



# Jubilee Life **August 2023**

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*Issue 51*

*Welcome to the **August 2023** edition of your monthly digital staff magazine.*

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

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## News



### Doctors race in 'biggest ever' cycling world championships

Congratulations to husband and wife Jason Roberts and Donna Clayton who competed in 'the biggest cycling event ever' held in Scotland this month.

The doctors from Team Jubilee competed for Team GB in the UCI Cycling World Championships and finished as 2nd British riders in their respective races.

Top cyclists Donna Clayton, a Specialist Doctor in Anaesthetics, and Orthopaedic Consultant, Jason Roberts, both competed in races for their 50-55 years age categories in the prestigious championships.

Champion Donna qualified for the championships as British champion after finishing first at the Tour of Cambridgeshire Road Race event.

Jason, an orthopaedic surgeon, also clocked a great time in his heat in the same age category at the Peterborough event finishing 6th, which ensured his qualification for the Road Race championship. He also competed in the Men's Time Trial championship.



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*"Donna finished 14th and I was 17th. My race was won by the guy who won the London Olympic RR Gold, so it was quite a classy field.*

*"Donna was in a small group sprinting for the win in her race, but was a bit caught up on the last tight corner, but still pleased overall.*

*“We were both 2nd GB riders, which was pleasing in itself.”*

*Jason Roberts, Orthopaedic Surgeon*

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## Cyber Security Awareness Week 2023

Cyber security is as simple as ABC – Always Be Careful.

This month we marked Cyber Security Awareness week by running a number of activities across the Hospital.

From our information stall, to ward tours and daily tips, our Information Governance Team have been busy making sure we are all aware of cyber security, after all, Cyber Security is a shared responsibility.

Data breaches can be caused by a wide range of factors. Human error often plays a role, which is why it’s important we all know the right information, and how to apply it.

It’s a common misconception that cyber security only falls under the IT team’s responsibility. However, the reality is that cyber security is everyone’s concern, including board members, management, and both clinical and non-clinical staff. We all have a duty to ensure that the devices in our personal and work areas are secure.

Recent data breaches have shown just how important it is that everyone plays their part in ensuring the security of data and information assets.



On June 2, 2023, hackers exploited a weakness in Progress Software's MOVEit file transfer application. This application is used by various organisations worldwide, including payroll services provider Zellis, which suffered a data breach as a result.

The hackers stole customer data, including information on employees from 8 of Zellis's customers, such as the BBC, Boots, and British Airways, among others. NHS Golden Jubilee was unaffected by the incident because it does not use the MOVEit app from Progress Software.

The lesson from the incident, as advised by NCSC, was that affected customers should still be cautious as the hackers may send them messages claiming to be from the organization that recently suffered the data breach.

These messages may ask customers to verify their account by logging in because 'fraudulent activity has taken place.' These scam messages often contain links to websites that appear authentic but will store customers' real details once entered.

These breaches may also give them the ability to instal viruses on customers computers or steal their passwords. These scam messages can be hard to spot, and they prey on real-world concerns, like data breaches, to trick customers into clicking on them.

It's not limited to emails or texts; a breach of your personal information that includes your phone number could result in suspicious phone calls. The caller may attempt to obtain sensitive information such as your banking details, passwords, or access to your computer.

Common types of cyber attacks	
<b>Malware 01</b>	Also known as malicious software, malware is designed to damage or do unwanted actions on devices. Common malware includes viruses, worms, trojan horses, spyware and ransomware.
<b>Password attacks 02</b>	This involves a third party trying to gain access to a system by solving a user password.
<b>Phishing 03</b>	This is a type of social engineering attack sent via email, Short Messaging Service (SMS) or Voice over Internet Protocol (VoIP). Scammers may ask users to click on a link and enter their personal data. They are used to steal users or organisation information. Types include smishing, vishing, quishing, spear phishing, whaling etc.
<b>Man-in-the-middle 04</b>	Information is obtained from the end user and the entity the user is communicating with by impersonating the endpoints in an online information exchange.
<b>Drive by 05</b>	A malicious programme is downloaded to a user's device, just from them visiting the site. It does not require any type of action by the user to download. A drive by download can take advantage of an app, operating system or web browser that has security flaws due to unsuccessful updates or lack of updates.
<b>DOS 06</b>	Attackers send high volume of traffic or data through the network until the network is overloaded and can no longer function.

For more information about cyber awareness and security please contact [Kehinde Omojebi](#).

*We are also currently running a staff survey which will help to shape future cyber security awareness training and guidance for all NHS Golden Jubilee staff.*

*Please, take a few minutes to fill out the survey by going to [this link](#).*

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Congratulations to Medical Secretary for Surgical Services, Natalie Moffat who won an afternoon tea for 2 at the Golden Jubilee Conference Hotel by scoring 100% on our cyber security quiz! Congratulations Natalie!



*1 - Natalie Moffat*

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### **NHS Golden Jubilee Non-Executive Member vacancies**

We are seeking 2 Non-Executive Members to join our Board and help steer the future organisational strategy of our world-renowned healthcare organisation.

Non-Executive Members of the Board provide oversight and scrutiny to the full NHS Golden Jubilee family.

They will also support the continued growth of our NHS Scotland Academy, national Centre for Sustainable Delivery, Golden Jubilee Research Institute and the Golden Jubilee Conference Hotel.

We are looking for people who have experience in:

- finance, audit and risk; or
- in the planning, delivery and overseeing of major capital projects. Applicants must be able to demonstrate the values and behaviours of NHS Golden Jubilee and NHS Scotland and have the ability to contribute effectively to the decision making of the Board.

