

# Jubilee Life **October 2024**



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## Issue 64

Welcome to the **October 2024** edition of your digital staff magazine.

There's a handy icon at the bottom right to help you navigate through the sections.

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## News



## Your Wellbeing Zone now open

We are delighted to announce that the new Staff Wellbeing Zone is now open.

The Zone is a space for all staff and volunteers that is calming, comfortable and welcoming. It will feature 2 spaces - the Quiet Zone and the Activity Zone - located on Level 1 beside the Spiritual Care Centre and Garden of Reflection.

It is accessible to you 24 hours a day with your Staff ID and is your space to use at any time for rest, reflection and privacy - part of NHS Golden Jubilee's commitment to your health and wellbeing.

The NHS Golden Jubilee Health and Wellbeing Group was set up to address some of the challenges impacting on the health and wellbeing of staff and volunteers by producing a strategy that would address physical, social, financial and mental health during the COVID-19 pandemic.

One of the considerations was identifying a space for staff and volunteers that would help to promote your wellbeing and we have invested £85,000 for this dedicated new space for all staff and volunteers.

This will now be part of our dedicated 'Triangle of Care' along with the Garden of Reflection and Spiritual Care Centre.

We are investing in you and our future workforce to contribute to, and promote, a healthy workplace through a rest area for staff that will have a positive impact on your health and wellbeing.











## In the Zone

### Quiet Zone

- A dedicated space for staff to relax in and enjoy some downtime
- This is a quiet space and consideration of other colleagues' restfulness should be observed at all times
- Furniture includes colourful large egg chairs for colleagues to recline and unwind in your own little space
- Lighting – you can change the colour of the lighting in the rooms according to your mood
- The Quiet Zone features a smaller room with beanbag seating for a different chill-out area



## Activity Zone

- The Activity Zone is for health and wellbeing activities to take place in for staff to organise and attend.
- When there are no activities booked, staff can meet socially in this space. Tables where board and card games can be played quietly – please bring in your own, or for others to use, donations welcome.
- Water cooler.
- The Activity Zone is a bookable space for wellbeing activity such as the Mindfulness sessions, meditation and Breathe in to the Weekend exercises
- Other wellbeing activities could include Staff Network meetings as well as wellbeing training (e.g. Mental Health First Aid training).
- Details on how to book the Activity Zone for health and wellbeing events will follow soon.

[Click this link for all the information on the Zone.](#)

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Embed://<iframe
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frameborder="0" scrolling="no" allowfullscreen title="Staff Wellbeing Zone.mp4"></iframe>
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## Flu and Covid vaccine clinics

If you're a health, social care or social worker who works directly with patients, or provides care and support services, you're eligible for the flu and COVID-19 vaccines this year.

If you're a non-frontline NHS worker, you're eligible for the flu vaccine.

**Viruses like flu and COVID-19 spread more easily during the colder months as we spend more time indoor with others. That's why those most at risk of getting seriously ill are being offered the flu and COVID-19 vaccines. It's important those who are eligible take up the offer of vaccination to get the best protection this winter.**

As a member of staff at NHS Golden Jubilee, you can drop in to free flu and COVID vaccination clinics in the Occupational Health offices from 8.30am to 12pm and 1pm to 3.30pm on the following dates:

- Tuesday 5 November
- Wednesday 6 November
- Thursday 7 November
- Tuesday 12 November
- Wednesday 13 November
- Thursday 14 November

**What if I can't make any of these clinics?**

Vaccine delivery arrangements are different across Scotland so look out for your [local Health Board](#) communications about local clinics, drop-ins and other opportunities to get your vaccine close to home or work.



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*For more information and to book your appointment online, visit [nhsinform.scot/wintervaccines](https://nhsinform.scot/wintervaccines). If you cannot find a suitable appointment, please keep checking as new appointments are added regularly.*

*If you are unable to use the booking portal, call the Vaccination Helpline on **0800 030 8013**.*

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## RLDatix award for eRostering Implementation team

Congratulations to our colleagues in the eRostering Implementation Team who were finalists in the RLDatix Awards this month.

They were in the Innovation Award for Quality Improvement category for their work in implementing the e-Rostering system in our Housekeeping department.

This award celebrates an individual or team that has demonstrated outstanding innovation and leadership in improving the quality of care within their organisation.

Our Housekeeping department is unique as it does not have clinical, or standard non-clinical, ways of working. The eRostering team has been building a roster with the aim of implementing an eRostering platform that captures all the service requirements, while promoting staff reassurance and wellbeing.

By reducing the reliance on paper records there has already been a positive impact in the reduction in administrative time spent by managers, which means they are more visible throughout the hospital and able to support colleagues.

The eRostering project is managed by the Quality, Planning, Performance and Programmes (QPPP) and Human Resources teams with Medical Director Mark McGregor as the Executive Sponsor.

Well done to everyone in the team and colleagues supporting the work.



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[Click this link for more information on eRostering](#)

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## Festive Pay Dates

As we're approaching that time of year, earlier pay dates over the festive period have been arranged to help you plan ahead financially.

### Monthly Pays

This year, in order to accommodate staff being paid December salaries before Christmas, it has also been necessary to change to the normal pay date for January 2025, which are as follows:

Month	Change	Period	Pay Date
December 2024	Forward 4 days	3 weeks 4 days	Monday 23 December 2024
January 2025	Forward 1 week	4 weeks 3 days	Thursday 23 January 2025
February 2025	Usual pay date	5 weeks	Thursday 27 February 2025

### Weekly Pays

In keeping with previous years, all substantive staff will receive 3 weeks' pay on **Friday 20 December 2024**.

The first pay in January will be on **Friday 10 January 2025**.

Further communications will be issued nearer the time detailing the revised timetables to support these arrangements.

### Staff in Receipt of Income Related Benefits

In keeping previous years, and also HMRC guidance for staff in receipt of income related benefits such as Universal Credit or Carers Allowance, the following will be notified to HMRC:

- For monthly paid staff – the standard monthly pay dates for December and January, rather than the earlier “physical” pay dates.
- For weekly paid staff – two weeks holiday pay for Week 37.

