



Jubilee Life February

Issue 21

Welcome to the February 2021 edition of your new monthly digital staff magazine.

News



Golden Jubilee Specialists Aim to Find Connection Between COVID-19 and Heart Problems

Heart specialists in the Golden Jubilee are working with Intensive Care Units (ICUs) across Scotland on ground breaking research into the impact COVID-19 has on the heart.

While the majority of people with COVID-19 will recover well and without any treatment, throughout the pandemic, many people have sadly died from the virus. The COVID-RV study being led by the team at the Golden Jubilee is one of the first to examine heart function in the sickest patients who need ventilators in ICU.

Around five per cent of all confirmed COVID-19 cases need ICU treatment, often for severe breathing difficulties, which sometimes means a patient will be put on a ventilator or life support machine.

Golden Jubilee doctors, with specialist heart intensive care treatment experience, believe that in the sickest patients on ventilators with COVID-19 that the function of the right-hand side of the heart, the part pumping blood to the lungs, may have a major impact in terms of severity of illness, length of stay in ICU and hospital - and ultimately, survival.



sites and that involves from the start making sure

“We know that in other conditions which cause severe breathing difficulties, pressure can be put on this area of the heart (the right ventricle) which pumps blood to the lungs. The aim of this study is to determine how many patients with COVID-19 who need to be ventilated develop problems with their right heart.

“In some cases, this can cause the right heart to fail, creating difficulties pumping blood forward and result in a build-up of back pressure. Unfortunately, individuals who develop these symptoms are less likely to survive their intensive care stay, which is why this study is so important.

“We aim to determine whether and how patients with COVID-19 requiring ventilation develop problems with their right heart, and also how this may adversely affect individuals with existing heart conditions. By getting a better understanding of the condition, we can tailor treatment more effectively and potentially save lives.”



1 - Dr Ben Shelley

The project is now taking place across 12 ICUs in Scotland, with ventilated patients undergoing non-invasive ultrasound scans of the heart (echocardiography) to explore and monitor how the condition develops and the impact this can have on their heart. The study will also collect blood samples to look for damage to the heart during this time.

The team is hoping to study up to 150 patients by the end of March 2021, with around 80 patients being reported on so far.

Once the study is finished, an educational session will be held to disseminate the learning to frontline clinicians dealing with COVID patients, and to plan a future trial to help protect patients as learning would also be applicable to others in intensive care with severe lung disease.

Dr Ben Shelley was also in the news recently with the incredible announcement that he has been awarded a prestigious grant which will enhance care for patients and boost the profile of Scottish heart and anaesthesia research.

The British Oxygen Company Chair of Anaesthesia Grant will provide £80,000 per annum for four years to cover the cost of research sessions, projects and infrastructure towards Ben's research into the incidence, impact and mechanisms of perioperative right ventricular dysfunction (study name IMPRoVE).

Click [here](#) to read the full story on the [COVID-RV Study](#), and for more information on Dr Shelley and the IMPRoVE research, [click here](#).

Robotic Lung Cancer technique is a first for Scotland

In a first for Scotland, lung cancer patients at our Hospital are benefiting from a minimally invasive surgical technique which allows them to recover faster and get home more quickly after surgery.

Our surgeons have continued to provide urgent heart, lung and cancer care throughout the pandemic, and have now used a Da Vinci Surgical Robot to perform Complex Sleeve Lobectomies for patients with lung cancer.

The procedure, also known as a Sleeve Lobectomy, involves removing part of the lung along with lymph glands around it.

Part of a blood vessel or airway with the tumour growing in it is also removed, and the remaining ends are connected back together. This allows the tumour near the middle to be removed, without the need to remove the entire lung.



“Traditionally, an operation like this would require a large incision to be made, but using the DaVinci robot allows us to carry out this procedure using highly accurate keyhole surgery, where only very small cuts are made to the body.

“This way of operating, which has only been attempted a few times in the UK, is extremely safe, and patients benefit hugely from this type of procedure, as it means far less pain post operatively, lower risk of complications and a faster recovery time when compared with conventional surgery.

Mr Rocco Bilancia, Lung Surgeon

Patients who need chemotherapy after surgery may also be able to start their therapy sooner and have improved tolerance to the treatment, thanks to this surgical innovation.

The first patient in Scotland to benefit from this new technique is Alison Kane from Fort William.

Alison had the robotic lobectomy done by the Golden Jubilee clinical team after being diagnosed with a benign tumour.

Amazed at the lack of pain she has experienced after her operation, Allison believes her recovery time has been quicker than it would have been after a conventional, invasive procedure.

