prominently displays their first name and job title. The expectation is that staff should wear the badge at all times when at work, as part of the Trust's uniform policy.

Chris Pointon, the co-founder of the campaign and husband of the late Kate, joined the Trust's monthly Team Brief to virtually launch the badges.

Roko Skocic, Head of Patient Experience, said: "Hello, my name is..." is an important campaign to our Trust as it helps improve the patient experience. It improves

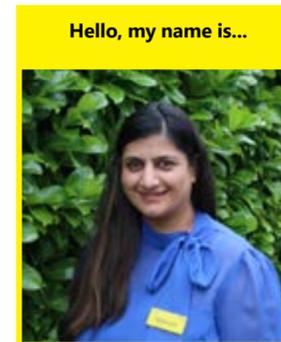
communication, helps break the barrier between staff and patients and initiate conversation.

"Having our first names on the badges, as opposed to titles or surnames, is key to removing hierarchy and building a rapport with patients and staff. Having our job titles on the badge supports the safety of patients by highlighting the roles we all play in the hospital, how we can help them and our commitment to patient-centred care."

To find out more about the 'Hello, my name is...' campaign, please visit:

hellomynameis.org.uk

Here, some ROH staff describe what the 'Hello, my name is...' badge means to them...



Sharon Malhi
Associate Director of Workforce and OD

"Reporting to the CEO, I am accountable for the design, development and effective implementation of all workforce and organisational development strategies which enable our colleagues across the Trust to deliver and contribute to high-quality, safe patient care and are underpinned by the organisation's vision and values and by the NHS Constitution. The Trust is committed to creating a culture at the ROH where our staff, patients and visitors feel a sense of belonging and can be their authentic selves. Knowing and using peoples' first names creates a sense of rapport, familiarity and most importantly respect which is critical in the relationship between our staff, patients and visitors."



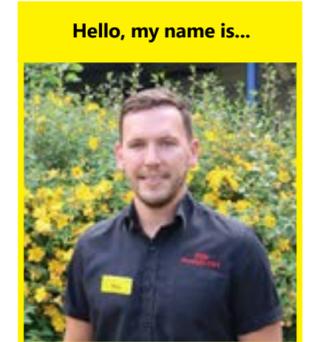
Amanda Gaston
Deputy Director of Finance

"Most of my time is spent working on the financial plans for the organisation. This includes working with services and departments to plan for the future, develop savings plans and business cases for investment. I am passionate about service improvement and redesign to ensure we deliver the best possible services to our patients with the money we have to spend. This passion has led me to delivering the Quality Improvement Service Redesign (QSIR) programme for the Trust. Wearing this badge is a simple change that will deliver huge benefits to staff and patients. For me this is a clear message to anyone on our site that we are friendly and approachable. When I'm walking around the site I like to think I'm approachable to other staff and patients, but I think this will show this to staff, visitors and patients. From personal experience as a patient when a healthcare professional introduces themselves to me by name it is the first sign they care about you as an individual."



Ellie Keeling
Senior Research Nurse

"We work across the hospital to offer patients the chance to take part in research. At ROH, we conduct a variety of research such as observational and interventional studies looking at new treatments for our patients, for example new drug therapies and new implant devices. I believe it is important for patients and staff to know who I am and the 'Hello, my name is...' badge will help me with this. As I visit patients in all different settings across the hospital, it is really important for them to be able to know who I am and what my role is. I feel it will also help to build the relationship with the patients and to make them feel valued and comfortable around me, breaking the ice."



Daniel Hearsey
Deputy Chief Pharmacist

"I oversee the delivery of the Clinical Pharmacy Service to the Trust and the implementation of new projects to improve and promote safe medicines management systems. I believe the 'Hello, my name is...' badges are important in making sure that patients and staff are aware of who is caring for them and increase the level of care that we can provide by making the patient feel more comfortable. It also helps new staff to identify other staff members around them and to build rapport in order to develop effective and lasting working relationships."

"I firmly believe it is not just about common courtesy, but it runs much deeper. Introductions are about making a human connection between one human being who is suffering and vulnerable, and another human being who wishes to help. They begin therapeutic relationships and can instantly build trust in difficult circumstances."

The late Dr Kate Granger, Founder of the #HelloMyNameIs campaign



Dates for your diary

2021
AUG
5

Cycle to Work Day
It doesn't matter if you haven't cycled in years or have never cycled at all. This is about giving it a go. The day is organised by Love to Ride, and you can sign up with Facebook, Strava or by simply entering your details and then connect a smartphone app so you can log your rides. All the info you need to register is available at www.cycletoworkday.org/

2021
SEPT
6

Know Your Numbers Week
This year the week is focusing on improving blood pressure control both now and in the future. Home blood pressure monitoring is an effective and inexpensive way to keep blood pressure under control and the evidence behind it continues to get stronger. Register at www.bloodpressureuk.org/know-your-numbers to take part before the end of August.

2021
SEPT
13

World Sepsis Day
World Sepsis Day is an opportunity for people worldwide to unite in the fight against sepsis. Sepsis accounts for at least 11 million deaths worldwide annually. Yet, depending on country and education, sepsis is known only to 7 - 50% of the people. Early recognition and treatment reduces sepsis mortality by 50%. www.worldsepsisday.org

2021
SEPT
24

Macmillan Coffee Morning
Macmillan's biggest fundraising event to support people living with cancer. People host their own Coffee Morning and donations raised on the day are made to Macmillan. The official date is Friday 24 September but it can be held at any time. From a group in the garden, sharing a coffee over a screen or a takeaway cake and cuppa, you can hold yours however you like. Sign up at www.macmillan.org.uk

2021
MAY
01

Great Birmingham 10K/Half Marathon (1 May 2022)
Birmingham's famous running events are back with a bang! You can sign up to run for Team ROH and know that you are supporting orthopaedic patients in Birmingham and from across the UK. There is the scenic 10K route or if you fancy a bigger challenge, the Birmingham Half Marathon is 13.1 miles. Visit www.rohcharity.org/fundraise/current-events/



(Above) Professor Ed Davis and the team behind the RACER trial

World-leading study begins into robotic surgery for knee replacement with major £1.6 million funding grant

A major national study will pitch human skill against machine precision as it compares the benefits of knee replacement surgery performed using a robot to a surgeon using traditional methods.

Knee replacements are now very common operations; over 100,000 procedures are performed each year in the UK. The RACER (Robotic Arthroplasty: a Clinical and cost Effectiveness Randomised controlled trial) study is set to compare the use of surgical robots to standard instruments in an effort to determine which of the two techniques is best at improving patient outcomes and reducing pain following surgery.

The study will be jointly run between Warwick Medical School at the University of Warwick, University Hospitals Coventry and Warwickshire (UHCW) NHS Trust and The Royal Orthopaedic Hospital NHS Foundation Trust (ROH).

The £1.6 million randomised controlled trial is funded by the National Institute for Health Research (NIHR) - the research partner of the NHS, public health and social care. With equal numbers of participants in each treatment group, a balanced and fair comparison can be made to find out which surgical technique results in better outcomes. This will include asking questions about people's ability to do activities and their quality of life in the long-term and will also find out which method provides the best value for the NHS.

The surgeon performs the operation for

both options in the study. They normally use instruments that provide pre-set angles to help them do the operation, but some surgeons have started using a robotic arm attached to a computer with a pre-prepared map of the leg to guide them.

Surgical robots are favoured by some for their precision and guidance, while standard instruments are preferred by others for their simplicity and ability to make greater use of surgeons' skills and experience, without the added expense.

The team will invite patients to take part from six NHS hospitals across England and Scotland over the coming months. The company that makes the robot, Stryker, will be supporting the study with costs to ensure hospitals do not have to pay extra to take part.

The study is being led by two surgeons, Mr Andy Metcalfe, from UHCW and Warwick Clinical Trials Unit at the University of Warwick, and Professor Ed Davis, from ROH.

Mr Metcalfe said: "Can robots help surgeons perform knee replacements better? This is a really important question and we're delighted that the NIHR has agreed to support the study.

"Surgeons are always working to improve the care we give and we're seeing more robots in surgery now. This study is about whether using a robot gives better results for patients having knee replacements and we're looking forward to being able to answer that.

"It is a big achievement for the team to be at the forefront of a world-leading multi-centre study like this, it is probably one of the most important questions in orthopaedic surgery right now. We're really pleased to be able to get started."

Professor Davis added: "We are excited to begin this incredibly significant study. It will help orthopaedic surgeons across the world to better understand the most effective tools and techniques when performing knee replacements. It will also help us to ensure patients enjoy the very best outcomes.

"The team have all worked incredibly hard during the pandemic to ensure this trial is safe and of the highest quality. We are all very keen to evaluate the evidence and share it as widely as possible."

Although the trial opened at the end of December 2020, activity was delayed by the COVID-19 response, when most orthopaedic services were paused. Some hospitals are now seeing patients again and the study is now accepting patients into its first sites.

ROH and The Royal National Orthopaedic Hospital in Stanmore, London, are already open for recruitment, with a number of other hospitals across the UK (including the Glasgow Royal Infirmary, the Royal Infirmary of Edinburgh, the Freeman Hospital in Newcastle upon Tyne, the Royal Devon and Exeter NHS Trust, and Portsmouth NHS Hospitals) expected to open soon.

