



# STAFF LOTTERY

## BIDS PANEL EXPENDITURE

### REPORT 2020/21



# Introduction

Cardiff & Vale Health Charity manage the Staff Lottery which gives Cardiff and Vale University Health Board staff the chance to win £1,000 every week plus FREE entry into the Health Charity's special MegaDraw and SuperDraw which takes place twice a year.

To celebrate 10 years of Cardiff & Vale Health Charity helping make things better for both our staff and patients, a special first of its kind, SuperMegaDraw was held in November 2020 awarding one lucky winner £20,000!

Entry into the Staff Lottery is automatically deducted from a member's payroll and each entry costs £1 per week. Once you are part of the Staff Lottery you are allocated a unique number and the winning number is generated at random by computer.

The Staff Lottery also enables staff to apply for funding via the Health Charity's Staff Lottery Fast Track Scheme and from the Staff Lottery Bids Panel, which has recently awarded grants of over £1.5 million to support numerous projects across the UHB. These projects can range from refurbishing staff and waiting rooms, enabling staff to attend training to continue their professional development and funding novel medical equipment to benefit a variety of patients. Staff can apply for funding of up to £250 via the Fast Track Scheme and bids between £250 and £10,000 can be applied for via the Staff Lottery Bids Panel, which meet three times throughout the year.

This report details just some examples of how the Staff Lottery Bids Panel have spent monies generated through membership to the Staff Lottery in 2020 to support the NHS staff, patients and volunteers of Cardiff and Vale University Health Board. Due to the COVID-19 pandemic, some funded projects are on hold until normal services resume and it is both safe and appropriate to implement the project.

# Patient Benefit

The examples below detail how monies have been spent to benefit the patients of Cardiff and Vale University Health Board.

## Cardiff and Vale Recovery and Wellbeing College Tutors & Resources



Cardiff and Vale  
**Recovery &  
Wellbeing College**

Cardiff and Vale Recovery and Wellbeing College based in Whitchurch is the first Recovery College to be led by a Peer Lead which is committed to employing staff with lived experiences of mental health challenges.

Learning music and in particular learning to sing, has been found to be effective in enabling people to learn transferable skills and strategies such as breath work and emotional regulation that can aid in improving their mental health and wellbeing. Doing activities in groups also helps build social skills, confidence and self-esteem.

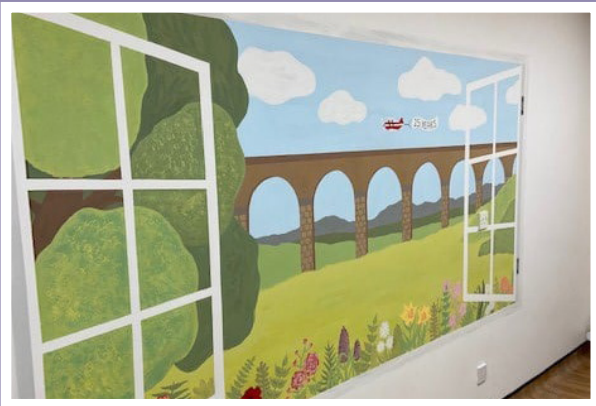
Funding was provided to commission an Associate Peer Trainer and a professional singer with experience in delivering courses to people with mental health challenges, to create a co-produced course for the college's students and staff. The college did not have the required expertise to deliver a course in singing for wellbeing whereas, the singer they had selected had previous experience, having worked with people with dementia and patients recovering from strokes.

Funding was also provided to enable two tutors to co-produce and deliver mental health and wellbeing courses for staff, carers and services users within the Recovery College. Further funding was provided to procure and provide the department with art materials to be sent to student, enabling remote participation during the COVID-19 pandemic. The tutors, who have lived experience of mental health challenges and are each paired with a health professional, deliver two courses that users can access remotely either at the hospital or from home.

These projects are a sign of the UHB's commitment to engaging, collaborating with, listening to and co-producing with people with lived experiences of mental health services and their carers. The department hoped to improve the wellbeing of its staff, carers and service users through enhanced educational opportunities, enabling participants to learn new skills and knowledge that can be applied to their own recovery as well as others. It may also positively contribute to staff wellbeing and productivity, job satisfaction and as a result.

Due to restrictions surrounding the COVID-19 pandemic, these projects have been put on hold until it is both safe and appropriate to implement them in accordance with the most up to date guidelines set out by both the Welsh Government and Public Health Wales.