"I felt lucky to have the robotic surgery as I think I recovered much better than if I'd had the traditional operation, where the surgeon opens up the chest.

"My recovery has been so good and the wounds have healed so well that I've been able to get back to painting furniture and running around after my five-year-old grandson, Oliver.

"I've even managed to go back to working from home a little bit. I'm a little bit tired and a little bit sore but I can really feel the benefit of having the robotic surgery. I feel great, absolutely great."

Allison Kane

This groundbreaking surgery could allow lung surgery patients to potentially go home in just four days, significantly reducing the amount of time they have to spend in hospital.

[Read the full story here.](#)

Your reflections on the impact of COVID-19

Last year many of you completed the Everyone Matters Pulse Survey.

The survey covered all of Scotland's 22 Health Boards and 30 Health and Social Care Partnerships, with more than 83,000 staff members taking part.

So thank you to everyone who took the time to tell us how they were feeling.



2 - [Click here to view the full report](#)

National results

The survey found that despite concerns about challenges in both their work and personal lives, the majority of health and care staff across Scotland continue to say they would recommend their place of work to others.

Our results

- 844 staff members (44% of the workforce) responded to the survey. This was 1% above the national average.
- 73% of respondents would 'recommend NHS Golden Jubilee as a good place to work', this compares similarly to the national average across Geographical and National Boards.
- When asked about overall experience at work you told us:

o 'I feel my direct line manager cares about my health and wellbeing' and 'my work gives me a sense of achievement' both scored the highest average of 76%.



“We want to maintain and improve on the experience of staff on both an organisational and team level. This includes, not only our response and associated actions following this survey, but also making sure we continue our commitment to the staff governance standards, health and wellbeing, values and culture of our organisation.”

Next steps

To support these conversations, our Learning and Organisational Development (L&OD) team are providing guidance and a toolkit outlining next steps with managers. So look out for this.

A local 'pulse survey' focusing in on some key themes identified for improvement will be coming soon, in particular we want to find out how the organisation can support your health and wellbeing.

For further information on the Everyone Matters Pulse Survey, email [Lisa Walsh](#), Organisational Development Consultant, L&OD or call extension 5618.

Siren Study: update

The SIREN study team are absolutely delighted with the response from staff concerning this project. To date, over 80 members of staff have consented to take part in the project. We were allocated a recruitment target of 113 which means that the opportunity to be involved in this important project is running out. If you are interested in participating, please send an email as soon as possible to the [COVID Research Team](#).

If you are a member of staff in any area of NHS Golden Jubilee, we would like you to consider participating.

SIREN explores the issue of COVID-19 immunity following infection or vaccination. It is an UK Urgent Public Health study which is designed to answer one of the key questions: does previous exposure to COVID-19, or COVID-19 vaccination, prevent future infections? This is essential to help prepare for the future and keep as many people as possible safe from the virus.



Why are we doing this study?

The main way we diagnose COVID-19 is to take a swab from a person's nose and throat, to look for the presence of the virus. Once someone has recovered from the infection, the live virus should no longer be present, however once you have recovered it is possible that your body will have developed antibodies to fight the infection. These can remain in the blood and may help protect against future infection from the virus.

By doing both swab and blood tests together, regularly and over time, we will be able to assess long term protection and greatly improve our understanding in a number of other areas.

What's involved and how do I take part?

If you decide to take part, you will be asked to do the following:

a. Enrolment into the study

- Online enrolment consent and questionnaire (around 15 minutes)
- Nose and throat swab looking for the presence of Coronavirus
- Blood test for antibodies

The aim will be to collect initial samples within 48 hours of enrolment questionnaire completion. This study will also involve us collecting details about your working and medical history, as well as potential exposures to and symptoms of COVID-19, which will allow us to understand the results of your tests in context.

b. Follow-up

- Follow-up questionnaires (two to three minutes): this will be sent straight to the phone number and/or email address that you provide
- Blood and swab tests

Follow-up will last for 12 months, and the blood and swab tests will happen regularly. For most people the questionnaires, blood and swab tests will be every two weeks initially, although the frequency may change later on.

For more information, a full participant information leaflet can be found [here](#).

To express your interest in taking part, please contact [COVID Research Team](#)

Lateral Flow Testing

Managers responsibilities

Managers are reminded that they must ensure that the issue of Lateral Flow Testing (LFT) kits to individual staff is recorded. This can be recorded on paper form first or directly onto the LFT kit database on Sharepoint. If using a paper form initially it is important that this information is then uploaded.

It is also important that managers remind staff regularly, for example through team briefings, of the importance of continuing to use kits twice a week and uploading the results onto the national e-portal.

