

# THERAPY SERVICES



## STRATEGY IN ACTION

### REVIEW

## Strategy Refresh

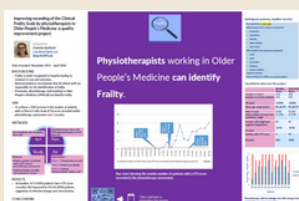
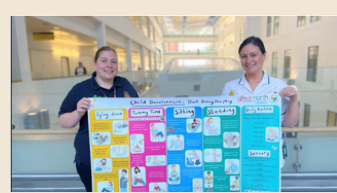
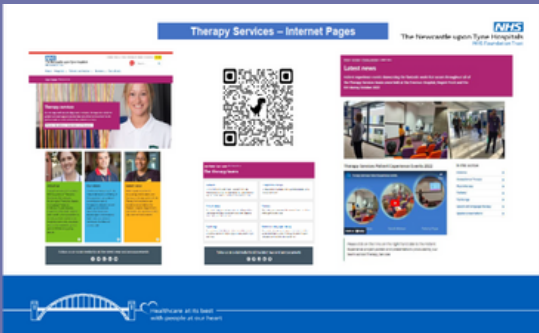
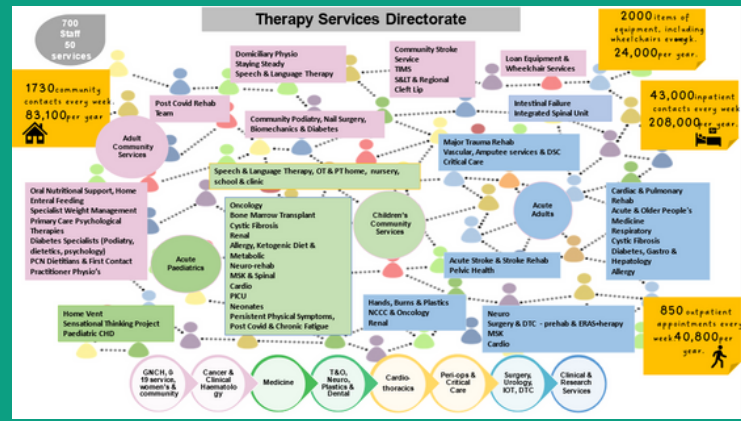
About us:

Therapy Services is comprised of 850 Occupational Therapists, Podiatrists, Psychological Therapists, Speech & Language Therapists, Dietitians, Physiotherapists, Support Workers, Technical and Admin staff, working together in multi-disciplinary teams across hospitals, community, education and primary care settings with adults, children and young people.

Our vision:

To enhance the quality of life, independence and wellbeing of the population using person-centred preventative, therapeutic, educational and enabling interventions, improving the physical, psychological and emotional health and wellbeing of individuals, families and communities.

Therapy Services directly provides over 50 specialist services and deliver specialist AHP, therapy and psychology input as members of extended multi-disciplinary teams to hundreds of pathways of care across hospitals, the community, primary care and schools.







