



Advancing  
Healthcare  
Awards 2015

SHARING  
SUCCESS  
learn from **our** winners



# Congratulations to all our winners & finalists

These are the fruits of the 2015 UK awards for allied health professionals, healthcare scientists and those who work alongside them. It's our ninth year so look out for something special for our 10th!

A big thank you to our supporters old and new: NHS England, NHS Employers, Unite the Union, the Scottish, Welsh and Northern Ireland health departments, Public Health England, the Academy for Healthcare Science, the Institute for Physics and Engineering in Medicine, the Allied Health Professions Federation, the Society and College of Radiographers, Pulse, ID Medical, Vanguard and our own Chamberlain Dunn Learning.

An action-packed judging day, hosted by Public Health England at Wellington House, saw over 100 judges and shortlisted entrants pass through the doors. It was a great day with loads of buzz, excitement, and many difficult decisions.

Here we summarise the winning entries and give you contact details for the winners so you can follow them up and see how their projects might work for you in your setting. You are not alone trying to tackle your own situations – someone, somewhere has been there and had a go at meeting the challenge. We hope you find this booklet useful – and we hope it will inspire you to enter next year for our **10th anniversary awards**.



**Alison Dunn**

Joint managing director  
Chamberlain Dunn

April 2015

# Allied Health Professions Federation award for integrated care delivery

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**NHS**

**Leadership Academy**



WINNERS  
&  
OVERALL  
WINNERS

“This is making a real difference to lives. Totally innovative and it raises the profile and added benefit of healthcare and AHP services in the justice system.”

## The whole system approach for women

Mary Jardine (senior occupational therapist), NHS Ayrshire and Arran and Allison Black (EEL co-ordinator), Sacro

### What did the project involve?

The Whole System Approach for Women (EEL) diverted women from the criminal justice and court systems with the aim of reducing offending behaviour and targeting reasons for offending. It is the first initiative in Scotland, that the team are aware of, which involves partnership working between statutory and voluntary services across health, criminal justice, social and community organisations.

### How does it improve patient care?

Although the pilot is still in its early stages, it is the only service that targets intervention for women before they become involved in the criminal justice system. The Police screen each case making referrals on a needs-led basis, hoping to avoid a pattern of offending behaviour by addressing the reasons behind the offence. The initial assessment highlights the women's perspective and needs as the basis of input required. This is regularly reviewed and ensures a person-centred approach.

### Shared learning

This pilot currently operates throughout Ayrshire and other localities within Scotland are benchmarking it as an example of good practice.

### Find out more

For more information, email [mary.jardine@apct.scot.nhs.uk](mailto:mary.jardine@apct.scot.nhs.uk) or call 01563 577888

## FINALISTS



Elaine Stuttard (community services commissioning manager) and Freya Sledding (service manager), East Lancashire Hospitals NHS Trust

Integrated community therapy teams



Evelyn Newman (nutrition and dietetics advisor: care homes) and Emma Pasieka (NHS dietetics placement co-ordinator), NHS Highland

A dietetic placement model in a care home setting

# The Northern Ireland award for maximising resources for success

Sponsored by



## WINNERS

“There was excellent evidence of service user involvement, and leadership skills were very evident in bringing the team along the change process.”

## The OT cognitive and functional assessment clinic

Lynn Dorman (head occupational therapist) and Norma Clark (AHP clinical services manager), NHS Fife

### What did the project involve?

This team piloted a cognitive and functional assessment clinic as a more efficient and timely way of undertaking the referrals for cognitive and functional assessments for the dementia diagnosis pathway. They invited the individuals into the hospital where the OTs were based so they could receive a cognitive assessment, a functional assessment as well as an interview regarding their daily habits and routines and their current level of occupational performance.

### How does it improve patient care?

The greatest benefit of the clinics are people are being seen quickly and receiving a high quality service. Individuals are being signposted onto other supports and services if appropriate and they are also getting access to various evidence-based treatments and interventions provided by the OT service at a much earlier stage in their illness which is extremely beneficial as it allow OTs to promote supported self management.

### Shared learning

The assessment clinic model is extremely transferrable to other organisations, and is being used as a model in other health boards nationally. All the work on the piloting, paperwork, leaflets have been done by the staff in Fife who are extremely enthusiastic to discuss the assessment clinic model with colleagues and share the knowledge and resources they have so that others can gain the same successes as they have had in designing and applying this model.

### Find out more

For more information, email [lynnndorman@nhs.net](mailto:lynnndorman@nhs.net) or call 01592 648185

## FINALISTS



Grainne Forsythe (lead reporting radiographer) and Julie McBride (reporting radiographer), Southern Health and Social Care Trust

The plain film reporting service provided by radiographers

# Public Health England Award for contributions to public health

Sponsored by



Public Health  
England



## WINNERS

“This is a whole system change which hits key public health priorities. The plan is incredibly clear and can be implemented.”

