



Jubilee Life **June**

Issue 25

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

News



Robotics Milestones for Golden Jubilee

This month, we were delighted to celebrate Robotics Week 2021 with two major milestones in our pioneering robotics programme.

First up, our Orthopaedic surgeons became the first in Scotland to successfully carry out a total knee replacement using a ROSA robot.

Our Orthopaedic Department currently carry out approximately 25% of all joint replacements in Scotland. With the new technology, we will now be able to offer more precise operations, shorter hospital stays and quicker recoveries - helping cut waiting times.



1 - Our first patient, Margaret Brown

“My knee has limited me a great deal. I’m pleased it’s all done with now. My local hospital said I would get my operation quicker here and I wanted to take that opportunity to help me get back to some sort of normality like going for a simple walk with friends.

“I felt quite excited about having the robotic procedure. It was completely my decision to go for it. All the staff were really supportive and explained everything to me really well and I didn’t want to waste any more time on a waiting list.

“Having that pain and mobility problem has a big impact on your life. I’m not expecting any surprises. I’m looking forward to the results being positive. The doctors, consultants and nursing staff have all done theirs so it’s up to me now and I’ll do my bit.”

Margaret Brown, patient

Read the full story [here](#).

Our Thoracic Team also marked the ongoing expansion of our Robotics Programme, as they near the landmark of 500 pioneering robotic lung surgeries.

With major benefits for both Scottish patients and health boards, our specialist team have carried out over 440 robotic thoracic surgeries since first using an Intuitive Da Vinci X robot for lung procedures, three years ago. We are now delivering up to 8 robotic procedures per week.

This innovative technology, which allows patients to recover quicker and significantly reduces the potential for complications and nerve damage during surgery, will form a major part of the Hospital's lung surgery programme going forward.



2 - Our Da Vinci Robot

[For further information visit our website](#)

Red for Research Day – dad does trials in daughter's memory

A father who is taking part in clinical research trials at NHS Golden Jubilee says he does it in memory of his beloved daughter, in the hope it will help other families avoid heartache.

Alex Cowie, from Ayrshire, has taken part in 3 trials at the Golden Jubilee Research Institute, which is at the forefront of delivering high quality research for patients across Scotland and beyond.

A former Royal Engineer in the British Army, Alex has pulmonary arterial hypertension, a rare, progressive disorder that causes high blood pressure in the vessels which supply the lungs (pulmonary arteries).

His daughter Erika, however, was diagnosed with idiopathic pulmonary arterial hypertension, which has a low life expectancy, when she was 10 back in 2008.

Shortly after his own diagnosis in 2016, Alex's life changed for ever. Erika sadly lost her battle with the disease and passed away not long after they celebrated her 18th birthday.



3 - Alex and his daughter Erika

“If the clinical trials don’t benefit me, they might benefit someone else and that is my motivation. Overall, there aren’t that many people with pulmonary hypertension so the more data they can collect it might just help somebody one day, so that’s my main driving force.”

Alex Cowie

“We are so grateful to people like Alex, who give us their time and support to take part in our trials.

“Knowing why Alex does these trials really does bring home just how important studies like this are, with the potential to make such a huge difference to so many people and their families all across the UK and beyond.”

Val Irvine, Senior Research Nurse leading on the SPVU portfolio of research projects

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

Centre for Sustainable Delivery

This week marked the launch of NHSScotland's Centre for Sustainable Delivery (CfSD). Hosted by NHS Golden Jubilee, the new Centre will play a vital role in supporting our national efforts to remobilise, recover and redesign (3Rs) towards a better health care system.

Building on the significant progress and developments which have already been achieved through redesign and transformation, the Centre will also support the rapid roll out of new techniques, innovation and clinically safe, fast and efficient pathways for our patients.

The Centre will also offer bespoke assistance across NHSScotland to help tackle areas of challenge in health and care. By working in collaboration with key stakeholders such as NHS Boards, health and social care partners, third sector, patients, academia and industry, CfSD will embed best practice through a 'Once for Scotland' approach which is aligned with the priorities of the Scottish Government.

Working towards becoming a Global Centre of Excellence, CfSD will raise Scotland's profile as a forward thinking innovator in the health and social care space.



[For more information, visit the new CfSD section on our website](#)

You can also follow on social media at:

*[@NHSScotCFSD](#) on Twitter and [Centre for Sustainable Delivery](#) on LinkedIn at:
<https://www.linkedin.com/company/centre-for-sustainable-delivery>*

Scottish Health Awards 2021

The Scottish Health Awards, in association with the Daily Record were launched on Tuesday 22 June at the NHS Scotland Event.

Every year the Scottish Health Awards provides an important opportunity to recognise and celebrate the work of those dedicated individuals and teams who deliver high quality health and care services to the people of Scotland.

It is more important than ever to recognise and reward staff for the incredible work you all have been doing day-in and day-out.



The closing date for nominations is Thursday 26 August 2021 and are open to staff and the general public.

There are 16 categories including a People's Choice Award which will be open to a public vote from 13 September.

To view categories and to nominate, please visit [Scottish Health Awards](#).

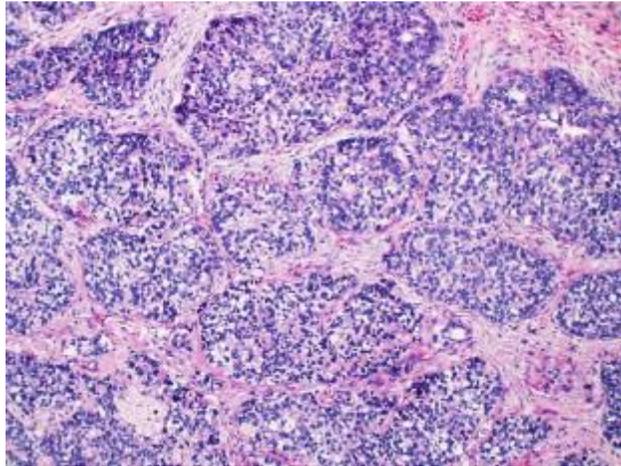
Scotland's first Early Cancer Diagnostic Centres go live

Patients will benefit from Scotland's first Early Cancer Diagnostic Centres to quickly diagnose or rule out cancer in those who do not meet existing Scottish Referral Guidelines for Suspected Cancer.

