



Roscommon University Hospital introduces new Feedback Manikins for CPR Training

Pictured with one of the new IDFD Resuscitation Manikins at RUH, from left: Margaret Kelly, Advanced Nurse Practitioner Diabetes; John Battye, Clinical Educator Cardiac Services; Anne Scahill, Resuscitation Officer and Fintan McLoughlin, Senior Biomedical Engineer.

Roscommon University Hospital (RUH) has introduced new Instrumented Direct Feedback Device (IDFD) Resuscitation Manikins which will provide visual feedback on the rate and depth of compressions during Cardio Pulmonary Resuscitation (CPR) training.

Research has shown that an Instrumented Direct Feedback Device displays real-time CPR performance and significantly increases the ability to perform quality CPR; specifically to achieve the recommended rate of 100-120 compressions per minute and the recommended compression depth of two inches (5-6cm).

RUH is affiliated to the American Heart Association (AHA) and the Irish Heart Foundation (IHF) and is a registered training site for Basic Life Support Education (BLS). The AHA as of 31 January, 2019 have required the use of Instrumented Directive Feedback Devices on all AHA courses that teach the skills of Adult Cardio Pulmonary Resuscitation.

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NEXT ISSUE SUMMER 2019

The next feature hospital: Portlincula University Hospital

For feedback, comments and suggestions,
Please email newsletter.saolta@hse.ie

Welcome

Welcome to the Spring 2019 edition of the Saolta University Health Care Group newsletter. In this month's issue we feature Roscommon University Hospital and highlight some of the developments and achievements that have been taking place there including the appointment of Ireland's first Specialist Skin Cancer Nurse.

There are lots of developments and new projects underway in all our hospitals and we would encourage you to take the time to read about them and learn some more about what is taking place across the Group.

As always we encourage you to send your feedback on this month's issue. If you have any other comments, queries or stories you would like us to feature, please do get in contact with us at newsletter.saolta@hse.ie

We would like to thank all our contributors for all their hard work and support.

Kind regards

Saolta Newsletter Team.

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Top Tweets for December, January, February & March

Saolta Group @saoltagroup December ▾

Healthcare workers are up to 10 times more likely to get the #flu. Healthy people can have the flu without any obvious symptoms and pass it on. The #FluVaccine is the best protection against #flu. Get the #FluVaccine, it's #YourBestShot.
 #PreventionIsBetterThanCure #ItsALifesaver



Saolta Group @saoltagroup January ▾

Fergal Hickey, Consultant in Emergency Medicine, Sligo University Hospital #SUH shares his flu experience and urges all healthcare professionals to get the #FluVaccine and not the #Flu. @HSEImm @EMedSligo @HSELive @HSE_HR Dr. @vidamthamilton @rosarii_mannion @grainnemccannh1



Saolta Group @saoltagroup February ▾

#WeHSCPs at University Hospital Galway #UHG celebrating National HSCP day. #Irish #Health #Service #Innovation



Saolta Group @saoltagroup March ▾

Roscommon University Hospital #RUH first in the country to deliver Frailty Education Programme to Hospital Doctors. Congratulations to all who completed this fantastic programme . Further details at bit.ly/RUH_FrailtyEdu...



Chief Executive Officer

Saolta Group

Dear Colleagues

Welcome to the spring edition of our newsletter. We have had a very busy start to the year already and have a lot to look forward to in 2019.

All hospitals across the Group continue to be very busy, with ED attendances and activity levels remaining high. The Winter Plan initiatives, which were put in place before Christmas, have had a positive impact for our patients. I would like to thank the staff who worked on implementing these successful initiatives, many of which were new and innovative. Our Staff Flu Vaccine Campaign continued in January and February, and thankfully we did not have a huge surge in hospital admissions due to influenza like illnesses over the winter months.

Throughout 2018, I updated you on progress in relation to our Saolta Group Strategy 2019-2023. I am delighted to announce that the Strategy was officially launched on 13th March following the Board of Directors meeting in Roscommon. The strategy is supported by 41 individual clinical strategies for each of the specialty areas. Twenty strategic projects have been identified as Group priorities and we will be implementing these over the coming years. A copy of the strategy is now available on the Saolta website and I would encourage all staff to take time to read it and learn a bit more about what will be taking place in your area, in your hospital and across the Group over the coming years.

One of the priorities identified in the new Strategy is the Saolta Integrated Governance Project. Work continues on the progressing the Managed Clinical and Academic Networks (MCAN). Prof Michael Kerin has been appointed as the new Director of the Cancer MCAN and Prof John Morrison is due to be appointed as Director of the new Women's and Children's MCAN shortly. Congratulations to Michael and John and I look forward to working with them both.

Another of our priorities highlighted in the Strategy is the Options Appraisal for Acute Hospital Services in Galway. This project examines the service demand levels and infrastructure required for model 4 tertiary hospital facilities in Galway. This project is nearly complete, with the final report expected early in Quarter 2. I will update you further on this important project in the next edition of our newsletter.

In Board news, the Saolta Board of Directors are continuing to meet, with three meetings held so far this year. Mr. Gerry McManus has been appointed as Interim Chairperson and I wish him well in his new role. The Board will visit Merlin Park University Hospital in April and meet with staff there. In 2018 the Board held two of their meetings in public, where members of the public and staff were welcome to attend and observe. The next Public Board Meeting is planned for 8th May in Mayo and I would encourage staff to attend if possible so that you can see firsthand the work that the Board of Directors undertake.



Maurice Power, CEO

Finally, in early March I attended the first National Patient Experience Conference in Dublin where, I am delighted to announce, the Saolta Group were presented with the Award for Best Overall Experience 2018 (Hospital Group). This is a Group award and belongs to all our hospitals. It could not have been achieved without the efforts of staff in every department, on each of our seven hospitals sites. Therefore I wish to thank you all for your hard work in providing a positive experience for our patients.

Maurice Power
Chief Executive Officer

Chief Financial Officer

Saolta Group

Dear colleagues

Budget 2019

The Saolta University Health Care Group has reviewed its budget allocation for 2019 which has been maintained at the 2018 levels with additional allocations for pay awards.

The summary Budget Allocation is

Budget 2019	
	€m's
Pay	625.5
Non-Pay	292.0
Income	-94.0
Grand Total	823.4

Controls will remain in place in respect of all pay expenditure in order to facilitate remaining within the budget set. We will also continue to progress agency conversions where possible and limit overtime expenditure.

Remaining within the budget set for nonpay will be a challenge. We are in the process of determining the actual savings that can be delivered in the areas of:

- Drugs and medicines
- Blood sciences/laboratories
- Medical and surgical
- Contracts

Financial Performance – at 28th of February 2019

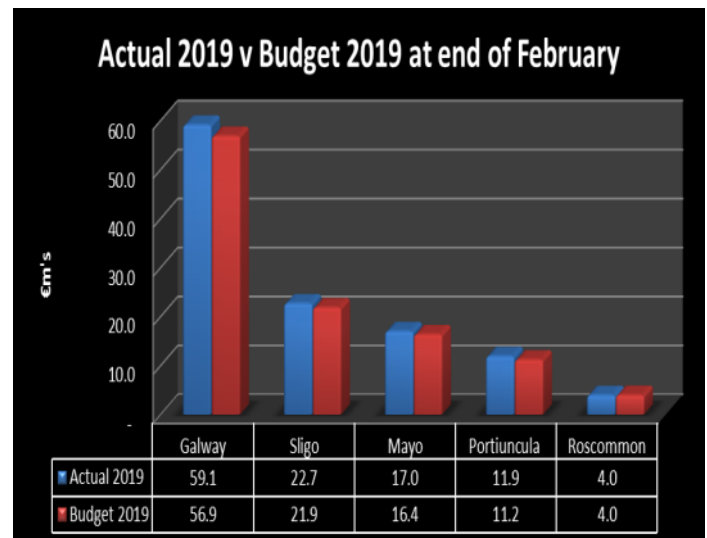
The graph above shows the hospitals expenditure versus budget for the first two months of 2019. At the end of February the Group's expenditure was €138.0m, an overspend of €5.8m (4.4%) versus budget and an increase in expenditure of €7.5m (5.7%) on the same period last year.

Pay expenditure is over budget by €3.6m with a growth of €6.0m versus the same period last year mainly due to the increase in WTEs.



Anthony Baynes, I/CFO

Non-pay expenditure has grown by €2.4m year on year and is €3.3m over budget. This growth in non-pay expenditure is mainly in the areas of drugs, medicines and medical and surgical supplies.



Anthony Baynes
I/Chief Financial Officer

Director of Human Resources Saolta Group

HSE HR division recently provided us with the Saolta Group results from the 2018 Employee Engagement Survey. The national completion rate was 15%, Acute Services was 15% and Saolta's rate was 13%.

The hospitals' completion rate was as follows:

PUH – 7% SUH – 9% LUH – 10%
GUH – 14% MUH – 17% RUH – 36%

The survey focused on nine themes and the 2018 responses were benchmarked against the corresponding themes in the 2016 survey. In that regard, there were many improvements in our responses when compared to the 2016 responses.



John Shaughnessy, GDoHR

Theme	Sub-theme	Number of measures and v 2016
My Job	Satisfaction	3 – up in all - ranging from 8% to 16%
	Motivation	3 – up in all - ranging from 5% to 13%
	Optimism	3 – up in all - ranging from 12% to 15%
My Role	Trust and Autonomy	6 – up in all - ranging from 5% to 14%
	Goals and Objectives	4 – up in 3, same in 1 - from 8% to 14%
	Security and Pay	3 – up in all - ranging from 3% to 9%
The Organisation	Pride and Culture	4 – up in all - ranging from 10% to 14%
	Teamwork	4 – up in all - ranging from 4% to 15%
	Performance Recognition	3 – up in all - ranging from 9% to 11%
Leadership	Strategy and Confidence	3 – up in all - ranging from 7% to 16%
	Communication	4 – up in all - ranging from 13% to 17%
Line Management	Communication	4 – up in all - ranging from 9% to 11%
	Support	5 – up in all - ranging from 9% to 11%
Training & Opportunity	Progression	2 – up in both ranging from 13% to 14%
	Opportunity	4 – up in all - ranging from 7% to 14%
Health & Wellbeing	Health & Wellbeing	8 – up in all - ranging from 9% to 18%
	Stress and Stress Management	5 – up in 3, down in 2 - from 1% to 11%
Standard of Care	Quality of Service	3 – up in all - 10% to 16%
	My role in Standard of care	2 – up in both – 5% and 10%
	Addressing Misses/Incidents	3 – up in all – 6% to 13%

Dignity at Work	Awareness levels	86%
	Received training	60%
Experienced bullying*	By Patients/Public	24%
	By Manager/Colleague	33%
Witnessed bullying*	By Patients/Public	33%
	By Manager/Colleague	41%
Assault**	By Patients/Public	27%
	By Manager/Colleague	15%
Experience of Discrimination	From patients/public	14% - down 5%
	From Manager/Colleague	14% - down 10%
Perceived basis of discrimination	From Patients/Public -	Gender 36%
		Race/Nationality 21%
		Age 19%
		Sexual Orientation 12%
	From Manager/Colleague	Gender 21%
		Age 12%
		Job title/Grade 12%
		Trade Union activity 11%
		Race/Nationality 9%
		Sexual Orientation 9%

*Includes harassment and sexual harassment under the nine grounds in the Equality legislation and in a 2 year reference period.

**Includes verbal and physical and in a 2 year reference period.

The Ipsos Engagement Model Framework

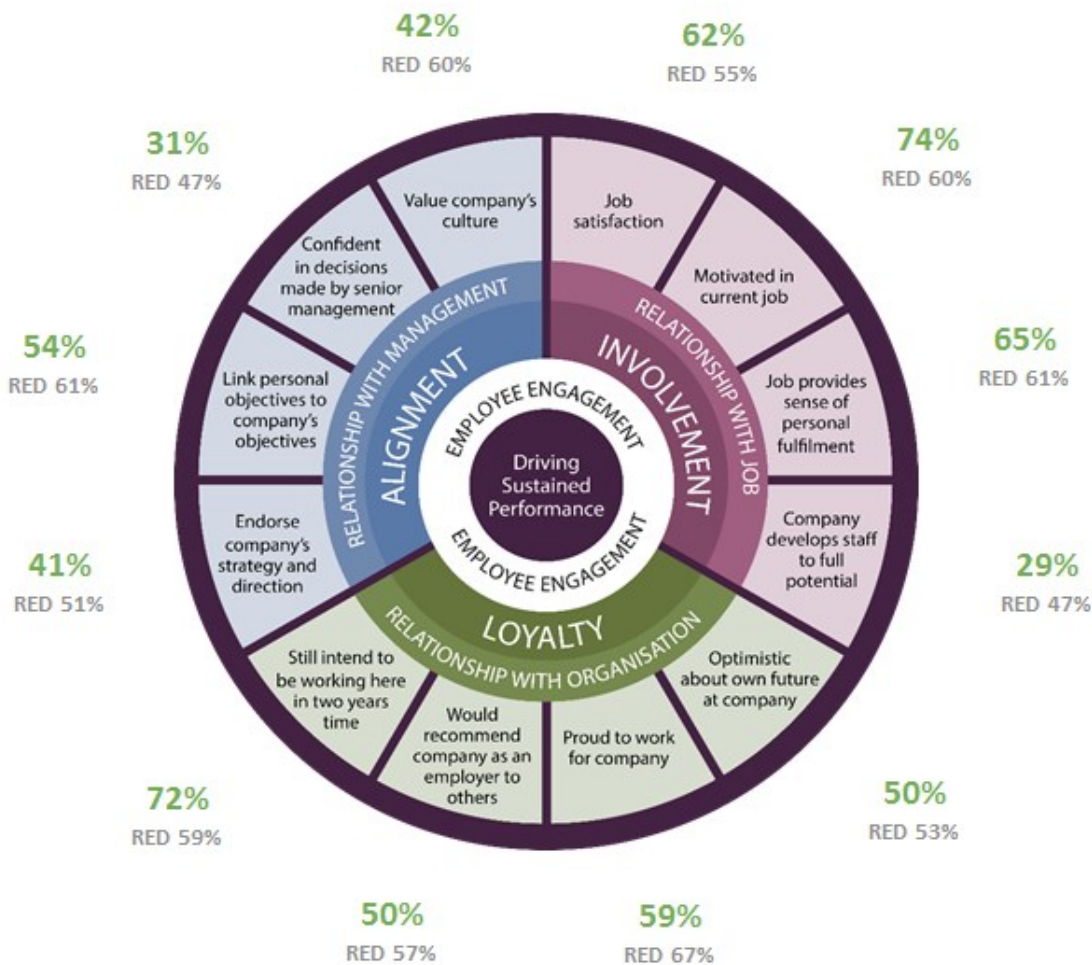
Ipsos provides a framework that describes the diversity of the organisation's business environment and has identified three components that can help us to understand and improve the experience of employees at work. These three key indicators reflect the employees':

- Relationship with their job Involvement
- Relationship with their organisation Loyalty
- Relationship with management Alignment

Combining the three indicators results in a composite index of Engagement.