Staff cycle to raise funds for charity art print



(Above) The original Forward in Unity mural in Birmingham

A team of staff at The Royal Orthopaedic Hospital (ROH) have cycled 66km to fundraise for a new piece of artwork commemorating the work of NHS staff during the COVID-19 pandemic.

Kevin Taylor, Laura Marten and Craig Bayliss cycled the distance - more than the length of a marathon - to raise money for The Royal Orthopaedic Hospital Charity, which exists to support NHS patients, their families and carers, as well as provide specialist training,

equipment and knowledge to staff at ROH, and Art4Charity, which supports local charities including Acorns Hospice Selly Oak.

Kevin and Craig are part of the Blitz Team, which helps keep the hospital clean 24-hours a day, seven days a week and Laura is a nurse on Ward 12, which was a designated ward for COVID-19 patients at the height of the pandemic.

The trio fundraised to purchase the 'Forward

in Unity' print to display at the hospital. The print depicts the city's NHS and frontline workers fighting back against the virus.

It was created by Gent 48, a world-renowned Birmingham graffiti artist, to commemorate the selfless work of the NHS and frontline workers during the pandemic.

Kevin said: "When I saw the artwork on Twitter and its meaning, I thought how nice it would be to have a copy for our Trust and to thank our colleagues for all their hard work during and after COVID-19.

"I contacted Professor Petro Nicolaides (a governor at ROH) with my thought, and he put me in touch with Professor Paul Cadman, the Chair of Art4Charity who were backing the mural.

"I decided on doing 60km as I planned to do it on the weekend of my 60th birthday at the end of January but it was pushed back. I mentioned it to Laura and Craig who are both

keen cyclists and they jumped at the idea as Laura works on Ward 12 which along with Ward 10 was our main COVID unit.

"I had spent 14 months working with Craig on nights so we both knew first-hand how tough it had been at the peak of the pandemic and throughout."

The route took in several Birmingham landmarks, including the Forward in Unity mural in Digbeth.

The team raised just under £1000 to purchase the print. Any remaining money will be used to support patients and staff at ROH. It was officially handed over to Jo Williams, Chief Executive of ROH on Thursday 13 May and is displayed outside Café Royale, the hospital's restaurant.



(Above from left to right - Kevin, Craig, Laura, Chief Executive Jo Williams, Prof. Paul Cadman and Prof. Petro Nicolaides)

Schwartz Round adapting to the pandemic

Schwartz Rounds are conversations with staff about the emotional impact of their work. Schwartz Rounds provide an opportunity for staff from all disciplines across a healthcare organisation to reflect on the emotional aspects of their work.

The Trust set up its own Schwartz Rounds three years ago and they have become a well-respected intervention for staff. They are the opportunity for staff to come together to hear colleagues' stories in a safe space to learn more, reflect and offer support. It has also been positive to see some actions to support staff have actually come from initial discussion at Rounds.

Since the pandemic began, the Rounds have been conducted virtually and they have been very well-received by all attendees. The format allows people to join more easily from their work space and the added 'chat' function has given people confidence to add comments.

The topics have been concentrated around the 'Impact of COVID-19' from members of staff who have lived very different experiences over the last 15 months.

For more details about attending or if you would like to share your story please contact Clair.Ford@nhs.net



Changes to hospital parking charges

There have been four key changes to hospital parking prompted by the Government which took effect nationally across the NHS during April 2021. The biggest change is free parking is available to all Local Authority Disabled Blue Badge holders, which includes any Trust staff members. There was also a change to offer free overnight parking to parents of paediatric patients. The other changes are:

- Free parking is available to patients attending more than three outpatient/treatment appointments per month (in a 30-day period). They will be required to complete an application form which will require validation from departments. The patient will be issued with a pack of four weekly scratch cards for each application made. The scratch card can be collected from the APCOA car parking attendant.
- Free on-site staff parking for those staff working a night shift. If your shift commences after 19:30 and finishes before 8:00 you can access free on-site staff car parking. If you are a member of

staff that works permanent evenings or nights, please email roh-tr.car-parking@nhs.net to ensure you do not receive a deduction from your salary. Please note staff working the full shift pattern which may include night and 'late shifts' are still required to pay for access to staff parking between 8:00 and 19:30.

Following the suspension of staff parking charges in April 2020, those charges will recommence in September 2021. Staff with hospital parking will see a deduction from their September pay at the same rates as before. Some staff may be contacted to complete new salary deduction forms in the next couple of months, along with those that pay via direct debit.

All car parking queries should be forwarded to roh-tr.car-parking@nhs.net.

NATIONAL ORTHOPAEDIC ALLIANCE

ROH is a founding member of the National Orthopaedic Alliance (NOA). The alliance brings together orthopaedic centres around the UK to share best practice and address shared challenges. Being a member organisation of the NOA gives ROH an opportunity to collaborate with other orthopaedic providers across both clinical and non-clinical areas.

The Orthopaedic Quality Improvement (inc. Clinical Audit) Network (or OQICAN) hosted by the NOA aims to bring NOA members together to benchmark and improve their services. Want to get involved or find out more about how ROH is contributing to this? Contact OQICAN Deputy Chair, Leky, on leky.parsveen@nhs.net

NOA Annual Members Conference

The NOA will host its first ever Annual Members' Conference on 20 October 2021 in Birmingham. This will be an exciting action packed day and will include two main lecture theatres as well as an exhibition and research/audit presentation room. The day will feature a wide range of speakers including:

- Andrew Hamer, President, British Hip Society
- John Skinner, President, British Orthopaedic Association
- Prof Mike Reed, President, British Orthopaedic Directors Society
- Mr Steve Drew, Vice President, British Elbow & Shoulder Society
- Mr Matt Revell, Medical Director, Royal Orthopaedic Hospital NHSFT
- Andrew Bennett, National Clinical Director for MSK, NHSE/1
- Sue Brown, CEO, Arthritis and Musculoskeletal Alliance

The day will also include demonstrations of virtual tele-mentoring, discussions about truly autonomous robotic knee surgery and day case hip and knee surgery plus presentations from many NOA member Trusts. Email info.noa@nhs.net for more details or to register to attend.



Upcoming NOA events

All staff at ROH can attend NOA webinars, workshops, meetings and events free of charge. Upcoming events include:

29 July, 12:30 – 13:30
OQICAN - Learning Forum

8 September 12:30 – 14:00
OQICAN - Learning Forum

15 September, 13:00 – 14:15
Webinar: COVID-19 Recovery Update

20 October 2021, 9:00 – 17:00
Conference: NOA Annual Members Conference

Find out more about current events via nationalorthopaedicalliance.co.uk

NOA: Find out more

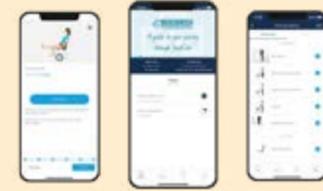
If you want to read more about the NOA and see how you can get involved:

Visit: nationalorthopaedicalliance.co.uk
Register: ROH staff are entitled to register for the members' area of the NOA website to access even more resources and information. Register here: bit.ly/NOAMembersArea
Follow us on Twitter: [@NOAOrthopaedics](https://twitter.com/NOAOrthopaedics)
Follow us on LinkedIn: [linkedin.com/company/naoorthopaedics](https://www.linkedin.com/company/naoorthopaedics)
Sign up: You can register to receive the NOA newsletter here: bit.ly/NOAMemberNewsletter

Get in touch

- Email: info.noa@nhs.net
- Phone: 020 3947 0849

New app to help JointCare journey



As part of the JointCare hip and knee replacement programme, the Trust is currently working on an app to assist patients on the go.

The app will provide patients with information about the JointCare pathway, help them to prepare for their operation and give them advice about their recovery.

JointCare, created by ROH, is based on a model of 'wellness' focussed on early mobility and a proactive approach to recovery and regularly sees patients go home just 24 – 48 hours after their surgery. ROH is the only hospital in the UK offering the JointCare programme.

The Trust is working with partners myrecovery and Stryker Performance Solutions on the app, which has been designed to deliver the right information at the right time, so the patient can access tips and advice whenever they need it.

The app allows patients to track and monitor their progress to help stay focused on their goals, and celebrate all their little wins along the way. It includes all the information currently available in the JointCare patient handbooks, along with additional videos and options to use pain and exercise diaries to help increase motivation and allow patients to better track their recovery progress.

Alicia Stanton, Project Manager for JointCare, said: "We are thrilled to be launching a JointCare app.

"Everything needed to support the patient journey will be available at the touch of a button and the information provided in the patient diaries will also be used by our team to help inform future improvements to the programme."

Patients that don't have access to, or feel comfortable using smart technology, can still receive physical copies of the JointCare patient handbooks.

The app is currently in the final stages of development and the team will be looking to pilot it with a small group of patients, and roll out to all JointCare patients by the end of the summer.



Trust drives forward new digitisation programme

The Royal Orthopaedic Hospital (ROH) is embarking on a large-scale digital transformation programme that will have a major impact on data management within the Trust.

By utilising a low code platform to quickly create a series of eForms, the Trust's Digital Team is able to simplify the collection of information and alleviate administrative pressures on its staff.

The project launched with the build of a COVID 19 lateral flow test submission form in just two days. Rapid lateral flow tests are used help to find cases in people who may have no symptoms but are still infectious and can give the virus to others. The form enables ROH's 1,500 members of staff to submit their results in real time, which can then be easily shared with NHS England every three days.