Previous Board Member or healthcare experience is not essential as the successful candidates will be provided with full training and support to develop all the skills needed to fulfil their duties.



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*“This is a fantastic opportunity to join our values-led organisation at a time of exciting growth and change as we will be providing world-class care to more patients than ever before through our new Surgical Centre which is due to open in December 2023.*”

*“At NHS Golden Jubilee we take pride in caring for our patients and the people who use our services and these hugely fulfilling Non-Executive Board Member roles will have a positive impact on patients across Scotland and beyond.”*

***Susan Douglas-Scott CBE, Board Chair***

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*2 - Susan Douglas-Scott*

Completed applications must be received on or before 5pm on Monday 25 September 2023.

Interviews will take place on Tuesday 21 and Friday 24 November 2023.

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*To find out more information about the role, please visit the [Scottish Government Public Appointments page for NHS Golden Jubilee Board member appointments](#).*

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### **Phase 2 site visit – University of Glasgow**

This month we welcomed our partners from the University of Glasgow to share learning and collaboration, including a full tour and progress update of Phase 2 of our expansion.

The new Surgical Centre is due to open later this year, with some incredible developments taking place in the last several months as the project nears completion.

More information on Phase 2 will be distributed to all staff in the coming weeks.





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## Treatment Escalation Plan pilot in Interventional Cardiology

The Treatment Escalation Plan (TEP) Pilot will begin on Monday 4 September in the Interventional Cardiology department.

This Pilot is being carried out by the Realistic Medicine team here at NHS Golden Jubilee, and aims to provide patients and clinicians with the tools they need to reflect the values and preferences that are most important to patients if their condition deteriorates.

The team involved in this pilot have already been extensively involved in this process and have been provided with the additional information and support they will need to make this change.



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*There are plans to roll TEP out across NHS Golden Jubilee over the coming months. If you have any questions, please contact [Rupinder Kaur](#).*

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## Stop the Pressure poster winners

Congratulations to staff in wards 3 West and HDU3 who were joint winners in a recent poster campaign highlighting pressure ulcers.

The competition was run during Worldwide Stop Pressure Ulcer Day by Tissue Viability nurses and clinical areas were asked to design a poster that would help raise awareness of pressure ulcer prevention and care.



3 - 3 West - Senior Charge Nurse Mary Williamson (left) and Nurse Fiona Barclay



4 - 3 West poster



5 - HDU3 - Charge Nurse Katie Thomson



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## Whistleblowing – Training, Support and Resources available

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

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

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

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



### Confidential Contacts

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

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

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

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

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*For more information, visit: [our whistleblowing section on our website](#)*

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## Resources

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

These include:

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

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

## Training Modules

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

These modules are:

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

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

You can find additional support and information here:

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



6 - Introduction



7 - Processes

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## Patient thanks heart transplant service for new life

A heart transplant patient has thanked the service for his life-saving treatment with a massive donation.

Curt Herzog, from St Andrews, received a new heart last year and is “doing fantastically” thanks to the care he received from staff in the Scottish National Advanced Heart Failure Service (SNAHFS).

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*Curt said: “After 16 months of living with advanced heart failure I was admitted to the Golden Jubilee and over the course of 4 weeks I was placed on the super-urgent transplant list.*

*“Luckily for me a donor match was identified quickly and within the space of 20 days I was back home with a new heart after everything went very well during and after surgery.*

*“I’m still doing fantastically well and it’s all thanks to the many staff in the SNAHFS team who helped me through a very difficult period in my life. Without them, I wouldn’t be here.”*

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*8 - Curt Herzog*

Curt raised £2,460 for the service, more than doubling his target of £1,000.

The money was raised primarily through family and friends who attended Curt and wife Arlene's vow renewal ceremony and ceilidh at the Rufflets Hotel in St Andrews earlier this year, as well as sharing a JustGiving page with all his online and work friends and colleagues.



9 - Curt with wife Arlene, daughters Kara, Amy and son Callum.

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*Curt added: "I'd like to thank everyone for their generous donations. Every one, however large or small, will help make other patients' experiences a little bit better as they face momentous trials and decisions whilst in hospital."*

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## Events



### Local School Careers Event

A careers event for schools in the local area is taking place on Thursday, 28 September from 4pm – 8pm in the Golden Jubilee Conference Hotel.

This is an opportunity for upper high school pupils to learn about the wide range of career options and paths into the NHS.

This is also a great opportunity for NHS Golden Jubilee to showcase the fantastic teams that make up Team Jubilee, and to strengthen our commitment and collaboration with young people in the local area.



**Make a difference every day**

**Save the date**

High school careers event – Thursday 28 September, 4pm-8pm  
Golden Jubilee Conference Hotel

NHS Golden Jubilee is hosting an exciting careers event for pupils in S4, S5 and S6. This is your opportunity to learn more about the life-changing and life-saving work the team at NHS Golden Jubilee deliver, as well as the chance to experience hands-on demonstrations of equipment, ask questions and find out about the different pathways into a career in the NHS.

If you want a career where you make a difference every day, are interested in working in healthcare or are thinking about what you'd like to study when you leave school, then keep an eye out for more information on how to register your place.

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*Participants are encouraged to bring props to their stall, making this an immersive experience for all. If you are taking part and would like to have additional materials at your stall, please contact [Comms](#), by Friday 1 September.*

*Recruitment Manager, Elaine Barr has already reached out to managers regarding this event. If you have not yet RSVP'd to this event or would like to take part, please email [Elaine Barr](#).*

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## **SACCS Transition Education Event**

The Scottish Adult Congenital Cardiac Service (SACCS) is hosting an education event for patients and their families living with congenital heart disease who are approaching the time of transitioning their healthcare to adult services.

