

# The Norfolk & Norwich Orthopaedic Centre (NaNOC) at NNUH



## An Introduction to NaNOC

The brand-new orthopaedic centre at the Norfolk & Norwich University Hospital represents an opportunity to address the waiting times for elective surgery and improving the services we offer to our patients. Norfolk has one of the highest populations of older people in the whole of the UK. This means there is an urgent need for treatment of long term, debilitating bone and joint conditions, particularly those associated with older age. As a large teaching hospital, NNUH has ambitions to grow and develop a greater range of services for our patients with ground-breaking procedures being carried out at world class facilities and once completed, NaNOC will be a Centre of Clinical Excellence. Staff joining our trauma & orthopaedic team in the brand-new facilities at NaNOC will have the opportunity to develop highly specialist skills in both elective orthopaedics and complex trauma as part of this.

Our Orthopaedic teams have been leading the way in transformative surgery such as hip replacements since the 1950s, but now our patients need a Centre that will match our exceptional care. This brand new, stand-alone development represents a significant investment to reduce waiting times and length of stay for patients needing hip, knee, foot & ankle, hand and shoulder operations. It will provide patients & staff with a state-of-the-art centre of excellence for orthopaedic surgery. The ambition is that the new Centre will also be a world-leading facility for ongoing research, supporting the training of surgeons, theatre nurses and physiotherapists, and attracting the best talent to Norfolk.

The development of the new Orthopaedic Centre stands as a substantial £11 million investment for NNUH, and the Norfolk and Norwich Hospitals Charity has pledged £2 million to help fund this exciting development which is being supported by our incredible local community. NaNOC will create a Covid-secure elective surgical facility containing, two new laminar flow theatres and a 21-bedded ward. Tim Leary, Chief of Surgery, said: "This is an extremely exciting development, which will increase our elective bed base and reduce waiting times through a dedicated and specialised orthopaedic facility. Trust pressures have resulted in the cancellation of orthopaedic procedures in the past and this new centre will mean that we can reduce cancellations and continue elective work throughout winter and pandemic pressures. We will be implementing a full elective care recruitment strategy to get the new centre operational as soon as possible."

CEO Sam Higginson added: "Creating a standalone orthopaedic centre will provide a safe, effective, integrated and efficient service which will improve patient experience and provides a solution that is operationally and financially efficient to us and the wider system. This is in line with best practice prescribed by the NHS and other bodies as the most effective way to tackling long waiting lists."



# NORFOLK AND NORWICH UNIVERSITY HOSPITALS NHS FOUNDATION TRUST

NNUH is one of the largest acute trusts in the UK providing acute care for around one million people living in Norfolk and surrounding areas. It provides a full range of acute clinical services, including more specialist services such as oncology and radiotherapy, neonatology, trauma and orthopaedics, plastic surgery, vascular surgery, robotic surgery, bone marrow transplants, interventional radiology, brachytherapy, specialist cardiology, paediatric medicine and surgery.

Culturally, the Trust is deeply committed to serving its community, and to espousing the best qualities of the NHS. As a major employer in the region, this relationship with the patient population is felt more keenly at the NNUH than it is in many teaching hospitals of this size and complexity.



## Theatres at NNUH

Even prior to completion of the exciting developments at NaNOC the Surgical Division is the largest Divisions within the Trust, with 29 theatres including General Surgery, Thoracic Surgery, Robotic Surgery, Vascular Surgery, Paediatric Surgery, Plastic Surgery, Maxillofacial Surgery, Head and Neck Surgery, Urology, Gynaecology, Trauma and Orthopaedics, Ophthalmics, Emergency Surgery and Obstetrics. Investment across the division has seen the opening of a new ambulatory suite for patients requiring plastic and orthopaedic surgery not to mention two, purpose built, Paediatric Theatres in the Jenny Lind Children's Hospital later this year.

