

Jubilee Life **April 2024**



Issue 59

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

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

News



NHS Golden Jubilee named Employer of the Year

We are delighted to announce that our commitment to the armed forces has been recognised again after winning Employer of the Year at the Scottish Veterans Awards 2024.

The annual awards recognise Veterans who are doing great things in their communities and organisations who do everything they can to support the Armed Forces.

We provide a range of support and policies for members of the armed forces family, including work life balance policies which provide increased flexibility and leave.



“We are honoured to be named Employer of the Year at the Scottish Veterans Awards and were delighted to accept the award on behalf of past, present and colleagues from across the armed forces family.

“Our armed forces colleagues and their families have made the biggest sacrifices as part of their commitment to serve our country, and since we first opened our doors in 2002 we have been proud to do everything we can to support veterans, reservists and their families.

“We have always recognised the value of the transferable skills which these individuals bring to our workforce, and the direct benefit this has for patients from all across Scotland.

“As we continue to move forward in our wider partnership with the armed forces, we continue sharing and learning new ways of working, which will result in transferable, innovative training and leading-edge solutions to improve services for Scotland’s patients.”

Gordon James, Chief Executive



First recognised as a Supportive Employer of the Armed Forces Reserves in 2013, NHS Golden Jubilee signed the Armed Forces Covenant with the Ministry of Defence (MOD) in 2016.

[Click this link for the full story](#)

SACCS Team up for top award

Our very own Scottish Adult Congenital Cardiac Service nursing team have been named finalists in the prestigious Royal College of nursing Scottish Nurse of the Year Awards.

Recognised in the 'Nursing Team of the Year' category, this nomination highlights the exceptional dedication to delivering outstanding patient care, pioneering efforts in innovation and excellence in improving patient outcomes.

The RCN proudly hosts these awards to honour the dedication and exceptional care provided by nursing staff across various specialties and roles. Our SACCS team have been shortlisted from a large number of nominations received by the public.

The team have invested significant time and effort in building lifelong relationships with their patients here at NHS Golden Jubilee, including going above and beyond to build trust and communications.



“We are immensely proud of the SACCS nursing team's well-deserved recognition as finalists in the RCN Scottish Nurse of the Year Awards.

“Their commitment to delivering exceptional patient care, fostering innovation, and driving continuous improvement serves as a beacon of inspiration for healthcare colleagues, patients and families.”

Anne Marie Cavanagh, Nurse Director

The awards will take place 23 May 2024 at the national Museum of Scotland in Edinburgh. Good luck SACCS team!

Golden Jubilee Conference Hotel winner at 2024 E Awards

Our colleagues at the Golden Jubilee Conference Hotel are celebrating after being crowned winners at the 2024 E Awards this month.

The team picked up the prize for ‘Best MICE Supplier’ at the prestigious awards held in the O2 Academy in Edinburgh.

The annual awards recognise the very best in Scottish events, highlighting the resilience and outstanding work shown by organisations across the country.

The Hotel team was selected by a panel of the industry’s leading figures as the winner for their exceptional contributions to the events industry.

The team stood out from the competition with their professionalism, creativity and attention to details, providing seamless bespoke experiences that not only meets, but exceeds client expectations.



Commercial and Logistics Director, Denis Flanagan said: “Scotland’s MICE landscape is rich with innovation and a unique blend of high calibre experiential, modern and traditional venues.

“Receiving the award for ‘Best MICE supplier in Scotland’, demonstrates the Hotel’s commitment to understanding our client’s needs, orchestrating and executing tailored experiences that surpass the expectations of event planners and organisers.

“For us here in the Golden Jubilee Conference Hotel it is about crafting a seamless, personalised service that elevates every meeting, conference or event to unforgettable heights”

[Click here to read the full story](#)

New Programme aims to improve lung cancer diagnosis

NHS Scotland Academy, with funding from the Scottish Government’s Detect Cancer Earlier (DCE) Programme, has announced the development of a pioneering training programme that aims to significantly improve the speed of diagnosis and treatment of lung cancer patients across Scotland.

The National Bronchoscopy Training Programme will develop state-of-the-art bronchoscopy training for 45 NHS Scotland respiratory trainees and trainers, resulting in improved diagnosis of illnesses, including cancer, and accelerated treatment and care.

The programme aims to accomplish this by 2026, using high fidelity simulation technology, providing faster, improved, and more focused initial training for doctors.

Traditionally, bronchoscopy training is carried out using an apprentice-style approach on patients. However, this new method provides faster, safe, hands-on experience and practice using state-of-the-art simulators, providing learners with more opportunities to develop their essential skills.

NHS Education for Scotland has funded the simulators, which will enable clinicians to gain experience and competently perform bronchoscopy procedures, reducing discomfort to patients.

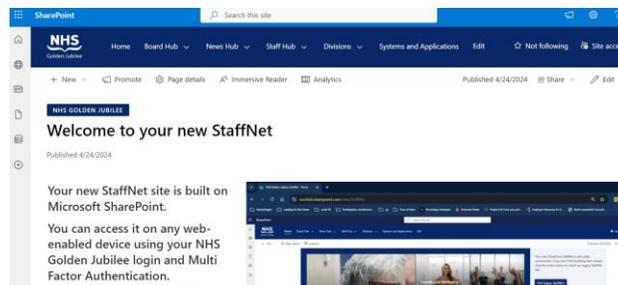
The Academy have also begun delivering an advanced programme focusing on Endobronchial Ultrasound (EBUS) to help upskill trainees, and eventually consultants, across NHS Scotland. This is a key step towards achieving better outcomes for lung cancer patients, advancing essential mediastinal staging and offering an improved standard of care.



[Click here to read the full story](#)

New StaffNet

The first phase of your new StaffNet site is now live. The new StaffNet site is built on Microsoft SharePoint and you can access it on any web-enabled device using your NHS Golden Jubilee login and Multi Factor Authentication.



[Find out more about new StaffNet](#)

[Go to new StaffNet](#)

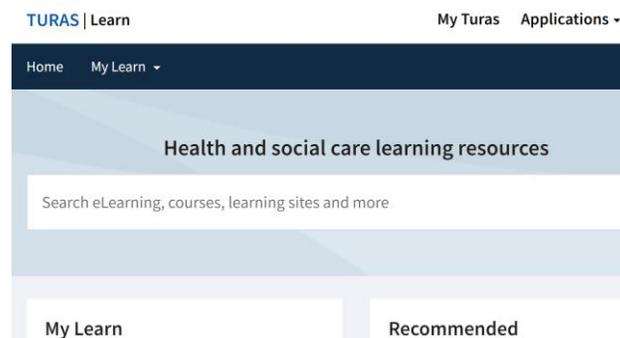
Turas Learn migration

We recently announced that we're moving to a new learning management system for staff – Turas Learn.

The migration from eESS and learnPro will host all online Learning and course bookings in a one-stop shop for all things learning, and the great thing about Turas Learn is you can access it anywhere, from any device – all you need is an internet connection.

(Please note that eESS will still be the main HR system for all staff personal and job-related data, and managers and staff should continue to ensure this is kept up to date following all local HR processes).

From tomorrow, Wednesday 1 May 2024, all Mandatory training and Induction eLearning modules will be available on the new Turas Learn site. Staff will no longer have access to learnPro. Course bookings and all other learning resources will remain on the existing eESS site until Friday 31 May 2024.



What is Turas Learn?

Turas Learn is a content and learning management system which hosts learning materials for all health and social care staff, volunteers and students in Scotland. It is an application of the wider Turas system, which also hosts Appraisal information for all Agenda for Change (AfC) staff.

On Turas Learn, users will find learning sites that contain eLearning modules, learning programmes and bookable courses. You will be able to access all our existing in-house offerings such as eLearning modules, view and book onto virtual or classroom courses, view guides and other useful resources to support your development.

In addition, you'll also be able to access some national eLearning modules and resources.

What information will be available on Turas Learn?

Eventually all eLearning modules, classroom/virtual training courses, guides and learning resources will be available on Turas Learn. However, as we are migrating a lot of data from 2 other systems (eESS and learnPro) to 1 single system, we will be prioritising what information is available in the first instance.

Therefore, Mandatory Training and Induction learning sites will be available from 1 May 2024 and staff will no longer have access to learnPro from 30 April 2024.

If you have any eLearning that's due to expire soon, we strongly recommend you complete this via learnPro before 30 April to ensure there is no gap in access and you don't expire on any modules.

The remainder of our eLearning modules and bookable courses will be available from Friday 31 May. Staff should no longer use eESS for any course bookings after this date as all future course dates will only be available on Turas Learn.

What will happen to my training history?

We will be transferring 6 years' worth of historical training data to Turas Learn, which follows our Board's data retention schedule. This means that any eLearning or classroom courses completed within the last 6 years will be available to view on your training record on Turas Learn (certain clinical courses that are mandatory and out with 6 years will also be transferred for reporting purposes).

Anything else out with 6 years will still be available to view on your eESS Learning History should you need to access it.

It is expected that historical data will be available on Turas Learn by the end of July.

Does Turas Learn produce reports?

Yes, there are a suite of reports on Turas Learn that will be available from the end of July, once all historical data has been transferred.