It's an opportunity for young patients, carers and families to meet the dedicated team and other young people born with a heart condition.

The event will take place on Thursday 31 August 2023 from 6pm – 8.30pm, and this year, the team is delighted to say that the event can be attended in person at the Golden Jubilee Conference Hotel, or on their virtual platform.

For those who attend in person there will be some fun and games on the night, chosen by the attendees.

# Save the Date!



## **SACCS Transition Education Event**

**Thursday 31 August 2023  
6pm - 8.30pm**

**Hybrid event - online and in-person at;  
Golden Jubilee Conference Hotel**



The Scottish Adult Congenital Cardiac Service (SACCS) is hosting an education event for patients and their families living with congenital heart disease who are approaching the time of transitioning their healthcare to adult services.

For those who can attend in person there will be some fun and games, and we would like you to tell us what activities you'd like to do on the night.

Scan the QR code to choose.



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*For more information contact [saccs.user@qjnh.scot.nhs.uk](mailto:saccs.user@qjnh.scot.nhs.uk).*

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## SACCS Bake Sale



The poster features a yellow background with a white border. At the top left is a cupcake with white frosting and a blue liner. Next to it is a small flag with '30 YEARS' and a heart. To the right are two heart-shaped cookies. Further right are the logos for 'Somerville Heart Foundation' and 'NHS Golden Jubilee'. The main title 'Bake sale!' is in large, bold, blue letters. Below it is the text 'Buy some delicious treats and support those born with a heart condition!' in red. The event details are listed in three heart-shaped boxes: 'Date' (Monday 4 September 2023), 'Time' (12pm-2pm), and 'Venue' (West Lifts, Level 1). At the bottom, there is a QR code and contact information for the Somerville Heart Foundation, including their website and registered charity numbers.

**Bake sale!**

Buy some delicious treats and support those born with a heart condition!

**Date** Monday  
4 September 2023

**Time** 12pm-2pm

**Venue** West Lifts, Level 1

Were you born with a heart condition or know someone who was?  
Visit [www.sfhearts.org.uk](http://www.sfhearts.org.uk) to find out how Somerville Heart Foundation helps via counselling, leaflets, newsletters, events & more!

Registered Charity Number: 1138088. A Company Limited by Guarantee. Registered in England and Wales no. 07285409. Registered Charity in Scotland No. SC049673

Colleagues from the SACCS team will be hosting a bake sale at the West lifts on the morning of Monday 4 September.

The event is to raise funds for the Somerville Heart Foundation to mark the charity's 30th anniversary, which supports people born with congenital heart disease and works closely with staff from SACCS.

The team is looking for donations of baked goods to sell on the day.

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*If you are a budding baker and would like to help out, please contact [Gemma Brown](#) or [Elaine Muirhead](#).*

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## National Care Service forum

The second National Care Service forum will take place Monday 30 October at the Glasgow Science Centre (50 Pacific Quay, Glasgow G51 1EA)

This event is a chance for people with lived experience of accessing social care support, unpaid carers, people who work in community health and social care, and other organisations to come together and talk about the progress of the National Care Service and what needs to happen next.

It will also be an opportunity to share feedback gathered from the regional co-design events held across Scotland this summer.

More information about the agenda will be sent to everyone registered before the event.

The regional summer forum event programme has been hugely successful. As a result, there are now a further 3 co-design sessions.



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*Dates:*

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- *Edinburgh, Thistle Foundation – Thursday 21 September*
  - *Hawick, Heart of Hawick – Tuesday 26 September*
  - *Aberdeen, Inchgarth Community Centre – Monday 2 October*
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*To find out more and to sign up, visit [www.gov.scot/ncs](http://www.gov.scot/ncs)*

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### **Scottish Right Heart Symposium and Advanced RV Echo Masterclass**

A specialised meeting covering everything right heart and pulmonary circulation is being held on Friday 10 November in association with NHS Golden Jubilee and University of Glasgow.

An Advanced RV Echo Masterclass is also being held on Thursday 9 November.

The events, co-chaired by NHS Golden Jubilee's Professor Ben Shelley and Dr Phil McCall, bring together a multi-disciplinary team of experts covering:

- Clinical challenges
- Novel therapeutic techniques
- Clinical management

- Emerging assessment methods
- Cutting-edge basic science

**Scottish Right Heart Symposium 2023**  

**and**  
**Advanced RV Echo Masterclass**

**Save the Date**  
**Friday 10 November 2023**  
Echo Masterclass Thursday 9 November 2023

A specialised meeting covering everything Right Heart and pulmonary circulation. Bringing together a multi-disciplinary team of experts covering:

- **clinical challenges;**
- **novel therapeutic techniques;**
- **clinical management;**
- **emerging assessment methods; and**
- **cutting-edge basic science.**

For more information contact Jocelyn Barr:  
Jocelyn.Barr@gjnh.scot.nhs.uk or 0141 951 4132  
@GJanaeresearch

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*For more information, contact [Jocelyn Barr](mailto:Jocelyn.Barr@gjnh.scot.nhs.uk), or call extension 4132.*

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### **SACCS Conference – Save the date!**

Registration is now open for the 12th Scottish Adult Congenital Cardiac Conference.

The in-person and online event is being hosted by the Scottish Adult Congenital Cardiac Service (SACCS) on Friday 24 November in the Golden Jubilee Conference Hotel.