While Saolta has made significant improvements over the 2016 ratings, the Composite Index of Engagement indicates an Overall Engagement Score of 52% in Saolta which is under the Ipsos Red level of 57% on the Index.

Loyalty Score	Your Score	58%	Ipsos RED	59%
Involvement Score	Your Score	58%	Ipsos RED	56%
Alignment Score	Your Score	42%	Ipsos RED	55%



John Shaughnessy
Group Director of Human Resources

Chief Director of Nursing & Midwifery Saolta Group

We are already well into Spring and the worst of the winter weather seems to be over. I am sure some of you are already starting to plan for your summer holidays.... Time is moving so fast.

In January we commenced our first Surgical Nursing Course. The course is run over three months and attendance is required for three days. The course content is based on the feedback from surgical nurses on their educational requirements. We are fortunate that the NMPDU funded a course coordinator who is already planning the second course in May.

Currently 23 Nurses are undertaking the course and I am looking forward to hearing about the quality improvement initiatives that the group will be presenting to the Directors of Nursing and myself in April. So far the course has been evaluated positively. I was happy to see both junior and senior staff nurses attending the course.

The results for the second National Patient Experience Survey were published in December and Saolta was very fortunate to be the "highest performing group" for the 2nd year running.

On March 5th the inaugural National Patient Experience Survey Conference took place in Dublin Castle and I was honoured alongside our CEO Maurice Power to accept an award for best performing group for two years running on behalf of all the staff within Saolta. We also had the opportunity to do a 10 minute presentation of our achievements to date and to submit posters highlighting many of the projects which have influenced and improved the Patients Experience across our hospitals.

The third survey will take place in May and I encourage everyone to assist in improving our patient response rate. We will continue to focus on improving the Patients Experience with the development of our new Patient Engagement Strategy for 2019 -2024.

All of our hospitals have been invited to participate in compiling the strategy. I am particularly anxious to involve patient representatives from across the Group and I welcome any comments or ideas from staff that they would like to see included.



Jean Kelly, I/CDoNM

In continuing to improve the quality of care we provide to our patients we are delighted to embrace the new suite of Quality Care Metrics and their associated indicators for Acute Care, Midwifery and Children's services. The new Children's metrics have now been rolled out and I am delighted to see these being undertaken on every site. It is only through measurement of the quality of our care that we can improve it. I look forward to the national dashboard that will allow us to benchmark our metrics.

We continue to focus our attention on the recruitment of Nurses/Midwives for all hospital sites in the Group. If you have nursing friends abroad who may like to come home to work please let them know we have jobs available.

I wish you and your families a Happy Easter.

Jean Kelly
I/Chief Director of Nursing and Midwifery

Launch of the Saolta Strategy 2019-2023



Dr John Killeen, former Chair of the Saolta Board; CEO Maurice Power and Gerry McManus, Interim Chair of the Saolta Board at the Saolta strategy launch.

The Saolta Group five year strategy, which outlines the vision and framework for the Group's strategic development from 2019 to 2023, was launched on 13 March last.

Speaking at the launch, CEO Maurice Power said, "The vision of the Saolta Group is to be a leading academic Hospital Group providing excellent integrated patient-centred care delivered by skilled caring staff. In the implementation of this strategy, we are committed to ensuring that our patients are at the centre of all service design, development and delivery. Over the next five years we will further develop our services, both clinical and organisational based around seven key themes: Quality and Patient Safety; Patient Access; Governance and Integration; Skilled Caring Staff; Education Research and Innovation; eHealth and Infrastructure. These will be our key areas of focus between now and 2023 to enable us to meet the future needs of our patients.

"As part of the implementation of this strategy the Group have identified 20 priority projects across the Group which are aligned with Sláintecare's goals. They include a number of clinical and organisational projects which are focused on further improving services for our patients and staff. This strategy is underpinned by 41 individual speciality strategies that set out the future requirements for each speciality across Saolta Hospitals. Saolta work very closely with colleagues in the community both Community Healthcare West and Community Health Organisation 1 in the North West. This collaborative approach will continue in earnest as the group works towards delivering more streamlined care to patients in line with the national focus of bringing services closer to patients.

"A dynamic research, innovation and education culture is critical to the Saolta Group and through continued working with academic partner NUI Galway and others we will continue to build our research and innovation capabilities which enable patients to access new treatments and technologies."

Chief Clinical Director Prof Pat Nash added, "A key theme within this strategy and its successful implementation is the development of Managed Clinical and Academic Networks. While the tertiary referral centre for the Group is University Hospital Galway, it is essential that all our hospitals work more closely together in delivering services to address the challenges facing us across our region. These networks will ensure that specialities in individual hospitals will no longer work in isolation but as a networked team which will improve clinical quality and patient safety. It will also support collective learning/sharing of expertise and will be supported by education, training, research and audit programmes. This new structure will result in safer, standardised and more sustainable services for our patients and improved recruitment and retention of staff.

"The other key focus of this strategy is improving access for our patients and reducing waiting times for scheduled and unscheduled care. We must aim for a fully integrated patient pathway from the first point of contact with the GP, to timely access to local hospitals and onward to UHG as the tertiary referral centre, if required. Maximising capacity across all of our hospitals is a key part of this."

The Interim Chair of the Board of the Saolta Group, Gerry McManus also spoke at the event, "The Saolta Group provides hospital care to over 800,000 people across the West and North West of Ireland which is 1/5 of the population but across 1/3 of the country's landmass. The Board has been very much involved in the development of this strategy, particularly through the Board's Strategy sub-committee. We are determined both at Board and Executive level to ensure that this strategy will be implemented. While it is ambitious, we have identified the initial priority projects to be progressed in achieving the strategic objectives over the next three years. This roadmap will be reviewed on an on-going basis over the life of this strategy to ensure it is aligned to national and local developments. This process will be overseen by the Board Strategy sub-committee."

CEO Maurice Power thanked all those who contributed to the development of the Strategy. "A huge amount of work was involved in the development of this strategy involving every speciality and hospital within the Saolta Group. In particular, I would like to acknowledge the support provided by the HSE's Public Health team who worked closely with us to undertake an extensive analysis of the current and future population trends, health projections and ultimately develop a health profile for our region. This work was critical in assisting us plan our health services for the coming years particularly in the areas of patient flow, chronic disease management, services for older people and children.

"I would like to thank all of our staff both clinical and non-clinical for their contribution to the strategy and I know that they are committed to its implementation over the coming years to provide the highest possible standard of care to our patients."



Board members, staff and patient representatives at the launch of the Saolta strategy



To view Saolta Strategy 2019-2023 please [click here](#)

Roscommon University Hospital-Featured News

- Roscommon University Hospital introduces new Feedback Manikins for CPR Training
- Roscommon University Hospital's first Endoscopy Registered Advanced Nurse Practitioner
- Roscommon appoints Ireland's first Specialist Skin Cancer Nurse
- Roscommon University Hospital first in the country to deliver Frailty Education Programme to Hospital Doctors
- First Phlebotomist post for Roscommon University Hospital
- Brendan's Winning Streak
- Cheque presentation to Palliative Care Services, Roscommon University Hospital
- RUH catering staff certification
- 'A day in the life' with Caroline Connell, HCA

Roscommon University Hospital introduces new Feedback Manikins for CPR Training

CONTINUED FROM COVER PAGE

Ann Scahill, Resuscitation Officer, Cardiac Services, RUH said, "Specific and targeted feedback is critical to students understanding and delivering high-quality CPR when faced with a cardiac emergency. Our three new manikins will allow us to monitor the skills of three students at a time and provide instant feedback as to how they are performing.

Incorporating feedback devices into adult CPR courses improves the quality and consistency of CPR training which increases the chance of a successful outcome when CPR is performed."

Roscommon University Hospital's first Endoscopy Registered Advanced Nurse Practitioner

The endoscopy service at Roscommon University Hospital has been developing over the last number of years with a corresponding increase in activity with almost 3900 procedures conducted in 2018.

One of the latest developments was the appointment of Amy Forde as a Registered Advanced Nurse Practitioner (RANP) in Gastroenterology at the hospital, joining the growing group of nurse endoscopists nationally. Since her registration in September 2017, Amy has completed over 1000 procedures, including gastroscopies, colonoscopies, sigmoidoscopies and proctoscopies at Roscommon University Hospital and she has attained the quality indicators to become a registered endoscopist with BowelScreen – the National Bowel Screen Programme.

Amy completed her general nursing training in Galway University Hospitals in 2007 and has since gained experience working with patients with colorectal conditions in both Oxford in the UK and in St. Vincent's Private Hospital in Dublin. In 2012, Amy completed a Graduate Diploma in Cancer Nursing (Colorectal) in UCD to advance her knowledge and skills in caring for this group of patients.

She started working at Roscommon University Hospital in 2014 when it became one of the 14 Bowel Screening colonoscopy units in Ireland. Since the commencement of BowelScreen in Roscommon, Amy has co-ordinated the care of all patients referred for colonoscopy to the hospital from the programme.

In 2014, Amy commenced her training in endoscopy, and under the mentorship and guidance of surgeons Mr Liam McMullin, Mr Mohammed Eldin and Mr Tapas Chatterjee, undertook her Clinical Practicums in endoscopy in Roscommon University Hospital. In 2017 Amy completed a Master of Science Nursing Advanced Practice (Gastroenterology).

Commenting Mary Garvey, General Manager, RUH said, "The Endoscopy Service at the hospital plays a key role in the diagnosis of bowel cancer which is highly preventable and treatable if diagnosed early through screening. Amy's role as a registered endoscopist with BowelScreen will support this essential service which serves a large catchment area covering most of the west of Ireland."



Roscommon appoints Ireland's first Specialist Skin Cancer Nurse



Bernadette Finneran has recently been appointed as a Registered Advanced Nurse Practitioner (RANP) in Plastic Surgery at Roscommon University Hospital. Bernadette is the first RANP specialising in skin cancer in Ireland and is only one of three RANP posts in Plastic Surgery nationally. RANPs are the highest level of clinical experts in the nursing profession in Ireland today.

Bernadette qualified from NUI Galway as a nurse in 1997 and after completing her General Nurse training, she went on to the Rotunda Maternity Hospital where she qualified as a Midwife in 2000. Bernadette has over 20 years nursing and surgical experience behind her. She joined Roscommon University Hospital in 2001 and her interest in plastic surgery came to the forefront when she began to work alongside Ms Deirdre Jones, Consultant Plastic and Reconstructive Surgeon in 2011.

Under the guidance and mentorship of Ms Jones, Bernadette began the journey to advanced practice by completing an advanced dermatology course in King's College London in 2014. She then completed a two year post graduate medicine programme in Clinical Dermatology and obtained a first-class honours Master's Degree from the University of Hertfordshire. This programme secured not only her academic qualification but ensured her lesion recognition, skin surgery skills and dermoscopy training. Upon completion of this she then undertook a higher diploma in Advanced Practice with prescribing and was awarded a first-class honours.

Bernadette's role involves the assessment, diagnosis and treatment of pre-malignant and malignant skin lesions. She is fully trained in dermoscopy, an invaluable tool in the assessment of skin lesions which enhances accuracy of diagnosis with increased sensitivity and specificity for the detection of early melanoma. Bernadette gained invaluable experience in pursuing her specialised field in the UK and Austria to ensure that optimum safe care is delivered to the patients she cares for. During her time in the UK Bernadette also trained in areola micropigmentation - a specialised technique which essentially signifies the end of a long road for our breast reconstructive patients by recreating a three-dimensional artificial nipple. This allows these patients to feel whole again and signifies the end of their cancer journey.

"Being a RANP allows me to develop as an independent autonomous practitioner and strive for continuous improvement and excellence in practice. I am qualified to assess and examine skin lesions, diagnose and prescribe treatments, perform excisional skin biopsy and wound closure and provide discharge and health promotion advice. All of this is under the clinical governance of Ms Deirdre Jones who is an inspirational mentor always striving for and achieving clinical excellence and I feel very privileged to be a member of her team", explains Bernadette.

Commenting on Bernadette's appointment, Ms Deirdre Jones, Consultant Plastic and Reconstructive Surgeon said, "I am very supportive of the development of the RANP role and of its potential to improve access to care for patients with skin cancer. RANPs require the best available clinical and academic training to allow them to practice autonomously. Bernadette sought out an excellent course of study in the UK and showed enormous commitment and dedication to graduate at the top of her Master's Programme. She, along with our other RANPs in Plastic Surgery, Amanda O'Halloran and Deirdre Conlon, makes a massive contribution to our service in Roscommon University Hospital and this involvement is set to increase with the introduction of RANP-lead clinics and Photo Triage.