## Convert Old Pharmacy to Fully Functional Phlebotomy Room



The Phlebotomy Department based within Barry Hospital bled 43,204 patients in 2019 with the department serving all nine General Practice surgeries in Barry, along with additional patients through the outpatient service.

The old Phlebotomy Bleeding Room was a short walk from the Phlebotomy Waiting room and contained two bleeding chairs. Due to the restrictions put in place during the COVID-19 pandemic, the room was too small to accommodate two phlebotomists so the Paediatric Phlebotomy Bleeding Room was also used as a temporary measure. Prior to COVID, the requirement to enable a third phlebotomist to practice alongside two other phlebotomists had been identified due to the increase demand for the service. However, the current room was not large enough to accommodate three phlebotomists.

Funding was therefore provided to relocate the Phlebotomy Bleeding Room to a room large enough to accommodate three phlebotomists. This aided in improving patient and staff satisfaction, reducing waiting times and as a result improving patient quality of care. The room identified was located directly adjacent to the waiting room. This will reduce the travelling distance for patients, which will especially be beneficial for patients with mobility difficulties further improving patient care.

## External Cabinets for Donated Defibrillators

The British Heart Foundation reports that every minute that someone in cardiac arrest is without CPR or access to a defibrillator, their chances of survival are reduced by up to 10%. Cardiac arrests can occur at any age without warning, and in cases where defibrillators were applied swiftly, survival rates of up to 75 % have been reported.

The Welsh Ambulance Service NHS Trust as part of an initiative, donated two community public access defibrillator machines to the Cardiff Community Resource Team (CRT).

Funding was therefore given to procure, provide and install two secure external cabinets to prevent damage, inappropriate use and to enable access for the wider community to utilise as required. The yellow zinc plated steel heated external cabinets with key code lock were to be located at the CRT offices, one based in Whitchurch and the other in Llanrumney. Having access to defibrillators would support the CRT team staff, visitors and the wider community in the event of a cardiac arrest occurring on or near the premises, improving patient outcomes and may also potentially save lives.





# Facilities Improvement - CAMHS, St. David's Hospital Children's Centre



On the 8th January 2020, a group of 12 young people volunteered to review the accommodation and facilities at the Children and Adolescent Mental Health Service Area (CAMHS) base at the Children's Centre in St. David's Hospital. The young people were all members of the CAVUHB Youth Board or Cardiff Council Youth Council, the majority of whom also had lived experience of the CAMHS service.

The group were advised that the CAMHS team were actively seeking to make improvements to the environment and that the information gathered from the session would be used as the basis for a bid application to the Staff Lottery Bids Panel.

Following the session, in which the current environment was assessed and reviewed, suggestions were made by the group as to how the environmental experience could be improved. The group were also open to meeting again in the future to help select colour schemes and furniture, something which the CAMHS team thought would be extremely valuable, ensuring that the space is improved in line with the expectations of those that use the service.

Funding was provided to redecorate the CAMHS area and install window films and door vision panels within the Children's Centre. It is expected that approximately 600 vulnerable children a year access the service. These enhancements to the service environment will help these young people feel both safe and comfortable when opening up about their inner most thought and difficult experiences, thus making a significant positive impact on both their mental health and emotional wellbeing.

## Hijinx Christmas Single

Hijinx is one of Europe's leading inclusive theatre companies, striving for equality by making outstanding art with learning disabled and/or autistic actors. The professional company performs acclaimed work in a variety of settings, both in the UK and overseas.

Across Wales, Hijinx Academies provide professional drama training for 70 uniquely talented actors who have various conditions such as Downs Syndrome, Autism and Asperger's Syndrome. The company also run a range of community activities and corporate training programmes.



Funding was given to sponsor Hijinx and its inclusive house band, Vaguely Artistic, to enable the creation of a Christmas charity single for 2020. The band worked with learning disabled and/or neurodivergent adults and young people on the single which also provides further opportunities to raise money for Hijinx's other community projects. With support from a professional songwriter, the single was written, composed and recorded by the participants, who also filmed a music video, which was released alongside the single for Christmas 2020.

## Patient Activity Item iPad Virtual Therapy Blocks

The Children's Centre at St. David's Hospital, like many other departments have had to adapt during the the COVID-19 pandemic. Due to the infection and transmission risk, children attending the centre were unable to play with physical toys so staff had to look into other alternative methods of entertaining and engaging the children.