Managers are also responsible for informing Occupational Health of any positive test results obtained through a LFT kit reported to them by a member of their staff. Managers should advise staff obtaining a positive LFT test result to self-isolate and book a Polymerase Chain Reaction (PCR) test.

Managers are also requested to summarise and provide any feedback they receive in relation to the LFT testing programme through their management meetings.



Staff Responsibilities

Staff who have signed up to use the Lateral Flow Test kits are reminded that they should be testing twice a week and should upload their test results to the national portal, and that includes negative and inconclusive test results. This is important as it provides vital information in our overall approach to managing and combatting COVID-19.

If staff have a positive result using the LFT they should:

- Self-isolate and advise their line manager of this
- Book a PCR test through the national COVID test request system
- Only return to work if they then receive a negative result through the PCR test
- Report their positive test by emailing [Occupational Health](#)

Feedback

If staff are experiencing any difficulties or wish to provide feedback they should do this through their line manager.

LFT Survey

We are looking to gain some valuable feedback and insight into your experiences of using the LFT at the NHS Golden Jubilee. If you or your team are actively involved in undertaking regular LFT, please take a few minutes to complete the survey [here](#).

The Survey will be open until Thursday 11 March and should take no more than 15 minutes to complete.

Call for Posters for the NHSScotland Event 2021

Call for ePosters is now open

We are delighted to announce that this year's NHS Scotland Event will run as a virtual Event from 22 – 24 June.

Following the postponement of the 2020 Event due to the Coronavirus (COVID-19) pandemic and the ongoing challenges faced by our health and social care staff, the decision was made to run the 2021 Event virtually.

Every year, the Event provides the opportunity for those working in and with the NHS in Scotland to come together to consider the challenges, to share best practice and the most innovative approaches to delivering the highest quality of care, and to take away tools and techniques that will support them in their various roles.

The virtual NHS Scotland Event promises to deliver the same engaging programme content and impactful connections with peers in a dynamic, digital setting that will be accessible from anywhere.

We are delighted to announce that, even in our new virtual format, the Posters will still feature as one of our key elements of the Event programme – and will continue to form an integral part of best practice, learning and sharing at the Event.

This year, for the first time, all abstracts accepted for the NHS Scotland Event will be delivered as ePosters. This is an exciting opportunity to explore a brand new process for poster design which will allow for much more flexibility, offering the option to include a range of supporting materials to help tell the story of your project.

The creation of an ePoster moves away from the paper poster model and takes full advantage of the move to a digital format with much greater reach than either an oral presentation or a conventional poster.

Submissions are welcome from NHS Scotland employees, our voluntary and partner organisations, and other public or private sector organisations on any aspect of work they are undertaking in, with or on behalf of NHS Scotland.

This year, the event will take the opportunity to showcase the extraordinary work of NHS Scotland staff and partners in responding to COVID-19. With this in mind, there will be a new category - *Responding to and Learning from COVID-19*.

The Poster Exhibition forms an integral part of best practice, learning and sharing at the Event.

In order to ensure your poster abstract is on message and that the content portrays your work to its full potential, it is important that you discuss the content of your poster abstract with your line manager, NHS Board Quality Improvement Lead or Clinical Governance Lead prior to submission.

All poster abstracts must be reviewed by the Poster Coordinator and constructive feedback provided on the content – with possibly some editorial changes suggested where appropriate.



[Read the ePosters Guide here which contains all the information on submitting an abstract.](#)

Abstracts must be submitted to [Karen Ackland](#) by close of play Monday 15 March 2021.

The full Event programme will be launched in May. Further information will be available in the coming weeks.

You can also follow the event on Twitter [@NHSScotEvents](#) [#nhsscot21](#)

Phase two expansion – Surgical Centre update

Work has been progressing well on the expansion of NHS Golden Jubilee. Phase one, the Golden Jubilee Eye Centre has been treating patients since November and work has now moved to phase two – our Surgical Centre.

Work is progressing well and groundworks and piling are already complete. Between March and July, we move to the next phase which will see the building superstructure put in place. The superstructure for the building will be made from precast concrete and is currently being made at factories around the UK.

From Monday 8 March 2021, we will start to erect the tower cranes. As you can see from the below drawing there will be two tower cranes, one located to the North and one located the South of the building site. These tower cranes will be used to install the precast elements of the build.

After that, we will then start the roofing works and cladding works followed by the fit-out works.

There may be potential noise from the arrival of the precast frames and steelworks and we apologise in advance for any disruption and inconvenience. Please remember to continue to keep all windows closed and if you have any issues with our expansion work, please escalate your concerns with the Duty Manager.