"I am privileged to work along with Bernadette, Amanda and Deirdre and I am grateful to Nursing and General Management in Roscommon University Hospital for all that they have done to support RANP training locally."

Roscommon University Hospital first in the country to deliver Frailty Education Programme to Hospital Doctors



At the presentation of the National Frailty Programme Certificates in Roscommon University Hospital, from left: Dr Sri Gowda, Registrar; Dr Tariq Khan, Registrar; Dr William Murray, Registrar; Ms Mary Garvey, General Manager; Ms Ursula Morgan, Director of Nursing; Dr Gerry O'Mara, Consultant Physician; Dr Shazil Jamal, Intern; Dr Colin Murphy, Intern; Dr Ifran Khan, Registrar; Ms Nicola Crean, Candidate Advanced Nurse Practitioner and course facilitator; Ms Sharon O'Rourke, Staff Nurse and course facilitator; Ms Carlyn Blackweir, Clinical Nurse Specialist and course facilitator; Dr Ciaran McHale, SHO and Dr Claire Glody, Intern.

Frailty is a common real life condition with up to 30% of people aged over 75 years being affected. To meet the complex needs of older people requires our healthcare systems to adapt and recognise frailty as a real life condition. This is particularly relevant for Roscommon University Hospital (RUH) which serves the West/Northwest and which has shown to have the largest population of residing older adults in Ireland.

The HSE National Frailty Education Programme was developed to provide all members of the multidisciplinary team with an understanding of frailty and frailty assessments, thereby allowing early recognition of frailty, improved healthcare management and a better outcome for older adults when accessing a health service.

Three staff members in RUH trained as National Frailty Facilitators and committed to the roll out of the programme throughout 2018 to promote a culture change in organising and delivering the programme to the staff. The team launched a frailty awareness campaign, compiled a frailty leaflet for staff and were instrumental in piloting a frailty assessment tool into the Medical Assessment unit.

Generally the National Frailty Education Programme is delivered as a one day course and this resulted in the hospital doctors being unable to attend due to time constraints. RUH frailty facilitators proposed a modular approach to the delivery of the frailty programme to all hospital doctors over a 3 month time frame (1 hour sessions). 13 doctors undertook the programme each third Friday where the frailty facilitators delivered one module at a time for seven sessions until all modules were completed. Positive feedback from the doctors identified that the areas covered in the programme were very relevant to clinical practice.

All doctors in RUH completed the programme between September and November 2018 and were the first group of doctors within Saolta and nationally to have completed the National Frailty Education Programme.

Ursula Morgan, Director of Nursing, Roscommon University Hospital said, "By increasing the understanding of frailty, we can improve the detection, prevention, management and therefore outcomes for these older adults. The success of this initiative has led to the frailty programme being rolled out on an on-going basis in RUH to capture rotation of medical teams. The recognition of frailty is important and should form part of any interaction between an older person and a healthcare professional. The importance of this programme in RUH is that patient care for older persons is enhanced and that our multidisciplinary team (doctors, nurses, physiotherapists, occupational therapists, household staff) have the necessary knowledge and skills to provide the highest standard of care possible."

First Phlebotomist post for Roscommon University Hospital

Roscommon University Hospital (RUH) welcomes Niamh Bates, the first Phlebotomist to be appointed to the hospital. Niamh joins the Laboratory Department and her addition to the service will provide all departments within the hospital with more timely access to blood results.

Commenting Mary Garvey, General Manager, RUH said, "I am delighted to welcome Niamh to our team here in Roscommon. Phlebotomists are a key element in health care teams and this new appointment will support and further enhance the phlebotomy service at RUH."

Niamh completed a Diploma in General Nursing in the former Midland Health Board in conjunction with Athlone Institute of Technology from 1999-2002 prior to working in the Midland Regional Hospital in Tullamore as a staff nurse. She successfully undertook a B.Sc in Nursing in the Royal College of Surgeons in 2004 and is also a registered Midwife having completed a Higher Diploma in Midwifery in Trinity College in conjunction with the Coombe Women's and Infant's Hospital from 2013-2015.

In 2011, Niamh completed an approved programme in Cannulation and Phlebotomy from the Nursing and Midwifery Board of Ireland and developed her training in phlebotomy and cannulation while working alongside the phlebotomy team in the Midland Regional Hospital in Tullamore.

Niamh states, "I have always had an interest in Phlebotomy; it is one of the most commonly performed invasive procedures in our hospitals. I love working with people one-on-one and to be part of a lifesaving process is very rewarding."

"I completed a Higher Diploma in Clinical Teaching in Health Sciences and a stand-alone module in Infection Control (Microbiology) and I hope to incorporate my learning into developing programmes to assist staff to perform phlebotomy and cannulation."

"I am really looking forward to working with my colleagues in the Laboratory across the hospital and with other Phlebotomy Departments within the Saolta Group."



Brendan's Winning Streak



Congratulations to Brendan Leech who works in the catering department at Roscommon University Hospital who appeared on Winning Streak recently. Well done Brendan and happy motoring 🚗

Cheque presentation to Palliative Care Services, Roscommon University Hospital

The Delaney Family from Castlecoote in County Roscommon recently presented a cheque in memory of their late father Mr Liam Delaney to Palliative Care Services in Roscommon University Hospital.

The donation of €1,320 was in recognition of the support and care Mr Delaney received during his time in Hospital.

David Delaney, son of the late Liam Delaney completed the Sea2Summit Adventure Race in Mayo last November to raise the money.

Mary Garvey, General Manager, Roscommon University Hospital expressed her gratitude to the Delaney family for their generosity in acknowledging the care provided to their father during his time in hospital.



Back row, L:R - Alma Delaney; David Delaney; Mary Garvey, General Manager and Tina Vaughan, Assistant Director of Nursing, Front row, L:R - Liam, Ava, Emily, Chloe and Corrina Delaney.

RUH Catering Staff Certification

30 catering staff from around the hospital completed the Environmental Health Association of Ireland Primary Course in Food Hygiene and received their certificates from Mary Garvey, General Manager at an awards presentation in the hospital recently.

The course covered benefits of good hygiene, food contamination, HACCP from food delivery to storage, food preparation, cooking and service, personal hygiene, food premises and equipment, pest control, cleaning and disinfection and food safety law and enforcement.

The one day course was held in RUH and training was delivered by Marie Therese Sweeney of Quality and Hygiene Systems Training and Consultancy. Following an assessment at the end of the course all participants were awarded a certificate from the Environmental Health Association of Ireland which is valid for 5 years.



RUH catering staff who completed the Environmental Health Association of Ireland Primary Course in Food Hygiene with Mary Garvey, General Manager and Patricia Rogers, Catering Manager.



Patricia Rogers, Catering Manager; Julie Kennedy, Chef and Mary Garvey, General Manager, Roscommon University Hospital.

'A Day in the Life'



Caroline Connell, Health Care Assistant at Roscommon University Hospital

When both my boys had started school, I decided I wanted to go back to work. I had been a stay at home mom for eight years and I really felt I wanted to do something for me. I looked at some courses and had a real interest in nursing so I applied for a pre nursing course. About two months later before I started my course, my dad was diagnosed with lung cancer.

This changed everything for me. My dad was sick for 14 months and passed away at home. It was a very overwhelming experience watching my mom care for my dad and to see a loved one fade away. After things had settled down I had a chance to think. I looked back on the previous 14 months and recalled all the care we received from our palliative care team. Not only did they care for my dad but for my family and me too. I knew then I wanted to do something in the caring field.

I looked into courses and found the Health Care Assistant course. I did my work experience and knew this was the job for me. I'm now a HCA on St. Teresa's Ward in Roscommon University Hospital and I couldn't be happier.

A typical day starts at 7.50 am with a handover from the night staff. Once the handover is completed, I check my ward allocation to see what patients and nursing staff I will be working with for the duration of my shift. Breakfast is the first part of call where I prepare and assist my patients with breakfast; some patients need help sitting up and others may need assistance eating. I stay with each patient also while they receive their medication.

My tasks throughout the day include- taking temperatures, blood pressure, washing and turning patients, assisting with dressing, toileting, incontinence care, palliative care needs, mobilising and feeding. My role also includes observation and reporting any possible problems. In between assisting patients I have a cleaning list that I take care of and I check if we need stock on the ward, order it and put it away when delivered.

My job can be very demanding physically and mentally but it is very rewarding and I love what I do. The part of my job I love the most is seeing the patients happy and comfortable and knowing I was a part of that.



News from the Perioperative Directorate

Photographed on the day that the Irish National Orthopaedic Register (INOR) went live in Merlin Park University Hospital, from left: Mary Cotter, Assistant Director of Nursing and Nurse Lead; Caroline Ryder, IT Lead; Suzanne Rowley, INOR Manager, National Office of Clinical Audit (NOCA); Mr Colin Murphy, Consultant Orthopaedic Surgeon and Clinical Lead; Tom Bannon, Project Manager, HSE Office of the Chief Information Officer; Mary Keane, Theatre Clinical Nurse Manager 2; Debbie McDaniel, Assistant Manager, Irish National Orthopaedic Register, NOCA; Eric McSpadden, IT Dept; Trina Kenny, Pre-Op Assessment Nurse; Thérèse Caulfield, Clinical Nurse Manager 2; and Caitriona Flaherty, Arthroscopy Nurse Specialist. Missing from photo: Judith McLucas, Business Manager, Perioperative Division and Business Lead.

In February, Merlin Park University Hospital was the first hospital in the Saolta University Health Care Group and sixth in the country to roll out the Irish National Orthopaedic Register (INOR). INOR is managed by the National Office of Clinical Audit, in conjunction with the HSE Office of the Chief Information Officer and clinically supported by Irish Institute of Trauma and Orthopaedic Surgeon.

Elective orthopaedic hip and knee replacement records will now be available nationally in a central register for the first time.

INOR is a secure, web-based, real-time system that is currently rolling out to all public elective orthopaedic surgery sites. Its aim is to improve and maintain the quality of care for individuals receiving joint replacement surgery in Ireland.

The register will collate information from all hospitals in Ireland undertaking joint replacement surgery and will support early detection of implant performance and improve the efficiency of the recall and review process.





News from the Women's and Children's Directorate

New Bereavement Room for Parents in the Maternity Unit at LUH

Letterkenny University Hospital opened a new bereavement room in the Maternity Unit in January. The room is known as the Butterfly Room, taking inspiration from Féileacáin, the Stillbirth and Neonatal Death Association of Ireland.

Director of Midwifery, Evelyn Smith explained the significance of the new development and said, "The Maternity Unit caters for approximately 1,700 births every year. While the birth of a baby is a very joyous experience for women and their families, sadly there are times when a baby dies before or shortly after birth.

"We hope the room will offer some small comfort to families at this time of great loss. The room has been designed for bereaved parents and their families and I would like to acknowledge the advice we received from parents. The room is private, spacious and soundproof which will allow parents quiet time to spend with their baby and loved ones, while still getting support and assistance from staff.

"We received funding from the HSE and Féileacáin to make the development of this room possible and we are extremely grateful for the ongoing support for parents and staff from Féileacáin. In addition, a double bed was kindly donated in memory of Beth Hope by her parents Trish and Daniel Clifford and the HSE Create A Link artists provided paintings for the room and the stairwell. I would like to acknowledge and thank the many parents for their donations to the Maternity Unit and the Neonatal Unit and all our staff involved."



Neonatal Cheque Donation



The McDonagh –Thornton family visiting the NICU in UHG and donating a cheque to the Neonatal Fund.



News from Galway University Hospitals

At the launch of Robotic Surgery at University Hospital Galway, Cancer Care West presented a cheque for €350,000 towards the cost of the equipment. From left: Mairead McGovern, Assistant Director of Nursing, Theatres; Genie Moran, CNM2, Robotic Service; Ms Catherine Dowling, Consultant Urologist; John McNamara, Chairman, Cancer Care West; Mr Paddy O'Malley, Consultant Urologist and Robotic Surgery Lead; Mr Eamonn Rogers, Consultant Urologist and National Urology Clinical Lead; Dr Helen Greally, Director of Support Services, Cancer Care West and National Clinical Lead for Psycho-Oncology, National Cancer Control Programme; Mr Garret Durkan, Consultant Urologist; Maurice Power, CEO; Richard Flaherty, CEO, Cancer Care West; Judith McLucas, Group Business Manager, Perioperative Directorate; Dr Pat Nash, Chief Clinical Director and Dr Jerome Coffey, Director, National Cancer Control Programme.

Robotic Surgery at University Hospital Galway

University Hospital Galway in conjunction with Cancer Care West introduced Robotic Surgery in 2018 and the new service was officially launched in December.

The surgical robot is currently being used by the urology team at the hospital and so far more than 70 men have had their prostate surgery undertaken by consultant urologists at the hospital using this new technology.

Commenting, Mr Paddy O'Malley, Consultant Urologist and Robotic Surgery Lead at University Hospital Galway said, "Robotic surgery represents the highest international standard of surgery worldwide and is the most advanced form of minimally invasive surgery available to patients.

"This use of this highly sensitive robotic tool with 3-D vision and improved magnification means that we as surgeons have even greater precision in our work. I, along with my colleagues Mr Garrett Durkan and Ms Catherine Dowling are delighted to be in a position to provide this type of high-tech surgery to our patients. It allows us to greatly reduce the length of time our patients must spend in hospital for prostate surgery.

"It also means that there is less scarring and post-operative pain which allows patients resume their daily activities sooner and with less need for pain relief medications. A huge amount of work has gone into this project since the arrival and installation of the robot in June this year from training through to when the first case was performed."