Funding was given to procure and provide the Children's Centre with two iPads which would provide children attending the centre the opportunity to play games. The iPads would also enable staff members to play music to the children which may aid in reducing anxiety and create a positive environment for the patients using the centre. Having access to these tablets would also enable staff members to carry out virtual therapy blocks, where therapists would be able to demonstrate exercises and play with the children virtually.



## Patient Pagers

The Ophthalmology Outpatients Department at the University Hospital of Wales is an extremely busy unit offering clinics to a wide array of patients, the majority of which are elderly and accompanied by relatives. During the COVID-19 pandemic the department reduced the capacity of their waiting area which meant that only a limited number patients could be accommodated for at any given time.

In 2020, a patient pager system was introduced within the UHB which was found to be successful within one of the surgical units. Funding was given to procure, provide and install a patient pager system for the department. Pagers, which are easy to use, will be handed to the patients who are early to appointments and are advised to wait within the concourse or Lakeside area of UHW. Pagers will then be used to notify the patient to return to the clinic five minutes before their scheduled appointment. Due to guidelines regarding social distancing, the system will greatly help improve both the flow of the clinic and the safety of both patients and staff.



## Medical Physics – Patient Waiting Area Television and Installation

Providing patients with alternative sources of entertainment during their time within clinics and departments can be beneficial to their mental health and wellbeing. Items such as televisions can provide a welcome distraction to patients waiting for treatments and procedures and can also provide both patients and relatives something to discuss which can again reduce stress.

Funding was given to the Medical Physics Department at the University Hospital of Wales to procure and provide the department patient waiting area with a new television. This would provide patients with an alternative source of cognitive stimulation and entertainment which is important to maintain due to the benefits it produces. The benefits include providing a source of discussion, reducing anxiety and allowing patients to be more cognitively active. This will aid in improving patients' mental health and wellbeing and will also contribute to their recovery and rehabilitation process.



# Physiotherapy Department UHL – Patient Education and Gym Equipment

In accordance with good clinical governance, the University Hospital Llandough (UHL) Physiotherapy department continually strive to deliver an evidence based approach to treatments in order to optimise patient care and experience in both individual and group settings. Evidence based research, NICE and clinical guidelines all show the efficacy of exercise therapy and education in the treatment and rehabilitation of a vast array of pathologies and post-surgical interventions.



However, some treatment options are limited by the range of equipment available to UHL clinicians which impacts on the patient's personal experience of their rehabilitation. As a result, the Physiotherapy Department have expressed that a greater variety of exercise tools, such as the TRX system will allow the therapists to challenge their patients further, optimising their physical and functional recovery.

The department also suggested that the education of patients, students and staff in fields like anatomy biomechanics can be further enhanced via the use of visual aids such as skeletons and joint models. Having access to visual aids will improve the delivery of information and instil a greater understanding of complaints, thus empowering patients to continue their progress following treatment through efficient self-management.

Funding was given to procure and provide both visual aid models and a TRX Suspension Training Club Pack to further enhance both patient care and experience. Improving education and exposing patients to a wider range of exercise tools will help promote a healthy and active lifestyle, better self-management and aid in improving the patient transition from hospital based to community care. These improvements will also aid in empowering the patient, providing them with the confidence and education they need to efficiently utilise community services such as the National Exercise Referral Scheme during their recovery.

## Sensory Therapy Equipment and Furniture to Enhance and Reinforce a Holistic Approach to Dementia Care

The Department for Mental Health Services for Older People works across five inpatient wards both organic and functional. The majority of inpatients have had a diagnosis of Dementia and are at different stages of the condition. The department understands that patient centred care is at the forefront of their ethos and have also found that a sensory approach has been invaluable with patients in the latter stages of Dementia.

Funding was given to procure and provide the department with Sensory Therapy equipment and furniture to enhance and reinforce a holistic approach to Dementia care. Sensory Therapy can help improve cognition and daily function, build confidence to participate socially, increase concentration and aid in communication skills. These are all areas of life that can be negatively impacted by the challenges of dementia, so sensory, mental and physical stimulation along with reminiscence therapy can be an excellent way to help patients with Dementia regain some independence and control. Therefore these items, will greatly improve care for all patients including those with limited or no mobility.

