Annual figures show a Golden performance

THE GOLDEN Jubilee National Hospital has again exceeded performance expectations, according to latest figures.

Last year we conducted over 23,000 procedures on behalf of Scotland’s regional NHS Boards - 1,608, or 7.5%, more than planned. This figure does not include the thousands of patients we treated as part of our highly specialised heart and lung unit.

Heart and lung procedures are measured through national waiting time standards. In 2010/2011 we once again met all of ours, with the majority of patients waiting for heart and lung surgery seen within five and seven weeks respectively. Those needing lung cancer surgery were treated within the 31 day target.

As a national resource for reducing patient waiting times, the Golden Jubilee National Hospital adopts a flexible approach to assist all regional boards to ensure they can meet the needs of their patients. In response to demand within NHS Scotland, in 2010/2011 we developed bariatric and spinal surgery to add to the specialties we provide.

Jill Young, our Chief Executive, said: “Everyone here can be very proud of the excellent service that the Golden Jubilee National Hospital provides. We are a key asset of the NHS in Scotland, constantly adapting to meet the needs of the country and ensure patients have quick access to a high quality service that is safe, efficient and effective.

“I’m grateful to everyone for their hard work and dedication - our staff are committed to providing the best possible service and treatment that the people of Scotland deserve. All members of our team continually deliver quality care in an innovative way, while always making sure that patients are at the core of everything we do.”

The Carbon Management Programme is a key part of meeting this Scottish Government target, as achieving such drastic reductions requires not only improved efficiency but also strategic investment in equipment and culture.

Golden Jubilee National Hospital entrance

Going green

THE NHS NATIONAL Waiting Times Centre is celebrating after graduating from the Carbon Trust's highly regarded Carbon Management Programme.

Despite an expected increase in demand for healthcare services, like all public sector organisations our Board is expected to cut carbon dioxide (CO2) emissions by an incredible 42% over the next decade.

The Carbon Management Programme is a key part of meeting this Scottish Government target, as achieving such drastic reductions requires not only improved efficiency but also strategic investment in equipment and culture.

Please send items for the December issue of JABS by 30 November.
Going Green (cont'd)

The programme helps public sector organisations identify what they need to do to meet their energy saving and carbon reduction commitments. It establishes the current level of CO2 emissions, assess the risks and opportunities posed by climate change, and develops a strategy to reduce carbon footprints and save energy bills over five to ten years.

Julie Carter, Director of Finance, said: “Our primary focus will always be healthcare and every penny we can save on energy will allow us to spend more on patient care and treatment.

“It’s reasonable to think that energy costs will go up by at least seven percent every year and in the current financial climate it’s important to get best value for public money. We can’t afford to spend more and more on energy costs, so using less energy will make sure we can concentrate more resources on patient care.”

Having completed the Carbon Management Programme, our aim is to improve how we manage energy use in our building, vehicles, street lighting and by recycling waste.

Paul Wedgwood, Manager of Carbon Trust in Scotland, said: “The NWTC was selected to take part in this ambitious programme, and we have formed a partnership to make substantial carbon and cost savings. The NWTC has a Carbon Management Plan that commits it to reducing CO2 emissions by 25% by 2015, potentially saving £2 million.

“There are those that can and those that do. The Carbon Trust is very proud to support the NWTC in its ongoing implementation of carbon management.”

Julie Carter added: “Corporate social responsibility is required of all public services and we will certainly play our part. We are working towards efficiency targets, environmental impact reduction and always striving to deliver safe, effective and patient centred care.”

Board Process for donations

STAFF are reminded that we have a new Board process for accepting donations.

If a patient or relative contacts us via phone/web/letter to make a donation, staff should thank the individual and request that donation be provided in cheque form to “NWTCB” or “National Waiting Times Centre Board”.

If the individual wants to donate to a particular ward/department or area, they should specify where the donation is to be made in a covering letter.

Letters should be addressed to: Head of Corporate Affairs, NHS National Waiting Times Centre, Golden Jubilee National Hospital, Agamemnon Street, Clydebank, G81 4DY.

Any donations received should be sent directly to the Head of Corporate Affairs in order that an appropriate “thank you” letter is sent and that the donation is attributed to the correct fund.

This new process is effective immediately and we thank staff for helping us implement it.

Wedding show was a hit with brides to be

BRIDES-TO-BE from across the west of Scotland were out in force at The Beardmore Hotel’s inaugural Wedding Show earlier this month.

Over 300 people turned out for the event on Sunday 7 August – including 84 brides – to get a first hand look at the venue’s unique indoor and outdoor wedding facilities and speak to a wide range of exhibitors providing other wedding services like cakes and flowers.

The Beardmore regularly works with local companies to help brides organise their big day – and reduce their carbon footprint by staying local – so the show was an ideal opportunity for them to come along and show off their services.

But the biggest hit of the day was the wedding catwalk, featuring the latest trends in bride, groom and mother of the bride outfits from top wedding outfitters Aimee Bridal, Wedding Wise and Kilts4U.

Bronagh Bell, Business Development Director at the Beardmore, said: “We love weddings at the Beardmore so we decided to host our first ever wedding show to let brides to be see our facilities set up for a wedding and to give them an opportunity to sample some of our great tasting food.

“We were delighted that so many people came along to see what we have to offer and hope they enjoyed the show as much as we did. There was a great party atmosphere and our friends at Your Radio contributed to that thanks to their live broadcast from the show. We enjoyed the event so much that we are already planning the next one!”

The Beardmore has a range of wedding packages to suit every budget and can host civil, humanist and religious ceremonies in one of their function suites, outdoors in the pergola or host drinks receptions on the patio, both of which overlook the River Clyde.

For further information, please contact Sandie Scott on extension 5073 or email sandie.scott@gjnh.scot.nhs.uk.
Patient gets a new heart valve – through a vein in his leg

"I can’t thank them enough for what they’ve done for me."

How it works

Often, congenital patients will have had at least two previous open heart operations. Unlike open heart surgery, TPVR does not require re-opening the chest wall, which is beneficial for the patient’s short term recovery and long term wellbeing. The procedure is carried out under general anaesthetic in a cardiac catheterisation laboratory (cath lab) – a special type of theatre kitted out with x-ray imaging equipment which can be used to both diagnose and treat blockages in the heart.

The prosthetic valve, made from bovine veins, is specifically designed to fit inside a stent (acting as a scaffold) which is crimped down onto a balloon. This stent is then put into a catheter, which is then inserted to the body through a tiny incision in the leg. A wire has been positioned through the pulmonary valve and is then used to track this catheter through the veins to the heart. When in position, the balloons are inflated, displacing the diseased valve behind the stent and allowing the new valve to function immediately.