The new Centres, which are being delivered through the national Centre for Sustainable Delivery at the Golden Jubilee, will provide primary care with an alternative route to urgently refer patients who have non-specific but concerning symptoms – such as weight loss, fatigue, pain and nausea – or where the GP's instinct is cancer.

Developed within existing NHS infrastructure, the Centres in Ayrshire and Arran, Dumfries and Galloway and Fife will play a key role in delivering earlier diagnosis and improved care, with fast-track diagnostic testing at one appointment, where possible.

Currently, around 40% of cancer patients are not diagnosed through an urgent suspicion of cancer pathway in Scotland.



“The establishment of our first Early Cancer Diagnostic Centres within the first 100 days of this new term marks a radical change to the patient experience of being tested for a suspicion of cancer and will improve the detection of cancers at an earlier stage.

“This person-centred service will mean better care for patients, reducing the number of hospital visits they might otherwise need, preventing them having to repeat diagnostic testing and improving outcomes.

“While the centres will have a wider health benefit in identifying other, serious health conditions, the focus remains on finding cancer as early as possible when it’s easier to treat. The centres reinforce our commitment to improving the experience and outcomes of cancer patients in Scotland and build on the progress of our £43 million Detect Cancer Early Programme.”

Humza Yousaf, Health Secretary

[Click here for the full story.](#)

World First for Accessibility

We are delighted to announce that we have become the first hospital in the world to introduce the new WelcoMe App, a unique web based customer service tool to support accessible patient experiences.

Designed to put disabled people in control, the app is now being rolled out to all outpatients of our Hospital as part of an innovative pilot programme.

Rob White, our Service Design and Equalities Lead, said: “Patients have always been at the heart of everything we do here at NHS Golden Jubilee, and we are delighted to be taking forward this exciting collaboration with the team at WelcoME.

“As a Disability Confident Leader, making sure we are offering the highest quality of care and experience for those who need our services has always been a priority for us, and this project is the latest step in our dedication to creating an accessible space for everyone who comes through our doors.”

The six-month pilot will run until November 2021, and will be open to everyone who is coming to the Golden Jubilee National Hospital as an Outpatient.



4 - The WelcoMe app will help NHS Golden Jubilee staff provide more person-centred care for people with disabilities.

For more information, [please visit our website at this link.](#)

Lung Cancer Awareness

A Scottish Government campaign is encouraging people to contact their GP if they have a new or different persistent cough or unusual breathlessness for three weeks or more, in an effort to return to pre-pandemic cancer detection levels.

NHS Golden Jubilee's own lung surgeon, Mathew Thomas talks about how these signs are similar to symptoms of Coronavirus they could be the early signs of lung cancer – and it's important to get checked.

While lung cancer is the most common cancer in Scotland, with around 5,500 new cases diagnosed every year, more people are surviving cancer than ever before, but we know that fear of cancer is putting people off getting checked or attending screening, when invited.



5 - The new "Settling In" campaign is now live.

Don't ignore early cancer signs and symptoms, and don't delay getting checked.

The NHS has remained open during COVID-19 and your GP practice is still there for you – getting checked early is a hugely important step in finding out if you, or your loved one, needs urgent medical help.



Once again, the most important predictive factor

Volunteers' Week 2021

At the beginning of the month, we celebrated Volunteers' Week.

Volunteers' Week is a time to say thanks for the contribution millions of people make across the UK through volunteering. We wanted to take this opportunity to recognise the fantastic contribution NHS Golden Jubilee's group of volunteers make. Helping the organisation deliver high quality, person centred care.

We also wanted to introduce you to our new Spiritual Care Lead, Tosh Lynch, and give you an update on how our volunteers have been continuing to care for our patients and staff during the pandemic. You can meet Tosh, and learn more, at the video below.



they may have had experiences of being in hospital

Hear from the Chair of our Volunteer Forum, Marcella Boyle, highlighting the countless hours that volunteers give of their time to help our patients and staff.

Our Chair of the Board, Susan Douglas-Scott also sent a message to all our volunteers, paying tribute to the massive contribution they make to our services.



A new role for the NHS



you're continuing to do that.

On behalf of all of us at NHS Golden Jubilee, we want to say a huge thank you to all of our volunteers for everything you do for our staff and patients. We can't wait to welcome you all back when things get back to normal!

Additional Scope Activity

Additional scope services have been running in the Vanguard Unit at the hospital since Monday 7 June.

This essential service will play a part in our role in supporting the wider national recovery plan and will be running for the next year.

From Wednesday 21 July, the service will be increase incrementally to a 7 day service, ensuring we can see as many patients as possible.



Fairer assessment for blood donors

Changes to the questions people are asked before they are accepted as blood donors came into effect on 14 June.

The changes, implemented on World Blood Donor Day, will allow more men who have sex with men, and people whose partners have previously lived in areas such as sub-Saharan Africa, to give blood if they meet the other blood donation criteria.

The questions asked about recent sexual activity will be the same for all donors, regardless of their sexuality.

The changes follow recommendations made by the specialist research group For Assessment of Individualised Risk (FAIR), made up of leading medical and academic experts and LGBTI+ groups. The new questions will mean that people will still be unable to donate where there is evidence or recent sexual activity that could lead to a higher risk of a donor having blood-borne virus infection.



“I welcome the changes being made today and am grateful to everyone who currently gives blood and everyone who wants to give blood in future. Your support is vital to save lives and ensure our NHS has enough blood components to meet the needs of all those who will need a blood transfusion.”

“Previous rules meant that automatic time bars were in place for a number of people, including men who have sex with other man. It’s clear that such a blanket approach was simply not fair – not least to gay and bisexual men in committed relationships”

“There are also some people who have partners who previously lived in sub-Saharan Africa, but have been in the UK for a long time. These changes to the questions will allow more people in these groups to donate, and continue to ensure the blood supplied to our hospitals is safe.”

