

Review

April 2007, Issue 8

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View From the Chair

The high spot of the last two months has obviously been the formal opening of the RDCEC by The Queen. This is well covered in the rest of Review, and all I would want to add is, first, to thank all those responsible for making the arrangements on the day, but even more to thank those (many of the same people!) who worked so hard to make the move across to the new building go so smoothly and quickly. The real test is how well it all works now, and the reports I get back suggest that children and parents greatly appreciate the new facilities.

As you know, this has not been the only royal visit, and many of you will have seen the pictures of the Prince of Wales making an inaugural visit to Moorfields Dubai. The visit went well and gave an opportunity to demonstrate the advantage that tele-medicine links to City Road can give us. We are still on track to see our first patients there on 1st May.

Returning to more mundane subjects, your continuing hard work is getting us back to a financial even keel. We still have to produce a plan for next year that convinces our regulator that we will make a profit – and the bar of what constitutes an acceptable profit for all Foundation Trusts is being raised! We also have finally to nail the very small number of target breaches, which are damaging to our reputation outside. These are tough challenges, but the planners are hard at work and the improvements to our systems that have been put in place are showing dividends. I hope that by the time of the next *Review* things like the ban on recruitment, which I know have bitten hard in some areas, will be a thing of the past.



Parking @ Ealing

From 1 May, any current parking permits will no longer be valid at Ealing. Any staff who have an old permit will need to re-apply for a new permit and you can email the Trust at staffparkingapplications@eht.nhs.uk Ealing NHS Trust have adopted a "green policy" and permits will not be issued for staff living close to the hospital or on a bus route. There will also be a charge for any permits issued of £10 per month.



RDCEC lights turned on

Prior to the official opening by Her Majesty the Queen, the night sky was well and truly lit up on Valentines Day, as Moorfields showed off its new lights. The lights are part of the design of new Richard Desmond Children's Eye Centre.

Guests and members of staff were treated to a 15-minute spectacular show, and the general consensus was that they were "very impressive".

Turning on the lights were Ian Balmer, Chief Executive of Moorfields, Jyoti Vaja, the Mayor of Islington and Gigi Etedgui; a former patient at the hospital and the daughter of Isabel and Joseph Etedgui, who provided the funding.

The lighting was designed by Lightscape Projects.



Royal Mail increases prices



The Royal Mail are increasing their prices again from 2 April. There are significant cost savings for the Trust if mail can be sent second class whenever possible.

Other possible discounts are being explored through Royal Mail. This might involve conforming to strict addressing guidelines so that the majority of our mail can be handled by their automatic mail sorting machines. The service is known as Cleanmail Advance and starts in April, and further details will be sent to staff.

First class letter prices will increase by to 32p, and first class large letter prices will increase by to 44p. Second class letters will increase to 22p, and second class large letters to 36p.

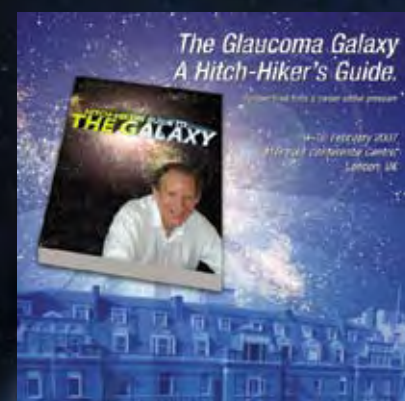
Glaucoma Galaxy...

Wendy Franks, Consultant

Our mission was to celebrate the career and achievements of our Director of Research, Professor Roger Hitchings. A fine crew was assembled which included Keith Barton; the current Glaucoma Service Director, Clive Migdal, former fellow and now consultant at the Western Ophthalmic Hospital, and myself. Together we organised a gathering of the brightest and the best stars in the glaucoma universe on 9 and 10 February.

Using the theme of Douglas Adams' book the 'Hitchhikers Guide to the Galaxy' to introduce the speakers and sessions, the meeting was held at the Mermaid Conference Hall in Blackfriars. More than 200 people from 24 countries, including many former Moorfields fellows, attended the meeting and dinner at the Great Hall in Lincoln's Inn Fields. The guest speaker was Simon Jones, the actor who played Arthur Dent in the radio and TV series. Professor Hitchings was presented with a replica of the dressing gown worn in the series bought from ebay by Deborah Kamal, who takes over Professor Hitchings' clinical sessions.