**Save the Date!** 

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**Scottish Adult Congenital Cardiac Conference 2023**

**Friday 24 November**

**Golden Jubilee Conference Hotel**

In-person and online

 For more information contact [saccs.user@gjnh.scot.nhs.uk](mailto:saccs.user@gjnh.scot.nhs.uk)



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[Click this link to register](#)

For more information contact [saccs.user@gjnh.scot.nhs.uk](mailto:saccs.user@gjnh.scot.nhs.uk).

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## People



### **George Reid – a blossoming career from Band 4 to Deputy Director**

From landscaping and all things horticultural to senior public and health service roles, new Deputy Director of Facilities and Capital Projects George Reid has certainly had a distinguished career.

George is an experienced senior facilities professional with over 36 years' experience public and health service, however his story has some very unique roots. After leaving school he began working life serving his time as a horticultural propagator, growing plants for a large nursery.

He then went on to work for South Lanarkshire Council dealing with contracts, tenders and client work and after 11 years moved into the NHS to manage external works, which was all “a good fit” for his management background.



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*“I’ve really furthered my career in the 25 years with the NHS through qualifications and experience,” said George.*

*“I took a bit of a step back to move forward by starting in the NHS as a Band 4, but what appealed to me about the NHS was the much wider range of responsibilities.*

*“I’ve kept progressing, picking up new skills, and the NHS has been very supportive in my professional development. This along with hard work has allowed me to have a number of opportunities to progress, including obtaining an Honours Degree in Building Surveying and going on to Chartered Building Surveying, as well as a number of NHC qualifications including Electrical Engineering.”*

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George has led on a number of initiatives in various management roles over 25 years, and in more senior roles over the past 10, serving as head of projects for the new hospital in the Monklands Replacement Project for NHS Lanarkshire, and Deputy Director for Property and Support Services before that.

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*“I think what my journey says to people thinking about working in the NHS is that it is possible to develop within the organisation and gain skills, experience and qualifications along the way. If you have a good work ethic and the desire to learn then you will do well in the NHS.*

*“What attracted me to the Golden Jubilee is having everything on a single site, having that 1-to-1 contact with colleagues, as well as a larger remit in the job itself.*

*“As a national Board, while a smaller hospital, the remit of my job is much bigger than you would find elsewhere. That is the challenge I wanted to come here for.*

*“What I would like to do in my time here is not just say what we’re doing, but provide the evidence for it, and I would like my legacy to be that I’ve helped this department and the organisation be the best that it can be as a national Board.*

*“I’m looking into ways for us to be more sustainable, putting sound, meaningful processes and procedures in place which add value for the future.*”

*“I’m really big on values-based leadership so I want to ensure that we, as a team and an organisation, genuinely care for each other as this has real benefits for everyone.”*

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## **Meet our new Workforce Expansion Programme Manager – Suleyman Hassan**

Suleyman Hassan joined NHS Golden Jubilee just a few months ago, but has since become an important part of our Expansion Team.

With over 15 years’ experience in talent acquisition, Suley has worked with global and diverse teams across both public and private sectors.

We sat down with him to find out more.



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*“I am responsible for implementing an agreed Expansion Phase 2 workforce requirement with a phased recruitment process over a 2 year period.*”

*“My core skills include end-to-end recruitment, employer branding, data analysis and reporting, process improvement, diversity and inclusion and stakeholder management.*”

*“I am passionate about creating a positive candidate experience and a strong culture of excellence and collaboration. I have successfully managed and implemented multiple programmes and initiatives to*

*attract, retain and develop talent, as well as enhancing the efficiency and effectiveness of talent acquisition strategies.”*

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Working in collaboration with our Recruitment Team, Suley has been busy getting involved in monitoring the recruitment project plans while making sure forward planning is in place to fill vacancies in our new Surgical Centre.

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*“I am really looking forward to getting the keys to the new hospital expansion and to our first theatre opening. I can’t wait to tour and explore the new areas!*

*“I’m enjoying collaborating and speaking with staff, understanding their needs and listening to their excitement for the new expansion.”*

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Suley is also keen to get more staff involved in networking across LinkedIn.

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*“If you’d like to know more about how to get yourself out there on LinkedIn, please contact me and I can give you more information about the benefits of networking.”*

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Alongside his role at NHS Golden Jubilee, Suley is also a busy father to 4 young children!

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*“I am a father for 4 (14, 12, 5 and 3 months old), I love spending time with them, especially outings at the weekend. I’m also an avid football fan, playing and watching on a regular basis.”*

*If you’d like to speak to Suleyman, he can be contacted by email at [Suleyman Hassan](#)*

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## **Farewell and good luck to Executive Director of Workforce Serena Barnatt**

This month we said farewell and good luck to our Executive Director of Workforce, Serena Barnatt, as she moves on to start her new role as Director of Human Resources and Organisational Development at NHS National Services Scotland.

Serena has played a key role at NHS Golden Jubilee, supporting a number of priorities including out expansion programmes and establishment of the national Centre for Sustainable Delivery and NHS Scotland Academy.

Serena will be missed but we wish her all the very best success in her new role!



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### Thanks for your service Tom

Staff in our Theatres said a fond farewell to long-serving colleague Tom Cumming this month, who retired after 21 years with us. Tom has been an invaluable member of the team, always looking out for the wellbeing of his patients and colleagues.

Thank you for your dedicated service Tom, you'll be missed, but you'll always be part of Team Jubilee!