Maree Todd, Public Health Minister

“I’ve been campaigning on the issue of blood donation for gay and bisexual men for over 15 years, and I welcome the support of Scottish Ministers in approving this change.”

“For me this was never about a right to give, but the fact that there were many gay and bisexual men that could do so safely.”

“I’m pleased the evidence, assessed by experts, has concluded that to be true, and that many thousands of gay and bisexual men will be able to donate their blood and help save lives.”

“Today, during Pride Month, I’m proud to donate my blood for the first time alongside many other gay and bisexual men across the UK as the rules are changed to be fairer for all.”

Scott Cuthbertson, Development Manager for the Equality Network

More information about the FAIR Report and the new questions is available on the [SNBTS website](#).

'Once for Scotland' Homeworking Consultation

You are invited to participate in the forthcoming 'Once for Scotland' NHSScotland Homeworking Policy Consultation. The consultation will run for a 4 week period **from 28 June to 26 July 2021** inclusive.

You can access and respond to this consultation from Monday 28 June [here](#).

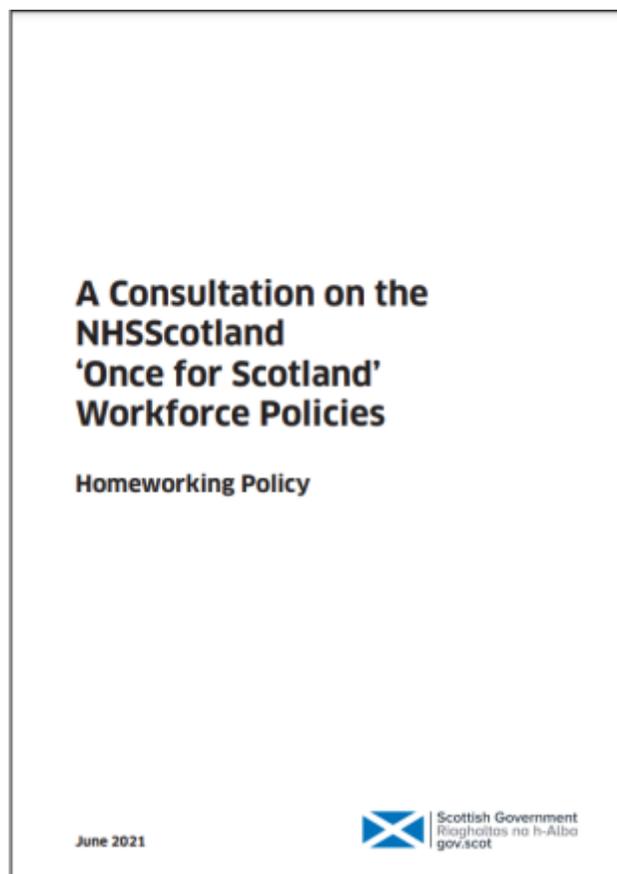
NHSScotland recognises that the working environment has altered in last 18 months as a result of the coronavirus (COVID-19) pandemic.

The refresh of the Homeworking Policy within the extant Supporting the Work-Life Balance PIN has been prioritised ahead of the other policies in this suite. It will sit alongside the other elements of the Supporting the Work-Life Balance PIN to be refreshed when the 'Once for Scotland' Workforce Policies Programme formally restarts in August 2021.

It is recognised that agile working, as an approach, is becoming more common place. The draft policy for consultation is intended to support employees and managers in considering and agreeing options for flexible work locations. **This is not a COVID-19 specific policy.** The policy has been refreshed and modernised to reflect the changed working environment. Changes proposed by the employer are covered by the [Staff Governance Standard](#) which require full engagement and involvement with affected staff. The NHS Board's Organisational Change Policy will apply where the employer seeks a change in work locations. This will ensure the protection of terms and conditions and no detriment to the employee.

The policy is not intended to directly address any terms and conditions issues as they are under the remit of the Scottish Terms and Conditions Committee (STAC).

This consultation follows a series of regional engagement events at the start of 2020. It provides a further opportunity for you to have your say and shape the NHSScotland Homeworking Policy. We encourage all stakeholders to review the draft policy and submit a response.



*Please ensure that consultation responses are submitted before the **closing date of Monday 26 July 2021.***

Window closures in warm weather

Building work continues on phase two of our expansion. As part of our measures to reduce the spread of dust generated during construction of the new Surgical Centre, we have sealed our windows shut.

This decision is to protect our patients from possible infection, but we recognise this may lead to discomfort in warm weather.

To ease any discomfort:

- Roller blinds should be used to shade the room avoid build-up of heat.
- Fans are available for use when necessary.
- Lightweight nightwear is recommended for patient comfort.
- Where possible, consider moving patient to a more shaded room.

Where continued discomfort is felt despite applying these measures consistently, please report this to the Hospital Expansion Team.

The Estates team are currently upgrading ventilation systems in Level 2, 3 and 4 East and West patient rooms, this will facilitate a reduction in temperatures. It is anticipated work will be complete by the end of June.

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New 2021 - NHS GJNH estates team are currently upgrading ventilation systems in Level 2/3/4 East and West patient rooms, this will facilitate a reduction in temperatures. It is anticipated work will be complete by the end of June.

Do your part and follow this guidance.

NHSScotland Global Citizenship Programme

The work of dedicated NHS Scotland staff whose continued commitment to global health during the challenging COVID-19 times is being recognised through a storybook and podcast.

For many years NHS staff have dedicated their skills and expertise to assisting partners in Low and Middle Income Countries to deliver quality healthcare.

This has been much more difficult over the last 16 months as COVID-19 has impacted healthcare systems across the world and the ability to travel overseas has been limited.

But, despite the challenges, NHS staff and partners have continued to identify new and novel ways to work together and provide mutual support.

The Scottish Government wants to pay homage to and celebrate the continued commitment and dedication of NHS staff to global health, particularly at this demanding time, and has launched a Global Citizen storybook and podcast to showcase the great work.

NHS Global Citizenship Storybook

The story book contains 32 case studies of global citizenship projects across the world supported by NHS staff and partners. You can view the storybook [here](#).

