



Jubilee Life **November 2022**

Issue 42

Welcome to the November 2022 edition of your monthly digital staff magazine.

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

News



Innovative health technology helping patients

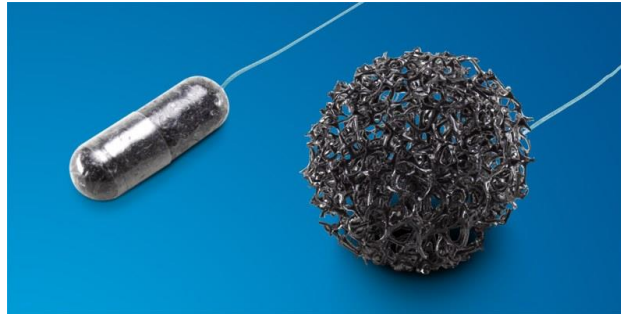
The innovative cytosponge diagnostic service, supported by the national Centre for Sustainable Delivery, means patients can access cancer checks closer to home, helping reduce the strain on health services.

Patients can get scope results by simply swallowing a small pill with a threat attached rather than using traditional scope methods and sedation.

After swallowing the pill, it expands into a tiny sponge which is pulled back up the oesophagus, collecting cells on the way which are then examined for abnormalities.

Cytosponge helps to identify important conditions such as Barrett's oesophagus which is a known risk factor for oesophageal cancer.

As of 3 November, the procedure has been used more than 5,036 times across Scotland.



"The cytosponge is an excellent example of an innovative technology that allows people to access services quicker, and closer to home. It is helping to deliver better outcomes for patients, while also easing pressures at our hospitals. That's why I am pleased to see it being used so widely."

"Cytosponge uses a simpler alternative to endoscopy procedures and takes only around 15 minutes. It is a much simpler and more patient-friendly test than endoscopy that enables faster diagnosis of patients at risk of pre or early cancer, without the need for them to undergo a more invasive procedure."

"Using this new technology means we can tackle the waiting lists for endoscopy procedures that have arisen during the pandemic."

Humza Yousaf, Health Secretary

"In these challenging times, it is vital that we improve patient experience with faster diagnostic imaging, facilitating targeted treatments and improving long term outcomes. This cutting-edge technology has helped NHS Scotland advance cancer diagnosis and provide direct benefit to over 5,000 patients."

"Cytosponge provides a better, more comfortable experience for patients, and we look forward to ensuring that even more people are treated this way as we continue to help meet the diagnostic demand resulting from the pandemic."

Professor Jann Gardner, Chief Executive at NHS Golden Jubilee

Expansion Update: Surgical Centre

Work continues on Phase 2 of our Hospital expansion programme as the new Surgical Centre starts to take shape inside.

The flooring is complete on Level 3 and almost complete on Levels 1 and 2. The decoration is well under way on all floors and mechanical and electrical works has been progressing across all levels.

Work has also been carried out within the existing building, including the refurbishment of Hospital accommodation on Level 1 to provide Orthopaedic outpatient space, as well as the refurbishment of areas to provide space for Theatre administration space and perfusion set-up on Level 3.

The state of readiness group continues to meet to oversee the delivery of the Surgical Centre through its transition from construction stage to operation.

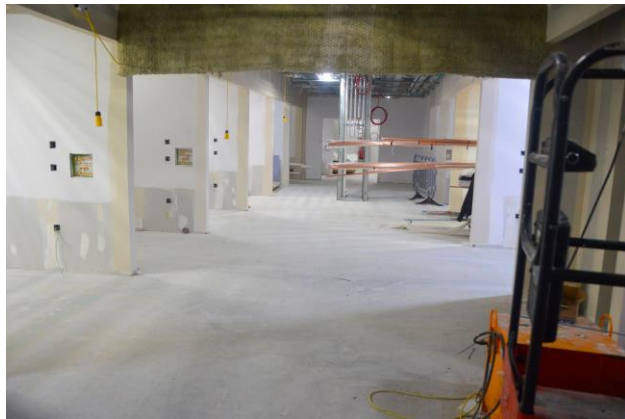
The Surgical Centre is due to be completed in Summer 2023.















Supporting local employment

Some of our local employees are benefitting from amazing career opportunities, support and development all with the added bonus of a short commute.

More than 400 (19%) of our employees live in the local area and benefit from the wide range of career opportunities available.

"We are proud to have such a large number of our staff coming from West Dunbartonshire."

"Everything we do at NHS Golden Jubilee is only possible thanks to every single member of our team, and it is their diverse range of experience and backgrounds which allow us to offer our world renowned standard of care for patients across the country."

"The people of West Dunbartonshire have been vital to our growth over the years, and we are hoping to increase the number of staff from the local area as we continue to recruit for our exciting expansion programme in the months to come."

Jane Christie-Flight, Employee Director



Our staff often tell us that level of training opportunities and innovative techniques provided are one of their main reasons for joining.

West Dunbartonshire Staff Nurse, Nicole Kelly became part of the team delivering our enhanced recovery programme in March 2022.

"It is amazing to see patients back mobile on the same day as their new joint replacement, I am very proud to be part of that team and seeing the difference we make to our patients from admission to discharge."

Nicole Kelly



Nicole also benefits from a wide range of training opportunities across a number of specialities.

“The Golden Jubilee provide great training to staff and offers opportunities to further learning within the multidisciplinary teams we have.”

“When working in the Jubilee, the training provided is exceptional.

“You’ll be able to progress through your career and enjoy the experience of working with a close team.

“The training facilities available are one of the reasons that I wanted to join the Golden Jubilee ‘family’ and I’m enjoying every minute of it!”

Alison Major, Staff Nurse



Fresh and local ingredients at our Hotel

You can expect to be served with only the freshest ingredients when dining at the Golden Jubilee Conference Hotel.

With more than 75% of all produce being sourced from local suppliers, ingredients are not only deliciously fresh but also ethically sourced, benefitting local businesses.

We sat down with Executive Chef, Iain Ramsay to find out more.



"We source our food locally to reduce our carbon footprint on fruit and vegetables, cattle, fish and more. We buy the majority of food from within Scotland when in season and when it's out of season, we aim to buy from within the UK."

"All our fish lands in Peterhead which then goes to Glasgow and then to us at the Hotel. Fruit and veg, such as asparagus, raspberries, and strawberries come from a farm just outside of Paisley and our other veg comes from just outside Turnberry."

"We source a large portion of our beef and lamb fresh from a butchers in Paisley called W.P Tulloch. He has his own farm so we know it's all been prepared with the highest quality."

Going straight to the producer and supplier often cuts out any additional cost that may come from third parties. This allows the Hotel to invest more into the customer experience.