Traffic Management

All traffic access to the site will be via Agamemnon Street and we thank you for your assistance and patience during this time. Please note that no delivery vehicles for the project will enter via the hotel side of the hospital.



If you would like to know more about our expansion, please email [John Scott](#).

COVID-19 Vaccine - Survey for Healthcare Workers

The Scottish Government are currently gathering your thoughts and views on COVID-19, and in particular the COVID-19 vaccine.

Below you will find a link to a survey which is being conducted by an independent research agency and is completely confidential, in full accordance with the Market Research Society Code of Conduct.



[Click here to complete the survey](#) This should take no more than 10 - 15 minutes to complete, and will be open until Sunday 7 March.

People



New Appointments and Fond Farewells

Farewell Pat

We said a fond farewell to Clinical Director of Ophthalmology, Consultant Ophthalmologist Pat Kearns, who retired at the end of January. Pat joined us in 2013 and worked in the NHS for 36 years.

He was a driving force in delivering our fantastic new Eye Centre and supporting innovative new ways of working, helping us deliver top class eye care to patients across Scotland.

Pat said: "I've very much enjoyed working here in such a great place with a brilliant team. It's been great fun and we've achieved a lot together."

Happy retirement Pat and thank you for your service. You'll always be part of Team Jubilee.



3 - Pat Kearns with some of his colleagues

New Directors

As you know, we are expanding our existing support for NHSScotland, with the establishment of the Centre for Sustainable Delivery (CfSD), a new National Unit that will lead on the transformation programmes to support Recovery, Redesign and Remobilisation (3R's) and support performance.

Our other initiative, the NHS Scotland Academy, is a joint venture between ourselves and NHS Education for Scotland which will develop a new innovative training academy, providing accelerated training linked to need, and support the development of workforce skills, capability and capacity.



4 - Dr Catherine Calderwood

With this in mind, we are delighted to announce that we have appointed to two new leadership roles within the organisation.

Dr Catherine Calderwood has joined our team, taking up the role of CfSD National Clinical Director following a recent recruitment process, and will be focusing on ensuring that the range of CfSD work programmes are underpinned by high quality and internationally respected clinical advice.

Taking the position of NHSScotland Academy Director will be **Kevin Kelman**, bringing 30 years of experience working in the public sector, most recently as Chief Operating Officer and Chief Education Officer at Stirling Council.

We hope you will join us in welcoming both Catherine and Kevin to our organisation, and we look forward to benefitting from their wealth of experience and knowledge as we continue to support the delivery of safe, effective and person centred care for patients across Scotland.



5 - Kevin Kelman

Our People - Mary McAuley

Having worked as an adult and child nurse for over 30 years, Mary McAuley was welcomed to NHS Golden Jubilee as the new Cardiovascular Champion Support Manager in August 2020.

Working with colleagues in the Research Institute, she oversees activity and drives recruitment for research projects within the Cardiovascular Research department. Recently, this has involved the ground breaking COVID-RV study into the impact COVID-19 has on the heart.

“I was delighted to be offered the job, NHS Golden Jubilee is a centre of excellence for interventional cardiology and cardiac care and I am so excited to be part of the work here.

“Part of my role supports the direction of the studies we do and so I work with clinical research teams and research nursing teams to make that happen.

“The other part of the role is increasing the awareness of cardiovascular clinical research across Scotland. So basically, I highlight the successes of the portfolio so that more companies and institutes will be interested in working with us.”



6 - Mary McAuley

Having worked in the NHS since 1977 Mary retired in 2012 after being diagnosed with a rare form of eye cancer.

“In 2011 I was head nurse for children and young people in NHS Grampian, I developed a rare malignant eye tumour which, at the time, only one patient in Scotland had.

“I was in a strategic job at the time and I knew I wouldn’t be able to continue my job. So in 2012 I was medically retired and came off the register.”

By 2013 Mary had undergone treatment for her cancer and was beginning to feel better. However, coming to the end of treatment brought its own challenges, and Mary joined a six-week course on 'how to live with cancer'.

"I felt like I was finally getting back to my old self and I didn't want to be sitting around all the time. I had joined the Maggie Centre and had met others who had started to build their lives again - post-cancer.

"I spoke with a nurse for the rehab service in Greater Glasgow and Clyde (GG&C) who in-turn put me in touch with Access to Work and it just went from there."

When Mary got the job of introducing new community framework in GG&C, it was the confidence boost she needed. After retiring and being away from the NHS for a few years she was back where she belonged.