There are specific reports for line managers, L and OD staff, Clinical Education staff and subject matter experts and further information and training in accessing and using reports will be made available to the required staff nearer the time.

Accessing your Turas Learn account

Existing staff – Agenda for Change

If you are an existing Agenda for Change (AfC) NHS Golden Jubilee staff member you **should** already have a Turas account as it's where you may have completed certain national eLearning modules, and where you enter your appraisal information each year. Login to your existing Turas account and select the 'Learn' tab to access all learning.

Alternatively, if your login details are the same as your Office 365 details (i.e. word email address) you can select the 'Sign in with Office 365' button to login to your account.

It's important that, if you do not remember your existing login details, that you do not create a new account as any previous learning will be lost and it is extremely difficult to get accounts merged. If you forget your login details at any point, please use the 'Forgot your password?' option and the system will email you to create a new password.

If you are unsure whether you already have a Turas account or what your username is please contact:
GJNHAndODInfo@gjnh.scot.nhs.uk

OR



If you work for NHS Scotland you can now access Turas using your Office 365 work account details

Sign in with Office 365 details

New Staff – Agenda for Change

If you are joining us and new to the NHS, you can create a new Turas Learn account.

You will need your work email address to do this and this will form your username. As part of creating an account, Turas Learn will send a verification code to your work email address, therefore it's important that you ensure your work email address is activated before creating your Turas Learn account.

Contact the eHealth Digital team if your email account is not yet set up.

The following User Guide explains how to navigate and use the site: [Turas Learn user guide](#) | [Turas | Learn \(nhs.scot\)](#)

Turas can be accessed here: [Turas](#) | [My Turas](#) | [Home\(nhs.scot\)](#)

Non-Agenda for Change staff

If you are a non-Agenda for Change staff member (i.e. medical staff, volunteer) and have used Turas Learn previously you can continue to login and use the site with your existing login details. If you have never used Turas before, you can create an account following the steps above, ensuring you register with your work email address.

As Volunteers do not have a work email address, there is a separate guide to creating a Turas Learn account, which you can access from the Volunteer Manager or the L and OD Team.

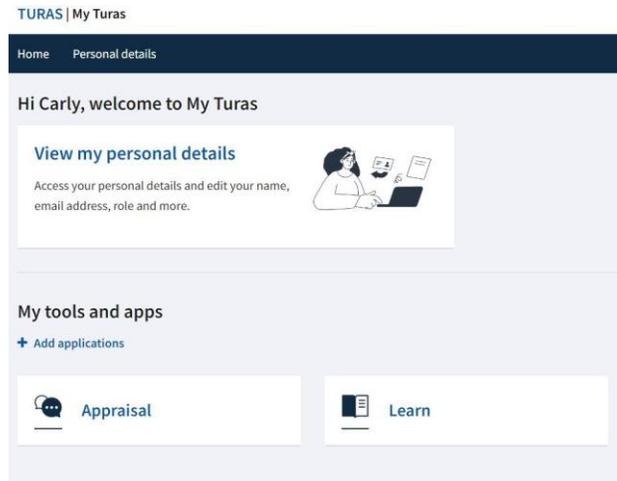
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If you are unsure whether you already have a Turas account or what your username is please contact: GJNHLAndODInfo@gjnh.scot.nhs.uk

Staff transferring from another NHS Scotland Board

If you are joining us from another NHS Scotland Board, login to Turas using your login details from your previous board. Once logged in you can change your board, job role and username (to your new NHS Golden Jubilee email address) via the 'View my personal details' tab.

It's important that, if you do not remember your existing login details, that you do not create a new account as any previous learning will be lost and it is extremely difficult to get accounts merged. If you forget your login details at any point, please use the 'Forgot your password?' option and the system will email you to create a new password.



If you have any queries at all about the migration to Turas Learn, please contact the L and OD team at GJNHLODInfo@gjnh.scot.nhs.uk.

Cultural Humility digital resource

NHS Scotland Academy, in collaboration with the NHS Education for Scotland (NES) Equality, Diversity and Human Rights Team, have created the Cultural Humility digital resource to support the development of positive cultural humility values and behaviours across the health and social care workforce.

Featuring a range of videos, reflective activities and scenarios, the resource will support you to increase your understanding of different cultures and backgrounds, developing skills to engage in respectful and meaningful interactions with patients and staff.



[Click this link to find out more and to complete this module](#)

Quality Improvement roadshow

The Quality, Performance, Planning and Programmes (QPPP) team's Quality Improvement (QI) staff are going on the road as Jonathan O'Reilly and Pamela Firth host a series of in-person events to promote all things QI at the Golden Jubilee.

Discover an array of QI resources, training opportunities and invaluable insights to empower you in driving positive change within your workplace. You can suggest your ideas for improvement and take part in our QI Quiz to win fantastic prizes, so don't miss out on this chance to connect, learn and collaborate, and share this opportunity with your teams and networks.

Find us on the following dates, locations, and times listed below so you can mark your calendars and join us for an enriching experience in advancing quality and performance together:

- Thursday 18 April: Level 5 Boardroom: 10am-12pm
- Thursday 25 April: Eye centre staff room: 9.30am-12pm
- Thursday 2 May: West lifts: 9.30am-12pm
- Thursday 16 May: Hotel Foyer: 10am-12pm
- Thursday 23 May: West lifts: 10am-12pm



[Click this link to learn more about QI and access resources](#)

Staff Appraisals – Talk not Tick!

There are many different names going around for appraisal. You'll hear it called PDP, PDP&R, KSF, eKSF, Turas, Turas Appraisal – to name but a few!

Your appraisal is a 1-2-1 discussion with your manager that is recorded on a system called Turas. The discussion should reflect on the previous year and plan for the next 12 months.

All Agenda for Change staff are required to carry out an appraisal annually and the aim is that at least 80% of staff have a current appraisal at any given time.

While we know how challenging it may be for teams and managers to find the time to dedicate to the appraisal process, this is such an important part in supporting the development and job fulfilment for every member of our team.



Team Spotlight: National Elective Services Division

This month, one team shone in their dedication to supporting the appraisal process, with our National Elective Services Division showing an amazing 11% increase in their staff PDP levels.

Accomplished by a renewed focus on supporting staff to get the most out of their careers, with dedicated PDP time and support, this is a remarkable increase in a relatively short space of time.

Discussing the increase, Director of National Elective Services, Christine Divers said: "We know how important the PDP process is, and made this a standing item at our Departmental Meeting.

"We provided regular updates as to the progress everyone had made, what our targets were, and supported the teams to get these planned in around their existing workloads.

"This has been a great result for the team, and we're dedicated to keep this momentum going across our services. Well done everyone!"

Resources and Support

We have developed a number of guides and resources to support managers and staff in preparing for, and having meaningful appraisal conversations.

You can find a range of support, resources and information by [clicking this link](#).

If you are short on time, we've also developed these short animations to support you:

[*Personal Development Planning and Review Support for Managers*](#)

[*Top Tips for Planning your Appraisal – for Staff*](#)

Scan for Safety - another 'first' for NHS Golden Jubilee

A massive thank you to all the staff who worked hard to allow us to implement the Scan for Safety programmes across multiple services.

We became the first NHS board in Scotland to roll out the patient safety programme for Cardiac, Orthopaedics and Ophthalmology medical devices.

The national Scan for Safety programme is supporting the roll out of barcode scanning technology to acute hospital departments across Scotland.

Devices include those used in eye, heart and orthopaedic hip and replacement treatments that are permanently implanted into the body.

The programme has been focused on areas which regularly use implantable devices classified as 'high risk' due to the device functionality in helping sustain or support life.



Steven Friel, Scan for Safety Lead at NHS Golden Jubilee said: "Applying this technology into the point of care setting will benefit our organisation not just in the short term, but over time with amazing potential, helping support our aims towards longer term financial, environmental and operational sustainability."

[Click this link for the full story](#)

Whistleblowing – Training, Support and Resources Available

At NHS Golden Jubilee, we take pride in creating an environment where you can all raise concerns about patient safety, malpractice and other forms of harm.

Our Whistleblowing Champion, Callum Blackburn, is one of our Non-Executive Directors who brings his expertise to our organisation to ensure that Whistleblowing is embedded throughout our practices.

Callum's role is a nationally appointed, independent role and as a Non-Executive Director, his appointment demonstrates our commitment to upholding the Whistleblowing Standards.

This is a vital part of our commitment to creating an environment where staff feel safe and supported to raise concerns about safety, malpractice and other forms of harm.

Confidential Contacts

As part of our team, you have access to support from our Confidential Contacts.

These individuals work with our Whistleblowing Champion to raise awareness of the importance of speaking up if you have concerns, and the appropriate way to do so.

Our Confidential Contacts are independent of normal management structures and will act as an initial point of contact for any staff member who wants to raise a concern.

They will support you by providing a safe space to discuss your concerns and assist in raising these with an appropriate manager where necessary.



For more information, visit [the dedicated Whistleblowing section on our website](#).

Resources

To make sure you have the understanding and support you need around Whistleblowing and how to raise concerns, the Independent National Whistleblowing Officer (INWO) has produced a range of resources, co-created by NHS Staff and Health Board Representatives.