"We tend to buy Scottish when we can, we do this to keep money within Scotland and to help our local farmers. It also means we can cut out the middle man, such as supermarkets."

"Any savings we make go back into serving our customers."

Buying local and fresh produce also impacts the taste of the meals served.

“Everything you buy local has a different taste. It’s not been in a truck for 2 weeks. When we get our root vegetables delivered from Ayrshire, they often still have the dirt on them because they are so fresh.

“Sometimes when asparagus is in season I can phone the farm at 9am and we’ll have a fresh batch delivered by lunchtime.

“With Locally sourced beef you can actually taste the grass it’s so fresh and when we can buy our soft fruits in season you can really taste the quality.”

Whether you’re in for a quick bite to eat, celebrating something special or hosting an important dinner, the menu at the Golden Jubilee Conference Hotel will leave you wanting more. All NHS staff receive 20% off when dining. ID badges must be presented to receive this discount.

“I would definitely eat in the hotel. We don’t use any substandard product, everything is made fresh, great value for money, and it’s the perfect setting to enjoy your meal. And of course you get food cooked by me!”

To dine at the Golden Jubilee Conference Hotel, visit <https://www.goldenjubileehotel.com/food-drink/> or call 0141 951 6015 to book.

First anniversary of the NHS Scotland Academy

October marked 1 year since the Cabinet Secretary for Health and Social Care, Humza Yousaf officially opened the NHS Scotland Academy.

The collaboration between NHS Education for Scotland (NES) and NHS Golden Jubilee was developed to meet the training needs in health and social care.

Over the past 12 months, the NHS Scotland Academy has developed and delivered a number of programmes, playing a vital role in supporting and growing staff numbers through accelerated training to meet the needs of patients across NHSScotland.

The innovative mix of residential, distance, online and virtual reality learning has seen more than 3,000 learners complete a range of courses and online learning across the country.



[The full newsletter can be viewed here](#)

Stop the pressure!

The Tissue Viability team, Nursing department and Clinical Educators raised awareness around pressure ulcer prevention and care for Worldwide Stop Pressure Ulcer Day during November.

Pressure ulcer facts:

- They can occur in less than 1 hour
- Pressure ulcers are the most reported cause of harm in the NHS
- They cost the NHS over £2 billion every year
- Up to 14% of inpatients develop pressure ulcers

Throughout the national awareness campaign there were quizzes, a trolley dash and prizes to help educate staff on how to help prevent pressure ulcers.

Drop-in Coffee Sessions were held between Thursday 17 – Thursday 24 November for a chance for staff to network and share ideas on pressure ulcers prevention and management.



Stop the Pressure



Worldwide Stop Pressure Ulcer Day Thursday 17 November 2022

The Tissue Viability team, Nursing department and Clinical Educators will be raising awareness of pressure ulcer prevention and care for Worldwide Stop Pressure Ulcer Day on Thursday 17 November. Throughout the national awareness campaign there will be quizzes, a trolley dash and prizes to help educate staff on how to help prevent pressure ulcers.

Drop-in Coffee Sessions
Thursday 17 – Thursday 24 November
2.30pm - 4pm
Level 1 Hospital Hub (excluding weekend)



For more details, contact Annette.Hollis@gjnh.scot.nhs.uk or Alexa.Crawford@gjnh.scot.nhs.uk

Find out more on the Society of Tissue Viability website by scanning the QR code



#StopthePressure #4Nations

Poster Competition

This competition is open to all clinical areas to develop a poster to help raise awareness about preventing pressure ulcers. All posters need to be completed and entered into the competition by Friday 2 December. Good luck to all entrants!

For more information contact [Annette Hollis](mailto:Annette.Hollis@gjnh.scot.nhs.uk) or [Alexa Crawford](mailto:Alexa.Crawford@gjnh.scot.nhs.uk).

Prevention and Management of Pressure Ulcers LearnPro Module

A new Prevention and Management of Pressure Ulcers e-learning module is now live on LearnPro.

This module has been developed to provide clinical staff within NHS Golden Jubilee with information relating to pressure ulcer prevention and management and moisture related skin damage in order to help ensure safe, effective person centred care.

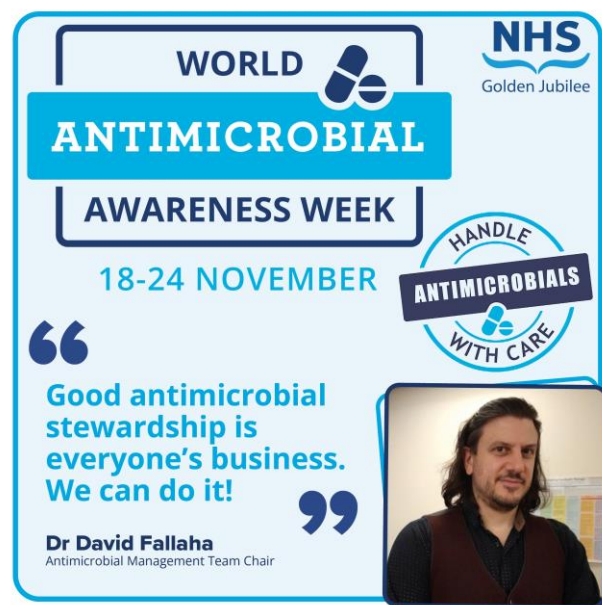
For more information please contact Tissue Viability. [LearnPro can be accessed here.](#)

World Antimicrobial Awareness Week


This month featured World Antimicrobial Awareness Week 2022. The annual campaign aims to raise awareness among healthcare staff, patients and the public about the worldwide threat of antibiotic resistance and encourage everyone to use antibiotics wisely to help keep them working for future generations.

The best way we can all help in stopping antimicrobial resistance, is to improve the way we use antibiotics. We can all help by:

- Not using antibiotics for viral infections such as cold, flu or COVID-19.
- Only taking antibiotics as prescribed and finishing the course.
- Not keeping any leftover supplies to use later or share with friends or family.



WORLD



ANTIMICROBIAL

AWARENESS WEEK

18-24 NOVEMBER


“



We should always give antibiotics for an appropriate duration. Shorter courses can reduce antibiotic resistance and side effects for patients.

”


Gabrielle McBride

Pre-registration Pharmacist



WORLD



ANTIMICROBIAL

AWARENESS WEEK

18-24 NOVEMBER


“


It's important to review intravenous antibiotics daily and switch to oral therapy as soon as appropriate.

”


Kelly Hamilton and Sid-ali Akhal

Antimicrobial Management Team Chair




WORLD




ANTIMICROBIAL

AWARENESS WEEK

18-24 NOVEMBER






“


There are limited new antibiotics in the pipeline so we all need to use the antibiotics we have wisely and protect them for future generations.