## Family food first programme

**Emma Cronly-Dillon** (advanced specialist dietitian for public health) and **Lisa De'Ath** (specialist dietitian for public health), SEPT Community Health Services, Bedfordshire

### What did the project involve?

This team developed a programme called Family Food First to tackle childhood obesity, tooth decay in young children and improve physical literacy. The aim of the programme was to improve the lifestyle of families with young children, particularly those on a low income.

### How does it improve patient care?

The programme works by encouraging families with young children in Luton to adopt healthier lifestyles in order to reduce the burden of diseases such as obesity and tooth decay. They work with early years settings, including nurseries, pre-schools and children's centres and support them to promote healthy messages to families by ensuring all settings have a food and health policy in place and adopt practices that encourage children to eat well and be more active.

### Shared learning

The team is currently working with 15 early years settings in Luton, with the intention of working with another 25 settings over the next year. There are approximately 70 early years settings in Luton so they plan to extend the reach of the programme over the next two years to include all of these. The model was developed to be led by dietitians, however, the delivery of the programme is driven by other nutrition and health professionals who may be more readily available in other communities, and more cost effective.

The programme has been developed to suit an audience in Luton, however, the evidence-base the programme standards have been drawn from are universal and adaptations to how the programme is delivered could be introduced at a local level.

### Find out more

For more information, email [emma.cronly-dillon@sept.nhs.uk](mailto:emma.cronly-dillon@sept.nhs.uk) or call 01582 707400

## FINALISTS



**Deborah Bancroft** (advanced physiotherapy practitioner) and **Katy Alcock** (physiotherapy site lead), Pennine Acute Hospitals NHS Trust

Initiative to make every contact count – to engage in healthy conversations with patients regarding physical activity levels



**Annette Purves** and **Kath Mashinter** (specialist occupational therapists), **Suzanne Wightman** (trust dementia transformation lead) and **Matthew Burns** (admiral nurse), South West Yorkshire Partnership NHS Foundation Trust

Visual memory assessment tool

# NHS Employers award for inspiring the workforce of the future

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## Inspiring, promoting and developing a modern scientific workforce with the patient at the centre

**Keith Pearce** (consultant cardiac physiologist), **Martin Stout** (clinical academic cardiac scientist) and **Andrea Arnold** (North West clinical tutor cardiology), University Hospital of South Manchester NHS Foundation Trust

## WINNERS

“This entry was an excellent demonstration of how the scientific workforce can develop into a modern team blending existing skills and experience with the skills and expertise of undergraduates.”

### What did the project involve?

The Cardiac Diagnostic Unit at University Hospital South Manchester (UHSM) has fully engaged with Modernising Scientific Careers (MSC). UHSM Cardiology has used the skills and expertise within the department to provide innovative roles that lead, inspire and develop a truly modern scientific workforce that extends past cardiology into other physiological science themes.

### How does it improve patient care?

The unit's workforce profile has demonstrated a significant shift with a much more balanced age work profile within the department whilst ensuring they maintain the highest level of expertise/knowledge and experience to ensure a high-quality, sustainable service delivery to patients. The department is committed to improving patient care by inspiring the future workforce and developing existing staff to challenge and innovate their working practice.

### Shared learning

The model in place at UHSM is easily transferable to other departments. It is paramount that as the team inspire the current and future workforce, they encourage them to develop their 'traditional' roles and align to newer more challenging career pathways. In achieving this, the team hope that others may follow suit by forging similar relationships with academia, national professional bodies and local HCS workforce groups. As such, they strive to set a good example for both the current and future HCS workforce. The approach they take is transferable and simply requires good leadership and an understanding of underpinning elements.

### Find out more

For more information, email [keith.pearce@uhsm.nhs.uk](mailto:keith.pearce@uhsm.nhs.uk) or call 0161 291 4609

## FINALISTS



**Andrea Macdonald**  
(sites lead occupational therapist),  
NHS Lothian

Building capacity – creating an electronic pathway for assistant practitioner roles, remits and education



**Peter Purewal** (OD manager)  
and **Jennifer Zandbeek** (learning  
and development manager),  
West Midlands Ambulance Service

Student paramedic programme

# Unite the Union award for working together

Sponsored by



## Improving audiological care for adults with learning disabilities using the 3As pathway

Lynzee McShea (senior clinical scientist, audiology) and Chris Corkish (senior lecturer, learning disability nursing), City Hospitals Sunderland NHS Foundation Trust

## WINNERS

“Referrals have been increased tenfold as a result of this project and its strong teamworking.”

### What did the project involve?

This project focussed on the detection and management of hearing loss in adults with learning disabilities, who are significantly more likely to have an undetected hearing loss than the general population. The 3As model aimed to identify and remove barriers in Access, Assessment and Aftercare.