Alongside building new facilities to expand the department the Trust has continued to invest heavily in both equipment and skills development for the existing team and their approach to patient care. The Trust has recently developed its innovative robotic surgical services and is on course to become a robotic centre of excellence. To accompany the exciting developments in Robotic Surgery we hope to develop a dedicated robotic team and offer a rotation through the speciality for Theatre staff across the division so that staff can develop their knowledge and add to their portfolio even if they do not directly work in the robotic team. Furthermore, the team are currently developing an innovative remote case observation service which is only currently offered in one other hospital in the UK.

Theatres and Recovery at the NNUH deliver life-changing, life-saving transformational treatment across a large, developing theatre complex. A positive multi-disciplinary team approach to deliver individualised care to every patient helps to ensure a positive patient experience and optimum care delivery for every patient.

What really sets the Surgical Division at NNUH apart is the energy and enthusiasm of our amazing team. Their hard work, dedication and passion drive the development of exciting projects at NNUH. They strive to provide the highest quality care and service, and the best possible experience possible for our patients.

Theatres and Recovery at the NNUH is a fantastic place to develop your professional practice. We have a dedicated practice and development team supporting bespoke education needs across the department, strong educational links with the University of East Anglia and potential career development opportunities into leadership, education, and governance and supporting advanced clinical practice.

## A Day in the Life at NNUH Theatres

Earlier this year we had a conversation with one of existing members of the team, asking her to tell all about her life as a Theatre Practitioner at NNUH, what she loves about the role and her experience at NNUH. Bethanie Read is a Theatre Practitioner in Orthopaedics and recently had the chance to complete her anaesthetic training.

“Every day in my role feels different,” she said. “I start my day at half-past seven, when we set up the theatres, which includes readying the equipment and cleaning.

“This is followed by a team briefing, including the anaesthetist and surgeon, looking at the patients we have on our list that day.

“Ideally, we send for the first patient at 8am. When they arrive in the anaesthetic room, we complete the safety checklist, which helps us assess any potential risks such as whether they’ve had the appropriate medication or eaten prior to surgery. We also chat to them to help put them at ease.

The team completes four to five surgeries a day, although complex procedures such as scoliosis spinal correction can sometimes take up to six hours.

“We have a wide knowledge of clinical treatments and the surgeries taking place so we can react accordingly,” said Beth. “A good knowledge of anatomy and physiology is also key.”

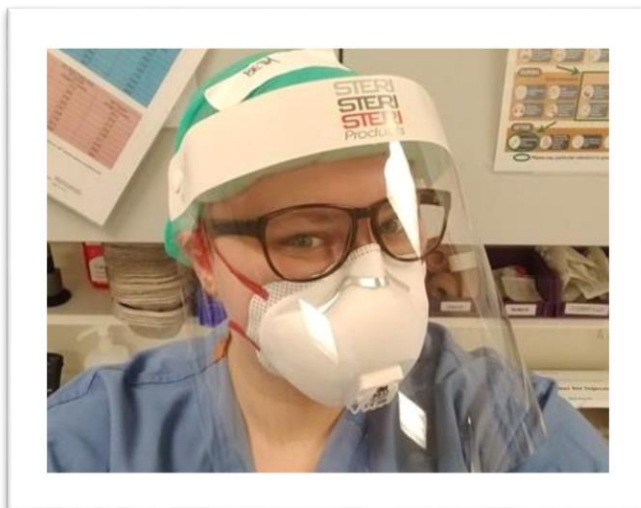
“As the surgery comes to an end, we go through all the equipment we started with and double check that it is all still there. Then we accompany the patient into recovery and handover to the recovery team.

“We make sure the final patient is comfortable in recovery at around 5.30pm, then take the equipment to be sterilised and wipe down all areas of the theatre. We also fill out a debrief form, where we note down what went well, what could have been improved and what actions we’ll take next time to ensure these improvements.

“My role is very team-based, and I’ve got a great rapport with everybody, including the surgeons. There’s no feeling of hierarchy as everybody respects everybody’s opinion and input.

“My favourite thing about working in theatres is the skill and technicality of the job, as well as how attached you can get to the patient - you build a real sense that you’re changing this person’s life.

“I really feel I thrive in this role, and I wouldn’t swap it for anything. I believe if more budding nurses got to experience it, they’d realise how rewarding it is. You go home every day knowing you did the absolute best you can.”