The first patient

The first patient to undergo the procedure in Scotland was Ernest (Ernie) Donnelly, who has had two previous open heart surgeries as a result of aortic stenosis, or narrowing of the heart valve.

Ernie, 64, from Greenock, said: “I’ve had open heart surgery and remember what it was like to be in hospital for so long both before and after my operation. I never expected that I would feel so good after a major procedure like this, but I feel brilliant. “I was getting out of breath just talking to people but it feels like that has gone away instantly. My daughters came to visit me that night and we were having a good shindig. I’m back at home already; I’m elated with the way it has turned out. “It’s exciting that I’m the first person to have had this carried out in Scotland, but that’s all down to Dr Walker and her team. They have been tremendous and I can’t thank them enough for what they’ve done for me.”
A new era of medical research

ON MONDAY 19 September, Nicola Surgeon MSP, Cabinet Secretary for Health, Wellbeing and Cities Strategy, officially opened our Beardmore Centre for Health Science.

As Scotland’s new clinical skills and research centre, the centre offers state of the art facilities that allows innovative research and provides the latest technology for the training of all health professionals.

At the opening, Nicola Sturgeon said: “The new Beardmore Centre of Health Science will provide a focal point for training and research activity within the NHS in Scotland, greatly enhancing the excellent facilities already on offer at the Golden Jubilee National Hospital. The new centre will provide consulting rooms to enhance the experience of patients participating in clinical trials – a move which will also enable the Golden Jubilee to increase the number of trials offered. It will also offer new training rooms equipped with state-of-the-art technology such as fibre optic visual links to help enhance surgical skills training through the rest of Scotland through live streaming of surgical procedures from the hospital.

“The new centre will provide consulting rooms to enhance the experience of patients participating in clinical trials – a move which will also enable the Golden Jubilee to increase the number of trials offered. It will also offer new training rooms equipped with state-of-the-art technology such as fibre optic visual links to help enhance surgical skills training through the rest of Scotland through live streaming of surgical procedures from the hospital.

“These new facilities, together with the unique combination of the existing hospital and hotel facilities, will make the Beardmore an ideal venue for NHS staff development, training and research.”

What are we doing?

The research that will happen at the Beardmore Centre for Health Science focuses on the Golden Jubilee’s key specialties – including interventional cardiology, electrophysiology, pulmonary vascular disease, advanced heart failure, orthopaedics and anaesthetics.

Patients across Scotland are already benefiting from the Orthopaedic Enhanced Recovery Programme that was pioneered by the Golden Jubilee’s multidisciplinary team – not only allowing patients to be up and about on their day of surgery, but also leading to Scotland’s lowest length of stay for hip and knee replacements (four days).

And, along with the University of Glasgow, the hospital has recently been awarded £3.9M from the Medical Research Council and British Heart Foundation for a study on how to prevent the failure of heart bypass grafts.

Jill Young, our Chief Executive, said: “Our Clinical Research Facility will provide the clinical infrastructure necessary to conduct high quality research in an environment designed to respect the patient’s safety, wellbeing and privacy.

“We want to ensure that our research spans from bench to bedside, providing real benefits for the treatment and health improvement of future generations.”

Shoeboxes for Romania

OUR ACTING Head of Estates, Gerry Cox, is appealing to staff to donate shoeboxes filled with gifts for underprivileged children in Romania.

The charity ‘Vision Romania’ will then deliver these shoeboxes to children in the country before Christmas.

A list of the suggested items to place in the shoebox was sent by email to all staff in the September 12 issue of edigest.

Simply fill a shoebox with gifts, cover the box in Christmas paper, follow the instructions on the list and stick the list on the outside of the lid of the box.

Filled shoeboxes should then be delivered to Gerry’s office, level one, no later than Friday 7 October.

The shoeboxes will then be delivered to children – a great number of whom will otherwise receive nothing else at Christmas.

For more information on the charity, visit www.visionromania.org
Helping skills development

The Beardmore Centre for Health Science ensures that staff across NHSScotland have access to a clinical skills area with in-built audio visual links to the Golden Jubilee’s theatres, cardiac catheterisation laboratories and diagnostic imaging suite. It also has a patient simulator and a dedicated surgical skills area with its own wet lab.

The venue has already hosted Scotland’s first ever training course for doctors on single lung ventilation using a patient simulator. Experts from across the UK and the United States have also met there to learn innovative techniques for opening blocked heart arteries.

Jeane Freeman, Chair of our Board, added: “As an NHS Board, we have a collective responsibility to create a motivated, committed and appropriately skilled workforce, but we want to go further than that. Within our clinical skills area we want to ensure that we have a facility where NHSScotland’s workforce can learn from us as well as being able to access the latest techniques deployed from across the globe.”

i For more information
Please call Catherine Sinclair, our Research Manager on extension 5269.
Roisin Houston, Beardmore Centre for Health Science Manager, on extension extension.
Visit our website: www.beardmorehealthscience.com

Golden Wonders again!

OUR OWN BEARDMORE Hotel and Conference Centre has received the ultimate Gold award for Green Tourism for a second time.

The team first received the Gold award from the Green Tourism Business Scheme in Summer 2010 and were recently accredited again following a visit by inspectors.

The Beardmore has an active ‘green’ team with representation from every department. The team regularly meets to discuss methods of improving its green credentials and encourage guests to ‘reduce, reuse, recycle’.

Eileen Newman, General Manager, said: “We are delighted to have received the gold award again as it shows how committed we are to helping to reduce the impact of our activities on the environment.”

The Beardmore’s green policy also includes recycling paper, oil and cans, using products made from recycled materials, and encouraging guests to re-use towels and bed linen.

They also have a popular ‘green conference package’ to encourage conference organisers to hold sustainable events.

i For more information on the Beardmore’s green policy, visit http://www.thebeardmore.com/about-us/social-responsibility/going-green
Social Media Policy

For more information, download our Social Media Policy on staffnet at http://staffnet/gjnh/departments/corporate/communications/docs/social_media_policy.pdf or speak to a member of the Communications team.

Cognitive Behavioural Therapy

STAFF can sign up for a series of courses on Cognitive Behavioural Therapy (CBT).

Lasting two hours, each session is delivered by a specialist CBT therapist.

The first session, ‘CBT: What it is and how it can help you’, gives attendees a basic knowledge of CBT. Each of the other sessions looks at how CBT can be used to help specific issues.

- CBT an introduction – 29 September, 10am-12pm
- CBT and anxiety – 20 October, 10am-12pm
- CBT and depression – 3 November, 10am-12pm
- CBT and anger – 17 November, 10am-12pm
- CBT and assertiveness and self esteem – 25 November, 10am-12pm

The classes have been organised by our Occupational Health and Safety team as part of their Healthy Working Lives/Mentally Healthy Workplaces programme.