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## Speak up week

Earlier this month, we celebrated Speak Up Week 2024 at NHS Golden Jubilee, focusing on the theme of **Enabling Speaking Up**. It was a fantastic week filled with insightful discussions and activities centred around:

- **Leadership and Speak Up Culture**

- **Access to the Process**
- **Psychological Safety**
- **Understanding the Experiences of All Involved**
- **Building Trust**

We are committed to fostering a culture where everyone feels confident to raise concerns. The comprehensive national whistleblowing policy, procedures, training, and support ensure that your voice is heard and your concerns are addressed.



### **Highlights of the Week**

Throughout the week, staff participated in various activities and had the opportunity to engage with teams from across the country and learn from experts in the field across key topics.

Our Whistleblowing Champion, Callum Blackburn, along with members of our team, met with staff at our stall at West Lifts to answer questions and share information. We also had some valuable insights from our Non-Executive Directors shared across social media.

### **Resources and Support**

We provided a range of resources and support at West Lifts throughout the week, as well as sharing our new and updated dedicated Staffnet pages to offer comprehensive and easily accessible information.

You can also find full details of the National Whistleblowing Standards and the process involved by visiting the [Independent National Whistleblowing Officer website](#).

### **Confidential Contacts**

Remember, our Confidential Contacts are here to support you. These individuals are independent of normal management structures and act as an initial point of contact for any staff member who wants to

raise a concern. They provide a safe space to discuss your concerns and assist in raising them with the appropriate manager if necessary. More information about our [Confidential Contacts](#) can be found [here](#).



## Speak up week 2024

30 September - 4 October



### Leadership

“ Much is said about the importance of leadership but equally important is Followership, with one of the key responsibilities being speaking up when we have information that helps a decision and speaking out when we see a risk or something potentially going wrong.

One of our key responsibilities as Board Members is to speak up ourselves but also to ensure that Golden Jubilee has the processes in place to proactively seek views, opinions and perspectives from everyone, and the culture for everyone to feel safe to contribute.

It's a privilege to be part of an organisation that takes this to heart and our job as Board Members is made easier as a result. Thank you.

**Rebecca Maxwell**

Non-Executive Director



## Speak up week 2024

30 September - 4 October



### Building Trust

“ Building trust and supporting psychological safety is critical to the wellbeing of us all at NHS Golden Jubilee. We have to work together as a team so that together we can offer the very best we can to the people of Scotland. Trust for me means that you trust me to do my best, and I return that compliment. When together we build that trusting relationship then psychological safety becomes a natural thing. This in turn leads us to know, that if something goes wrong we can fix it together if we talk openly. None of us are perfect but together we can iron out any issues and be proud of being part of the amazing team here at NHS Golden Jubilee.

**Susan Douglas-Scott CBE**

Non-Executive Director



## Speak up week 2024

30 September - 4 October



### Psychological Safety

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Psychological Safety is the one for me, it's up to all of us as individuals to take responsibility for developing it. My favourite quote from the guru of Psychological Safety, Amy Edmondson:

“Psychological Safety isn't about being nice. It's about giving candid feedback, openly admitting mistakes and learning from each other.”

”

**Rob Moore**

Non-Executive Director



## Speak up week 2024

30 September - 4 October



### Speak up Culture

“

**Speaking up is critical to staff and patient wellbeing and safety. Empowered colleagues equals empowered patients. Speak up - we will listen.**

”

**Morag Brown**

Non-Executive Director



## Speak up week 2024

30 September - 4 October



The Value Of Understanding the Experiences of  
All those Involved in the Whistleblowing Process

“

As a senior leader in the organisation it is crucial that staff are enabled and supported to raise concerns and speak up without concern of any detrimental impact this may have for them as an individual.

As the executive Lead for WB it is my role to ensure any concerns are managed with strict confidentiality and are professionally investigated with the utmost regard for the staff member.

”

**Anne Marie Cavanagh**

Director of Nursing



## Speak up week 2024

30 September - 4 October



The Value Of Understanding the Experiences of  
All those Involved in the Whistleblowing Process

“

We want you to be confident enough to raise concerns. We have resources and training available on StaffNet, that will help you understand the different routes that you can use to speak up. Additionally, HR, Confidential Contacts or your trade union can advise and support you.

”

**Jane Christie-Flight**

Employee Director



### Training Modules

Training is available for all staff in NHS Scotland, including students, contractors and volunteers. These modules will teach you about the National Whistleblowing Standards and the role of the Independent National Whistleblowing Officer (INWO).

The modules have been provided by the INWO and are set out in two different learning programmes:

- For staff who need an overview of the Standards
- For managers and people who receive concerns from other staff in their day-to-day work

You can find these modules on [TURAS Learn](#).

## Whistleblowing Survey

We also invited staff to take part in a Whistleblowing survey to help us improve our understanding of what teams know about Whistleblowing. Thank you to everyone that took part, this will play a vital role in helping us provide the best environment possible for all staff for years to come.

Thank you to everyone who participated in Speak Up Week 2024. Let's continue to build a culture of openness and trust at NHS Golden Jubilee!



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## New uniform policy approved

A new Uniform, Dress Code and Laundry Policy has been approved by the Partnership Forum, which sets out the NHS Golden Jubilee's (NHSGJ) dress code for all staff including volunteers, students, temporary, locum, bank and agency staff.

In developing this policy, we have incorporated the recommendations of the NHS Scotland National Uniform, Dress Code and Laundry policies as set out in [CEL 53 \(2008\)](#), [CEL 42 \(2010\)](#), [DL\(2017\)20](#) and [DL \(2018\) 4](#).

The policy also reflects NHS Scotland's National Infection Prevention and Control Manual (NIPCM). The NIPCM provides IPC guidance to all those involved in care provision and is considered best practice across all health and care settings in Scotland.

