

ONE TEAM
ONE TRUST

Working together for patients

Introducing...
#TeamMWL

In our first edition:

We get to know our Senior Leadership Team

Check out our staff benefits

Delivering five star patient care

A message from our Chief Executive

Dear colleagues,

Firstly, let me start by welcoming you to our new organisation, Mersey and West Lancashire Teaching Hospitals NHS Trust. It gives me great pleasure to write to you as we start our new journey together as Team MWL.

This is the beginning of an exciting time, and I am confident that our dedicated, talented, and innovative staff will work together to deliver 5 star patient care to people across all of our communities, from our hospitals in Whiston, Southport, St Helens, Ormskirk and Newton, as well as our community and primary care services.

As we are now an organisation of over 9,000 staff, it is really important to share our Trust news so that everyone is up-to-date with everything that is happening at MWL, whether that's a spotlight on services, staff engagement and wellbeing updates, or the many messages of appreciation we receive about the fantastic care you provide. This is your magazine, so please keep our Communications Team informed of all the great news.

In this first edition, I would like to introduce the Senior Leadership Team, show you all the locations where our MWL teams are based, and remind you of some of the benefits available to you as a valued member of our new Trust.

I hope you all enjoy reading News n Views, and I look forward to catching up with you all again very soon.

Kind regards,

Ann

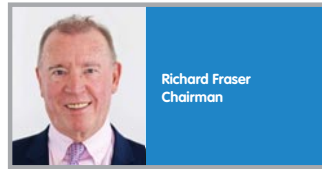
Ann Marr OBE



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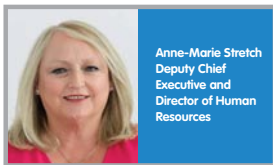
Meet the Trust Board and Senior Leadership Team



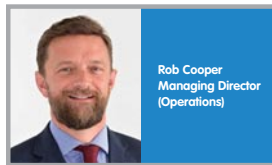
Richard Fraser
Chairman



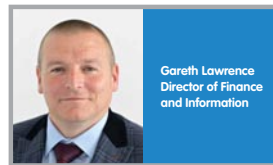
Ann Marr OBE
Chief Executive



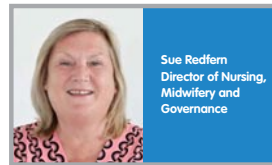
Anne-Marie Stretch
Deputy Chief Executive and Director of Human Resources



Rob Cooper
Managing Director (Operations)



Gareth Lawrence
Director of Finance and Information



Sue Redfern
Director of Nursing, Midwifery and Governance



Dr Peter Williams
Medical Director



Jane Royds
Director of Staff Engagement and Inclusion



Lesley Neary
Chief Operating Officer



Dr Kate Clark
Director of Strategic Clinical Reconfiguration



John McLuckie
Director of Strategic Resourcing



Nicola Bunce
Director of Corporate Services



Wayne Longshaw
Director of Integration



Christine Walters
Director of Informatics

Non-Executive Directors



Geoffrey Appleton
Non-Executive Director and Deputy Chair



Gill Brown
Non-Executive Director



Ian Clayton
Non-Executive Director



Paul Growney
Associate Non-Executive Director



Lisa Knight
Non-Executive Director



Jeff Kozar
Non-Executive Director



Rani Thind
Associate Non-Executive Director

We caught up with some of our leadership team, to learn more about their careers and what they like to do when they're not running the Trust!

Richard Fraser, Chairman

Meet Richard...

Richard has been part of the NHS for over 15 years, after retiring from his career as a contractor in the utility and engineering service.

Previously, Richard was a Trustee of the charity, National Energy Action, which aims to help those who are affected by fuel poverty in the United Kingdom.

“ Five star patient care takes a team effort ”



How I deliver five star patient care...

Five star patient care is the responsibility of the entire team – everyone in that team will have their own role and individual skills with a commitment and compassion to ensure every patient gets five star care. Equally important, every member of our team must feel supported by their colleagues and by our Trust, which I will always go out of my way to ensure.