Marie Smith, Occupational Health Nurse, told JABS: “These courses are open to all staff. You do not need to attend all five sessions, but for those new to CBT, it may be helpful to attend the introductory course first.

All of the sessions will take place in the Beardmore Centre for Health Science. To book, or for further information, log on to HR.net or contacting Occupational Health on extensions 5435/5436.

£4m research project to prevent heart bypass graft failure

A TEAM of cardiologists and heart surgeons from the Golden Jubilee National Hospital, and scientists from the University of Glasgow, have been awarded £3.9m for a study into how to prevent the failure of heart bypass grafts.

Bypass graft failure starts off with the growth of new cells in the vein which eventually cause it to narrow and block, preventing blood flow to the heart muscle.

The researchers hope to prevent this failure by delivering a modified virus into the saphenous vein in the operating theatre before it is implanted into the heart.

The virus is modified so it is unable to replicate, but instead expresses a specific therapeutic gene called TIMP-3 that inhibits undesired tissue growth. This gene has been shown to significantly reduce the formation of blockages in human saphenous veins in laboratory tests, and has been demonstrated to be an effective gene therapy following bypass procedures in relevant models of the disease.

The clinical trial will be carried out in the Golden Jubilee National Hospital, Clydebank, which is home to regional and national heart and lung services. The trial will be sponsored by NHS Glasgow Biomedicine.

Professor Colin Berry, Consultant Cardiologist at the Golden Jubilee National Hospital, will lead the clinical team. He said: “The phase one and phase two randomised controlled trials, involving 12 and 120 patients respectively, will assess the safety and efficacy of this approach in patients.

“The study therapy will be given during surgery and then state-of-the-art vascular imaging techniques, such as optical coherence tomography, will be used one year after surgery to quantify vein graft disease.”

Professor Keith Oldroyd, Director of Research and Development at the Golden Jubilee, added: “This major grant award from the British Heart Foundation and Medical Research Council has resulted from a close collaboration between clinicians and scientists in the University of Glasgow and the Golden Jubilee National Hospital.

“This is a very important study which, if positive, could lead to a significant improvement in the long term results of heart bypass surgery and therefore have a better outcome for our future patients.”

The Medical Research Council and British Heart Foundation (BHF) gave the cash injection to a team at the University’s Institute of Cardiovascular and Medical Sciences.

Professor Peter Weissberg, Medical Director at the BHF said: “Through this joint MRC and BHF grant, Professor Baker and his team will carry out the first ever human trials of this kind of gene therapy. This trial is the culmination of 15 years work to understand what causes graft failure and make a virus that can deliver genes to bypass grafts to stop them becoming blocked.

“It is a true lab-to-patient project involving collaboration between laboratory scientists and clinical researchers. “If these trials prove this therapy to be safe and effective, it will have a major impact on the long-term outcomes for heart bypass patients.”

The five-year study will involve Professor Andrew Baker (Principal Investigator) and co-investigators Professor Colin Berry (Trial Chief Investigator); Dr Stuart Nicklin; Dr Niko Tzemos; Professor Keith Oldroyd; Mr Geoff Berg; and Professor Ian Ford – many of whom work across the Golden Jubilee National Hospital, NHS Greater Glasgow and Clyde and the University of Glasgow.

YOU ARE REMINDED that we have an approved Social Media Policy that applies to blogs, to microblogs like Twitter and to other personal webspace areas such as Facebook and YouTube. It also covers discussion forums on external websites.
Staff urged to protect themselves and patients from the ‘Flu

SCOTLAND’S Chief Medical Officer has called on all patient-facing staff in the NHS National Waiting Times Centre (NWTC) to take up the free flu jab.

Sir Harry Burns and Jill Young, our Chief Executive, want patient-facing staff to get vaccinated to safeguard their own health and to help reduce the spread of infection.

Those staff working with patients in ‘at risk’ groups such as those with diabetes, asthma and other lung, heart and liver conditions, could even help spread the flu message by advising patients to get the flu jab from their GP. People in these groups are at risk of experiencing severe complications from the flu and the best way to avoid that is to get the jab.

Sir Harry said: “Our workforce act as the stewards of our patients’ safety and of our healthcare system, so it’s imperative that they protect themselves from seasonal flu.

“The NHS prides itself on being able to plan and cope with winter pressures and offering top quality care for those who need it. If our frontline workers are off work with the flu, it will put stress on a system which is already under pressure to cope with increased demand for beds over the winter.

“It only takes a minute to get the flu jab, but this will protect you for around 12 months and protect your patients at the same time. I urge all patient-facing staff to take up the offer of the jab and play your role in ensuring Scotland's healthcare system remains healthy over the busy winter flu season.”

The vaccine is normally just one jab administered by a doctor or nurse and takes around ten days to work. It will protect you from three strains of seasonal flu, including swine flu and offers protection for around a year.

Jill Young, Chief Executive at the NWTC, supports Sir Harry’s call to action. She said: “Flu is a serious illness and the only way to be protected, is to get the facts and get the jab.

“Our Occupational Health team run clinics every year to offer free vaccines to staff and I would encourage everyone to take them up on this offer to protect our patients who are already vulnerable due to illness.”

New recruits

THE COMMUNICATIONS team welcomed Laura Martin, our new Communications Officer, on 20 June to cover maternity leave. Laura can be contacted on extension 5058 or by emailing Laura.Martin@gjnh.scot.nhs.uk

Wedding belle!

CONGRATULATIONS to Occupational Therapist Angela Dougall, who married her sweetheart Stephen Pothan on 4 September 2011 before celebrating with family and friends at Lochside House Hotel, New Cumnock.

All the staff in the Rehab Department wish Angela and Stephen much happiness in their marriage.

LGBT event a big success

THE NHS NATIONAL Waiting Times Centre Board (NWTC) recently hosted a networking event to discuss the lack of openly gay and lesbian leaders in the public sector.

The event at the Beardmore Hotel and Conference Centre on Thursday 14 July included a talk from our Chair, Jeanie Freeman, on ‘The Pink Elephant in the room’ – Why nobody is talking about the lack of ‘out’ lesbian and gay leaders in the public sector in the 21st century?

It supports the LGB strand of the Board's Equalities work and their Diversity Champions programme, both of which raise awareness of LGB issues among staff and patients.

Carole Anderson, Sexual Orientation Lead, said: “Barriers still exist in terms of LGB people getting to the top of organisations and being able to be ‘out’ in these roles. Visibility at the senior levels of our organisation is a powerful indicator of equality and provides inspiration for other staff.”

This year the NWTC was ranked first out of five NHS Boards who took part in Stonewall Workplace Equality Index – a measure of how an organisation meets the needs of Lesbian, Gay and Bisexual (LGB) staff and service users.