Commenting Richard Flaherty, CEO Cancer Care West said, "As the West of Ireland cancer charity we are strongly committed to ensuring that the best treatments and services are made available to cancer patients in our region. We believe that the new surgical robot represents the future of surgical oncology and will lead to improved treatment and also help reduce the length of hospital stay for patients. Patient care is the central focus of our charity and we believe that our donation of €350,000, which helped bring this equipment to our public hospital, will greatly enhance the care provided to cancer patients in the West."

Chris Kane General Manager, Galway University Hospitals said, "UHG is a National Cancer Control Programme designated prostate cancer treatment centre and treats more men than any other single centre in the country. The provision of robotic surgery is the single biggest development for the treatment of prostate cancer since the programme began and I would like to acknowledge the generous contribution by Cancer Care West.

"It is projected that the team at University Hospital Galway will treat up to 150 men with robotic surgery for prostate cancer in the coming year. We hope that further specialties along with the urology service will be in a position in the future to provide robotic surgery for their patients."

GUH's participation in Medtech Pulse Galway



Professor Derek O'Keeffe, Professor of Medical Device Technology and Consultant Endocrinologist at Galway University Hospitals took part in the Medtech Pulse event at NUI Galway at the end of February.

The Medtech Pulse is a forum for Irish medtech innovators to share their experiences on how to achieve better outcomes for patients and impact on healthcare globally through innovative research.

Prof O'Keeffe spoke of the work of the Health Innovation Hub Ireland based in the Lambe Institute on the UHG campus which is building on Galway's strong international reputation

for excellence and innovation in healthcare. He said, "The objective is to foster a collaborative clinical needs led innovation ecosystem between NUI Galway, Galway University Hospitals and industry to push the frontiers of knowledge, research and innovation in medtech. We need to find innovation at the bedside, develop technologies at the bench and ultimately bring them back to the bedside to improve patient care.

Galway is a global hub for the medical technology industry with eight of the world's top ten medtech companies based there. The Medtech Pulse event explored the programmes and initiatives in this area which are key to Galway's success

Donegal Family's donation to University Hospital Galway and Letterkenny University Hospital

James Melly and his wife Mary from Lettermacaward, County Donegal visited University Hospital Galway and presented a cheque for €3,325 to the Claddagh Ward Patient Comfort Fund.

In 2015 James had been a patient at the hospital where he received chemotherapy. James and his family wanted to show their gratitude and organised a musical evening featuring Galway band, Old Trusty. James and Mary's son is a member of the band and in total they raised €6,650 which was donated and shared between University Hospital Galway and Letterkenny University Hospital.



Staff from the Claddagh Ward, University Hospital Galway accepting a cheque from the Melly family, from left: Karen Mulhall, Clinical Nurse Specialist; James Melly; Mary Melly; Deirdre O'Halloran, Clinical Nurse Manager and Mairead Murphy, Staff Nurse.

Peripheral Blood Stem Cell Activity now 25 years in Operation

The Galway Blood, Tissue and GMP Establishment (GBTE) Peripheral Blood Stem Cell service has been 25 years in operation this year.

Commenting Dr Amjad Hayat Consultant Haematologist and Responsible Person (RP) said "We are really proud of the work of this service which has successfully collected stem cells from over 600 patients to date and reinfused to approximately 450 patients from a geographic area that covers the North, North-West and South of Ireland.

The stem cells are used as part of the treatment for certain blood cancers such as Multiple Myeloma and Lymphomas and allow these patients to receive a much higher dose of chemotherapy they otherwise would not tolerate. Their stem cells post harvesting and processing in the GBTE cleanrooms are stored in advance and then returned following chemotherapy. This 'rescues' the marrow and speeds up recovery. In this essential treatment, the Autologous (from self) Stem Cells themselves, do not cure or treat the disease, but ensure much quicker recovery for the patient. The stem cells originate in the bone marrow and are released into the bloodstream where they can be harvested using an Apheresis machine – the Optia, which is similar to a dialysis machine. The blood is cycled through the machine and the desired cells collected into a bag. The cells are processed in the Establishment and stored frozen in liquid nitrogen vapour at -160oC or less until the patient requires them. At this stage the bone marrow stem cells are re-infused under appropriate conditions, to help recovery from the therapy."

The service was originally set up in 1993 by Prof Ernest Egan, Consultant Haematologist at that time with the help of the then Chief Medical Scientist of the GBTE Mr Joe Goulding, Haematology Nurse Ms Breda Lally and Medical Scientist of GBTE Ms Joy Buckley. The harvesting was carried out on the first floor in Outpatients Department University Hospital Galway in the initial years. Patients were transferred there in the morning for their procedure. In more recent times the Optia machine was brought to the patient's bedside as it took over four hours to complete the harvesting procedure. CNS Kathleen Boyle assisted Breda for a number of years at this time. The stem cell processing procedure then begins post harvesting and the GBTE's first processing laboratory was set up in a room at the end of St Catherine's ward - sharing the facility with the Fertility Clinic as both used liquid nitrogen to freeze the cells. After a number of years, space became an issue as both sections became busier, and the Stem Cell Laboratory moved to a room in the Clinical Science Block where it stayed for two years before moving to the Blood Transfusion Laboratory.

In 2007, Ms Fionnuala Ni Chonchubhair joined the team as a Medical Scientist in the Blood Tissue and GMP Establishment - primarily working within the Tissue Establishment section of department. Fionnuala brought with her a wealth of knowledge from her previous experience working in the same field in Crumlin Children's Hospital, Dublin. The new Claddagh ward in UHG is where patients now come for the treatment under the care of CNS Ms Karen Mulhall and her team, Karen Moloney and Katherine Mullarkey. There are now three of the Optia apheresis machines in use. Dr Amjad Hayat, Consultant Haematologist and Responsible Person (RP) of the GBTE and Ms Margaret Tarpey Chief Medical Scientist and Deputy Responsible Person (dRP) of the GBTE have clinically and operationally managed the GBTE since 2012.



Margaret Tarpey; Fionnuala Ni Chonchubhair; Dr Amjad Hayat; Camilla Roche and Joy Buckley.

In 2008 under European Law, a new Tissue and Cells EU Directive - 2004/23/EC - came into force, which meant that the Stem Cells now had to be processed within a Controlled Environment Cleanroom and under other strict regulations of this Directive. The Blood Establishment had a similar Directive (2002/98/EC) to adhere too and all services of the Blood, Tissue and GMP were amalgamated under one Quality Managed System (QMS) which was a mammoth task but both strands complement each other and there is significant crossover on a daily basis.

Regulators / Inspectors advised this approach in order to comply successfully with the Directives. The current housing in which the tissue activities were performed within, did not comply with these mandatory regulations and so a temporary purpose built pre-fabricated cleanroom was installed. Activities continue in this area but the life span of this facility was 8 to 10 years maximum and plans are underway to erect a Blood, Tissue and GMP purpose built facility to ensure we conform to the strict EU Directives.

The GBTE has numerous licenses issued by the Health Products Regulatory Authority (HPRA). The GBTE cannot operate in Blood, Tissue or GMP activities without these licenses so there is a time pressure in the new build and it is progressing well. The new build is planned for the exponential increase in activity, new activities including the new GMP Manufacturing license – the only such unique laboratory hospital based licensed facility in the Republic of Ireland.

There has been a substantial and significant change to our work place practice in recent years, much of which is unique to Ireland. It is a fantastic asset to have in Galway University Hospitals and the Saolta University Health Care Group. Since achieving the unique GMP Manufacturing license the Cleanroom is now also utilised to produce GMP graded products to address the national need for certain Blood Product derived medicinal products (e.g. Autologous and Allogenic Serum Eyedrops). Once in situ within the new facility, expansion and diversity is planned for the future in terms of the type of products we hope to create for our patients. This allows for income generation but more importantly it provides essential treatments for certain patient cohorts who otherwise would need to access these outside of the country. The facility also supports numerous Stem Cell Clinical Trials which otherwise could not progress without the specific license types achieved in the GBTE.

The Establishment in GUH is one of only four such units in the country in terms of Stem Cell Harvesting, Processing and Re-infusion, the others are in Dublin, although many of the activities within the Establishment's license are unique to Ireland. There is a continually growing catchment area from Cork to Donegal for Stem Cell activities.



Joy Buckley at Nitrogen tank with stem cell bags in storage.



Karen Mulhall, CNS and Joan McGorry with the Optia Apheresis machine.

Irish Hip Fracture Database Galway Hip Fracture Governance Group

The IHFD was formed in 2012. It is a clinically led, web based database focusing on clinical standards and outcomes. There have been five published reports with over 14,000 cases reported. In 2018 the best practice tariff (BPT) was introduced. If all six clinical standards and two data quality standards are met, hospitals receive €1000 per case. The six clinical standards include:

- Admission to orthopaedic ward/ theatre within 4 hours from ED
- Receive surgery within 48 hours
- Does not develop pressure ulcer
- Seen by a geriatrician
- Receives a bone health assessment
- Receives a specialist falls assessment
- The data quality standards include:
 - 90% of data entered
 - Has local hip fracture governance committee.

The National IHFD 2016 Report recommended that every hospital participating in the IHFD should have a hip fracture committee to ensure that the data from the IHFD is being used to drive continuous quality improvement in hip fracture care (NOCA 2017).

The governance group meet quarterly to discuss performance and challenges faced in trying to achieve the six standards. Recent developments include the creation of an Orthogeriatrician post, closer interdisciplinary teamwork at ward level and engagement with QI projects on both ward flow and admission times from the ED have and will continue to improve the patient journey for patients with hip fracture.

The governance group is open to all disciplines and newcomers are welcome. To date there is representation from Orthopaedics, Geriatric Medicine, Anaesthetics, Emergency Medicine and Nursing staff, Radiology, HSCP, Nursing, Quality and Safety, Risk Management, Senior Hospital Management, Rehabilitation, Administration, HIPE personnel.



GUH committee L to R: IHFD Clinical Lead, Mr Coliín Murphy, Orthopaedic Consultant; Data Coordinator, Ms Aoife Dempsey, Orthopaedic Trauma CNS; Ms Blaiithin Kissane, Senior Orthopaedic Physiotherapist and Chairperson, Dr Michelle Canavan, Orthogeriatrician; Vice Chair.

The committee meet monthly to discuss ongoing improvements, initiatives and any issues that arise from the governance group meetings. Quarterly feedback is given by the IHFD to each hospital, and our goal is to improve our performance for each metric year on year, and the quality of care we deliver to patients.

The National report is published annually and is available on www.noca.ie/audits/irish-hip-fracture-database

Launch of Galway University Hospitals Arts Trust exhibition

Galway University Hospitals Arts Trust ran an exhibition by hospital staff in December and January. The exhibition titled Art@Work 15, was officially launched on the Arts Corridor of UHG by His Worship, the Mayor of the City of Galway, Councillor Níall McNelis.

Art@Work is the annual exhibition of work by staff from Galway University Hospitals. This year's exhibition showcased work from staff from Cardiology, Dialysis, Services, Pharmacy, Physiotherapy, Radiography, Radiotherapy, Haematology, Histopathology, Immunology, Microbiology, Nursing, Administration, Community Healthcare West, Finance, Social Work, hospital volunteers and retired staff members.



Hazel Hendy, Chairperson, Galway University Hospitals Arts Trust; Councillor Níall McNelis Mayor of Galway City and Margaret Flannery, Arts Director at GUH.

University Hospital Galway's participation in Special Olympics World Games in Abu Dhabi



Michelle O'Keane and Gina Naughton both work in UHG and represented Team Ireland at Special Olympics World Games

Huge congratulations to Gina Naughton and Michelle O'Keane for their medal-winning participation in the 2019 Special Olympics World Summer Games in Abu Dhabi in March.

Gina Naughton, who is the Radiology Systems Manager, is the Head Coach for the Irish Ladies Basketball Team which won a gold medal and Michelle O'Keane, who works for Aramark in the Café in UHG, represented Ireland in the Kayaking event, winning silver.

Michelle and Gina joined a total of 91 athletes and 38 coaches/management representing Team Ireland in the first ever Games to take place in the Middle East North Africa Region.

Gina has been involved in basketball all her life and described her involvement with Special Olympics. She said, "I played basketball at school, club and at National League level. In recent years I got involved in refereeing and coaching and last year I was asked to coach the Connacht Basketball Team. We got through to the finals of the National Games in June and won the gold medal and that was the start of the journey to the World Games.

"I was delighted to be appointed the Ladies Basketball Head Coach for the World Games this year. We have a fantastic team of 10 players with two from Connaught, seven from Ulster and one player from Leinster. There are also two Assistant Coaches, Evelyn Bohan from Galway and Dorothy Kavanagh from Limerick.

"Being a volunteer with Special Olympics is an amazing experience. It is great to be involved with such a dedicated group of athletes who are so determined to give it their all."

Michelle, who is also a competitive swimmer with several gold medals, took up kayaking 5 years ago and has participated in three Special Olympics Ireland Games, competing twice in swimming events and once in kayaking.



Recent Consultant Appointments



Dr Derek O'Keeffe, Professor of Medical Device Technology / Consultant Endocrinologist at Galway University Hospitals / NUI Galway.

Speaking of his appointment Prof O'Keeffe said, "My main research interest is clinical needs-led innovation across the medical spectrum but with an emphasis on diabetes and I will focus on developing novel technology to improve patient care in my clinical practice."

Consultant Endocrinologist, Prof Derek O'Keeffe holds a dual first class honours degrees in Engineering and Medicine as well as a Masters and PhD in Biomedical Engineering from the University of Limerick and NUI Galway.

In addition he was awarded a first class honours Graduate Diploma in Clinical Education. He also studied at several international institutions including Oxford University (UK), the University of New South Wales (Australia) and Lomonosov University (Russia). He was a Fulbright Scholar at Harvard University (USA) and a graduate of the Endocrinology Clinical Fellowship at Mayo Clinic (USA).