"It really gave me the experience and confidence of working again with a visual impairment.

"After a few years in that role I saw there was performance manager/research manager job in GG&C and I got that and moved into research. I moved from a nursing role into research and totally loved it.

"And now I'm here at NHS Golden Jubilee and I've felt so welcome, I really feel like I've had a second wave career, which is wonderful.

“I’ve always been someone who understands that you have to do the best for your patient and this role is blending my clinical background and my research background.”

But it’s not all work and no play because Mary is a member of Rock Choir.

Rock Choir is an award-winning choir in which people from more than 400 towns and communities across the UK meet on a weekly basis to sing their hearts out - appropriate for a cardiovascular researcher.

“Oh Yeah, I love it. Before COVID we would meet together and sing and perform for schools and charities and raise money for good causes.

“But now, because we can’t all get together in person we meet online and have our rehearsals that way, it’s a great way to cheer you up after a long day.

“It’s really a great thing and I’ve even discovered that another member of the research team is a Rockie, so we sometimes have a little sing in the office before getting back to the real work.

“It’s funny, before the pandemic everything was done in person, now I do all my work through a screen, I talk to people through a screen, I do my exercise through a screen and now, I even sing through a screen.”



7 - Rock Choir

Confidential contacts

We are looking for employees to volunteer to become Confidential Contacts.

Confidential Contacts provide confidential support to any employee who feels that they are being bullied or harassed at work or has a whistleblowing concern i.e. a concern that is related to a risk, malpractice or wrongdoing that affects others, and may be something that adversely affects patients, staff, the public or the organisation.

The role of Confidential Contacts is to provide informal signposting, support and encourage staff to raise and address their concerns at the earliest opportunity and support staff to contribute to creating a culture of openness and honesty.

Full training will be provided and periodic supervision and meetings will be provided to support the Confidential Contacts in their role.

If you are interested, a role descriptor form and a nomination form can be found [here](#). Please use the nomination form to indicate why you believe you would make a good confidential contact and what qualities and experience you have that you could bring to this role.



If you would wish to discuss the role further, please contact [Jane Christie-Flight](#), Employee Director on extension 5822 or [Laura Liddle](#), Associate Director of HR on extension 5604.

The closing date for applications is Friday 19 February 2021.

Performance and Planning Department



8 - Performance and Planning Team

What does the department do?

Performance and Programme management is integral to our Board's overall operation, helping us to plan, monitor and manage delivery of our health care and hotel services. The Performance and Planning department coordinates and supports the Board's robust approach to planning, programmes, performance monitoring and management and quality improvement ensuring principles of good governance are embedded. The team also provide specialist expertise and leadership in effective corporate planning across the Board, and oversee the ongoing delivery of the Board Strategy.

The team are also able to provide improvement and service redesign expertise through our Head of Quality Improvement and Service Redesign/Equalities Lead posts, as well as routinely being involved with supporting improvement in operational performance through high quality data reports and dashboards used within Divisional teams and senior decision-making committees.

Introducing our new Senior Team Roles

Head of Planning – Rikki Young

Rikki Young joined NHS Golden Jubilee as Head of Planning in September 2020. Working closely with the Executive Team and Board, the Head of Planning leads on key organisational planning such as the Board Annual Operating Plan, Remobilisation Plan and Board Strategy. The Head of Planning also works closely with colleagues across the organisation in clinical divisions and corporate services to support consistent, effective planning of operational and developmental initiatives within the Board. Before joining our Board, Rikki spent six years as public spending watchdog Audit Scotland's Business Manager overseeing

operational management and its performance audit and Best Value work programme, and seven years in various roles within Scottish local government.



9 - Rikki Young

Head of Programmes – Abu Zar Aziz

Abu Aziz joined us as Head of Programmes in October 2020. The Head of Programmes plays a central role in leading corporate programme management and providing support to the Board and Executive Team. This specifically entails leading or advising on the development and delivery of programmes and projects that support the delivery of the Board strategy. The role also incorporates developing frameworks and policies for best practice portfolio, programme and project management (p3m) which will aim to enable a consistent approach across the organisation. Abu has spent much of his career in economic development, latterly with Scottish Enterprise's (SE) Major Programme Management team, where he led a range of investments into the country's industry sectors including healthcare, renewable energy, technology and engineering, and tourism. He played a key role in embedding a range of p3m initiatives to enhance capabilities across people, processes and technology at SE.