”

Rebecca Houston
Lead Antimicrobial Pharmacist




WORLD




ANTIMICROBIAL

AWARENESS WEEK

18-24 NOVEMBER






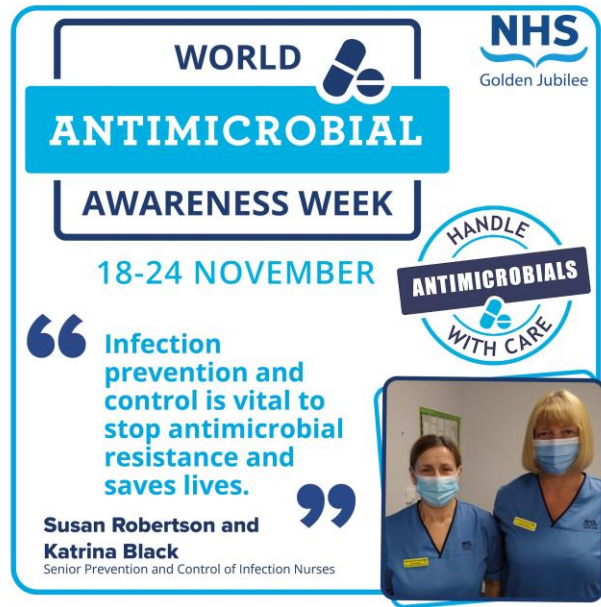
“

Always remember to check culture and sensitivity results and change to a narrower spectrum antibiotic when possible.

”

Dr Sarah Whitehead
Consultant Microbiologist





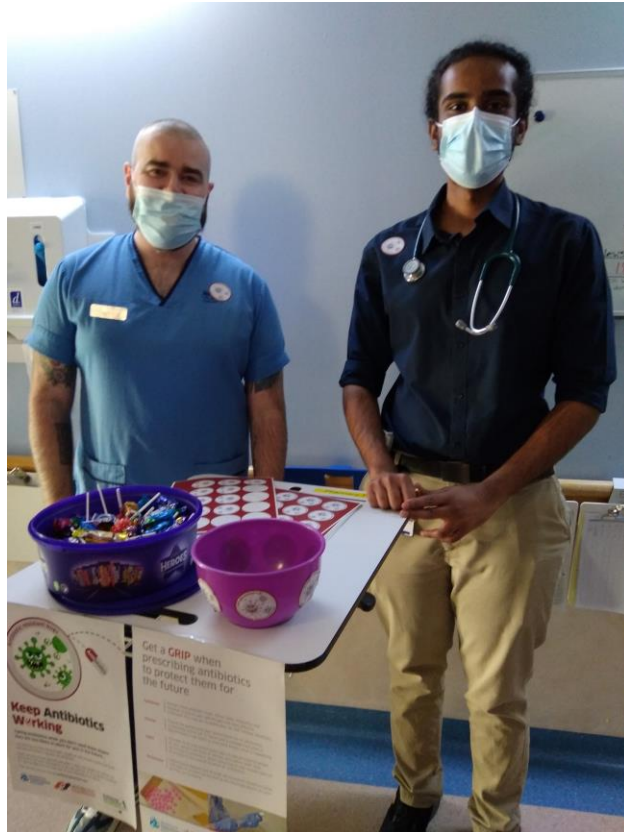
Healthcare staff can also help ensure appropriate use of antibiotics by:

- Following local antibiotic guidelines, which are available on SharePoint and Staffnet.
- Reviewing intravenous antibiotics daily and switching to oral, de-escalating or stopping antibiotics when possible.
- Using appropriate antibiotic durations and clearly documenting the antibiotic plan.

Our Antimicrobial team visited wards for some antimicrobial buzz sessions to test staff knowledge which included the antibiotic quiz.

We also had social media posts during the week with key messages from our Pharmacy and Antimicrobial teams!







To find out more about the antibiotic awareness campaign, visit [World Antimicrobial Awareness Week 2022 \(who.int\)](https://www.who.int/campaigns/world-antimicrobial-awareness-week-2022) or [World Antibiotic Awareness Week \(WAAW\) \(sapq.scot\)](https://www.sapq.scot.nhs.uk/antibiotic-awareness-week)

You can also make a pledge about how you personally will use antibiotics more prudently, and become an Antibiotic Guardian at [Antibiotic Guardian | Pledge to be an Antibiotic Guardian](https://www.sapq.scot.nhs.uk/antibiotic-awareness-week).

Bullying and Harassment symposium

The Chief Registrars of NHS Golden Jubilee hosted a 'Stronger Together: Bullying and Harassment Symposium' this month, which gave attendees further knowledge on what constitutes bullying and harassment.

There were also discussions on what it means to be an ally, learnings from professional athletes about overcoming adversity and developing practical strategies to tackle bullying/harassment as a victim/witness.

Speakers included Mr Simon Fleming (trauma and orthopaedic trainee and campaigner, London); Miss Roshana Mehdian-Staffell (trauma and orthopaedic Registrar and campaigner, London); Mr David O'Regan (Consultant Cardiothoracic Surgeon, Leeds); and Dr Carrie McCrea-Routray (Sports and Exercise Medicine Consultant, Scotland).







Remembrance Sunday

Chair of NHS Golden Jubilee Susan Douglas-Scott laid the wreath for Remembrance Day to honour those who have made the ultimate sacrifice for our freedom and to show our eternal gratitude for their service.

As the going down of the sun and in the morning, we will remember them. Always.





SACCS annual conference

Specialists from across the Scottish Adult Congenital Cardiac Service held their annual conference today.

On the agenda was: Living with adult congenital heart disease (ACHD), exercise, anticipatory care planning, arrhythmias and a focus on patient cases.



People



Chair of NHS Golden Jubilee scoops top prize at Scottish Women's Awards

Chair of the Board, Susan Douglas-Scott was awarded the Inspirational Leaders 2022 prize at the Scottish Women's Awards.

The event held at the Marriot Hotel in Glasgow in October recognises women across Scotland who are pushing boundaries and showing the world there is no limit to the things women can achieve.

Susan was awarded for her work across a wide range of equality related issues including, health, disability and social care and within the LGBT+ community.

Susan has become a mentor and a role model for many and continues play a key role in supporting and guiding our organisation. Congratulations Susan!



Star Award for Clinical Pharmacists

Congratulations to our Clinical Pharmacists team who were awarded by the Association of Scottish Antimicrobial Pharmacists with a Stewardship Star Award during World Antimicrobial Awareness Week.