These include:

- [A quick reference guide for managers and people receiving concerns](#)
- [A checklist for managers and people raising concerns](#)
- [A guide for HR teams on the differences between HR issues and whistleblowing](#)
- [A guide to whistleblowing for anyone who wishes to raise a concern](#)
- [A suite of materials to support training sessions for Confidential Contacts \(made up of 5 case studies\)](#) - these are also available on [TURAS learn](#).

You can also access all these materials on the INWO [training, guidance and resources](#) section on their website.

Training Modules

Don't forget, all staff are strongly encouraged to complete the Whistleblowing training Modules on [Turas Learn](#).

These modules are:

- 'Whistleblowing: an overview' – this is aimed at all staff and will provide an overview of the whistleblowing process

- 'Whistleblowing: for line managers' – this is aimed at line managers or those who might receive whistleblowing and will give them the knowledge they need to help and support whistleblowers.
- 'Whistleblowing: for senior managers' – this will equip senior managers with the knowledge they need to help and support whistleblowers and to fulfil all the recording and reporting requirements of the Standards

Please note, you are only required to complete the module relevant to your role.



You can find additional support and information here:

- [INWO Guidance and Resources](#)
 - [STAFFnet](#)
 - [HR Connect](#)
-

SSTS Training Dates

Training dates for SSTS for now available throughout May and June 2024.

Training has been split into two sessions.

Sessions:

- Session 1 will last for 1 hour and is for SSTS new start/beginner/refresher. This will cover basic functions entering shifts/absences, overview of all existing functions. Potential time for refresher training.
- Session 2 will last for 40 minutes and is for SSTS Business Object Reporting. This will cover suite of reports e.g. absence, additional hours, staff in post, age profile and more.



To view the latest SSTS training sessions and book your place, visit [Book your SSTS training session](#)

Pharmacy Stock Control, Hospital Electronic Prescribing and Medication Administration and Controlled Drug Manager update

Pharmacy Stock Control (PSC), Hospital Electronic Prescribing and Medication Administration (HEPMA) and Controlled Drug (CD) Manager are coming soon to NHS Golden Jubilee.

Pharmacy Stock Control is a complete electronic medicines management system for stock control and purchasing of medications, supply of medications for patients within the hospital and for discharge and outpatient prescriptions.

This will replace the current stock management and dispensing system within the Pharmacy department. PSC is the foundation for HEPMA. It will allow for seamless transition of accurate medicines supply information to dispensary and to pharmacy stores directly from the patient's HEPMA record.

Currently the team are in the drug-file build stage for the system and training for 6 super users within the Pharmacy team began in April.

HEPMA is an electronic prescribing platform that supports the prescribing of medications for patients and will provide administration support to prescribing staff across the hospital.

The platform will replace the use of paper-based prescribing and medication administration at NHS Golden Jubilee.

The HEPMA platform will provide a range of benefits to our Hospital, for patients and staff including:

- Improved patient safety by reduction of errors in prescribing and medicines management through increased legibility and accuracy
- Increased clinical decision support

- Faster access to patient medication records
- Increased support to ensure consistency in prescribing practices
- A range of reports will be available e.g. medication omission and prescribing prevalence

The HEPMA implementation group will be starting soon with those who have been nominated, and will be led by the Project Manager.

CD Manager is a controlled drug management platform which has been designed for use throughout all areas within hospitals where controlled drugs are stored, including pharmacy, wards and theatres. It is a completely paperless, digital solution for controlled drug processes.

The team are currently working towards a go live date for PSC in July and then HEPMA in September. CD Manager will follow and will initially be rolled out within the Pharmacy department.



If you have any questions, please contact Mark Wylie (Project Manager) [Mark Wylie](#) or Hannah MacLeod (Lead Digital Pharmacist) at [Hannah Macleod](#).

Car parking

At NHS Golden Jubilee, we are fortunate to have the benefit of free onsite parking for staff, patients and visitors.

Work is currently ongoing on new ways to improve and support access to parking and transport for staff from all across the site, however in the meantime we all have a responsibility to park in appropriate and authorised spaces and areas **only**.

We know at times this can be challenging, and may cause frustration, but this is absolutely vital for the health, safety and security of all staff, visitors and patients who need to access our site.

In particular, patient and disabled spaces must **only** be used by appropriate individuals: lack of these facilities can make what is possibly already a very stressful and emotional day for those using our services worse, impacting their entire journey at NHS Golden Jubilee.

We can all do our bit to support this by doing the following:

Never

- Park vehicles on walkways or pedestrian areas.
- Park vehicles within restricted loading and goods areas.
- Park vehicles on any access or circulation routes.
- Use a patient or disabled space if this is not appropriate.

Always

- Follow instruction given by your Security, Health and Safety colleagues.
- Park in designated parking bays.
- Leave disabled parking bays vacant for those who have a genuine need for those spaces.

We will have more updates on what we are doing to support you in the coming weeks and months, and we thank you all in advance for your support and cooperation.



Launch of new WelcoMe service at NHS Golden Jubilee

The phased rollout of the new WelcoMe service has begun. The unique web-based customer service tool will support accessible patient experiences for those visiting the hospital with a disability or condition that require specific personalised access and communications measures put in place.

The introduction of this platform follows a successful 6 month pilot for appointments in the Eye Centre back in 2001. We are now the first hospital in the world to introduce this to patients.

The WelcoMe platform allows uses to:

- Set personalised assistance from the time they arrive at the Hospital, throughout their patient journey.
- Access up to date accessibility and assistance information.
- Receive direct communication and support, including any changes or issues, in real time.

Users can set up a free account on the WelcoMe website and fill out their personal profile information. They can then let us know in advance what support they will require, along with their appointment date and arrival time.

For the full story, visit our [News Section at this link](#).



The graphic features the WelcoMe logo in red script and the NHS Golden Jubilee logo in blue. The main headline reads 'Making your patient experience more accessible'. Below this, it states 'NHS Golden Jubilee is partnering with WelcoMe to improve your experience and meet your accessibility needs.' Two bullet points follow: 'Sign up for WelcoMe now to fill in your personal profile information.' and 'Book a visit at least 48 hours before your appointment or procedure to let us know about your disability or condition.' A third point says 'Visit the NHS Golden Jubilee WelcoMe page via the following link: hospital.nhsgoldenjubilee.co.uk/patient-information/welcoMe'. The bottom right of the graphic shows a photograph of a healthcare worker in a blue uniform assisting an elderly patient with a cane.

WelcoMe

NHS
Golden Jubilee

Making your patient experience more accessible

NHS Golden Jubilee is partnering with WelcoMe to improve your experience and meet your accessibility needs.

- Sign up for WelcoMe now to fill in your personal profile information.
- Book a visit at least **48 hours** before your appointment or procedure to let us know about your disability or condition.

Visit the NHS Golden Jubilee WelcoMe page via the following link:
hospital.nhsgoldenjubilee.co.uk/patient-information/welcoMe

Health and Care (Staffing) Scotland Act

Last month, the [Health and Care \(Staffing\) \(Scotland\) Act](#) officially came into effect for health boards across NHS Scotland.

This act, aims to support the delivery of high quality care and improved outcomes for patients by making sure that appropriate staffing and support is available at all times.

The Act places 10 duties on Health Boards which are aimed to support not only appropriate levels of staffing at all times, but help ensure there are robust systems for reporting, learning and supporting teams across the organisation an NHS Scotland as a whole

In the lead-up to the launch date, we engaged with key impacted areas throughout the Hospital, testing escalation resources as well as promoting Real Time Staffing (RTS) Resources aimed to help services meet the requirements of this act when it comes into effect.

So far this has been going very well, and we continue to work with teams to make sure the process is embedded throughout the organisation.

Real Time Staffing Resources

RTS launched in February and are now live and available via [Turas](#).

Real Time Staffing Resources provide a consistent approach for teams to record their daily activity, acuity, actual staffing and what staffing they require (in their Professional Judgement), to be able to deliver safe and effective care.

They aim to help Health and Care services meet the requirement to assess real-time staffing and risk associated with the act when it comes into effect.

The Healthcare Staffing Programme Team works with workforce leads from each Scottish health board to make sure they have everything they require to meet the needs of the act.

Information Stand

We will be holding an information stand at the West Lifts on Wednesday 29 May and would encourage as many of you as possible to stop by, ask any questions and have a chat.



Together we aim to ensure necessary training and support is available for all staff. If you feel you require any additional support, please contact Brenda Wilson by emailing [Brenda Wilson](#).

New Professional Electronic Commerce Online System (PECOS)

The new PECOS systems build has been completed by NHS Golden Jubilee Procurement Department and is currently being user tested.

What is PECOS?

PECOS P2P is a robust and user friendly eProcurement purchase to pay system that is widely used across the NHS and public sector in Scotland.

The implementation of the new PECOS approvals process will include the change over from paper based Capital and Non Capital Material Reports (CMR / NCMR) to a fully digital process.