Vickie Pring, Senior Web and Systems Developer at ROH, said: "A key driver for our digitisation strategy has been to facilitate enhanced reporting procedures, enabling us to meet the demands of the pandemic and provide the best possible care to our patients.

"When we were told the Trust would be embarking on staff lateral flow testing, we had just a few days to digitise a process. eForms provide a cost-effective solution and an accessible format for staff to share their data whilst at home. Staff simply input their employee number to search within the

database, populate and submit their test results."

The eForm template has since been adapted by the HR Department in the creation of two COVID-19 risk assessment forms. Charlotte Tattam led this project at the Trust, assisting the department in creating an easy, paperless process that is completed by a staff member in the presence of their line manager.

Charlotte Tattam, Business Data Analyst at ROH said: "We needed to create an e-Form which was easy for staff members and their line managers to use. Once staff have completed the risk assessment form and it has been processed by HR, they are provided with a PDF copy for their records.

"Our goal from the beginning was to reduce the use of paper and allow the HR Department to complete audits in a quick and efficient manner. The process saves the team hours of manual data input whilst also ensuring personal and confidential information is stored securely."

ROH uses a suite of transformational technology provided by NDL, a specialist in providing public sector software for the public good.

One of the future projects in the pipeline includes a staff feedback form, enabling staff and patients to give direct feedback to a member of staff, which will be automatically shared to boost staff morale.

Fruit orchard planted in hospital grounds

A host of fruit trees have been planted on-site as part of a large green initiative planned for the hospital.

Once fruiting, the 34 trees will provide apples, pears and plums, with the hope that staff and visitors will be able to pick their own

fruit. The trees are expected to mature in the next 3 to 4 years.

Stuart Lovack, Associate Director of Estates & Facilities, said: "The outdoor spaces at The Royal Orthopaedic Hospital continue to play an important part in the health and



(Above and right) Some of the 34 trees that have been planted at ROH

wellbeing of staff, patients and visitors alike. Our aim is always to maintain and develop sustainable environments, outdoor gardens and landscaped areas. The outdoor spaces provide meeting areas, areas for relaxation, contemplation and reflection. I hope all our patrons use and enjoy these beautiful spaces.

The trees planted are:

- 27 X fruit trees – apple, pear and plum
- 4 X Hornbeam
- 4 X each of the following (pots): Sarcococca, Vinca Minor, Heucheras, Vinca Major, Pashysandra, Carex Eversheen
- 1 X Parattia Persica 'Vanessa'
- 1 X Betula Albofascination
- 1 X Quercus Robur 'Kosta'
- 1 X Fagus Sylvatica 'Dawyck'
- 1 X Styax japonicus 'June Snow'
- 1 X Amelanchier grandiflora 'Robin Hill'.

Raised beds with 60 herb plants and 12 bird boxes are also planned for the area.

Additionally, a sweetgum tree will be planted later this year in honour of The Queen's Green Canopy initiative. With a focus on planting sustainably, the initiative invites individuals, community groups, businesses and others across the UK to plant trees.

ROH shines in Health Tech tour



ROH continues to showcase excellence in its digital transformation programme. Not only does the Trust continue to be featured in a range of industry publications but recently, Digital Programme Manager Gavin Newman led an informative session as part of the latest HTN Now webinar series.

HTN Now is a series 'for the now' featuring sessions sharing experiences, learnings, new innovations and technologies from across health and care. During the presentations, participants from the health tech community discuss and collaborate on a variety of topics focused around health technology.

The June 2021 HTN Now health tech tour provided practical advice, insight and learning from healthcare digital teams across the country and featured ROH's very own Gavin who shared an insightful presentation highlighting how the Trust is working to improve its digital growth by reducing paper usage and printing.

You can view the recording of the webinar here: <https://vimeo.com/562912289>



As well as planting new trees, The Queen's Green Canopy will protect a network of 70 ancient woodlands across the United Kingdom and identify 70 ancient trees to celebrate Her Majesty's 70 years of service.

The project will also create a pilot training programme for unemployed young people aged between 16-24 through Capel Manor College, London's only specialist environmental college of which The Queen Mother was Patron, to plant and manage trees. The trainees will also be offered 6-month work placements.

Our amazing charity!



ROH opens refurbished facilities for children and young people

Children and young people attending outpatient appointments at The Royal Orthopaedic Hospital (ROH) will now be seen in a brand-new environment designed to cater for their specific needs.

The new Children and Young People's Outpatients Department, which is located in the main Outpatients area, offers an interactive space for young patients and their families. Patients aged 0-17 years were previously seen on a ward not specifically designed as an outpatient facility.

The theme for the department is 'under the sea'. Wall art flows from the waiting area through to consultation rooms and the relaxation room to help create a familiar environment for patients and visitors. The wall art offers a distraction to both patients and any accompanying young people, such as siblings, when undergoing consultation.

Entertainment units featuring interactive games for patients up to 17-years-old offer a more inclusive, 'clutter-free' environment. Previously, only physical games were available for younger patients and, because of COVID-19 and infection risks associated, even these have been unavailable for the past year.



A renewed sensory facility has also been installed in the department.

The reflection room is a new addition and something the Trust has rolled out previously within its adult services. This is a space where patients and families can sit and reflect upon an appointment, a calming space to receive bad news and can also be used as a safe space for any issues to be discussed with staff. This space also frees up consultation rooms for more appointments.

Consultation rooms are also nearly double the size of the previous department meaning there is more space for thorough consultations as well as space for families to enter which is often when parents need to bring siblings along with them.

The refurbishment and relocation of the department has been funded by an appeal from The Royal Orthopaedic Hospital Charity, which exists to support NHS patients, their families and carers, as well as provide specialist training, equipment and knowledge to staff at ROH. It was designed by Grosvenor Interiors, specialists in hospital environmental enhancements. Colin Horn, Managing Director of Grosvenor Interiors, said: "I lost my son to leukaemia some years ago and after many years of hospital



(Above) Monica Allen, Clare Hinwood, Jo Williams and Prof. Phil Begg in the new CYPOPD and (below) some of the new additions to the department

visits I know how important the environment in children's wards can be.

"Children's spaces in hospitals are often very busy and frantic and part of our aim is to calm the spaces down so that the children and their parents are less stressed and can engage with the imaging to take their minds of why they are there."

Monica Allen, CYPOPD Manager, said: "Our new Children and Young People's Outpatients Department is vibrant and welcoming and our patients will be attending an area designed to try and ensure they have a relaxed experience in the hospital.

"We have been able to provide a multi-use area for quiet reflection and a sensory room with designated interactive equipment to assist with distraction therapy."



Contactless donation points now live

It is now easier than ever to donate with our brand-new contactless donation points located around the trust.

There are points located in Outpatients, outside Café Royale and outside all inpatient wards.

We have also installed a donation point in our recently opened Children and Young People's Outpatients Department.

Every little helps when it comes to donating to our charity. Your donations help us find lifesaving research and provide added extras for patients to make their experience with us that little bit easier.

Make a £3 donation to The Royal Orthopaedic Hospital Charity and support our work. For the price of a cup of tea, you can help us do what we do best. To donate, simply tap your contactless debit or credit card on the donation point!



FOLLOW US ON SOCIAL MEDIA:



CHECK OUT OUR WEBSITE: WWW.ROHCHARITY.ORG



Sporting events

Cricket match between UHB and the ROH!

Staff from The Royal Orthopaedic Hospital are also due to take on colleagues at University Hospitals Birmingham (UHB) in their first charity cricket match Sunday 5 September 10:00 – 15:00 at Hagley Cricket Club, raising funds to support children and young people's services across both trusts. The public are invited to attend to join in the family activities. Tickets are £3 per person or £7 for a family (2 adults and 2 children).

Book yours via bit.ly/NHSCharityCricketMatch2021 or call 0121 685 4379 for more information.

Are you the sporty type? Want to support us? You can sit back relax and let us all do all the admin once you have signed up to fundraise for #TeamROH. We will sign you up to the event you have chosen and pay the fees involved.

All you need to do is raise the minimum fundraising fee attached to each event. You can support us by taking part in any of our organised events, be it alone or with family, colleagues or friends. By signing up you will receive the following, at no cost to you:

- Goodie bag complete with ROH Charity cycling/running/workout gear to suit the event you have chosen.
- Our Fundraising Team will send you bespoke tips and tricks on how to fundraise both online and within your community.
- We'll be there cheering you on on the day to give you an added boost!

Upcoming sporting events include:

- Great Birmingham Run (10k and Half Marathon options available), Birmingham City Centre, 10 October 2021: sign up at: www.rohcharity.org/current-events

Looking to take part in your own event?

Contact us on roh.charitablefunds@nhs.net - we want to hear from you!

Patient gives back to say thank you

Chelsea Butler is a patient. She has hip dysplasia and was diagnosed at ROH after experiencing pain since childhood. Here she tells us a little bit about her story and why she chose to raise money for The Royal Orthopaedic Hospital Charity by organising an NHS Big Tea event. You can read her full story at www.rohcharity.org

"After years of hip problems I was referred to ROH surgeon Mr Politis for the first time in 2017, not sure what to expect. Scans showed acetabular retroversion and femoral retroversion. As shocking as the news was, I felt a huge weight lifted off me from being listened, trusted and respected and my pain and symptoms taken seriously.