## Val-You



### iMatter Action Planning

Thank you for taking the time to have your say with the iMatter questionnaire. We're now in the most important part of the iMatter cycle – Action Planning! This part of the cycle is the opportunity to discuss the report with your colleagues and to think about what's good about the team you are part of and what would make your experience even better.

If you haven't been together as a team yet, now is the time. Your manager should have already arranged a date for your Team's Action Planning Session, if not, ask them about it. Action Plans are due by Monday 25 September at 12pm.

Action plans belong to the team! Top Tips to support you in preparing for and attending an action planning session can be found here: [iMatter Action Planning Top Tips for Staff](#)

We're hosting drop-in sessions open to all staff, and useful to managers leading action planning, to help understand the contents of iMatter reports and prepare to action plan. No need to pre-book - save your preferred date in your diary and join on the day via the link below.

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[Click here to join the meeting](#)

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#### Dates

- Monday 4 September 2pm – 2.45pm
- Thursday 7 September 9.30am – 10.15am
- Wednesday 13 September 1.30pm – 2.15pm
- Thursday 21 September 9.30am - 10.15am

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*Contact [Nyree Anderson](#) or [Carly Robertson](#) for further information.*

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## NHS Golden Jubilee Staff Networks

We have a growing number of Staff Networks here at NHS Golden Jubilee. These Networks have been created to provide a community space for those relevant to and interested in taking part.

As part of our Staff Networks, you have the opportunity to shape and influence policy and decision making throughout our organisation, representing a wider group of people whose interests, ideas and opinions are an important part of our culture.

If you are interested in joining one of our Staff Networks, please contact the relevant email address below:

- Ability Network – [GJNH.abilitynetwork@gjh.scot.nhs.uk](mailto:GJNH.abilitynetwork@gjh.scot.nhs.uk)
- Armed Forces – [GJNH.armedforces@gjh.scot.nhs.uk](mailto:GJNH.armedforces@gjh.scot.nhs.uk)
- Ethnic Minority – [GJNH.ethnicminority@gjh.scot.nhs.uk](mailto:GJNH.ethnicminority@gjh.scot.nhs.uk)
- LGBT+ Network – [GJNH.lgbtstaff@gjh.scot.nhs.uk](mailto:GJNH.lgbtstaff@gjh.scot.nhs.uk)
- Spiritual Care Network – [GJNH.spiritualcare@gjh.scot.nhs.uk](mailto:GJNH.spiritualcare@gjh.scot.nhs.uk)
- Women's Network – [GJNH.womenshealth@gjh.scot.nhs.uk](mailto:GJNH.womenshealth@gjh.scot.nhs.uk)
- Young Person's – [GJNH.youngpeople@gjh.scot.nhs.uk](mailto:GJNH.youngpeople@gjh.scot.nhs.uk)

# An employer for everyone



## Staff Networks

Led by staff for staff

- Based around protected characteristics and specialist interests.
- Confidential space to support each other and share lived experience.
- Open to Team Jubilee staff, volunteers and allies.
- Protected time to attend meetings and participate in activities.

Scan the QR code to find out more about our Staff Networks.

Ethnic Minority

Ability

Armed Forces

Young Person's

Spiritual Care

LGBT+

Women's

✉ [GJNH.staffnetworks@gjnh.scot.nhs.uk](mailto:GJNH.staffnetworks@gjnh.scot.nhs.uk)



**An employer  
for everyone**



## Ability Network

**Empowering staff to be their best selves,  
to recognise different abilities in everyone  
so that they can succeed in the workplace.**

- At the Ability Network, our mission is to make equality, diversity and inclusion an everyday reality for all staff, to recognise the unique and diverse needs of our employees to create an adaptable and inclusive environment for everyone.
- We seek to promote positive engagement with staff and managers to enable staff with disabilities, impairments, long-term and neurodivergent conditions to be supported through education, positive wellbeing practices and flexible approaches to employment and working practices.
- To act as a panel of experts who have real lived experience of issues relating to disability and accessibility and to contribute to NHS Golden Jubilee's policy and educational documents for disability and equality.



**Scan the QR code to find  
out more about our  
Ability Network.**

✉ [GJNH.abilitynetwork@gjnh.scot.nhs.uk](mailto:GJNH.abilitynetwork@gjnh.scot.nhs.uk)



**An employer  
for everyone**



## **Armed Forces Network**

**Providing a supportive space for our  
armed forces veterans, reservists, and  
families to share lived experience,  
recognising and honouring the valuable  
contributions they make on a daily basis.**

- Embracing the unique skillset of our armed forces veterans, and reservists, as an enabler to enhance career development and adding value within NHS Golden Jubilee.
- Creating the conditions by fostering a supportive community to enable personal and professional growth.
- Working with other armed forces networks and Health Boards across Scotland to better coordinate and collaborate on national issues.



**Scan the QR code to find  
out more about our  
Armed Forces Network.**

✉ [GJNH.armedforces@gjnh.scot.nhs.uk](mailto:GJNH.armedforces@gjnh.scot.nhs.uk)



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## **Ethnic Minority Network**

**Creating a working environment and policy framework for ethnic minority staff which is open, supportive and promotes equality of opportunity, employee wellbeing and strengthening the employee voice.**

- To encourage and maintain a safe and positive working environment for ethnic minority staff and eliminate racial discrimination for employees and patients.
- To support in developing and maintaining a representative workforce with inclusive leadership, and to raise the visibility and contribution of ethnic minority staff.
- To provide a forum where ethnic minority staff can share experience and issues affecting their work and professional development.