The best part of my job is...

The best part of my job is that we are all working as a team to help people at a time when they have a real need, rather than focusing on trying to make profits.

When I was younger, I wanted to be...

I had several ambitions, first to be a professional footballer (not enough talent), then to be a pilot (poor eyesight scuppered that idea) and finally to be an engineer - third time lucky.

What you might not know about me...

I have worked on or visited every continent in the world, apart from Antarctica. I am also a proud Scot and am very grateful to the Northwest of England for making me and my family so welcome for the last 40 years.

Anne-Marie Stretch, Deputy Chief Executive and Director of Human Resources



Meet Anne-Marie...

Anne-Marie started her career in the public sector at the age of 17 joining the Civil Aviation Authority where she transcribed the tapes from black boxes in aeroplanes. She then moved to Mersey Regional Health Authority, as a higher clerical officer. Working in the NHS for over 35 years, Anne-Marie has worked across a wide-range of HR roles, in a variety of NHS settings. She joined the Trust as Director of Human Resources in 2003, becoming Deputy Chief Executive in 2010. In addition to this, Anne-Marie was Managing Director at Southport & Ormskirk hospitals between September 2021 – July 2023.

The best part of my job is...

The people. The NHS is centred around its people, and I am very much a people person. I feel privileged to be part of such a great organisation and to be able to contribute to everyone's development.

How I deliver five star patient care...

I make sure that colleagues feel valued by our organisation and engaged in their roles. When our people are happy at work, it makes a great difference to the care we deliver.

“ My favourite past-time is narrow-boating

When I was younger, I wanted to be...

I always wanted to be a policewoman.

What you might not know about me...

My spare time is spent on a 57 foot narrow boat! My husband and I love getting out and about when we can and have travelled to lots of different locations in it.

Rob Cooper, Managing Director

Meet Rob...

Rob has always worked in health and social care, starting his career in a care home, whilst completing his nursing degree at Liverpool University back in 1997. He then went on to work in A&E, vascular surgery, and intensive care as a nurse, before moving into a site management role. This led to him joining STHK in 2015 as Assistant Director of Operations for Medicine, before progressing to Director and now his current role.

“When I was younger, I wanted to be a vet



The best part of my job is...

The best part of my job is definitely the variety of my role - the balance of supporting our staff and delivering great care to our patients. I am responsible for the day-to-day care of our patients, but also get to give support to teams and individuals, making sure they have everything they need to do the best in their job.

How I deliver five star patient care...

Ensuring that the patient is at the centre of everything we do. I will always do my best to make sure that teams are happy at work and support them to do the best job they can. We know that happy staff lead to happy patients!

When I was younger, I wanted to be...

A vet. I've always loved animals, in fact, most days I prefer my dogs to my kids!

What you might not know about me...

I really enjoy keeping active - I have taken part in marathons, triathlons and also go open water swimming.



Gareth Lawrence, Director of Finance and Information

Meet Gareth...

Gareth started his career in the NHS 20 years ago, not really knowing much about healthcare, but he quickly learned. Joining Alder Hey as a Management Accounts Assistant it was then that he saw a great opportunity to one day become a qualified accountant. He has undertaken many finance roles at various Trusts and in 2018 joined STHK as Deputy Director of Finance, he then progressed to Director of Finance.

The best part of my job is...

Seeing the amazing things our teams do each day to support our patients and colleagues.

How I deliver five star patient care...

By supporting the efficient and effective delivery of care, which in turn delivers good outcomes and high standards for our patients.

What you might not know about me...

I am a big Wigan rugby and Man City supporter.

When I was younger, I wanted to be...

I always liked numbers when I was younger and used to help my mum when she was treasurer for local clubs, but I really wanted to be a football coach!

“ I always wanted to be a football coach

Sue Redfern, Director of Nursing, Midwifery and Governance

Meet Sue...