**One of the main changes to the policy is that theatre staff wearing scrubs can now wear them in any location, however, they must be changed on return to theatre.**




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*All staff are encouraged to read the policy as soon as possible at this link: [Uniform, Dress Code and Laundry Policy.docx](#)*

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## Reminder: Agenda for Change Pay Award

Following the recent agreement of the Agenda for Change (AfC) pay award for a 5.5% increase to all AfC staff, Payroll Services is currently applying the uplift for October salaries, with the arrears of pay to follow in November salaries.

[Click this link to view the pay circular](#)

Annex C of the circular also outlines a provision for staff in receipt of benefits to choose to spread their arrears payment over 3 months (or 13 weeks for weekly paid staff). Any member of staff considering making this request should access appropriate advice (for example, through the Universal Credit helpline or Citizens Advice) to understand how receiving their arrears, either as a single payment or by multiple instalments, may impact their personal situation.

The form to request this option is available at: [Request-for-Payment-of-Arrears-in-Instalments.docx \(live.com\)](#), and **must** be sent to Payroll Services by tomorrow, **Thursday 31 October 2024**, to allow the required actions to happen.

**Completed forms can be sent, as follows:**

By post: Payroll Services, Caledonia House, 140 Fifty Pitches Road, Glasgow, G51 4EB

By email: [ggcepayroll.team@ggc.scot.nhs.uk](mailto:ggcepayroll.team@ggc.scot.nhs.uk).

To HR office, Level 5 East: Employees can submit completed paper copies of their forms to HR, who will send directly to the NHS Greater Glasgow and Clyde (GGC) payroll team. Please note GGC payroll also administer payroll for NHS Golden Jubilee.

If you have any queries, please contact a member of the HR department who will provide further assistance.

**Managers – please ensure all staff in your team or department are aware of the above information.**



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## Cyber Security Month

**Cyber security is as simple as ABC – Always Be Careful!**

The Digital Governance team ran a Cyber Security Awareness Month, with the theme ‘Your Digital Services, Acceptable use of Devices, Email and Microsoft Teams’.

Digital Services, the new name for eHealth, play a vital role in providing a support system for service areas, helping in the planning, support and delivery of patient services and care. The department consists of 4 teams: Digital Operations, Digital Governance, Digital Information and Digital Applications.

The Digital Services Desk is your first point of contact for any IT-related enquiries or issues. The team handles all technical enquiries and if further investigations are required, they will escalate to the appropriate team. The team also handles requests for new equipment.



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*The Service Desk can be contacted by phone at extension 5666, via email at [ehhealth.servicedesk@gjnh.scot.nhs.uk](mailto:ehhealth.servicedesk@gjnh.scot.nhs.uk), or through the online portal accessible from the NTWC icon on your desktop.*

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**The details below outline good practices for use of email:**

- Using email to send confidential or sensitive information should be kept to a minimum. If unavoidable, appropriate security measures must be put in place, such as data anonymisation, encryption or password protection.
- Emails containing patient identifiable information must only be sent using nhs.net, scot.nhs.uk or gov.scot email accounts.
- Staff must not use their work email address to register with external organisations or sign up for services for personal purposes.
- The use of personal email services (Gmail, Yahoo etc) for any work purposes is strictly prohibited due to security risks.
- Urgent emails for all staff, hospital or hotel staff groups must be directed to the Communications department or the Chief Executive's Office.

**The following activities took place throughout October:**

- Cyber Videos: Our new Cyber Champion Non-Executive, Lindsay Macdonald, informs us about October Cyber Security Month. [Click this link to watch Lindsay's video message.](#) We also have 3 short animation videos on Acceptable use of Devices, email, Microsoft Teams and Supplier management. [Click this link to view the videos.](#)
- Cyber Quiz: Get a 100% score on the quiz and have a chance to win a 3 course meal for 2 at the Golden Jubilee Conference Hotel. The competition will end on the last day of Cyber Security Awareness Month and anyone with a 100% score will be entered into a draw, with the winner

announced in the first week of November. You can access the quiz through our posters or click on this link: <https://forms.office.com/e/z3M85L05kW>.

- Ward tours: the team was out in clinical departments during this month to discuss and engage.
- Cyber Security eLearning: Our Cyber Security eLearning Module, Cyber Security: Top tips for Staff is on Turas, introduces why cyber security is important and the steps you can take to stay safe online. This training covers 4 key topics of cyber security: defending yourself against phishing; creating strong passwords; securing your devices; reporting incidents. [Click this link to access the module](#).

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### ***Staff Cyber Security Survey***

*Our staff survey aims to determine which Cyber Security topics you would like us to cover in 2025. This survey is open from October 2024 until February 2025 and you can complete the survey now at: <https://forms.office.com/e/A68FDqePj5>.*

### ***Need help?***

*If you have accidentally clicked on a malicious link or provided your credentials to an unknown site or person, contact the eHealth service desk immediately on extension 5666 or email [ehhealth service desk](mailto:ehhealth.service@scot.nhs.uk).*

*For more information or advice, contact the Digital Governance team on [ig@gjnh.scot.nhs.uk](mailto:ig@gjnh.scot.nhs.uk).*

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## **New PACS system**

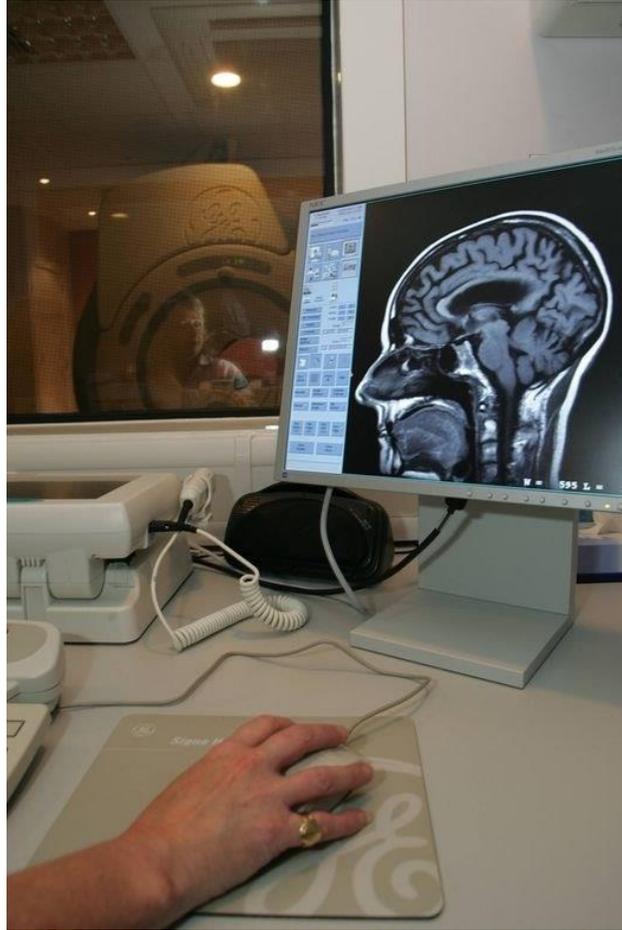
A new Picture Archiving and Communications System (PACS) for radiology IT infrastructure will be launched in NHS Golden Jubilee in June 2025.