NHS Global Citizenship Podcast

The Podcast interviews the winner and finalists of the Health Awards Global Citizenship category 2020 about their global health partnership work. You can listen to the podcast [here](#).

The programme reflects and supports existing international development commitments to our partner countries, as set out in the Scottish Government's International Development Strategy.



For more information on the NHS Scotland Global Citizenship Programme, visit [Scottish Global Health](#).

New Uniforms for Advanced Nurse Practitioners

Staff may have noticed some new red uniforms around the Hospital site over the last few weeks. These new uniforms are for our Advanced Nurse Practitioners (ANPs), and will help staff and patients identify senior staff on the wards.

An ANP is an experienced and highly educated Registered Nurse who manages the complete clinical care for their patient.

There is a large cohort of ANPs in every specialty in our Hospital who work in tandem with consultants, using their skills and decision making abilities, to ensure patient care is delivered on a daily basis to the highest possible standard.

ANPs are educated at Masters Level in advanced practice and are assessed as competent in this level of practice. As a clinical leader, they have the freedom and authority to act and accept the responsibility for those actions.

This includes the authority to refer, admit and discharge within appropriate clinical areas. Working as part of the multidisciplinary team, ANPs can work in or across all clinical settings, dependent on their area of expertise.



What can an Advanced Nurse Practitioner do?

The core clinical competencies of the ANP are to:

- Take a comprehensive patient history
- Perform a clinical assessment (a comprehensive physical clinical examination of all systems and a mental health assessment)
- Formulate differential diagnoses
- Request, interpret and act on diagnostic tests and investigations
- Formulate an action plan for the treatment of the patient
- Admit, discharge or refer a patient dependent on patient need at time of review



For more information, please contact [Linda Nesbitt](#)

QI Connect – The Fearless Organisation

In this session Amy C. Edmondson will present key insights from her book, *The Fearless Organization*, which explains what psychological safety at work is (and just as important, what it isn't) and why it matters more than ever in today's healthcare organisations.

Amy C. Edmondson is the Novartis Professor of Leadership and Management at the Harvard Business School, a chair established to support the study of human interactions that lead to the creation of successful enterprises that contribute to the betterment of society.

This session will be held on **Thursday 24 June 2021 from 3pm-4pm.**



To register for this session, please follow the link to the [Eventbrite website](#).

Joining details will be sent to you after registration.

Scotland - Let's Do Net Zero

Phase 2 of the Scottish Governments Climate Change Campaign-Scotland. Let's Do Net Zero was launched on 9 June. The campaign takes a positive approach to tackling climate change by informing and inspiring people to take action.

Now, more than ever, it is of utmost importance that we all continue to work together to protect Scotland and our planet by playing our part to reach net zero emissions.

There are many ways we can participate, such as:

- **Finding more active ways to get around.** Choosing to travel those shorter everyday journeys by walking, wheeling or cycling helps the environment as well as keeping us healthier and happier.
- **Nature and the outdoors.** Our land provides the potential to create nature-based solutions to climate change. Recycle any food scraps – if you have any seeds or softened fruits, leave them out for the wildlife in your garden.
- **Food.** There are lots of ways to limit the impact food has on the climate, from buying locally produced items, following food season and using meal planning to make sure you only buy what you need.



For more information about what action you can take to help tackle the global climate emergency and reach net zero emissions, please visit [Net Zero Nation](#)

Email Standard Signature and guidelines

NHS Golden Jubilee now have a new corporate email signature that is to be adopted and used by all staff.

This can be found following this [link](#).

Once you have accessed the template, copy and paste this into your Outlook e mail signature. If you are not sure how to do this, there are instructions on StaffNet.

Staff are also reminded that all house styles, guidelines and graphics, including Microsoft Teams backgrounds are also located on Staffnet.



EU Withdrawal

There are less than three weeks left for EU, EEA and Swiss citizens who were resident in the UK before 31 December 2020 to apply to the EU Settlement Scheme. All relevant staff are reminded that the deadline for application is 30 June 2021.

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.



COVID-19 updates

Quarantine (self-isolation) for NHSScotland staff returning to the UK

Quarantine/self-isolation guidance for NHSScotland staff has been updated.

Staff can no longer book foreign travel in good faith on the assumption that a quarantine/self-isolation period will not be required.

Accordingly, NHSScotland employees need to ensure they take account of both the Foreign and Commonwealth Office and Scottish Government advice in regard to essential international travel.

It is vital that every effort is made to prevent new COVID variants from entering the UK. NHSScotland staff are therefore advised not to travel to an amber or a red list country.

Staff who do not adhere to this guidance will not be entitled to paid leave if they are required to quarantine or self-isolate.

The only exception to this will be when a member of staff has to travel abroad for essential reasons e.g. as a consequence of a family illness or bereavement.

In these circumstances, special leave or homeworking will be granted during quarantine/self-isolation arrangements.

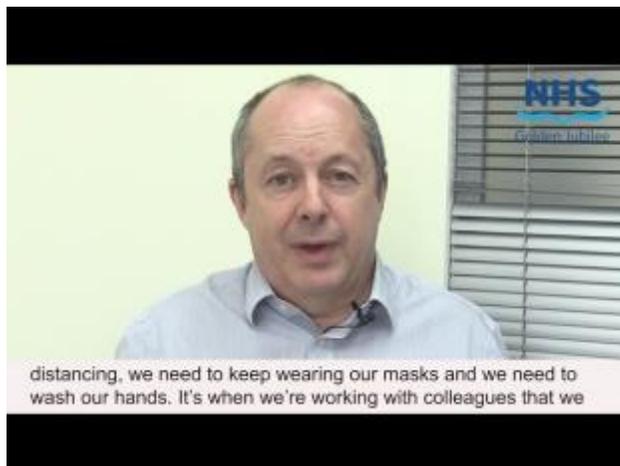
If staff travel to a country where no quarantine restrictions apply at the time of travel, and the advice changes whilst they are in that country meaning the employee is then required to quarantine on return, the employee should work from home if possible.



Kind to Remind

As restrictions ease, and hope is in sight, it is very important that we all still do what we can to prevent transmission of COVID-19 between our staff and patients.