The event supported links between the NWTC and Scottish Workplace Networking – a group aiming to provide networking opportunities for people across different sectors, and support LGBT people in Scotland. It also offered a good opportunity to network with a range of people and organisations, with the Scottish Prison Service, universities, police and the NHS, as well as banking and telecommunications companies.

Attendees also heard from Shona Bruce, Chair of West Dunbartonshire Lesbian, Gay, Bisexual and Transgender (LGB) network, who discussed local community work and the outcome of their recent consultation about services for LGBT people in West Dunbartonshire.

Look out for more information on this year’s flu vaccine clinics soon!
Glasgow Disability Alliance

GLASGOW Disability Alliance (GDA) is working with us to give advice on how we can best support disabled staff, patients and visitors.

They had an information stand at the Equalities Days and carried out a survey on our behalf. The final results will shortly be presented to us with some guidance on what they feel should happen next based on surveys outcomes.

If you want more information about disability and how they can support disabled people:

- Visit www.gdaonline.co.uk
- Search for Glasgow Disability Alliance or Rights to Reality on Facebook
- Call 0141 556 7103
- E-mail mariannescobie@gdaonline.co.uk

Equal Opportunity

AN INAUGURAL event took place recently to promote all of our work around equalities.

The two-day Equalities Event, from 22-23 June, was a roaring success according to our Equalities Group, who organised it.

Whether attracted by delicious fudge (thanks Chef!), the opportunity to pat a guide dog or pick up some of the many ‘freebies’, many staff and patients viewed the display stands.

Each stand provided plenty of information about one of our six equalities strands - race, sexual orientation, disability, gender, age and religion - and described the work we are doing to ensure that awareness of the equality and diversity agenda is increased within the Board.

We were also delighted to welcome support from a range of voluntary organisations including Breathe and Guide Dogs for the Blind as well as representatives from Stonewall Scotland and the West Dunbartonshire Lesbian, Gay Bisexual and Transgender (LGBT) network.

Lindsey Ferries, the Executive Lead for Equalities, said: “I would like to say a big thank you to the Equalities Group who spent considerable personal time to make the event the success it was, and to the Housekeepers and Porters for their assistance in setting up for it.

“I am delighted with the feedback from the event, so much so that we hope to make it an annual occasion.”

Alistair Flowerdew, Medical Director and Chair of the Involving People Steering Group, added: “The event gave us an opportunity to tell staff about our Board’s Diversity Champions programme and to encourage them to get involved. Several people have now expressed an interest in this important role and we are now looking to set up training to take this important work forward.”

If you visited the stands, you may have taken the opportunity to fill in the Diversity questionnaire. The lucky winner was Anne McQueen, PA to the Director of Finance. Anne is pictured receiving a bottle of champagne and the Equalities Event trophy, which was kindly donated by Walters of Clydebank.
The Age stand highlighted the age demographics of our workforce as well as changes to current age legislation and information reflecting on attitudes toward older and younger colleagues. There was also information relating to the age distribution of our patients and advertising of short courses in relation to age issues. Eleanor Lang, Age Lead, told JABS: “There was some discussion at our stand on how the age profile of our staff may change in the years ahead.”

Disability

The Disability stand included a wide range of organisations and voluntary groups so that everybody could get together under one roof to mark the event and meet each other. The stalls showed local and national services to support disabled people, leaflets, health care information and freebies, it also celebrated the achievements of people with various disabilities and provided the opportunity for people who visited the stands to find out more about local services and voluntary groups, featuring interactive quizzes, and a wide range of expertise to share.

It included:

- West Dunbartonshire Access Panel and Shopmobility group
- Glasgow Disability Alliance
- The Scottish consortium for learning Disabilities (SCLD)
- The Guide Dogs Association
- Action for Hearing Loss (previously known as RNID) with display of materials from RINB
- The British Heart Foundation
- Diabetes UK
- Bowel Cancer UK
- Breathing space (Mental Health)

Nada Kadhim, the Involving People Manager and Disability Lead said: “The event was really well attended and helped everyone, including professionals and service users and proved to be a huge success. As well as having fun, everyone has been able to take away valuable information that will hopefully go a long way to ensure qualitative services for disabled people.”

Confidential Contacts

OUR BOARD Confidential Contacts promoted their services during the event, including how they support our Dignity at Work Policy, and how they support staff who feel they are being bullied or harassed.

MORE people in Scotland have put their names on the NHS Organ Donor Register than in any other part of the United Kingdom (UK). Recent figures show 37 per cent of the Scottish population – or 1.8 million people – have now signed up to save a life. That compares with the UK average of 30 percent.

Last year around 300 people had their lives saved or enhanced by transplantation. The number of Scottish patients dying while waiting for an organ has decreased by 43 per cent. Despite this, more than 600 people are still waiting for an organ in Scotland. Some of them will not receive one in time.

Speaking at the ‘Organ Donation Scotland’ conference in Edinburgh earlier this year, Health Secretary Nicola Sturgeon said:

“I am pleased that more Scots have put their names on the NHS Organ Donor Register than in any other part of the UK. But there’s still more to be done and I would appeal to anyone who has not already signed up to consider doing so today.

“It’s a simple equation - the more people who sign up to the Register and discuss their wishes with their families, the more lifesaving transplants can be carried out.”

Joining the Organ Donor Register is easy and means giving someone the chance to live after we die. You can sign up at www.organdonationscotland.org, by texting “save” to 61611 or by calling 0300 123 23 23.

A NEW SERVICE which enables people with low mood or depression to access self help materials is being rolled out across Scotland.

Following a successful three-year pilot project, NHS 24 is extending its specialist support service, NHS Living Life Guided Self Help, to the whole of Scotland.

With support from the Scottish Government, a free, confidential service, based on a Cognitive Behavioural Therapy (CBT) approach, is available to anyone suffering low mood, mild to moderate depression and/or anxiety.

Through Guided Self Help (GSH), individuals learn to change their way of thinking, helping them react more positively to situations, whilst boosting self-esteem and confidence.

Self-help coaches guide individuals through a series of self-help workbooks, in a structured format based on a CBT approach, to help them understand some of the reasons why they are feeling low, depressed or anxious. The workbooks serve to remind individuals about coping mechanisms they may have forgotten and help teach individuals new ways of coping in their life. The sessions are fortnightly over a period of approximately six to twelve weeks at a time suitable to the individual.

The Living Life team includes self help coaches from a wide range of professional backgrounds, coupled with support staff, who arrange appointments for patients. It is anticipated that many people across Scotland will benefit from access to the service, which also aims to work closely with GPs to monitor the progress of patients.

Living Life is part of a range of person centred services provided by NHS 24 to improve access to mental health services to the people of Scotland. Living Life Guided Self Help is a key component of NHS 24’s mental health strategic framework, which is being spearheaded by consultant psychiatrist Dr Stella Clark.