10 - Abu Zar Aziz

Head of Performance – James Mackie

James took on his role as Head of Performance in October 2020. The Head of Performance manages a team of analysts who use data extracted from the range of hospital systems to show how we as an

organisation are performing and help support evidence based decision making. The team provide daily, weekly, monthly and annual reports to support a variety of projects and business as usual indicators. The Head of Performance role also ensures that an appropriate Performance Management Framework is embedded within the organisation to provide governance and accountability in achieving the organisation's goals and objectives through the creation and monitoring of Key Performance Indicators (KPIs)

The team develop dashboards showing KPI performance tailored to a variety of groups and committees such as: Performance Review Groups, the three Governance Committees covering Staff Governance, Clinical Governance and Finance and Performance, and the full Board Meetings. The team also prepare a monthly Integrated report, combining information from across the Jubilee, to support and inform these Governance Committees.

James Mackie first joined NHS Golden Jubilee in April 2019 as Performance and Planning Manager, and prior to this, James worked across a number of acute hospitals in England culminating in fulfilling the role of Head of Performance for Bradford Teaching Hospitals Foundation Trust.



11 - James Mackie

Head of Quality Improvement – Andrew Hall

Andy Hall joined our team as Head of Quality Improvement in January 2021. The Head of Quality Improvement (QI) helps teams to identify opportunities to improve the way they work and supports them to develop the knowledge and skills required to solve the problems they face every day. The role also includes advising various organisational committees on where the greatest opportunities for improvement exist to enable resources to be invested wisely and maximise the benefits achieved.

Finally, the Head of QI has a strategic role where they work to promote a culture of continuous improvement in all aspects of the Golden Jubilee and across NHSScotland as a whole. Prior to joining the Golden Jubilee team, Andy has had various roles in the English NHS including Physiotherapist, Patient Flow Manager and Therapy Lead for Quality, Digitisation and Research and joins us from Gateshead Health NHS Foundation Trust.



12 - Andrew Hall

Val-You



Meet your Whistleblowing Champion

At the Golden Jubilee, we take Whistleblowing very seriously, providing a comprehensive policy and procedure which ensures you have the opportunity and confidence to raise concerns on a wide range of matters and know they will be listened to.

This year, on Thursday 1 April, a new Whistleblowing National Policy and Standards will be introduced, which are designed to further enhance and build on this vital work.

With that in mind, this month, we'd like to introduce you to Callum Blackburn, one of our Non-Executive Directors, and Whistleblowing Champion for NHS Golden Jubilee.

Appointed in November 2020, Callum will bring his expertise and experience to our organisation for two years, and service in a vital role in ensuring Whistleblowing is embedded throughout our practices.



13 - Callum Blackburn

"As one of 22 Non-Directors acting as Whistleblowing Champions across NHSScotland, with 20 years of experience working in public bodies, my role is to provide assurance to our Board, the Scottish Government and all of Team Jubilee, that these new standards have been implemented appropriately.

"This new policy covers not only employees, but includes contractors, volunteers, students and even ex-employees. It also provides clear guidelines on ensuring confidentiality and appropriate support for those who have chosen to raise concerns.

"Right now, we are working hard to ensure that all necessary information and resources are available for both staff and managers to access easily as required, and help you understand your rights and the process for raising issues in the correct way. So keep an eye on Jubilee Life, eDigest and Staffnet in the coming weeks for more information."

Callum Blackburn

For details on our current Whistleblowing policy and procedures, [click here](#).

New Network launched as part of LGBT History Month

LGBT History Month is an annual celebration held every February that provides education and insight into the issues that the LGBTQ+ community face in the exercise of day-to-day activities. The primary aim of LGBT History Month is to teach young people about the history of the gay rights movement and to promote an inclusive modern society.

While LGBT History Month originated in the US in 1994, in the UK it began 11 years later in 2005 following on from an initiative that was created by educators and activists Sue Sanders and Paul Patrick.

The last year has brought such new and enormous challenges to LGBTQ+ communities, and it is even more important for us to come together this month to highlight this history and celebrate the lesbian, gay, bi and trans people that have made incredible contributions across society.



NHS Golden Jubilee is committed to ensuring that our LGBTQ+ staff, patients and visitors feel empowered, visible, safe, and proud to be themselves.

To mark LGBT History month, we are excited to announce the formation of a new network for our LGBTQ+ staff. The network will provide a safe space for staff to discuss issues of importance in relation to sexuality and gender identity within the workplace.

The network will form an integral part of our Diversity and Inclusion strategy and will report into the Diversity and Inclusion group (formerly known as the Equalities Group). We are ambitious with our intentions to create an energetic collective voice to promote positive change and enhance the visibility of LGBTQ+ activities across the organisation.



Follow this link to learn more about [LGBT History Month](#).

