



Jubilee Life **May**

Issue 24

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

News



Golden Jubilee Conference Hotel Reopening

We are delighted to announce that the Golden Jubilee Conference Hotel is now open to all NHS Golden Jubilee staff.

Our staff are prepped, excited and looking forward to welcoming staff and guests back through the doors once more following the period of closure due to the Coronavirus pandemic.

This week, we have began a phased opening up in line with Level 2 restrictions in West Dunbartonshire, which includes the bar and restaurant with indoor dining and bedrooms.

The opening will be taken with a risk-averse approach to our business over the next couple of months, initially opening to NHS and healthcare colleagues before opening to the wider public on 1 July.

“We cannot wait to welcome everyone back. This past year has been challenging for us all, but staff have continued to go above and beyond to do what they can.

“Our Hotel team have shown their resilience and willingness to make a difference, with many volunteering at NHS Louisa Jordan and throughout the Hospital in various roles, helping our clinical teams to continue delivering first class care to patients from all across Scotland.

“As we’re starting to turn the corner now, one of the first things we wanted to do was look at how we can support our staff coming back. We knew it was going to be a difficult transition so making sure the staff morale was high when reintroduced to the Hotel was really key for us. There’s been a lot of planning and preparation in that.”

Denis Flanagan, General Manager



1 - Denis Flanagan

The Hotel has also undergone some exciting upgrades, including refurbished bedrooms and new technology in the conference rooms.

Denis added: “While we have been quiet, we have transformed quite considerably this last year. We’ve invested in technology with our conference rooms to ensure that we are safe to meet, not just for the NHS, but for everyone who comes through our doors. It’s critical for us going forward. This technology really sets us apart from other venues and takes us to another level.

“The team have been working extremely hard to do everything they can to support NHS staff in whatever way possible and having the hotel services back open to staff is warmly welcomed by all, providing some much anticipated social normality for everyone.”

Facilities open on Monday 24 May from 12pm with last entry at 8pm for drinks, teas and coffee, including coffee to go, and food. Please call 0141 951 6015 to book your two-hour time slot either inside or, weather permitting, on the terrace and please remember to bring your staff ID.

Bedroom Reservations:

Bedrooms are also open for reservations, please call 0141 951 6008. Staff rates from £50 room only.

Centre for Health and Wellbeing

The team at the Centre for Health and Wellbeing have been preparing for its re-opening to Team Jubilee staff.

“Our dedicated staff can’t wait to welcome everyone back.

“This past year has taught us that having a healthy workforce is vital to delivering the excellent care to patients that we provide and we want to play a big part in that here at the Centre for Health and Wellbeing by helping colleagues reach their fitness goals.

“We want to say a massive thank you to all the NHS Golden Jubilee staff for all their hard work by offering them an exclusive deal for the month of June, this will be £25 for the month or £3.50 pay as you go.”

Stephen McGeever, Hotel Guest Experience Manager



The Health and Wellbeing facilities will open on 31 May with access to the gym and poolside facilities. Staff can book one-hour time slots by calling 0141 951 5151.

For more information, including opening and closing times, please see [Centre for Health and Wellbeing](#).

You will be asked to self-scan at the Infrared Thermometer in the Health Club prior to entry.

*The Centre for Health and Wellbeing is open **Monday to Friday, 7am - 8.30pm and Saturday/Sunday 8am - 7pm.***

Lateral Flow Testing: a message from our Chief Executive

Dear Colleagues,

As part of Test and Protect, twice-weekly Lateral Flow Device Testing is offered to all healthcare workers, not just those in patient-facing roles. People can carry and transmit COVID-19 asymptotically. This voluntary staff testing allows asymptomatic but positive staff members to self-isolate immediately, reducing the risk of spread to your patients, colleagues and family and helping NHS Scotland recover faster from the pandemic.

Lateral Flow Tests have a sensitivity of 77% meaning it will identify more than seven in ten positive cases. This rises to over 95% of those with high viral loads who are most likely to be infectious. While negative results don't completely rule out COVID-19, testing is one important part of our suite of defences against transmission, alongside vaccination, social distancing, PPE and hand hygiene.



Even after you've been vaccinated, it's important to continue with the tests. No vaccine is 100% effective, and there are growing concerns about viral mutation. There have already been several mutations of the virus and we are currently seeing growing numbers of the B.1.617.2 variant in our local and neighbouring communities.

Lateral Flow Test results will give us early warning about individuals and about our region, so it is really vital that as many people as possible participate to slow the spread and allow our communities to remain open. So please continue to perform the test and encourage others to do so. If we all play our part now, the world will be able to open up faster for us and everyone else. And remember to report all results positive, negative or inconclusive via the online portal.

On behalf of the Executive team, please accept our gratitude for the vital part you've played and continue to play in the pandemic response.

Yours sincerely,

Jann



More information on LFT is available on Staffnet by clicking [here](#).

You can also read a letter from Nurse and Medical Directors [here](#).

Join us for Chief Executive Dialogue

A promotional graphic for 'Dialogue with Jann Gardner, Chief Executive'. It features a photo of Jann Gardner on the right and text on the left. The text includes: 'Dialogue with Jann Gardner, Chief Executive', 'Our Chief Executive "Dialogue" sessions are a new way for the Chief Executive and Executive Directors to engage with all staff on a face-to-face basis.', 'The sessions will take place every month via a dedicated Microsoft Teams Channel.', 'Upcoming dates: • Thursday, 1 July 2021, 11am-12pm', and 'Please email chief.executive@gnh.scot.nhs.uk to register your interest. You will be sent an invitation to attend.' The NHS Golden Jubilee logo is in the top right corner.

Dialogue
with Jann Gardner,
Chief Executive

Our Chief Executive "Dialogue" sessions are a new way for the Chief Executive and Executive Directors to engage with all staff on a face-to-face basis.

The sessions will take place every month via a dedicated Microsoft Teams Channel.

Upcoming dates:

- Thursday, 1 July 2021, 11am-12pm

Please email chief.executive@gnh.scot.nhs.uk to register your interest. You will be sent an invitation to attend.