PECOS provides the ability to automate purchase to pay processes, and includes electronic catalogues, purchase orders, goods receipts, invoices and returns. The implementation will improve the purchasing and approvals process for NHS Golden Jubilee in a number of ways:

- Reduce paperwork
- Reduce inefficiencies
- Built in governance policies and procedures
- Reduction in manual intervention
- Timely
- Consistency and standardised processes
- Easier approvals process
- Ability to remotely request and provide approval
- Online recipient of purchase orders
- Log of all orders placed
- Budget checking functionality

The image shows a paper requisition form for NHS Golden Jubilee National Hospital. The form is titled "Non Capital Materials Requisition (INTERNAL USE ONLY)". It includes fields for "DATE", "QTY", "U.O.B", "REQUISITION NUMBER (STATE PREFIX)", "RE ORDER CODE", "DESCRIPTION OF GOODS / SERVICES", "BU - 756", "REQUESTOR/DEPARTMENT (PLEASE PRINT)", "SUPPLIER", and "ACTION". The NHS Scotland logo is visible in the top left corner.

PECOS Training

As the PECOS approvals system is new to most NHS Golden Jubilee employees, staff will require support and learning to transfer from traditional paper based requests to the new fully digital site.

PECOS users are split into two groups, the approvers and those who are placing the orders. Training will be rolled out in a phased approach with teams contacted directly. Each team will need to have a minimum of 1 to 2 members trained who can then share their learning with the wider team.

Training will be delivered in a phased roll out. Approvers will receive training in May and June, with the buying team initially raising orders once the approvals process goes live in approximately June.

The Procurement Department will then focus on rolling training out to other departments so they can then place their own orders.

Training will be rolled out as follows:

- Engineering, Catering and eHealth will receive training by the end of June
- Clinical departments will receive training between July and mid-August
- All other remaining departments will then receive training by the end of August



If you have any questions, please contact [Iain Skene](#)

NHS Scotland Academy Spring Newsletter

The NHS Scotland Academy Spring Newsletter is now available to view. This issue features updates on the National Ultrasound Training Programme, National Endoscopy Training Programme and the new Skills and Simulation centre.



[Click here to read the full story.](#)

InnoScot Health Innovator Guide

The latest Innovator Guide from InnoScot Health is now available.

The Innovator Guide is a bitesize introduction to InnoScot Health innovation processes and features interactive elements and videos.



Accelerating ideas that transform healthcare

INNOVATOR GUIDE



Home | Your Idea | Evaluating | Protecting | Conforming | Funding | Developing | Commercialising | Success stories | InnoScot Health

A STEP-BY-STEP INTRODUCTION TO OUR INNOVATION PROCESS

InnoScot Health has been working in partnership with NHS Scotland for over 20 years to **inspire, accelerate, and commercialise** impactful healthcare innovations.

Welcome to our Innovator Guide. We hope you find it useful as a bitesize introduction to InnoScot Health, our innovation process, and how to get in touch. You will find interactive elements throughout including arrows that take you immediately to the sections you want, as well as embedded videos and links to our website to learn more - simply hover over the buttons and click.

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LEARN MORE ABOUT WHAT WE DO

What We Do
Encouraging innovative ideas from health and social care staff

Watch Video >

BRINGING YOUR IDEA TO LIFE

People working within health and social care are ideally placed to spot opportunities, solve problems, and identify ways to make things better. InnoScot Health work with innovators across NHS Scotland to translate ideas and innovations into viable products that improve patient care.

Depending on the nature of your project and its ability to successfully meet our selection criteria, InnoScot Health will progress it through our innovation pathway:



We know time pressures can be one of the biggest barriers to bringing an idea or innovation forward. InnoScot Health uses years of experience to guide health and social care staff through the entire development process, which may otherwise be impossible to balance with clinical and personal commitments. Due to the inherently unique nature of each innovation, the pathway process is bespoke for each project. You can discuss this pathway further by talking to our experts.



[BOOK A CONSULTATION](#)

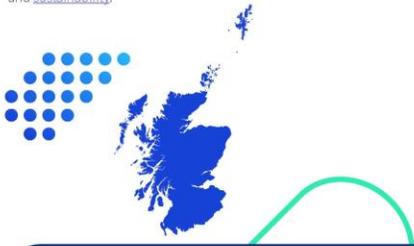
BRINGING YOUR IDEA TO LIFE

InnoScot Health has received and evaluated over 2000 innovative ideas to date, successfully accelerating a range of medical devices, products, and technologies for use in hospitals, care homes and on-scene emergency settings, both in Scotland and around the world.

With an onus on transformation in mind, InnoScot Health has issued a succession of [innovation calls](#) to target areas of specific need, creating a strong pipeline of exciting NHS ingenuity, most recently in the areas of [pregnancy and perinatal](#), [ophthalmology](#), and [sustainability](#).



“ We welcome innovation from all levels of the NHS and encourage ground-breaking thinkers to come forward. Putting forward your idea for consideration can be daunting, but it does not have to be that way.
Fiona Schaefer,
Innovation Manager



Ready to submit your idea? Our submission form is simple and can be completed in less than 10 minutes. It is the first simple, but important step, in the process of developing your idea into a new innovation to improve health and care. [SUBMIT AN IDEA](#)

EVALUATING YOUR INNOVATION

Ideas are evaluated by InnoScot Health in the same way whether they are big or small, a product, service, or care pathway.

The common theme is that, in order to be successful, there must be a market and demand for the product or service; the idea must be novel, better, or more efficient than existing options; and it must be technically and financially feasible.

The biggest consideration for whether your idea could be a commercial success will be the market for any proposed new product.

Questions to look at will therefore include:
[Click to open](#)



PROTECTING YOUR INNOVATION

Without intellectual property (IP) protection of something you have created, anyone – regardless of permission – can copy that idea. Anything of commercial value should be kept secret and protected as soon as possible. Protecting the IP rights of the NHS is one of the cornerstones of InnoScot Health's service offering.

InnoScot Health has protected over 250 NHS Scotland inventions and will guide you through the process. There are four common options for IP protection:

Trademark – protects your brand including your logo, company name or product name

Copyright – includes text, code, artwork, and photography

Registered design protection – covers the visual appearance of your invention such as shape, colour, form and aesthetic

Patent – protects novel aspects of how your device or technology works stopping others from copying

“Securing IP rights means you are recognised as the creator of a piece of original, creative work - say, an invention or design - that has been successfully developed and can be owned in the same sense as physical property.”

Leigh Mair, Innovation Manager



[FIND OUT MORE](#)

[BOOK A CONSULTATION](#)

ENSURING CONFORMITY FOR YOUR INNOVATION

Medical devices and diagnostics play a key role in delivering new products that benefit the NHS, the economy and above all, patients. InnoScot Health has a strong record of protecting the interests of NHS Scotland. The organisation also operates an ISO 13485:2016 quality management system harmonised to the Medical Device Directive.

InnoScot Health's consultancy, training, and advice is available to all NHS health board innovators, plus companies or universities working in partnership with NHS Scotland, to develop medical devices.

We ensure awareness and compliance with legal responsibilities and support the design and development of products under an accredited regulatory framework.



[FIND OUT MORE](#)

[BOOK A CONSULTATION](#)

FUNDING YOUR INNOVATION

InnoScot Health provides expert funding advice. Our strategic positioning as a commercial interface between the NHS and the healthcare investment community is unique. We bring well-developed innovations of substance and scale to the market, achieving the dual benefits of improving patient care and stimulating economic wealth.

On meeting our established criteria, InnoScot Health will fund your innovation through the process of research, development, and commercialisation. There will be occasions where outside funding will be necessary to make sure an innovation reaches its full potential, and development of concepts and prototypes can be accelerated.



[ACCESS LATEST FUNDING OPPORTUNITIES](#)

[BOOK A CONSULTATION](#)

DEVELOPING YOUR INNOVATION

Translating ideas into viable products and services requires a significant investment of time, resource, and expertise – from securing funding, appointing third party suppliers, and mobilising resources.

InnoScot Health guides health and social care staff through the entire process, and depending on the nature of the project, the team will source the most appropriate organisations and suppliers to support the development of your innovation.

Our project management team acts as the key liaison point ensuring effective communication, regular updates, and adherence to key milestones; in addition to important processes such as prototyping, validating data and providing evidence the idea will create value.



[FIND OUT MORE](#)

[BOOK A CONSULTATION](#)

COMMERCIALISING YOUR INNOVATION

Commercialisation is the end goal. It is the process of introducing a new product or idea to market, making it available for purchase and achieving its intended benefit. This generates revenue not only for the inventor but also the employing health board, and vital funds for the NHS to reinvest in healthcare while simultaneously delivering improvements in patient care.



[FIND OUT MORE](#)

[BOOK A CONSULTATION](#)



Your Idea

Evaluating

Protecting

Conforming

Funding

Developing

Commercialising

Success stories



SUCCESS STORIES

InnoScot Health has a proud 20-year history which has resulted in the successful commercialisation of medical devices, products and technologies; formation of six spinouts; negotiation of 30 UK and international license deals; and protection of over 255 NHS inventions.



- Aurum Biosciences is a 2015 spin-out of InnoScot Health, NHS Greater Glasgow and Clyde, and the University of Glasgow
- It is a clinical-stage biopharmaceutical company developing novel oxygen carriers for use as therapeutics and diagnostics, initially for Acute Ischaemic Stroke (AIS).