Prof O'Keeffe previously worked with NASA as a flight surgeon for their NEEMO mission and placing an astronaut health experiment on board the International Space Station. As well as multiple academic publications, he holds two biomedical patents and several international research prizes. He was awarded the Outstanding Young Person of the World by JCI.



Dr Andrew Smyth, Associate Professor of Clinical Epidemiology / Consultant Physician at Galway University Hospitals / NUI Galway.

Commenting on his appointment, Dr Andrew Smyth said, "I am delighted to have started as a Consultant Physician here in GUH. My role involves looking after patients with hypertension (high blood pressure), kidney disease including kidney failure, dialysis and transplantation."

Consultant Physician, Dr Andrew Smyth graduated from NUI Galway in 2006 with an Honours Degree in Medicine. Following the completion of his intern year at GUH, he pursued a career in internal medicine and completed basic training in 2009 at Mayo Clinic (USA) and GUH before completing Higher Specialist Training in Nephrology and General Internal Medicine with the RCPI. In 2011 he commenced the National SpR Academic Fellowship Programme which involved integrating a PhD in Medicine and Clinical Epidemiology and went on to complete research and clinical fellowships at McMaster University (Canada).

Dr Smyth completed his PhD entitled 'Diet and Renal Outcomes' in 2015 and has published over 50 peer-reviewed articles. From September 2016 to August 2018 he was the first Irish recipient of a Wellcome Trust Postdoctoral Research Training Fellowship for Clinicians based at NUI Galway focusing on the epidemiology, predictors and treatments for people with chronic kidney disease.



Dr John William (Bill) McEvoy, Associate Professor of Clinical Epidemiology / Consultant Physician at Galway University Hospitals / NUI Galway.

After graduating from the UCC School of Medicine, Dr John William McEvoy undertook senior house officer and cardiology registrar training at the Mater Misericordiae University Hospital. In 2008 he joined the Osler Medical Housestaff at the Johns Hopkins Hospital and University School of Medicine (USA). After his internal medicine residency he completed his cardiology fellowship including advanced training in cardiac prevention, cardiac imaging, and cardiovascular epidemiology. He also served as Chief Cardiology Fellow at Hopkins. He received the Johns Hopkins Department of Medicine teaching award for fellows in 2013 and holds a Masters degree in cardiovascular epidemiology from the Johns Hopkins Bloomberg School of Public Health and a Masters degree in the education of health professionals from the Johns Hopkins School of Education.

Prior to returning to Ireland in 2018, Dr McEvoy was an Assistant Professor on the cardiology faculty at Johns Hopkins for 3 years, with clinical roles in the cardiac intensive care unit and in the Ciccarone primary and secondary cardiovascular prevention centre. He is a Fellow of the Royal College of Physicians of Ireland and has a clinical interest in the primary and secondary prevention of cardiovascular disease in both critical care and outpatient settings. In addition to his role as Professor of Preventive Cardiology at NUI Galway, Dr McEvoy is the medical and research director of the National Institute for Preventive Cardiology.



Dr Johannes Buca Letshwiti, Consultant Neonatologist at Galway University Hospitals

Commenting on his appointment, Dr Letshwiti said, "I'm excited about the prospect of expanding the neonatal services in the West of Ireland and I'm looking forward to being part of the team leading on this field within the Saolta Group. I have a special interest in quality improvement projects and neonatal haemodynamics."

Dr Letshwiti graduated from NUI Galway in 2005 and went on to do medical and surgical internships in Roscommon and Galway. He then started on his career in paediatrics and completed basic specialist training by 2008 and worked as a registrar in general paediatrics, neonatology and paediatric nephrology in Letterkenny University Hospital, the Coombe Women and Infants University Hospital and Temple Street Children's University Hospital.

From 2011 to 2016, Dr Letshwiti undertook Higher Specialist Training in Paediatrics through the Faculty of Paediatrics of the Royal College of Physicians of Ireland. This included the Neonatal-Perinatal Medicine Clinical Fellowship Program with the University of Toronto, Canada with a rotation in the Neonatal Intensive Care Units at Sunnybrook Health Sciences Centre, Mount Sinai and The Hospital for Sick Children in Toronto. During his first year of fellowship, Dr Letshwiti received the Audrey Tan-Dy Humanitarian Award for outstanding patient care.

In 2016 Dr Letshwiti returned to Ireland and worked as a Locum Consultant Neonatologist at the Rotunda Hospital in Dublin until 2017 before being appointed as a Consultant Paediatrician at Mayo University Hospital until January 2019.

GUH Staff Recognition Award



At the GUH Staff Recognition Award presented to Joe Kelly, from left: Mary Hynes, HR Manager; Joe Kelly; Chris Kane, General Manager; and Martin Molloy, Information Systems Manager, Saolta University Health Care Group.

Galway University Hospitals (GUH) is delighted to announce that the second Staff Recognition Award was presented to Joe Kelly who has been providing the regional printing service for the hospital and other HSE services in the West for many years. Joe was presented with his award shortly before his retirement this week after 38 years of service.

Joe, who is originally from Tuam and is married to Loretta McDonagh, lives in Newcastle, Galway and was nominated for the award by Martin Molloy, Information Services Manager who described how Joe excelled at his job and went to great lengths to meet the printing needs of the hospital. He said, "Joe ensured that the thousands of printed forms and leaflets needed by the hospital every day never ran out. The quality of the work Joe provided was always excellent and he would meet urgent requests when the need arose, often staying late and working at lunchtime to deliver the service.

"However, Joe's greatest attribute is his helpful and friendly nature. Visiting the printing department and talking to Joe was like talking to a psychologist – you always ended up feeling better afterwards. Everyone has a good word to say about Joe and he will be truly missed."

General Manager of GUH, Ms Chris Kane said, "The Staff Recognition Awards aim to acknowledge and celebrate staff who go the extra mile for patients, who give an outstanding level of support to patients and colleagues or who are providing leadership by motivating, mentoring and inspiring others.

"Joe has always been exemplary in carrying out his duties and he is a very worthy recipient as someone who performs at a level above and beyond normal job requirements and expectations. Joe is known by nearly everyone in the hospital and on behalf of all his colleagues, I would like to wish him the very best for his retirement."

Cheque Presentation to University Hospital Galway by the Tully Family, Craughwell

Carmel and Claire Connolly recently presented a cheque for €1,000 to St Nicholas's Ward and the Palliative Care Team at University Hospital Galway in memory of their late mother Frances (Peggy) Tully, a retired nurse from Craughwell in County Galway who was a patient of St Nicholas's Ward and the Palliative Care Team. The money was raised by the Tully family and through donations at the time of the funeral.

Carmel Connolly, daughter of the late Frances Tully said, "As a family we feel so blessed that our mother was so well cared for by the exceptional staff of St Nicholas Ward and the Palliative Care Team. Their loving care, kindness and empathy was exceptional combined with their compassion and professionalism. They gave us strength, hope and comfort at a very difficult time in our lives and as a family we will be forever grateful."

Debbie Belton, Clinical Nurse Manager, St Nicholas's Ward, UHG expressed her gratitude and said, "I would like to thank the Tully family and everyone involved in the donation for their generosity in acknowledging the care provided to Frances during her time here with us. We are very grateful for the donation."



Staff from St Nicholas's Ward and Palliative Care, University Hospital Galway accepting a cheque from Carmel and Deirdre Connolly in memory of their late mother Frances Tully who had been a patient of St Nicholas's ward and Palliative Care Team. From right: Eimear Sharkey, RGN; Annie Flaherty, HCA; Siobhan Rigby, RGN; Annmarie Ward, RGN; Imelda Dolan, RGN; Vanessa Waterson, CNS Palliative Care; Carmel Connolly; Claire Connolly and Leona Reilly, Palliative Care Registrar.

Health Innovation Hub Ireland's Innovation Workshop in Galway

Saolta staff including nurses, pharmacists, clinicians, physiotherapists, physicists, finance and IT staff took part in the Health Innovation Hub Ireland (HIHI) workshop in Galway on 13 February.

The theme of the workshop was 'Rethinking healthcare innovation'. The group was welcomed to the event in NUI Galway by Saolta CEO Maurice Power who urged the participants to 'share your dreams, share your vision'. The facilitators on the day were Dan Maher, current entrepreneur in residence at the Smurfit School of Business UCD who is involved in delivering their MBA programme and Colman Casey, National Director of Health Innovation Hub Ireland based in Cork.

The workshop in Galway was the first in a series of five workshops which guide and encourage participants to explore the potential for innovative approaches within their own healthcare environment. The programme is delivered as a continuum and attendees must complete Workshop one to progress with the remaining four.

Purpose designed and delivered by HIHI for those working in the Irish healthcare settings, HIHI workshops are free to attend, with the only stipulation being you must currently be a HSE employee, or working in Irish primary care or voluntary hospital setting.

To find out more about Health Innovation Hub Ireland, please contact Aisling Dolan at aisling.dolan@nuigalway.ie



Saolta staff including nurses, pharmacists, clinicians, physiotherapists, physicists, finance and IT staff took part in the Health Innovation Hub Ireland (HIHI) workshop in Galway.

Unique Collaboration Brings World Leaders in Heart Health to West of Ireland

A strategic partnership between Croí, the heart and stroke charity and NUI Galway is leading the way in positioning Ireland as an international leader in cardiovascular health.

In 2014, Croí set about putting Galway on the map as a centre for leadership in the prevention of heart disease and stroke by establishing the National Institute for Prevention and Cardiovascular Health (NIPC) as an affiliate of NUI Galway. In recent months, two world leaders in heart health have joined NIPC and taken up appointments at NUI Galway, supported by Croí.

Professor David Wood, immediate past president of the World Heart Federation has moved to Galway from Imperial College London as Adjunct Professor of Preventive Cardiology at NUIG and Professor Bill McEvoy has returned to Ireland from John Hopkins University School of Medicine USA as Professor of Preventive Cardiology NUIG; Consultant Cardiologist GUH and Research and Medical Director NIPC.

"I'm delighted to join the team at both NUI Galway and the National Institute for Prevention and Cardiovascular Health (NIPC). Ireland has a long history of leadership and innovation in the prevention of heart disease and stroke. However, like much of the developed world, we now face major challenges in curbing the negative health impacts of obesity, diabetes and an increasingly sedentary western lifestyle. Cardiovascular disease remains the #1 killer in Ireland and reducing the impact of this disease is what drives me and my colleagues at NIPC," says Prof Bill McEvoy.

He went on to say "As research and medical director, I aim to help NIPC become a national and international centre of excellence in the prevention of cardiovascular disease and promotion of cardiovascular health; through clinical excellence, research, and education. For example, because NUI Galway has a strategic interest in population health, NIPC has been able to collaborate heavily with NUI Galway to begin the process of expanding our MSc in Preventive Cardiology into a suite of Masters programmes in Lifestyle Medicine and Cardiovascular Health. This suite is designed to train the next generation of clinical leaders in cardiovascular disease prevention - leaders not just in Ireland but around the world. I also hope to bring my years of experience from leading academic health centres around the world to drive forward innovative research aimed at improving heart and stroke outcomes for patients in Galway and Ireland. University Hospital Galway has one of the most dynamic groups of cardiologists in the country and I look forward to collaborating with my outstanding colleagues there to translate the new knowledge gained at NIPC into improved clinical care. Further, it is particularly exciting to have Professor David Wood join NIPC from Imperial College London. David is a world-renowned leader in cardiovascular disease prevention and is well positioned to support me in our mutual efforts to develop NIPC as a national and international centre of excellence."



Pictured at a reception in the Croí Heart & Stroke Centre, Newcastle, Galway, (left to right): Prof Bill McEvoy, Professor of Preventive Cardiology NUIG; Consultant Cardiologist GUH and Research & Medical Director NIPC; Professor David Wood, immediate past president of the World Heart Federation and Adjunct Professor of Preventive Cardiology at NUIG; Dr Jim Crowley, Consultant Cardiologist, GUH and Research & Medical Director, Croí; Neil Johnson, Chief Executive, Croí.

Prof David Wood says, "I am very proud to be working with Professor Bill McEvoy in providing leadership in the prevention of cardiovascular disease at three levels: (i) research into the causes, treatment and prevention of heart disease; (ii) postgraduate teaching in preventive medicine through a new suite of post graduate courses in cardiovascular health and disease prevention: 'Preventive Cardiology'; 'Diabetes and Cardiometabolic Disease'; 'Obesity and Weight Management' and 'Lifestyle Medicine'; and (iii) innovative service development through programmes such as those delivered by Croí in the community".

Prof Woods went on to say "Preventive healthcare must become both a national and global priority. Prevention through promoting healthier lifestyles, and treating the major risk factors like blood pressure, lipids and diabetes, is the only realistic way to reduce the burden of heart disease and stroke. I am confident that our Institute will become a beacon of excellence in cardiovascular health and disease prevention through research, teaching and innovative service delivery."

See www.nipc.ie to learn more.

Expansion of Volunteer Role in Major Theatre Complex, University Hospital, Galway



Pictured Theatre Staff and Volunteers on the second floor. Front row: Amy McLeod, Staff Nurse; Una Dolan, HCA; Bernie Ryan, Volunteer; Phil Greallish, Volunteer; Fiona Geraghty, Student Intern Nurse. Back row: Edel Brennan, Staff Nurse; Catherine Forde, Staff Nurse; Niamh Flaherty, Staff Nurse; Molly Molloy, Staff Nurse; Ash Waindande, Staff Nurse and Conor Carmody, Staff Nurse.