Professor Hitchings achievements are internationally recognised and there were some moving tributes to his contribution in clinical work, teaching and research. In his address he presented the challenges that lay ahead in keeping Moorfields at the forefront of ophthalmic research and explained the importance of the awarding to Moorfields and the Institute of Ophthalmology of Biomedical Research Centre status. Professor Hitchings now retires from clinical work but will stay as Director of Research for as long as he can be persuaded to do so.



PAS day is fast approaching!

Moorfields will be converting to the new "PCS" PAS system on 16 April 2007.

Support will be available throughout the launch weeks for any queries or problems that may arise. Expert users, MORSE and eLearning, and your very own support team (look out for the members of staff wearing red), will be on hand to make the changeover run as smoothly as possible.

Remember to book your refresher training, as anyone who has not been 'refreshed' will not be able to log in on the PAS Day – contact the Training department on ext. 2905 with any queries.



Moorfields Diary

For training dates, please see the intranet (departments>training) or contact the Training department on ext 2905.

Do you have an event/meeting you would like to advertise? Please send your information to Martin Spencer via email or internal post.

April 2007

5th	→ Maundy Thursday - Christian
6th	→ Good Friday - Christian
8th	→ Easter Sunday - Christian
9/10th	→ 7th & 8th Days of Pesach - Jewish
14th	→ Vaisakhi - Sikh
15th	→ Birthday of Guru Nanak - Sikh
16th	→ Yom ha Shoah - Jewish
25th	→ Adar Parabh - Zoroastrian
29th	→ Ninth Day of Ridvan - Baha'i

May 2007

2nd	→ Twelfth (last) day of Ridvan - Baha'i
	→ Visakha Puja Theravada - Buddhist
	→ Vesak, Buddha Day - Buddhist
16th	→ Yom Yer ushalayim - Jewish
17th	→ Ascension of Christ - Christian
23rd	→ 24 Shavuot - Jewish
27th	→ Pentecost / Whit Sunday - Christian
	→ Zar thost-No-Disc - Zoroastrian

KGB runs this year's Marathon!

Moorfields hasn't been infiltrated by spies, three members of staff are hard at work training for this year's London Marathon! The annual 26.2 gruelling run around the capital takes place on 22 April, will feature Karen Titmus and Gissel Tapper from Northwick Park and Becky Rideout from Medical Secretaries (who are collectively known as the KGB!)

Becky will be running for Macmillan Nurses, and Karen and Gissel for Fight for Sight.

Becky comments: "Macmillan is such a great cause, as my father in law was looked after by them when he had cancer. I have asked myself, 'what am I doing' but I know when I cross the line it'll be worth it. My training is going well despite me just recovering from a virus, and in preparation I have completed a half marathon. I'll get across that line regardless, even if I have to be carried!"

Karen said: "My experience with Moorfields started as a patient. I was one of the first patients to have a corneal graft performed by Mr Peter Davis of Moorfields. The nursing staff were amazed that I was out of bed the next day as prior to this patients were in bed for 2 weeks with sand bags either side of their heads. I feel privileged to be running for such a worthy cause."

Gissel adds : "I've worked in eyes for several years now and it makes you realise just how important vision is. Two of my grandmothers also suffered from declining eyesight and I have a close friend whose father went blind through glaucoma and I saw how much the whole family suffered. So it's good to be running for such a good cause, as marathon training is not just like traipsing up the road, it is hard work!"

Becky can be sponsored on: <http://www.justgiving.com/runformacmillan> and if you want to sponsor Karen or Gissel visit: <http://www.justgiving.com/KandGFightForSight>

I am sure you will all want to wish Karen, Gissel and Becky the very best of luck, and hopefully they will raise lots of money for their respective charities.



In memory

It is with great sadness that Nicos Panayioutou, who worked diligently in the portering department up to his retirement a couple of years ago, recently passed away. Nicos will be remembered by patients as well as colleagues for his warm, pleasant approach to helping others.