If you are interested in joining this new network or would like further information, please email [Rob White](#) (Service Design and Equalities Lead) or phone extension 5480.

Health and Wellbeing



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



[Click here to access the resources available on Staffnet.](#)

Jubilee Active blog

This month's #JubileeActive blog by Occupational Physiotherapists Kathryn Wales and David Longmuir is all about how simple exercise can boost your mental health, moods and positive thoughts.

David talks about what changes occur within your body, also known as biological mechanisms, and how you think or feel, also known as psychosocial mechanisms, when you do walking as an exercise.



14 - David and Kathryn

[Read the blog here](#)

The Social side



Here's some social media comments from patients and the public about you!

Elizabeth Bowers: Many thanks for the wonderful work you all do.

Janice Black: Great hospital we have a lot to thank you for x (comment for #WomenInScience post)

Linda McStay: Absolute stars. Let's hear it for the girls (comments on #CHDAware Week)

Linda McStay (on SACCS Senior Nurse Specialist Sandra Jansz): Seen Sandra today for the first time in a long time! Such a lovely nurse. Chatting and caring. A great asset to the team.

Vivienne Donohoe (on SACCS Nurse Specialist Gemma Brown): This lady is an actual angel! lovely lovely person!

Laura Dickson (on SACCS Senior Nurse Specialist Jim Mearns): Hi Jim hope you are well. You have been an amazing support to me throughout my times in hospital.

Terrie Bell: SACCS team are amazing at Golden jubilee always a phone call away if any problems x

Irene Baillie: Lovely to see Dr Hamish Walker back. The care and support I received from Hamish and Dr Nikki Walker and the SACCS team was fantastic. Had my baby in the GJ and 2 open heart surgeries and couldn't ask for any better care.

Robert Murray: I have a lot to be grateful for the wonderful skills that this hospital provided for in my out of need.

Jean Dineley: I had two total knee replacements three years ago and it was the best thing I have ever done staff and doctors excellent.



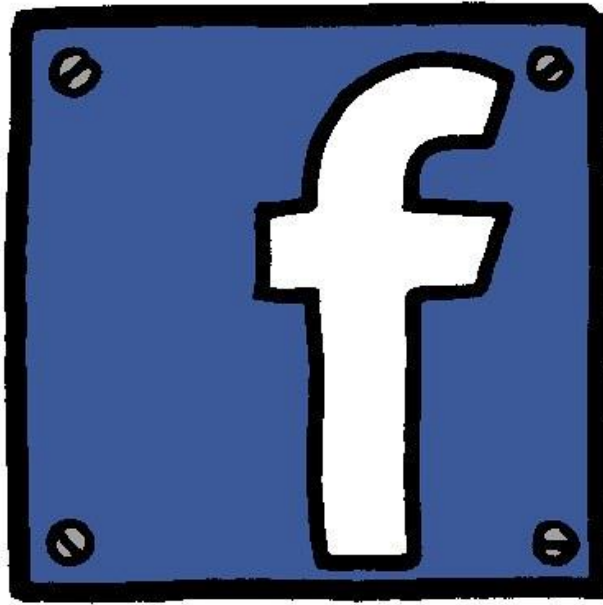
What's happening on our social media pages

Facebook:

We've created an animation to highlight the amazing work staff have done since resuming elective services in July, carrying out around 40,000 procedures for Scottish patients to ensure they get the treatment they need, in spite of the pandemic. Well done Team Jubilee

[Click here to view post link](#)



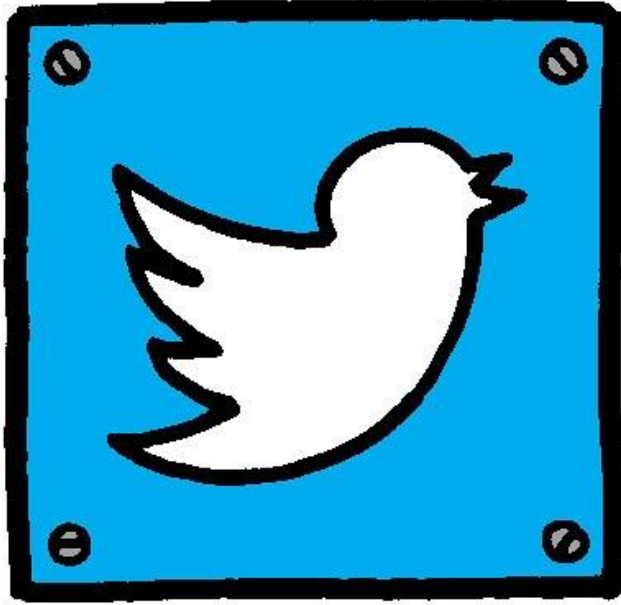


Twitter:

Our heartfelt post in honour of the inspirational Captain Sir Tom Moore, who sadly passed away this month, was one of our most engaged with posts on Twitter, as well as all of our social media platforms, showing just how much he was loved by everyone. From everyone at NHS Golden Jubilee, RIP Sir Tom.

