Dr Madhu Balasubramaniam, Consultant, Anaesthetics and Surgery

Madhu has been the lead for research activity within Critical Care and Anaesthetics and has gradually grown the team to turn a vision for active research in this area into a reality. Fantastic support and interest has grown from staff at varying levels within the Anaesthetics Department and Critical Care due to his encouragement and willingness to support others. The teams have pulled together to make these studies run like clockwork.

Madhu goes above and beyond his already busy workload ensuring the safe delivery of these studies putting the patient at the heart of all aspects of research. His enthusiasm for research is inspirational and his willingness to support, by screening and recruiting himself and covering hours when research teams are unable to be around is a shining example and encourages his team to do the same.

Research in this area has empowered all staff from student Nurses to Consultants to take part and deliver research which develops a culture of excellence. Madhu is supportive, approachable and driven.

Dr Mahesh Bhalme, Consultant, Gastroenterology

Mahesh was keen to participate in research and when a study was brought to his attention he reviewed the protocol and thought it would be a fantastic opportunity to help the NHS to improve the care and outcomes for patients with non-alcoholic stetopatitis. Mahesh attended all of the meetings with the study teams and completed all training in good time. He also screened all his patients leading up to the study so there was a list available of patients to approach when the study commenced.

Mahesh ensured he was available for all study visits and is committed to improving the wellbeing of his patients. His patients all greatly appreciate what he does for them and the time he dedicated to their health. His compassion is clearly evident

Mahesh is willing to learn about research and the intricate things that need to be completed to ensure protocol is being followed. He regularly thanks the research team for their input.

His dedication to the study is an example for others to follow. He works well with the clinical trials team and his vision for the treatment and care of his patients is obvious to all.
The Anaesthetic Team have worked incredibly hard to make their department research active showing great commitment and determination to make them one of the most research active departments in the Trust. To do this they have embraced the Trust Values of VOICE.

They have shown VISION – looking forward to the future in taking studies such as SNAP 2 and PQIP which are quality improvement studies.

OPENNESS – the studies have enabled them to gain an insight into the way patients feel about the department and enabled patients to give feedback about the information they received and how they felt about the anaesthetic experience they had.

They have shown great INTEGRITY as a cohesive team in delivering these studies to time and target.

COMPASSION – as part of their day to day role they are often dealing with the sickest patients and their relatives and so to help these patients understand the research they are taking part in they take an incredibly patient, caring and understanding attitude which the team have in abundance.

EXCELLENCE – during the research process they have empowered all members of staff from HCAs to Nurses and Consultants to deliver and take part in research. This in turn develops a culture of excellence in practice and ensuring the department is fit for such projects in the future.

Their commitment to complete research shows a dedication above and beyond and shows a committed attitude to improving the wellbeing of patients. They have been an inspirational example of how a committed and dedicated team can quickly embed research into practice and make it a successful and useful tool in improving practice and care for patients and staff.

Phlebotomy

Phlebotomists are not obligated to take research blood samples but do so enthusiastically and efficiently to improve work flow and patient experience. With their assistance a far greater number of patients are able to be recruited to research. Their willingness to help improves the patient experience, as patients benefit from highly skilled Phlebotomy practitioners accessing samples.

Phlebotomists have very well-rehearsed infection control techniques and by maintaining and improving their skills they reduce patient discomfort.
Due to the Phlebotomists help at least 30% more patients a day are recruited and they save specialist nurses time and therefore research money. Their timely input means that patients generally have one venepuncture, whereas, if research samples are taken in isolation patients would have a ward sample, followed by a research sample later in their stay. This also reduces costs.

The Phlebotomy Team are always happy to assist and are always polite and professional. They always strive to get the best outcome for patients and the wider team.

**Pimp My Zimmer**

Following a piece of work carried out by an Essex Care Home it was established that when patients were able to decorate their own zimmer frames falls dropped by around 60%. Therefore, Darley Court and Laburnum Lodge commenced a pilot in February 2017 which proved very successful with positive results and feedback from patients, families and staff.

A number of benefits were established and a criterion was agreed for identifying patients suitable for this activity. The team considered what was being attached to the frame whether it could be removed easily, does it comply with infection control and safety risks. The team have been innovative around the materials used and are now considering incorporating reminiscence into “Pimp my Zimmer” i.e. themed decoration, attaching family photos and seasonal decoration.

40 service users so far have engaged successfully in this activity and only five falls have been noted from this cohort in which all were not related to walking unaided. In June and July Darley Court saw the lowest number of falls ever which provided evidence that this has had an impact in the reduction of falls.

The team won the Trust poster competition in the community category of the Start of the Year Conference and this has now been rolled out on some of the hospital wards as part of the falls collaborative.
Moulinath has made an outstanding contribution to research in the Trust over the last 12 months. He has been proactive in his role as an extremely reliable and capable Principle Investigator over a wide array of studies. These have ranged from simple yet valuable observational projects to complex and time consuming drug trials – all of which have been fully delivered to time and target.

Moulinath was involved with the SPIRE study – a phase III trial investigating a new drug to improve cardiovascular outcomes. Due to his focussed efforts working with patients and collaboration with the research team, he played an important contribution to the outcomes of what was a massive global and commercial undertaking putting the Trust firmly on the map for research.

In addition to directly being a part of clinical trials, Moulinath also volunteered to act as a divisional lead to research. His experience and passion for research has proven invaluable and is certain to play a major part as we solidify our excellent reputation as a research active Trust.

Despite his passion for promoting the culture of research throughout the Trust, his primary focus is patient safety and experience and providing excellent care for his patients is at the heart of everything he does. He has received outstanding feedback from study participants for his attentiveness and commitment to their care.