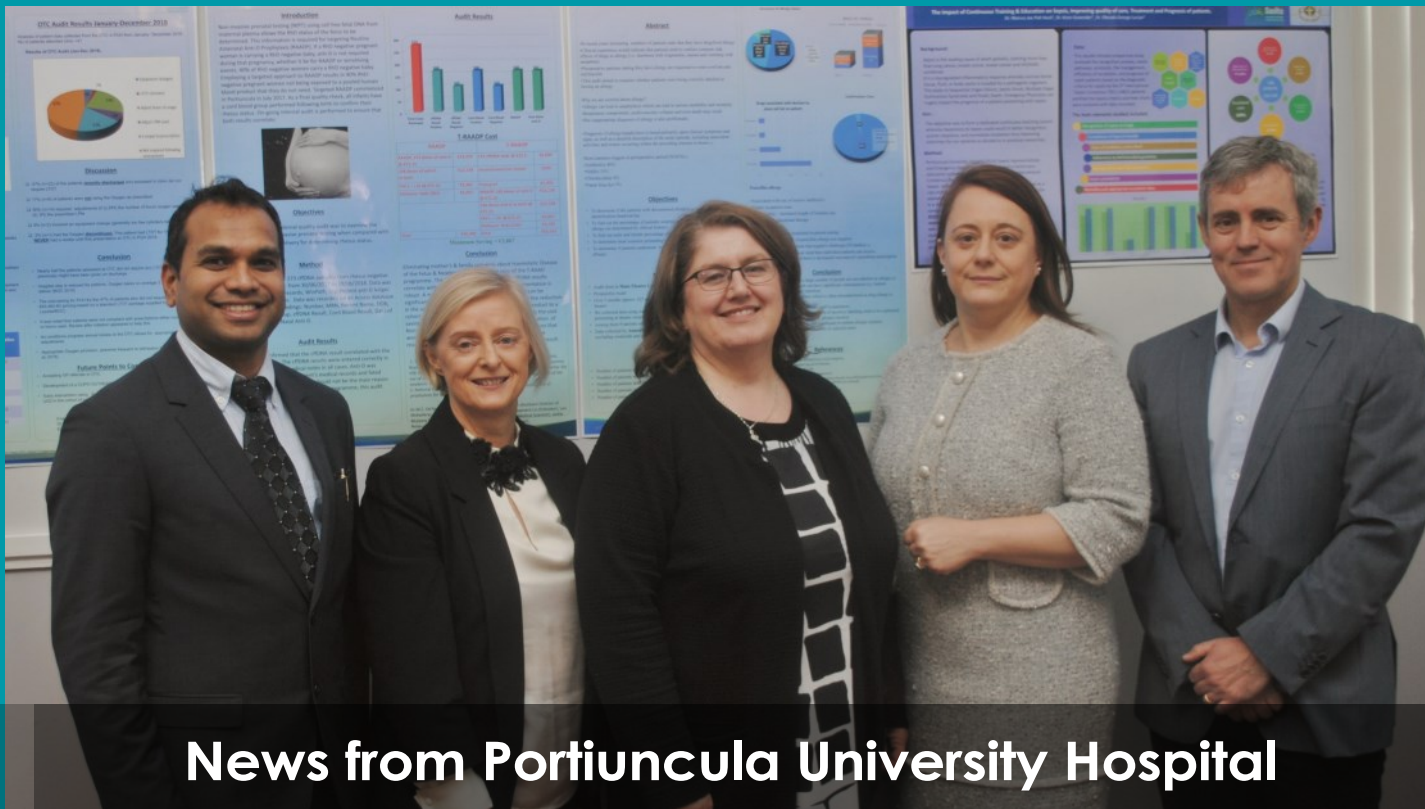
University Hospital Galway’s Meet and Greet Volunteer Service has been extended to the 2nd floor, major theatre complex in the hospital.

The Volunteer ensures that families waiting on news of their loved one’s surgery in theatre are kept briefed and up to date in terms of how long they will be in theatre and what time they are likely to be ready to go back to the ward. Also in the case of children’s surgery, the parent may wish to accompany the child in recovery, this too the Volunteer can arrange in conjunction with the Nursing staff.

Volunteers work closely with the Nursing / Medical /Portering and Clerical staff on a daily basis.

This initiative which commenced in 2018 has been really successful and has transformed the theatre experience for the patients, their families and friends. To-date we have received positive feedback from our patients and their families and especially the perioperative ancillary, nursing and medical staff.

We look forward to continuing to develop this pioneering patient initiative to ensure the patient experience is one which is grounded in kindness, compassion and respect.



News from Portiuncula University Hospital

Dr Kiren Govender, Consultant in Emergency Medicine and Research Day Coordinator with the Research Day judges: Máire Kelly, Clinical Support Services Director; Marita Fogarty, Director of Nursing; Dr Laura Bandut, Consultant in Emergency Medicine; and Dr Paraic Curran, Consultant Paediatrician.

Portiuncula University Hospital's Research Day

Portiuncula University Hospital held its second annual Research Day at the hospital in January. The event was organised to showcase the research and audit work undertaken at the hospital with 7 oral presentations and 23 posters presented by staff from all disciplines including the Emergency Department, Physiotherapy, Laboratory, Pharmacy, Nursing, Radiology, Medicine and Surgery.

James Keane, General Manager said, "Following last year's research day at the hospital, we decided to make it an annual event for staff to share their research, some of which has already been presented at national and international conferences. Also, our Academic Committee are focused on providing opportunities for our Non Consultant Hospital Doctors to carry out research and present the research at a forum of peers.

"The research and audit topics presented on the day demonstrate the commitment of staff to improve patient-centred care, optimise service delivery and ensure best practice healthcare."

The prize for the best poster presentation went to Dr Amir Mohammad and Dr Jahid Hason from the Anaesthetics Department for 'Red Hat Study'. The prize for the best oral presentation was awarded to Dr Hillary McLoughlin, Consultant Respiratory Physician for 'Chest Pain Query Cause: Group Thinking at Portiuncula.'



James Keane, General Manager, Portiuncula University Hospital with Dr Amir Mohammad, Anaesthetics Department who won the prize for the Best Poster Presentation for 'Red Hat Study' with co-author Dr Jahid Hason.



Best Oral Presentation: Dr Hillary McLoughlin, Consultant Respiratory Physician for 'Chest Pain Query Cause: Group Thinking at Portiuncula'.

Portiuncula University Hospital offers Hypnobirthing Classes

Over the past two years, 12 midwives working at Portiuncula University Hospital have completed a Diploma in Hypnobirthing which allows them to facilitate antenatal classes for birthing mothers planning to have their babies at the hospital.

Irene Mulryan, one of the midwives at Portiuncula explains the benefits of hypnobirthing. "The aim of the hypnobirthing classes is to prepare mentally for birth, in the context of birth being a normal event and not something to be frightened of. Often the name 'hypnobirthing' conjures up images of being hypnotised but this is not the case. It is a strategy with numerous coping tools which helps couples to understand and appreciate the physiological process of birth. It enables women to prepare to give birth by the use of breathing and relaxation techniques, massage and positive visualisations.

"Women and their birth partners who attended the hypnobirthing classes report feeling more informed and empowered after participating in the class. Birthing partners felt more involved and in partnership with the mother and the care givers. Having used hypnobirthing, women also reported feeling calmer and more in control during labour – no matter what type of birth they had.



Anne Murray, Clinical Midwife Specialist; Geraldine Guinan, Midwife; Irene Mulryan, Interim Clinical Midwife Manager 2 and Mary Burke, Clinical Nurse Manager 3. Seated from left: Carmel Cassidy, Midwife and Aisling Dixon, Clinical Midwife Manager 2.

"The ideal time to attend a hypnobirthing class at PUH is between 24 and 32 weeks which allows time to practise the learned techniques. The 2-day course is held over a weekend and there is a cost of €50 to cover the materials and lunch".

Annual Remembrance Service for Babies and Children

The annual remembrance service for babies and children was held in PUH in February.

The hospital first held this service in 1993 and it was very obvious then how important it was to families. Twenty six years later and the service is still attracting a large number of families who wish to remember their babies and children. Many families return year after year, with others attending for the first time, some many years after experiencing their loss.

The service gives families the opportunity to remember through reflection, symbols and music. Everyone was given a candle to light and place in the sacred space for their baby or child who has died, to show that they will always be loved and never forgotten. Parents were offered the opportunity to enter the name of their little one in the Remembrance Books which were also placed in the sacred space. We were very honoured to have a mother who lost her baby here a number of years ago speak from her heart about her experience; this was both moving and humbling.

Refreshments were served afterwards, which was an opportunity for bereaved families to engage with each other and also talk with staff from the hospital.



'Whose Shoes' Information Sharing Event



At the 'Whose Shoes' event organised by the Maternity Unit at Portiuncula University Hospital.

In March the Maternity Unit at PUH held a very successful information sharing event for staff and former and current patients of the unit. In total 24 women, 12 children and 25 staff attended the workshop which was an informal and relaxed way for women who have used the maternity service in PUH to talk about their experiences.

The 'Whose Shoes' format has worked very effectively in other maternity services both in Ireland and the UK and provides really important feedback to maternity service providers on how they can better understand and improve the service they provide women and families.

Deirdre Naughton, Midwifery Practice Development Coordinator at the hospital and the event organiser said, "The feedback from everyone was extremely positive and enlightening. The women who had used our maternity services welcomed the collaborative approach and appreciated being able to interact and vocalise their feelings.

"The format of the day included discussions on various true-life scenarios and these generated free flowing discussions which identified where improvements could be made to meet the needs of the women using the service. Having a mix of staff and mothers present allowed us to examine different perspectives and really made us think what it is like to walk in the other person's shoes.

"I would like to thank everyone involved for their honesty and generosity giving their time and sharing their experiences to allow us all to learn and enhance the care we provide.

Many thanks also to the hospital's catering department for the beautiful cake."

Portiuncula University Hospital marks National HSCP Day

Portiuncula University Hospital marked its first National HSCP Day on the 1st February 2019, the first anniversary of the launch of the HSCP office and the Health and Social Care Professionals Development and Education Strategy. The HSCP group at PUH invited staff to visit the information stand in the main foyer. This was a great opportunity to meet colleagues from different disciplines and build opportunities to share knowledge and experiences. This event helped to recognise the enormous impact that HSPC services have on service users, through the hard work and dedication of staff.



Members of the HSCP Group at PUH.

Midwifery Symposium



Portiuncula University Hospital hosted a very successful Midwifery symposium in November. With support from CNME and NMPDU this day was planned with the theme focused on striving for Quality Midwifery Practice through Innovation, Research and Strategy. 79 attendees including Midwives, Midwife managers, medical/obstetric colleagues, midwifery students and CNME staff / educationalists were present on the day and participants joined via video link from all five Saolta maternity partners and the Coombe Women and Children's Hospital, Dublin.

National speakers included Dawn Johnston, Interim CEO NMNI who spoke about 100 years of regulation in midwifery. This was followed by Angela Dunne, Director of Midwifery, National Women and Infants Health Programme, tasked with the implementation of the maternity strategy. Cathy O'Sullivan, the Interim Director CNME Cork spoke about Antenatal Standards for Antenatal Education and future national plans. This aligned well with Ann Parry's presentation on the progress of the national Nurture Programme.

Hearing about newly-qualified midwives' experience of clinical practice from Deirdre van der Puten's PhD study focused attention on the workforce needs. Innovations from all Saolta sites participated including Aisling Dixon who spoke about starting the new Supportive Care Model, in PUH and future plans, Mary Sammon discussed the success of implementation of new standards for clinical handover and safety pause in MUH.

Irene Mulryan and Anne Murray spoke about introduction of Hypnobirthing in PUH and Geraldine Hanley from LUH spoke about the breastfeeding volunteer programme. The first Advanced Midwife Practitioner promoting normality in Ireland, Roisin Lennon, from SUH spoke with passion about her role. The final innovation was from GUH and Caroline Hession presented on the 'Whose Shoes' event which was the first in Ireland. PUH were delighted to hold their 'Whose Shoes' event in March. The keynote speaker was Dr Malie Coyne and Nicole McGuigan presented on the launch of building a happy baby poster and give an insight into infant mental health.

The day was exceptionally well evaluated with many expressing a renewed passion and pride for midwifery developments.



Bernard Jackman supporting 'End PJ paralysis' initiative



Bernard Jackman with staff who wore their PJs to promote the 'End PJ Paralysis' initiative to encourage patients to get up, get dressed and get active.

Bernard Jackman, former Irish rugby union player who played for Connacht, Leinster and Ireland showed his support for Portiuncula's 'End PJ paralysis' campaign which started in March.

Speaking at the launch, Bernard said, "As a sports person, I appreciate the importance of being active to stay healthy and well. I was surprised when I learned how rapidly people deteriorate due to prolonged bed rest while in hospital. I was even more surprised to learn that a solution as simple as getting up and getting dressed could have such a positive impact on recovery."

General Manager, James Keane said, "We know that being mobile helps patients recover more quickly from illness and injury. Research has shown that 10 days in bed can lead to 10 years of aging in the muscles of people over the age of 80. At any age, muscles lose strength by being in bed for longer than needed. This is an excellent initiative undertaken by a broad range of multidisciplinary staff at Portiuncula University Hospital.



From left: Jerry Nally, ADON; Tracy Fahy, Staff Nurse; and Elizabeth Loughnane, CNM2, St Clare's Ward.



From left: Jerry Nally, ADON; Alan Kelly, Physiotherapist Student; Roisin Jackman, Act Snr Occupational Therapist; Máire Kelly, Clinical Support Services Director; James Keane, General Manager; Bernard Jackman; Lisa O'Looney, Snr Physiotherapist; and Fintan Murphy, Physiotherapist Student.