We will be one of the first Boards to move from the current Philips PACS to Sectra's cloud-based solution.

This will be a major undertaking while we prepare for the transition, including training and supporting all PACS users in the Jubilee.

Managers will be asked to identify key users from across those services who access PACS regularly to support with local training implementation and ensure that all services gain the most from all the new features this new PACS will bring.

Full support will be given by the experienced PACS team in Radiology.



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To express an interest in becoming a key user for your area, please click the link to complete the form:  
<https://forms.office.com/e/FFy0Q8FS6w>

General updates on progress will be communicated to all PACS users as the project progresses. For any queries, please contact:

- 
- [rosie.devlin@gjnh.scot.nhs.uk](mailto:rosie.devlin@gjnh.scot.nhs.uk)

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[rispacs.manager@gjnh.scot.nhs.uk](mailto:rispacs.manager@gjnh.scot.nhs.uk)

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## Stay Connected with NHS Golden Jubilee Staffnet

The NHS Golden Jubilee Staffnet, built using SharePoint, is now in place with regular updates coming every week to keep you informed on the latest from NHS Golden Jubilee.

### Why Regularly Check Staffnet?

Staffnet is your go-to source for the latest news, events, useful resources, updates and announcements. By checking it regularly, you ensure that you are always up-to-date with important information.

With the SharePoint app available on both iOS and Android devices, you can access Staffnet from your mobile phone. This is especially beneficial for staff who may not have frequent access to a PC, allowing you to stay connected on the go.

Staffnet serves as a central hub for all internal communications. From departmental updates to event notifications, everything you need is right at your fingertips.

Designed with ease of use in mind, the SharePoint-based Staffnet offers a user friendly interface that makes it simple to navigate and find the information you need.

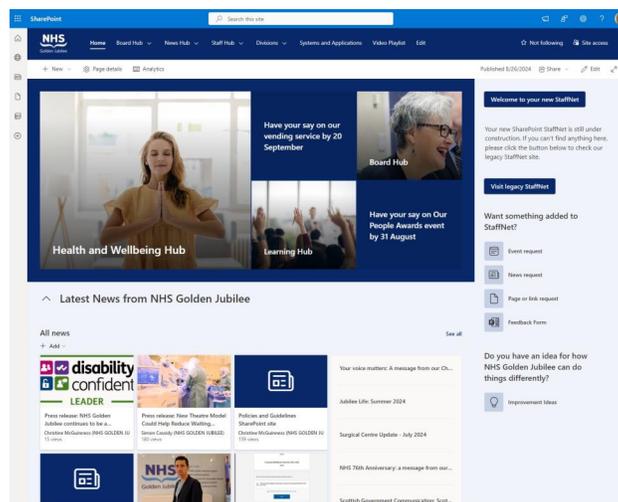
### How to Make the Most of Staffnet:

If you haven't already, download the SharePoint app from the App Store or Google Play. This will allow you to access Staffnet anytime, anywhere.

Use your NHS Golden Jubilee credentials to log in and start exploring the wealth of information available.

Turn on notifications to receive real-time updates and never miss an important announcement.

We encourage all staff to make Staffnet part of your daily routine. By doing so, you will stay informed, connected and involved.



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[Visit Staffnet now at this link.](#)

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## People



### Chloe is Scottish Radiographer of the Year

Congratulations to Team Jubilee's Chloe Peace, an Advanced Practitioner in Radiography, who has been awarded the prestigious title of Radiography Professional of the Year for Scotland by the Society of Radiographers.

Chloe has been recognised in the annual Radiography Awards, a prominent celebration acknowledging exceptional contributions to the radiography profession.

This accolade is a testament to Chloe's commitment to excellence in patient care and professional development. Having achieved Advanced Practitioner status early in her career, Chloe, 28, is now embarking on further studies towards her Master's degree.

As part of her professional growth, she will soon be expanding her role to include MRI reporting, enhancing her scope of practice and bringing added expertise to the NHS Golden Jubilee radiography team.



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*"I am delighted to have received recognition in a professional capacity and to have done so from my peers makes it all the more special."*

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Chloe will attend the 2024 Radiography Awards on Thursday, 7 November, in London where she is in the running to be UK Radiographer of the Year.

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[Click to read the full story](#)

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### **Sky Dive Daredevils**

The very best of luck to 3 daredevil colleagues from our Cardiac Day Unit (CDU - Cath Labs) team who are preparing to do doing a sky dive to raise money for 2 incredible causes, just as soon as the weather permits.

Big-hearted Claire Gren, Philip McRoberts and Nokuthula Sibanda will be flying high and stepping out of their comfort zone for Scotland's Charity Air Ambulance and Nokuthula's local church.





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*Click the link below if you'd like to help them raise more money:*

[Sky dive donation link](#)

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### **Thanks for your service Sharon**

Colleagues said a fond farewell to Occupational Health Clinical Lead Sharon Docherty this month, who leaves us for pastures new this week, 4 years after starting here as a Nurse Manager.

Sharon said: "It's been an amazing 4 years and I will really miss all my Jubilee colleagues and friends."