### How does it improve patient care?

The 3As model has resulted in increased activity and significant improvements in quality of life for adults with learning disabilities. The achievement the team are most proud of is the transformation they see in service users following treatment of hearing loss. Hearing individuals speak who were thought unable to communicate is just one humbling and rewarding example.

### Shared learning

The team now deliver training programmes on how to detect hearing problems. This training has been accepted by NHS Innovations North, and will therefore be developed for the benefit of other organisations. The 3As are relevant to any health discipline, not just audiology and the team are passionate about the continuation of the project.

### Find out more

For more information, email [lynzee.mcshea@chsft.nhs.uk](mailto:lynzee.mcshea@chsft.nhs.uk) or call 0191 569 9001

## FINALISTS



Heather Dunlop (paediatric dietitian) and Leesa Houston (senior health improvement officer), Northern Health and Social Care Trust

Promoting the importance of bone health to children and young people



Denyze Harris (speech and language therapy service manager), Vanda Squire (team lead safeguarding adults) and Dawn Dawson (strategic lead), Somerset Partnership NHS Foundation Trust

See something, say something

# The Scottish Government's award for improving quality: measuring and demonstrating impact

Sponsored by



## Service redesign – the community brain injury team

Jane-Marie Stobie (team co-ordinator), Janice McClymont (head of profession NHSL occupational therapy services) and Karen Leslie (specialist physiotherapist), NHS Lanarkshire

## WINNERS

“This is a good example of role blurring and whole service redesign which demonstrated significant cost improvements and clear benefits for patients.”

### What did the project involve?

The redesign of NHS Lanarkshire's brain injury services saw the launch of the Community Brain Injury Team in May 2012. The service redesign involved the introduction of a new specialist AHP led multidisciplinary, community-based rehabilitation service in Lanarkshire to provide a single point of access to specialist brain injury rehabilitation with links to other relevant care providers. The service aimed to build local resources and expertise within NHS Lanarkshire while simultaneously reducing the previous dependence on national centres.

### How does it improve patient care?

Each patient has an allocated key worker and the team of therapists who can meet their needs is identified. The patient works in partnership with their team to agree their goals. This is a patient-led exercise with support and advice from their team. Of those patients who have been discharged from the service to date, 89% of all goals have been fully achieved. It is a permanently funded project which is being measured against expected outcomes over the first three years. The service is now in its third year and the clinical and financial performance outcomes to date have exceeded expectations.

### Shared learning

The new service has also established a pathway for patients, their families and carers, their employers and other NHS staff in the assessment, treatment and rehabilitation of patients from acute injury to community reintegration. The pathway and service model is being looked at by other health boards and agencies across the country.

### Find out more

For more information, email [Jane-Marie.Stobie@lanarkshire.scot.nhs.uk](mailto:Jane-Marie.Stobie@lanarkshire.scot.nhs.uk) or call 01698 377864

## FINALISTS



Catrin Hawthorn (orthopaedic physiotherapy practitioner) and Jan Lawrence (professional head of physiotherapy), Powys Teaching Health Board

Pathway transformation: an innovative approach to patient care, improving quality through better use of resources for the management of carpal tunnel



Sara Gawned (principal physiotherapist), Emma Cooke (chief therapist and AHP lead) and Catherine Gray (principle occupational therapist), St George's Healthcare NHS Trust

Seven day services for therapies: providing an expanded weekend service



# The Academy for Healthcare Science award for innovation

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## WINNER

“This innovation kept the patient and family at the heart of the service and brought together a number of key professions with PPI.”

## The SUDI box

**Heidi Cox** (senior clinical biochemist),  
Hull & East Yorkshire Hospitals NHS Trust

### What did the project involve?

The team aimed to create a coordinated system of obtaining and processing samples taken to help determine cause of death in infants who die suddenly and unexpectedly (SUDI), within an Emergency Department setting. This would enable them to maximise the time available to care for bereaved parents.

### How does it improve patient care?

The SUDI Box lives in a quiet corner of the paediatric resuscitation area of the ED. When the horrendous scenario of a death in infancy unfolds, the Box is opened, coming into its own. Inside, the clinician has everything needed to detail information and collect the crucial peri-mortem samples that can provide clues as to why the infant died.

It is simple to use in the high-stress environment, yet the complexities behind its design allow the right samples to be taken, quickly and discretely, uniquely and securely (in physical and legal terms) specific to that case and sealed in the same Box.

### Shared learning

After five years the box has been used in 32 cases and adopted by six trusts. All documentation is available to other trusts, including where to source everything needed to create your own system. The team share the ups and downs of creating and sustaining a SUDI Box, supporting its implementation where they can.