Sue's career began at the age of 16, as she worked one day per week at Walton Hospital whilst studying at pre-nursing college. She then moved on to work in Infectious Diseases at Aintree, where she spent 20 years progressing her career from an enrolled nurse up to a Divisional Nurse then Deputy Director of Nursing, before moving to STHK as Director of Nursing.

The best part of my job is...

I love that I get to make a difference every single day to the lives of our patients, and our staff. I enjoy speaking with patients, and delivering great care. I also enjoy being able to support colleagues and I am passionate about helping staff to develop their careers.

“ When I was little my dad was unwell and treated in hospital - from that moment I knew I wanted to be a nurse



How I deliver five star patient care...

I live and breathe our values and as a leader I very much offer an open-door policy. Colleagues know that they can come to me and together we will work through any issues which may affect delivering great care. I am also an advocate for learning from things that could have gone differently, to further improve patient care.

What you might not know about me...

I received a travel award from Liverpool University after working in Sri Lanka following the tsunami. I visited 14 hospitals over the course of three weeks to help medical staff with infection prevention guidance - whilst I was there it was completely different to anything we see here, but the patients really were amazing.

When I was younger, I wanted to be...

A nurse! When I was little my dad was unwell and treated in hospital - from that moment I knew I wanted to be a nurse.

Dr Peter Williams, Medical Director

Meet Peter...

Peter has dedicated 25 years to the medical profession after studying at Liverpool Medical School. Throughout his training he regularly worked at Whiston Hospital and after thoroughly enjoying his time here, he decided to officially join the Trust in 2008, as a consultant in Acute and Emergency Medicine.

Shortly after joining STHK, he took over a Clinical Director role, then progressed in his leadership career to become Medical Director in 2022.

The best part of my job is...

I am very passionate about recognising good practice and making sure that colleagues receive positive feedback when they have done something well. I am equally keen on learning from adverse events, so that we can continually improve the care which we deliver to our patients. By having a leadership role, I can further improve care for everyone, rather than just one person.

How I deliver five star patient care...

I make sure that colleagues know what to expect from the organisation, and what is expected from them in return. Ensuring that the right people end up in the right role is key to delivering great care.

What you might not know about me...

I am a dad to three daughters who are 12, 14 and 16. When I am not planning activities with my girls, I am usually doing something which involves sci-fi. I like all things superhero and Star Wars!

When I was younger, I wanted to be...

I always imagined myself as a writer or journalist.



“ I like all things superhero and Star Wars! ”



Jane Royds, Director of Staff Engagement and Inclusion

Meet Jane...

Jane joined the NHS over 30 years ago, and has worked in various roles across primary care, mental health and community trusts. She has spent her entire career in the NHS apart from a brief period as Executive Director of Non-Clinical services at Queenscourt Hospice.

Jane joined S&O as an Associate Director in 2017 and became Director of HR & OD a year later. Jane's passion is giving staff a voice, and she is excited to become our first Director of Staff Engagement and Inclusion.

“ I was once the Director of a local hospice

How I deliver five star patient care...

Making sure that policies and processes are fair and that colleagues have opportunities to develop within their career. A valued and highly engaged workforce is key to a great culture, which has a direct link to the delivery of excellent patient care.

The best part of my job is...

Getting out and meeting staff is the best part of my job. I love learning about their roles and helping them to overcome obstacles and challenges to hopefully make their working days that little bit easier. Our staff do an amazing, and often challenging job.

When I was younger, I wanted to be...

I love babies and so wanted to be a midwife. Of course, there is so much more to being a midwife than cuddling babies and I have the greatest of respect for the amazing job Midwives do.

What you might not know about me...

I am a bit of an adrenalin addict – I love driving fast cars on track days, white water rafting, quad biking, open sea kayaking – anything to get the heart racing.

Lesley Neary, Chief Operating Officer

Meet Lesley...