# We Wear the Same Shirt Campaign

We Wear the Same Shirt (WWtSS) is a national mental health/ physical activity project led by the Football Association of Wales (FAW) Trust. Launched in 2015 with funding from Sports Wales, the initiative offered those with mental health conditions the chance to take part in football activities in an inclusive environment, with wrap around opportunities to build a social network/ support group to help their recoveries at the venues they attend. The original funding concluded in 2017 and the project is now being delivered across all seven regional health board areas with a small grant from UEFA. Within the Cardiff and Vale UHB area, a Cardiff based group is run by Cardiff Metropolitan Football Club. The UHB would like to develop and sustain this group and launch a second group with the Vale of Glamorgan.

Funding was provided to support this expansion and pay for individuals with mental health conditions to access the WWtSS sessions free of charge for a year whilst supporting partner clubs to pay for facilities, staff, equipment and training during this period. The project will engage people with mental health conditions, giving them the opportunity to exercise, make friends and share problems/ successes/experiences. This will have valuable benefits to both participants' physical and mental health and wellbeing whilst also empowering and educating them to continue to live a healthy and active lifestyle.

Due to restrictions surrounding the COVID-19 pandemic, this project has been put on hold until it is both safe and appropriate to implement the project in accordance with the most up to date guidelines set out by both the Welsh Government and Public Health Wales.





# Staff & Volunteer Benefit

The examples below detail how monies have been spent to benefit the staff and Volunteers of Cardiff and Vale University Health Board.

## Improving Staff Kitchen and Rest Environment

The staff room within the main Physiotherapy Department in UHL is used by up to 50 staff members every day. Therapy services transferred to the area in 1998, taking over the existing staff room facilities which had been previously used by theatre staff. Over time, the room has become tired, worn and unfit for purpose, unable to accommodate all staff members due to its current structure.

Funding was provided to refurbish the staff room, removing existing flooring, ceiling and furniture to be updated with new, easy to clean replacements. Enabling this refurbishment will modernise the old and tired staff room, facilitating more room within the existing floor space allowing the area to attract and accommodate both new and existing staff. This would also demonstrate that Cardiff and Vale University Health Board (CAVUHB) cares for its staff members, providing a pleasant environment for staff and one in which they can take pride in. It may also positively contribute to staff wellbeing and productivity, job satisfaction and as a result better and more efficient patient care.

## Mask exempt identification lanyards for staff

Cardiff and Vale University Health Board recognises that there are staff within the organisation who have disabilities or health conditions which prevents them from being able to wear masks in line with guidelines set out by the Welsh Government that all persons should wear masks during the COVID-19 pandemic. As a result, staff members who are not able to wear masks have been challenged by other staff members and members of the public, including patients, about not wearing a mask.



Funding, requested by the Workforce and Organisational Development Department, was given to procure and provide approximately 220-250 staff members with lanyards, identifying that they do not require to wear a mask in non PPE required areas. By having this form of identification, decorated with a sunflower emblem, it will enable staff to feel more confident whilst at work, reducing anxiety about being challenged and improving both job satisfaction and productivity as a result. Having these lanyards will also reassure both staff and patients which will significantly aid in improving the health and wellbeing of both the wearer and surrounding persons.

## Modernisation of children's theatre staff rest room, including white goods, TV's for DOSA and Suite 18 patient waiting area.

The Short Stay Surgical Unit (SSSU) sees many patients from different surgical specialties including the emergency stream. As part of the Major Trauma Centre reconfigurations, the number of staff that will be utilising the rest areas within the SSSU will be steadily increasing. Unfortunately, over time the staff room within the SSSU has become no longer fit for purpose as the majority of the equipment within the room is now broken and beyond repair. This area along with the patient waiting areas of Suite 18 and the Day of Surgery Admissions (DOSA) department would all benefit from being modernised and updated.

Funding was therefore given to procure and provide staff with a variety of equipment for their staff room such as microwaves, toasters, a fridge, a TV and an aerial fitting. Funding was also required to procure and provide TV's and aerial fittings for the Suite 18 and DOSA patient waiting areas. The addition of these new pieces of equipment will positively contribute to both patient and staff wellbeing as well as improving the overall patient experience. It will also help improve both staff productivity and job satisfaction which as a result will stimulate better and more efficient patient care.

