



# Megaphone Online

April 2024

the voice of Health Sciences' staff and students

## Remembering Wendy Mitchell

The Department was sad to hear of the death of writer and dementia campaigner Wendy Mitchell. Wendy was diagnosed with young-onset dementia in 2014 at the age of 68.

Wendy was a valued contributor to the work of the Department and often came to speak to our undergraduate nursing students about living with dementia and advocating for living positively with dementia, describing that the disease has “a beginning, a middle and an end - with so much life to be lived in between.”

Since she was diagnosed, Wendy wrote several books and articles on dementia and raised money for Dementia UK with her annual “wacky challenges”, as she called them, daredevil stunts that included walking across hot coals, skydiving, wingwalking. Wendy’s two daughters Sarah and Gemma were both associated with the department. Sarah was a student here and Gemma was a researcher within the Mental Health and Addiction research group.



Wendy (left) pictured with Senior Lecturer Devi Nannen

In her last book entitled “One Last Thing: How to Live with the End in Mind (2023)” Wendy embarks on a journey to explore all angles of death: how we can prepare for it, how we talk about it with our loved ones and how we can be empowered to make our own choices. With conversations on the topic of assisted dying, from those who are fighting to make it legal to those vehemently opposed to its practice, Wendy reminds us that to get on with the business of living, we need to talk about death.

In the book Wendy reflects on the work she has done around raising awareness of dementia and writes: “The world will not have yet caught up with how useful people with dementia can still be; that they don’t lose all their skills overnight simply because they’ve been diagnosed with a disease in their brain; that just like we have to adapt, workplaces will need to learn to do that too; but you will people to learn that. You will help employers to support their staff; you will help train nurses to look after their patients’ you will advise hospitals and care homes on designs for people with dementia.”

RIP Wendy and thank you.

### In this issue:

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### NurSoc event Friday 3<sup>rd</sup> May

Join us on 3rd May, 4:30pm (refreshments from 4pm) in ARC/014 for a talk on 'Tackling the Taskification of Nursing', given by Matthew Osborne.

Matthew is a Lecturer in Nursing at the University of Essex, and is coming to talk about tackling the taskification of nursing and his background in acute and emergency nursing.

All students and staff are welcome, please [register here](#).

Any questions about the event, please contact [nursoc@yusu.org](mailto:nursoc@yusu.org)

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### Student Midwife takes part in NHS #GreenerNursesandMidwives Week

Sophie Grannon, stage three midwifery student, recently took part in the first ever NHS #GreenerNursesandMidwives event.

Sophie writes: "I was part of the NHS 2024 #GreenerNursesandMidwivesWeek, participating in a student panel, answering a variety of questions about the future of sustainability within the pre-registration midwifery programme, and the NHS."

"This is the first year that the NHS have run this event, which involved a variety of sessions, including involvement from trusts across the UK to increase awareness of improvement of sustainability within the NHS."

"During the student webinar, a common theme discussed was that it would be beneficial to see more incorporation of teaching around greener healthcare and sustainability within the nursing/midwifery curriculum. I gave a suggestion that it would be good to see future teaching include not only how we can make greener and more sustainable choices, but the impact that Climate Change/Global warming has on health outcomes for service users within maternity and the wider NHS."

"I believe that midwives have such an influential role within public health education, and as the future of the workforce we can have an impact on greener and more sustainable care. For example, discussing the use of reusable baby products like reusable nappies with parents to be, and being more aware within our daily practice as to whether or not we really need to use single-use items before opening them and having to later dispose of them."



### Students and learners represent Department at national Royal College of Nursing (RCN) event

Nine UG nursing students from our Nursing Associate, BSc/MNurs and MSc Nursing programmes represented the Department at the RCN Education Forum Conference held in York recently.

Ioana Triboi, Gabriella Sheard, Jenna Johnson-Keys, Sam Fletcher, Sarah Blackamore, Bethany McArt, Ify Ojeh, Amy Daponte and Beth Eyles acted as Student Ambassadors and Ioana also had a poster presentation at the event.