The team were recognised for their efforts in improving antimicrobial use and preventing resistance.



New appointment - Caroline Handley

We are delighted to announce that Caroline Handley has been appointed to the role of National Elective Services Deputy Director.

Caroline has enjoyed a long clinical career as a radiographer before moving into operational and service management roles and, in recent years, she was part of the Scottish Radiology Transformation Programme with responsibility for leading the development and implementation of the Scottish National Radiology Reporting Service (SNRRS), which now is managed by NHS Golden Jubilee as a 'business as usual' service.



"I joined the Golden Jubilee team in April 2020 as Radiology and Diagnostics Service Manager and joining the organisation at this time has been both challenging and rewarding.

"I've loved the teamwork and camaraderie that exists between the various teams throughout the hospital and I can't wait to use my skills and expertise to support the National Elective Services Division at this exciting time with the Phase 2 expansion next year."

Rising Star, Hannah Driscoll

Infection Control Nurse, Hannah Driscoll has successfully completed her MSc Infection Control-PgCert

Hannah joined our Prevention and Control of Infection team in May 2020 as a trainee Infection Control Nurse.

Hannah faced the challenges that came with the COVID-19 lockdown, including supporting the team to rapidly review and implement new guidance on a regular basis, all whilst learning about the key elements of her role.

As part of her development, Hannah began her MSc Infection Control-PgCert in January 2021.

Despite significant personal and professional challenges COVID presented, including the busiest time infection control teams have ever experienced, Hannah has excelled in completing this part of her studies.



"I'm really looking forward to continuing towards my masters. The team have been extremely supportive. I couldn't have done this without them!"

Hannah has also been shortlisted for the Good Governance Institute – Rising Star in Nursing Award that will take place on Tuesday, 29 November.

Congratulations and good luck Hannah!

Volunteer Highly Commended in UK Wide awards

Former NHS Golden Jubilee Volunteer, Jim Woods was shortlisted and Highly Commended in the Helpforce Champions Awards 2022 for Scottish Volunteer of the Year.

Jim was one of a few shortlisted for this award from volunteers across Scotland and the UK.

Working as a volunteer at the Golden Jubilee since March 2009 before retiring this year, Jim was responsible for the introduction and development of our Sensory Care Service which provides essential support to our patients with hearing impairments.

Working as a Sensory Care Volunteer, Jim has provided support and assistance not only to patients but to his fellow volunteers by training them to assist patients who are deaf or hard of hearing.

Jim has shown immense dedication to his role by training with Action on Hearing Loss (now known as RNID) and by learning how to replace hearing aid batteries, all about re-tubing and other assistive technology.

This work makes the lives of patients with hearing impairments who are often discussing life changing situations with consultants a little bit easier.

Watching the awards in London from his home in Scotland, Jim was honoured with a Highly Commended in his category and was touched to hear the kind words submitted for the award by Volunteer Manager Maureen Franks.



Scottish Careers Week – spotlight on staff and their roles in Team Jubilee

Staff from Orthopaedic Ward 2 East and our Security team spoke about their roles and benefits of working at NHS Golden Jubilee for Scottish Careers Week this month.

5 colleagues highlighted their passion for caring for patients, the excellent training we provide, how their careers have progressed and the flexibility on offer to help people realise their career dreams.

Our staff are our most prized asset. Thank you to all Team Jubilee colleagues for the outstanding service you provide for the people of Scotland.

Scottish Careers Week

NHS
Golden Jubilee

7-11 November 2022

#ScotCareersWeek22

I qualified 2 years ago working within this team and it has been eye-opening for me in understanding the dynamics of people's journeys from admission to discharge. The team in 2 West have always shown support to new team members, which is a real bonus for everyone and the best part of the job is the satisfaction you get seeing your patients going home fit and healthy.

When working in NHS Golden Jubilee, the training provided is exceptional and you are able to progress your career whilst enjoying the experience of working in a close team. The training facilities available here are one of the reasons that I wanted to join the Team Jubilee family and I've enjoyed every minute of it so far!

Alison Major
Enhanced Recovery Nurse



Scottish Careers Week

NHS
Golden Jubilee

7-11 November 2022

#ScotCareersWeek22

I enjoy working within the enhanced recovery unit and seeing patients get back mobile on the same day as their new joint replacement, which is amazing to see and be involved in.

I work with a great team of colleagues and we all work together to provide the best person-centred care for our patients. The best things about working here are the multiple learning opportunities that are available and the experience you can gain working with the multidisciplinary teams we have.

It is also a very rewarding place to work, as you see the difference you make to your patients, from admission to discharge home, and the positive impact this has on their lives.

Nicole Kelly
Enhanced Recovery Nurse



Scottish Careers Week

NHS
Golden Jubilee

7-11 November 2022

#ScotCareersWeek22

“In my job I am meeting new people every week because we have a high turnover of patients. I get a great deal of job satisfaction from seeing patients recover and being able to go home. I enjoy working within a close-knit team and making a difference to people's lives through showing compassion and dignity in the care the ward provides them in their short stay with us.

The Golden Jubilee is a forward-thinking hospital and I have gained more training and knowledge here in my short time than I have done in my 8 year career as a nurse. It is a friendly and caring environment, which has allowed me to feel comfortable to be the best version of myself at work.”

Scott McKay

Enhanced Recovery Nurse



Scottish Careers Week

NHS
Golden Jubilee

7-11 November 2022

#ScotCareersWeek22

“I started with the NHS in 2009 as a Healthcare Support Worker and I knew that I wanted to do more. I then embarked on my education to become a Nurse, qualifying in 2017.

Throughout my training I had placements at NHS Golden Jubilee and I quickly realised it was where I wanted to start my career because the Golden Jubilee offers a lot of support, training and opportunities to learn to newly qualified Nurses.

I would always recommend Student Nurses start their career at NHS Golden Jubilee. I feel the support and training we offer is industry-leading. We are able to support Nurses to become competent, confident Nurses, leading excellence in their field.”

Gary Howson

Orthopaedic Charge Nurse



Scottish Careers Week

7-11 November 2022

#ScotCareersWeek22

I do Bank shifts here full-time and work part-time for Greenock Morton FC, as well as doing some other shifts in the Hotel's Health and Wellbeing Centre, so I have to be pretty flexible. The flexibility I have with shifts here helps me to fulfil my dream job working as a Performance Analyst in Scottish football.

I've also worked in Procurement here, so it's a place you can move around in different departments to suit your working needs, and it's a great place to work with brilliant colleagues who've always supported me.

Sean Strain
Security Officer



Nursing Support Workers' Day

23 November was Nursing Support Workers' Day. All staff here are NHS Golden Jubilee's most prized asset and our Healthcare Support Workers are valued parts of our services, making essential contributions to teams, patients, families and carers.