Graduating from university in 1997, Lesley took on a role as a computer programmer, before following in her mum's footsteps (who worked at Alder Hey Hospital) and joining the NHS.

Starting as a Database Developer in Liverpool Health Authority, she soon moved into operational performance at Sefton PCT, before joining NHS Improvement in Leeds as the Operational Lead for Emergency Care for the North of England. She took the Deputy Chief Operating Officer role at Lancashire Teaching Hospitals for 2 years, before joining S&O in 2021 as Chief Operating Officer.



The best part of my job is...

The variety! No two days are ever the same and I love that I get to be involved in so many areas of the organisation. My role can be very pressured, but I'm good at keeping calm and being practical. I love being part of the team and will always roll up my sleeves (take off my heels) and do what I can to help patients and colleagues.

How I deliver five star patient care...

So much of my work is about measuring performance and achieving targets, but I never forget that this is always about patients, and I do everything I can to ensure that we all act as the patient's advocate, and that our care meets the standards that we would want for own families or friends.

“ I was often the designated hairdresser (and family manager)

When I was younger, I wanted to be...

A hairdresser! As the oldest sister of four girls, I was often the designated hairdresser (and family manager).

What you might not know about me...

I am a park run ambassador, one of my proudest achievements is helping the prison service to organise a 5k run around the grounds.

Dr Kate Clark, Director of Strategic Clinical Reconfiguration

Meet Kate...

Kate trained at Liverpool Medical School, before joining Whiston Hospital in 1997, working across medical and surgical care, as well as critical care, A&E and paediatrics. As an A&E consultant, she worked at both the Royal Liverpool Hospital and Warrington and Halton Hospitals, where she became Deputy Medical Director. Kate then progressed to Medical Director for the 3 acute hospitals in North Wales, and before joining S&O in 2021, was deputy executive medical director for the North Wales Health Board. Prior to formation of the integrated care boards, Kate was also a governing body member for Trafford CCG for 5 years.



The best part of my job is...

I am incredibly lucky to work with a team of highly skilled professionals, and I enjoy nothing more than seeing others overcome challenges, grow in confidence and achieve their full potential. Happy staff means happy patients!

How I deliver five star patient care...

I regularly ask teams 'what can we do to make it easier for you to deliver the best care possible?'. I ensure everyone has the confidence to speak out and that there is a clear route to raise concerns and ideas. It is important that we are all moving in the same direction with patients at the heart of everything we do.

When I was younger, I wanted to be...

It might sound like a cliché, but I always wanted to be a doctor. I joined the Red Cross and St Johns Ambulance as soon as I could, and even did a work placement at Whiston Hospital when I was 15 years old, but embarrassingly fainted when I was given the opportunity to watch a doctor perform a lumbar puncture. At least it didn't put me off!

“ I have competed at Blackpool Tower Ballroom

What you might not know about me...

I've competed at Blackpool Tower Ballroom and came second in the Junior Formation Team Championships. It might be a few years since I pulled my sequins on, but I still love Latin dancing and especially the Samba!



John McLuckie, Director of Strategic Resourcing

Meet John...

John started his NHS career on a National Finance Training programme in Yorkshire, after gaining a degree in Economic and Social History.

He joined the NHS in Sheffield before working in various provider Trusts across the North West and became Director of Finance at S&O in 2021. As part of his new role, John is looking forward to supporting our staff and services to utilise resources in the most effective and efficient way, whilst maintaining the highest standards of care within our new Trust.

“ I am a qualified counsellor and hypnotherapist

The best part of my job is...

I especially like working directly with clinical teams and supporting them so that they can deliver the highest standards of care to our patients.

How I deliver five star patient care...

Making sure our patients have the best possible experience goes hand in hand with delivering five star patient care. Every financial decision we make has an impact, whether its estates, staffing or equipment, it all affects how we deliver the best care for our patients.

When I was younger, I wanted to be...