The service is available to anyone over the age of 16 and can be accessed either by GP referral or by phoning the number directly on 0800 328 9655.

The service is available Monday to Friday 1pm - 9pm. Callers are asked to provide some details and then arrangements are made to receive an assessment appointment to discuss the service and how help can be provided.
NWTC hosts international cardiac event

“Our world class teaching system will allow many more clinicians to learn these techniques”

EXPERTS from across the United Kingdom and the United States met at the Golden Jubilee to learn innovative techniques for opening blocked heart arteries.

Patients could benefit from being treated quicker and safer thanks to a new percutaneous coronary intervention (PCI) technique which improves the chance of successfully re-opening blocked arteries.

American physicians Bill Lombardi and Tony Demartini demonstrated their PCI technique during our Chronic Total Occlusion (CTO) summit on Thursday 9 June.

With the aid of the newly designed Cross-Boss and Stingray catheters, surgeons can create a new channel in completely blocked arteries, enabling blood to re-enter the original vessel.

Professor Keith Oldroyd, Consultant Interventional Cardiologist, said: “Chronic Total Occlusion requires complex treatment and, until recently, successful adoption of innovative techniques was limited.

“This new technique reduces the amount of time it takes to complete the procedure and also means that less radiation is used. All of this means that patients from across Scotland may also have a better clinical outcome in years to come.”

Live sound and images of the procedure were beamed from the Golden Jubilee’s cardiac catheterisation laboratories (cath labs) to clinicians gathered in the new Beardmore Centre for Health Science.

The remote audience saw the same high resolution imaging as those working in the lab, using the centre’s high bandwidth fibre optic connection and live two-way audio.

The high quality system means the expert audience could see everything that happened in the labs, and even participated in the procedure via the video link. This facility has made us a leading centre of learning new clinical techniques.

Professor Oldroyd added: “Our world class teaching system will allow many more clinicians to learn these new techniques, giving patients the best possible treatment.

“The person demonstrating the procedure can challenge the audience about aspects of it in fine detail, while the audience can also question the procedure and respond to questions in a more meaningful and interactive way.

“All the clinicians attending this conference will have taken a lot from it, and we were very glad to be able to host such an important event.”
Have you got the Knowledge?

MANAGING buildings, managing people, or implementing best practice...whatever your role is in the NHS National Waiting Times Centre, it is a fact that we all have a need for up to date information to maintain the quality of our service.

Since April 2011, NHSScotland staff have had access to a range of electronic journals that is unrivalled by any other European country – and all you need to access them is an ATHENS account.

To search this vast repository, known collectively as the Knowledge Network, and to be able to home in on relevant information, requires a systematic approach and the development of a search strategy.

If you can answer “Yes” to any one of the following questions, then you may be interested in attending one of our forthcoming Library Outreach Training Days:

- Do you have difficulty in accessing relevant full-text journal articles?
- Do you need to find up to date evidence-based information quickly and easily to provide the best possible care for my patients?
- Are you currently studying or about to enrol on a higher education course and need to review the current literature in my chosen field of study?
- Are you thinking of introducing, redesigning, or improving a service that your department currently offers?

The Subject Specialist Team from NHS Greater Glasgow and Clyde's Library Network will deliver half-day classroom training sessions on how to search medical, nursing, and AHP journal collections such as Medline and CINAHL which are accessible from the Knowledge Network website.

On other days they will be here to deliver short 20 minute sessions on how to effectively access the full-text versions of each article you find on the Knowledge Network, and how to make the best use of a new resource called UpToDate, which is a collection of regularly updated and synthesised evidence summaries on a range of clinical topics.

After each of the 20 minute sessions you will have the opportunity to ask further questions, perhaps regarding a particular information need of your own. Could it get any better? Well, actually it does!

At the same time, there will be a member of the Subject Specialist Team waiting for you to ‘drop-in’ to the library and to answer any questions that you may have, or introduce you to the library services that are now available to all NWTCB staff, or just to help you with a quick search.

Are these sessions just aimed at our clinical staff? Not at all...all our departments have data and information needs, whether it is regarding buildings and environments, medicines information, service improvement, or health and safety information. So all staff are welcome to attend. Please refer to the timetable below for information on booking and eligibility.

For the full course descriptions and timetable please visit the NWTCB library pages on staffnet http://staffnet/gjnh/library/index.asp or if you prefer, you can consult the notice board outside the library.

Farewell to...

Gavin Millar, HR Advisor who left on 16 September 2011 to take up a role of HR Business Partner at Kilmarnock College.
The Scottish Mental Health Arts and Film Festival

The Scottish Mental Health Arts and Film Festival is a key feature of Scotland’s cultural calendar, with over 250 varied arts events across the country. The festival aims to challenge stigma surrounding mental health and explore the relationship between creativity and wellbeing.

This year, the focus is on memory, sleep and dreams.

This years festival runs from 1-24 October 2011. Visit www.mhfestival.com for full listings.

Places still available

On the following course sessions:

- Coaching Conversations – Monday 3 October, 9.30am-5pm
- Effective Report Writing – Wednesday 5 October, 9.30am-5pm
- Diversity Awareness – Wednesday 12 October, 9am-1pm

Equality and Diversity - Have you been trained?

A NEW PROGRAMME to teach staff about equality and diversity will be launched in the autumn.

The NHS National Waiting Times Centre (NWTC) requires that all staff attend at least one training session on Diversity Awareness during your career here.

Over the past three years, staff who have undertaken the training have attended a half day workshop to focus in on a range of equality and diversity issues.

The new training programme is still being designed but is likely to be a blend of both classroom and online learning activity.

**Why do you need this training?**

Equality and diversity is becoming more important in all aspects of our lives and work for a number of reasons.

- We live in an increasingly diverse society and need to be able to respond appropriately and sensitively to our patients and customers needs.
- We ensure that everyone is motivated and treated fairly by ensuring that we consider equality and diversity in all aspects of our work.
- We have an equality and human rights legal framework covering employment practices and service delivery and we need to ensure we work within this to avoid discrimination.
- We have to demonstrate an understanding of Equality and Diversity and how it affects our roles to support our KSF Personal Development Review.
- Look out for details of the new equality and diversity workshop in all the usual communications outlets.

For more information, contact Learning and Development on extension 5416.
OUR BOARD meeting dates for 2012 have just been announced. They will be held on the following dates:

- Thursday 26 January
- Thursday 15 March
- Thursday 3 May
- Thursday 21 June
- Thursday 2 August
- Thursday 20 September
- Thursday 1 November
- Thursday 13 December

All meetings take place at 9.30am in the Level 5 Boardroom of the Golden Jubilee National Hospital, Agamemnon Street, Clydebank.