**Scan the QR code to find out more about our Ethnic Minority Network.**

✉ [GJNH.ethnicminority@gjnh.scot.nhs.uk](mailto:GJNH.ethnicminority@gjnh.scot.nhs.uk)



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## LGBT+ Network

**Fostering a diverse inclusive workplace that encourages a culture of respect and equality for everyone, regardless of their sexual orientation, gender expression or trans status - amplifying our voices to be heard.**

- Raising awareness and increasing the profile of LGBT+ staff and allies within NHS Golden Jubilee.
- Providing LGBT+ staff, volunteers and allies with a safe, confidential and supportive space for professional and social networking.
- Working with other LGBT+ networks in Health Boards across Scotland to better coordinate on national issues.



**Scan the QR code to find out more about our LGBT+ Network.**

✉ [GJNH.lgbtstaff@gjnh.scot.nhs.uk](mailto:GJNH.lgbtstaff@gjnh.scot.nhs.uk)



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## **Spiritual Care Network**

**Specialising in the areas of spirituality,  
spiritual and religious care.**

- Partnership working to help inform the wider workforce that spiritual care matters.
- To be a lens to promote the spiritual care needs of all NHS Golden Jubilee staff.
- To work in collaboration with the networks and wider organisation to minimise discrimination.



**Scan the QR code to  
find out more about our  
Spiritual Care Network.**

✉ [GJNH.spiritualcare@gjnh.scot.nhs.uk](mailto:GJNH.spiritualcare@gjnh.scot.nhs.uk)



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## Women's Network

There is no limit to what we,  
as women, can accomplish.

- To raise awareness of gender issues in the workplace.
- To provide staff with a safe, confidential and supportive space for professional and social networking.
- To provide both formal and informal peer support.



Scan the QR code to  
find out more about  
our Women's Network.

✉ [GJNH.womenshealth@gjnh.scot.nhs.uk](mailto:GJNH.womenshealth@gjnh.scot.nhs.uk)



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## Young Person's Network

Giving young people a voice and platform  
to grow, shine and make a valuable  
contribution to the work of  
NHS Golden Jubilee.

- Providing a safe environment for young people to connect and share ideas.
- Nurturing young people to grow and become our future leaders.
- Embracing and embedding fresh ideas throughout our organisation to foster cultural change.



Scan the QR code to  
find out more about  
our Young Person's  
Network.

✉ [GJNH.youngpersons@gjnh.scot.nhs.uk](mailto:GJNH.youngpersons@gjnh.scot.nhs.uk)



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## Comments about you!

**Liz Taylor** - Absolutely fantastic hospital fantastic staff had both hips done.

**Joseph Boyle** - I've been through 2 heart attacks , the second one went on for about 19 hours before it was stabilised. I have nothing but respect and admiration for the service and the staff. These events were 24 years ago, so again , thank you all concerned

**Jean Beardsley** - If I could I would choose The Golden Jubilee every time...

**Pat Kempster** - I owe my life to the Golden Jubilee Hospital where I had an Aortic Valve replacement also the Cardiac team in Dumfries and Galloway Infirmary for referral to the Golden Jubilee's Cardiac team. I will always be grateful to all the staff at both hospitals for their care.

**Derek MacKay** - The Golden Jubilee saved my mams life in 2010 after a major lung operation. She's still my best pal.

**Christine McAulay** - My husband also has been given a 2nd chance after he cardiac arrested in ambulance over 1 year ago - he went from being in a lot of pain to total cardiac arrest, blue lighted to jubilee and had stent fitted and back on ward sitting up and chatting all within around 1 hour. The whole NHS team from paramedics to theatre staff to ward staff were amazing and he owes his life to them and for that we are both eternally grateful he has plenty more living to do and is making the most of every day.



“

I was a patient at the Golden Jubilee Hospital on Friday 11 August.

I just wanted to say how well I was looked after there.

The staff are a credit to the Hospital. Please pass on my thanks to them.

In particular can I mention Paula Mulheron, who went out of her way to make me feel comfortable.

She is a fine ambassador for your organisation.

” 

Michael Smyth, patient



**'What a real difference you all made'**

This is a story of thanks for care and kindness.

When I went into hospital for general surgery the staff were amazing - at all stages they explained what was about to happen and were very kind and caring throughout.

I will no doubt have forgotten some names (sorry), but Paula and Amy did an excellent job of looking after me before and after the procedure. Donna, Sarah, Marc and all those in theatre did everything to keep me reassured before and then to visit and check-in after.

Thank you everyone - what a real difference you all made.



General surgery patient via Care Opinion



I cannot thank Dr Stoddart enough for performing my recent cataract surgery. The passion he displayed for improving my health was amazing. The result has been tremendous with a dramatic improvement to my eyesight.

I was extremely anxious regarding the procedure, however, the care and attention received from nurses including Margaret and Louise was outstanding and put me at ease.

Thank you for all that you do.



**John Scott**

Cataract patient

“



### 'I'm amazed at the difference in my sight'

Over the summer I have had 2 cataract procedures and I'm amazed at the difference in my sight. I want to thank the staff at the Golden Jubilee Eye Centre for everything they did to make my experience so good.

As a team they are completely professional and their good organisation results in an efficient use of time. The staff go out of their way to be helpful and reassuring and demonstrate great patience with patients. I felt that they wanted the very best outcome for me and were there to help me get it.

I would encourage anyone who has reservations about cataract surgery to place their trust in the skills and experience of these amazing people.