A police officer, but unfortunately, due to being colour blind I was unable to work in the profession.

What you might not know about me...

I am a qualified counsellor and hypnotherapist, and have used it to volunteer in a holistic therapy centre.



Nicola Bunce, Director of Corporate Services

Meet Nicola...

Nicola has always been keen to work in the NHS but imagined it would have been in a different capacity, after completing a degree in psychology.

Starting her career back in 1987, she took on her first role at Royal Hallamshire Hospital in Sheffield as a Higher Clerical Officer, processing nurse bank requests, and very quickly went on to progress in her career in HR and business planning. She later relocated to the North West and has worked in a number of different Trusts and NHS organisations, until joining STHK in 2013,

and being appointed Director of Corporate Services in 2017.

The best part of my job is...

Everyday is different, I work very closely with our external partners, and we have built up an excellent relationship which I am very proud of, because it means that we can do what is right for patients. I enjoy supporting our staff who work really hard behind the scenes to make sure that our environment is safe and clean for our patients.

How I deliver five star patient care...

It takes a lot of different people and skills to make sure that a hospital runs efficiently and that our patients have a good experience. By making sure we have the right systems and infrastructure in place, we can deliver five star patient care.

When I was younger, I wanted to be...

An occupational psychologist.

What you might not know about me...

I am a single mum, with three boys/young men, and two dogs (who are also males!)

“ I am a single mum, with three boys and two dogs

Wayne Longshaw, Director of Integration

Meet Wayne...

Wayne's career started a world away from the role he is in today, with his first job as a laboratory assistant in the pottery industry. He then moved to local government and worked there for 25 years, before joining the NHS ten years ago as Director of Service redesign.

“ When I was younger I wanted to be a rockstar!



How I deliver five star patient care...

By making sure that everyone has equal access to the same standard of healthcare services. I work across the local boroughs with Local Authority, social care and other 3rd sector partners to ensure we are all working together to improve the wellbeing of local people.

The best part of my job is...

Seeing the difference we can all make by working together to make our local area a healthier place to live, and the positive impact that can have on our local hospital.

When I was younger, I wanted to be...

A rockstar!

What you might not know about me...

I have taken part in the Iron Man competition twice and I am regularly training for my next fitness event.



Christine Walters, Director of Informatics

Meet Christine...

Christine originally started out her career as a computer programmer, going on to become a Director in a privately- owned software house, where she designed and developed cash and carry wholesale IT solutions. She spotted a role 18 years ago at Salford Royal NHS Foundation Trust and has been in the NHS ever since.

Joining STHK as Director of Informatics in 2015, Christine has gone on to develop many of the systems that are used today.

The best part of my job is...

I never know what the day will bring. I really enjoy the variety of the role and trying to make a positive difference every day for our patients and staff. The best part of the job is when I go out on to wards and see the difference our IT systems are making to clinical staff looking after our patients.

How I deliver five star patient care...

Making sure that everything is built around our patients, by trying to provide highly available digital tools and systems that are easily accessible by staff, making it easier for them to find the right information they need about their patients wherever and whenever they need it. The patient is at the heart of everything we do.

When I was younger, I wanted to be...

A footballer, but I was never allowed – sadly, girls didn't play football back then.

What you might not know about me...

I am a big fan of Thai Chi! I also like Zumba, and all things outdoors – if I am not out walking or hiking, I will be out with my friends or spending time with the family .



When I was younger I wanted to be a footballer

Our sites

Our new organisation delivers a wide range of local healthcare services in Halton, Knowsley, Liverpool, St Helens and West Lancashire. Colleagues are based over 17 locations.