Ioana writes: “It was an absolute delight and an honour to be a part of the RCN conference, not only as an ambassador but also as a poster presenter.”

“Being an ambassador provided me with a unique opportunity to gain insight into the immense amount of hard work and dedication that goes on behind the scenes.”

“I came to understand the significance of collaboration in organising such a large-scale event and the various challenges associated with it. I would be thrilled to have this opportunity again in the future, and I encourage everyone to consider taking on this role at some point.”

“Also, participating in the conference with a poster pushed me beyond my usual comfort zone. However, despite these challenges, collaborating with lecturers and fellow students to gather information for my poster was a rewarding experience. Although there’s always room for improvement, I’m proud of the result.”



### Alumni visit Stage 3 Child Nursing students

Child Nursing Lecturer, Claire Metcalfe writes: “Earlier this year we welcomed the first Clinical Teaching Fellow (CTF) for the child field to Health Sciences. Claudia Viglianti - Pinches. Claudia and I worked closely together in a recent stage 3 BSc module, however it is not the first time we have worked together as she was also a child field student here a few years ago when I taught her.”

“It has been very positive meeting up again and working together to support students. The role of the CTF has many benefits both to students and staff, bridging the gap between practice and university, the role also ensures that clinical academic education is up to date using current evidence base.”

“At this time of year many students in stage 3 of the programme have secured their first post as a registrant; it is always so positive to support students and be part of their nursing journey seeing them develop both personally and professionally. However there is always a sense of trepidation having secured the post as they start to consider the process of moving from a student to registered professional sometimes described as a ‘transition shock’.”

“To try and address this anxiety I recently asked two previous alumni, Poppy and Hannah who qualified last year, to return to the university and meet with the current stage 3 child field students. Feedback following this meeting was very positive with the student group commenting they found it reassuring, positive, and that stress was reduced. They also felt reassured regarding support given to newly qualified nurses in practice and now felt excited and were looking forward to beginning their new posts. Sharing experiences appears to be an important aspect in supporting students and a positive way of learning from each other and with the additional support of the CTF students feel better prepared as they begin the next part of their nursing journey.”

Pic above shows left-right: Claire, Hannah, Poppy and Claudia. Pic below shows our stage 3 child nursing students with Claire, Hannah, Poppy and Claudia.



## Student raising money

Stage two child nursing student, Louisa Briggs is raising money for children's wards and community teams in hospitals in our local placement area and Martin House Children's Hospice.

Louisa started crocheting last year and has made a number of animals with medical devices and would love to make some more to donate to the children's ward and community teams at local hospitals, as well as the children's hospice, so that children can see themselves represented in the toys they play with.

Louisa says: "I have worked with the children's wards, community team and hospice as a student nurse and they have all had such a positive impact on my nursing career so far, and I would absolutely love to give back to these teams."

"I have also used these teddies on placement for education for children, parents, nurseries and schools and I have found them to be a much more fun and inclusive way to educate."

Louisa can add any medical devices to the teddies including feeding tubes, oxygen cannulas, stoma bags, SPCs, hearing aids, cochlear implants, tracheostomies and Hickman lines.

If you would like to donate to help Louisa fund materials to make the animals, please visit her [GoFund page](#).



### Department welcomes first intake on new Registered Nurse Degree Apprenticeship programme

The Department has welcomed 22 learners on to their newly approved Registered Nurse Degree Apprenticeship (RNDA) course.



The course allows people already working in a healthcare setting to train to become a registered nurse with the Nursing and Midwifery Council over three years, providing they meet the minimum entry requirements.

The learners will work and study at the same time through this degree apprenticeship. Although the course is three years, Registered Nursing Associates are able to have prior learning recognised and can complete the programme in just over 18 months.

Programme Leader Linda Currie said: "I'm extremely proud of the programme which has been designed with local healthcare employers in the area. The programme will equip learners with the necessary skills to develop their career in nursing and progress into advanced clinical roles, leadership, research or education through further study within Health Sciences."