Cataract patient via Care Opinion

”



“



### 'My heart attack story'

I was told that I would be taken to the Golden Jubilee on the Monday for an angiogram, but on the Saturday afternoon I suffered a cardiac arrest...

I didn't have much emotion or feelings at this time, but on reflecting later was overwhelmed by the staff, doctors and nurses in the room who were saving my life and to this day get very emotional when telling the story. I cannot thank them enough for what they did for me in keeping me alive and owe a massive gratitude to them all and will always be thankful to them.

The difference in how I felt from entering the operating room to leaving was night and day. I went from dying 3 hours previously to being given a new lease of life and I felt 100% better.

I spent 5 days in the Jubilee, where once again the staff were incredible and gave me the utmost care and attention and once again cannot thank them enough for looking after me with such professionalism and care.

I have been on a journey the last few months and I have a massive amount of admiration and respect for everyone that I have come into contact with during my time in the NHS care.

Thank you to you all, I owe you my life and where I am today.

”



Cardiac patient via Care Opinion

InVOLved



## **Volunteer Profile – Roma Prodhan**

**Name:** Roma Ann Nisha Prodhan

**Age:** 53

**Where do you live?**

Duntocher, Clydebank.

**Employment status (retired, student, looking for employment):**

Working.

**What are your hobbies and interests other than volunteering?**

Painting, reading, cooking, singing and travelling.

**Volunteer role:**

I work in Pastoral Care.

**What made you decide to volunteer with NHS Golden Jubilee?**

I wanted an opportunity to help people who are ill and what better place than the Jubilee? It is one of the best hospitals to be a part of.

**What gives you the most pleasure from volunteering at NHS Golden Jubilee?**

My manager Maureen and Joe and Tosh from Spiritual Care who are wonderful caring and helpful people. They are so encouraging and so full of joy. Also, the staff and patients are so sweet.

**Do you think you make a difference for patients and staff in your role?**

I hope I have managed to bring a smile to the faces with those I have interacted with.

**Do you have any memorable, funny or interesting stories from volunteering here?**

Every week I look forward to my ward visits, listening to stories from the patients is interesting as well as educating. I have learnt to be more patient and meet life every morning with a smile. Let the memories and funny stories be mine!

**What would you say to anyone who is thinking of volunteering with us?**

I would say it's an absolute must for everyone. Give it a try and you will simply love the experience. You will come out a better person.



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## Health and Wellbeing





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

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### **Occupational Health Advice on asymptomatic and symptomatic testing**

Employees are no longer required to carry out routine or symptomatic testing for COVID-19.

If you have symptoms of a respiratory infection such as Coronavirus, have a high temperature, do not feel well enough to attend work or carry out normal activities, you are advised to remain off work until you no longer have a temperature and follow the stay at home advice.



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*Further information can be found at [Coronavirus \(COVID-19\) | NHS inform](#)*

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## Dr Bike visit

The Health and Wellbeing Group booked 'Dr Bike' to come to the Jubilee once again this year to help colleagues keep their beloved bikes in tip-top shape.

Dr Bike, a service provided by Bike for Good, is a pop-up service available for regular bike users and those who are thinking about cycling a bit more. It offers both a bike tune-up for regular cycle commuters and an opportunity for those who are considering cycling to work to get their bike safely on the road.

On the day 24 bikes were booked in for 20-point checks, with most repairs done on-site with the most common small spare parts and consumables free of charge.

Comprehensive reports were also given to the bicycle owner advising on any further recommendations to improve the performance of their bicycle.



## Bike for Good

Bike for Good is a charity and social enterprise providing access to low cost, but good quality, bikes whilst diverting tonnes of waste from landfill.

The bikes are kindly donated by members of the public and are then refurbished and sold.

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[Click this link for more information](#)

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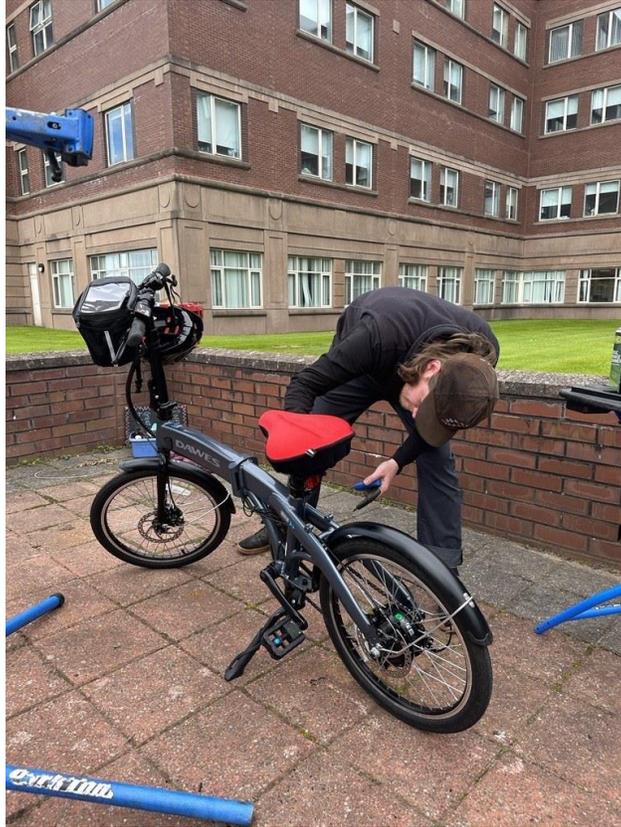
### **Health benefits of cycling**

With all the benefits of outdoors physical activity, regular cycling can reduce the risk of a number of serious illnesses including:

- Heart Disease
- Type 2 Diabetes
- Stroke

Cycling can also boost your mood, improving the symptoms of some mental health conditions like depression and anxiety. Cycling can also help you maintain a healthy weight.