[FIND OUT MORE](#)



- CardioPrecision is a 2007 spinout of InnoScot Health, NHS Greater Glasgow and Clyde, and the Golden Jubilee National Hospital
- A global leader in minimally invasive treatment of structural heart disease and cardiothoracic interventions
- CardioPrecision continues to push the boundaries for its innovative transcervical technology platform



INNOVATION GUIDE

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Your Idea

Evaluating

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Success stories



SUCCESS STORIES

[FIND OUT MORE](#)



SCRAM® - Structured Critical Airway Management

- Idea from Paul Swinton, Air Ambulance Paramedic
- Further collaboration with Neil Sinclair, Air Ambulance and Dr John McCormack, Paediatric Anaesthetist & Adult Retrievalist
- Forms a system of advanced preparation and organisation of equipment and drugs, promoting the delivery of safe, timely, and well governed emergency anaesthesia
- Studies have shown:
 - 29% reduction in time taken to prepare equipment
 - an 87.5% reduction in the total number of errors



INNOVATION GUIDE

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MARSDEN

Patient Transfer Scales

- Idea from Gillian Taylor (nurse, NHS Lanarkshire)
- Quick and easy weighing device which eliminates the requirement to guess patient's weight
- Use with a slide sheet during lateral transfer from trolley to bed
- Winner of Queen's Award for Innovation 2021



DEVELOPING YOUR INNOVATION

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[FIND OUT MORE](#)

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Accelerating ideas that transform healthcare



FOR FURTHER INFORMATION AND ADVICE

www.innoscot.com

[@innoscohealth](#)

info@innoscot.com

[InnoScot Health](#)

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[SUBSCRIBE TO OUR NEWSLETTER](#)

People



Well done Gillian

Congratulations to Gillian Walker who has just successfully completed a Post Graduate Diploma to become an Advanced Clinical Nurse Specialist in Acute Pain Management.

Gillian is now one of the Acute Pain Service Leads and will join Emma Lamont in leading the nursing element of the Acute Pain Service. She has a particular interest in cardiothoracic pain management following her 2-year training course and will lead in that service.

Gillian, from Bishopbriggs, has been a Nurse for over 7 years and previously worked at the Glasgow Royal Infirmary.



"It's been really hard work so I'm relieved it's all over and I've passed so I'm just looking forward to putting everything into practice for our patients now."

"I'd like to thank all my amazing colleagues who have helped and supported me all the way."

Gillian Walker

"I'd like to take this opportunity to pay huge congratulations to Gillian Walker following the successful completion of her qualification and award to become Advanced Clinical Nurse Specialist for Pain here at the Golden Jubilee."

“Gillian has worked extremely hard to attain this qualification and will use her advanced qualification to support her Band 7 Team Co-ordinator role within the Acute Pain Service, benefitting our patients here at the Jubilee. It is a great achievement for her and very well done.”

Clinical Nurse Manager, Cameron Murray

Au revoir AnneMarie!

Congratulations to Nurse AnneMarie Church from our Post Anaesthesia Care Unit (PACU) department who has retired after more than 20 years' NHS service.

Colleagues described AnneMarie as “witty and sarcastic”, but she was a “great teacher to all”.

We are only saying au revoir, however, as she will be returning to work part-time so she can carry on her beloved duties caring for our patients after their operations.

Thank you for your devoted service AnneMarie.



Consultant Ophthalmologist nominated for top award

Consultant Ophthalmologist, Zachariah (Zac) Koshy, who works both here at NHS Golden Jubilee and with Ayrshire and Arran, has been nominated as Eye Care Professional of the Year in the Royal National Institute of Blind People (RNIB) See Differently Awards 2024 for his work as an eye consultant.

As a consultant, Zac treats around 75 patients every week, significantly contributing to the lives of patients across Scotland.

The awards aim to shine a spotlight on the excellent work happening every day across the UK to support people with sight loss. They recognise and reward individuals and organisations taking positive action to help break down barriers and make the world a better place for long and partially sighted people.

Zac said: “My work at the Eye centre at NHS Golden Jubilee is a huge part of what I do and has a significant role in this recognition.

“I love my job. My patients are what gets me out of bed in the morning. It is a privilege to be in a position to help to the best of our abilities.”

As well as his work across NHS Scotland, Zac also travels overseas with charities dedicated to improving eye health around the world, including providing cataract surgery in Ethiopia and Nepal.

The awards will take place in London on Tuesday 21 May 2024. Everyone at NHS Golden Jubilee wishes Zac the very best of luck!



Hula hoop challenge

Well done to colleagues from our Heart and Lung and National Elective Services (NES) teams who completed the Hula Hoop Challenge this month for charity.

Louise Sole, Chloe Macaulay, Margaret McKenna, Annmarie Gillies, Amanda Forbes (all pictured), Alex McGuire, Christine Divers, Elaine McIntosh and Lynne Ayton did the challenge throughout March and raised £100 for foodbank charity Old Kilpatrick Food Parcels.

Well done everyone, we're all jumping for joy at your efforts!



Niall completes London Marathon for cause close to his heart

Team Jubilee Pharmacist Niall Quigg completed last Sunday's London Marathon in memory of his beloved granddad and raising thousands for a charity in his honour.

Niall finished the world famous race in 3 hours, 3 minutes and his efforts will help Alzheimer's Research UK.

His grandfather was diagnosed with Alzheimer's dementia and suffered a slow deterioration over a number of years that left him with no quality of life and requiring increasing levels of care until his passing.

Niall wanted to raise money for his chosen charity to help fund vital research and drug development with the aim of finding a cure for dementia.



Niall said: "Seeing my strong granddad being very unwell towards the end of his life and then professionally working with patients in hospitals like this really affected me.

"And, as a pharmacist, drug development and drug discoveries, are massive things that are important to me. Having the opportunity to contribute money towards that cause, which will lead into further research and drug development to help so many people really meant a lot to me.

"Running the London Marathon was an amazing experience. I was very proud to run for my chosen charity Alzheimer's Research UK and to finish the run in 3 hours 33 minutes.

"I would thoroughly encourage anyone to take up running and to enter a local race to give yourself a new challenge and gain the benefit both physically and mentally.

"I'd like to thank everyone who supported me throughout my training and donated to my fundraising efforts, I'm extremely grateful."

Niall set a target of raising £2,200 but smashed that his total is currently standing at £3,969.

[If you'd like to help Niall raise even more for a wonderful cause, click here.](#)

Thanks for your service Sandra

Happy retirement to Sandra Hill from our Learning and Organisational Development (L and OD) team, who retired this month after 10 years' service to the NHS.

All the best Sandra, you will be missed and will always be part of Team Jubilee.



Val-You



Long Service Awards

Huge congratulations to our latest round of Long Service Awards recipients, who have more than 160 years' worth of service between them.

Our grateful thanks go to:

- Alison Dunn (25 years)
- Alison Ross (25)
- Eleanor Gibson (20)
- Josephine Turnbull (20)
- Gaynor Dorricott (15)

- Susan Hillis (15)
- Scott Leith (15)
- Eric Willcox (15)
- Sandra Hill (10)





Thank you for the decades of hard work and dedication you have given for the patients of Scotland.

[To apply for your Long Service Award, visit this link.](#)

Lesbian Visibility Day

Thursday 26 April marked Lesbian Visibility day. Lesbian Visibility Day showcases women-loving-women, providing a platform for lesbian role models to speak out on the issues facing female sexual minorities. This is a day to celebrate and bring visibility to a section of the LGBTQ+ community and a chance to share stories and experiences from lesbians across the world.

At NHS Golden Jubilee we recognise the inequity that lesbians can face, both as a woman and a woman-loving-woman, but we have strived for years to address these challenges within the board and wider society.

The LGBTQ+ and Women's Networks are focused on delivering initiatives which support our colleagues' i.e. we co-hosted a LGBT+ staff event, we have promoted women's health issues, we have introduced sanitary products across the site and we have visible senior leaders who identify as lesbian.



1 - Anne Marie Cavanagh, Executive Lead for our LGBTQ+ Network

More information on the work of any of our staff networks is available [here](#)

Comments about you!

Louise Sharp - The best team ever.

Liz Taylor - Absolutely amazing hospital.

Terrie Bell - Amazing team we are extremely lucky to have you.

Elizabeth Parker - Exceptional nurses delivering exceptional care.

Catherine Fell - Fantastic team and I am so happy they are involved in my care! David is so supportive so thank you.

Katie McKenzie - Amazing team.

Claire Davidson - An amazing team always available to answer questions and give support and understanding.

Paul Dakers - Best hospital i have ever been in after my aortic dissection and stroke the staff kept my family in the loop as it happened right at the start of Covid restrictions so no visitors best staff bar none.

Patricia Tricia Hughes - Amazing staff Same memories.

Gail Copeland - I totally agree with everything that has been said and the same happened for us when my husband had his Triple Hearty bypass so just proves it how it happens for everyone and thats fantastic.

Helen Quinn - I was also a patient in cardiology only yesterday, I 100% agree with Catherine the staff are amazing each and everyone of them our NHS is one of the best we all need to support and appreciate it more well done team of angels.

Geraldine Connell - I was also a day patient in the Cardiology Day Unit 3 weeks ago. I totally agree with everything Catherine said. The staff and the care I received was second to none.

“

NHS
Golden Jubilee

My dad recently underwent a quadruple heart bypass and was admitted to the Intensive Care Unit post-operation.