## Secure Staff Bicycle Compound – University Hospital Llandough

The previous cycle storage facilities at the University Hospital Llandough were no longer fit for purpose and were both uncovered and insecure. With increasing numbers of staff are using bicycles to commute to work, the Cystic Fibrosis unit based at the hospital and a number of other departments noted their interest in improving these facilities.

Funding was therefore given to procure, provide and install a new secure staff bicycle compound to replace the old facilities at the rear of the site. Providing an improved storage facility for bikes ensures that the bikes remain safe and secure during work hours and encourages active and sustainable travel. This reduces parking issues and air emissions whilst also improving staff physical and mental health and wellbeing. The additions would therefore work in line with the Wellbeing of Future Generations Act's goals of creating a more 'Resilient, Healthier and Globally Responsive Wales'.





## Staff Room Improvements, Seating

The staff room within Seahorse Ward facilitates two clinical areas and is regularly used by a numerous different members of the multi-disciplinary team. The team work on a fast-paced unit with a high patient turnover that requires them to be on their feet for significantly long periods of time. The staff room contains old stained and damaged furniture which was inherited from when another ward disposed of their furniture.

Funding was given to procure and provide staff with new and updated furniture to replace the old existing furniture, making the staff room a pleasant environment for staff and one in which they can take pride in. It may also positively contribute to staff wellbeing and productivity, job satisfaction and as a result, better and more efficient patient care.

## Three Tier Staff Lockers

The Occupational Therapy Department, recently relocated to St. David's Hospital from Rookwood Hospital, so has seen a recent influx of staff to the department. This has been due to the relocation and redeployment of staff in response to the COVID-19 pandemic and ongoing refurbishment of other non-clinical areas which have impacted the service.

Funding was given to procure and provide the department with lockers for staff to use to store their personal belongings during working hours. The lockers are greatly enhancing the current working facilities and therapy environment by creating sufficient storage space for the staff to securely and safely store their personal items. This declutters the existing space, increasing safety and security whilst also freeing up the space where belongings were previously stored, making the assessment therapy area more accessible to patients. It may also positively contribute to staff wellbeing and productivity, job satisfaction and as a result better and more efficient patient care.

## Staff Wellbeing Project 8 LED Skylights

The Emergency Unit (EU) within the Emergency and Acute Medicine Directorate is currently going through a period of change in relation to the upcoming Major Trauma Centre within Cardiff and Vale UHB. Due to the nature of the EU, staff often have to deal with extremely difficult and traumatic experiences. With the launch of the Major Trauma Centre, their exposure to these types of situations will only increase. Therefore, it is essential that staff have an appropriate area that allows them to relax and take a break. As part of the structural changes, the department's staff room has been relocated to the lower ground tunnels and will accommodate a variety of staff from the Surgical Unit, Assessment Unit and Paediatrics.

Although this room is larger than the previous staff room, the room did not have any access to natural light. Experience has shown that people have increased motivation in work when exposed to either natural or artificial sunlight. It is also reported that staff can have improved physical and mental well-being, improved sleep patterns and increased job satisfaction in the presence of sunlight.

Funding was given to procure, provide and install LED ceiling lights which simulate an outdoor scene that provides artificial light to the surroundings. This will be highly beneficial to staff as it will help increase both staff job satisfaction and productivity, which may lead to producing better patient outcomes as a result. This will also help improve the physical and mental health and wellbeing of staff members who use the room.

# Fast Track Application Scheme

56 bids have been received via the Fast Track Scheme in 2020 with a total of 159 since the scheme was introduced. The Fast Track Scheme has been shown to be highly successful as it provides much needed funding up to £250 to applicants in a quick and efficient manner.

Below are just some examples detailing how monies have been spent via the Fast Track Scheme to benefit both the patients and staff of Cardiff and Vale University Health Board.

## Emergency Items for Maternity Patients

During the COVID-19 pandemic and whilst in lockdown, shops providing non-essential items were closed and supermarkets were unable to sell clothing items. Funding was given to the Maternity Unit at the University Hospital of Wales to provide new mothers with essential items of clothing for their new-born baby.

Providing these essential supplies to women who were unable or had no opportunity to make provisions elsewhere during lockdowns helped reduce their stress and anxiety and enabled these new mothers to look back at this important time fondly.

## Enhancing Barry Hospital Courtyard Gardens

Barry Hospital has four internal courtyards used by patient visitors and staff. The courtyards have established plants and raised flower beds and staff wished to improve and enhance the appearance of the flower beds. Funding was provided to purchase two tons of Welsh Plum Slate to add to the flower beds to cover the soil. Adding the slate reduces ongoing maintenance work and costs whilst also enhancing the appearance of the courtyard areas, improving the health and wellbeing to visitors as a result.