"In 2018, I had my right Birmingham Interlocking Pelvic Osteotomy, also known as a TPO. I was amazed to discover that the type of surgery I was having was created at this very hospital. In February 2019, I had the metalwork removed followed by September 2019 having left TPO surgery. All of this was fitted around completing my Master's Degree at University of Warwick.

"2020 saw an abrupt halting of regular services for patients like myself due to COVID-19 however my surgeon reassured me and I still felt involved in my care and planning during this time. I was able to have my right hip scanned in June and from there, we discovered a possible labral tear. In September, I had the metalwork removed from my left hip and I felt completely at ease with how thorough ROH were with planning elective surgeries during a global pandemic. On the ward, I met another 'young hippie'; we remain in contact and will be meeting up soon. In November, I was able to sign for a right arthroscopy of my right hip; however,

surgeries had once again been postponed due to the pandemic.

"In March 2021, my surgery was able to go ahead and I had my right arthroscopy for a labral repair and cam debridement. The support I have had from the Physiotherapy Team (Alison from Hydrotherapy has the highest level of patience) and regular contact with Mr Politis is getting me through this recovery.

"The care I have received from the Young Adult Hip Department has been outstanding and I believe they deserve recognition for the amazing work they do. There was one occasion when I attended an outpatient appointment to see Mr Politis and discussed research available regarding hip surgeries and treatments. He took the time to consider these with me so that I could come to a decision and I never felt rushed despite it being a busy clinic. During all of my outpatient appointments, I have never felt time-pressured, nor have I felt there to be an 'expert vs patient' imbalance. My views are always considered and I have been given the confidence to challenge and explore alternative options so that I feel assured of the treatment I was going ahead with.

"Because of the outstanding care I have received from the Young Adult Hip Department alongside physiotherapy, and what with the extremely challenging fifteen months so far, I wanted to give something back to a hospital that has given me so much. I also feel passionate about raising awareness about young adult hip problems because early detection is key. Being a young adult going through hip surgeries and treatment has had its lows of pain, recoveries, judgements and worries but it's also had its highs of making new friends, discovering hip communities and support networks I never knew existed. This is



(Above) Chelsea Butler, a patient at ROH

why I held an NHS Big Tea event, with money raised going to The Royal Orthopaedic Hospital Charity. Lots of businesses came forward with offers to help and I have been overwhelmed by the generosity of donations.

I hope that with the money raised will help staff such as my surgeon with their wellbeing, to show we really do appreciate their care and time and to help patients like me."

THANK YOU - Spotlight on our amazing fundraisers

Thank you to our amazing fundraisers who, by organising their own NHS Big Tea events, raised almost £1,000 for us!



Thank you Chelsea Butler
Chelsea held a fundraiser in her parents' sheltered accommodation for members of the community. This included a raffle of gifts from an amazing assortment of businesses. She raised a fantastic £648!



Thank you Tammy Fook
Our Fundraising Officer Tammy invited friends round to her garden for tea and cake to mark the Big Tea. She raised a brilliant £150!



Thank you Selly Oak Trust School
The specialist science college organised a 1940's-themed tea party with students and staff. They raised an amazing £130!

With your help we can make a difference...

“If it helps just one person, it will have been worth it”: Shining the spotlight on disability awareness

Eight members of staff have come together to take part in an exciting multimedia project, highlighting different disabilities, both visible and hidden.

‘Seeing beyond the stigma’ is a photography and video exhibition which aims to show the importance of destigmatising disabilities, produced by and featuring staff at The Royal Orthopaedic Hospital NHS Foundation Trust (ROH).

The participants, Vickie, Alex, Maureen, Clair, Monica, Richard, Suzie and Stephen, represent a number of disabilities between them. Some have mental health conditions or learning disabilities, where others have physical conditions like osteoarthritis or partial sight. Two of the participants are recovering from chemotherapy and radiotherapy from cancer treatment – something many people don’t realise is classed as a long-term disability.

Every story is different but there is a common thread between them all; the need to be kind, the need to see the individual beyond the disability and the importance of taking the time to understand.

The exhibition was funded by the NHS Workforce Disability Equality Standard (WDES) Innovation Fund. The WDES is helping to inform year-on-year improvements in reducing barriers, driving changes in attitudes, increasing employment and career opportunities and implementing long-lasting change for disabled people.

The WDES is a set of 10 specific metrics which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff.

The Trust has made significant progress in the past few years in how it supports diverse staff groups, patient groups, visitors and community with the aim of ensuring that the Trust is seen as a truly inclusive organisation through creating a sense of belonging.

A key part of this success has been linked to the work undertaken by the ROH staff networks; notably the Disability Network. The members of this network have been the key motivating force behind this project. From the start when the Trust reviewed the bid criteria, they have been incredibly positive working together as a group to help educate and promote awareness across the Trust and wider.



Head of Inclusion and Organisational Development, Clare Mair, said: “We wanted to pursue the project, as raising awareness of different types of disability and how they impact lives is incredibly important. Disability awareness campaigns highlight what daily life is like for somebody with a disability.

“We wanted our participants to tell their stories in their own unique way and a way in which they’re comfortable doing so. We also felt it vital to ensure we are representing our wonderful colleagues across the Trust who may have invisible disabilities, including mental health conditions.”

The network decided to design a project that includes four elements that could

roh.nhs.uk/beyondstigma

stand independently or interlink. A photography project comprising of a series of photographs portraying staff members who are passionate about highlighting and raising awareness of their disability or long-term illness. The staff involved came from a diverse background not only in terms of disability but also across the nine protected characteristics.

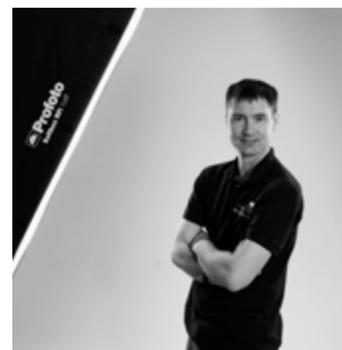
A series of ‘talking heads’ videos featuring the staff from the photography exhibition to enable them to share their own individual story, in their own personal way. They were encouraged to share their story in a way in which they are comfortable doing so.

Awareness sessions will be designed to be used in different formats i.e. classroom-based, virtual, webinar and podcasts using the photography and videos. The awareness sessions will also be used in other intervention such as staff induction and team meetings.

A buddy scheme will also be available for disabled staff to access from when they join the Trust. It will offer support and mutual understanding and education. Those participating in this scheme have been offered the opportunity to receive skills development.

One participant in the project said: “It has empowered me to talk about my condition, when I wouldn’t have necessarily done so. It made me think about my condition and how I have faced stigma in my life, and not realised it.” Another added: “If this project helps just one person take a moment to think about whether they are struggling and will go to their line manager for help, it will have been worth taking part in it.”

You can see the whole exhibition in person at The Royal Orthopaedic Hospital outside our Outpatient’s Department or online at www.roh.nhs.uk/beyondstigma



“We adapted because we had to” Trust says thank you to nurses

The Trust recently celebrated International Nurses’ Day, a day marked to highlight the contribution of nurses worldwide.

Nurses in the Outpatients Department celebrated with a display entitled ‘Why I Nurse’, which highlighted the reasons they joined the profession.

They also used ROH Values cards (which staff can fill out and give to staff they think embody the values of the Trust) to show each other their thanks and appreciation. Every member of the Outpatients nursing team has been redeployed to another area at some point during the pandemic.

Nurses in all departments across the hospital were also gifted with a unique card and small token of thanks from the Trust.



(Above) One of the International Nurses’ Day displays

In a message to all staff, Garry Marsh, Executive Director of Nursing & Clinical Governance and Director of Infection Prevention and Control, reflected on the past year and the COVID-19 pandemic, thanking staff for their support but saying “I hope it’s a year I never have to repeat in my career.”

He said: “It’s difficult to articulate everything we have faced in our different nursing roles but I think it was summarised well by a DJ on Radio 2 at the weekend who said ‘we always knew nurses were special but the pandemic has proved just how special they really are’.

“The last year has been unique for all of us in our professional lives. It has been one of those rare moments where, as an experienced nurse, I had no previous experience or knowledge of the evolving events, which we faced together. We adapted almost daily to multiple versions of last minute national guidance, constantly amending our practice, which I recognise added anxiety to an already difficult situation.

“I think we have all felt versions of this and as I reflect I think I can say with sincerity that while not everything was perfect, I did my best and tried to consistently make the right choices. I am sure you feel the same way.

“It’s been a year where we have also seen many different cohorts of patients being cared for at the Trust with many more vulnerabilities than our usual cohorts. I’m proud of how our nurses responded and provided patient care, for those recovering and for some patients, during their final days of life. I’m proud that despite the challenges, our high standard of care and quality was maintained, as evidenced by no increase in avoidable patient harm or complaints. To deliver this while also taking up the supportive role that relatives would normally offer (as restrictions meant relatives could not be on the ward) is nothing short of amazing.

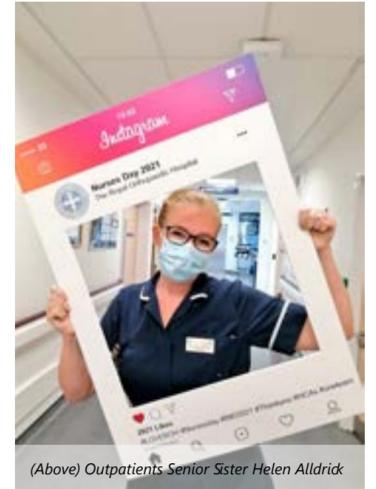
“It’s been a year where many of you have experienced a feeling of professional vulnerability as you have been redeployed into clinical areas very distant from your usual roles, both in the Trust and the wider health system. Despite this, you have selflessly responded to the needs of the patients and this is to be much-admired.