We are also sad to report that the former head of Optometry, Janet Silver recently passed away. Many will remember Janet from her time at Moorfields both as a highly professional colleague but also one of life's real characters.

Our thoughts are with their respective families during this difficult time.

Youngest ever member of staff!

A warm welcome to Moorfields' newest recruit, Rebecca Downes aged 1! No, this is not a new member of the Corporate Governance team, but a picture of Kate Ferrant's baby.



Kate has recently returned to her role as PA to Sandra Adams, Director of Corporate Governance after maternity leave, and am sure Sandra will be happy to learn that if Kate is not able to make it into work, Rebecca has agreed to step into her shoes!

Update on the Staff Suggestion Scheme

Caroline Priddle, Personnel Officer

As a way of improving the Trust, in the 2005 staff attitude survey we asked staff to make suggestions that would benefit patient care or staff well being. We received a great wealth of responses which have been collated into a report for further consideration from the senior management team.

To build on these suggestions, we held focus groups on topics such as the working environment, working practices and improving working lives in November and December last year. Unfortunately turnout was poor, which was disappointing as it makes it difficult for us to know which issues matter most to people. However, we did receive some valuable ideas from those who did attend.

Focus groups

In the focus groups, staff said they were pleased with the briefings and bulletins we have been receiving from the Chief Executive. However, it was felt that more notice would be appreciated on changes to the Trust such as the commencement of building work. Some staff mentioned that they would like to have more opportunity to make use of our flexible working policy.

Those at Outreaches felt there had been a significant improvement in the extent to which they were included in events and updates in the Trust but the general feeling was that they missed out on opportunities to attend training or free VDU examinations because of their distance from the main site. The issue of patient privacy came up at a few of the meetings as did the use of the basement as a clinical area.

In the focus group on working practices it was positive to note that some of the suggestions made in the survey have already been tackled in the last year. For instance, the new version of PAS will not only improve the process

of booking patients into clinics but will enable the more efficient booking of blood tests and obtaining results. Both of these issues had been raised in the survey.

Establish a working group

Our intention is to set up a working group who can put into action some of the suggestions made by staff. This group is being formed currently and we shall keep you up to date with the progress we are making. Some people have dropped me emails or stopped me around the hospital to mention their ideas and all of these have been added to our list to discuss further. If you think of any suggestion, no matter how big or small, or you would like some more information about the working group please drop me an email or give me a call on extension 2864.

Fundraising Prize Club

The Peacock Prize Club has made a really splendid start with more than 140 already joining up. From the first year's fee of £20.00 per person, £10.00 is immediately passed to the Friends' funds, helping them to continue and expand their programme in support of the hospital; the remaining £10.00 is added to the prize pot.

During the year four draws will be made, the first of which will be in late May. The lucky winner will receive 25% of the year's prize pot you are guaranteed a windfall of at least £350.

To take part use the Peacock Prize Club form (available by e-mail, post or as a website download). Your participation and support will be very welcome. More news from the Friends on Page 6.

Welcomes & farewells

Starters

Aryan Lawe - LAS Specialist Registrar; Jignesh Patel - Honorary MR Fellow; Reena Hacking - Anaesthetics Specialist Registrar; Sandra Amoah - Healthcare Assistant; Sibongile Mandebvu - Healthcare Assistant; John Barry - Strabismus and Paediatric Fellow; Beata Kaczmarek - Strabismus and Paediatric Fellow; Asif Nasib - Anaesthetics Specialist Registrar; Andrew Williams - Anaesthetics Specialist Registrar; Javid Khan - Anaesthetics Specialist Registrar; Judista Lasek - Trial Manager; Andre Ismail - Adnexal Fellow; Avinash Gurbaxani - Cataract Fellow; Darius Hildebrand - Cataract Fellow; Amy Buttigieg - Dispensing Optician; Amy Sprout - Wimpole Street Manager; Michelle Latham - Temporary Eye Bank Manager, Deborah Adeoye-Ajibabi - HCA, Observation Bay