Catering Department Healthy Eating

The Catering Department at Portiuncula University Hospital is encouraging all staff to get healthier and fitter by following the Operation Transformation meal plans for a nine week period. The Catering Department are taking the work out of it for staff by providing the Calorie Counted Meals every day in the Staff Dining Room which is taken from the Operation Transformation Website, 'You do Steps and we do the Fuel'.

Anyone that purchase's the Healthy Option daily is entered into a draw for a Healthy Food Hamper. The recipes are also available for staff to take away and try the meal plans at home.

This initiative is supported by the Nutrition and Dietetics Department who provide weekly weigh-ins and BMI checks for staff.

The hot meals on offer are prepared by the dedicated and talented team and a variety of fresh fish and vegetables are used every day.

Staff have the option of making healthier choices from the colourful salad bar following the 'Happy Heart Healthy Eating Award' ethos in which the department has achieved the Gold Standard.



Some of the healthy options available in the Salad Bar.

The Catering Department's philosophy is that 'Every day is a good day to start eating healthy - so why not make a start and we will go the journey with you'.

AIT Nutrition Students Healthy Ireland Projects 2019

Portiuncula University Hospital organised a number of Healthy Ireland Health Promotion events for staff in early 2019. Two Nutrition students from Athlone Institute of Technology (AIT) on placement in the Nutrition & Dietetics and Catering Departments assisted in delivering a number of Health Promotion / Operation Transformation events including:

- Health Eating talks for staff regarding the food pyramid, healthy eating guidelines, portion sizes, alcohol, tips for weight loss and physical activity.
- Staff wellness event in conjunction with the Dietitians, Cardiac Rehab and Resus nurses where staff got their height, weight, BMI and blood pressure checked.
- Staff weekly weigh-ins for six weeks in the Department of Nutrition and Dietetics to help staff track their progress.

The AIT nutrition students have also collated service user feedback regarding the hospital food and nutritional care at PUH from recent years and presented a summary of this feedback to relevant stakeholders in the hospital including the Nutrition Hydration Steering Committee. They are now working on various other projects including nutritional analysis of the hospital food and development of new menus, staff feedback regarding the staff canteen food options. The students are also carrying out a staff survey for the catering department to help them develop the staff menu and incorporate healthy options.



AIT Nutrition Students Debbie Rattigan and Eva Cotter.



News from Mayo University Hospital

Patient Experience Advisor, Paula Roberts, taking part in a recent nutrition audit in the Maternity Department, from left: Paula Roberts; Marie Fraser, Senior Paediatric Dietitian; and Loretta Bracken, Catering Manager, Aramark.

Patient Experience Advisors at Mayo University Hospital

As part of Mayo University Hospital's ongoing commitment to patient and family engagement, 18 Patient Experience Advisors have been selected to work with various hospital committees to bring the patients' voice to the planning and delivery of care at the hospital.

Eibhlín Walsh is the Dietitian Manager and Chair of the Nutrition Steering Committee at the hospital. She described the advantages of working with the Patient Experience Advisors and said, "The Nutrition Steering Committee at the hospital is responsible for implementing all nutrition focused projects and improvements. Our committee has benefitted from the insights that Paula Roberts, Patient Experience Advisor has been able to provide. Paula volunteers her time to attend the committee meetings to give the patient and patient's family perspective.

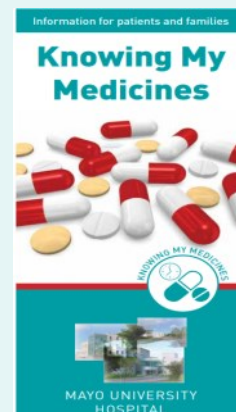
"In addition, Paula has taken part in nutrition audits where we meet with patients in selected areas of the hospital to get feedback on the meal choices and the patients' nutrition experiences. The information is gathered by one of our dietitians with the hospital's catering manager and by having Paula take part in our audits, there is a partnership approach with everyone working together in a positive way to recognise areas for improvement."

MUH Launches "Knowing My Medicines" Initiative

Members of the Medication Safety Committee at MUH together with the Patient Experience Advisors have launched a new initiative called 'Knowing My Medicines' at the hospital.

The aim is to spread the message that patients should keep an up to date list of their medications and to bring the list with them when they attend the hospital.

Everybody has a role to play in medication safety and we hope that we can by this initiative improve communication around medicines. The 'Knowing my Medicines' leaflet can be downloaded from the Saolta website or copies are available via the volunteer and outpatient registration desks in the hospital or from the Pharmacy Department.



Dementia awareness in Mayo University Hospital



Visiting mum was always a treat
 The fridge would be full of nice things to eat
 A cake would be baked and soup on the stove
 The cupboard in the corner was like a sweet treasure trove
 The beds would be made and the house spotlessly clean
 Smelling of lillies and old Mr. Sheen
 The homemade curtains still hung with pride
 Photos of adventures and mum as a bride
 The last visit was different the food was quite old
 The beds were not made and the house seemed quite cold
 The bins were full and the odour quite strong
 I was starting to think that something was wrong
 Mum always dressed well she was stylish and neat
'Put something nice on you don't know who you'll meet'
 Today she looked shabby her outfit was bold
 And she clung to her bag like it was made out of gold
 Sure, maybe she's ill she'll be right as rain
 She is whizzing around and no signs of pain
 Denial is dangerous and acceptance must come
 It was no longer the same, 'the role of the mum'

Someewhere over the Rainbow

Dementia was diagnosed there was no longer hope
 Mum was a safety risk she just couldn't cope
 The house up for sale, the car had to go
 Mum was confused and feeling quite low
 I felt resentment, I'm sorry to say
 No future to plan just living each day
 Guilt over decisions, and frustration within
 A hopeless battle we were never to win
 The house has been sold the finances were there
 An annexe was built for independent care
 Mum has her furniture and memories of dad
 Most of them happy but some of them sad
 She has some great days with stories of fun
 And others are tough you just want to run



When you're feeling lost with nowhere to turn
 Take a deep breath, research and learn
 Explore your options, source help and advice
 Groups to chat too, new friends can be nice
 Mum is still there, inside that shell
 There will still be moments when all is well
 Somewhere over the rainbow, mum hums all day long
 Only now do I realise it is her favourite song
 The matriarch's crown has been passed down the line,
 I had to believe that it all would be fine
 I miss being the child, but acceptance is here
 You must cherish the new, because life is so dear
 A lesson I learnt is to be empathetic
 Do not make your loved ones feel apologetic
 Dementia is cruel it can rob so much time
 It can sometimes seem there's a mountain to climb
 So take time for yourself do not get run down
 Accept invitations go out on the town
 Life is for everyone so balance must come
 There will always be love and care for our mum.



Mayo University Hospital successfully launched the dementia awareness Butterfly Scheme in late 2018.

The Butterfly Scheme provides a system of hospital care for people living with dementia or who simply find that their memory isn't as reliable as it used to be; memory impairment can make hospitalisation distressing, but it needn't be.

In hospital, dozens of staff can pass through a patient's life each day and in order to deliver appropriate care, they need to know that a patient has dementia or memory impairment and the Butterfly Scheme provides the system to support them. As a follow up to the launch, Barbara Hodgkinson, founder of the Butterfly Scheme will be back in Mayo University Hospital in May where she has agreed to present to people living with dementia and their carers and families on the benefits of using the scheme while accessing services and during admission in MUH, as well as providing training in the scheme to staff, new or existing, in MUH.

Louise Avery, Staff Nurse in Elderly Medicine Ward in MUH wrote this beautiful poem about her mother who is living with Dementia and their journey together.



News from Sligo University Hospital

Falls Prevention Steering Group

Sligo University Hospital says “Falls Prevention Deserves Your Attention!”

Sligo University Hospital held a Falls Prevention Awareness event for the public in the main foyer of the hospital recently. The aim of the day was to increase awareness of the preventable nature of falls and to empower older people and their families and friends to reduce the risk of falling where possible.

A wide range of health care professionals were available to provide advice to patients, staff and visitors including Physiotherapists, Occupational Therapists, Pharmacy staff and Doctors at the hospital.



Mary McLoughlin, CNM2, St John's Hospital Unit with Domhnall McLoughlin, Assistant General Manager carrying out a heel scan for osteoporosis.



Pat Gilmartin; Maria Armstrong and Aidan Mc Moreland,



Aine Tivnan and Sheelagh O'Connor, Occupational Therapy Department.

“Finding Our Future” Sligo University Hospital’s Transition Year Programme



SUH Transition Year Programme 2019.

Transition Year students from a number of Sligo schools took part in the annual Sligo University Hospital’s Transition Year programme which ran from the 13th to 15th of March. They received an overview of the many career opportunities available to them at Sligo University Hospital, including medicine, nursing, the national ambulance service, the laboratory and a wide variety of health and social care professions such as speech and language therapy, physiotherapy, cardiac physiology and social work. The programme was delivered by combining work shadowing, talks and many professions demonstrated practical applications including CPR, bandaging techniques, glucose testing and basic surgical techniques.

Grainne McCann, General Manager, Sligo University Hospital said, “We were delighted once again to have been able to facilitate this programme for so many interested local students. We developed this programme at Sligo University Hospital many years ago to give students an opportunity to experience first-hand the work that takes place at our Hospital. Our staff are very enthusiastic about this programme and are delighted to have the opportunity to show local young people the variety and breadth of their work to help students as they consider their own future career choices”.

Aileen Concannon, Executive Officer with the Research and Education Foundation at SUH, co-ordinated the programme in conjunction with the Hospital’s HR department. “This year we had a very enthusiastic group of students who particularly loved all the practical aspects of the programme” Aileen said.

“The staff of the hospital were so generous with their time and were really able to give the students an insight into the day-to-day practicalities of so many careers.”

As part of the programme, the students presented their learning’s over the three days and they were also asked to name this Transition Year programme. “Finding Our Future” was the clear winner and feedback from many of the students suggested that this programme had really helped inform them of the diverse range of careers that were available to them at Sligo University Hospital. One of the groups wrote a poem about their experience and this was read out during their final presentation.

Finding Our Future

We went to the TY Hospital Programme
It was more than great
I made new friends
and discovered my fate

The speakers were interesting
They helped me to see
That hospital healthcare
Is the way for me

We learned CPR
How to work as a team
Pulling out babies
Isn’t as bad as it seems

To end it all
We’d like to say
Thank you for everything
We’ve enjoyed our stay

SUH Health and Social Care Professionals Day



Pictured at the Research and Education stand are, from left: Aileen Concannon, Executive Officer, Research and Education Foundation; Domhnall Mc Loughlin, Assistant General Manager and Cllr Marie Casserly, Career Guidance Teacher, St Mary's College Ballisodare.



Pictured at the Dietitian and Nutrition Stand are, from left: Lorraine Cosgrove, Senior Dietitian; Kate Marconi and Megan Cullen, Institute of Technology Sligo.



From left: Bronagh Greene, Senior Speech and Language Therapist; Jason Slater, Social Worker and Marian Sweeney, Team Leader Social Work.

Saolta Staff shared their flu experiences

At the end of last year, Mr Fergal Hickey, Consultant in Emergency Medicine and Deirdre Staunton, Resuscitation Training Officer at Sligo University Hospital along with Oliver Plunkett, Physiotherapist at Roscommon University Hospital shared their flu experiences in a new video available [here](#), aimed at promoting the uptake of the flu vaccine among healthcare workers.

The video also included contributions from staff from Occupational Health, Public Health and from throughout the Saolta Group. The link to the video was shared on the Saolta YouTube channel and on Saolta twitter.





News from Letterkenny University Hospital

Letterkenny University Hospital using healthcare technology to enable better and safer patient care

Over the past 3 years, two new technology projects led by nursing and midwifery staff at LUH have been piloted and introduced.

In December, the HSE's National Nursing and Midwifery Services Director, Mary Wynne, visited Letterkenny to meet with the staff involved to acknowledge how nurses and midwives in the North West are embracing technology to enable better and safer patient care.

eRostering

In 2015 LUH was chosen as a pilot site for a new national eRostering system which is used to create and manage staff rosters, align rosters with service demands, record staff attendance and report compliance with employment law. Following the successful implementation at the hospital, the Ulster University was appointed by the HSE's Nursing Midwifery Planning and Development Unit to evaluate the project and their findings will be used to guide the roll-out of eRostering to other hospitals throughout the country.

Donegal Telephone eTriage

The Clinical Nurse Specialists in Letterkenny University Hospital have introduced a new system to track all episodes of care electronically which means that the full picture of all interactions with the CNS staff is available instantly when patients meet with their consultants or are referred to the Emergency Department by their GP. The information is real-time and can be accessed by multiple clinical staff at the same time which improves sharing of relevant information rather than waiting on paper records to be manually updated.



Sean Murphy General Manager LUH and Mary Wynne ONMSD at launch.



Letterkenny University Hospital addressing sustainability issues in 2019



The Sustainability Team who will be supporting the delivery of environmentally responsible quality healthcare at the hospital in 2019, from left: Mark Duffy, Catering Manager; Michael O'Brien, Energy Officer, HSE North West; Peter Byrne, Facilities Manager; Jackie Ghosh, Distribution Manager; Liam Price, Waste Coordinator; Maria McFadden, Facilities Office Manager; Denis McKeague, Maintenance Electrical Foreman; Declan McGoldrick, Project / Energy Manager, HSE North West; Rachel Boylan, Radiology Manager; Judy Patterson, Central Sterile Services Department Manager; and Seán Murphy, General Manager.

The Sustainability Team at LUH will be focusing on training staff, providing advice and introducing a number of initiatives to reduce the hospital's impact on the environment in 2019.

Each month there will be a different sustainability focus at the hospital under four themes: waste prevention, water conservation, sustainable transport and energy efficiency.

Commenting on the sustainability calendar of events in 2019, Seán Murphy, General Manager said "Here in Letterkenny we are adopting a multi-faceted approach to address sustainability issues, while maintaining a healthy, green and comfortable environment for patients and staff. We are committed to delivering environmentally responsible quality healthcare into the future by developing staff, patient and public awareness of sustainability issues.