NHS
Golden Jubilee

Our next virtual Chief Executive Dialogue session takes place on MS Teams on Tuesday 1 July from 11am-12pm.

Book your place now, by emailing [Chief Executive](#).

We hope to see you there!

A Coordinated Effort – NHS Scotland donates Oxygen Concentrators and other critical supplies to India

This week, NHS Scotland supported a four nations effort to supply critical healthcare items to India as the country continues its challenging fight against COVID-19.

Following an initial offer which included PPE, turbine ventilators and consumables, the Indian Embassy has accepted 100 Oxygen Concentrators, 40 Continuous Positive Airway Pressure (CPAP) ventilators and associated consumables.

These units are urgently required by the Indian Government with the healthcare system under extreme pressure. The devices can be used in hospitals, ICU wards or other locations and are ideally suited to treat COVID-19 patients when there are constraints on medical gas infrastructure supply.

NHS National Services Scotland's (NSS) National Procurement and Health Facilities Scotland have been working with the Scottish Government and the UK Government to coordinate the supply and transportation of these valuable donations.



“The oxygen concentrators have come from a contingency supply which had been prepared in readiness for a pandemic of this nature. In Scotland, because of our planning and preparedness, NHS Scotland’s oxygen concentrator supply remains at a good level across all boards enabling us to be in a good position nationally to give generously to support other countries at this important time.”

Willie McGhee, Project Manager in Health Facilities Scotland who manages NSS’s home Oxygen Programme

Support for staff

The situation in India will be impacting on staff across the NHS, even as we move forward in tackling COVID-19 here in Scotland. As well as staff with family and colleagues in India and the wider region, the scenes of healthcare staff grappling with the COVID crisis in hospitals around the country will remind us all of our own experiences working to tackle the pandemic here in Scotland. Staff are reminded that help and support is available from the National Wellbeing Hub - [National Wellbeing Hub](#)

About the Scottish Government's Global Citizenship Programme

The NHS Scotland Global Citizenship Programme, which is facilitating the Scottish contribution to the UK wide response, supports effective and coordinated health sector involvement in global health.



“An extraordinary effort is taking place right now to support needs in India. The donation of Oxygen Concentrators and other critical items will help to save lives. We want to thank National Services Scotland, Menzies Distribution and Dolby Vivisol who've assisted this effort.”

Prof John Brown CBE, Chair of NHS GG&C and Chair of the NHS Scotland Global Citizenship Advisory Board

Further information on the NHS Scotland Global Citizenship Programme can be found at [Scottish Global Health](#).

How to Help

Health Boards wishing to donate any further equipment e.g. through local charities they are connected with, please ensure that any donation has been checked against the list of technical standards that equipment needs to adhere to, in order to be accepted for the India COVID-19 response. This list, provided by the Government of India, has been shared with the NHS clinical engineering community and is regularly updated.

Health Boards and staff wishing to donate to India-focused appeals may also wish to consider the following options:

British Asian Trust 'Oxygen for India' Fundraiser

- Details: [India COVID appeal](#)
- Contact: [Hitan Mehta](#) **UK India Business Council**
- Details: [Message from the UKIBC Chair - Call for support for India to tackle COVID-19 second wave](#)
- Contact: [Covid Support](#) **Disasters Emergency Committee**
- The Disasters Emergency Committee (DEC) have extended their coronavirus appeal to include India.
- Details, including on how to donate, can be found [here](#). **Indian High Commission (equipment)**
- Details: [HCI London status](#)

NHS Boards and staff are reminded to refer to the 'Guidance on Management of Medical Devices and Equipment in Scotland's Health and Social Care Service' and the NHS Scotland Global Citizenship 'Doing it Well Guide' both of which provide advice on the donation of surplus equipment to Low and Middle Income Countries. Both of documents are available from [Scottish Global Health](#)

Facts on Oxygen Concentrators:

1. Air is drawn into the machine where oxygen molecules are concentrated from 21% to 95% to help patients receive the oxygen they need.
2. These concentrators can deliver up to 5 litres of oxygen per minute and won't run out as long as they're connected to a mains power supply.



European Union Withdrawal

EU withdrawal (Brexit) is a continually changing landscape with both direct and indirect consequences for NHS Golden Jubilee. As a Board, we have been monitoring the potential impact since the decision was announced in 2016.

We value the contribution of all of our staff, regardless of nationality, and all the information we receive on EU withdrawal can be found on our [Staffnet page](#).

If you have any concerns about the impact of Brexit on your role, please speak to one of our Human Resources (HR) representatives.

General information on Brexit is also available from the [Scottish Government website](#)

There is a requirement to apply to the UK Government's EU Settlement Scheme and it remains critical that everyone who wishes to stay in Scotland must complete an application by 30 June 2021. Any EU citizen who is resident in Scotland before 31 December 2020 is eligible to apply.

Please use these resources to help you understand and exercise your rights and encourage others to do the same.



EU Exit – Stay in Scotland

The Scottish Government has created support for EU citizens who may have questions about what happens next and what you need to do.

You will need to apply to the UK Government's EU Settlement Scheme in order to continue living, working and studying in the UK.

NHS Golden Jubilee is committed to supporting our staff from EU countries to remain working here if they wish to do so, and encourage colleagues to seek help if it is required.

To help guide you through the steps you need to take to stay, you can access the Stay in Scotland package of support [here](#).

A support and advice service is also available for all citizens living in Scotland affected by the UK Government's EU Settlement Scheme who may need additional information and support.

Information Governance and Security Staffnet Page

A new Information Governance and Security page has been set up on Staffnet.

Here you will find information on, what Information Governance is, what the Freedom of Information Act says, what to do if a member of the public contacts you requesting their information and a helpful guide to the information sharing protocol..



All of this and more can be found on the [Information Governance and Security page on Staffnet](#).

Staff Awards 2021



Following the success of last year's staff awards, we are excited to announce that nominations for this year's staff awards will be opening soon!