### Find out more

For more information, email [Heidi.Cox@hey.nhs.uk](mailto:Heidi.Cox@hey.nhs.uk) or call 01482 607801

## FINALISTS



**Gareth Price** (senior clinical scientist),  
The Christie NHS Foundation Trust

Direct patient engagement with their own radiotherapy treatment delivery



**Mario Giardini** (lecturer),  
**Nigel Bolster** (research associate) and  
**Iain Livingstone** (research fellow and ophthalmology registrar),  
University of Strathclyde and NHS Glasgow centre for ophthalmic research

Engineering a retinal imager for Peek, the portable eye examination kit

# The Welsh Government's prudently advancing practice award

Sponsored by



Llywodraeth Cymru  
Welsh Government



## WINNERS

“A great example of AHP leadership as they engaged with teams in an inclusive way and looked at the whole patient journey.”

## Non-medical prescribing in radiotherapy

**Tracey Ellis** (consultant practitioner radiographer) and **Rachel Shaw** (advanced therapy radiographer), Lancashire Teaching Hospitals NHS Foundation Trust

### What did the project involve?

The team has introduced supplementary radiography non medical prescribing, and a system whereby cancer patients are reviewed by a specialist radiographer in a dedicated review clinic. Patients are now reviewed weekly, or more frequently if necessary, with an approach that will also take into account their psychosocial needs, thus providing a patient-centred, holistic consultation.

### How does it improve patient care?

The implementation of non-medical prescribers has revolutionised patient care through better and more efficient access to medicines and has ultimately enhanced the delivery of radiation therapy service to patients. In addition, as advanced radiographers it has allowed the efficient use of their expertise and clinical skills to improve the patient experience. They are able to recognise how their newly developed skills and prescribing abilities have enhanced team working and improved communication.

Patients can now receive the right level of care, at the right time, at the right place. Patients no longer incur significant delays in receiving the care and medication that they require, as they can immediately be given a prescription.

### Shared learning

The introduction of radiographer independent prescribing can be developed across the profession, ultimately reducing the need for extensive time consuming patient group directions, and increasing patient throughput within the department. The model of prescribing within the oncology unit can be adapted and shared with other radiotherapy departments to highlight the benefits to patient care.

### Find out more

For more information, email [Tracey.ellis@lthtr.nhs.uk](mailto:Tracey.ellis@lthtr.nhs.uk) or call 01772 522900

## FINALISTS



**Rosalyn Thomas** (Swansea deputy head of podiatry) and **Claire Topliss** (consultant orthopaedic surgeon), Abertawe BroMorganwg University Health Board

Their feet in our hands... redesigning a multidisciplinary foot clinic



**Corrie Gracey** (band 7 physiotherapist) and **Claire Creaney** (band 6 physiotherapist), Southern Health and Social Care Trust

Early intervention – aquatic therapy for the critically ill ventilated patient

# Award for outstanding achievement by a support worker or technician working alongside an AHP or healthcare scientist

Sponsored by



## Laura Codrington

(speech and language therapy associate practitioner)

Nominated by:

Denyze Harris (adult speech and language therapy service manager)  
Somerset Partnership NHS Foundation Trust

### What did the project involve?

Laura's idea was to create an ACT centre (Accessing Communication Together) to increase the intensity and accessibility to communication therapy and support available for patients post stroke.

### How does it improve patient care?

The first ACT centre was established in a hospital with a stroke rehabilitation unit where the local speech and language therapist initially assesses the inpatients to identify their communication needs. Three projects have been piloted there:

- A weekly expressive aphasia group: where patients practise total communication skills and group therapy.
- A computer therapy drop-in: giving an opportunity for patients to trial specific therapy software programmes, assisting with their speech and language therapy rehabilitation.
- Access to computer therapy programmes for inpatients on the stroke unit.

To date the outcomes are anecdotal, however, they are definitely demonstrating that this centre has helped to improve the patients' quality of life.

### Shared learning

As the ACT centre develops in Williton, the aim is to develop ACT centres across Somerset, so all communication-impaired patients have the same opportunities to express themselves and the same access to intense therapy and support.

### Find out more

For more information, email [laura.codrington@sompar.nhs.uk](mailto:laura.codrington@sompar.nhs.uk) or call 01823 431931

## WINNERS

“She is a clear leader amongst peers and colleagues, and had significant respect from patients who were motivated to become volunteers.”

## FINALISTS



Justine Barneccott and  
Darren Hornshaw  
(specialist clinical technologists)

Nominated by:  
Matt Williamson (head of clinical physics),  
Mid Yorkshire Hospitals NHS Trust



Eleanor Tildesley (dietetic assistant  
practitioner) and Jayne Wells  
(registered dietitian)

Nominated by:  
Cathy Forbes (advanced specialist dietitian),  
SEPT Nutrition and Dietetics

# IPEM award for Patients as partners in science

Sponsored by



**IPEM**

Institute of Physics and  
Engineering in Medicine



## How do you explain radiotherapy?

**Michelle Hughes** (Macmillan patient information and support radiographer) and **Victoria Sykes** (team leader radiographer), Hull and East Yorkshire Hospitals NHS Trust

HIGHLY  
COMMENDED

“The team created a very person-centred educational tool which has the potential to increase patient awareness.”