The agenda for the meeting will be published on our website on Wednesday 21 September 2011. It will be available at the following location: http://www.nhsgoldenjubilee.co.uk/ourboard/agendas/index.php

The Board’s final meeting dates for 2011 are:

- Thursday 17 November
- Thursday 15 December

Suzanne Gallacher
– A tribute

OUR PHARMACY team recently lost one of their longest serving members of staff when Suzanne Gallacher finally succumbed to her illness.

Everybody in the team was devastated by the news and would like to thank all those from other departments who gave their support during this time.

Suzanne joined the Golden Jubilee National Hospital (GJNH) in 2004 shortly after the hospital was purchased by NHSScotland. She retired on health grounds earlier this year but staff still looked forward to her regular visits to the department.

Previously she has worked in community pharmacy before completing her Pharmacy Technician qualification. She took a break from working to bring up her two daughters Lisa and Joanna, then later returned to work in hospital pharmacy working at Knightswood Hospital and the Western Infirmary where she rose to the post of Senior Technician.

During her time at GJNH Suzanne worked as Senior Technician in Distribution. As part of this role she was responsible for the introduction of the ASCribe computerised stock control system and Zetes remote ordering system. These projects proved her organisational skills and great attention to detail. She was also a SVQ assessor and helped and encouraged other staff to gain various qualifications.

Despite these important working achievements it is as a people person that Suzanne will always be remembered by the staff.

Ken Kinghorn, Chief Pharmacist, remembers:
“Suzanne would help and encourage staff with whatever difficulties they had (work or non-work related). In times of crisis she was always available to talk to; give a hug and a sympathetic ear. Practical sound advice was always forthcoming and many appreciated this help.

“She was always the first to bring in little gifts and cards for other staff to mark birthdays, weddings and other events. We all remember the little things like cream eggs every Easter, sweets at Christmas or cakes and crisps to fortify us while we completed the annual stock take. These were all part of her generous nature.”

Always a keen and enthusiastic member of her church Suzanne found strength and comfort from her faith during her illness. Her visit to Lourdes last year gave her a great spiritual uplift.

Suzanne loved family life, she could chat for hours about her family and how proud she was of them all. She leaves behind, husband Joe, daughters Lisa and Joanne, her mum, sister and brother and many extended family which she welcomed into her home.

Ken added: “Suzanne touched the lives of everybody she met; we are all richer for having known her and a little poorer now that she has gone.”
Another first for national hospital

"we are ensuring our clinicians have the best skills possible"

THE GOLDEN Jubilee National Hospital and Beardmore Centre for Health Science recently hosted Scotland’s first ever training course for doctors on single lung ventilation using a patient simulator.

The training course – for new and existing Anaesthetists – gives clinicians the ability to assess and recommend treatments for optimisation of a patient undergoing thoracic (lung) surgery.

It also ensures the Anaesthetist:

- has the ability to manage a patient undergoing one lung ventilation;
- conducts the safe delivery of anaesthetic care during surgery to patients for minor and major thoracic procedures; and
- can correctly select appropriate airway management and other methods for the intended procedure.

The course comprises of skill stations to learn techniques for successful lung isolation and simulated scenarios to learn management strategies for emergencies.

By using a patient simulator, delegates can integrate the practical thoracic skills and human factors required for clinical success.

Dr Mark Steven, Consultant Thoracic Anaesthetist at the Golden Jubilee National Hospital, commented: “We are delighted to host the first Scottish ‘One lung’ course here at the Golden Jubilee National Hospital – home to regional and national heart and lung services.

“We are providing our colleagues with the practical skills, decision making processes and human factor issues that can happen daily within a surgery setting. By doing this, we are ensuring that our clinicians have the best skills possible to treat the Scottish population.”

Alan Kirk, Director of Medical Education at the Golden Jubilee National Hospital, added: “We are committed to delivering the best training to all of our doctors to meet the demands of NHSScotland. However, this is also about ensuring that we have the necessary skills to harness new technologies for the benefit of future generations.”
Nurse Internships

Making the One Year Job Guarantee Commitment for Newly-Registered Nurses and Midwives in Scotland

THE NHS NATIONAL Waiting Times Centre is participating in the Scottish Government’s One Year Job Guarantee Scheme (OYJG).

This Scottish Government initiative seeks to ensure that every nurse and midwife who has recently qualified from a Scottish university, and who wishes to work in NHSScotland, receives an offer of employment. This initiative has also introduced Nurse Internships.

The internships will involve part-time (22.5 hours per week), rotational employment in clinical practice in one of the NHS Boards within NHSScotland. The Internships offered will be fixed term for one year (or a proportion of that year) and support completion of Flying StartTM As the OYJG Internships are a national initiative and cannot guarantee a position locally, new registrants will be matched with intern opportunities across Scotland.

Why establish an internship programme?

- The scheme supports commitment of the one year guarantee scheme and supports nurses to find jobs across NHS Scotland.

How does the scheme work?

- Funded by the Scottish Government, through NHS Education for Scotland, interns will be employed ‘in addition to’ the NHS Boards funded establishments and therefore are not counted as part of the funded workforce.

Why have such a scheme for newly-registered nurses and midwives only?

- The national nursing and midwifery one year job guarantee scheme was originally launched in 2002. The Cabinet Secretary for Health and Wellbeing remains fully committed to ensuring that our newly-registered staff are able to make best use of the skills in which we have already invested and that we find ways to use these to support high quality care in areas of national priority.

- Despite the economic downturn the Scottish Government remains committed to maintaining a highly skilled, motivated and compassionate health workforce.

Questions and Answers about the Internship Programme

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- Despite the economic downturn the Scottish Government remains committed to maintaining a highly skilled, motivated and compassionate health workforce.

Will Boards use interns as ‘cheap labour’ whilst getting rid of other ‘real’ jobs?

- No, NHS Boards overall governance responsibility requires them to make best use of their available workforce, using service and role redesign to achieve the best match between efficiency and effectiveness.

- Any ‘internship’ position will be ‘in addition to’ the funded establishment for the area within which the intern is placed. Whilst interns would not be included in the establishment figures, they would be rostered in the normal way. This approach means that the intern always provides ‘additional’ workforce capacity, above and beyond any baseline safe/appropriate staffing. This provides a sound working experience for the intern whilst supporting additional care capacity in the service.

- It is important to remember that, without this initiative, these newly-registered staff may be without any employment and care settings would be without the additional staff.

How will the Internship Scheme work at the Golden Jubilee National Hospital?

- We have identified 18 internship opportunities within the Board, offering rotations amongst related specialities in order to give the interns a wide range of clinical experience whilst employed here with the Scheme.