During this time when we called the ward, the nurses ensured we were kept fully up to date. The nurses were very kind and compassionate and offered a lot of reassurance to us during this worrying time. I am aware of how busy the nurses are, taking care of such sick patients, but they always took the time to speak to us on the phone and offer their exper knowledge to the family.

In a time where my dad was very unwell the nurses made us feel like he was getting very well looked after. A special thanks to Sarah, Jo and Veejay who were outstanding and a credit to the ward.

My dad is now home and is recovering well. Thanks again to all the staff and also to the surgeons who carried out this amazing surgery. We will be forever grateful.

Care Opinion feedback ” 

“

NHS
Golden Jubilee

I attended a CT scan at NHS Golden Jubilee.

The staff made me feel comfortable and helped me understand what was going to happen and made time to do this, all of which was welcomed and appreciated.

Niko
Care Opinion feedback ” 

NHS
Golden Jubilee

“

I was a patient in the Cardiology Day Unit recently and I would like to take this opportunity to record the excellent treatment I received from the staff in this unit. I was treated with such professionalism from every member of the team. They kept me informed every step of the way and put me at ease throughout the day.

The “comradeship” between staff members was very noticeable and this certainly helped allay any anxieties I had. Having an NHS background myself as a Charge Nurse in Interventional Radiology, I would be proud to have any member of the staff who looked after me on my team.

People are often quick to condemn the NHS, but would be very hard pushed indeed to find any faults with this unit.

Please pass my comments on to the Charge Nurse.

”

Catherine Robertson
Cardiology patient



Events



Hidden Disabilities webinar

We are hosting the Hidden Disabilities webinar on Thursday 2 May from 12pm – 1pm on MS Teams.

Number 2 in the webinar series will cover 4 different types of non-visible disabilities, providing a global overview designed to encourage conversation among colleagues. It has been written with help from the specific charities which work with each condition.

The 4 conditions covered are:

- Stuttering and Stammering
- Dementia
- Acquired Brain Injury
- Foetal Alcohol Spectrum Disorder

As usual there is an opportunity for questions at the end.



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

- Meeting ID: 383 731 749 673
 - Passcode: TiGpHQ
-

Registration open for Scottish Public Health Conference

Registration is open for the 'Inspiring Change' Scottish Public Health Conference on 1 May 2024 at the University of Strathclyde, Glasgow.

Organised by Public Health Scotland (PHHS), the Faculty of Public Health, and the Scottish Directors of Public Health Group, the Scottish Public Health Conference will bring together public health professionals, academics, policymakers, and colleagues from across the third sector.

Keynote speakers include:

- Professor Sir Michael Marmot, Professor of Epidemiology
- Professor Magdalena Harris, Professor of Inclusion Health Sociology
- Mikaela Loach, Best-selling author and climate justice activist
- Professor Kevin Fenton, President of the Faculty of Public Health

The conference provides an opportunity for the entire public health community in Scotland to come together and share knowledge to protect and improve health for the people of Scotland.



[Click this link for more information and to book a place](#)

Contact for additional details: scotphconf@speak.co.uk

Upper and lower limb masterclasses

NHS Scotland Academy, National Ultrasound Training Programme will be running upper and lower limb DVT masterclasses at NHS Golden Jubilee In June 2024.

Lower Limb DVT Masterclass will run Tuesday 4 June from 9am – 4pm.

Upper Limb DVT Masterclass will run on Monday 17 June from 9am – 4pm.

Both masterclasses are for sonographers, trainee sonographers and radiology trainees.

A promotional flyer for the 'Lower Limb DVT Masterclass'. It features logos for NHS Education for Scotland, NHS Scotland Academy, and NHS Golden Jubilee. The text includes: 'Calling all sonographers, trainee sonographers and radiology trainees.', 'National Ultrasound Training Programme', 'Lower Limb DVT Masterclass', 'Tuesday 4 June 2024', '9am - 4pm', 'Golden Jubilee University National Hospital', and a list of topics: 'Aetiology', 'D-dimer', 'Well's scoring', 'Scanning technique', and 'Doppler optimisation'. There is an illustration of a human leg. At the bottom, it says 'Spaces for this Masterclass are limited, early booking is advised. Register your place by emailing: nhsscotlandacademy@nhs.scot'.

Calling all sonographers, trainee sonographers and radiology trainees.

NHS Education for Scotland | **NHS Scotland Academy** Accelerated training through collaboration | **NHS** Golden Jubilee

National Ultrasound Training Programme

Upper Limb DVT Masterclass

Monday 17 June 2024

9am - 4pm

Golden Jubilee University National Hospital

The Masterclass will focus on:

- Aetiology
- Vetting
- Anatomical variants
- Scanning technique
- Doppler optimisation

! Spaces for this Masterclass are limited, early booking is advised. Register your place by emailing: nhsscotlandacademy@nhs.scot

Please note that spaces are limited and early booking is advised. To register your place, email nhsscotlandacademy@nhs.scot

World Immunisation Week

This month includes World Immunisation week. This week gives us the opportunity to highlight the importance of vaccines.

The World Health Organisation (WHO) is working with partners to highlight the collective action needed to protect people from vaccine-preventable diseases and live happier, healthier lives.

When enough people are immunised against infection, it's more difficult for it to be spread to those who can't be immunised. This is called herd immunity or population protection.

If you think you or your child have missed any vaccinations, contact your local NHS immunisation team. You can find their details by visiting nhsinform.scot/gettingvaccinations



[Click here to learn more about the benefits of immunisation](#)

Be Glove Aware

Disposable non-sterile gloves play a vital role in healthcare, however over-use or inappropriate use of gloves has infection control implications as well as an environmental impact.

When gloves are not needed, good hygiene is the best way to protect you and your patients.

World Hand Hygiene Day falls on Sunday 5 May and we are asking you to play your part in protecting our planet as well as our people by only using gloves when they are needed.

By reducing unnecessary use of gloves, we can:

- Reduce risk to patients and staff by reducing cross-infection, including infections which are resistant to antibiotics and poor hand hygiene.
- Reduce skin irritation/contact dermatitis.
- Reduce waste.



SUSTAINABILITY
ACTION
Our NHS: Our People: Our Planet

Reducing unnecessary
glove use can help us
lower our carbon
footprint

NHS
SCOTLAND

To find out more about being glove aware, visit [Be glove aware to protect our people and our planet - NHS Sustainability Action : NHS Sustainability Action](#)

Scottish Cardiac Society Spring Meeting

Registrations are now open for the Scottish Cardiac Society Spring Meeting, which will be held in-person on Wednesday 1 May in the Golden Jubilee Conference Hotel.

Topics being discussed at the event include:

- Multidisciplinary approaches to cardiac care in Scotland
- Keynote Lecture – Advocacy – how the multidisciplinary team can contribute to global advocacy efforts
- Multidisciplinary case studies
- Innovation delivering the future for our patients in Scotland



Registration to attend is free for all active SCS members. Click the link to register your place: [Register for SCS 2024 Spring Meeting – Scottish Cardiac Society](#)

For any queries contact scs@societysupport.org.

Staff Networks Events

Wednesday 8 May will mark International Day for Staff Networks!

At NHS Golden Jubilee we have several staff networks that provide you with a supportive group to have your voice heard.

We hope that the Networks will be led by staff, for staff. We are always looking for ways members can run the Network and make something meaningful out of it.

Each Network is a part of organisational structure, with a seat at the table at the board's Diversity and Inclusion group. This means that your views are heard, and your subject-matter expertise is recognised.

Networks are open to all staff, volunteers and allies based within the hospital community.

To celebrate National Day for Staff Networks, our network leads and members will be at the stalls outside the Golden Bistro on the following dates.

- 8 May – all networks
- 9 May – Young Persons
- 10 May – Ethnic Minority
- 13 May – Spiritual Care
- 14 – Armed Forces
- 15 – LGBT+
- 16 May – Ability
- 17 May – Women's

All staff are welcome to stop by, find out more and sign up to any networks they feel they would benefit from.

To contact our Staff Networks:

- Ability Network - GJNH.abilitynetwork@gjnh.scot.nhs.uk
- Armed Forces - GJNH.armedforces@gjnh.scot.nhs.uk
- Ethnic Minority - GJNH.ethnicminority@gjnh.scot.nhs.uk
- LGBT+ - GJNH.lgbtstaff@gjnh.scot.nhs.uk
- Spiritual Care - GJNH.spiritualcare@gjnh.scot.nhs.uk
- Women's Network - GJNH.womenshealth@gjnh.scot.nhs.uk
- Young Person's - GJNH.youngpeople@gjnh.scot.nhs.uk



Ethnic Minorities Networking Lunch

This month we welcomed more than 50 of our staff members from across the organisation to our Ethnic Minorities Networking Lunch. This provided a great opportunity for our international colleagues and others to establish connections and share ideas for future activities.

The event was led by our Ethnic Minorities Network lead, Abu-Zar Azis. The Ethnic Minority Network aims to develop and encourage a culture of respect and equality for everyone regardless of their nationality and skin colour. The network also provides an amplified voice to be heard regarding issues of race and equality relevant to staff, patients, service users and volunteers.