## What did the project involve?

With improvement of public knowledge of radiotherapy, the team felt that if patients had a more thorough understanding of the processes and issues then they may be more compliant to instructions and have reduced anxiety regarding treatment. PEARL™, the newest product from the makers of VERT™, is a Patient Education And Radiotherapy Learning computer software programme, designed to explain and demonstrate treatment, its mechanics, sounds and effects to give patients a better understanding of radiotherapy. A core team of radiographers was formed of varying grades, and ‘roadshows’ were planned, posters were created and positioned at key points around the department, and ‘free text’ feedback forms created.

## How does it improve patient care?

PEARL™ can be used at any point on the patient pathway and drop-in sessions for patients at varying stages to begin with are beneficial, however, as our initial roadshows have demonstrated the majority of patients would benefit from demonstrations at the beginning of their treatment. All patients except one were enamoured with PEARL™ and wished the demonstration had been before they started of treatment. The patient who was not, was at the time struggling psychologically with treatment.

## Shared learning

PEARL™ is a commercially available PC-based tool that provides a realistic and functional 3D model of a Linear Accelerator and, using a Dicom interface, can visualise radiotherapy treatment plans. The roadshow has enabled us to upload radiotherapy treatment plans from patients who thought PEARL™ was really good and offered the use of their own plans thus enabling us to build a library of our standard radiotherapy treatment techniques.

## Find out more

For more information, email [michelle.hughes@hey.nhs.uk](mailto:michelle.hughes@hey.nhs.uk) or call 01482 461210

## FINALISTS



**Eliezer Kotapuri** (chief clinical technology officer) and **Samuel Sandoval** (chief executive and financial officer), LifeLine Clinical Engineering Solutions

Re-engineering use of patient monitoring equipment



**Philippa Sturt** (clinical scientist) and **Robert Julian** (trainee clinical scientist), Mount Vernon Cancer Centre, East and North Hertfordshire NHS Trust

Role of the healthcare scientist in radiotherapy

# The Chief Scientific Officer's award for clinical leadership

Sponsored by



## Dream the impossible dream – implementation of 24/7/365 shifts in a microbiology laboratory

Mark Cioni (director service manager, bacteriology) and Catherine Pike (laboratory manager), Path Links Pathology

### WINNERS

“This team are to be commended for their service achievement and resilient leadership to drive through 7/7 service.”

#### What did the project involve?

The vision was to see a rural microbiology laboratory successfully implement a 24/7/365 service provision model for the benefit of the trust, service users and patients. This project altered the working practices of a microbiology department by moving the biomedical scientist staff from an extended working day and an out-of-hours on-call system, to providing 24/7/365 shift cover, in addition to extending the working hours of the medical laboratory assistants.

#### How does it improve patient care?

The project enabled staff to visualise the link between enhanced service provision and the positive impact on the patient pathway. Effectively, when as much waste as possible had been stripped out of the laboratory and processing efficiencies maximised, the laboratory could provide a better service and improve financial efficiency in the trust. This also helped staff appreciate their role in ensuring more timely results to clinicians, which meant changes to antimicrobial therapy and guidance on empirical treatment could happen quicker. It also led to information being available for clinicians to decide whether to escalate or de-escalate expensive intensive and high dependency care.

#### Shared learning

Understanding that it is essential to listen to the concerns of staff before replying to them has been critical. Being sincere is an essential skill. Mark has worked on the bench in the laboratory, taking part in on-call and weekend working, so is able to empathise with the staff and the situation they find themselves in and they know he can see the situation from their perspective.

#### Find out more

For more information, email [mark.cioni@nhs.net](mailto:mark.cioni@nhs.net) or call 01724 282282 (ext 2510)

### FINALISTS



Shaun Atherton  
(technical services manager),  
The Christie NHS Foundation Trust  
Developing the radiotherapy clinic



Erica Sosu (medical devices trainer and equipment library service supervisor),  
King's College Hospital NHS Foundation Trust  
Improving patient care through medical equipment management services

# The Chief Allied Health Professions Officer's Spotlight award for clinical leadership

Sponsored by



## WINNERS

## Non-medical prescribing in radiotherapy

**Tracey Ellis** (consultant practitioner radiographer) and **Rachel Shaw** (advanced therapy radiographer), Lancashire Teaching Hospitals NHS Foundation Trust

### What is the Spotlight award?

This 'Spotlight' Award is made to a team that have demonstrated a number of attributes in their journey to deliver and improve patient-centred care. They have recognised the need to evaluate and reflect, to introduce change within a multidisciplinary team and have demonstrated a keen awareness of clinical governance to ensure patient safety while enhancing the patient experience.