Leavers

Sobha Sivaprasad - Medical Retina Research Fellow; Thahira Rashid - Anaesthetics Specialist Registrar; Hooi Beng Lim - Anaesthetics Specialist Registrar; Mark Paul - anaesthetics Specialist Registrar; Mona Louffi - Clinical Assistant; Rathie Rajendram - Adnexal Research Fellow; Jessica Brinsmead - PALS Manager; Elkan Levy - Non-Executive Director; Rodney Young - Information Analyst; Dr Romayne McAuliffe - Consultant Anaesthetist; Gil Sutherland - Administrator, Carolyn Booth - Clerical Officer A&E

Personal Profile

Bruce Allan – Consultant Ophthalmic Surgeon

When I met Bruce, I expected him to say that he'd had a childhood fascination with eyes, however, this wasn't quite the case, as Bruce explains. "I was training to be a doctor, and one day I went to a careers fair in Newcastle as I didn't know what area to specialise, although I favoured neurology. All of the other stands had long queues except for one which didn't have anyone. I went up and spoke to the poor ophthalmologist sitting there. He arranged for me to see a cataract operation, and from that moment on I knew what I wanted to do!"

Although there's no connection with medicine or ophthalmology in his family, his father was a woodwork teacher, and as Bruce quips: "He would be pleased to know I have done something with my hands!" His grandfather would have been pleased too "he used to smoke like a chimney and I am pretty sure he had macular degeneration."

Bruce began his training, which included weekend visits to the butchers to buy pigs eyes to practice surgical techniques after the operating lists had finished. "This wouldn't be allowed in the operating theatres today!" The training included time in Australia studying for a research degree and in 1993, Bruce arrived at Moorfields as a corneal fellow.

He began assisting in operations, and describes the experience as a bit like flying lessons, as you take the role of a co-pilot and one day you graduate up to being pilot. "In some ways the eye is easier to operate on as it's a bloodless field, but in other ways; particularly the size, makes it harder than just being a general surgeon."

In 1998 Bruce was appointed a Consultant and has remained at Moorfields ever since. The reputation is still a catch for every ophthalmologist. "People want to come and train here from all over the world and that is one of the nicest things about working here."

A typical week for Bruce is a mix of NHS clinics in cataract and cornea, private clinics for refractive (laser) surgery, research, training and a load of administration. "It's extremely busy, and can be very challenging but we are lucky in ophthalmology in that the operations we do most commonly such as cataract surgery and LASIK are often life changing."

LASIK is a particularly rewarding operation, particularly now that the technology is so well developed. "It's nice to be able to do something that works so well. LASIK is absolutely not a cosmetic procedure, it's functional, and makes a big difference, particularly for sportsmen and women and patients with higher refractive errors." For patients who are out of range for LASIK, intraocular lenses called TCLs that are rather like soft contact lenses but are implanted into the eye again with impressive results "if you are stuck in bottle bottom glasses and contact lenses don't work TCL implants are the answer."

Advances in technology elsewhere have enabled Moorfields to culture epithelial cells (the cells on the outer surface layer of the cornea), in a laboratory which can help patients with bad injuries to the eye surface. New keyhole techniques can allow endothelial cells (the inner layer of cells on the inside surface of the cornea) to be to be transplanted in a thin sheet for conditions such as Fuchs Dystrophy. "Where in the past we replaced the whole cornea, we now tend to target just the damaged part."

It's exhilarating times in ophthalmology at the moment as Bruce explains. "The future with stem cells and gene therapy is potentially exciting, as well as research into retinal conditions. The next 10 years is going to be fascinating, as new technology brings hope to those with genetic conditions."

Bruce explains that the skills needed for an ophthalmologist are a pair of steady hands and a few kind words. "The drive towards rapid throughput day case surgery has turned the operating theatre into a bit of a production line. It's only natural to be frightened prior to surgery or treatment so reassurance and building confidence are essential."

- **Bruce Allan (bruce.allan@ Moorfields.nhs.uk)**
- **NHS secretary – Daniella Constable – ext: 2045**
- **Private secretary – Angeliq Singh – ext: 2156**





Doubling up

The opening of the Richard Desmond Children's Eye Centre brings new challenges for the Friends. Two shops instead of one, two information desks instead of one and a need for additional volunteers to cope with the extra work.

Enquiries from anyone willing to consider giving a few weekly hours to Moorfields will be warmly received. Why not start with a "no obligation chat" with Friends' Director, Tony Willoughby, on 020 7251 1240.