This will give staff the opportunity to nominate a person or team who they feel has really gone above and beyond, so please keep an eye out for more information in the coming weeks!

QI Connect applications

The Scottish Leading and Coaching for Improvement Programme is a three-month quality improvement learning programme designed for people who will coach and facilitate improvement teams to support achievement of improvement strategies within their organisation.

The aim of the Programme is to develop individuals who will coach and facilitate improvement teams to support achievement of improvement strategies within their organisation.



The application process is now open and further information and forms can be found [here](#).

Whistleblowing

The new process for Whistleblowing across NHSScotland is now in place. The process will ensure that all staff feel supported, secure and confident to raise any concerns about patient safety, malpractice or other forms of harm.

We are proud to support and encourage an environment where employees feel confident in raising any concerns they may have.

The process will work in three stages. The first two stages will be carried out here at the Golden Jubilee, with INWO acting as a final independent review stage.

If the individual remains unhappy, they are able to escalate this for external review to the Independent National Whistleblowing Officer.

These stages have been developed by the Independent National Whistleblowing Officer (INWO), with the procedures detailed in the [National Whistleblowing Standards](#) and offers staff the support and protection they need to feel confident when raising concerns if they see something wrong.

Whistleblowing Training

There is now training available for all NHSScotland staff, including contractors and volunteers. The modules will teach you about the Standards and role of the Independent National Whistleblowing Officer (INWO).

The modules have been split into two different learning programmes:

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



Access training modules here: [Training Modules](#).

Further and Higher Education scheme is now open!

If you've been a permanent employee for at least 12 months, you can apply for funding which will cover a minimum of 70% of your course fees, up to £2,000.



Full details on the scheme can be found by [clicking here](#) or you can contact the Learning and Organisational Development Team at L&ODInfo@gjnh.scot.nhs.uk or on **extension 5102**.

[Click here](#) for an application form.

Closing date for applications: 11 June 2021.

Scottish Thoracic Society Virtual Annual Meeting 2021

The Scottish Thoracic Society (STS) Virtual Annual Meeting takes place on Friday 4 June 2021.

There is a cost of £40, and this gives you access to the full day. You can secure your place by clicking [here](#).

Once you have followed the link, to register and book please click 'Book Now', you will then be directed to a registration form online and payment link.

All who register for the event will have access to full recordings from the day even if they cannot attend.

To find out more, including a list of all of the topics included in the day, please visit the [STS Annual Meeting 2021](#).

Skin Care Management for Responsible Persons e-Learning Module

Under the Control of Substances Hazardous to Health Regulations 2002 (COSHH) (as amended), employers using substances with a potential to cause skin disease should conduct regular skin checks.

The aim of this module is to provide those nominated as a responsible person with the knowledge to undertake the initial checks required as part of a skin health surveillance programme.

This new module can be found in the Health and Safety tab on [LearnPro](#).

Microsoft Customer Training Touchpoint Sessions

We are delighted to announce that the Microsoft Team is back again with the interactive series of Teams Tuesday and Teams Thursday sessions which will take place throughout May and June.

These Customer Training Touchpoint sessions are open to all Microsoft customers and focus on various topics.

All sessions take place from 12.30pm to 1.30pm, with the last 15 minutes dedicated to answering your burning questions.

The following is the schedule of these sessions along with the registration links:

- 18 May - [How to use break out rooms](#)
 - 20 May - [Work together effortlessly with Planner and Tasks within Teams](#)
 - 25 May - [Integrating apps into Teams](#)
 - 27 May - [Roles in Microsoft Teams](#)
 - 1 June - [Introduction to Power Platform](#)
 - 3 June - [Using Power Platform to digitise paper work](#)
 - 8 June - [How to collaborate across an organisation using Teams](#)
 - 10 June - [How to run effective Teams Meetings](#)
 - 15 June - [Harnessing Technology for Mental Well-Being](#)
 - 17 June - [How to run collaborative training courses in your org using Teams](#)
 - 22 June - [Running large events on Microsoft Teams](#)
 - 24 June - [Apps for hybrid working/Going back to work](#)
 - 29 June - [How to create accessible documents using Microsoft 365](#)
 - 1 July - [What's new in Teams](#)
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Register now for the virtual NHS Scotland event 2021

Registration is now open for the virtual NHS Scotland Event 2021, which will take place online from 22 – 24 June. This year's Event programme will provide opportunities to reflect on what we can achieve when we work together to **Re-mobilise, Recover and Re-design**.

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.

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.

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.

The NHS Scotland Event 2021 will focus on what we have learned so far during COVID-19: the importance of kindness, of working together, of breaking down barriers and silos, of re-discovering our shared purpose. It will showcase the work being done to recover while maintaining the progress made in re-designing services to improve access to services, to integrate care and to provide the highest quality person-centred, safe and effective health and care services as we move into a post-COVID world.



Each day of the Event will start and end with a keynote session featuring a number of inspiring speakers.

NHS Golden Jubilee's participation in this year's NHS Scotland Event is detailed below:

Sessions:

Tuesday 22 June - 1.15-2.15pm - CfSD [Session C: Sustainable Transformation Powered by 'Bringing it Together'](#)

Wednesday 23 June - 10.15-11.15am - National Elective Services [Session F: Collaborative Cancer Care During COVID-19](#)

Posters:

Safe - NHS Scotland Academy; Innovative Education Through a Blended Approach Which Supports Safe and Consistent Care.

Person-Centred - The effect of a physiotherapy prehabilitation programme on postoperative outcomes in patients undergoing Cardiac or Thoracic surgery: final results.

Person-Centred - Caring Science Research informing patient care delivery and nurse job satisfaction.

About the event

Caroline Lamb, Chief Executive of NHS Scotland and Director General Health and Social Care will welcome delegates to this year's NHS Scotland Event, setting out the programme for the days ahead.

She will also take the opportunity to reflect on the contribution of our people over the last year as well as discussing the establishment of the new National Care Service.

The Cabinet Secretary for Health and Sport will close day one with a reflection on the achievements of the past year and will set out priorities for the future.