### How has the team demonstrated clinical leadership?

As supplementary radiographer prescribers within the oncology unit, the team are now in a unique position to motivate and develop new roles for other radiographers. They provide mentor support and clinical supervision not just for radiographers but also junior doctors, medical students and other healthcare professionals including nursing students.

The skills and knowledge they have developed allow them to challenge existing prescribing choices and practice. They now have an equal voice within multidisciplinary teams, during any critical incidents and can support colleagues to reflect and learn valuable lessons.

It is vital to ensure that this service is maintained in the future. Hence the next radiographer to commence the course has been identified and steps are being taken to start the development of others.

### Shared learning

The team are trailblazers in the development of radiographer prescribing and are currently supporting the consultation proposal for independent status for radiographers both therapeutic and diagnostic.

Within the trust's NMP forum, the team are able to support and guide other allied health professionals undergoing the NMP course and in setting up new services by sharing clinical management plans, recent developments and their experiences.

### Find out more

For more information, email [Tracey.ellis@lthtr.nhs.uk](mailto:Tracey.ellis@lthtr.nhs.uk) or call 01772 522900





# Chamberlain Dunn Learning Rising Star award

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FROM LEFT TO RIGHT

## Emma Bogle

Regional Head of Community Response, **West Midlands Ambulance Service NHS Foundation Trust**

Emma Bogle became Regional Head of Community Response in October 2013, managing the region-wide Community Response Managers and Community First Responder Schemes. Emma's dedication to developing herself and the people around her has been evident throughout her career. Most recently Emma has completed the regional Leadership in Partnership programme which was run at University Hospitals Birmingham and was the first WMAS employee to do so. Emma is instrumental in inspiring and motivating others to develop their own leadership skills. She works passionately and relentlessly to support and develop the volunteers within the West Midlands Ambulance Service, of which there are more than 1,000 across the region.

## Gemma Knight

Specialist Speech and Language Therapist, **London Northwest Healthcare NHS Trust**

Gemma is a highly skilled, ambitious speech and language therapist with a huge level of drive and initiative. What makes her stand out is that in addition to this, she is extremely down to earth, approachable and never afraid to give anything a try. Gemma is committed, creative and full of drive and initiative. She is a pro-active problem-solver and will try to use every situation to the advantage of her clients (schools, children and parents) and/or the speech and language therapy service. In short, Gemma has natural drive and charisma as well as being an extremely nice person to know, all of which point to her becoming a great leader of the future.

## Paul McCullough

Imaging Services Manager, **InHealth MRI Centre**

Paul is an intelligent and conscientious MRI radiographer who has developed a high degree of maturity and shown personal growth. This is demonstrated by his professional achievements in such a short period within his career, and his ability to rise to a challenge and deliver within each given role. Paul has shown real focus and determination as he has progressed within his role, an example of which is when he created a comprehensive MRI cardiac pathway by liaising with consultants and carrying out his own research. Paul has worked hard and continues to be effective in his role as an acting imaging services manager and is deserving of the recognition as a rising star within health care.



## Joseph McIntyre

Advanced Podiatrist, Rheumatology, NHS Ayrshire and Arran

Joseph stands out from others who are passionate about enhancing care by being committed to developing the profession, to further developing the evidence base for clinical care and to developing team approaches and leadership. Joseph puts partnership at the forefront of all that he does and actively engages with all members of the rheumatology team, wider AHP family, volunteer agencies and with academic partners and students at Glasgow Caledonian University (GCU). Joseph is a professional asset, a natural leader who will work collaboratively in whatever context allows him to improve and shape health and social care.

## Sarah Round

Team Leader, Trust IT service desk, West Midlands Ambulance Service NHS Foundation Trust

Sarah Round is a Team Leader for West Midlands Ambulance Service NHS Foundation Trust IT Service Desk. Sarah has taken innovative approaches to ensure that her actions directly impact upon both cost effective and quality outcomes for patients, carers and service users. She has a clear and continued authentic commitment to developing both herself and others for the benefit of patient care. Sarah has put herself forward for many development opportunities; she shows a true commitment to developing her own skills. She has also taken a keen interest in developing the team; she has set clear objectives in 1-1's and provides staff with development opportunities in other areas of the department.

## Erica Sosu

Medical Devices Trainer and Equipment Library Service Supervisor,  
King's College Hospital NHS Foundation Trust

Erica has shown exceptional commitment, resilience and initiative over the last year. Her substantive post was as a medical engineer, however, following an excellent maternity cover position, she then moved to head up a new team setting up medical equipment training and a medical equipment library. Her recent experiences have demonstrated clarity of thought, a drive to improve and succeed, and management skills. She has clearly proved that she is up for a challenge. Not only is Erica a great trainer and engineer she also inspires all of the apprentices and junior staff who work with her. Given time and experience there is no reason she should not be able to climb the ladder to lead healthcare services.