Aquarium Changes

For some years the Friends have ensured the restful presence of fish tanks in the hospital. The largest is situated alongside the waiting area at Clinic 4 - and, judging from comments and correspondence, it is certainly very much appreciated!

With children no longer treated in the Orthoptics Department on the lower ground floor of the main hospital, space formerly taken by an aquarium is being put to different use. The small, old-style aquarium in the old 3rd floor children's ward has been replaced by a splendid tank in a beechwood design, and installed on the 1st floor ward of the new Children's Centre.

Recycling for profit

"Killing two birds with one stone" is our intention with the Friends of Moorfields recycling scheme. We invite you to donate spent computer cartridges (home and office, inkjet and laser) and unwanted mobile phones and, with the help of the "TakeBack" recycling company, we turn your contributions into welcome cash to support our work.

Patients and visitors can put items into boxes or bags and leave them at the hospital clearly marked "For the Friends of Moorfields;" staff are invited to use one of the two special Collection Points on the ground floor (near the main entrance) and the 4th floor (by the lift near Personnel and IT); and information is available for companies willing to consider a corporate effort. Boxes can be collected direct from any UK address with the financial proceeds coming direct to the Friends.

Father Christmas is not too well!

For many years a senior Friends of Moorfields Trustee, Jack Walton, has given sterling service to the hospital. Talking books rounds, shop work, leaflet displays, collecting at stations and, as many will recall, a regular stint as Santa Claus at our Christmas Fairs.

Jack's many friends will be very sorry to learn that he is going through a bit of a difficult spell at present. We sorely miss his willing presence and cheeky sense of humour around the place and look forward to better news in the future. Our love to Jack and Mrs Jack (aka Beryl).

The Holy FIS

Ian Knott, Director of Finance

Our quest for the holy fis is nearly over. The mighty Knights of the Project Board have gone forth on their trusty coconuts, I mean steeds, slaying adversaries who stand in their way including decapitating the Black Knight, harassing the knights with no name who say 'ne' and ignoring the insults hurled down by the French knights. It all started one dark and rainy night, the project board sat restless in... (Stop this Python silliness now! Ed)

Sorry about that, but this sometimes happens in the build up to the end of the financial year when I take on a much more pythonesque approach to life!



New supplier

It is true that we are approaching the end of our quest to find a new financial information system (FIS) and by the time you read this article the Trust Board hopefully will have agreed on a supplier and system to replace our current configuration.

Keen 'fis' followers will know that we have reduced the list of potential suppliers down to: Agresso, Cedar Systems (Open Accounts) and IB Solutions (Integra).

The Project Board and others have spent many hours over the last few months poring over specifications and submissions, attending meetings and demonstrations (embracing the whole gambit of modules we require) and more recently going out to reference sites to find out exactly what users think of the systems and supplier support. All of this knowledge plus a costed tender will produce a preferred supplier for recommendation to the main Trust Board.

Outdated system

For my own part I have been genuinely amazed at how dated our current system is, (even though it has been upgraded regularly and is at the top of its upgrade path) when compared to the offerings now available on the market. The functionality gap that exists is enormous and consequentially the benefits that will accrue will be significant. It will be easier to input data, extract meaningful and timely reports and have the ability to move data electronically around the organisation and do away with paper. This will undoubtedly benefit the whole organisation as well as the Amazon rain forests!

So what happens after the preferred supplier is selected? Well, lots - which will involve many staff throughout the organisation. For those of you who have been involved in the new MCRS, a similar process will commence involving:

- revising processes;
- documenting new and existing processes;
- learning the new system; and
- training.

All of which is going to take an enormous chunk out of the working lives of those affected but I firmly believe the resulting benefits will be worth it.

Continued

Coding rewritten

One of the most urgent issues is a complete rewrite of the current coding structure. It must be stressed this part in the process is probably one of the most important elements because it basically sets the foundation for the way data is constructed, stored and accessed.

Each clinical subspecialty will be able to prepare a set of individual accounts as will each location. Furthermore, the ability to report at outreach level will also be possible. In fact we will be able to present both income and expenditure at whatever level is required and consequently measure our profitability for the entire trust, clinical department or location. Of equal importance is that budget holders will be able to carry out this exercise themselves for a range of different functions.