## Exercise Equipment for St. Barrucs Ward

From past experiences, St. Barrucs Ward at Barry Hospital had found that engaging individuals in regular exercise had several benefits for their physical and mental health and wellbeing, improving their mood whilst also maintaining their activity levels and independence. Funding was given to procure and provide exercise equipment for the department to engage their inpatients with a range of functional personalised exercises. Using these pieces of equipment such as resistance bands, dumbbells and weighted belts will help the patients grow fitter, more confident and will have a positive impact on their social skills and needs.





# Prolonged Disorder of Consciousness Training Fees

The Neuro-Rehabilitation Service at Rookwood Hospital provide specialist service assessment and intervention for clients in a prolonged disorder of consciousness following acquired brain injury. Funding was provided to enable three members of the multi-disciplinary team to attend a virtual training course updating attendees on the new guidelines released by the Royal College of Physicians. Providing funding for attendance enables the department to enhance their skills and knowledge, improving patient care and satisfaction as a result.

## Staff Recognition Awards

On 21st August 2020 Medicine Clinical Board (MCB) hosted the MCB Staff Recognition Award event to thank staff for their valuable contribution they have made working within the Medicine Clinical Board. With 2020 being a particularly challenging year, the Medicine Clinical Board wished to acknowledge the hard work of their staff and recognise individuals who shone and made a difference.



Funding was given to provide the winners and runner ups of each of the Awards 11 categories with trophies as well as thank you prizes whilst also enabling the Clinical Board to provide refreshments for the event. The event helped to show appreciation for the hard work and diligence that staff have shown throughout the year, also aiding in improving job satisfaction and better patient care as a result.

## Staff Area Resources

Funding has been provided to several staff areas to be renovated and updated with new and improved furniture and kitchen appliances. Providing this and other resource materials has had great positive impact on staff physical and mental health and will therefore help improve patient care as a result.

Departments which have requested these items include the Cardiff and Vale Orthopaedic Centre, Mental Health Service for Older People, the Rhydlafer Unit at St David's Hospital, Ward West 1 at the University Hospital Llandough, Community Child Health, Ash Ward within Hafan Y Coed, Designed to Smile based in Treforest, Paediatric Physiotherapy Department, OSCAR Dental Team at the University Hospital Llandough and the Dental Sterilisation and Disinfection Unit at the University Hospital of Wales.



# Virtual Reality Headset for Mental Health Services for Older People

The Mental Health Service for Older People was provided with funding to purchase a standalone Virtual Reality (VR) Headset for the department. Virtual Reality technology has several applications and can be used to improve health and quality of life for the patients of the department, especially patients with dementia and Alzheimer's disease.

The Occupational Therapy staff were overjoyed to be provided this technology for their patients, especially during the COVID-19 pandemic where patients were unable to have visitors. The VR headsets can be used by patients to relive experiences such as football matches, theatre trips and many other situations that the technology can offer.



The department were also provided with a record player, wireless speaker and headphones which can be utilised during reminiscence therapy sessions and video calls to home during no visitor periods.

## Why YOU should support the Staff Lottery!

The Staff Lottery Bids Panel endeavours to work towards all seven wellbeing goals set out by the Wellbeing of Future Generations Act whilst utilising the five ways of working; long term, prevention, integration, collaboration and involvement.

By joining the Staff Lottery, you are actively supporting a wide range of projects funded by the Bids Panel which enhance countless services across the UHB. Through this funding, you are helping the Bids Panel and Health Charity make things better for both our staff and patients, helping us all work together to create a more Prosperous, Healthier and Resilient Wales.

If you would like to join the Staff Lottery, application forms can be completed electronically or via our website; <https://healthcharity.wales/hospital-staff/staff-lottery/>. Please return completed Staff Lottery forms to [fundraising.cav@wales.nhs.uk](mailto:fundraising.cav@wales.nhs.uk). If you would like to apply for funding from the Staff Lottery Bids Panel, please contact the above address for details.

Cardiff & Vale Health Charity encourages you to join the Staff Lottery and apply for funding, which can enhance your department or service and inform others of the benefits of joining the Staff Lottery. And who knows, maybe you will be our next winner?