## Katie Timms

Specialist Speech and Language Therapist, Hertfordshire Partnership University NHS Foundation Trust

Katie is a Band 6 Speech and Language Therapist (SLT) working on a community health team for adults with learning disabilities. Katie stands out from the crowd due to her unfaltering determination, courage and commitment at work. She always goes the extra mile for service users and their families and carers; never giving up until she has helped them to reach their goals, even when there are sometimes seemingly impossible obstacles to overcome. She fights for the rights of vulnerable adults, campaigning for equal and fair opportunities, access to services and community integration – making a real difference to all. Katie shows exceptional promise for the future largely due to her natural leadership qualities.

## Pippa Wall

Programme Manager, West Midlands Ambulance Service NHS Foundation Trust

Pippa is Programme Manager for West Midlands Ambulance Service. Pippa's collaborative style never wanes and even in the face of adversity she adopts a 'come on we can do this' approach – thereby instilling confidence in those working with her that failure is not an option. Pippa has delivered measurable benefits for patients and communities. From 2008, Pippa has been a key member of the management team that established the Trust's pioneering Performance Cell. This team comprised a mixture of informatics, operational and rostering expertise to create an innovative, collaborative approach to the provision of management information. Pippa is someone everyone wants on their team.





# Our judges

**Anna Barnes**  
IPEM

**Lesley Anne Baxter**  
Allied Health Professions  
Federation

**Jane Blower**  
NHS England

**Adele Bunch**  
NHS Employers

**Paul Dunning**  
Welsh Government

**Ian Evans**  
Unite the Union

**Tony Fisher**  
AHCS

**Hedley Glencross**  
Portsmouth Hospitals  
NHS Trust

**Ann Green**  
Allied Health Professions  
Federation

**Linda Hindle**  
Public Health England

**Stephen Keevil**  
IPEM

**Helen Liggett**  
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# Sponsors



NHS England aims to improve the health outcomes for people in England. Central to this is to place patients and the public at the heart of everything we do. We encourage patient and public participation in the NHS, treat them respectfully and put their interests first.

Grounded by the values and principles of the NHS Constitution, we are an organisation who shares ideas and knowledge, successes and failures, and listens to each other carefully and thoughtfully. We empower and support clinical leaders at every level of the NHS.  
[www.england.nhs.uk](http://www.england.nhs.uk)



NHS Employers represents trusts in England on workforce issues and helps employers to ensure the NHS is a place where people want to work whilst putting patients first. We work with employers to reflect their views and act on behalf in four priority areas: pay & negotiations, recruitment & workforce planning, healthy & productive workplaces and employment policy & practice.  
[www.nhsemployers.org](http://www.nhsemployers.org)



Unite is the UK's biggest union and its membership in the NHS covers a wide range of health professionals. The largest group is healthcare scientists, and speech and language therapists are very significant part of our AHP membership. Unite represents the professional and employment interests of these members throughout the NHS.  
[www.unitetheunion.org](http://www.unitetheunion.org)



PHE exists to protect and improve the nation's health and wellbeing, and reduce health inequalities. It does this through advocacy, partnerships, world-class science, knowledge and intelligence, and the delivery of specialist public health services. PHE is an operationally autonomous executive agency of the Department of Health. For more information on PHE visit [www.gov.uk/phe](http://www.gov.uk/phe) or follow us on Twitter @PHE\_uk



At the NHS Leadership Academy our philosophy is simple – great leadership development improves leadership behaviours and skills. Better leadership leads to better patient care, experience and outcomes. Our purpose is to work with our partners to deliver excellent leadership across the NHS to have a direct impact on patient care. We offer a range of tools, models, programmes and expertise to support individuals, organisations and local academies to develop leaders, celebrating and sharing where outstanding leadership makes a real difference.  
[www.leadershipacademy.nhs.uk](http://www.leadershipacademy.nhs.uk)



The Allied Health Professions Federation (AHPF) provides collective leadership and representation on common issues that impact on its member professions. The AHPF is well placed to ensure that health, social care and education decision makers understand the unique contribution of the allied health professions. Its overall purpose is to promote interprofessional working enabling Allied Health Professionals (AHPs) to provide high quality care for patients and their carers across the whole of the health and social care sectors. The AHPF is a UK wide organisation and has management boards in England, Scotland and Northern Ireland. The AHPF Boards work to a shared agenda with delivery activity tailored to the unique context offered by each country.  
[www.ahpf.org.uk](http://www.ahpf.org.uk)



The devolved Government for Scotland is responsible for most of the issues of day-to-day concern to the people of Scotland, including health, education, justice, rural affairs, and transport. Our purpose is to focus Government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth.  
[www.scotland.gov.uk/topics/health](http://www.scotland.gov.uk/topics/health)



The Department of Health, Social Services and Public Safety was established by the Departments (NI) Order 1999. The Department administers the business of:

- Health and Personal Social Services, which includes policy and legislation for hospitals, family practitioner services, community health and personal social services;
- Public Health, which covers responsibility for policy and legislation to promote and protect the health and well-being of the population of Northern Ireland; and
- Public Safety, which encompasses responsibility for the policy and legislation for the Fire authority, food safety and emergency planning.