Nursing Assistant Lorraine McMillan says she is “privileged” to serve our patients.

Staff Spotlight



#TeamJubilee

#StaffSpotlight

“After working for 19 years on hospital wards I joined NHS Golden Jubilee in 2005. I worked in theatres as a Health Care Assistant before transferring to the Orthopaedic Outpatients Department in 2018.

I am responsible for the day-to-day smooth running of our clinics and perioperative procedures, such as taking blood, ECG testing, blood pressure measurement and supporting the surgical team. This is an incredibly rewarding job and a privilege to play a part in each patient's journey towards a better quality of life.”

Lorraine McMillan
Nursing Assistant



World Radiography Day

We celebrated all of our Radiographers on [#worldradiographyday](#) who are a vital part of Team Jubilee.

The date – 8 November every year - marks the anniversary of the discovery of x-radiation by [Wilhelm Roentgen](#) in 1895.

Radiographers worldwide use the day to promote radiography as a career, a vital contribution to modern healthcare and as an opportunity to increase public awareness of diagnostic imaging and radiation therapy.

Follow the hashtags [#TeamJubilee](#) and [#WRD](#) for more information.

Karen Main loves her career as a Lead Radiographer.

“I have laughed and cried, and finished a lot of days exhausted, but I have had not one single regret.”

World Radiography Day

NHS
Golden Jubilee

8 November 2022

I am proud to be able to use the protected title of Radiographer and I have had an amazing career with so many wonderful experiences.

For anyone thinking of joining the Radiography profession, I'd say go for it! You'll be presented with a lifetime of possibilities within this profession, the world will literally be your oyster as the variation in diagnostic imaging modalities ensures that we can all find our niche if we chose to specialise.

We are a team of highly specialised Radiographers at NHS Golden Jubilee who are constantly striving to provide the best standards of care for our patients and we do it with pride. The majority of patients who attend this hospital will have some form of diagnostic imaging as part of their journey and will meet one or more of our amazing Radiographers.

Karen Main
Lead Radiographer



#worldradiographyday #WRD

Fond farewell to Yvonne

After more than 4 years as Director of Pharmacy at NHS Golden Jubilee, Dr Yvonne Semple is moving onto her new role with Healthcare Improvement Scotland as Chief Pharmaceutical Adviser for the Scottish Medicines Consortium.

All members of the Pharmacy team gathered to say farewell and good luck to Yvonne, with many expressing thanks for her leadership.

Yvonne has helped to push the visibility of pharmacy to the forefront of key decisions and day-to-day life here at NHS Golden Jubilee and the team are looking forward to continuing their ever important role.



"It's been a huge privilege to be Director of Pharmacy at NHS Golden Jubilee over the last 4 years."

"It's been fantastic to work with such a dedicated team who responded so well to all the challenges from the pandemic. I wish them and the wider NHS Golden Jubilee every success in the future as they continue to deliver great patient care."

Good luck in your new role Yvonne, you'll always be part of Team Jubilee!

Val-You



Our commitment to staff Carers

A growing number of people are having to play a dual role in balancing their jobs with their caring responsibilities.

A survey of staff in NHS England in 2021 showed that around 1:3 staff in NHS England are working carers who were providing unpaid care and support to a family member or friend, and a lot of them aged between 45 and 64, so most likely were among the most experienced and skilled staff.

If you are drawn into a caring role you may face challenges trying to balance your caring responsibilities with your job. As a result, you might feel that you have to reduce your working hours, take time off work or even decide to give up work entirely.

Within NHS Golden Jubilee we recognise the importance of having carer friendly employment practices and policies to help you remain in work, or to encourage individuals to join us.

By enabling you to continue in employment we are not only supporting your financial and mental wellbeing but importantly also retaining your valuable skills in the organisation.

In recent weeks a new Carers Policy has been approved at our Partnership Forum, which now sits alongside our Carers Guide, and provides information and guidance for staff and managers on ways to support carers, both of which are available on HR Connect.

Additionally, NHS Golden Jubilee will join the Scottish Government Scheme Carers Positive with work commencing on the programme in the coming weeks.



For more information visit our [carers page on Staffnet](#).

Meet our Ethnic Minorities Network Chair, Abu-Zar Aziz

Abu is the Head of Programme Management within the Quality, Performance, Planning and Programmes (QPPP) team advising and supporting the organisation on all things programme and project management related.

After joining the organisation 2 years ago, Abu became the Chair of NHS Golden Jubilee Ethnic Minorities Network during the summer of 2022.



1 - Abu

"I was asked to take on the role and I was very happy to accept. I am involved in supporting the organisation across clinical and corporate levels which provides me with a comprehensive insight of the Hospital's operations and services."

“The essence of the network is about raising awareness of workforce diversity within the organisation, promoting positive change and potentially challenging any discrimination that may occur.”

The Network provides support to not only members but the wider organisation.

“A key element is about providing members with support, networking opportunities and a safe space to openly discuss concerns and solutions. Peer to peer engagement with people with similar backgrounds and culture provides significant benefits, which sometimes can be difficult to access particularly if you are new to the Board or even the country.”

However, the Network is not just about supporting members.

“We hope to be the go-to network to support our senior management whenever there is a request for advice in the development of strategies or policies. It’s also about supporting our organisation to maintain a representative workforce, increase equality with inclusive leadership and raise the visibility, profile and contribution of ethnic minority staff.”

Priorities for the Network over the next 12 months include the development of an action plan, more engagement from current members and encouraging more staff to join.

“The Network isn’t only for those from a different ethnic background, but also provides the opportunity for those from other backgrounds to get involved, learn and understand some of the challenges individuals of other ethnicities face. It’s a very collaborative approach.

“Minorities don’t come from one particular area, our network includes people from Europe, Asia and of course Scotland. We understand even within these ethnicities and geographies there is huge diversity in terms of culture, language, etc.”

Joining the Network provides staff with the opportunity to collaborate and lead on exciting and important initiatives.

“We link with other networks across NHSScotland as well as the Scottish Government so there’s the opportunity to get involved at a national level too.

“It’s a real chance to have discussions and help shape the organisation in a positive way and I really encourage anyone who would like to join to get involved.

“One of the key priorities is to understand the experiences of ethnic minority staff at the Golden Jubilee as well as the breadth of their contribution. This will help us recognise what positive changes can be made to support a more diverse and inclusive environment for our staff and patients”

Plans for webinars, best practice sessions, supported training and development within the organisation are initiatives Abu and the network will explore over the next year.