Each day will also feature a number of sessions which have been designed around the theme of the Event and will draw on the very real examples of excellent practice across NHS Scotland and its partners. Some of these themes will include mental health and wellbeing for staff and patients, addressing health inequalities, the re-design of urgent care, the importance of leadership and collaborative working and many more.

This year's Event will showcase the incredible response from our colleagues and their ability to adapt to ever changing circumstances and embrace new methods of how care is delivered. Examples will include the rapid re-design of services, implementation of innovative technologies, and the expansion of digitally enabled services.

Delegates will also have the option to attend spotlight sessions. Each spotlight session will include presentations from a wide range of organisations all looking to share their experiences of the last year and how they are looking to Re-mobilise, Recover and Re-design.

We're delighted to confirm 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. Delegates will be able to view over 300 ePosters and engage directly with ePoster authors via the virtual platform.

This year's Event will also feature an Exhibition area. Here, exhibitors will showcase their products and services, and will have the opportunity to engage directly with delegates through the dedicated message portal.

Once registered, delegates will have the opportunity to build a personal profile within the platform in advance of the live Event to network, engage and establish new connections.

Although we are not meeting in-person there are still many opportunities to network and engage – delegates can:

- **Submit Questions.** Join the discussion by putting forward questions to speakers during live sessions.

- **Look Up Other delegates.** On the Virtual Platform view the list of delegates who have chosen to have a visible profile. Look for colleagues old and new and those with similar interests. Send them a message or set up a meeting.
- **Post comments** on the Virtual Platform or start a Discussion Forum.
- **Engage with our Exhibitors.** Visit the virtual exhibition and learn about their services.
- **Engage on Twitter** @NHSScotEvents #nhsscot21 and share insights from the Event.
- **Engage with ePoster authors** by visiting the Online Poster Showcase.

Visit [NHS Scotland events](#) to find out more about the programme and how to register.

Volunteers Week 2021

Next week, from 1 - 7 June, is Volunteers Week 2021.

It's a chance to recognise the fantastic contribution volunteers make to our services, so stay tuned for more information in the days ahead!



People



Sumona McLaughlin, Clinical Director of Ophthalmology

We are delighted to feature our new Clinical Director of Ophthalmology, Sumona McLaughlin. Attending medical school at Guy's and St Thomas's in London, Sumona moved to Scotland to undertake her ophthalmology training at Gartnavel in Greater Glasgow and Clyde.

Sumona has been part of Team Jubilee for four years, first joining in 2017 as a Consultant Ophthalmic Surgeon, before taking on the role of Clinical Director of Ophthalmology in February 2021.

The past year has been very challenging for many, Sumona and the team have had to think of creative ways they can carry on with the high turnover of patients whilst maintaining physical distancing and extra cleaning measures.



2 - Sumona McLaughlin

“Our biggest challenge will be delivering the acceleration programme this year, taking into consideration social distancing, COVID tests etc., all of this is something that we’ve never really had to deal with before. Ophthalmology has a very high turnover of patients. Trying to maintain that level of service whilst taking into account social distancing involves some creative thinking. We’ve looked at staggering patient waiting times, not having too many patients in the waiting area, limiting relatives that can accompany patients into the clinic.”

“We’re one of the few centres in Scotland who have continued at this high volume of elective service from the second lockdown, starting surgery around June/July time we’ve just not stopped.”

With the opening of the Eye Centre last year, Sumona is keen to make full use of the state-of-the-art facilities through recruitment and forward thinking.

“The excitement for us has been moving into the Eye Centre which is totally purpose built so you’ve got your clinics and your theatres all in the same building.”

“We’ve got a fantastic team of consultants, optometrists and nurses and we’ve got a huge number of new nurses that have started with us. Ophthalmology is a wonderful speciality, it’s not just a science it’s an art and I think training new nurses in microsurgery you have to be incredibly highly skilled. A lot of very experienced nurses in other specialities say that when they come here it’s so fast paced, it takes time to get used to.”



Along with providing a service for patients, Sumona has been working with the team on developing their strategic vision for the Jubilee, focusing on research, innovation and training.

"The other side I'm excited about focuses on the strategic vision of the Jubilee which is more about research, innovation and training. We are currently in talks with the West of Scotland deanery about taking very junior ophthalmology trainees and training them up to be cataract surgeons, we have the potential to be a national training centre in the future."

"I think having really strong links with academia and industry are really important. We've got an amazing resource of consultants that come from all over Scotland to work at the Jubilee. The skills and the talents that the group have makes for a really good unit because everyone has different skills."



Sumona is passionate about showcasing and sharing all the amazing work that goes on in Ophthalmology and is looking forward to the continued expansion of the service, offering the highest quality of care to the patients of Scotland.

“I’m really looking forward to running courses, doing more research and audit, innovating and showcasing things such as new intraocular lens implants and then presenting these at national and international conferences to let people know where we are and what we’re doing. I think all of this encompasses the values of the Golden Jubilee family to bring the unit into the future.

“We’ve gone from a very small team of a handful of consultants providing service provisions, to doing more peripheral things that I think are really important. It is very challenging but really exciting.”



Diversity and Inclusion



Diversity and Inclusion update

This month marks the publication of our updated Diversity and Inclusion Strategy featuring an exciting and ambitious set of equality outcomes to be delivered over the next four years.

Read on to find out about the significant changes we have already made to how the equalities agenda is delivered across NHS Golden Jubilee.

Our Diversity and Inclusion Strategy 2021-2025 and Equalities Mainstreaming Report 2021 are available to download from our website now.

[Diversity Inclusion Strategy](#)

[Equality Mainstreaming Report 2021](#)



A rebranded Diversity and Inclusion Group

The existing Equalities Group has been renamed the Diversity and Inclusion Group complete with a new governance structure and Terms of Reference.

The membership now consists of representatives from all clinical divisions and departments, helping to embed the agenda further and create a sense of ownership of the strategy across the organisation.

Providing visibility from a leadership level

We have established Executive Leads to represent the nine Protected Characteristics and Fairer Scotland Duty.