You can see that with reporting power, getting the fundamental structure correct is of paramount importance. Over the next few weeks finance staff will be working on the new chart of accounts and will be seeking views from many of you outside the finance function to help on a number of different issues.

I should also say that if you have any worries or concerns about the new system or its implementation then please do not hesitate to talk to either myself or Jane James the project manager. Finally, I would like to record my sincere thanks to all of you on the project board (and others) for your exceptional input over the last few months to get where we are now. Thank you very much and whilst we still have about six months to go I know you will be delighted with the final result.

Have you inspected MORSE?

Ian Mercer, Training Manager

Hopefully you will be aware of Moorfields Online Resource for Support and Education (MORSE), and maybe some of you have seen it in action!

The impetus for MORSE was the huge IT rollout and process change that is Moorfields Care Records System (MCRS). The software is changing, but so are many of the processes and even some roles. This is a lot of information for staff to take in, and to suddenly start doing everything in a different way after the system went live is a tremendously high expectation for all the hundreds of people involved.

To support people during this massive change, a number of strands were used (classroom training, eLearning, live previews, expert users etc), and MORSE is the final piece of the jigsaw.

New approach

MORSE is a radically new approach to providing support. It sits on everyone's PC and waits until it recognises something – then it turns from grey to full colour. MORSE is then able to provide a number of different support methods. To use MORSE, just click on it.

The types of support it can offer are:

→ You can read how to use that particular screen.



- You can let MORSE demonstrate by moving the mouse and clicking for you.
- You can jump directly to the eLearning module for that screen.
- You can jump directly to other documents that are related to that screen (help sheets, overviews, procedures etc)

The main advantage of MORSE is that it gets you the answer you need very quickly. It only shows you things that are relevant to the screen you are on, so you don't have to wade through lots of other things, just to find one bit of information.

Not just for MCRS

MORSE materials can be created for any software package – and that's why it is so useful. The Training department has already started to create materials for Word, Excel, Outlook, the new Intranet, e-KSF, PACS, the Finance Information System, ePatient – the list is endless! So expect to see MORSE turning to full colour more and more. And each time it does, support is there ready for you.

In summary, MORSE will mean that people will be able to focus on their job, rather than wasting time battling with their computers.

Any comments, or problems, please contact the Training department on ext. 2905, or e-mail "Training".

Gender Equality

Seta Perez, Equality and diversity facilitator

This month we publish the Trust's Gender Equality Scheme. Publication of the scheme is part of the new Gender Equality Duty. The Duty says that we must explain in the scheme how we intend to:

- **eliminate unlawful discrimination and harassment of women, men and transsexual people and**
- **promote equality of opportunity between men and women**

What it means to staff

One of the most significant areas in gender equality for women has been the pay gap. In general, women tend to do jobs which pay less than men, they are more likely to work part time because of caring responsibilities and are less likely to progress to a very senior position. Despite sex discrimination laws having been around since the 1970s things have not improved as much as they should have.

But gender equality is not just about pay and it's not just about women. For example it may be that men receive less sympathetic responses when requesting flexible working arrangements, because there is an assumption that women will or should shoulder more of these responsibilities. Some jobs are traditionally done by men and some by women; it is hard for either to then go against the norm.

The Duty also requires us to be more proactive in ensuring transsexual people are not discriminated against. Transsexual people believe their gender identity is not the one they were assigned at birth. This in itself causes stress and depression for many; some make the difficult decision to go through with surgery to permanently change their physical bodies to match the way they feel. All too often they then suffer from discrimination and harassment while going through the transition process, at work and in wider society.

What it means to patients

Men and women also face different health inequalities. Behaviours and lifestyle have a significant affect on health, differing between men and women generally and across different cultures. As a trust we need to be thinking about the different needs that our patients have and considering how we can address them.

What are our responsibilities?

As members of staff we all have a responsibility to make sure that we do not discriminate or harass either our colleagues or our patients. And remember that you may inadvertently harass someone if you use language or behave in a way that offends or creates an atmosphere

which is intimidating or hostile.

If you did not complete a gender questionnaire but would still like your opinion to be heard, please feel free to e-mail or call me. All information will be treated in the strictest of confidence.