“If anyone would like to join the network they can contact me directly by email at: abu-zar.aziz@gjnh.scot.nhs.uk. We also have a Teams channel so there’s various routes to getting involved. It’s an open door policy!

“We are open to ideas for how to best progress with our plans and I welcome any and all suggestions. Get involved and get engaged.”

Email [Ethnic Minority Network](#) to register your interest.

Further information can also be found on the [Staffnet page](#).

Long Service Awards

This month we celebrated just some of our wonderful long service staff from across our Hotel and Hospital during our Long Service Awards.

With over an incredible 330 years’ service between them, we know Team Jubilee wouldn’t be the same without them.

Staff came from across our Research Centre, Reception, Transport, Hotel, Estates and Pharmacy to celebrate their contribution to the NHS with Chair of our Board Susan Douglass-Scott.

Congratulations to those who received their awards during this month’s awards, keep an eye out for our next batch of Long Service Awards coming soon.









NHS Golden Jubilee Women's Network

Would you like to be part of a staff network that identifies and challenges women's issues in the workplace?

NHS Golden Jubilee is committed to giving a voice to staff with lived experience through a network approach through the new Women's Network.

The network will focus on women's issues such as breastfeeding, menopause and menstrual health issues among others, and will provide staff with a safe, confidential and supportive space for professional and social networking to raise awareness of gender issues in the workplace.

For more information contact [Jane Christie-Flight](#).

Gleneagles Hotel stay prize winners

Congratulations to Nurse Kirsty Ward from ICU and Assistant Practitioner Lisa Farrell from the Eye Centre who were the two winners in our staff prize draw for an overnight stay and breakfast for 2 at the luxury Gleneagles Hotel.

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

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

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



2 - Gleneagles vouchers

Interfaith Week

Spiritual Care staff celebrated Scottish Interfaith Week from Sunday 13 – Sunday 20 November at NHS Golden Jubilee, which is an invitation to read about different religions and beliefs in the Spiritual Care Centre space.

During Interfaith Week there was an opportunity to spend some time in the Spiritual Care Centre to learn about different faiths and beliefs. Information on different faiths and beliefs taken from the NHS Education Scotland multi-faith resource for healthcare staff was provided and on display for use in the Spiritual Care reception and Spiritual Sanctuary.

Storytelling is the Interfaith Scotland theme for 2022.



[Click this link to see the Calendar of Events](#)

Comments about you!



3 - What patients and the public have been saying online.

Lynne Pllu- You play a vital part in our team and you do a fantastic job x

Sam Kilgour - Well done everyone. Appreciate all the hard work and effort I receive from The Golden Jubilee. Thank u. xx

Gulshan Kasmani- Appreciate everything you all do under such tiring times well done everyone

Soraya Ibrahim - Well done everyone you are all amazing and we appreciate all the hard work you do for us

Lorr Gardiner- Well Done To All The Nurses,

Katie White - Hello... I just wanted to say...I was in today for an EP procedure and I just wanted to say a big THANK YOU to all the staff in 2C, CDU and Cath labs. Everyone was so attentive - Helen, Emma, Anne, Katy, Claire, Cathy and Jade (student nurse) Dr Connelly - I can't remember everyone's names but I can certainly remember how genuinely kind, friendly, open and professional everyone was. Including Reception. I felt very well looked after from the minute I arrived to the minute I left. Thank you.

Linda McStay - Huge thank you AGAIN! to the staff of ward 2 East. Looked after me for 6 days and were all amazing. Also to team SACCS for their help and support. Cannot fault the Golden Jubilee.

Jane Thomson - I would like to say Thank you to Mr Changulangi and team for the wonderful care I received when I had a total right hip replacement done in May, and was home next day, and was given a cancellation appointment to have my left total hip replacement and in August Mr Picard and team performed the surgery and I was with you a wee bit longer but everyone treated me with such care and compassion and made sure I was comfortable and pain was under control. Thank you everyone

“



My dear dad has been in and out of the Queen Elizabeth University Hospital 5 times this year. His main condition was heart failure and his last hospital stay was for a month. He was in several different wards and sections and just want to say the care he received was brilliant. Everyone was kind and considerate to him. Both the nurses and doctors were very informative about his condition and care.

He is finally on the road to recovery after having a TAVi procedure (Transcatheter Aortic Valve implantation) at NHS Golden Jubilee.

Thank you to everyone involved. I'm forever grateful.

”



Care Opinion Feedback

“



In November 2022 I was in my garden, when I developed severe pain across my chest. I was having a heart attack. The ambulance arrived very quickly and I was taken to NHS Golden Jubilee hospital. I was taken straight to the operating table where a stent was inserted. The service, the quickness and obviously the expertise was absolutely marvellous. The personal attention given to me in the Coronary Care Unit was amazing, absolutely 'top drawer'. I could not fault anybody. My sincere thanks to all at the Golden Jubilee.

”



Care Opinion Feedback

Health and Wellbeing





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

Step into Christmas Together

To help prepare ourselves physically and emotionally for the festive season, which will soon be upon us, we are offering colleagues the chance to 'Step into Christmas' again this year.

The Health and Wellbeing Group is once again encouraging all Team Jubilee colleagues to get involved in this healthy challenge that will run for 3 weeks in the lead-up to Christmas, from Thursday 1 December until Friday 23 December.

And it could not be easier to take part. All you need is a way of measuring your step count, the number of stairs you have climbed, or distance you have covered by walking, running or cycling.

You can take part as an individual, or as part of a larger team with colleagues from your own department or get together with friends from other teams, it's up to you! Once you have decided, you can then set your goal or just start counting your steps.

Aiming to get your overall step count as high as possible, you and your team could strive for the peaks of Ben Nevis, Mount Everest, the famous Route 66 or the North Coast 500, it's up to you when you choose your challenge!

We will help you to keep track of your daily and weekly progress by providing charts for recording your daily activity on.



[Click this link to register and make the first step](#)

Benevolent Funds and Charitable Grants

If you are unable to afford your living costs, an essential home repair, or a cost related to disability, you may qualify for assistance from a charity.

Each of the following charities has their own rules about how to apply. Some welcome direct applications while others prefer referrals from other organisations, such as another charity or a support worker.

Some of these charities are professional group specific, while others support all healthcare workers.

- [Healthcare Workers' Foundation](#)
- Call 07584 322257, or visit [Benevolent Fund for Nurses in Scotland \(BFNS\)](#)
- [The RCN Foundation](#)
- [Queens Nursing Institute \(QNI\) Benefit Fund](#)
- [Cavell Nurses' Trust](#)
- [Junius S. Morgan Benevolent Fund](#)
- [The Care Workers Charity](#)
- [The Royal Medical Benevolent Fund \(RMBF\)](#)
- [Regional Charities](#)

The Scottish Government also provides help and advice for cost of living support.