By embedding the ethos of equality at a senior leadership level, we will continue to promote, endorse, and commemorate the diversity within society, building on our strengths and raising the profile of previously underrepresented groups.

“We are honoured to champion the different stands of NHS Golden Jubilee’s diverse staff, and to amplify their voices where it matters.”

“We look forward to supporting the diversity agenda, and that starts with supporting the workforce.”

“To achieve this, we have established a number of mechanisms to create a ‘safe space’ for staff to openly discuss issues of importance in relation to their experience (past and present), working at NHS Golden Jubilee.”

Our Executive Leads

Age		Colln Neil
Disability		Gareth Adkins
Trans status		Gareth Adkins
Marriage / Civil Partnership		June Rogers
Maternity / Pregnancy		June Rogers
Race		Mark MacGregor
Religion / Belief		Anne Marie Cavanagh
Sex		Colln Neil
Sexual orientation		Anne Marie Cavanagh
Socio economic		Mark MacGregor

Launching our new Multicultural, LGBT+ and Disability staff networks

We are in the process of establishing a number of staff networks to represent Race, Sexual orientation/Trans status and Disability with future plans to deliver focus groups representing Age, Gender, Maternity/Pregnancy, Religion/Belief and Socioeconomic inequalities.

The Multicultural, LGBT+ and Disability networks will report directly to the newly reformed Diversity and Inclusion Group with a nominated representative in attendance at each meeting.

In doing so, we will capture key discussion points with the intention to deliver proactive and considered outcomes to reduce inequality within the workforce.

We have already established our Multicultural and LGBT+ networks and will launch our Disability network to coincide with Global Accessibility Awareness Day 2021 on 20 May.

If you are interested in joining any of these networks, email [Robert White](#), Service Design and Equalities Lead.

Introducing our Living Library series

We will be bringing you regular 'living library' articles from a diverse pool of people internally and externally to the organisation.

In this edition of Jubilee Life, we feature an article from Jason Moonesawmy from our new Multicultural network and a personal account of the importance of 'coming out in the workplace' from a member of our LGBT+ network to commemorate International Day Against Homophobia, Transphobia and Biphobia (IDAHOBIT) on 17 May 2021.

For further information on our Diversity and Inclusion Strategy and staff networks, email [Robert White](#), Service Design and Equalities Lead.

Jason aiming to raise cultural awareness

A lot of our colleagues may not recognise Advanced Nurse Practitioner (ANP) Jason Moonesawmy, but he's aiming to change that – for cultural reasons.

Jason is part of the Hospital at Night team so is working when the majority of staff do not, which is probably the biggest reason most of us won't know him.

However, he is the Chair of the newly-established Black Minority Ethnic (BME) Network that feeds into the Diversity and Inclusion Group at NHS Golden Jubilee. The network aims to raise awareness of the different ethnicities of our multicultural workforce so you can get to know people like Jason, and their heritage, better.

And he is a perfect fit for this role being multicultural himself.

Jason, who is also an Out of Hours Hospital Coordinator, is from Mauritius. His wife, whom he met while they both lived in London, is white Scottish. Their two children, aged 10 and 12, were born in Kent and speak with an English accent.



3 - Jason Moonesawmy

"I've been in Scotland since Christmas 2013 and we live in Bishopbriggs, where my wife is from.

"My heritage is India via Mauritius, which comprises of a melting pot of cultures from all over the world including Africa, India, China and Europe. The majority of the population there is of Indian heritage.

"During the time of the colonies most of the labour was brought from India and spread all over the world, such as the West Indies, Africa and Australia, to work in the sugar cane fields because that was what was being predominantly produced in those days.

“That’s why you have such a spread of Indian culture around the world.”

Jason has worked at NHS Golden Jubilee for three-and-a-half years and is hoping to recruit more members to the group to raise awareness of its focus and goals.

“The network is also not religious, I’m not religious myself, I have no involvement in any religious ceremonies.”

“We really want to raise the profile of the existence of multiple ethnicities, cultures and heritage here at NHS Golden Jubilee.”

“We have people that are second or third generation, as well as first generation ethnicities, so we want to make these people feel more included and more visible by sharing the knowledge of these cultures.”

“This can help others understand certain behaviours, thinking and reactions to situations and I think staff could really benefit from this as people.”

The BME Network is a group where people can identify with others in a safe space to raise issues, promote tolerance through inclusivity, and address negative experiences staff can face.

One of the areas the network will look into is how to increase representation and inclusion of minority people on interview panels or in senior roles, trying to understand why there aren’t enough and what can be done.

The network also aims to understand the issues that ethnic minority staff face and try to resolve these through support, education and training to allow them to participate in opportunities and solutions.

“I want to get away from any perception that this is just another network that people come to and voice problems, without any further agenda, which is not attractive to a lot of people.”

“The idea behind this group is to put forward government initiatives and guidelines and raise awareness of these, that there is an official group that has backing from the Board, which is here to support you and what you want to get out of it.”

“We’re just trying to get that message out to staff about what we represent through our monthly meetings.”

“I went to the first national NHS Ethnic Minority Forum that has been set up by the Scottish Government to focus on employment, workforce culture and mental health.”

“The national forum meets every six weeks and we will feed into that with our experiences as a satellite network.

“I’d like to get across the message that any member of staff can join the group; it’s for absolutely everyone.

“White people can be a minority too, which is often something people can overlook and not take into account.

“The onus is on us in the group to make sure we are more inclusive for everyone and give people an education platform as well, to help people understand other cultures better and make the workplace better for everybody.”

For more information on how to join the network, please contact [Rob White](#) (Service Design and Equalities Lead) or call Rob on extension 5480, or email [Jason](#).

With the new restructure of our medical management team, we will be catching up with the appointed Clinical Directors and Clinical Leads, to talk about their aspirations for their roles.