Please, take a moment to watch the video above from our Medical Director, Mark MacGregor, as he talks about how important it is that we do all we can to keep each other safe, and strong as a team.



For more information, visit the [COVID Hub](#).

Lateral Flow Testing

Why is LFT important?

Testing in this way allows people not showing any symptoms but who are positive to self-isolate immediately. This helps reduce the risk to others including your patients, colleagues, and your family.

Lateral Flow Tests have a sensitivity of 70 per cent meaning it will identify more than seven in ten positive cases. This rises to over 95 per cent in those who are most likely to be infectious.

This is why testing is an important part of our defence against transmission.

Reporting your results

Recent statistics have shown that there is a lower return on Lateral Flow Tests (LFT) than would be expected by NHS Golden Jubilee staff.

All relevant teams are reminded that twice-weekly testing is essential, and are asked to make sure that each result is input to the national e-Portal after each test.

All staff who have signed up to use the Lateral Flow Test kits are reminded that it is essential that you continue to test yourself twice weekly, even once you've had the vaccination and to input your results into the [national e-portal](#).

This includes negative and inconclusive test results. It is vital that this process is followed as it provides vital information for our overall approach to managing and combatting COVID 19.

The national portal has recently been updated to allow you to create a login and only need to enter your personal details once.



*If you experience any issues with the national portal, you should raise a request at the following link:
[Service Portal - Digital and Security \(service-now.com\)](#)*

Positive results

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 and advised to resume normal duties by the local Health Protection Team.
- Repost their positive test to Occupational Health by emailing [Occupational Health](#)

Contact tracing following a positive LFT/PCR test

Updated Contact Tracing SOP is available on the COVID hub on Staffnet. This details the contact tracing processing for staff and patients and includes the definition of contacts.

This has now been updated to include information on PCR testing of contacts and can be found [here](#).

People



Confidential Contacts

We are delighted to announce that our new team of Confidential Contacts have now been fully trained and are here to support you as at NHS Golden Jubilee.

A Confidential Contact is a member of staff who has volunteered their services to support us in making the Golden Jubilee a safe and productive work environment.

Independent from management structures, Confidential Contacts are here for you, and can act as an initial point of contact for staff from across the organisation who want to raise concerns.

The Confidential Contact will support staff by providing a safe space to discuss the concern, provide advice to the staff member on how to raise their concern with an appropriate manager and provide any further support they can.

These individuals play a key role in both our approach to bullying and harassment and our Whistleblowing policy. However, it is important to understand that these are not the same thing: Whistleblowing does not include bullying, so it is very important you understand the distinctions between the two areas.



Angela McGlade
Senior Healthcare Support
Worker



Mary McAuley
Cardiovascular Champion
Research Support Manager



Jamie McNaught
Occupational Therapy
Lead



Jason Moonesawmy
Out of hours Coordinator /
Advanced Nurse Practitioner



Helen Mackie
Associate Medical Director



Loraine Lester
Financial Controller



Alan Russell
Creative Services Assistant



Emily Crompton
Medical Secretary

6 - Our confidential contacts...

You can meet our entire team of Confidential Contacts, and find out more about them, on [Staffnet](#).

Bullying and Harassment

If you feel you are being affected by bullying, harassment or intimidation of any kind, you can speak to a Confidential Contact independently to discuss your situation and seek out their support and assistance. They will provide a signposting service, during what may be a distressing period.

You might find it helpful to talk to someone who is familiar with the issues surrounding bullying and harassment and also understands the philosophy behind the policy.

The Confidential Contact won't make any decisions for you, but will provide you with the information necessary to reach a decision about the way forward.



Full details can be found on [Staffnet](#).

Whistleblowing

Unlike bullying and harassment, you can raise the National Whistleblowing Standards Whistleblowing Concerns allow employees to raise concerns about patient safety, malpractice and other forms of harm.

This year, a new three stage process was developed by the Independent National Whistleblowing Officer, to give staff the protection they need to feel confident raising concerns if they see something wrong.

The Confidential Contact will provide a safe space to discuss the concern and assist you in raising this with the appropriate manager.



Full details of the support they can offer, can be found on [Staffnet](#).

Our People - Murray Jummun

Scotland has been gripped with Euro 2020 fever this month and our Cardiac Physiology Manager, Murray Jummun, has once again been showing his passionate patriotism for his country.

Murray, who has worked at NHS Golden Jubilee for 21 years, has been something of a national star when it comes to major tournaments.

At the Glasgow Commonwealth Games in 2014, the dedicated Tartan Army foot soldier had the honour of announcing Team Scotland into the arena – a role he carried out unforgettably with a Scottish lion’s roar ([which you can view on our Facebook page by clicking here.](#))



And while Scotland manager Steve Clarke inspired his troops to reach their first European Championships for 23 years, Murray galvanised his team at their daily meeting by wearing a kilt and a Scotland top.

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width="560" height="313" style="border:none;overflow:hidden" scrolling="no" frameborder="0"
allowfullscreen="true" allow="autoplay; clipboard-write; encrypted-media; picture-in-picture; web-share" allowFullScreen="true"></iframe>

This caught the eye of organisers from the UEFA EURO 2020 Fan Zone at Glasgow Green.

When he tweeted pictures of his meeting, organisers were so impressed they made him a #EURO2020HERO and stuck one of them up on the massive screens at the 6,000-capacity fan zone on the day of Scotland's first match against the Czech Republic.

Growing up in Perth with his mum and dad, Murray has always been surrounded by football, with both his parents being 'football daft'.



"I have great memories of gathering round the TV with all the other families from my flat to watch Scotland in the 1978 World Cup, with my mum serving pies and Bovril for everyone at half time and I've followed the Scotland team ever since."

Murray has passed his love of football onto his youngest son, attending all the home games together, and he knew the second match against the "Auld Enemy", England, in London wasn't to be missed.

"I've got a son now who is also football daft so we always go to the home games," said Murray.

"He had never experienced Scotland at a major tournament, being only 14, so the fact that we go to all these games and he's always had the disappointments, I just thought it was too good of an opportunity not to go."