## March

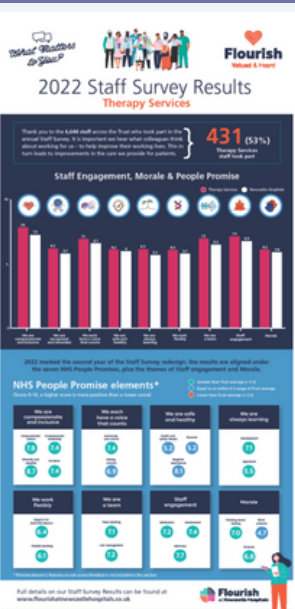
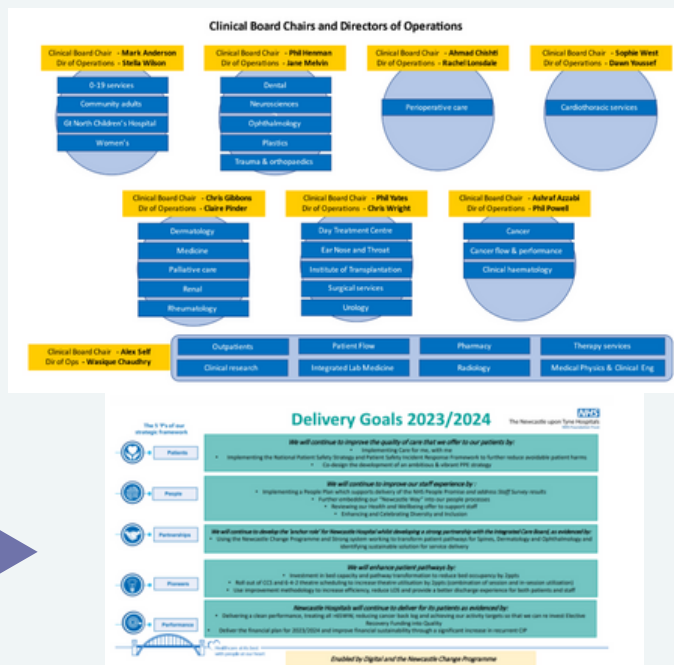
- Embedding physical activity in clinical care pathways: Active Hospitals Pilot - Kate Hallsworth & Cath Turner
- AHP-Led Supported Self-Management Service for patients with non-alcoholic fatty liver disease - Kate Hallsworth
- Co-designing a ward-based intervention to mitigate the effects of hospital-associated deconditioning - Lisa Robinson
- Identifying all adults at risk of or living with frailty to receive timely, high quality and personalised physiotherapy - Charlotte Buckland

- Overview of the AHP workforce strategy for Newcastle Hospitals - Gemma James and Emily Gilberg
- What Matters to You - low staff morale and an increasing challenge of recruitment and retention in Podiatry - Nikki Coates
- What Matters to You - Dietetics Admin Team - Eileen Baker
- The importance of embedding equality, diversity and inclusion across therapy services - Odeth Richardson

## April

## May

# Trust Strategy and Clinical boards



### 4 Key Themes

- Flexible Working
- Resources
- Wellbeing and Wellness
- Development and Support

## June

## August

- Don't delay the play - minimising the impact of prolonged hospital admission on the development of children aged 0-24 months - Lindsay Carr and Penny Walsh
- Starting2Move-a study of movement in children under 5 years old - Jemma Bell
- The Sensational Thinking Project offering parents, carers, school staff and practitioners' access to sensory information sessions - Cheryl Gascoigne
- Implementing a developmental care programme for babies in hospital with Congenital Heart Disease - Rachel McConnell





# September

**Develop and Support the Workforce**

**Therapy Services Strategy: Six Strategic Priorities**

The Newcastle upon Tyne Hospitals NHS Foundation Trust

**Developing and Supporting our Therapy Services Workforce – all of our workforce are at the heart of our current & future ability to provide safe, sustainable and effective services.**

- We will further progress a detailed workforce, education and development plan.
- We will listen to and engage our staff to promote a workplace that is supportive, inclusive and safeguards their wellbeing.
- We will cultivate an environment in which minoritised staff feel supported and valued, enabling them to fulfil their potential and contribute fully to the benefit of the service & our patients.
- We will prioritise a range of initiatives to improve both recruitment & retention and include the development of a clear Support Worker career pathway
- We will strengthen links with HEIs, research & academic partners and explore opportunities for joint appointments and sustainable clinical academic roles

Healthcare at its best with people at our heart

## Workforce Development

### Action Plan

<p><b>01 Flexible Working</b></p> <ul style="list-style-type: none"> <li>• Conduct more WMTY conversations across all services</li> <li>• Laptops &amp; equipment to support care and flexible working</li> <li>• Encourage more open discussions within teams about what working flexibly means and what small ideas might be tried out</li> </ul>	<p><b>02 Resources</b></p> <ul style="list-style-type: none"> <li>• Develop small and achievable changes to improve the work environments.</li> <li>• Estates and environment challenges to be considered within our broader clinical board management team</li> </ul>
<p><b>03 Wellbeing</b></p> <ul style="list-style-type: none"> <li>• Explore support and training around stress, burnout and moral injury</li> <li>• Focus on having a good break &amp; leaving on time</li> <li>• Coaching conversations &amp; working jointly for support</li> </ul>	<p><b>04 CPD</b></p> <ul style="list-style-type: none"> <li>• Develop a focus on the importance of having a meaningful appraisal</li> <li>• Develop ideas for a dedicated clinical day for prescribers &amp; new starters</li> <li>• Work with students to develop audit and service improvement projects for learner benefit and clinician CPD opportunities</li> </ul>