Thank you for your service Sharon and all the best in your future endeavors, you'll be missed, but will always be part of Team Jubilee.



## Kindness charity – donations needed!

The Kindness Homeless Street Team Glasgow charity is seeking donations of food, toiletries and clothing to help families and individuals in the area.

The charity also provides emergency food supplies to people who are struggling, but are running low on supplies and are now limited in the help they can provide.

Specialist Biomedical Scientist Lindsay Houston, who volunteers for the charity, would like to start a collection at NHS Golden Jubilee for colleagues to donate care packages.

Types of items required include:

- Tinned food, especially meats such as hot dogs, meatballs, Fray Bentos pies and dried food.
- Toiletries – deodorants, shower gel, shampoo, shaving foam, razors
- Full fat cans of juice and bottled water
- Crisps, snack-size chocolate bars
- Sugar, tea, coffee, UHT milk
- Mens' boxer shorts, all sizes

There are 2 collection boxes at Hospital Reception to drop off donations.



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Contact [Lindsay Houston](mailto:Lindsay.Houston@nhs.uk) for more information, or visit <https://kindnessglasgow.co.uk>.

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## Gleneagles Hotel stay prize winners

Congratulations to Information Governance Manager Sarah Mack and Nurse Abie Reynolds who were the 2 winners in our staff prize draw for an overnight stay with breakfast for 2 at the luxury Gleneagles Hotel.

We received the 2 vouchers to give away courtesy of the company's 'Our Turn to Care' voucher offer for healthcare workers as a thank-you for our work during the COVID-19 pandemic.

The 2 winners were chosen at random from our entire workforce.

The prize includes:

- 1 night's stay for 2 in a Manor double or twin room with full Scottish breakfast
- Complimentary transfers from Gleneagles Station on request
- Unlimited use of the leisure facilities – swimming pools, sauna, outdoor hot pool, gym, croquet, putting greens, pitch and putt, snooker and tennis

We would like to thank the Gleneagles Hotel for this most generous gift, which will be a well-deserved break for the lucky winners.



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## Val-You



### Scotland's Health Awards finalists

We're so proud that Team Jubilee are finalists in 2 categories at the 2024 Scotland's Health Awards.

Our amazing volunteers are finalists in the Volunteers award, and our fabulous team behind 'The Hospital: Life on the Line' are in the running for Top Team.

The awards celebrate the extraordinary achievements of those individuals and teams who go above and beyond to deliver compassionate, high quality health and social care to the people of Scotland.

They recognise the contribution of frontline health and social care workers, but also celebrate those who work so hard behind the scenes in support roles to ensure we have the kind of health and care services that are vital in achieving the highest quality of care.

Best of luck to our teams, and all of our fellow finalists on the big night, which will take place on Thursday 7 November in Edinburgh.



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## Our People Awards 2024 - meet the nominees!

Shortlisting is now under way for Our People Awards 2024.

Earlier this year you voted for what type of awards event you wanted us to hold this year.

We can now reveal that we our awards gala dinner will take place in the Golden Jubilee Conference Hotel on Wednesday 27 November 2024.

Look out for more details on the event and our finalists, coming soon!



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Click the link below to *meet your nominees in each category before our finalists are announced next week.*

[Meet the nominees!](#)

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## Next steps in theatre culture transformation

We are excited to announce that the next steps in our theatre culture transformation process are underway! With the ongoing expansion and the phased opening of our new Surgical Centre, we have a fantastic opportunity to build a strong foundation for the future of our organisation and the culture of our teams.

To gather your valuable insights, we invite all theatre staff to complete a survey launching on **Monday 4 November 2024**. This survey is a crucial part of our efforts to understand the current culture within our theatre settings and identify areas for improvement.

### Why is this important?

- **Culture:** It's 'the way we do things around here' and has a major role in decision-making, behaviour, and prioritisation.
- **Impact:** It affects staff experience, outcomes, and the quality of patient care.
- **Goal:** To create an environment where every staff member feels valued, supported, and empowered.

**Survey Period:** Monday 4 November - Friday, 22 November 2024.

You will be emailed a link to this survey and invited to share your feedback. Alternatively, paper copies are available on request and will be supplied to public areas around your department.

Your feedback will help us create a supportive and empowering work environment. Please take the time to share your experiences and perspectives.

Thank you for your participation and continued dedication.



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## Diwali

Diwali is the 5-day Festival of Lights, celebrated by millions of Hindus, Sikhs and Jains across the world. It is a festival of new beginnings, the triumph of light over darkness and good over evil.

The festival falls between mid-October and mid-November but changes each year because it is set by the lunar calendar. This year Diwali begins on Friday 1 November.

Many people clean their homes and buy gold or silver items for good fortune. Houses are often decorated with colourful rangoli designs. There are fireworks and sparklers. Friends and families visit and exchange gifts, hold parties and share food and sweets. Diwali is also a time for prayers and people also leave offerings to gods and goddesses.



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## Help us shape the future of Race Equality

NHS Golden Jubilee is proud to celebrate Black History month this October with a commitment to further strengthening our work towards mainstreaming equalities across our organisation.

We recognise the valuable contribution that our ethnic minority colleagues bring in fostering a diverse culture with a wealth of experience and perspectives to enhance the delivery of care to the multicultural population of Scotland we serve.

We are excited to announce the development of our boards Anti-racism Action Plan 2025-29, focusing on 5 key themes to address racialized health inequalities across a 4 year timeline, commencing in spring 2025.

Between November 2024 and February 2025, a series of engagement events will take place with our ethnic minority colleagues to gather views on the key areas of focus that require addressing within each theme.

- Theme 1: Leadership and accountability
- Theme 2: Culture
- Theme 3: Equity of opportunity

- Theme 4: Using data to inform action
- Theme 5: Addressing concerns



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*To register your interest to take part and shape the future of Race equality at NHS GJ, please send an email to [gjnh.ethnicminority@gjnh.scot.nhs.uk](mailto:gjnh.ethnicminority@gjnh.scot.nhs.uk)*

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### **Celebrating our Allied Health Professionals**

We celebrated all of our Allied Health Professionals (AHPs) earlier this month by taking part in AHP Day, with Chief executive Gordon James expressing his gratitude for the “positive impact” they make to healthcare.