[Click here to view post link](#)



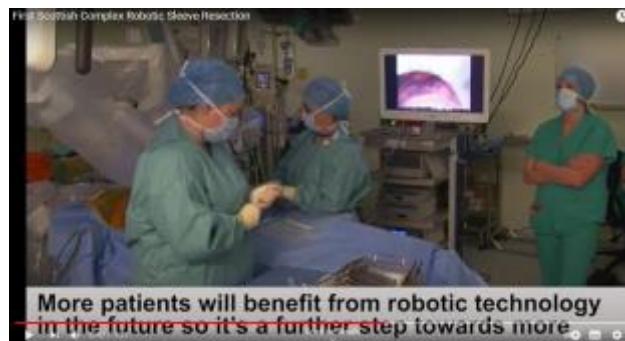


15 - [Click here to access our Twitter page](#)

YouTube:

Our video showing Scotland's first Robotic Complex Sleeve procedure was one of the most popular on our YouTube channel over the past month.

[Click here to watch the video](#)





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

LinkedIn:

This platform is perfect for promoting vacancies and our paid-for advert for Theatre Nurses in our pioneering Orthopaedic Department was well viewed.

[Click here to view the post](#)

A screenshot of a LinkedIn post from the NHS Golden Jubilee page. The post text reads: "We're hiring for Theatre Nurses in our pioneering Orthopaedic Department. Check out the details: <http://bit.ly/3skQ4gC> #TeamJubilee #NHS hiring #NewJobOpportunity #Orthopaedics". Below the text is a promotional image for the NHS Golden Jubilee. The image shows three theatre nurses in blue scrubs and masks. To the right of the image, the text reads: "Theatre Nursing Roles: NHS Orthopaedics Band 5 - £25,595-£31,549 37.5 hours per week - Permanent". Further text on the right describes the role as a "great opportunity" for nurses to "make a difference to thousands of patients every year" and lists benefits like "flexible working patterns" and "full access to our career and education pathways". At the bottom right, it says "Closing date: 28/03/2021".



Get social with us and keep up to date with everything that's going on in #TeamJubilee on our social media pages.

Events we celebrated socially this month

Organ Donation law changing

From 26 March 2021, the law around organ and tissue donation in Scotland is changing to an opt out system.

Register your decision on the NHS Organ Donor Register and tell your family and friends as this will make it easier for them to honour your decision.

Find out what it means for you, and your choices at organdonationscotland.org

[Click here to hear Heart Transplant Surgeon Hari Doshi talk about the gift of organ donation](#)



Congenital Heart Disease (CHD) Awareness Week

Throughout CHD Awareness Week, our SACCS team gave out great advice on social media on a variety of issues and topics including - information for teenagers and adults on managing their conditions; how to deal with anxiety and depression, which affect people with CHD more than the general population; exercise; the COVID vaccine and medication; and safe pregnancy.

The advice has been very well received across all social media platforms, highlighting how effective the SACCS team is in providing person-centred care for its patients.



17 - SACCS team

Women in Science Day

We celebrated the vital role women play in our services for International Day of Women and Girls in Science this month with some great posts, including a fascinating video by Head of Laboratories Jackie Wales showing us how COVID tests are done.

[Click here to view the post](#)



18 - Women in science

Holocaust Memorial Day

On January 27 we marked Holocaust Memorial Day on social media to honour the memory of those who lost their lives and to respect differences.

NHS
Science Education

Holocaust Memorial Day

"Today we take time to stop, remember and honour the memory of those who lost their lives and loved ones during the Holocaust."

But on Holocaust Memorial Day we also remember all of those throughout the world affected by genocide. It may seem unusual to want to remember such tragedy, and may even be uncomfortable for us, but we remember with good reasons.

All genocides begin in the same way, with a "classification" of people. This creation of an "us and them" creates a path for dehumanisation and persecution to take place.

However, the final stage of genocide is "denial", not only a denial of attention but a denial of responsibility of those who perpetrated these crimes.

So today we remember, we don't forget or deny no matter how painful, and we are encouraged to follow and live our values of respecting and honouring our differences."

Andy Collins, Specialist Care and Diversity Lead

Contact



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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