[www.dhsspsni.gov.uk](http://www.dhsspsni.gov.uk)



The Welsh Government's areas of responsibility include the economy, health, education, and local government in Wales. Welsh Ministers make decisions which affect people's daily lives, develop and implement policy, make subordinate legislation such as regulations and statutory guidance and propose Assembly Measures (Welsh laws).  
<http://new.wales.gov.uk>



Physicists, engineers and technologists play vital roles in delivering our healthcare. They help to ensure that patients are correctly diagnosed and safely treated for illnesses such as cancer and stroke. They also maintain and manage medical equipment such as MRI and ultrasound scanners, X-ray machines, drug delivery systems and patient monitors. IPEM is the professional organisation that represents this workforce. We are a charity with over 4,000 members from healthcare, academia and industry.

[www.ipem.ac.uk](http://www.ipem.ac.uk)



Chamberlain Dunn Learning (formerly GateHouse), with over 20 years experience, delivers bespoke learning and development programmes to public and third sector organisations and specialises in management, leadership, personal skills, finance and budgets, and project management. Its 20 strong faculty of course leaders and associates are all highly experienced in these sectors.

[www.chamberlaidunnlearning.co.uk](http://www.chamberlaidunnlearning.co.uk)



The Academy for Healthcare Science (AHCS) brings together the UK's diverse and specialised scientific community who work across the health and care system and the academic sector to speak with one clear voice. The Academy's exists to:

- Provide one clear voice for healthcare science
- Influence and inform the health and care system on healthcare science and scientific services
- Provide engagement and support for wider strategic scientific initiatives
- Act as the overarching body for issues related to education, training and development, including standards and quality assurance.

[www.ahcs.ac.uk](http://www.ahcs.ac.uk)



Chamberlain Dunn is a specialist design and communications agency which can offer you a bespoke package of services to help your organisation improve its links and visibility.

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[www.chamberlaidunn.com](http://www.chamberlaidunn.com)



Pulse is a leading UK and international provider of health and social care staffing. We support NHS Trusts and private sector organisations by placing allied health professionals and health scientists into temporary, permanent and contract roles. We care passionately about the quality of our staff and services and recognise our responsibility to achieve the highest standards. Through attracting and nurturing the best people, we help clients deliver the best compassionate care.

Contact our team for more information:

01992 305 645

[ahp-hss@pulsejobs.com](mailto:ahp-hss@pulsejobs.com)

[Pulsejobs.com](http://Pulsejobs.com)



As the UK's leading provider of AHPs, nurses and locum doctors, ID Medical holds preferred supplier contracts with over 90% of hospitals nationwide and supplies over 3 million hours to the NHS per annum.

ID Medical's specialist Allied Health Professionals / Health Science Services (AHP/HSS) recruitment division covers the full range of healthcare specialties from Arts Therapy to Physiotherapy and is growing at a considerable rate, signifying abundant opportunities for allied health professionals and health science candidates to work in the NHS and private medical sector.

Go to [www.id-medical.com](http://www.id-medical.com), view our Facebook page or follow us on Twitter @IDMedical for more information.



The Society and College of Radiographers is the only body in the UK representing the whole of the radiographic workforce. - practitioners, assistant practitioners, support workers and student radiographers. It is a trade union and professional body representing the professional, educational, public and workplace interests of members. Founded in 1920, it is one of the oldest and most experienced radiography organisations in the world. Membership is open to anyone working in clinical imaging, radiotherapy and oncology throughout the world.

[www.sor.org](http://www.sor.org)



The flexible solution for healthcare delivery

Vanguard Healthcare is a pioneer of flexible healthcare delivery – supporting the NHS and private healthcare providers across the UK and Europe. Through the provision of innovative mobile healthcare facilities; Vanguard can enable our partners to attain the highest levels of patient care and assist in the development of new care models.

Vanguard remains the only provider of mobile healthcare solutions to be registered with the CQC. In our 13 years as a key support service to both public and private healthcare organisations, Vanguard has enabled treatment of over 200,000 patients.

[www.vanguardhealthcare.co.uk](http://www.vanguardhealthcare.co.uk)



If you would like to be involved in next year's awards as a sponsor, judge or simply share some ideas about how we can develop the programme, please contact **Alison Dunn** on [ali@chamberdunn.co.uk](mailto:ali@chamberdunn.co.uk) or call on **020 8334 4500**



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