She continued: "It will also allow learners to experience a wide variety of placement opportunities and practice simulation opportunities, whilst being supported by experienced practice supervisors. I'm really excited to be part of their journey to become a registered nurse."

Cathy Skilbeck, Apprenticeships Manager at York and Scarborough Teaching Hospitals NHS Foundation Trust said: "We are very pleased to be working in partnership with the University of York, in the development of this Registered Nurse Degree Apprenticeship (RNDA). The Trust is a strong advocate for apprenticeships and this is an excellent opportunity for our employees to advance their career aspirations. We wish our cohort of Nursing Associates who are undertaking the RNDA through the accelerated route, the very best of luck and hope that they thoroughly enjoy this fantastic opportunity."

Professor Kate Flemming, the Head of Department said: "I'm very proud of my colleagues in the department who, together with our practice partners, have worked extremely hard over the last 18 months to get this programme to the stage we are at today - welcoming our first intake. I wish all the learners the very best of luck and a warm welcome to our student community."

# Teaching News

## New publications

### Dr Melissa Owens

Melissa is delighted to be able to share that her book 'Understanding Evidence-Based Practice' has just been published.

Melissa was the lead author and editor for this book having written three of the chapters, co-write a 4<sup>th</sup> and acted as editor for the remaining chapters. The book is part of Sage's 'Learning Matters' series and is primarily aimed at Nursing Associates but is equally as relevant for student nurses.

The book is part of a series and includes learning activities which can not only be used by learners/students, but also by lecturers in the classroom setting. Each chapter is linked to the Professional Standards for Nursing Associates (NMC 2018), as well as the NMC Code (NMC 2018).



### Emily Singleton and Lyeanda Berry

Congratulations to Emily Singleton, Director of Practice Learning and Lyeanda Berry, Deputy Programme Lead (Nursing Associate) and Lecturer in Nursing on their publication in Nursing Times entitled: 'Monitor, contribute, inform: a process to guide nursing associates.'

The article abstract is 'The first nursing associates registered with the Nursing and Midwifery Council in 2019. The introduction of the role has opened routes of career progression to healthcare assistants and allows for further progression into the role of a registered nurse. However, there remains role ambiguity across the sector in terms of the nursing associates' scope of practice and how this translates to care interventions. This article introduces a nursing associate process to support the integration and understanding of the role across care environments.'

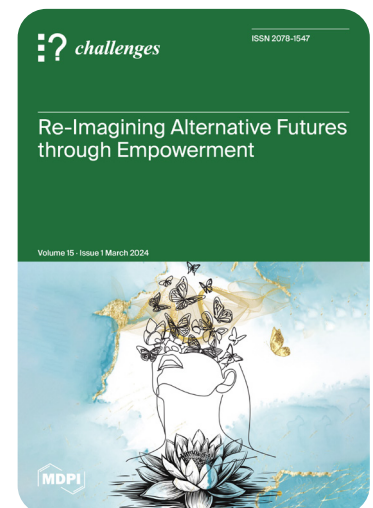
The article can be [viewed online](#).

### Dr Claudia Milena Adler

One of Claudia's articles was chosen by the editors of the MDPI journal to be the cover of Vol 15: Issue 1 March 2024 issues.

This issue also has two articles published by the MIHA team, Dr Jo Rose and Claudia and Jo and Dr Eslam Elbaaly. These articles are now key teaching resources.

Challenges, Volume 15, Issue 1 (March 2024) – 17 articles  
<https://www.mdpi.com/2078-1547/15/1>



### Dr Mona Kanaan

New article published for Mona in the magazine Significance Medical statisticians: Always on tap but never on top? and it has an accompanying Career Story Significance is the magazine of the Royal Statistical Society (RSS), the Statistical Society of Australia (SSA) and the American Statistical Association.