Leadership and development awards

Finally, there is an opportunity for some staff to apply for the Mary Seacole Leadership and Development Award. Funded jointly by the Department of Health and NHS Employers, the Mary Seacole Leadership and Development Awards honour Mary Seacole's name and acknowledge her achievements.

The leadership awards are available to staff in the NHS in England and have been established to support nurses, midwives and health visitors in clinical and professional practice, who are recognised to be under-represented in leadership positions, to develop their practice and careers. The development awards enable nurses to undertake a project, or other educational/ development activity, to enhance patient/ client-focused care that benefits the health needs of people from black and minority ethnic communities. The winners of the two leadership awards will receive a bursary of £12,500, and the four development awards winners receive a bursary of £6,250.

Applications are especially welcomed from nurses of black and minority ethnic background. The closing date will be in June and further details can be obtained from:

- www.dh.gov.uk/cno
- www.rcn.org.uk/aboutus/scholarshipsawards
under Funding for members
- www.rcm.org.uk
- www.amicustheunion.org
- www.unison.org.uk
- www.nhsemployers.org

Did you know?

- **Pay gap in Britain – women are paid 82% of men's average hourly pay, based on full time earnings.**
- **Flexible working uptake is often low and 62% of men believe their career would be adversely affected by part time working.**

The Queen opens the RDCEC

Review has dedicated some space to honour Her Majesty the Queen's recent visit to Moorfields where she officially opened the Richard Desmond Children's Eye Centre on 23 February.



Richard Desmond:

Owner of Express Newspapers:

"I am extremely proud to have my name associated with this fantastic hospital."

Tony Moore,

Consultant:

"It's a wonderful day – we've been planning the building for so long, so it's great to see it finally open."

Joyti Vaja,

Mayor of Islington:

"I am certain that when patients and families come here, they will receive the best possible care."

Ian Balmer,

Chief Executive:

"It is the best functional children's eye hospital in the world."

Julia Margetts,

patient:

"It's a really cool building with lots of bright colours."

Sir Thomas Boyd-Carpenter,

Chairman:

"The centre will at last provide a proper environment in which staff can take forward their work of transforming the lives of those for whom they care."

Staff Room

Want to be heard?

Would you like to express an opinion on an issue related to Moorfields? We'd like to give you an opportunity to be heard in 'Your Shout' - dedicated to staff comments. We may also contact the relevant department and offer them a right to reply. If you'd like to get something off your chest, please send your comments either by email or internal post to Martin Spencer or Lynsey Marley in Communications. You can remain anonymous if you prefer!!



Would you like 15 mins of fame?

Fancy being interviewed by a renowned journalist, and have your opinions read by millions? Ok so *Review* doesn't quite have the circulation of a *Heat* magazine, and I am hardly a David Letterman, but I am always on the look out for people willing to be interviewed for the People Profile, or departments/outreaches willing to invite me for a couple of hours for Focus On.



The people profile only takes about 30 minutes, and I can give you the types of questions I am likely to ask in advance. It follows a set format such as education, career to date, your current role, future plans and away from Moorfields. It's normally done in the restaurant over a coffee and if you're really fortunate, a couple of biscuits as well!

For the Focus On feature, this is understandably longer (usually either a whole day, or half a day) but depending on the size, it can be done in a few hours. In the time, I want to understand how the department/outreach functions, the types of work you are involved in and what happens on a day to day basis. Usually I am given an overview from the head of the department or Manager, plus I speak to a variety staff to gauge their views and the types of work they do.

The benefits of both are enormous, you get to raise the profile of your department/area and the work you do so that others have a much greater understanding.

If you would like to take part, or need more information please contact Martin Spencer on ext. 2628, or by email.

Spring into life!

Healthy living cannot guarantee a longer life but it can improve the quality of your life. Regular exercise, drinking in moderation (if at all), keeping to a balanced, healthy diet are just a few of the many tips you'll find on the Moorfields' user pages on Dovedale's website. There's also a secure, online request facility for confidential face to face counselling and much more. Just visit: www.dovedale.co.uk/Moorfields/wellbeing

Confidential support 24/7
0800 214 307


Dovedalecounselling