“It’s been a year where alongside the anxieties in your professional lives, many have faced challenges outside of work. Some have experienced the personal loss of family and friends. It is commendable that you have dealt with this at the same time as coming to work and prioritising the care our patients have needed.

“It’s been a year where I have recognised that as a profession, we cannot deliver what we do without all of our colleagues that exist in the many different roles that the NHS has and I

thank them for the support to our profession over the last year.

“It’s been a year where I’ve felt as a profession, we have achieved and delivered so much for patients and one another. But I hope it’s a year I never have to repeat in my career.”



(Above) Outpatients Senior Sister Helen Alldrick

New pre-op facilities open

The Pre-Operative Assessment Clinic (POAC) at ROH has a new home.

All patients who have surgery at ROH attend POAC for an appointment prior to their operation. Pre-op is a ‘health check’ to ensure that patients are fit and ready for surgery. Following this assessment, if well enough, they are given a date for surgery.

The new improved facilities have created 11 new consultation rooms for POAC and 5 for the Rapid Response team, who play a vital role in responding to deteriorating patients.

They are co-located with the Outpatients Department, which creates a shorter journey for patients moving between the two areas for various appointments.

Prof. Phil Begg, Executive Director of Strategy & Delivery, said: “These new facilities are fantastic and will provide not only facilities that our patients deserve but also a brilliant environment for our staff to work in.

“Thank you to all of the teams who have worked tirelessly on this and the many other capital build projects we currently have ongoing at the Trust.”



(Above) The team in the new POAC

ROH supports important research into COVID-19

Thanks to a study at ROH, patients have been successfully contributing to research into COVID-19.

The research study is called ISARIC and is funded by the National Institute for Health Research (NIHR) in collaboration with Oxford University and the University of Liverpool.

A total of 56 patients with a positive COVID-19 swab on admission to ROH have taken part.

The study is observational whereby data is captured about the patients to learn more about the unknown disease processes and improve treatments.

As this is a nationwide study with a central database, live information such as patient demographics, treatment pathways, medication and blood results is inputted daily. This has resulted in the team learning more about the disease processes which in turn has changed how they treat current patients today. Some examples include the awareness that dexamethasone improves symptoms, that the BAME community are more at risk of developing COVID-19 and co-morbidities such as diabetes are a contributing factor to a patient’s risk.

As ISARIC is still ongoing and screening continues, ROH can continue to contribute to the fight against COVID-19.

Hopefully this shows the real impact of

research and why it is so vital that staff and patients continue to support research and the team to carry out the work that we do.

International Clinical Research Day 2021

The team recently took part in International Clinical Research Day, which aims to raise awareness of clinical trials and clinical research professionals. The day, on 25 May, is observed annually worldwide.

COVID-19 made 2020 the most challenging year in decades for the NHS – but clinical researchers rose to the challenge. Thanks to clinical trials, millions of doses of life-saving vaccines have been developed and administered around the world, giving hope for a better year ahead.

Every day, clinical researchers rise to a new challenge and give patients and families hope for a healthier, more promising tomorrow.

The ROH Research Team’s aim is to offer every patient the chance to take part in a research study or clinical trial, with the aspiration to be at the forefront of research and innovation.

For more information about research at ROH, visit <https://www.roh.nhs.uk/about-us/research>

Download the NHS App and get your COVID-19 vaccine passport

The NHS App is now available to use as a vaccine passport.

The NHS App is separate to the NHS COVID-19 App, which is used for contact tracing.

You can already use the NHS App to book appointments, order repeat prescriptions and see your full medical records.

If you don’t have the NHS App, you can download it now from the Google Play store or Apple iStore on your smart phone or tablet. It will record when you have had both doses of the vaccine and automatically

create a vaccine passport. Your vaccine passport will only show when you have had both doses.

If you already have the NHS App, it will record when you have had both doses of the vaccine and automatically create a vaccine passport. You do not need to do anything.

If you have the NHS App and get a message to say you need to contact your GP Practice, this is an extra option to get full access to your medical records in the NHS App. To get access to your full medical records in the NHS App, you need to contact your GP Practice and request access to your detailed

coded record. Please avoid calling your GP practice at peak hours when people are trying to book appointments, and if possible email them. The GP Practice will take appropriate time to action your request. This is completely separate from the vaccination information and will not affect your access to the vaccine passport.

If you are planning to travel, please register to use the NHS App at least two weeks before travelling.

A paper version will also be available by calling 119. The paper letter should be requested at least five days after a second

vaccine, and can take up to five days to arrive so make sure to leave plenty of time if you need it to travel.





BHBNradio

A radio station for Birmingham hospitals and the community.

Weekdays

- 12:00** The Golden Hour Hits from 50's – 80's Music Selection
- 13:00** Light Lunch, Big Band Classic Standards, and Radio Days Music Selection
- 22:00** The Soul Train by Peter Bayliss (pre-recorded)
- 23:00** Late Night Love Songs Music Selection and the BHBN Music Selection throughout the day between live shows

Monday

- 10:00** The Morning Show, Dave Horton
- 16:00** Good Vibrations, Lily Grace James (Live)
- 20:00** Evening Show, Dale Hobson (Live)*

Tuesday

- 10:00** The Morning Show, Adelle Davies
- 15:00** Music from Stage & Screen, Jo Connop
- 17:00** Joe Kennard (Recorded at home)
- 20:00** Evening Show, Kira Hughes (Live)*

Wednesday

- 10:00** The Morning Show, Bill Waldron
- 15:00** BHBN Country (BHBN Music Selection)
- 17:00** Words & Music, Brian Henderson (Live)
- 20:00** Evening Show, Leon Lewis (Live)*

Thursday

- 10:00** The Morning Show, Lily-Grace James
- 14:00** Music Box, Pete Bayliss (Live)
- 17:00** Chris Friday (Recorded at Home)
- 20:00** Evening Show, Doug Jackson (Live)*

Friday

- 10:00** The Morning Show, Paul Stanley
- 14:00** The Weekender Bill Waldron (Live)
- 18:00** Evening Show, David Elliott (Live)*

Saturday

- 09:00** BHBNGold, Colin Monnaf (Live)
- 12:00** The Frock Show, Sarah Morris (Live)
- 15:00** Sport & Music on non-live matchdays
- 20:00** Saturday Night In, Andy Swaby (Live)*
- 22:00** Reggae Selection

Sunday

- 10:00** The Golden Hour, 50's – 80's Hits
- 11:00** Kids Time with Kira Hughes (Live)
- 13:00** The American Country Countdown Top 12 (pre-recorded)
- 16:00** Care Home Requests & Duets, Shaz Hill (Live)
- 18:00** Asian Mix Music Selection
- 20:00** Evening Show, Paul Stanley (Live)
- 22:00** The BHBNclassics Music Collection.

*The BHBNradio Evening Shows are sponsored by Wiltshire Farm Foods. The programme situation may change so keep up-to-date on social media [facebook](https://www.facebook.com/BHBNradio), [instagram](https://www.instagram.com/BHBNradio) and [twitter](https://twitter.com/BHBNradio). BHBN programmes are available via the BHBNradio App available from the Apple and IOS App Stores

A day in the life of... Uzo Ehiogu



Uzo Ehiogu is a Clinical Teaching Fellow in the Education and Training Department at The Royal Orthopaedic Hospital.

"My day often starts in the early hours of the morning when most people are still asleep. I am either out on a run or on my turbo training starting the day with a long cycle. This is generally at about 5:30 am most mornings! I like this time of the day because my wife and children are still asleep and it's a good time to collect my thoughts and plan out my day's activities. Then after about an hour or so of physical activity it's time to get the kids up for school and help get breakfasts and school bags ready. Once my wife and kids have left for work

I head into work for an 8:30am start.

"My day at ROH is varied but after quickly checking emails I start my teaching commitments. I am a Clinical Teaching Fellow in the Education and Training Department. The role involves providing educational support and leadership to the Undergraduate Academy. We educate over 500 fourth and third year medical students each year at ROH from both the University of Birmingham and Aston University. Students come to us for two-week clinical placements during which we provide them with a mix of formal lectures and opportunities to attend clinics and theatres. We also offer a patient simulation programme for students providing them the opportunity to practice diagnostic and communication skills in a supportive environment. Additionally, I teach on the GP registrar programme and mentor postgraduate physiotherapists on Masters of Science programmes.

"My clinical commitments at the hospital revolve around advance practice in musculoskeletal rehabilitation. I am in my final year of a Masters of Science in Strength and Conditioning (S&C) Science and have focused from the outset on imbedding S&C practice into my NHS physiotherapy work. So, I see a mixture of complex physiotherapy patients after surgery that require a blended approach

of physiotherapy and physical preparation strategies to optimise their return to sport or demanding occupations.

"Away from ROH I have a portfolio of activities that I am involved in on an ad-hoc voluntary basis. For example, I am a media spokesperson for the Chartered Society of Physiotherapy (CSP) on musculoskeletal physiotherapy and strength training matters. I am a consultant for a humanitarian charity delivering medical rehabilitation aid. Last year I was a rehabilitation clinical champion for an NHS England COVID-19 initiative.