## Teaching News

### Involvement in the Development of an Interprofessional Research Institute

Dr Melissa Owens recently visited Winston-Salem State University for a two-day Research Planning Summit. The aim of the visit was to embark on planning the development of an Interprofessional Research Institute and the creation of a training programme for researchers in interprofessional education and collaborative practice (IPECP).

The summit was attended by colleagues from both Canada and the US, including Dr John Gilbert who is considered to be a leading expert in the field of IPECP.



**Unleash Potential: Transformative Global Interprofessional Research Planning Summit at Winston-Salem State University**

April 11-12th 2024

**DISTINGUISHED INVITEES**

- Dr. John Gilbert**  
Associate Professor, University of North Carolina
- Dr. Meg Zomorodi**  
Associate Professor, Wake Forest University
- Dr. Melissa Owens**  
Director of Health Education, Wake Forest University
- Dr. Kelly Lackie**  
Associate Director, Wake Forest University
- Dr. Craig E. Slater**  
Director, Interprofessional Education & Practice, Wake Forest University

Discussions will now continue virtually with the aim being to offer the first training programme to researchers in the summer of 2025.

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### New partnership agreement for MSc in International Humanitarian Affairs

Dr Jo Rose writes: "The MSc in International Humanitarian Affairs has a new partnership agreement with an non-governmental organisation (NGO) in Colombia - Amigo Del Mar (Friends of the Sea)."

"The overarching aim of the Memorandum of Understanding is to enable York and Amigos Del Mar to work together to foster and support culturally informed, ethical and committed volunteers and student/ staff placements."

Jo has also been asked to speak at a conference in Switzerland in May on 'A Future of Humanitarian Design.'



## Teaching News

### Collaboration with Palliative Care Specialists

Dr Beth Hardy writes: "In February, the stage three undergraduate adult and mental health nurses spent the day with Palliative Care Specialists from St Leonard's Hospice and York and Scarborough Teaching Hospitals NHS FD Trust Specialist Palliative Care Nursing team."

"Students heard from the specialist teams in the morning about specialist palliative care and local services, the role of nurses working in these services and about providing palliative care to people with complex needs. In the afternoon, students broke into smaller groups each with a member of the St Leonard's team to discuss case studies in more detail. Child field nurses visited Martin House Children's Hospice where they were given a tour of the hospice, and spent the day with the education and multidisciplinary Hospice team."



"Thanks to all our local clinical partners who helped make these sessions happen."

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### Dying Matters Awareness week 6<sup>th</sup> - 12<sup>th</sup> May

In Dying Matters Awareness week 2024, communities from across the UK will come together to talk about the language we use and the conversations we have around death, dying and grief.

In the department of Health Sciences, we have been collaborating with local specialist palliative care nurses to organise two events to which students, staff and members of the public are warmly invited to attend.

**Tuesday 7<sup>th</sup> May, 12.15-13.00** you will be invited to 'ask a palliative care nurse anything'. This session is an opportunity to meet local palliative care nurse specialists and ask questions you have that relate to their role, such as what is palliative care? What matters to people at the end of life? Who provides support to people who are dying? What happens as someone dies? What drew them to specialise in this area of nursing? Why does it matter that we talk about death, dying and grief? You can ask questions in-person, or via an app that will be introduced to you at the beginning of the session.

**Wednesday 8<sup>th</sup> May, 16:30-18:00** we will be holding a 'Death Café'. A Death Cafe is a place where people come together to meet with others who think talking about death is interesting and valuable, to drink tea and to eat cake! A Death Cafe is an opportunity for discussion about any aspects of life that relate to death (rather than grief support or counselling) and all Death Cafés are different as discussions vary depending on who attends. This Death Cafe will be co-hosted by the Dept of Health Sciences and Specialist Palliative Care Nurses. You can learn more about Death Cafes by looking at the website set up by the founder, Jon Underwood.

Numbers for both of these events are limited, so please book early.

Please contact [beth.hardy@york.ac.uk](mailto:beth.hardy@york.ac.uk) or [Jane.Milsom@york.ac.uk](mailto:Jane.Milsom@york.ac.uk) with any questions.