*“We celebrate the invaluable contributions of Allied Health Professionals (AHPs), whose dedication and expertise transform healthcare every day.*

*“From diagnosing complex conditions and aiding recovery to providing compassionate patient care and empowering individuals on their health journeys, AHPs bring specialised skills that enhance the wellbeing of patients and strengthen the entire healthcare system.*

*“Their collaborative spirit, commitment to excellence and tireless efforts make a profound difference, ensuring patients receive the comprehensive, high-quality care they deserve.*

*“To all AHPs, thank you for your hard work and the positive impact you make in healthcare!”*

*Gordon James, Chief Executive*

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“

## #AHPsDay

Today, we celebrate the invaluable contributions of Allied Health Professionals (AHPs), whose dedication and expertise transform healthcare every day.

From diagnosing complex conditions and aiding recovery to providing compassionate patient care and empowering individuals on their health journeys, AHPs bring specialised skills that enhance the wellbeing of patients and strengthen the entire healthcare system.

Their collaborative spirit, commitment to excellence and tireless efforts make a profound difference, ensuring patients receive the comprehensive, high-quality care they deserve.

To all AHPs, thank you for your hard work and the positive impact you make in healthcare!”

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**Gordon James**

Chief Executive - NHS Golden Jubilee



Some of our AHPs outlined their roles in a blog talking about how their incredible work helps patients from all across Scotland in a range of services from orthopaedics to ophthalmology.

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[\*Click this link to read the blog\*](#)

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## Comments about you!

**Daughter of cataract patient:** I was referred to the eye department at the Golden Jubilee Hospital. I have now had both eyes operated there. The functioning of the department was like clockwork. The staff were all professional, competent and personable. It truly has been a positive experience and a model of how to run a department efficiently but remain person centred. Well done all.

**Colonoscopy patient:** After the procedure, another nurse looked after me and even brought me a warm blanket as she noticed I was cold. I hadn't even mentioned I was cold! It was very comforting. Another nurse brought me a tea and water.

I felt the atmosphere on the ward was very professional and warm. The place even smelled good. I'd like to thank everyone for their excellent care.

**Colin Gray:** Thanks to this amazing team that helped me take my first steps after my surgery and without their expertise and guidance it would have been a longer road to recovery.

**Cataract patient:** Absolutely delighted to have been referred to this wonderful hospital. From my assessment for cataract surgery a few weeks ago to my actual surgery today. A very professional organisation with highly trained staff. The friendly approach, warm smiles, I can't speak highly enough. Even a bit of banter put me at ease through my short time there. You are in good hands at Golden Jubilee.

**Elizabeth Macklin:** I would love to thank everyone who was involved with my heart operation to remove a tumour two weeks ago, I am so grateful for everything and all the care that was given to me.

**Cataract patient:** I attended the eye centre for right eye cataract surgery would like to praise surgeon Eoghan millar and the staff present during my surgery. I was able to hold the hand of female staff member to put me at ease, everyone there played their part in making me welcome. They put me at ease and the procedure a success. I am happy, over the moon.

**Patricia Tricia Hughes:** Amazing hospital and staff.

**Liz Taylor:** Absolutely amazing hospital. I have had two hips replaced here!

**Russell Jan:** My cousin gets treatment here and my mum did too. A fantastic hospital!

**Cataract patient:** It has been my absolute pleasure to have the cataract on my left eye removed by the wonderful team at the Eye Centre. I had the cataract on my right eye removed on a previous occasion. On each of my visits the care I have received by the medical staff in this unit has been exceptional. From the minute you enter the waiting area you are greeted warmly and made to feel at ease. The whole procedure is painless from start to finish and I would urge anyone who is having sight difficulties due to cataracts to jump at the chance to have them removed. The difference to my sight is phenomenal.

**Endoscopy patient:** I was very nervous the day before I went in as I have PTSD, but on entry to the unit I was greeted by a lovely lady who immediately made me feel at ease. The backgrounds of normal chats between staff kept me stable. The Nurse for Admission was great, very thorough with medical information, so friendly and all other staff were amazing. I was in and out fairly quick. The knowledge, professionalism and understanding of these lovely ladies is outstanding. They do a remarkable job. Thank you.

**Patient's daughter:** My mother has been a patient at the hospital on ward 4 West and two of the staff have made her stay far more pleasant than it would have been. A Healthcare Assistant and a food and beverage server have gone beyond their duties by being very friendly, helpful and accommodating. They deserve to be recognised for providing an excellent level of service.



**After the procedure, another nurse looked after me and even brought me a warmed blanket when she noticed I was cold. I hadn't even mentioned I was cold! It was very comforting. Another nurse brought me tea and water.**

**I felt the atmosphere on the ward was very professional and warm. The place even smelled good. I'd like to thank everyone for their excellent care**

Colonoscopy patient



**Absolutely delighted to have been referred to this wonderful hospital. From my assessment for cataract surgery a few weeks ago to my actual surgery today. A very professional organisation with highly trained staff. The friendly approach, warm smiles, I can't speak highly enough. Even a bit of banter put me at ease throughout my short time there. You are in good hands at the Golden Jubilee.**

Thank you all

Cataract Patient



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I was referred to the eye department at the Golden Jubilee Hospital. I have now had both eyes operated on there. The functioning of the department was like clockwork. The staff were all professional, competent and personable. It truly has been a positive experience and a model of how to run a department efficiently but remaining person centred. Well done all.

Daughter of  
Cataract Patient

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## Events



### To Absent Friends: 1 - 7 November

The first week in November is 'To Absent Friends', within which a number of faith traditions remember those who have died during the month of November (e.g. in some Christian traditions it is All Souls Day on 2 November).

People who have died remain a part of our lives and they may come in to focus during a special time in the year, for instance birthday, anniversary, Christmas and New Year.