"After leaving work my day does not end! I have two very active children who are both involved in serious sport. So, my evening is split between managing training programmes for my 11-year-old who is a gymnast and my 13-year-old who is an indoor climber. This often means that when I am coaching them in their respective strength training programmes for their sports it's another opportunity for me to get in another training session! Then it's time for dinner and roll on the next day!"



(Left) Uzo at ROH and (above) Climbing is one of Uzo's passions outside of work

Pharmacy gets new robotic dispensing solution



The Trust's Pharmacy Department has moved, with much-improved facilities now available for staff and patients.

The 26-strong team moved into their brand-new department, which is located outside the entrance to Ward 1 on the Ground Floor of the hospital, in June. It is a long-awaited relocation for the team from their former home adjacent to the courtyard.

The new pharmacy has an open-plan dispensary with better workflows from receipt of prescription to dispensing, labelling, checking and handing out medicines, a goods-in entrance for receipt of goods and an automated fill-in box to speed up the time to input medicines into the robot.

A new pharmacy hatch with glass sliding partition allows staff to greet and assist patients. This looks out to a new comfortable

and accessible waiting area with a TV screen showing progress of prescriptions in real time.

However, the focal point of the new space is the state-of-the-art Medimat dispensing robot. The Medimat, which measures 8 metres in length, is Omnicell's next generation, pack picking robot. It automates the storing, management and dispensing of medication packs.

The team load and store all medicines in the robot for safe and secure storage; it can hold up to 10,000 items. The robot also has the ability to scan 2D barcodes and record batch numbers and expiry dates for improved stock control.



(Above and right) Pharmacy's new dispensing robot

Also new for the team is a switch to the use of WellSky, the dispensary software for ordering, procurement, bulk supply, dispensing and labelling medicines. This switch allows for interfacing with both the new robot and Omnicell cabinets, which store medicines. It also provides a more robust and

comprehensive pharmacy system which will allow integration with future systems and projects.

ROH Pharmacy is responsible for 16,000 prescriptions a year; a combination of outpatient, inpatient and 'to take out' (TTO) prescriptions.



How to get there...

If coming from Outpatients, head towards Café Royale, take the lift or stairs to the Ground Floor then follow the signs for Pharmacy.

If approaching from Gate A, walk through the entrance and go straight down the corridor, turn left at the lifts and follow signs for Pharmacy.

First-time placements for Aston University students

Despite the many challenges that COVID-19 has presented, the Medical Education Team at ROH have had an exciting year.

In October 2020, the team welcomed its first cohort of third-year students from Aston Medical School for a two-week orthopaedic placement. This was an interesting development for ROH as the team as the Trust had previously only had medical students from the University of Birmingham.

The second cohort of Aston students attended for two weeks in February 2021. Years of planning between the ROH and the university resulted in a huge success. Because of this, the Trust was thrilled to invite all 63 students back for their Perioperative Medicine placement (POM).

Following a two-day virtual POM induction in April, the students returned to the hospital from May to June. The placements were made up of 10 students each and ran weekly for six consecutive weeks.

Dr Simran Minhas, Consultant Anaesthetist and Senior Academy Tutor for Perioperative Medicine, has worked hard to fill the week with a variety of clinical activities during the morning and arranging faculty members to deliver teaching during the afternoon.

During their placement, the students visited HDU, Pre-Operative Assessment Clinic (POAC), Theatres, had a session with the Rapid Response Team and attended both acute pain ward rounds and consultant physician ward rounds with Dr Martin Goodman.

The teaching received in the clinical areas was popular amongst students. One student said: "I

loved my experience in theatre, it has made me consider anaesthetic as a career!"

The afternoon teaching was delivered in the new Medical Student Mezzanine located in the Knowledge Hub, covering topics such as organ-based complications with applied physiology, the deteriorating patient and a clinical skills session with prescribing.

The team would like to say thank you to Dr Minhas for organising such a successful programme and to all of the faculty members and everyone involved in the planning and preparation. They say they are looking forward to welcoming the next academic year of Aston Medical Students - this time 115 students!



(Above and below) Dr Salem Jamhour, Clinical Teaching Fellow, working with the students



Apprenticeship opportunities for staff

Are you a member of staff who is thinking of a change of role? There are a host of apprenticeship opportunities available to you, regardless of ability.

The new ROH Career Pathway tool helps to demonstrate what apprenticeship opportunities are available to both new and existing staff. It is available at: www.rohcareerpathfinder.com

The Education Team can also support staff with achieving their Functional Skills Maths/English Level 2 qualifications either through an Apprenticeship or in advance of commencing a Higher Level Apprenticeship.

There is a wide range of roles available via apprenticeships at ROH. Some apprenticeships currently being undertaken include:

- Customer Service Level 2
- Pharmacy Technician Level 3
- Assistant Accountant Level 3
- Team Leader/Supervisor Level 3
- Business Administration Level 3
- Trainee Nurse Associate (TNA) Level 5.

In 2020, 18 learners achieved their Functional Skills Maths/English at Level 2.

The Trust has a number of TNAs at different stages of their training, from three cohorts. The first cohort will be completing their qualification in September 2021 and they will become Band 4 nursing associates, a fairly new role to the Trust. Jacqui Fildes is the Clinical Trainer for the TNAs and supports competency development, placements as well as working with Birmingham City University (BCU) to support learners on the programme and supporting placements from other areas. Those interested in pursuing this route need to have completed the Care Certificate programme and have GCSE Maths English ('pass' grade) or equivalent Level 2 Functional Skills as a minimum.

Harry Rutter, Bradley Redden and Naomi Newhill completed their Healthcare Assistant Practitioner Level 5 Apprenticeship with Birmingham City University. The Trust recruits its Assistant Practitioners from our TA workforce delivering a career pathway from Band 2 to Band 4. The trio won the Apprentice/Learner of the Year award at last year's Leading Lights Staff Awards.

Finance apprentice Shelly Willis undertook her AAT Qualification at South & City College. She said: "The course has been quite challenging especially as this was my first role in Finance. However, with the support and guidance from my team members I have got through the various exams - their help has been invaluable. I appreciate their knowledge and experience in the industry."

"I would definitely recommend an apprenticeship of a way to get on to your chosen career path. The learning while earning is helpful, as well as learning from the basics is useful to progress into higher/permanent positions. I am now the Assistant Directorate Accountant and I couldn't be prouder of my journey."

For a discussion about apprenticeships for existing staff please contact Claire Felkin, Learning & Development Manager on [Claire.Felkin@nhs.net](mailto: Claire.Felkin@nhs.net)

For information regarding apprenticeship vacancies in the Trust please search our Recruitment/Vacancies or search NHS Jobs.

Electric cars get the green light



The Trust has replaced all of its pathology vehicles with electric cars, as part of its ambition to help 'make Birmingham a cleaner city'.

The cars, which are part of the Trusts wider net carbon reduction strategy, are used to collect and deliver blood samples to the Pathology Team.

The new cars, the Nissan Leaf, have replaced older diesel models. The Nissan Leaf was awarded 'Car of the Year' in the 2019 Stuff Gadget Awards by Stuff Magazine, the world's best-selling gadget magazine.

They have a high-capacity storage battery unit, because of how much mileage they are required to do. The vehicles are used for the specimen and blood collection for the Trust, which is a 24/7 service.

There are two Pod Point charging points located outside of the Estates building, opposite the hospital's Main Entrance and more are planned in the future. They are currently charged out-of-hours and last an estimated 200 miles when fully charged.

Trying to do our bit for the clean air zone and carbon net reduction in Birmingham.

Scheduled collections and drop-offs are between ROH and the Queen Elizabeth Hospital in Edgbaston but the cars occasionally travel to Birmingham Children's Hospital, which is in the Clean Air Zone.

The Estates Team also support ad-hoc requests to other NHS providers and requests from departments such as Theatres, to deliver and collect equipment. They are hoping to create a more permanent logistics provision to support the wider system in the future.



Celebrating Pride Month at The Royal Orthopaedic Hospital



It was introduced by Margaret Thatcher and her Conservative government in 1988 and repealed by Tony Blair's Labour in 2003 (after an earlier, unsuccessful attempt to do so in 2000).

Pride is held in June to mark the anniversary of the Stonewall riots, a series of protests that occurred in New York City after police attempted to raid the Stonewall Inn, a popular gay bar, in the early hours of June 28, 1969. The confrontation sparked a gay rights uprising that grew year on year - including in other American cities and abroad - with each passing anniversary.

ROH has been on a significant journey over the past few years to ensure inclusivity and equality is more important than ever.

Flying the flag

To mark LGBT+ History Month in February, the Trust proudly unveiled its new LGBT+ flag (above). This updated design, by Portland-based designer Daniel Quasar, adds five arrow-shaped lines to the six-coloured Rainbow Flag, which is widely recognised as the symbol LGBT+ communities. The flag includes black and brown stripes to represent marginalised LGBT+ communities of colour, along with the colours pink, light blue and white,

which are used on the Transgender Pride Flag. You can read more about the flag here.