<table>
<thead>
<tr>
<th>Rotation</th>
<th>Cardio thoracic ward, High Dependency Unit, Intensive Care Unit</th>
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</thead>
<tbody>
<tr>
<td>Rotation two</td>
<td>Orthopaedic ward, General surgery ward, Outpatient Department</td>
</tr>
<tr>
<td>Rotation three</td>
<td>Coronary Care Unit, National Services, Cath lab, Cardiology ward</td>
</tr>
<tr>
<td>Rotation four</td>
<td>Theatres suite: Anaesthetics, PACU, theatre speciality</td>
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</tbody>
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What terms are interns employed on?

- Once employed through the scheme, the intern is fully accountable as a Registered Nurse and as a Board employee. Normal employer/employee governance arrangements are in place.

- Interns are not trainees and will be subject to the same professional Codes of Conduct and behaviour that apply to all nurses and midwives who work in NHS Scotland.

- Whilst working at the GJNH, intern nurses will attend Nurse Induction Training and will be supported by the Practice Education Facilitator and Clinical Educators to complete Flying StartTM and speciality based competencies. The KSF and educational development whilst employed here will allow interns to develop a structured portfolio through their year on the scheme.

When will the first interns begin working here?

- We do not yet have a date for our first interns, but information will be shared with staff as the programme develops, and we will expect some interns to start by mid/late summer.

For more information or to answer any questions, contact:

Eleanor Lang
Clinical Education and Improvement Nurse
Extension 5659
Email Eleanor.Lang@gjnh.scot.nhs.uk

David Miller
Head of Human Resources
Extension 5604
Email David.Miller2@gjnh.scot.nhs.uk
**Under Inspection**

AN IMPORTANT change has been made to the way hospital inspections will be carried out by the Healthcare Environment Inspectorate (HEI).

The Golden Jubilee National Hospital received our first announced inspection back in February of this year, and can now receive an unannounced visit at any time.

The inspection team has recently changed their methods and will no longer tell us which wards and departments will be inspected at the beginning of their visit.

Robert Gray, Senior Manager for Prevention and Control of Infection, told JABS: “This is a very small change to the HEI inspection process, but an important one on unannounced visits.

“As we will not be told where the inspectors will visit, it is vital that we remain vigilant about all aspects of prevention and control of infection at all times.

“The inspectors can stop any member of staff, patient or visitor and ask you questions, so staff should ensure they are up-to-date on infection control policies, dress codes etc, all of which can be accessed on QPulse.”

The full methodology for HEI inspections can be viewed at the following location: http://www.healthcareimprovement.scotland.org/programmes/inspecting_and_regulating_care/hei_policies_and_procedures/hei_methodology.aspx

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**‘Celebratory Event for the Allied Health Profession Leadership Programme’**

OUR ALLIED Health Professions (AHP) hosted a celebratory event recently to share learning from the Leadership Programme tailored to meet the needs of their group.

The £5,000 programme was the result of a successful bid to NHS Education for Scotland (NES) to develop skills within an entire team of AHP’s involving Physiotherapy, Occupational Therapy, Dietetics and Radiographers.

The attendees gathered together on Monday 29 August 2011 in the Beadmore Centre for Health Science to celebrate the success of the programme and share learning with each other and our Senior Management Team.

Nine out of 20 delegates presented projects undertaken as a result of the Leadership Programme and others contributed by showcasing poster presentations and some are yet to complete projects. Many were around lean methodology reviewing current practices, team working and personality styles.

Birgit Clark, Rehabilitation Manager, told JABS: “Although it wasn’t quite the Grammy Awards of the year, there was a good buzz around the room and everybody presented their projects with great enthusiasm.

“"I’m grateful to Jill Young, our Chief Executive, who kindly provided the closing remarks to this event. As Jill pointed out, this was not a ‘finale’ of the learning course but will be a continuous process for applying the learning in the workplace. All the presentations focused on the quality ambitions, recognising that being effective and person centred leads to an efficient service."

The programme would not have been as successful without the valued contribution offered by the many speakers and presenters, mostly from within the NHS National Waiting Times Centre. Colleagues from Learning and Development, Performance and Planning, Service Improvement Tools, Human Resources, Finance, Workforce Planning as well as an external facilitator who specialises in Organisational Development imparted their specialist knowledge.

Birgit added: “A lot of work went into making this programme a success, but witnessing the event and enthusiasm generated made it all worthwhile. We have already started to identify the next steps!”

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**Farewell to…**

Joyce Fraser-Smith, KSF Advisor who left the Learning and Development department in August.

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**Charity Corner**

**On the run**

ICU NURSE John Casey is on the run… but it’s all for a good cause.

John, who recently shed four stone and found a new passion for running, is competing in three 10K races in aid of Strathcarron Hospice, Denny, in memory of his partner lain’s father, who sadly passed away there last June.

Our Staff Nurse has already run the Paisley 10K in just 48 minutes and 15 seconds, the Glasgow 10K, and will be back out for the Strathcarron Hospice 10K on 2 October.

John has already run up £1600 in sponsorship and is still collecting. You can make a donation at: https://strathcarron.workwithus.org/Fundraising/Donate.aspx?page=6807

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**Leukaemia Fundraiser**

OUR COLLEAGUES Paul and Kerry Foley are holding a fundraising charity race night/disco in aid of Leukaemia and Lymphoma Research. The event takes place on Friday 28 October 2011 in the Beadmore Hotel and fancy dress is optional.

Tickets cost just £10 each, including food, and can be bought from kerry (extension 5209) or Paul (extension 5032).
Five years of Orthopaedic research at Golden Jubilee

SPECIALISTS from across Scotland marked five years since the launch of our Orthopaedic Department’s research unit at a special conference.

A conference held in the Beardmore Hotel on Friday 3 June showcased the biggest results from the unit’s research – which has seen the hospital become widely acknowledged as a leading centre of excellence in orthopaedic surgery.

Our Orthopaedic team pioneered the use of Computer Assisted Orthopaedic Surgery (CAOS), a state-of-the-art technique allowing surgeons to accurately position implants to within a millimetre. Their expertise has proved to be a national asset – last year the team carried out nearly 40% of all joint replacements in the West of Scotland, 15% of the Scottish total.

Fred Picard, Consultant Orthopaedic Surgeon and conference organiser, said: “Navigated surgery lets a surgeon do exactly what they want to do; it’s much more precise and means patients have a smaller chance of complications arising from surgery.”

Patients at the Golden Jubilee also benefit from our Enhanced Recovery Programme, Clinical Attitudes Leading to Early Discharge – dubbed the CALEDonian™ technique.

Developed by a multidisciplinary team, the technique maintains high levels of patient care whilst reducing time spent in hospital. Crucially, it does this without increasing post-operative complications or readmissions, or shifting the care into the primary sector.