Loss and grief is not easy and the closer we are to someone the more difficult it can be. We can only hope that we can heal over time with the support of family and friends.

Sometimes we are not good at talking about loss and grief, but it continues to have a profound effect on our lives. In a strange and curious way, talking about our bereavement can help us to heal. Asking how someone else is feeling helps us too.

But we encourage everyone to remember, to tell stories and to celebrate and reminisce about the people who have died whom we have loved, who made a huge impression on our lives.



### **Tree of Remembrance in the Spiritual Care Centre**

For the first week in November we would like to invite you to come to the Spiritual Care Centre and add a name or names to one of our cards and place it on the Tree of Remembrance.

Come to this quiet space, sit and take a breath and remember and celebrate the life of the person who is no longer with us, which of course, you can do this before or after this week.

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*Remember, we are here to support your wellbeing and if you would like to talk at any time in regards a bereavement or on loss and grief, please do not hesitate to contact Tosh Lynch on extension 5060 or at [GJNH.SpiritualCare@gjnh.scot.nhs.uk](mailto:GJNH.SpiritualCare@gjnh.scot.nhs.uk).*

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### **To Absent Friends Website**

To Absent Friends gives people across Scotland the opportunity to remember, to tell stories, to celebrate and to reminisce about people we love who have died. 'To Absent Friends, a People's Festival of Storytelling and Remembrance' is an opportunity to revive lost traditions and create new ones.

**People who have died remain a part of our lives – their stories are our stories,** yet many Scottish traditions relating to the expression of loss and remembrance have faded over time.

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[Click this link for more information](#)

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## Armistice Day

Our Annual Armistice Day Ceremony will take place at the Lancastria Memorial on our site on Monday 11 November.

Our Spiritual Care Colleagues, Tosh and Joe, will be joining us to say a few words before the ceremonial laying of a wreath to honour the sacrifices of those who have lost their lives in conflicts since the beginning of World War 1.

All staff are invited to join us in paying their respects.

Please gather at the Lancastria Memorial from 10.45am as the ceremony will start shortly before 11am.



## Health and Wellbeing





**We are committed to supporting the health and wellbeing of our staff and have a range of resources available.**

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### **Menopause Awareness Month**

To support Menopause Awareness Month this October, the Menopause campaign aims to raise awareness of symptoms that could be menopause and help empower women to navigate this transition with more confidence.

Menopause is a transition that all women will go through. It usually occurs between the ages of 45 and 55. Some women may experience early menopause (before the age of 45) or premature menopause (before the age of 40).

For some women the transition through menopause can be straightforward. Other women can experience multiple physical and psychological symptoms which can have significant impact on their quality of life.

The aim of our campaign is to help women feel more prepared for menopause by increasing awareness of lesser-known symptoms and encouraging women to seek information and support. The campaign highlights that every woman's experience of the menopause will be different, as will their symptoms and therefore their support needs.



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*Activity signposts to menopause resources on [NHS Inform's Women's Health Platform](#) ensuring access to accurate information.*

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### **Dr Bike rolls into Jubilee**

Many thanks to the Dr Bike mechanics from Bike for Good Glasgow who were at the Jubilee this month to carry out tune-ups and checks on staff's bikes, which helps them keep active, and helps us lower our carbon footprint by having more staff actively travel to work.

The free services were funded by the Health and Wellbeing Group as part of our commitment to your good health.

A win-win for everyone!



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## Breast Cancer Awareness Month

Breast cancer is the most common cancer in the UK with around 55,000 women and 370 men being diagnosed annually in the UK.

Breast cancer can affect anyone who has a small amount of breast tissue, including cis women, cis men, trans women, trans men, non-binary and gender diverse individuals.

The signs and symptoms present similarly to those in cis women. The most common symptom is a lump across the chest or the armpit. If a person has had top surgery (also called gender affirming mastectomies) the signs and symptoms may present more like those in cis men.

If you find a lump or notice any other changes to chest tissue, it's important to get checked by your GP as soon as possible.

Many symptoms of breast cancer, including breast lumps are non-cancerous and caused by normal tissue changes, but it is important that you pay attention to your body and seek advice if you notice anything that is abnormal for you.

### **Signs and symptoms of breast cancer may include:**

- Skin changes such as puckering or dimpling.
- Unusual lump or swelling in your armpit, or around your collarbone.
- Unusual lumps and thickening.
- Liquid coming from your nipple.
- A sudden, unusual change in size or shape.
- Nipple is pulled inwards or changes direction.
- A rash or crusting on or around your nipple.
- Constant, unusual pain in your breast or pec, or armpit.

In Scotland, the NHS offers routine breast screening to women aged 50 to 70. Those who are eligible are invited every three years, and the process typically takes around 10 minutes. Breast screening doesn't prevent cancer, however it helps to detect cancers at an early stage when they are too small to see or feel.

To coincide with Breast Cancer Awareness Month, Public Health Scotland (PHS) has launched a step-by-step guide video showing someone what will happen when they attend for a mammogram at a local centre or mobile clinic. As the video shows, the process is simple and takes around 10 minutes.



 **1 in 9** women  
in Scotland will  
develop breast cancer.



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[\*Click this link to watch the video\*](#)

*For more information on the signs and symptoms:*

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- [\*Female Signs and Symptoms\*](#)
  - [\*Male Signs and Symptoms\*](#)
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*More information about cancer is available on [NHS Inform](#).*

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## Learning and Organisational Development



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The latest [Learning and Organisational Development update](#) has details of current training opportunities.

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## Towards Conscious Inclusion

NHS Education for Scotland (NES) is hosting a learning session to help people understand our own biases, which can help us deliver better care.

Facilitated by the NES Equality and Human Rights Team you will hear from the highly experienced and champions of equality and inclusion, Professor Nitin Gambhir, Lead Dean Director, and Julia MacKenzie, Senior Specialist Lead from the Leading to Change Team.