Be Myself

The Be Myself WhatsApp group was started by the Equality & Diversity Network as a means for staff who identify as LGBT+, and allies (those who don't identify as LGBT+), to offer support, advice and conversation to each other. It is an informal chat - those who join can choose to contribute as little or as often as they like. Its purpose is purely to let staff know that support exists. If you would like to join the group, email David.Richardson2@nhs.net. The Be Myself group is in addition to the Equality & Diversity Network, which supports all staff to feel equal. The network meets regularly - if you would like to join the network, email Clair.Ford@nhs.net

Birmingham Pride

Plans will soon be underway for ROH's involvement in Birmingham Pride, one of the UK's biggest LGBT+ festivals. Birmingham Pride will take place in the heart of Birmingham's Gay Village Saturday 25 - Sunday 26 September 2021 and will feature music acts, drag and cabaret performances. Similar to 2019, the Trust had planned to take part in the annual Pride parade, however, due to social distancing these plans have not been confirmed. Please contact Clare.Mair@nhs.net if you would like to help with planning or get involved.

NHS Rainbow Badge

The NHS Rainbow Badge initiative gives healthcare staff a way to show that their place of work offers open, non-judgmental and inclusive care for all who identify as LGBT+ (lesbian, gay, bisexual, transgender; the + simply means inclusive of all identities, regardless of how people define themselves).

A Stonewall survey found that one in seven LGBT+ people have avoided medical treatment for fear of discrimination, and almost one in four have witnessed discriminatory or negative remarks against LGBT+ people by healthcare staff.

If you see someone at ROH wearing a badge, please feel free to ask them about it. The badge is a reminder that you can talk to our staff about who you are and how you feel. They will do their best to get support for you if you need it. Email roh.comms@nhs.net to get your badge.



(Left) The NHS Pride Parade 2019 and (left) Clare Mair and Victoria Scott from ROH

In June, Pride Month is celebrated worldwide. Everyone at ROH wants to ensure visitors and staff feel empowered and supported to be whoever they want to be and bring their most authentic selves to work, or when seeking medical treatment.

What is Pride Month?

Pride is not to be confused with LGBT+ history month, which is celebrated in February in the UK - to coincide with celebrations of the abolition of Section 28 in 2003. Section 28 was a law that prohibited the "promotion of homosexuality" and hindered education about homosexuality in schools.

Equality & Diversity Staff Network celebrates three years



Staff networks have become an important part of the inclusion journey at ROH.

The Equality & Diversity Network was the first of these groups to be formed in 2018 with the aim of raising awareness and promoting inclusion across the Trust. As the network approaches its three-year anniversary, its Chair, Claudette Jones, speaks about the group's activity and plans for the milestone.

What is your primary role at ROH?

I am a Senior Research Nurse in the Research, Development and Teaching Department - which I love. I love being part of a team that provides the best possible care for our patients,

and facilitates a supportive environment for colleagues.

When did you get involved with the E&D Network?

I got involved with the E&D Network at the very first initial meeting in the early stages of setting it up in August 2018.

What was the first meeting like?

It was only a few of us at that first meeting - six or so people wanting to know what it was all about. The first discussion was focussed around how we would want to see such a group progress. The idea grew from strength to strength and three years on the E&D Network is thriving with regular meetings and a core group of members.

What is it like for you being Chair of the E&D Network?

I totally love it! I'm very passionate about raising awareness at the hospital around issues relating to equality and diversity. The network has given me the opportunity and platform to have that voice and hopefully encourage positive change.

Why do you think we need E&D network?

The staff at ROH are what make the hospital so special - we work to provide the best possible care to our patients. It's important we all have a

voice and feel comfortable to be our authentic selves. I'm a strong believer that if you want to see change, you have to be that change.

Through the Trust's inclusion agenda, staff have the resources we need to be the change - it's up to us to raise our voice. The E&D Network and other networks are one way we can do this.

What would you say is your proudest E&D Network moment?

Black History Month 2019 was one of the network's proudest moments. We held an awareness day with information stands and food. So many people came out and wanted to support the network. It was at that event that I really felt as if the network was really embedded in the Trust. It was a really positive environment and a wonderful vibe. I'll never forget it.

Are you involved in any other networks?

The Trust has a growing number of networks run by colleagues to promote the voice of our diverse staff groups. Since the E&D Network launched, other networks have formed which is great news in terms of amplifying the diversity of staff voices. I support all the other networks and try to attend meetings and get involved, particularly with the Multi Minority Ethnic Group (MMEG) and Disability Network. I love seeing the networks and what they are doing for staff in the Trust. It's my passion to support

them and help in any way I can.

How are you celebrating the three-year anniversary of the E&D Network?

We are hoping to celebrate and showcase the work that all the networks are doing at an event in September. The E&D Network was just the start so it's important for me that we give all networks an opportunity to celebrate the day with us. More details to follow but it will be a chance to celebrate and reflect on how far the network has come.

When is the next E&D Staff Network meeting?

Our next meeting takes place on Wednesday 11 August from 10:00 - 12:00.

You can find out more about the E&D Network on the staff intranet.



Thank you for your service

The Long Service Awards 2020 were celebrated in March with a small ceremony.

The awards, which were due to be given out last year but were pushed back due to the pandemic, recognise those members of staff who have dedicated 20 or 40 years' service to the NHS. The service does not have to be continuous service in one location.

The ceremony was attended by ROH Chief Executive, Jo Williams and Chair, Tim Pile. There was also a special touch as recipients were given their awards by their colleagues.

Clare Mair, Head of Organisational Development & Inclusion, said: "It is fantastic to see our staff being celebrated for their long service to the NHS. To be able to mark the occasion is important to ROH and, especially in these times, to be able to have small ceremony was a huge boost to morale for those receiving their awards."

"The Trust is proud of all its staff and the dedication they show; some of whom have been doing so for decades."

We'd like to wish congratulations to every long serving member of staff, including Clair Ayling-Whitehouse who has 20 years' service but was unable to attend the awards in person. Thank you for your service.



Brett Ellis - 20 years service



Debbie Kirkman - 20 years service



Nikki Green - 20 years service



Alan Wallis - 40 years service



Roger Tillman - 40 years service



Julie Clinton - 20 years service



Lorraine Mole - 40 years service

"You still need time to rest and recharge" Staff encouraged to take 'wellbeing day'

Earlier in the year, all staff at ROH were given a 'wellbeing day' as a small token of thanks for their hard work. Staff are able to take the day between now and March 2022 and the extra day is in addition to their annual leave entitlement. The Wellbeing Team are encouraging all staff to take their day as a way of spending time doing something that makes them happy, away from work. Here is how some staff have spent theirs...



Ricky Monk - HR Recruitment Assistant (pictured left)

"I helped my girlfriend in her college course - Media and Theatrical Make-Up Studies - by being a make-up model for the day. She needed someone to apply her specialist prosthetics to and I used my day to help her out. It was actually quite therapeutic as I got to sit there and didn't have to do anything."

Clare Felkin - Training and Development Manager

"My wellbeing day was super; I booked a night away at Studley Castle, with lunch on arrival, we watched a film in their cinema, enjoyed

a three-course evening meal and evening entertainment (a Motown and soul show and Queen tribute act). The following day we spent time in the wonderful spa relaxing in the pool followed by a leisurely breakfast. It was great to have a short break from home, away from the constant housework and cooking and a day to re-set."

Claudette Jones - Senior Clinical Research Nurse and Chair of the ROH Equality & Diversity Network

"It was fantastic to just have a day to focus on myself. I spent some quality time with my rabbit, Miss Rab, eating and sleeping. My husband was aware that it was my wellbeing day, so he did the cooking. Over the course of many years I have now managed to have a day off "just for me". I totally enjoyed having a glass of wine on a school night without thinking about being an adult and getting up for work the following day - bliss. A big thank you to ROH for this day, it was very much appreciated."

Rachel Loveless - Clinical Services Manager - Business Development

"I took my wellbeing day in March when I was really lucky to have some good weather. I went on a bike ride and took my book so I could read by the river. I didn't realise how much I needed some time just relaxing and not having to worry about work or doing all the DIY projects I have around the house. I'm really grateful that ROH was able to give me the chance just to take a day for me which was extra to my annual leave. It's really important to take time away from work even though there's limited opportunities

at the moment to go on holidays or go to big events. When you are working you still need time to rest and recharge. I have encouraged all my team to take their days too to enjoy themselves and relax.

Andrew Cumming - Advanced Podiatric Practitioner (pictured below)

"It was my 40th birthday and I decided to spend my wellbeing day with my son Ben, who would usually have been in nursery. I went for a walk locally with him around the fields near where I live as Ben quite likes being out and about. We then went and met my parents for coffee at a country estate in Shropshire with a walk around the grounds of Dudmaston Hall. As I usually finish quite late on a Wednesday, I was able to help put Ben to bed. It was a very nice day relaxing (as well as it can be with a one-year-old who has just started to walk!)"



Come and join Team ROH

Fancy working at one of the largest specialist orthopaedic units in Europe?

The Royal Orthopaedic Hospital NHS Foundation Trust (ROH) offers planned orthopaedic surgery to people locally, nationally and internationally.

The Trust is a very special place; big enough to deliver world class services and small enough to offer exceptional patient and staff experience. It offers a working experience unique in the West Midlands and is always on the lookout for passionate people to join its award-winning team.

ROH is an equal opportunities employer, committed to growing an inclusive culture, where difference is celebrated and people feel able to bring their whole and authentic self to work. It is a Disability Confident Committed employer and offers a range of inclusive, family-friendly and flexible working arrangements and policies, to support its people in the workplace. ROH welcome applications from people from all backgrounds who meet the essential criteria within our person specifications.