Murray and his family travelled down to London from Bradford as many fans had already snapped up train tickets from Glasgow and Edinburgh.

Whilst in London Murray, his two sons and his wife scaled the Tottenham Hotspur Stadium on 'The Dare Skywalk' - one of the tallest landmarks in London - but it didn't help his nerves for the big game.

He also embarked on some "embarrassing dad" singing as his patriotism got the better of him.



“On the Friday night of the game I had booked a restaurant, I had my kilt on and we were all face painted up. There were a lot of people in the restaurant, but we were the only Scottish people there.

“There were England flags and England strips, so I hung up our flag and started singing - the boys wouldn’t join in but I didn’t stop.

“I think a draw was good, England fans weren’t that bothered, but we were really excited. The atmosphere was incredible.”



Murray loves the atmosphere and camaraderie that Scotland supporters create with opposing fans, no matter where they are in the world, giving rise to the song ‘No Scotland, No Party’.

The late Professor Stewart Hills, the Scotland team doctor at the time, acquired tickets for Murray to the opening game of the 1998 World Cup in France against the famous Brazil, and it led to more Tartan Army memories for Murray.

“We were on the Metro in Paris and we started singing Scotland songs, then we jumped on these Brazilians and they started singing their songs while we sang ours.

“They came over and this man gave me a hug and said, ‘I know one friend in Scotland, he’s from a village’. I said, ‘Is it Emerson?’, and he was in shock.

“It turned out to be one of the surgeons I played football with on a Friday night. I’ve got hundreds of stories like that from travelling to watch the team.”



He was a #EURO2020HERO again when one of his tweets made the big screen at the Glasgow Green Fan Zone for a second time.

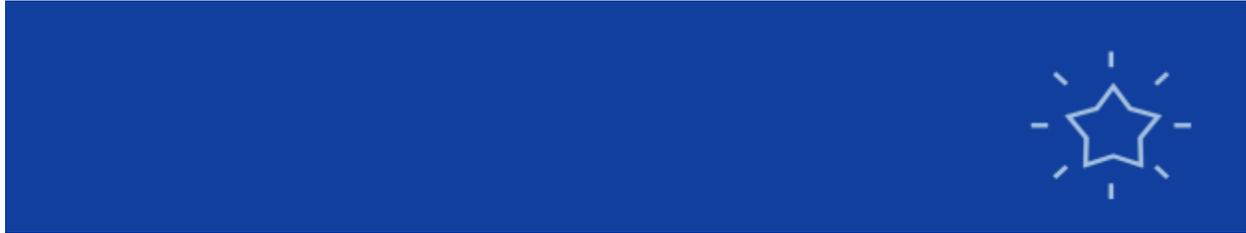
He posted a picture of one of his sons wearing the rampant lion flag he bought at France 98 when they were on their way to London.

"I love going to the Scotland matches with my boys, just like I loved watching the football with my dad, who sadly passed away last month.

"He would have loved cheering on the team at the Euros and was proud of what they achieved to get there."



Val-You



NHSScotland Pride Badge launch

NHSScotland's Pride Badge and Pride Pledge launched on Monday 14 June.

These badges allow staff to show their commitment to support LGBT+ equality and supporting service users and colleagues from all backgrounds.

LGBT+ people and particularly LGBT+ minority ethnic people, still face challenges in relation to accessing healthcare, and negative attitudes towards them.

At NHS Golden Jubilee we want to break down these barriers and promote an NHS Scotland that is inclusive for all.

The new Pride pin lets others know that you are an ally to progress, and the associated pledge outlines the responsibilities of being a badge wearer.

To sign your pledge please follow the link to [print the pledge](#) and send back to Rob White via internal mail or you can put it in an envelope and hand in to Rob's office in the Clyde room next to the Hotel reception.





7 - Anne Marie signing the pledge



8 - Anne Marie Cavanagh wearing her badge with pride



9 - Gareth signing the pledge



10 - Gareth Adkins wearing his badge with pride

Why I am wearing the badge...

"As a queer individual myself I understand the importance and necessity of LGBT+ visibility, Pride and Power. Also, as a white, cis, masculine-coded man I am aware of my privilege and want to use it to

educate others about the LGBT community as well as protect, support and give recognition to its members. It is also worn to show that there is no place in any areas I occupy for racism, transphobia or bigotry of any kind!"

Stuart Jackson

"My child (aged 20!) recently told me they identify as non-binary. This was something I really didn't know much about and it has prompted me to find out more. I would like to be a friendly ear for colleagues/workplace members in a similar position or who would like some space to talk."

Amanda Forbes



11 - Stuart Jackson



12 - Amanda Forbes

"As a member of the LGBT+ community I feel it is important to show pride in who you are in the hope it inspires others to be their true selves."

Ciaran McGoldrick

"It's important that LGBT+ staff feel safe and welcomed at NHS GJ."

Carole Anderson



13 - Ciaran McGoldrick



14 - Carole Anderson

The [Sexual Orientation and Trans Status page](#) has also been updated on Staffnet.

Here you will find a Pride Badge toolkit. It is vital you read the information contained in this toolkit to allow you to make an informed decision to sign the pledge.

For more information and to receive your Pride Badge, please contact [Rob White](#).

LGBT+ Survey

NHS Greater Glasgow and Clyde, NHS Lothian and Public Health Scotland are working in partnership to conduct a comprehensive health needs assessment of Scotland's LGBT+ population. As part of the health needs assessment an online survey is being conducted from 11th June to 20th August 2021.

This survey will ask LGBT+ aged 16 people aged 16 and over about all aspects of their health and wellbeing and the factors that are known to influence health including mental and emotional health, physical activity, eating, smoking, alcohol, relationships, social connections, income, experience of discrimination, and experiences of services.

Over the last 18 months over 180 LGBT+ people and 18 organisations have contributed to interviews and focus groups with their experiences of health and wellbeing and we have used their feedback to develop this survey which we hope LGBT+ all over Scotland will complete.

COVID 19 has changed all our lives and this survey will also help us identify how LGBT+ would like to see the health service change to better meet their needs as COVID 19 recovery progresses.