### Children in the North at greater risk of entering care

A new report has revealed the £25 billion burden placed on stretched services for children in care in the North of England.

The report, on behalf of the Child of the North All-Party Parliamentary Group (APPG), shows the disproportionately high rates of children in care in the North compared to its southern counterparts.

It also highlights the pressure placed on children's services in northern regions that shoulder a greater share of a weighty economic burden as a result.

Put into perspective, if the North had experienced the same care entry rates as the South between 2019 and 2023, it would have saved at least £25 billion in lifetime social costs of children in care.

#### Rising numbers

The authors analysed existing data to paint a clear picture of the regional inequalities that exist within the care system in England. They found that in the North, the rate of children in care per 10,000 of the child population is 93, compared to 62 in the rest of England.

The North East has the highest overall care rates, followed by the North West, West Midlands and then Yorkshire and the Humber.

There were over 83,000 children in care in 2023 in England and the report warns that the risk of that number rising is high as health inequalities continue to widen and more and more families are falling into poverty, particularly in the North.

#### Life-Long adversities

Professor Kate Pickett, Academic Co-Director at Health Equity North, and Director of the Public Health & Society Research Group and the York Cost of Living Research Group at the University of York, said: "For children who spend time in care, the experience stays with them beyond childhood."

"For many, they continue to face adversities throughout the course of their life, often experiencing worse educational, employment, income, housing, mental and physical health, and criminal justice outcomes, than other children."

"This report makes it very clear that things need to change. Children and families should have access to a system that is adequately funded to be able to provide the support and care needed to help them reach their potential as they go into adulthood."

"It is no great surprise that the North sees the highest rates of children in care when you consider the entrenched health inequalities we continue to battle and the decades of under-investment which have hollowed out preventative services."

# Research News

## Urgent action

The rise in child poverty between 2015 and 2020 led to over 10,000 additional children entering care - equivalent to one in 12 care entries over the period.

The findings of the report have prompted calls from Child of the North APPG members and academics for urgent action to address the inequalities in the care system.

The Child of the North APPG members and report authors are calling for a range of measures to be considered by government including: policies to reduce child poverty; enhanced material support for families involved in Children's Services; investment in prevention strategies; joint anti-racist and anti-poverty policies; more support for older children and those leaving care; strengthening the workforce and wider system; and optimising children's social care data.

## Deeply rooted

The Children in Care in the North of England report also summarises evidence on ethnic inequalities in children's chances of experiencing care in England, decreasing numbers of foster carers, shortages in children's homes, private profiteering, education disadvantages, children's social care workforce challenges, homelessness, and includes insights from care experienced children as well as those working within children's services at local authority level.

Dr Davara Bennett, from the Institute of Population Health at the University of Liverpool, said: "Our report has exposed the deeply rooted social inequalities reflected in, and exacerbated by, the child welfare system. These need to be tackled head-on by policymakers.

"Local authorities are trapped in a cycle of ever-greater spend on children in care, at the expense of investment in effective support for families in need. The evidence shows the damage caused by cuts to prevention and failure to address the very real problem of child poverty in the North."

"There are a number of policies that, if implemented, could help reduce the number of children entering care and improve the care and support children and families receive when in need. We urge government to hear our calls for action and commit to addressing them as a priority."

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### Report calls for urgent action to boost children's mental health support through schools

A new report sets out an evidence-based plan to improve the mental health of the one in five children in England with a probable mental health condition.

The report, by the research project Child of the North, the think tank Centre for Young Lives and involving a researcher from the University of York, calls for widening of Mental Health Support Teams to all schools, new "one-stop-shop" hubs for parents and children to find local support, and national roll out of local wellbeing surveys to track the mental health of school children.

The report highlights the scale of the mental health crisis among young people by revealing new preliminary data gathered from 5,000 children and young people in Bradford. The findings suggest one in five Year 9 pupils in the area have a probable eating disorder, and one in six 12-to-15-year-olds have self-harmed in the last 12 months, with a higher prevalence in girls (20%) compared to boys (13%).