Ramadan Webinar

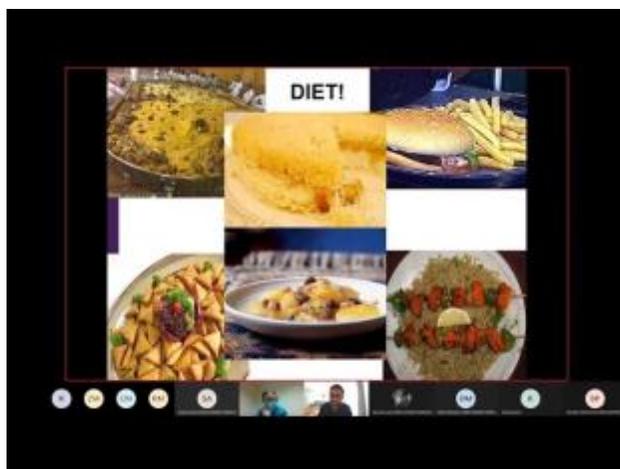
To celebrate the month of Ramadan, the NHS Golden Jubilee Cultural (BME) staff network arranged for a guest speaker, Dr Nazim Ghouri, to discuss the topic in more detail.

Dr Ghouri is the chair for the equality of access Diabetes MCN subgroup for Greater Glasgow and Clyde and has on-going research projects in the field of ethnicity and religion in health and disease.

In this webinar Dr Nazim Ghouri talked about:

- What Ramadan is?
- Why Muslims fast?
- What happens if you fast for a day?
- What Ramadan means to NHS Muslim staff

You can watch the full seminar now, by clicking the video on this article.



Val-You



International Day Against Homophobia, Biphobia and Transphobia

For International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT), Clinical Effectiveness Coordinator and member of our staff LGBTQ+ network Charlotte Green reflects on the theme.

This question has sat in my inbox for over two weeks and I have put off writing anything until the last possible second.

This is not because I don't think it is important topic. If anything it feels so important that it's hard to know where to start. I also feel a huge sense of responsibility to say the right thing so let me get my disclaimer out of the way early, my words cannot possibly represent the whole of the LGBTQ+ community.

I'm going to be optimistic and assume that the you know that homo-, bi- and transphobia still exists. And I don't want to have to write about all the times I've been made to feel ashamed, embarrassed or fearful in order to prove that.

Instead I would like to reflect on a phrase that I've been thinking a lot about over the last couple of years - 'You cannot be what you can not see'.

The first time I met someone in real life who identified as LGBTQ+ and married was in the work place in my first job. I was 22. My mind was blown! Not only was she out but she was successful at work. A leader. Someone people respected and wanted to be like. I'd never before had a LGBTQ+ role model like this before. I'd never seen myself reflected in this way. It's not that anyone had explicitly told me that

you couldn't be LGBTQ+ and successful (well apart from my catholic school, section 28 days but that's for another time) but in the absence of seeing it with your own eyes, it's hard to imagine. If you've never seen someone who is successful and accepted, how do you know it can happen? An absence of visibility and representation can create huge barriers, especially in a professional capacity.

That's why it is important for me to be out at work. I still feel a small spike of fear each time I come out to someone but being open strikes a dual purpose for me. Firstly not having to correct someone's assumptions but also hopefully to continue to create visibility. To be a reminder to straight people or perhaps a boost of confidence for someone struggling to be out themselves that LGBTQ+ exist in the workplace. We exist and some of us are hugely successful in our careers, some of us are raising children, some of us are figuring it out, trying (and failing) to keep plants alive, buying houses, fixing your sink and stitching you up. But it's incredibly hard to be what you can't see and it is hard and lonely be the first. I am incredibly grateful and endlessly thankful to all my queer family that came before me. It is on your bravery that we now stand and in your paths that we now walk.

As a last point, I am writing this from my phone and it has flagged 'biphobia' as being an incorrect word with 'no replacements found'. 1 in 8 trans people have been physically attacked at work because of being trans, over a third of LGBTQ+ staff have hidden that they are LGBTQ+ at work and a third of non-binary staff feel unable to accurately dress to represent their gender expression. Pass me my rainbow lanyard, there is more work to be done.



4 - Charlotte Green

Health and Wellbeing



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



National Wellbeing Hub

The National Wellbeing Hub was launched one year ago, and has had over 100,000 visitors since launch.

Please check out the [National Wellbeing Hub website](#) as it is a useful source of wellbeing resources and inspiration.

Mental Health First Aid

Mental health conditions are increasing and it's now more important than ever that we are trained to be able to support staff when they need it. This course will initially be offered to Manager and those who lead staff, however will be available to all staff in the very near future.

The course will cover:

- Increase awareness of what mental health is and why people develop mental health conditions.
- The role of a First Aider for mental health and to gain an understanding of the stigma surrounding mental health.
- Know how to provide advice and practical support for a person presenting a suspected mental health condition.
- Know how to recognise and manage stress by identifying the signs and being able to advise on how to manage it.
- Understand the impact of substance abuse on mental health. Know the effects of alcohol and drug abuse on a person's mental health and be able to identify the potential negative consequences of substance abuse on employment and lifestyle.
- Understand the first aid action plan for mental health and be able to put it in place.
- Know how to implement a positive mental health culture in the workplace.
- Understand a range of mental health disorders, including bipolar, stress and depression as well as the support and therapy provided by professional healthcare providers.

By the end of the course you will have a better understanding of the signs and symptoms of mental health and the initial support that can be provided to someone who is experiencing a mental health problem. As a First Aider for Mental Health you will contribute to the creation of a positive mental health culture within NHS Golden Jubilee.

Dates available:

- 2 June 2021
- 16 June 2021
- 20 June 2021
- 14 July 2021

Places can be booked directly via [eESS](#).

Annual Diversity and Inclusion Leaders



The annual Diversity and Inclusion Leaders [Mental Health at Work 2021](#) online seminar is taking place on Wednesday 7 July from 1.25pm to 5.20pm.

This CPD accredited seminar brings together diversity, inclusion, human resources and wellbeing professionals looking to create a mentally health workplace.

Individual tickets cost £95 plus VAT. You can book your place [here](#).