If you would like to know more or join the Ethnic Minority Network, contact gjh.ethnicminority@gjh.scot.nhs.uk

Health and Wellbeing





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

Massive well done to our Kiltwalkers

Congratulations to our colleagues who completed one of Scotland's biggest charity walk The Kiltwalk in Glasgow, raising money for good causes.

Physiotherapists Kris Robertson and David Longhurst – the Golden Jubilee Rehab Team - did the full 23-mile Mighty Stride to raise money for [The Brain Tumour Charity](#).

As did Phil Matthews, Douglas Gordon and Daniel from our Cardiac Physiology department - The Golden Hearts - raising money for the [Beatson Cancer Charity](#), which treated colleague Phil following a rare cancer diagnosis.

Colleague Sheena Mair also walked the Wee Wander with her daughter to help the cause.

Laura Andrews from the Centre for Sustainable Delivery (CfSD), did the 14-mile Big Stroll for [Caleb's Trio of Hope](#), a local charity which helps children in palliative care.



Occupational Health Physiotherapy Team Lead Kris Robertson said: "It was a really enjoyable experience that was challenging and rewarding in equal measure and only the 3 blisters between David and myself.

The whole event a great atmosphere around it, with the bands and DJs playing along the route, the volunteers cheering everyone on, and the 14,000 walkers encouraging each other on to the finish line.

"And after 23 miles, 37km, over 48,000 steps, at present we raised £390 for the Brain Tumour Charity. I think both David and myself can be proud of our efforts and we have already started to think about next year when hopefully we can encourage more of the Jubilee to get involved."



Phil, a Highly Specialist Cardiac Physiologist who has worked with Team Jubilee for 3 years, has a Myeloproliferative Neoplasm (MPN), which begins with an abnormal mutation (change) in a stem cell in the bone marrow, leading to an overproduction of blood cells and abnormal changes of the bone marrow which can lead to scarring and fibrosis.

They can strike at any age, have no known cause and a wide range of symptoms and outlooks - in Matthew's case, symptoms are headache, marked fatigue, pain and dermatological issues).

The disease generally progresses slowly, however, if it progresses to acute myeloid leukemia, the 5-year survival rate is only approximately 30%.

Phil said: "The day went really well, the weather was great and the overall atmosphere was of high spirits."

"The last few miles were a bit of a challenge as at that point, we all were nursing some sort of joint pain or blisters, however, it was worth it in the end."

"We were just a small number from the 14,000 that took part in the event, collectively raising over £2.5 million for 900 charities."

"When factoring in the Giftaid, we have raised over £1,000 for the Beatson Charity - with more donations to come - so we would like to pass our many thanks to all those who contributed."



CfSD Project Support Officer Laura Andrews, was walking with her friend Karen Stirrat, whose son Caleb (8) was diagnosed with brain cancer when he was 3, and were joined by teachers from Caleb's school, St Eunan's Primary in Clydebank.



Laura said: "We did it and Caleb, his sisters and my girls met us at the finish line. We are waiting to find out how much we raised in total, but we were at £5,000 at the end of the walk."

Well done everyone, amazing effort!



If you'd like to help them raise more money and donate, click the links below to visit their fundraising pages:

- [Golden Hearts](#)
 - [Golden Jubilee Rehab Team](#)
 - [Laura Andrews](#)
-

Nick's charity cycle from London to Paris

Team Jubilee Orthopaedic Consultant Nick Ohly is fundraising for Duchenne UK by doing a mammoth cycle ride for his sons Owen and George.

The boys were diagnosed with Duchenne in 2017 and Nick and his family set up Project GO to support Duchenne UK, an incredible charity which has 1 clear aim - to end Duchenne Muscular Dystrophy (DMD).

DMD is a fatal and currently incurable genetic disease which causes all the muscles in the body to gradually weaken.

Nick is now gearing up to cycle the 300-mile distance from London to Paris in 24 hours as part of the Duchenne Dash on 17 May.



Nick said: "Due to DM, our boys are not able to produce dystrophin - an essential protein which protects every muscle each time it contracts. High dose steroids help to suppress the inflammation and muscle damage, but it is not treatment, and the side effects are heartbreaking."

Gene therapy research has made huge advances in recent years, but is still some way from an effective clinical treatment.

In the meantime, novel steroid-sparing medications have been developed which are at least as effective as steroids, but without the severe associated side effects.

Duchenne UK's work continues to fund groundbreaking medical research, to accelerate access to treatments and ensure everyone in the DMD community is given the care and support they need.

Nick added: "Having become a Peloton enthusiast during the pandemic, I am acutely aware that every time I get on the bike that my boys will never be able to cycle 300 metres, let alone take part in an event like the Dash, and cycle 300km from London to Paris."

"It is this thought that will keep me going as my legs inevitably scream and I feel like the finish line will never be in sight."

"I would like to raise as much as I possibly can to support the essential work of Duchenne UK to improve lives and ultimately find a cure for all those affected by Duchenne."

[Click this link to donate to Nick's fundraising target of £4,000](#)

JustGiving sends your donation straight to Duchenne UK and automatically reclaims Gift Aid if you are a UK taxpayer, so your donation is worth even more.

International Workers' Memorial Day

International Workers' Memorial Day, held on 28 April every year, brings together workers and their representatives from all over the world to remember the dead and fight for the living.

This year, the theme will focus on exploring the impacts of climate change on occupational safety and health.

Changing weather patterns have notable impacts on the world of work, particularly affecting workers' safety and health.

Examples of occupational risks exacerbated by climate change include heat stress, UV radiation, air pollution, major industrial accidents, extreme weather events and increased exposure to chemicals.

Extreme weather and changing weather patterns affect job security, travel to and from work, and the general the health for workers including having a negative impact on workers' mental health.



Staff Health and Wellbeing Hub

Our Staff Health and Wellbeing Web Hub on our [NHS Golden Jubilee website](#) brings resources together in one easily accessible place for colleagues, whether you are at work or at home, when you need it.

We have a range of sources of help and advice in place that you can access for your physical, mental or financial and social health.

Take care of yourself while you care for others.



Welcome to our new Health and Wellbeing Web Hub for all NHS Golden Jubilee staff and volunteers.

These pages contain national and local resources and links and support whether you are working from home or on site.

Your welfare is extremely important to us and we are committed to supporting you to maximise your health and wellbeing, both professionally and personally.

To achieve this, we have a holistic approach that supports you to achieve and maintain good physical and mental health. This approach also supports you with managing social and financial aspects of your life, which can impact on physical and mental health, as part of our Health and Wellbeing Strategy.



[Employee Assistance Programme](#) >

[Click this link to go to the Staff Health and Wellbeing Hub.](#)

National Wellbeing Hub



We spend our days caring for others, but sometimes we're not good at asking for help ourselves.

The National Wellbeing Hub is a place full of ideas on how to stay well with advice, lived experiences, information and expert guidance to help healthcare workers manage when you need help.

The Hub has brilliant resources to help relieve stress and other mental health issues, including blogs and podcasts on exhaustion, low mood and tips on how to improve sleep.

Eat well, exercise, socialise, sleep well – we all know what we should be doing to maintain our wellbeing. We also know it's rarely that easy – we all have challenges to overcome when it comes to staying well.

On the hub you'll find resources aimed at helping you boost your wellbeing, as well as a few that might help you manage some of the challenges along the way.

[Click this link to visit the Wellbeing Hub.](#)

Learning and Organisational Development



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

Monthly Matters - monthly focus on what matters to you



April 2024

Why am I seeing this?

Each month, Health, Safety and Security (HSS) focus on a specific workplace requirement. The aim is to provide a healthy working environment, promote a positive safety culture and ensure legal compliance.

In April, the focus is on Consultation and Communication.

What is consultation?

Employers have a duty to consult with staff on health and safety matters. This includes the purchasing of new equipment; new work processes or changes to existing ones; any risks associated with the work activity; and health and safety training.

Managers do not have to consult on every matter, only where substantial changes are planned.

What are the benefits of consultation?

Staff who carry out activities on a day-to-day basis, or use equipment regularly, can provide valuable insight into issues and risks which managers might not be aware of or may overlook.

Ultimately this will lead to a safer workplace. Staff input early on in the decision making process can help avoid costly mistakes later on.

When people are listened to, they feel valued. And when people feel valued, they often accept and commit to change more readily.

Talking to and listening to colleagues gives rise to a better understanding of each other's views and results in greater co-operation and trust.

How can managers communicate with staff?

Get Talking

Managers can chat to staff about the issues which may affect their health and safety by:

- Adding safety to the agenda at team meetings
- Safety briefs
- Huddles
- One to one meetings
- By invitation to health and safety forums

Get sharing

Managers can:

- Sign-post staff to policies and procedures on SharePoint
- Provide a PC for viewing
- Display safety comms and critical information on notice boards
- Share the findings of risk assessments
- Share the minutes from health and safety meetings/forums

Get Listening

Managers should invite staff to talk openly about safety and act on any concerns raised, via:

- Staff surveys
- Suggestion boxes
- Brain-storming sessions
- Having an open-door approach

Get Help

Golden Jubilee recognises the input of Trade Unions in pursuing high standards of health and safety and Managers can source additional support via the Staff Side Reps GJNH.StaffSide@gjnh.scot.nhs.uk

If you are a Line Manager

- Create a space for safety within your department where staff can view or access relevant information
- Only utilise dedicated notice boards*

- Ensure staff are consulted on any future plans or investments which may impact their safety
- Link in with Staff Side Reps and/or the Health & Safety team for support and engagement

*To reduce the risk of fire spread or distract from wayfinding or mandatory safety signage, posters should not be displayed on walls and/or doors.