- | | |
|-------------------------------|--|
| 1 Southport & Formby Hospital | 12 Albion Street Clinic |
| 2 Ormskirk Hospital | 13 Lowe House |
| 3 Whiston Hospital | 14 Mill Street Medical Centre |
| 4 St Helens Hospital | 15 St Helens Urgent Treatment Centre |
| 5 Newton Community Hospital | 16 Fingerpost Medical Centre |
| 6 Knowsley College | 17 Jubilee Court |
| 7 Rainhill Clinic | 18 Wheelchair Service |
| 8 Four Acre Medical Centre | 19 St Hugh's House |
| 9 Haydock Medical Centre | 20 Southport Centre for Health & Wellbeing |
| 10 Garswood Medical Centre | 21 Horton Lodge |
| 11 Rainford Health Centre | |

Staff Benefits

Our new organisation has a lot to offer. It's important that our colleagues feel valued, have the opportunity to develop their skills and knowledge, whilst feeling supported at work. Check out some of the benefits below:



Reward and Recognition

Employee of the Month

You can nominate your colleagues for MWL Employee of the Month via the staff intranet. The chosen winner will be awarded a certificate and badge from a member of our Senior Leadership Team and will also receive £100 worth of vouchers.

Thank You Thursday

Who said Friday was the best day of the week? Every Thursday we will showcase a thank you to colleagues from one of our patients. The comment will be shared via Trust Brief Live and global email.

Long Service Awards

Each year, we will hold Long Service Awards to celebrate the remarkable loyalty of staff who have given 25 and 40 years continuous service.

Colleagues will be invited to a special presentation evening where they will receive their award from the Trust Chairman and Chief Executive.

Staff Awards

The Annual Staff Awards will be held each year to celebrate the incredible success of Team MWL. The most anticipated night of the year, we promise you a glittering occasion that brings colleagues from across the organisation together, to celebrate the best of the NHS.





Financial Benefits

Home electronics

NHS fleet solutions provide a salary sacrifice option for colleagues to purchase expensive items over a number of months. Information about the scheme can be found on the staff intranet.

Bike scheme

Vivup offers a cycle to work scheme, giving you savings on big brand bikes. More information is available on the staff intranet.

Lease cars

Colleagues can opt into a salary sacrifice scheme which enables them to lease a car for a number of years, visit the staff intranet for more information.



Learning & Development

Apprenticeships

We have a wide range of apprenticeships available for both clinical and non-clinical staff. To find out more visit the staff intranet pages.

Institute of Health & Social Care Management

All colleagues can get **free** membership to the Institute of Health & Social Care Management. Providing Chartered Institute of Personnel and Development (CIPD) courses and much more, staff can develop their skills and knowledge further.

To sign up, visit the staff intranet.

Staff Voice - Have your say

We know the benefits of our colleagues feeling heard and knowing that their opinions matter, which is why we have a number of channels that our staff can make suggestions and raise concerns through, these include:

- HR Business Partner
- Staff surveys
- Trust Brief Live
- Freedom to Speak Up
- Team Talks
- Staff side
- Ideas bank

Wellbeing

Your wellbeing is a priority and we understand the pressure our colleagues face – which is why we are partnered with Vita Health Group.

This is our free and confidential Employee Assistance Programme that can provide information, advice and support 24 hours a day, 365 days a year.

Employee Assistance can provide information around:

- Work
- Money
- Retirement
- Your rights
- Health & Wellbeing
- Relationships
- Management Support
- Emotional Support
- Children
- Legal information

For details on how to access this service and all of the other available wellbeing services available, please visit the staff intranet.

If you would like help or support from our teams, get in touch by contacting:

soh-tr.HealthandWellbeing@nhs.net
(Southport and Ormskirk based staff)

wellbeing.referrals@sthk.nhs.uk
(St Helens and Knowsley based staff)



Coming Soon ...

Our new social media channels will be going live soon, and we are even branching out with a brand new Instagram page!

Stay tuned for more information, and don't forget to follow and tag us!



Feature your story!

We're always open to ideas, and we love hearing your thoughts! News and Views is our Team MWL staff magazine, if you have a story to share, or ideas on what you'd like to see in future editions, contact: communications@sthk.nhs.uk