Cycle to work scheme

Cycle2Work is an employee benefit scheme which offers a cost-effective way to get new cycling equipment. The scheme is run via a salary sacrifice meaning you won't pay tax or national insurance which can save you between 32 per cent and 42 per cent on your new bike and accessories.

This reduced cost is deducted out of your payslip over 12 months. You must be a permanent member of staff to be eligible to apply for the scheme.

Upper Limit Increase

The upper limit for the Cycle2Work Scheme has increased from 1 April 2021 to £4000, meaning more staff can become regular cyclists and afford higher priced items such as e-bikes and have the opportunity to explore cycling.

Benefits

- Save money on the cost of a brand new bike and equipment by applying for anything between £100 and £4000.
- Get fit by cycling to work.
- Reduce your individual carbon footprint.
- Save money on your regular fuel bill.
- Avoid the stress of having to find a parking space.
- Good scenic cycle routes away from the congested main roads.

- Easy to use online scheme

How do I sign up?

Go to [Cycle2work](#) and register using our unique employer code – **NWTCC2W**.

With the increased demand for cycling, retailers may be struggling to meet demand. Before submitting your application, please check your preferred retailer has your bike in stock.



Further information, including links to FAQs and a savings calculator is available within the [staff benefits section on staffnet](#) or via [HR Connect](#).

The Social side



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

Amie Bello - The nurses at Golden Jubilee were all so kind and caring when I was flown in by air ambulance after suffering a heart attack while hiking the WHW back in 2018. Not a day goes by that I don't think of them and the doctors and staff who were instrumental in saving my life that day. Thank you from the bottom of my (vastly improved) heart.

Maggie New - Fantastic hospital. hip replacement last week. Staff, medics, cleaners, theatre nurses, OT, physio - everyone was fantastic, felt really looked after nothing was too much trouble. Thank you so much for looking after me.

Special thanks to DR CARL GREEN Orthopaedic Consultant.

Lee McPhail - A massive thank you to the teams @JubileeHospital for the outstanding care and treatment you've given my dad this week! Forever grateful to you all for your compassion, kindness and properly looking after the old man! #NHS #thankyou

Stephen Taylor - A brilliant team, completely expert in their field. They not only saved my life but gave me a future

Lils McIntyre - Absolutely amazing heart unit where the care is second to none and I can't thank you enough for looking after when I was in in September.

Liz Taylor - Absolutely amazing every single one of the nurses.

Stephen Cotter - Great place and team or should I say family.

Danny Brown - Was in on Friday 7th ward 4 west nurses, doctors, porter's were absolutely amazing. Big big thank you to everyone concerned.

Richard Morgan - 3.5 years ago I was rushed in thanks to the amazing staff I'm alive. They do an amazing job

Loretta Mackay - Amazing hospital and staff xx

Jill Conway Teesdale - Fantastic nurses, doctors, cleaners, porters, everyone involved in my care last October. Absolutely amazing people. Thank you so much xx

Dorothy McGhee - Great hospital and wonderful Doctors, Nurses etc. Well done through a very difficult year

Jim Forbes - Absolutely marvelous what they achieve.

Danny Brown - I was in on Friday 7th for operation on my foot by Mr Sydiqqie from arriving to departing brilliant. Nurses, doctors, Porter were amazing. Big thank you.



What's happening on our social media pages

Facebook:

During Heart Failure Awareness Week we talked all about heart failure and some of the treatments and support we have for people living with it.

Heart Failure Awareness Week

Heart failure means that the heart does not pump blood around the body as well as it should. The heart is still working, just not as well as it should. Because of this, people with heart failure often experience symptoms of:

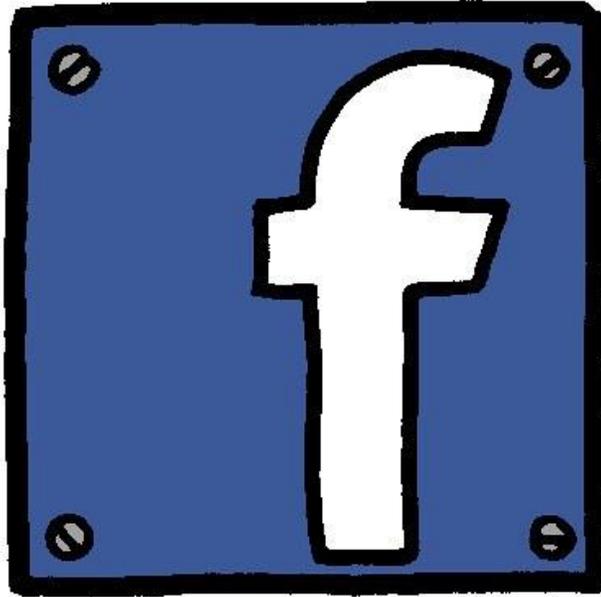
- Fatigue
- Breathlessness
- Fluid build-up

There are many causes for heart failure. Some of these are:

- Heart attack
- Thickened or leaky heart valves
- High blood pressure
- Abnormal heart rhythms
- Congenital heart disease
- Inherited heart conditions

#BeatHFGlobal #TheFWord

NHS



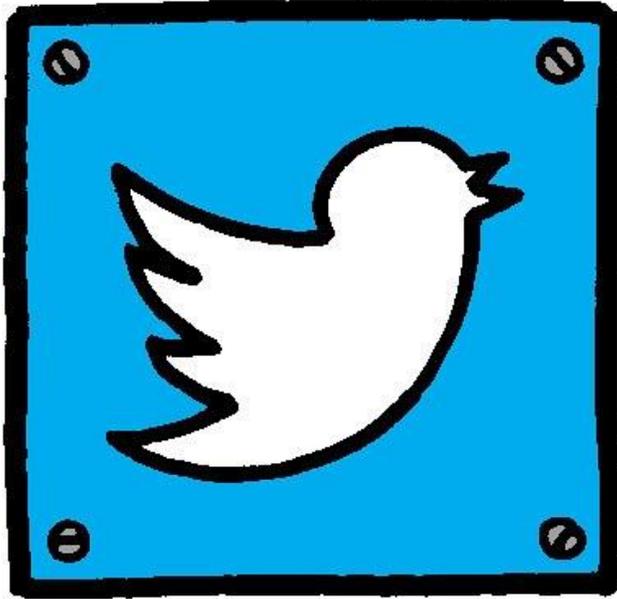
Twitter:

Star Wars Day

We had two special visitors to the Hospital to help us celebrate Star Wars Day, with a Storm Trooper and Baby Yoda reminding us of the current COVID guidelines.