Nick Scott, Consultant Anaesthetist, said: “The CALEDonian™ technique has allowed us to offer patients the shortest length of stay in Scotland – less than four days post surgery. It reduced the need for post operative urinary catheterisation from 35% to 7%, and less than 1% of our patients now need a blood transfusion.”

The purpose of the research unit has been to constantly improve patient care, outcomes and satisfaction, and its work has included new wound management and pre-assessment techniques.

Mike Higgins, Associate Medical Director for the hospital’s Surgical Specialties Division, added: “Patient focused care is at the centre of the unit’s work. We’re always looking to improve and the research is all about finding ways of achieving better results for patients and raising patient satisfaction.

“Everyone here is rightly proud of our Orthopaedic team. Their hard work and skills not only provide the very best patient care, but their commitment to research also means the bar is always being raised that bit higher.”
Introducing Patient Opinion

A NEW SYSTEM for patients to tell us what they think about our services was launched recently.

Patient Opinion is widely used in the NHS in England and Wales as the first port of call for patients to make comments – whether good or bad – about their experience of using healthcare services.

The Golden Jubilee National Hospital is one of the first NHS facilities in Scotland to sign up to the system - any patients who wish to make a comment about our services must do so via http://www.patientopinion.org.uk

How Patient Opinion works

The website opens up a conversation between the patients, carers and the professionals of the health service bodies.

To post a comment, patients need to register on the site. For those who do not have access to the website, a Freephone telephone number is available, as well as forms which can be returned to a Freepost address. Information received from these channels will then be uploaded onto the system by a Patient Opinion administrator.

Once a post is submitted, it is reviewed by the Patient Opinion administrators. Around 15% of all opinions require some editing (usually to make sure they are not defamatory) and the rest are published as they are submitted.

Once approved, posts can be viewed by anyone, anywhere in the world – but the contributor's identity will remain private.

Although anyone will be able to visit the site and see any comments posted about the Golden Jubilee National Hospital, only a select group of staff will be able to respond to comments on behalf of our organisation.

NOW THAT PATIENT Opinion is ready to launch, Speak Easy will remain solely as a channel for staff to give us comments and feedback.

Speak Easy is a simple way of telling us what you think. It allows you to feedback anonymously, but that means we cannot get back to you with an update on your comment or suggestion.

You should use Speak Easy to make a general comment about something or to put forward a suggestion for something new or a new way of doing something.

You should not use Speak Easy to raise a concern or make a complaint. Other channels exist to help you do this, including:

- Speak to your line manager or head of department
- Email comms@gjnh.scot.nhs.uk
- Fill out the feedback form on any staff bulletin with your comments/or questions.
- Confidential contacts
- Staffside representatives

How Speak Easy works

The process will remain the same – simply fill out a Speak Easy form and pop it in the box and we will do the rest.

1. Staff member makes a comment/suggestion by post, email, phone or via the special form.
2. CGRMDU will log it on their database. This database will form the basis for any reports to the Involving People Steering Group.
3. CGRMDU will send a standard receipt letter (if contact details given).
4. CGRMDU will forward the comment/suggestion to the appropriate department/division for consideration/taking forward.
5. Progress of comments/suggestions will be chased monthly. If a person has not received a response after two months, a holding letter will be sent. Regular updates will follow.
6. Responses to comments will be produced by the appropriate department and sent to CGRMDU, who will then forward it to the contributor.
7. CGRMDU will know the status of any comment/suggestion – via their database - at all times.

Learning and development Opportunities

Coaching Conversations
Monday 3 October 2011

THIS course is externally facilitated by KSL Training Consultancy and will provide participants with the skills, knowledge and confidence to effectively coach people so that they are able to achieve the expected standards of performance.

Strategic Thinking and Influencing Skills
Monday 24 October 2011

THIS course is externally facilitated by New Tricks Advanced Business Training. This course is to support managers to develop a forward thinking mindset. It will challenge you to ask yourself difficult questions about how much of your time is spent reacting to events and how much is spent ensuring the organisation is prepared for the future.

Business tools will be used to diagnose your working situations and help you to create plans which will transform the way you direct and lead their teams.

To book your place on any training, please contact your line manager and ask them to book you onto the course using HR.net

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TA Volunteers

WHEN it comes to gaining vital experience, there can be few places that offer more to medical and health care staff than the busiest emergency department in the world.

The field hospital at Camp Bastion in Afghanistan has saved countless lives, but one of its less recognised benefits is the positive and lasting impact it has on those who have served there.

Margot McCrone, an Orthopaedic Theatre Nurse at the Golden Jubilee, is a member of the Territorial Army's (TA) 205 Field Hospital - Scotland’s only TA Field Hospital.

Captain McCrone was deployed to Afghanistan in 2010, serving for three months as second in command of Camp Bastion’s Theatres.

She said: “My role in Camp Bastion was very similar to my role here but a bit more involved and with more to think about. The 205 Field Hospital deployed as a unit but we were supported by other TA and regular army units from across the UK.

“We also worked with a lot of people from the American military to supplement the numbers for their surge in operations, which happened while we were there.”

Battlefield surgery is a far cry from planned surgery - considered procedures of a civilian setting - and clinicians serving with the military can gain more direct experience in a few weeks than they would from years in a traditional NHS role.

Margot believes this is of real benefit to the NHS. She said: “The skills you gain on training and deployment really enhance what you do in your civilian job.

“The army develop your judgement, decision making, teamwork, organisational skills and build a ‘can do’ attitude, not to mention the clinical skills. You do a wider range of things and work on very extreme cases compared to what you would normally see.

“I joined for several reasons; to improve my professional skills, gain confidence in a different environment, and learn soldier skills like weapons and field craft. The friendships made in the TA have also given me the opportunity to do other things, hobbies like skiing and hill walking to name just two.

“It does take you out of your comfort zone and challenge you, which definitely benefits the staff member and the NHS.”

Volunteer reservists are given extensive training from the TA in areas such as leadership, management and decision making. The value of the junior officer training has been calculated as £22,000 – an investment in individuals that ultimately benefits the NHS.

For staff, the role brings a number of rewards. In addition to the skills and experience gained, serving with the TA increases earnings, as people on deployment are paid by both the Army and the NHS. However, for many reservists, job satisfaction is the biggest reward.

Margot said: “To me it’s a privilege to be helping the troops. I’m there to save lives and give people the best care I can.”

As well as doctors and nurses, people from every aspect of the health service are needed by the TA, including dental nurses and technicians, chefs, electrical and mechanical technicians, qualified drivers and clerical staff.

JABS Winter Panto

JABS will be hosting a Winter Pantomime on Sunday 29 January 2012. The venue is yet to be confirmed.

We are currently looking for:

- Performers
- Musicians
- Backstage support
- Scriptwriters/Editors

For more information, or to sign up, email: panto.scripts@gjnh.scot.nhs.uk by Friday 30 September 2011.