The study also highlights problems with lack of sleep and loneliness as priority issues raised by children and young people in Bradford as detrimental to their mental health.

The report calls on the Government to expand the mental health support offered through schools and educational settings from primary school onwards, without placing extra burdens on teachers.

With children spending more time in school than in any other formal institutional structure, educational settings provide the ideal opportunity to reach large numbers of children simultaneously and can also facilitate intervention with pupils displaying early mental health or behavioural symptoms, the researchers say.

Dr Ruth Wadman, Research Fellow in the Department of Health Sciences at the University of York and for the Age of Wonder Adolescent Mental Health Collaboratory, said: "Our children and young people need good mental health and wellbeing to develop and flourish. There is an urgent need to step-up our efforts to prevent mental health conditions and to intervene early when they emerge. The report shows that schools can play a key role in promoting good mental health and wellbeing, both by harnessing the power of data and by listening to children and young people."

The report is the third in a series by Child of the North/Centre for Young Lives to be published during 2024, focusing on how both the Government and Opposition can reset their vision for children to put the life chances of young people at the heart of policy making and delivery.

Anne Longfield, Executive Chair of the Centre for Young Lives, said: "At the next election, the parties will put forward their proposals for improving children's mental health. Labour has already pledged to recruit more staff, introduce specialist mental health support for children in every school, and deliver an open access children and young people's mental health hub for every community. But there should be a cross-party ambition to reduce the prevalence of children's mental health conditions by half over the next 10 years, and all politicians should agree that the current system is failing too many children and needs urgent attention."

The report comes amid a national epidemic of children's mental health problems. In 2022, 18% of children aged 7-to-16-years-old and 22% of young people aged 17-to-24 had a probable mental health condition.

## Research News

Despite some extra investment in recent years, the children's mental health system is blighted by chronic waiting lists and a postcode lottery of provision, and thousands of children and young people continue to struggle without support. Over 32,000 children had been waiting over two years for help at the end of 2022/3.

The report's recommendations include:

- **Expanding the mental health support offered through schools and educational settings, starting in the primary school years, to all schools.** Mental Health Support Teams (MHSTs) are known to provide effective help to schools, but most schools still do not have access to them. The Government's current plans mean that from 2025 half of England's 8 million school age children will still not have access to a MHST in their school, should they need it.
- **Supporting the creation of a network of 'one stop shop' local online NHS information hubs,** based on NHS Healthier Together, to signpost children and families to appropriate local mental health support where it is available.
- **Harnessing the power of digital technology in a way that benefits the mental health of children** by rolling out school-based research surveys nationally. This would gather local information about children's mental health and wellbeing, identify geographical hotspots and determine when the 'emotional temperature' of the school is in the danger zone, so that schools can offer early support.
- **Tackling the upstream determinants of poor mental health,** including early support for neurodivergent children. The evidence shows that pre-school and primary school experience can increase the risk for mental health conditions. Government's strategy to improve the social and emotional wellbeing of young people should include a focus on the pre-school and primary school years.
- **Addressing the workforce crisis in educational psychology provision** to encourage a larger number of graduate psychologists to support schools, alongside teacher training and career development that equips teaching staff to create classroom and school environments that promote pupil wellbeing and support the mental health needs of pupils.

Dr Camilla Kingdon, former President of the Royal College of Paediatrics and Child Health said: "There is a huge evidence base for the importance of good mental health in childhood. However, sadly nearly 50% of lifetime mental health conditions are established by 14 years. We have a crucial window of opportunity to intervene to support children with mental health problems. We cannot let these children slip through the system without help."

"The UK needs to prioritise mental health and wellbeing of children for the sake of our children - and all our futures. There are solutions at our fingertips - we just need the political will to make it happen."