Baby Yoda even managed to reach over 4,000 people!





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

YouTube:

Infection Control Walkthrough

This month our walkthrough featured our Infection Control team. Watch as they talk about what they do, how they've continued to work throughout the pandemic and how they continue keep patients safe.



That change was almost daily.



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

LinkedIn:

International Nurses Day

This month on LinkedIn we celebrated International Nurses day, with many expressing their thanks to all nurses here at NHS Golden Jubilee.

View the post and comments [here](#)





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

International Day of the Midwife

This month we celebrated lots of health professionals including Midwives!

We said a big THANK YOU to all our colleagues in the NHS to celebrate International Day of the Midwife.



Mental Health Awareness Week

Spiritual Care Lead Tosh Lynch shared with us the Five ways to wellbeing, to highlight Mental Health Awareness Week. He has encouraged us all to Venture beyond the familiar, range wider than routine.

Delve beneath the certain. Hold truth with an open heart. Break from the programmed whatever it be and to take a different way home. (Noel Davis, Australian poet) .

The poster is for NHS Golden Jubilee's Mental Health Awareness Week. It features a blue background with white text. On the right side, there is a portrait of Tosh Lynch, a man with glasses wearing a blue shirt. The text on the left reads: 'Five ways to wellbeing', 'I am mindful as I reflect on the five ways to wellbeing, of how challenging it was during the coronavirus pandemic to engage in these practices for our wellbeing and resilience.', 'What will you now do for your wellbeing?', 'I offer this as part of Mental Health Awareness week.', 'Wellness: Beyond the familiar. Range wider than usual. Delve beneath the certain. Hold truth with an open heart. Break from the programmed whatever it be. Take a different way home.', and 'Noel Davis, Australian poet'. On the right side, below the portrait, it says 'Tosh Lynch Spiritual Care Lead', '#MentalHealthAwarenessWeek', and 'www.nhs.uk/goldenjubilee.co.uk' with social media icons.

Heart Failure Awareness Week

To highlight heart failure awareness week, we shared some of the treatments and support we offer to those living with heart failure.

It is estimated that as many as two thirds of people with heart failure report experiences of mental health problems, John Sharp, our Consultant Clinical Psychologist, shared some advice about what we can do to look after our mental health.

The poster is for NHS Golden Jubilee's Heart Failure and Mental Health Awareness Weeks. It features a blue background with white text. On the right side, there is a portrait of John Sharp, a man in a dark suit and white shirt. The text on the left reads: 'Heart Failure and Mental Health Awareness Weeks', 'Living with heart failure can be challenging. The emotional wellbeing of people with heart failure is a key determinant of quality of life. Evidence suggests as many as two thirds of people with heart failure report some experience of mental health problems such as anxiety or depression.', 'Unfortunately, these problems are often not recognised and people tend not to offer the consequences, including the impact on living with anxiety and fear. Additionally, people with heart failure experience mental health problems more as depression and anxiety likely to experience faster decline if left.', 'It is crucial that we all look after our mental health. Here are some simple, practical ways to do so:', '1. Talk about your feelings. For help, please refer to our coping.', '2. Take healthy time out. Not work, but yourself.', '3. Take medication. Improve your heart health.', '4. Ask for help. Don't struggle. Ask your GP or help.', '#MentalHealthAwarenessWeek', '#HeartFailure', and '#Jubilee100'. On the right side, below the portrait, it says 'John Sharp Consultant Clinical Psychologist', 'www.nhs.uk/goldenjubilee.co.uk', and social media icons.

International Nurses Day

We said a huge thank you to all our nurses on International Nurses Day.

Although we couldn't celebrate in the way we would have done pre-COVID, all nurses were given a small token of thanks to mark the occasion and our Director of Nursing Anne Marie Cavanagh shared a special message expressing all our gratitude and admiration to our fabulous nurses.

View the video here: [International Nursing Day](#)

Our nurses have and continue to show the highest level of compassion, dedication and commitment to all our patients here a Golden Jubilee.



ODP Day

The celebration of staff continued this month with ODP Day, we took to social media to share our thanks to all our wonderful and dedicated operating department practitioners who have continued to go above and beyond.



Learning at Work Week

The continuation of learning and development in the workplace has been an important part of what we offer to all staff. We've recently shared the fantastic news that our Further and Higher Education Scheme is now open!

This will give staff the opportunity to have 70 per cent of their course fees, up to a maximum of £2,000 for successful applicants.

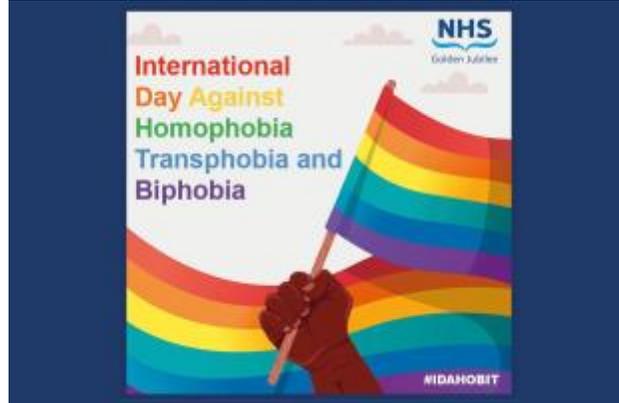
More information about the Scheme can be found [here](#).



IDAHOBIT

This month we shared our support for the International day against homophobia, transphobia and biphobia (IDAHOBIT).

We are proud to inclusive services for all, ensuring that every patient and member of staff is treated with dignity and respect.



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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