- **Virtual Diabetic Foot Team MDT and Diabetic Hot Foot Clinic** - Jane Arkle
- **Care Home Education Project** - Kate Lord-Castle, Lisa Robinson, Kate Mccallion, Catherine Atkins and Emily Gilberg
- **Newcastle Specialist Community Psychology Service: Deep End Project** - Andrew Wilkinson

# October

**Develop Adult and Paediatric Community Services**

**Therapy Services Strategy: Six Strategic Priorities**

The Newcastle upon Tyne Hospitals NHS Foundation Trust

**Develop Adult & Paediatric Community Therapy & AHP services – improve quality & outcomes through collaboration with our partners, timely assessment, intervention & rehab for a range of patients in the community.**

- Strengthen and redesign primary and community care - seek opportunities to be innovative in our approach, work with a range of health, social care & education professionals to provide enhanced personalised and preventative care
- Stakeholders - work with clinical boards, Executive and other key stakeholders to identify capacity deficits, share and manage risks and explore targeted funding opportunities to positively impact and improve quality & outcomes.
- Sustainability - implement job-planning and service specifications to ensure a safe and sustainable therapy workforce delivered with transparency and oversight

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# November

**Early Intervention, Prehab, ERAS+therapy and Rehab**

**Therapy Services Strategy: Six Strategic Priorities**

The Newcastle upon Tyne Hospitals NHS Foundation Trust

**Early intervention, Prehab, ERAS+therapy & rehab for day case, elective and complex surgery & cancer pathways to enable patients to access, and be well enough, to benefit and recover well from surgery.**

- Expanding services and pathways - for the DTC & other Day Cases to improve throughput, patient optimisation & outcomes across a range of high volume/low complexity pathways and in-patient elective surgeries.
- Develop both prehab and post-operative approach - for complex, transplant & cancer pathways to become more proactive, demonstrating the impact of ERAS+therapy (our model of delivering active interventions 7 days a week to create a therapeutically enhanced recovery programme) and post-operative and post-discharge rehab.
- Develop proactive pathways for other cancer patients groups - to support them through their treatment, with future planning conversations and minimise hospital admissions.

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- **Adult Weight Management and Counterweight** - Conor Dermody
- **Waiting Well** - Siobhan Aston Cleary, Alison Barnes and Suzanne Livingstone
- **Lung Cancer Outpatient Therapy Service and NuTH/St Oswald's Combined Supportive Care Service** - Jenny Welford and Jen Skipsey
- **New lung service in NCCC** - Lilian Marcantonio
- **Early Phase Oncology Research on the Sir Bobby Robson Unit** - Robynne Penny
- **Enhanced Recovery Complex Surgery Work** - Gemma Kindness and Hannah Wilkinson

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## Strategy in Action

Therapy Services Strategy in Action - Strategic priorities and presentations

**Therapy Services Strategy**

Our 6 strategic priorities for the next few years have been agreed and on this page, we'll be sharing progress updates and how we are working together to develop our priority work programme.

**In this section**

- Active Hospitals
- Strategy in Action March 2023
- Strategy in Action April 2023
- Strategy in Action May 2023
- Strategy in Action June 2023
- Strategy in Action August 2023

**November 2023**

Strategy in Action Meeting Summary November 2023

**October 2023**

Strategy in Action Meeting Summary – October 2023

**September 2023**

Strategy in Action Meeting Summary – September 2023

**2022 Staff Survey Results**

Therapy Services

Thank you to the 844 staff across the Trust who took part in the annual Staff Survey. It is important we hear what colleagues think about working for us – to help improve their working lives. This in turn leads to improvements in the care we provide for patients.

**431 (53%)** Therapy services staff took part.

All 2023 **Strategy in Action** meeting summaries and presenters slides can be found on the Newcastle Hospitals website.

<https://www.newcastle-hospitals.nhs.uk/services/therapy-services/latest-news/strategy-in-action/>

or via the QR code below