Professor Mark Mon Williams, Child of The North report series editor, added: "There is no better measure of the health of a nation than the mental wellbeing of its children and young people. The statistics on mental health in children are heartbreaking and demand immediate action. The UK must prioritise the mental health and wellbeing of its children and young people if it wants to enjoy long term prosperity. This report shows how the next Government could and should invest in the UK's future wellbeing." The findings have been endorsed by [Professor Lucy Chappell](#), CEO of the NIHR: "These results are an important step forward in understanding what works in tackling and preventing loneliness and depression. The research is also a great example of how public money allows researchers, healthcare professionals and the public to work together across institutions and organisations to deliver results that will really make a difference to people's health and wellbeing."

### Diagnosing endometriosis takes an average of almost 7 years, study shows

Endometriosis takes an average of 6.6 years to be diagnosed worldwide, with delays of up to 27 years reported in the UK, researchers at the University of York have found.

The disease, thought to affect 10% of women globally, is a condition where tissue similar to the lining of the womb grows in other places outside the womb. It's painful, exhausting, interferes with daily life and can lead to infertility if untreated.

In a review of 22 existing research papers in the English language focusing specifically on delayed diagnosis for endometriosis, the researchers found that the average time to diagnose the condition was 6.6 years. But the delays varied within the study, from 6 months in a small study from Brazil, right up to a study in the UK showing a 27-year delay.

The research, although not yet published in a journal, has been featured in *New Scientist*.

Dr Amanda Mason-Jones, Associate Professor in Global Public Health in the Department of Health Sciences at the University of York, said: "The results of our study demonstrate just how widespread delays to the diagnosis of endometriosis are. We also observed that timelines for diagnosis varied significantly between countries, emphasising the potential for action to be taken to reduce delays."

"Our findings highlight the urgent need for targeted interventions to address these delays, particularly in the UK where some of the longest waiting times were identified."

While the study didn't set out to look at the reasons for delays or compare methodologies in different countries, multiple factors for delays were cited in the various research papers. These included: a lack of knowledge among patients and health care professionals; the existing stigma of discussing a gynaecological condition; a lack of access to good health systems; a lack of an established referral pathway; and normalisation of the painful symptoms by health professionals or friends and family.

A crucial first step in establishing an accurate picture of diagnostic delay, say the researchers, would be better tracking and reporting of patient outcomes through medical records.

Jodie Fryer, who led the research as part of her Master of Public Health (MPH) degree at the University of York, said: "The majority of studies included within our research relied on women self-reporting symptoms to medical professionals. The problem arising from this is two-fold: firstly, women struggle to verbalise or explain symptoms, and secondly, when they do medical records are often inadequate or unavailable. The lack of availability of records is exacerbated when multiple health professionals are seen in multiple settings."

"Accurate keeping of records could improve tracking of endometriosis symptoms, allow for more accurate representation of the reasons for diagnostic delays, and help to establish guidelines for realistic versus excessive wait times for women."

She added: "Given the severity of pain and extent of the disease, as well as the increased costs for health systems of a slow diagnosis, addressing diagnostic delay must remain a priority for researchers, health care providers and policy makers."

# Staff News

## Hello

We wish a very warm welcome to new members of staff who have joined the department recently, these include: Sarah Kelly, Rachel Mann, Hannah Stoddart, Eleftheria Patetsini, Cheyann Heap, Lorraine Lawrence, Golam Rabbani, Tahsin Tabassum, Rosemary Greenwood, Ada Achinanya, Steve Cook, Abayomi Sanusi, Marion Wilson and Aspasia Bizopoulou.

## Goodbye

We also wish a very fond farewell to those who have left the department, including: Katie Webb, Sarah Wilkie, Emma McLorie and Wendy Cattle.

Colleagues also gathered to wish Gillian Punton a long and happy retirement. Pictured left to right: Sarah O'Reilly, Gillian, Jess Powell and David Graham.



## Next issue

The next issue is out in June.

If you would like to make a submission to future editions of Megaphone, please contact Jane Milsom ([jane.milsom@york.ac.uk](mailto:jane.milsom@york.ac.uk) or tel 01904 321392).