We are human, we have biases. It's natural and this is how our brains work, but the session will help you:

- understand your biases
- deal with your biases
- understand what you can do to interrupt and reduce them

The session is taking place on **Tuesday 26 November from 1pm - 2pm on MS Teams.**



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Click this link to join on the day: [Join the meeting now](#)

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## The Social side



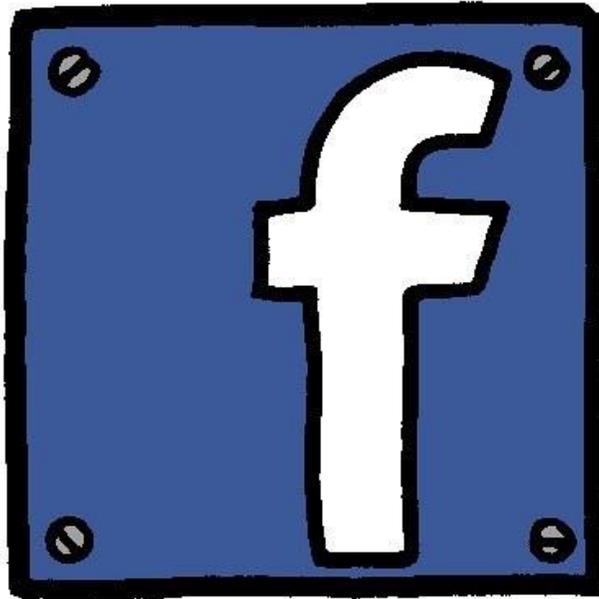
## What's happening on our social media pages

This month, our most popular post was our social media community rallying to support Clair Green, Philip McRoberts, and Nokuthula Sibanda on their skydiving adventure.

The funds raised are going to Scotland's Air Ambulance Charity and Nokuthula's local church.

Please make sure you like and follow us across all social media to like, comment and share, to show support for our colleagues and campaigns and stay up to date with our latest updates.

Your engagement makes a huge difference in helping us raise awareness of the amazing work that is carried out at NHS Golden Jubilee every single day.



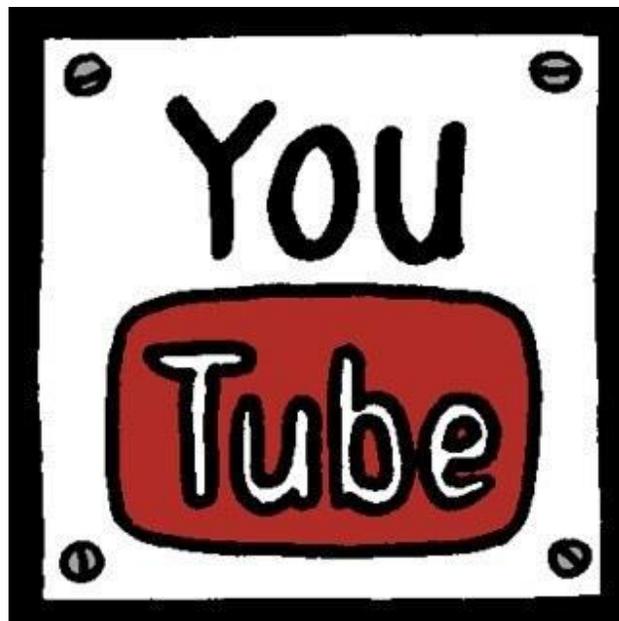
1 - [Click here to access our Facebook page](#)



2 - [Click here to access our X page](#)



3 - [Click here to access our Linked in page](#)



4 - [Click here to access our YouTube page](#)



5 - [Click here to access our Instagram page](#)

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*If you have any interesting photos you'd like to share with colleagues, or on our social media pages, send them to [Comms](#).*

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## Scottish Government News



### Right Care Right Place Campaign

The "Right Care Right Place" campaign launches on October 28, 2024, to guide the public on using urgent care services appropriately. It advises visiting A&E only for emergencies and contacting NHS 24 at 111 for non-critical issues. More details are available at [NHSinform.scot/right-care](https://www.nhs.uk/infomedia/nhsinform/scot/right-care/).

# Right Care Right Place

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## Improved Recording of A&E Activity

From 4 February 2025, Public Health Scotland will include 'planned' A&E attendances in their statistics, aligning with England. This change, supported by the Royal College of Emergency Medicine, aims to improve consistency and will minimally impact performance figures.

[For more information, visit this link.](#)



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## RSV Vaccine

Public Health Scotland is working in collaboration with NHS Health Boards to gather important feedback on the Respiratory Syncytial Virus (RSV) vaccination programme in Scotland.

As part of the evaluation, there are two short online surveys that eligible patients and staff are being invited to fill out. The deadline to participate has been extended and is now open until 5pm on 6 November 2024.

[You can fill out the survey here.](#)



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### New Scottish Benefit for Pensioners

A new pension Age Disability Payment launches in pilot locations, in five local authority areas. It is for people of State Pension age and over who are disabled or have a long-term health condition that means they need help looking after themselves or supervision to stay safe; or are terminally ill.

People who live in Argyll & Bute, Highland, Aberdeen City, Orkney and Shetland can now apply. The payment will be available across Scotland by 22 April next year. [Find out more at this link.](#)

 gov.scot

## New benefit for Scottish pensioners

Pension Age Disability Payment will be piloted from October in Argyll & Bute, Highland, Aberdeen City, Orkney and Shetland.



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### Improving Palliative Care

Views are being sought on a new strategy Palliative Care Matters for All.

Palliative care is holistic care that prevents and relieves suffering through the early identification, assessment and management of pain and other problems – whether physical, mental, social or spiritual. The aim is to deliver the best possible standards of palliative care for adults and children, families, and carers wherever and whenever it is needed.

[Take part by clicking here.](#)



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## Jubilee Life copy deadline



If you'd like an article or information in the next edition of Jubilee Life, please submit your copy by Friday 15 November to be included in our next edition.

While consideration will be given to late submissions due to timings of events, if copy is received after the deadline date, articles may not be included.

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*Please send your Jubilee Life submissions to [Comms](#).*

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## Contact us

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*Tell us what you think...we want to hear your views!*

*If you would like to comment on any of the issues featured, please send your comments to [Comms](#) or complete the feedback form.*

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