The survey takes on average between 20-30 minutes to complete. Participants who choose to do so can enter their details (kept separately from their survey responses) to enter a prize draw to win one of four prizes of a voucher for £250 for their preferred online retailer.

The survey will provide helpful statistical information comparing the health of Scotland's LGBT+ population to that of the general population of Scotland as well as differences within the different parts of the LGBT+ population.

On completion, the full health needs assessment results will be considered at an event to be held later in the early autumn to co-produce recommendations based on the findings with LGBT+ people and LGBT+ organisations.

This will help to ensure that the health service in Scotland is able to meet the health and wellbeing needs of LGBT+ people, not just in how it provides inclusive health services, but also in the way that ill health prevention and promotion of positive health is delivered.

Please share this information with individuals, organisations and networks including your social media networks, to help us reach as many LGBT+ people as possible. In addition, the survey will be promoted on twitter so it would be great if info could be retweeted.

Your health matters.



Help us to help you, take part in the LGBT+ survey.

The survey is available [here](#).

Staff Awards 2021

Nominations for this year's Staff Awards continue!

Each year, this event recognises the incredible efforts of our staff for the inspirational work they carry out for people all across Scotland. Patients, visitors and staff have the opportunity to nominate a member of staff, team or volunteer, who has gone above and beyond across 12 different categories.

This year's categories are:

- Rising Star
- Volunteers
- Collaboration
- Leader of the year
- Top Team
- Unsung hero
- Project recognition
- Support Worker
- Green

- Care and compassion
- Chair award for Innovation
- Chief Executive Values award

When following the link to Staff awards, we ask that all staff use Google Chrome, Microsoft Edge or Safari, as some members of staff have flagged up some compatibility issues with the form, which may affect your access and ability to nominate.

Embed://<iframe

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Staff can also download a copy of the nomination form using this link to [Staffnet](#) which can be filled out on Microsoft word and emailed to [Gabrielle Ward](#).

Staff Diversity Networks

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

The LGBT+ Staff Network provides a safe space for staff to discuss issues of importance in relation to sexuality and gender identity within the workplace.

The network forms 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 LGBT+ activities across the organisation.

Staff are advised that the NHSScotland Pride Badge initiative and the LGBT+ Staff Network are separate, involvement with one doesn't mean involvement with the other.

Age		Colin 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		Colin Neil
Sexual orientation		Anne Marie Cavanagh
Socio-economic		Mark MacGregor

If you are interested in joining this network or would like further information, please contact Rob White (Service Design and Equalities Lead) [Robert White](#) or by calling Rob on extension 5480.

Health and Wellbeing



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



Podiatric Sports Medicine Webinar

The Royal College of Physicians and Surgeons of Glasgow are holding a free webinar titled: 'Podiatric Sports Medicine. How to maintain and improve long term health - All together now!'

This event, which offers two hours of Continuing Professional Development (CPD) will be held on Tuesday 6 July at 6pm.

The webinar will address key themes within podiatric sports medicine and how these can maintain and/or improve your long-term health.

Speakers include:

- Dr Katrine Okholm Kryger; Lecturer in Sports Rehabilitation, St Marys University, Twickenham
- Dr Lindsay Hill; Sports Podiatrist, Axis Podiatry
- James Welch; Paediatric / Musculoskeletal Podiatrist at Ablefeet Ltd
- Mandy Abbott; Lecturer in Podiatry, Glasgow Caledonian University
- Dr Andrew Murray; Chair - International Chief Medical Officers in Sport Group. Chief Medical Officer, The European Tour Golf



You can secure your place by clicking [here](#).

Spiritual Care, multi-faith resource for healthcare staff

NHS Education Scotland has published a new document in relation to Spiritual Care, multi-faith resource for healthcare staff. The booklet, produced through its Spiritual Care and Chaplaincy Programme. It was prepared with input from Interfaith Scotland, individual faith and belief communities in Scotland and Hospital Chaplains.

This excellent resource answers a number of questions that we may have or may wonder about regards religion and belief.



To access this booklet please click [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 staff net](#) or via [HR Connect](#).

Focus on Wellbeing: A webinar programme for Health and Social Care staff

The National Wellbeing Hub is continuing to provide useful resources and inspiration all about wellbeing.

There will be a number of webinar sessions running through June to August, there will be a key focus on ways to cope and deal with mindfulness in ourselves and others.

Upcoming events and important dates

A Webinar Programme for Health and Social Care Staff

We are holding a number of webinar sessions with a focus on wellbeing. For information on the sessions, as well as registration instructions, click the links in the table below.

Recordings of previous webinar sessions will be made available to watch on our Podcasts & Webinars page.

Event	Date	Link
Mindful leadership: the key to a better way forward post pandemic	29 June 2021, 16:00-17:00	Click Here to Book
Money worries and	1 July 2021, 10:00-11:00	Click

Support for You
Find help where you are.

For information on the sessions, as well as registrations please follow this [link](#).

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 – 30 June 2021 and 14 July 2021.

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

The Social side



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

Patricia Crane - Fabulous hospital where they work as a team to help you, kindness it's self.

Mags Cowan - Thank you Matthew for my surgery it saved my life xx

Dorothy McGhee - All of them are unsung heroes.

Susan Lawton - The surgeon Dr butler who saved my life and his team are amazing to me.

Phil Brown - Mr Sarungi and the arthroplasty team. Totally went above & beyond. So very grateful for all their help.

Liz Taylor - Thank you everyone.

Andrew Meredith - As a patient who has been referred through this service. I must give my total praise for this project. So far has been very efficient and helped relieve the stress of long delays between seeing Drs and tests and getting results.