"This will require everyone to work together to reduce the environmental impacts from pollution, waste, transport, water, materials and equipment. The hospital will meet these challenges by embracing and promoting sustainable environmental opportunities and by translating best practice into action within the healthcare environment."



The Sustainability Team at the hospital's new Green Corner where staff, patients and visitors can learn about initiatives to reduce the hospital's impact on the environment.

National Health and Social Care Professions Day at LUH



From left: Carol Doherty, Respiratory Clinical Nurse Specialist LUH; Tara Cooper, Senior Physiotherapist Respiratory Integrated Care Team; Antoinette Doherty, Candidate Advanced Nurse Practitioner, Respiratory Integrated Care Team; Krista Hegarty, Senior Physiotherapist Pulmonary Rehabilitation Team; Sonya Murray, Clinical Nurse Specialist Pulmonary Rehabilitation Team; and Breda Callaghan, Clinical Nurse Specialist COPD Outreach Team.

LUH celebrated National Health and Social Care Professions Day in early February. The day provided a valuable opportunity to multidisciplinary colleagues and shared the value of HSCP services to share knowledge and experience among HSCPs and to service users and the healthcare system overall. The theme this year was WeHSCP's Working Together – Connections, Confidence, Collaboration.

There are a number of examples of HSCP teams working collaboratively within CHO area 1 (Cavan, Donegal, Leitrim, Monaghan & Sligo). One such example is within respiratory services delivered in Donegal.

In November 2018 the project "Evolving Respiratory Services to improve care for chronic respiratory disease patients in Donegal" was shortlisted as one of 13 projects for the national H&SCP Awards and was highly recommended. This was a national acknowledgement of the work of the Respiratory team in Donegal.

The project consisted of the restructuring of respiratory services in Co. Donegal over a period from 2012 to 2018 to offer timely specialist interventions as close to the patient's home as possible. This resulted in increased accessibility and improved equity of services within a large geographical area using finite resources.

Respiratory services are provided in the community by the Pulmonary Rehabilitation Team, the COPD Outreach Team and the Respiratory Integrated Care Team, each of which consists of a Respiratory Senior Physiotherapist and a Respiratory Clinical Nurse Specialist. The Pulmonary Rehabilitation Team and the Respiratory Integrated Care Team were realigned into two geographical areas, ensuring patients now have one point of contact for ongoing support and advice resulting in greater continuity of care.

The referral pathway to the teams was reviewed and amended so that GPs can refer directly to Respiratory Physiotherapy and Clinical Nurse Specialist clinics and to Pulmonary Rehabilitation Programmes. This has resulted in patients being offered earlier intervention in a timely manner.

Evaluation of services has shown that patients who have attended Pulmonary Rehabilitation Programmes have achieved improved symptom management, quality of life and exercise tolerance, alongside reduced hospital admissions and length of stay in hospital. A maintenance exercise programme has been developed in Letterkenny and in Inishowen.

In April 2019 members of the Donegal Respiratory Team will present at the International Conference on Integrated Care in San Sebastian, Basque Country, Spain on "The Development of a hub and spoke Respiratory Service" .

Artwork Donation



Prior to the unveiling, from left: Artist Brian Byrne and his wife Patricia; Elizabeth Boyle, Night Services Manager; Seán Murphy, General Manager; Charlie McManus, GP; Rory McCauley, CNM; Dr Karen Duffy, Consultant Oncologist; Mary Kelly, Health Promotion Officer and Sharon Gallagher, CNM.

In March, Donegal-based artist, Brian Byrne donated a painting to Letterkenny University Hospital to acknowledge the care and kindness of the frontline staff in the hospital who looked after him during a six week stay at the hospital.

Brian, who is originally from Dublin, has been living in Donegal for the past 20 years and is a full time artist and qualified art teacher. He was inspired by the dramatic landscapes of Donegal and Scotland and the relationship between the two countries in the painting titled 'Scotland the Brave'.

The painting is displayed in the main foyer of the hospital for all to enjoy.



Artist Brian Byrne with Seán Murphy, General Manager; Elizabeth Boyle, Clinical Nurse Manager 3; and Mary Kelly, Health Promotion Officer.



Update from the Saolta Project Management Office



SAOLTA STRATEGY (2019 – 2023)

The Saolta Strategy (2019-2023) was launched on 13th March 2019. As part of the implementation Plan, 20 priority projects have been identified which align to our Strategic Themes and Sláintecare. Further work will take place over the coming weeks to define and launch these projects. The strategy can be accessed through the Saolta website.

The individual speciality strategies will be available via Q Pulse over the coming weeks.



SAOLTA INTEGRATED GOVERNANCE PROJECT (SIGP)

Detailed design work is continuing in the transition to the new Saolta **M**anaged **C**linical and **A**cademic **N**etworks for Cancer and Women's and Children's services. Directors of respective networks have been appointed with other key staff including a General Manager and Director of Nursing for each MCAN currently being recruited. This new way of working across all hospitals should result in improved integration between hospitals, and ultimately safer standardised services to our patients.

As part of our communication plan we will be visiting each site to update staff on both this project and the Saolta Strategy during Quarter 2, 2019.



OPTIONS APPRAISAL PROJECT



To meet the demand on our services Both currently and to 2031, an Options Appraisal is taking place to identify the infrastructural requirements needed in Galway, to support both local and specialist services across the West/ Northwest. This project also includes in the interim critical requirements for services including the Emergency Department / Maternity / Paediatrics, Cancer Ambulatory Care, and Laboratory Services.

This project will be completed by the end of Quarter 2.

OTHER KEY PROJECTS UNDERWAY

The Emergency Medicine Implementation Project continues to progress addressing, infrastructure, resourcing and staffing, data and technology and clinical governance /pathways. Over recent weeks unscheduled care dashboards have been developed across hospital sites and the Ambulance Handover Project has been launched in Letterkenny University Hospital.

The National Elective Care Project Pilot Study (Urology Pathway Implementation) has commenced. This project is focused on implementing new pathways of care to streamline the service for urology patients. Key areas of focus in year 1 including reducing waiting lists, development of a haematuria pathway across Saolta Group hospitals and building a more sustainable service in the North West (between Sligo and Letterkenny Hospitals).

Saolta /CHO Joint Working: - Saolta and CHO 1 and CH West are collaborating to progress joint priorities including services for older persons, chronic disease management, admission avoidance mechanisms

The Blood Sciences Project has seen the modernisation and streamlining our processes across Pathology Departments. The current focus of the project is GUH and this is due to be completed by mid-2019.



What is the Health Services Change Guide?

The Health Services [Change Guide](#) is a step by step guide that will help you to lead and bring about change. It features helpful and practical advice from practitioners, leaders, service users and staff. You will also find evidence to back-up the approach.

Our focus is on people and culture. This Change Guide supports service, quality improvement and culture change programmes and is intended to complement the transformation work taking place within **SAOLTA Hospital Group**. All of our development programmes are bringing us closer to our goal of delivering person centred integrated care and public value in line with the requirements of Sláintecare.

People are at the centre of all of our development initiatives. The Health Service Change Guide focuses in particular on **People's Need Defining Change**. It provides guidance on working with Service Users, Families, Citizens, Communities and Staff to understand their needs better when undertaking change. It can be used at all levels to support managers and staff. It should help us all improve how we bring about change.

The Change Guide is the agreed approach to change signed off by the HSE and Trade Unions. Providing a hands-on guide to help managers and staff across the health and social care system to make change and deal with real service issues.

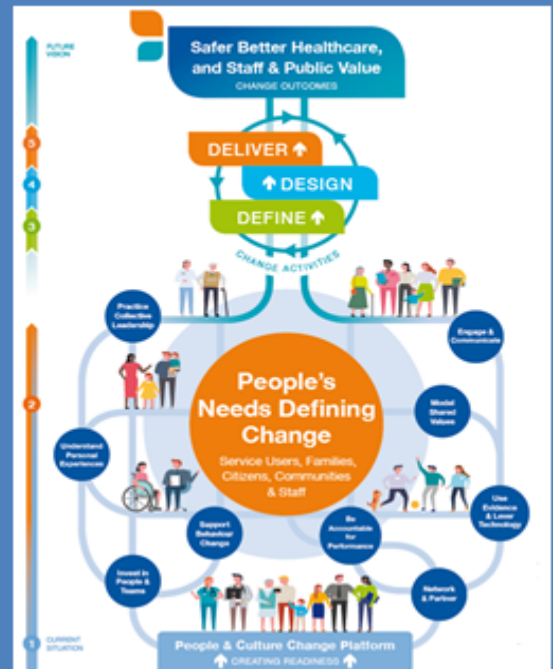
It consists of a [Health Services Change Framework](#) and a step-by-step guide to carry out change.

What is the Health Services Change Framework?

The Change Framework brings together all the elements you need to focus on to deliver change. The change outcomes are **safer better healthcare** and services that are **valued by the public and by staff**:

- It places **People's Needs Defining Change** at the centre of all change initiatives.
- It recognises that change is essentially about people.
- It prioritises engagement - 'people support the change they help to create'.
- It focuses on a **People and Culture Change Platform** to prepare an environment where change can be encouraged and developed.
- It provides guidance on the change activities:
 - Define** what needs to change and clarify why
 - Design** a better future with all key people involved
 - Deliver** and sustain the change

Health Services Change Guide Safer Better Healthcare Staff & Public Value



Find out more about the
Change Guide by visiting:

www.hse.ie/changeguide
www.hseland.ie/changehub

Contact us:
changeguide@hse.ie

Share a case study:
Have you completed a change initiative? Have it profiled on the Change Hub by emailing changeguide@hse.ie





Health Services Change Guide

Communication and Awareness Activities – what's been happening?

- Change Guide Booklets have been distributed throughout the country – this booklet provides a summary of the Guide. It is a good starting point as it takes you through all the stages outlined in the Change Guide.
- The Promotional Leaflet contains an infographic of the Change Framework. We are asking colleagues to display the Framework locally and to use it to assist communication with services and teams.
- Heads of HR and LETD colleagues in the Education Centres throughout the country kindly agreed to assist with distribution.
- We are continuing to work with colleagues in national communications and digital services to improve our digital offering through enhancements to our current web page.
- Administration of the Change Hub – Elaine Birkett has taking up this role working with colleagues in HSeLanD and staff are encouraged to submit case studies for inclusion on the Change Hub. Details available by contacting changeguide@hse.ie



Pat Bennett & Mary Walsh meeting participants at the recent Leaders in Management Programme



Nursing participants on the RCSI Advanced Leadership Programme for MSC



LETD Colleagues planning meeting

Change Guide Supports Anti-Bullying Awareness Campaign

1.2.5.4 Challenge unacceptable behaviours (pg 24)

- In upholding the preferred culture and shared values, address behaviour that causes offence to others and is damaging to the trust the organisation is seeking to promote.
- In line with best HR practice put in place processes to support people to challenge behaviour that disregards agreed values or ground rules.
- Create a psychologically safe environment to support people 'calling out others' when values are compromised.
- Pay particular attention to employees' sense of fairness in dealing with situations that arise, and formally and explicitly make it clear that disrespectful and offensive behaviour will be addressed.
- Engage with HR staff to develop required competencies and develop working understanding of relevant people management policies including performance systems at individual and team levels.



Other news from Twitter

Saolta Group
@saoltagroup

Today's Patient Flow Improvement Project Shared Learning Event underway at #UHG #SharingImprovements

Saolta Group
@saoltagroup

Many thanks to the Coolaney Gospel Choir (CGC) for their donation of €300 presented to #SUH Maternity Services which was raised at a recent concert. The funds will go to the development of the Family Bereavement Room on the Maternity Ward.

Saolta Group
@saoltagroup

14 year old Tara from County Galway visited Roscommon Injury Unit #RIU today with an injured hand and foot. Within 60 minutes Tara was seen, x-rayed, treated and discharged. #RIU is open 8am-8pm, 365 days a year; no appointment or GP referral needed. bit.ly/Roscommon-Inju...

Saolta Group
@saoltagroup

Patient Experience Advisor and staff taking part in a recent nutrition audit in the Maternity Department at Mayo University Hospital #MUH as part of the ongoing commitment to patient and family engagement. Further details at bit.ly/2HpB8kk

Saolta Group
@saoltagroup

At the recent opening of the new bereavement room in the Maternity Unit at Letterkenny University Hospital #LUH. Further details at bit.ly/2CDWSTL

Saolta Group
@saoltagroup

#WeHSCPs at University Hospital Galway #UHG celebrating National HSCP day. #Irish #Health #Service #Innovation

Other news from Twitter

Saolta Group
@saoltagroup

Claire and Jamsie Donnelly, from Killygordon, presenting a cheque for €8,500 to Féileacáin at #LUH.

Saolta Group
@saoltagroup

Saolta CEO, Maurice Power shadowing the Physio team at #UHG as part of the HSCP Day celebrations in Galway today! #WeHSCPs

Saolta Group
@saoltagroup

Kevin Clarkson receiving runner up award for Kaizen 2 Emergency Surgery Flow at the Annual NOCA Awards.

Saolta Group
@saoltagroup

Sligo University Hospital #SUH /CAWT funded Community Cardiac Diagnostic project gets underway.

Saolta Group
@saoltagroup

Staff at University Hospital Galway #UHG delighted to support the HSE's Anti-Bullying Awareness Day today. Addressing Bullying at Work – Join the Conversation #cutitout #peoplesmatter

Saolta Group
@saoltagroup

Staff at #PUH wearing their PJs to kick start a 70 day campaign to encourage patients to get up, get dressed and get active #endPJparalysis. Further details at bit.ly/PUH_endPJparal...



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