## Equality, diversity and Inclusivity in NNUH

*“NNUH aspires to become ‘Our Hospital for All’ - an organisation which celebrates diversity within our workforce and community. We know that a diverse workforce ensures a better staff experience and outcomes for all staff which in turn makes a positive difference towards our patient care. From application to appointment, we place inclusion at the heart of all we do.” – Emma Clark, HR EDI Officer*

Our active and prominent staff networks, including LGBT+, a Diverse Ability Staff Network and NNUH Together Staff Network (formally BAME Staff Network), demonstrate our commitment to providing a welcoming and inclusive environment.

As a Trust we believe having a diverse workforce makes us stronger, provides a wider range of viewpoints and makes us more accessible and welcoming to patients and colleagues alike. We are committed to providing equal opportunities to all current and prospective employees and everyone is treated fairly with dignity and respect.

Our PRIDE Values - People-focused, Respect, Integrity, Dedication and Excellence - underpin all that we do. As such, we fully embrace the commitment to Equality, Diversity and Inclusion; it is at the centre of who we



are and understand it is integral to our PRIDE values and behaviours. The amazing community of people who work at NNUH make us who we are, and we recognise the important role everyone plays in creating a positive experience for our service users.

Our aim is to foster a working environment that's inclusive as well as diverse, where our staff can be themselves. More than that, we believe that employee voice is important and valued as it helps us to continue providing the best care and support for our staff and patients. We live this to the extent that our PRIDE values and behaviours come from the input and opinions gathered from 2,000 staff and patients on what they would like to experience every day at NNUH.



## Know Your Staff

Our Workforce Vision is to make NNUH one of the best teaching hospitals in which to work, learn and develop, ensuring we provide the safest, highest quality and most compassionate care. We know you will remember how you are made to feel at work, and we actively encourage our managers and staff alike to put people first. The Know Your Staff principles are the “golden thread” that run through all our people management policies and processes and our aim is to put our staff at the centre of all we do, in order to make people feel valued and appreciated at a time when they need us most.

People focused

Respect

Integrity

Dedication

Excellence

# JOIN US IN BEAUTIFUL NORFOLK



Named among the Sunday Times' 'Best Places to Live in 2021', Norwich has all the advantages of a thriving city, nestled within the idyllic countryside and wide-open spaces of Norfolk. At the heart of this beautiful county is The Norfolk and Norwich University Hospital's NHS Foundation Trust, conveniently located on the outskirts of the of Norwich.

Norwich caters to a broad range of tastes, for all types of individuals and families. This UNESCO city of literature is known for its dedication to art and culture, being home to three theatres, the unique Cinema City and Norwich Arts Centre, plus numerous live music venues. Sports fans will be able to follow the canaries in the Premier League 21/22 season, before stopping off at one of our pubs (they say there's one for every day

of the year!) for a drink. True connoisseurs can enjoy a range of locally brewed and distilled drinks at the two-time CAMRA national pub of the year, The Fat Cat, and enjoy our annual craft beer & ale festival. Our city centre is home to leading high-street shops and restaurants, married with vibrant and thriving local and independent businesses. You can roam among the picturesque, cobbled streets, original city walls, stunning cathedrals and one of the largest open-air markets in the country at your leisure.

Just beyond our city walls are the huge skies and sweeping countryside of Norfolk. Hop on a boat through the Norfolk Broads to explore the UK's largest protected wetlands, home to more than a quarter of the country's rarest animals and birds. The county is packed with scenic walking routes, grand stately homes and 90 miles of idyllic coastline. There's family fun to be had at the funfairs, golden sands and arcades of Great Yarmouth, or romantic walks along the stunning cliffs and beaches between Cromer and Sheringham. You may even be lucky enough to spot one of the 3,000 seal pups born at Blakeney Point each year.



All this can be experienced across the great county of Norfolk. With our modern, purpose-built hospital continuing to expand, and London less than 2 hours away on the train, you can immerse yourself in the perfect mixture of city life and country living. Apply now via NHS Jobs, or for more information contact [recruitment@nnuh.nhs.uk](mailto:recruitment@nnuh.nhs.uk)



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