What's happening on our social media pages

Facebook:

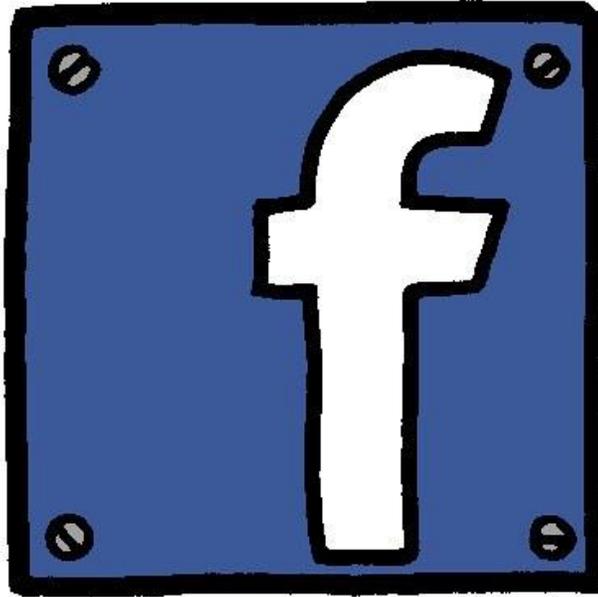
This month we opened the nominations for our Staff Awards!

This gives patients, staff and others the chance to recognise the incredible work, care and dedication shown by a team or individual they feel deserves it.

[Nominations are open for all staff now](#)

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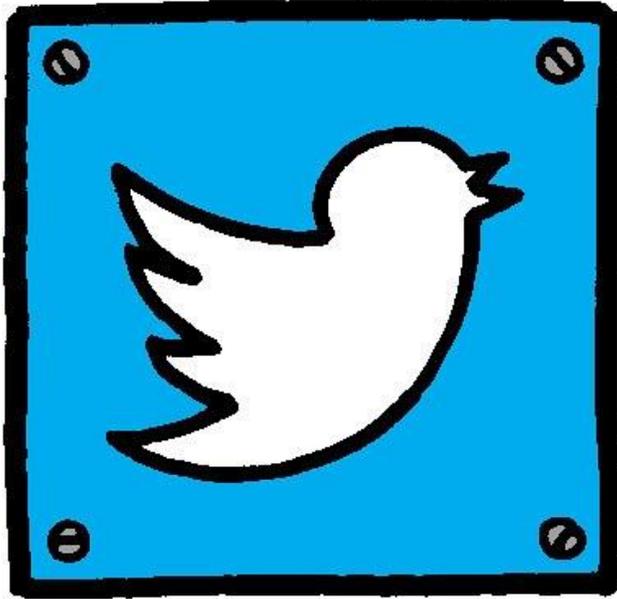
Twitter:

World Heart Rhythm Week started on 7 June.

Did you know it is possible that arrhythmias (irregular heart rhythms) present no symptoms at all?

This is why it is important to Know Your Pulse.





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

YouTube:

Thoracic Surgery Walk Through: This month staff who care for patients in various parts of the Thoracic surgery journey shared their roles and work as part of our Virtual Walk Through series, which focuses on all the departments within NHS Golden Jubilee.





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

LinkedIn:

We shared the news that patients will benefit from Scotland's first Early Cancer Diagnostic Centres to quickly diagnose or rule out cancer and save lives on our LinkedIn page.





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

World Heart Rhythm Week kicked off this month with our Consultant Cardiologist Derek Connolly sharing the importance of checking your pulse and understanding how to #KnowyourPulseToKnowYourHeartRhythm



Health Eating Week saw our catering department handing out free healthy food and drink to all staff! This week is part of our own Health and Wellbeing Strategy. You look after us, so we'll look after you!



Staff Awards Categories! The 12 categories for staff awards have been shared on our social media pages to give all the chance to nominate who they feel is deserving of an award!



National Cancer Survivors Day 2021 is an international event to raise awareness of cancer.

To mark #NCSD2021 our Lung Surgeon Mathew Thomas shared the importance of speaking with your GP if you have any signs.



Volunteers week: We celebrated the incredible volunteers here at NHS Golden Jubilee for all the hard work they do. Two of our volunteers, Christine Brennan and Beth Anderson shared what it means to them to volunteer at the hospital.

“I often thought what it must be like being ill in hospital and so far away from family. I wanted to help by giving someone a wee visit and a friendly face to chat to if they didn’t have visitors. It gave me a new sense of purpose and I think the Jubilee helped us as volunteers to feel part of a team.”

Christine Brennan
Volunteer



“Someone could be having a difficult time and they just want someone to be friendly and spend time with them. It’s humbling to be able to make a difference and gives me a great sense of satisfaction. I get too much from it to stop.”

Beth Anderson
Volunteer



NHS Scotland Golf Classic

An NHS and Guest Golf Day is taking place on Monday 13 September 2021 at the Dalmahoy Hotel and Country Club, Kirknewton in Edinburgh at the Championship East Course.

To enter, please email gal66events@yahoo.com and provide your name, organisation, mobile number and email address.

Payment is £95 per person. Details of payment will be provided with confirmation of entry; payment is due by 20 August.



For more information, please click [here](#).

You can also email [Gail Proudfoot](mailto:Gail.Proudfoot@redreviewevents.co.uk), red Review Events or call Gail on 07519071662.

Our Turn to Care – Free Gleneagles Vouchers

As part of the “Our Turn to Care” programme, we are thrilled to announce that we have received 2 complimentary vouchers to the luxury Gleneagles resort and spa!

This has been designed, in conjunction with the Hospitality Industry Trust and Scottish Government, as a thank you to health and social care professionals for all their hard work over the past year.

All members of staff are eligible to win the vouchers, and these will be drawn at random in the coming days. After that, if you are the lucky winner, you will be contacted with all the details about your prize!



So what’s involved?

- The vouchers **must** be used by 31 August 2021 and cannot be extended.

- Two people sharing a Manor Double or Twin Room for one night, including a full Scottish breakfast.
- Complimentary transfers will be available upon request from Gleneagles railway station to the Hotel, if travelling by rail.
- There is unlimited use of the leisure facilities at The Club. These facilities will be set out in more detail on the voucher.
- Additional food and beverage, out with the offer, must be settled by each individual upon departure.
- Valid NHS or occupation identification must be shown upon arrival, alongside the original voucher. No photocopies will be accepted. A unique code will be on each voucher and full details will also inform people of how to make a reservation.

So, keep your fingers crossed and keep checking your inbox, as you may just be the lucky winner!



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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