How to find vacancies at ROH online:

- Visit www.jobs.nhs.uk
- Go to 'browse jobs'
- Select 'T' for The Royal Orthopaedic Hospital
- Select 'view jobs from this employer'
- Browse the fantastic vacancies we have available.



Tea Break Brain Teaser

Quiz Challenge

1. A penholder grip is used in which sport?
2. Armadillos and anteaters are classified as edentates, meaning what?
3. Pixie Lott was a coach alongside will.i.am and Danny Jones on which TV singing competition?
4. Which British perennial native plants never flower, and propagate by means of spores?
5. What type of creature has three pairs of spinnerets?



Pixie Lott – see Question 3

6. John Travolta played Edna Turnblad in which film musical remake?
7. An auction where the price of the item is progressively reduced until a bid is made is called a what?
8. Hieronymus Bosch was famous in which field of the arts?
9. What P is a current affairs TV show and a wide film format?
10. In Grand Prix motor racing, what does the showing of a yellow flag signify?

Two-Timer Crossword

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

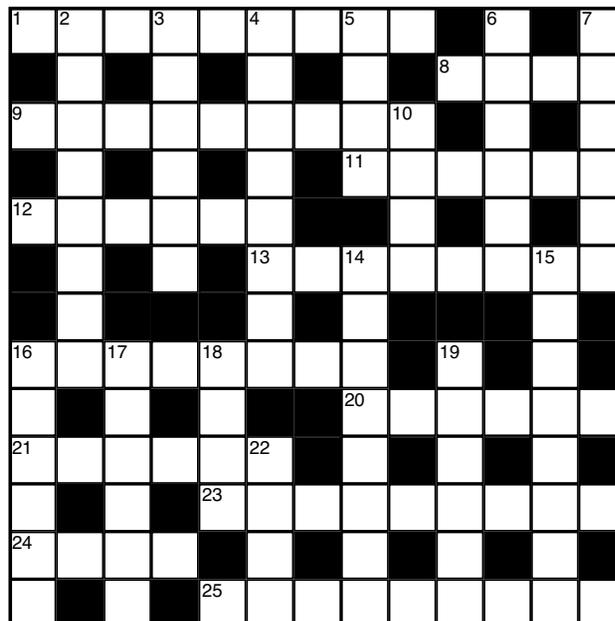
CRYPTIC CLUES

Across

1. An attorney quietly on board is flexible (9)
8. Weight of trunk? I looked inside (4)
9. It always operates under pressure (9)
11. Wandering nomads have fruit (6)
12. Seize contents of a nest (6)
13. Harshly produce one continental sort before second half of July (8)
16. Set apart for a sacred purpose (8)
20. One turning back with an expression of disgust, having had sufficient (6)
21. No time to boo Ritz performing dog (6)
23. Have too low an opinion of unfortunate trader, one in France goes round (9)
24. Match trial (4)
25. Calling animal first that's running riot (9)

Down

2. Unable to phone because of the time limit? (8)
3. Port on order straight away (6)
4. Nymph gives new heart to America (8)
5. German song told a story (4)
6. Showed disapproval at what snake did (6)
7. Generosity of lad holding another nut (6)
10. I hurried before the princess (4)



QUICK CLUES

Across

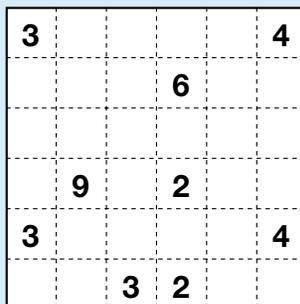
1. Versatile (9)
8. Prefix denoting a thousand (4)
9. Meteorological instrument (9)
11. Small plum (6)
12. Grasp tightly (6)
13. Lacking in sympathy (8)
16. Commit wholeheartedly (8)
20. Adequate (6)
21. Russian wolfhound (6)
23. Belittle (9)
24. Examination (4)
25. Rushing about wildly (9)

Down

2. Closing date (8)
3. Quickly (inf.) (6)
4. Orchid genus (8)
5. Fibbed (4)
6. Expressed dissatisfaction (6)
7. Reward (6)
10. Hindu queen (4)
14. Keep Eden (anag.) (4-4)
15. Charles -----, English film actor (8)
16. Discussion (6)
17. Pressure (6)
18. Cream bun (4)
19. Contemptible person (inf) (6)
22. Ancient Peruvian (4)

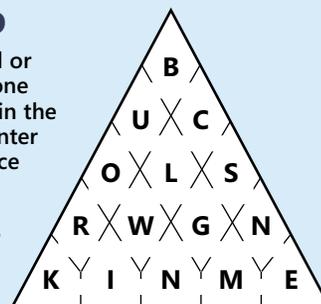
BOX CLEVER

Fill the 6x6 grid with as many boxes as there are numbers printed. Each box must be either square or rectangular and must contain just one of the numbers. The numbers show how many squares there should be in each box.



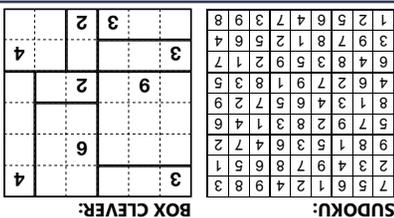
WORD PYRAMID

Spell out a 15-letter word or phrase by moving from one chamber to another within the pyramid. You may only enter each of the chambers once and may only proceed through openings in the walls. The first letter may appear in any of the chambers.



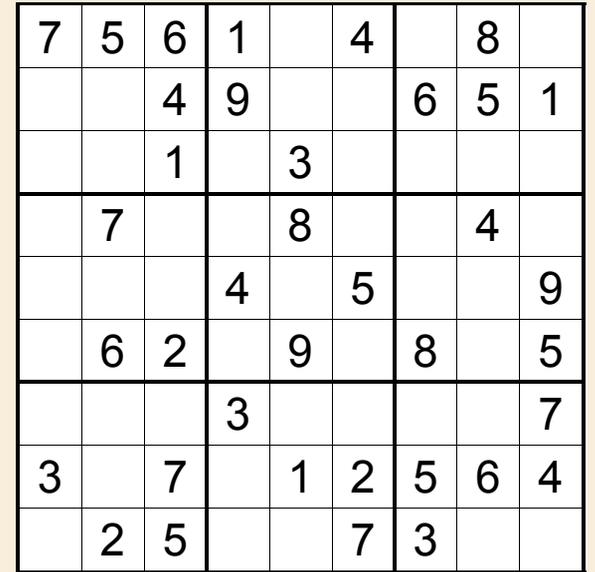
SOLUTIONS

TWO-TIMER CROSSWORD:
Across: 1. Adaptable; 8. Kilo; 9. Barometer; 11. Damson; 12. Clutch; 13. Unkindly; 16. Dedicate; 20. Enough; 21. Hissed; 23. Underrate; 24. Test; 25. Rampaging.
Down: 2. Deadline; 3. Pronto; 4. Arethusa; 5. Lied; 6. Debate; 7. Bounty; 10. Rant; 14. Knee-deep; 15. Laughton; 16. Duress; 18. Chou; 19. Tearay; 22. Inca.
WORD PYRAMID: Working men's club.
MAGIC SQUARE: grit; rash; isle; then.
QUIZ CHALLENGE:
 1 Table tennis; 2 They are toothless; 3 The Voice Kids UK; 4 Bracken and ferns; 5 Spider; 6 Hairspray; 7 A Dutch auction; 8 Painting; 9 Panorama; 10 Danger ahead, no overtaking.

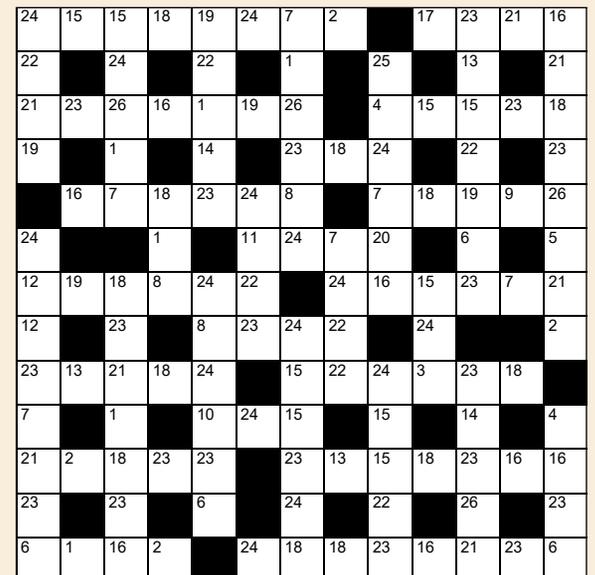


SUDOKU

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



CROSS CODE



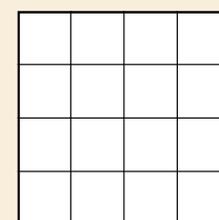
ABCDEFGHIJKLMNOPQRSTUVWXYZ



Each number in the grid represents a letter. You have three letters in the control grid to start you off. Enter them in the appropriate squares in the main grid, then use your knowledge of words to work out which letters should go in the missing squares. As you get the letters, fill in other squares with the same number in the main grid and control grid. Check off the alphabetical list of letters as you identify them.

MAGIC SQUARE

THIS STALE HERRING



Using all 16 letters of the sentence above, form four words each of four letters which, when placed correctly in the grid, will form a magic square in which the words can be read both horizontally and vertically.