Call to action: Review all signage in your area of responsibility



More information and links to support policies [can be found by clicking on this link.](#)

The Social side



What's happening on our social media pages

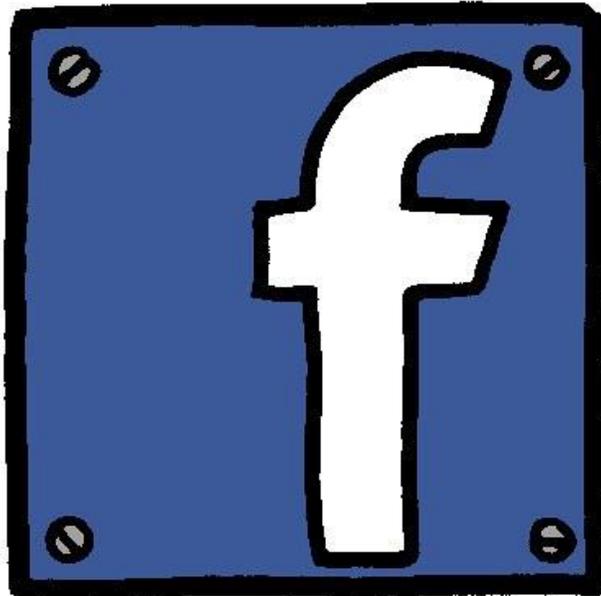
Facebook:

Part of what makes the NHS Golden Jubilee site so special is the view our staff and patients see of the River Clyde.

This month we were treated to the first sight of the Waverley this year.

Take a look!

[Click here to view the full post](#)



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

X (Twitter):

This month colleagues from NHS Golden Jubilee and NHS Greater Glasgow and Clyde joined together to explore how their identity has shaped their leadership journeys.

The event explored the impact of authentic leadership, the power of connection, compassion, civility and community at the very first of its kind event on 11 April.

[Click here to read more](#)



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

LinkedIn:

The NHS Scotland Academy LinkedIn page is packed with information and latest updates.

This month we welcomed learners to the new Skills and Simulation Centre for the Foundations of Perioperative Practice Programme.

[Click this link to view the full post](#)





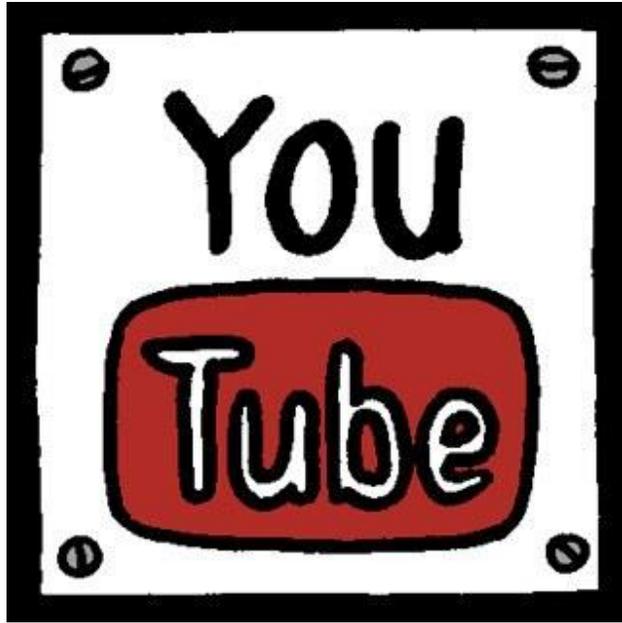
YouTube:

This month we hit over 1 million views on our YouTube channel!

Our channel is packed with helpful and insightful information about procedures for patients, patient journeys, staff stories and more.

[Visit our YouTube channel](#)

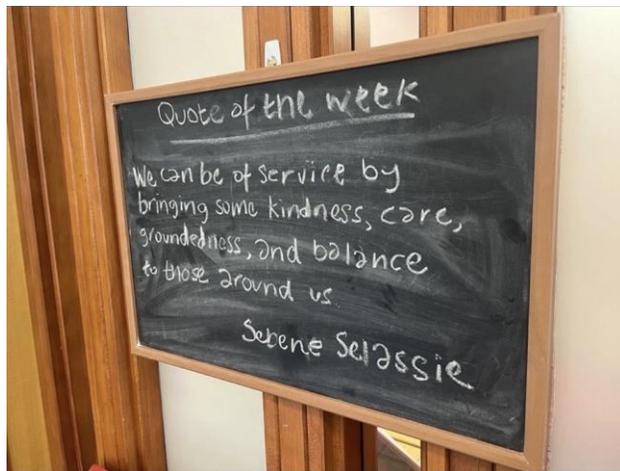




4 - [Click here to access our YouTube page](#)

Instagram:

Our quote of the week continues to be a hit with our Instagram followers.





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

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

Scottish Government News



Instalment of £300 million to reduce waiting times

First Minister, Humza Yousaf has announced an initial £30 million of targeted investment for Q1 of the new financial year, as part of a £300 million plan over the next three years, to help reduce inpatient and day-case waiting lists.

Backed my planned additional investment, this targeted approach will help drive down waiting lists by an estimated 100,000 over three years.

The initial investment of £30 million will target reductions to national backlogs that built up through the pandemic, including orthopaedic treatment, diagnostics for cancer referrals and patients with the longest waits.



[Click here to read more](#)

Move to Child Disability Payment complete for all kids

All disabled children and young people in Scotland who receive disability benefits will now be paid directly from Social Security Scotland.

Those children and young people who receive the payment will also benefit from a review system different to that of the wider UK, one based on dignity, fairness and respect.

The latest figures show around 47,000 children and teenagers have had their awards moved to Child Disability Payment Delivered by Social Security Scotland.

Around 76,000 disabled children and young people in Scotland now receive Child Disability Payment, including 31,000 who applied since the new benefit was launched.



[Click here to read more](#)

Chief Nursing Officer to retire

Scotland's Chief Nursing Officer, Professor Alex McMahon will retire this month, marking the end of a career dedicated to advancing healthcare and nursing practice across the country.

Professor McMahon said: "Being the CNO in Scotland has been a great privilege. It really has been the 'icing on the cake' of my career. Throughout my time in the role, it has been particularly gratifying to be associated with the implementation of the Health and Care (Staffing) (Scotland) Act (2019) and the Nursing and Midwifery taskforce."

"None of the work I've been involved with would have been possible without the support of a strong team and I'd like to thank them for helping me drive forward these changes that I hope have made a difference."



[Click here to read more](#)

Enhancing social care services

More than £9 million is being made available over the next three years to give people who access social care more choice and control over decisions relating to their care.

This funding builds on an additional £2 billion investment in social care.

The funding for the national 'Support in the Right Direction' programme will enable organisations to deliver independent support and advocacy to help people live independently and participate in all aspects of life.



[Click here to read more](#)

New disability benefit for pensioners

Five council areas have been named as the first in the country eligible for a new disability benefit, subject to parliamentary approval of regulations.

From 21 October, Pension Age Disability Payment – replacement for Attendance Allowance – will be piloted in Argyll & Bute, Highland, Aberdeen City, Orkney and Shetland.

The benefit will become available in 13 more local authority areas on 24 March next year before becoming available across Scotland by 22 April.



[Click here to read more](#)

Minimum unit pricing rise

The minimum price per unit of alcohol will increase by 15 pence after the Scottish Parliament approved plans to continue with the public health measure.

As part of a 'sunset clause' when Minimum Unit Pricing legislation was introduced in 2018, it was due to end on 30 April, however MSPs voted to continue this.

In addition, a price increase was required to counteract the effects of inflation, with a rise to 65p selected as the Scottish Government seeks to increase the positive effects of the policy.

The increase will take effect on 30 September 2024.



[Click here to read more](#)

Genomic medicine strategy

A new strategy will expand access to genomic testing to improve diagnoses and outcomes for patients.

With a focus on cancer and rare and inherited conditions, the new five-year strategy sets out how genomics – the use of genetic information to diagnose disease and guide treatment – can be best used in the NHS.

For instance healthcare professionals can make more tailored decisions when treating most cancers as some people respond better to some treatments than others because of their genetic make-up.



[Click here to read more](#)

Gender identity healthcare

A new multi-disciplinary team led by the Chief Medical Officer (CMO) and including paediatric, pharmacy and scientific expertise, will be convened to examine clinical recommendations of the Cass Review, and consider how they may apply to NHS Scotland, Minister for Public Health Jenni Minto has told the Scottish Parliament.

Giving an update on the Scottish Government's response to the review, which was chaired by Dr Hilary Cass, the Minister also restated the Scottish Government's commitment to invest £9 million to support the improvement of NHS gender identity healthcare in Scotland. As part of this overall commitment, £2 million will be allocated this year and in each of the next two years.

[Click here to read more](#)

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 17 May 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.

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

Contact us

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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