[Click this link for more information](#)

Financial help if you have children

The UK Government has a website that assists parents find childcare and financial support for childcare and childcare for school-age children.

This includes a step by step guides to accessing free childcare and tax-free childcare.



For more information, go to: [Childcare - GOV.UK](https://www.gov.uk/childcare).

Spiritual Care Sanctuary Activity

A reminder that Sanctuary Activity is continuing every day at 12.15pm and 2pm:

- **Monday – TGI Monday:** Thank goodness it's Monday – this activity is a play on TGI Monday and turns our attention to Monday and praying for the hospital community for the week ahead.
- **Tuesday – Mindfulness:** Mindfulness is the practice of intentionally bringing one's attention to the present moment experience.
- **Wednesday – Mindful Music:** Being in the here and now with a piece of music and paying attention to what it resonates in us.
- **Thursday – Meditation:** Meditation follows two traditions used alternately, Meditation on Loving Kindness and Meditation on Breathing.
- **Friday - Breathe in to the weekend:** Let us guide you through a short breathing practice to help relax you in to the weekend.



Have your say

The Spiritual Care service is still collecting responses on the Sanctuary Activities and would be delighted to hear from those who have used them.

The questionnaire only takes a few minutes. [Click this link to fill in.](#)

Mental Health Improvement, Self-Harm and Suicide Prevention Masterclass

The Mental Health Improvement, Self-Harm and Suicide Prevention team at NHS Education for Scotland (NES) and Public Health Scotland (PHS) has been supporting further Masterclasses in mental health in recent weeks.

Building on 'Ask, Tell, respond' resources, the masterclasses are an opportunity for the health, social care and the wider public workforce working within the Skilled, Enhanced and Specialist levels of mental health/suicide prevention practice to engage, discuss and enhance learning in these areas.

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popups allow-same-origin allow-scripts" scrolling="no" style="border: none; max-width: 100%; max-
height: 100vh" allowfullscreen mozallowfullscreen msallowfullscreen webkitallowfullscreen></iframe>

The next one is being held on:

-
- **Wednesday 7 December 2022, 10.30am – 11:30am:** “What causes wellbeing? It’s more complicated than you think’: Sir Harry Burns, Professor of Practice and Special Advisor, Faculty of Science, University of Strathclyde, UK
-

The masterclass sessions are being delivered on MS Teams and places will be limited so early booking is advised. [Click this link to book.](#)

For more information contact the [NES Mental Health team.](#)

Jubilee Active Blog

Occupational Health Physiotherapist David Longhurst talks about football and how just watching it can be good for you in the latest #JubileeActive blog!

Walking to the stadium can be a great source of exercise.



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

Learning and Organisational Development



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

The Social side



Golden Jubilee Christmas Spirit

With Christmas fast approaching we want to spread Golden Jubilee Christmas Spirit by helping underprivileged children and families who may be struggling.

It is estimated that 1 in 3 children in Glasgow are living in poverty and face a Christmas without gifts and in some cases, a hot meal.

Golden Jubilee staff have been very generous in recent years in supporting local charities at Christmas and throughout the year.

We are encouraging teams and departments to get involved in raising money or making gift donations to a charity of their choice.

This can be anything from foodbanks to homeless shelters or organisations.



If you would like to donate to the winter clothing collection for children, please email [Laura Morrison](#).

Laura and her team are already collecting in donations through 'Dress Down Fridays' and have raised £222.75 so far, so get in touch with Laura if you'd like to add to that collection.

Or, if you are taking part in raising funds or donating, then we would love to hear from you! Please email [Comms](#) with a photo of yourself/your team for us to share on social media and internally with staff.

You can also pledge to a charity of your choice through the Glasgow Spirit of Christmas campaign. Visit the [Glasgow Spirit of Christmas website](#) for more information.

If you would like any further information, email [Christina McLean](#) or [Maeve Coleman](#).



4 - Dress down Fridays

Make a pledge

Last year's Spirit of Christmas Pledge packages were made up of gifts from the following categories for boys and girls aged 13 - 16.

- **Christmas festive treat:** selection box, chocolate Santa/reindeer, chocolate coins, candy canes, box of chocolates or festive biscuits.
- **Something to love:** teddy bear, soft plush toy, doll.
- **Toys to play with:** relevant aged board game, Lego, action figure, pretend play set, latest toy, puzzle, cars, football, building bricks, magic set, activity set.
- **Items for creative play:** science set, painting or drawing kit and pad, colouring in book and pens, building kits, bracelet/jewellery making kits, sand art or pottery kit.
- **Something to wear:** Christmas pyjamas, t-shirt, underwear, warm socks or tights, gloves, scarf, beanie/hat, jumper, trousers, top, dress, slippers, winter jacket.
- **Something to read:** book relevant to age range, Guinness Book of Records, 2021 Annual, comic, puzzle book, sports book.
- **Item accessories:** watch, fleece covered hot water bottle, fleecy blanket, headphones, earphones, drinking water bottle, earrings, necklace, bangles, bag pack, handbag, toiletries bag, hairdryer, watch.
- **Personal Care:** deodorant, shower gel, fragrance, hairbrush, scrunches, hairclips, lip gloss, eyeshadow for teens or make-up kit, nail enamel.
- **Additional ideas for Teens:** cinema voucher, restaurant voucher, experience voucher.

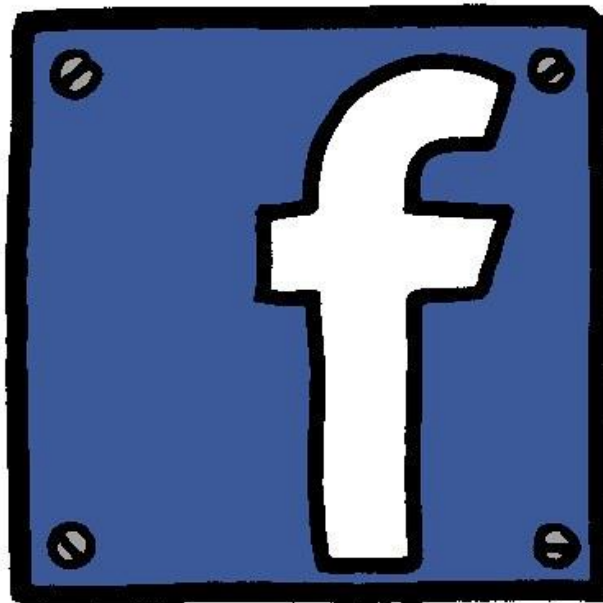
What's happening on our social media pages

Facebook:

Our socials went purple this month for Purple Tuesday.

We pledged to continue to promote our disability inclusion agenda through the launch of our staff Ability network, introduction of our Reasonable Adjustment policy and ongoing rollout of Autism in the workplace awareness training.

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

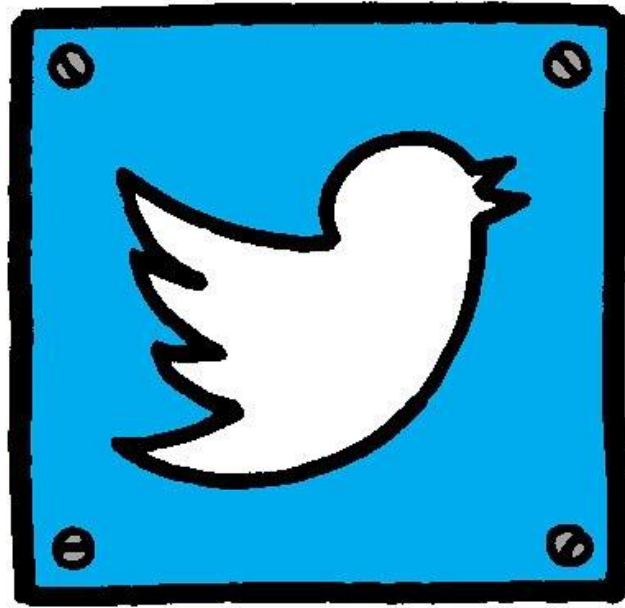


5 - [Click here to access our Facebook page](#)

Twitter:

This November our Eye Centre Team were shortlisted for the NHS Scotland Assure Conference in the Design Excellence category for the Eye Centre Wayfinding Strategy. Congratulations to the team, the centre is known as the most accessible building in Scotland.

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



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

YouTube:

The NHS Golden Jubilee YouTube Channel is now at over 2,300 subscribers. Many patients source helpful videos on our channel which contributes to their overall care.

This month our ACL pre=operation exercises video was one of our most viewed.

[Click here to view the video](#)



7 - ACL pre-operation exercises



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

LinkedIn:

This month the national Centre for Sustainable Delivery held their first NHS Scotland Leading Improvement Series event in collaboration with the Scottish Government.

The 'Implementing improvements in planned care today' conference brought colleagues from across NHSScotland to share learning and best practice from successful planned care programmes.

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






NHS Scotland Leading Improvements Series

Implementing improvements in planned care today

Wednesday 23 November 2022
BT Murrayfield

Who should attend: This event is for decision-makers, operational leads, managers and clinical staff involved in delivery of planned care services

Why:

- Share learning and best practice from successful planned care programmes.
- Actively participate in focused workshops.
- Be inspired to enact service redesign to benefit patients.

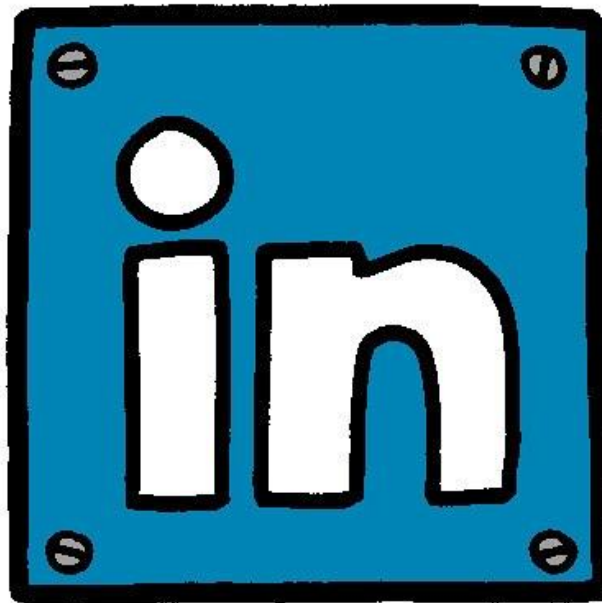
This event is held in collaboration with the Chief Medical Officer for Scotland and the Office of Chief Operating Officer NHS Scotland.

More information will follow shortly.

Expressions of interest to:

✉ cfsdgovernance@gjnh.scot.nhs.uk

9 - CfSD Conference



Social Media Posts

Design Success for Eye Centre

The Eye Centre received another award recognition this month at the Building Better Healthcare Awards.

The team were presented with a High Commended certificate in the Patients Choice Award category.

Congratulations again team!

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



Transgender day of Remembrance

In November we marked Transgender day of Remembrance.

This is a day to honour those who have passed.

NHS Golden Jubilee joins others around the world as an ally to remember those we have lost.

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



International Men's Day

To celebrate International Men's Day, staff from NHS Golden Jubilee took part in a free meditation and yoga class provided by the Golden Jubilee Conference Hotel.

The class was led by Yoga Instructor, Julie McCann and for many attendees was the first time they had tried yoga!

Well done guys.

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



Scottish Government News



Expanding Scotland's medical workforce

The Scottish Government will provide £37 million over the next 4 years to help meet the challenges facing Scotland's NHS.

The expansion will see 152 additional places created for trainee doctors in 2023.

This exceeds last year's records increase of 139 places, and equates to a 2.5% increase in the current Whole Time Equivalent workforce of 6,100 trainees – making it the most significant increase in medical training places to date.

[Click here to find out more](#)

Healthcare awareness campaign launched

Scots are being urged to play their part to ease pressure on the NHS this winter as an awareness campaign is launched today.

Advertising will encourage people to get the right care in the right place – diverting them away from busy A&E wards where appropriate.

It will make clear that –if a condition is not life-threatening – people can visit their local pharmacy, dial NHS 24 on 111, or contact their GP. It will also signpost to the NHS Inform website which provides practical self-help guides.

[Click here to find out more](#)

Video consultation scheme for patients rolled out to community hubs

The Near Me video consultation scheme is being extended so patients can use it in community settings such as libraries, community and health and care facilities as well as their own home.

Near Me consultations include hospital outpatient appointments, GPs, and a wide range of other services. Patients should be offered the option of a Near Me appointment, if appropriate along with details of a website address for its video clinic.

[Click here to find out more](#)

Scottish Health Survey 2021 published

The Scottish Health Survey 2021 provides information on the health of adults and children in Scotland.

The report breaks down mental wellbeing, COVID, drugs, food insecurity, smoking, physical health and other aspects of health in Scotland.

[Click here to find out more](#)

Contact



Jubilee Life copy deadlines

If you'd like an article or information in Jubilee Life, please submit your copy by Friday 9 December to be included in our next edition.

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

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

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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