Cycling is a low-impact exercise, meaning it's easier on your joints compared to high-impact aerobic activities like running.



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[Click this link for more information on the benefits of cycling.](#)

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### **Cycle2Work scheme**

Cycle to work is a government approved salary sacrifice initiative, allowing employees to hire a bike and accessories up to the value of £4,000 for us, as your employer to encourage you to cycle to work. This hire is free from tax and national insurance contributions.

At the end of your hire period you have no automatic right of ownership, however, you may be offered the option to purchase the equipment at a value equivalent to the fair market value of the equipment. This will be based on the residual value of the equipment, in line with HRC guidance.

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*All the information staff need to sign up (with employer code) is on the [Staff Benefits](#) page of Staffnet.*

*Further information about this scheme can be found at [Cycle 2 work](#).*

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## Learning and Organisational Development



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

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### Open University Pre-registration Nurse Programme

Healthcare Support workers interested in becoming a registered nurse can apply to the Open University to take part in the BSc (Hons) in Adult, Learning Disability, Children and Young People, or Mental Health Nursing Qualification.

The programme consists of a 4-year part-time nursing programme with a blend of online and practice-based learning.

To apply you must:

- Work 26+ hours a week in a permanent post.
- Numeracy and core communication skills at SCQF level 5 or equivalent.
- Be a good character and good health.
- Have your line manager's support.

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*If you are not eligible but would like to apply, attend the next Open University awareness session on Tuesday 12 September from 2.30pm – 3.30pm by clicking the following link: [Microsoft Teams Meeting](#).*

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### The Social side



## Christmas Party Night at the Golden Jubilee Conference Hotel

It's never too early to book your Christmas party night!

The Golden Jubilee Conference Hotel is hosting their annual Christmas Party Night at a discounted rate for staff on Friday 15 December.

With music from the fantastic residential DJ, a delicious 3 course meal prepared by the award winning kitchen team, and a sparkling drink on arrival, this is one not to be missed.

Enjoy our exclusive Jubilee staff rate on this date of only £40 per person.

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*What are you waiting for? Contact the hotel events team or email [Christmas](#) for more information and to book.*

*To find out more about all of the facilities on offer at the Golden Jubilee Conference Hotel, including the Centre for Health and Wellbeing, visit the [Golden Jubilee website](#).*

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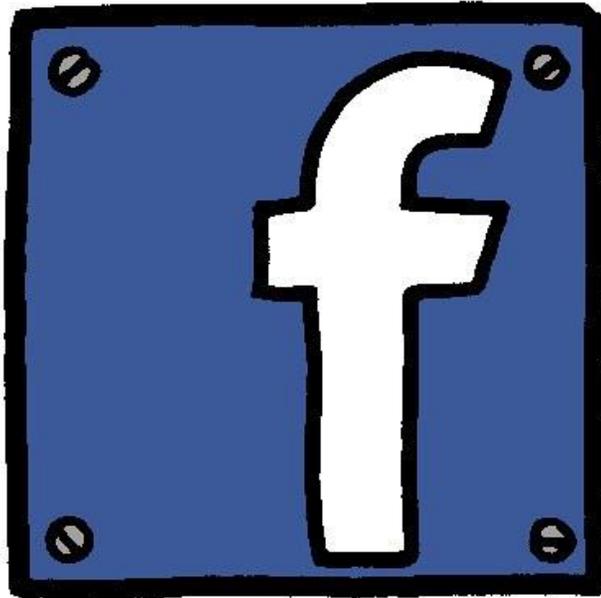
## What's happening on our social media pages

### Facebook:

This month many pupils across Scotland received their exam results.

We know this can be a very stressful time, so we took to our social channels to show that there is no wrong path to a career in the NHS!

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



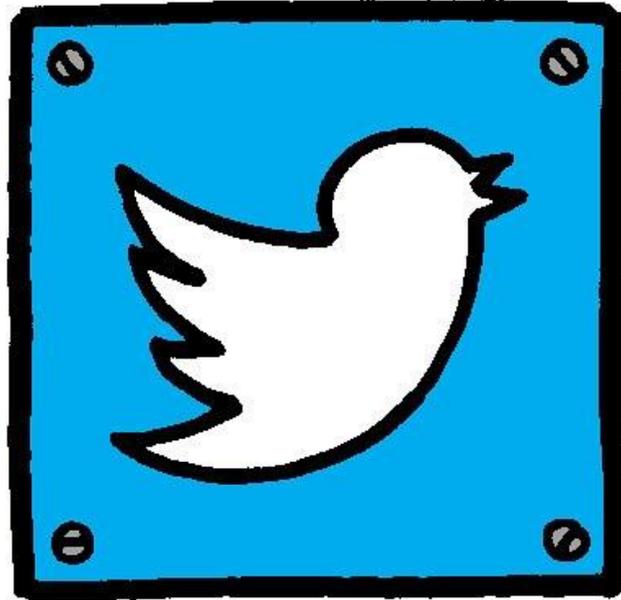
10 - [Click here to access our Facebook page](#)

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**Twitter:**

This month our Centre for Sustainable Delivery colleagues welcomed National Clinical Director, Jason Leitch to hear more about their innovative work.

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



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

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### LinkedIn:

Volunteer Caroline Boyle is one of our passionate volunteers here at NHS Golden Jubilee.

She sat down with us to tell us more about her role as an orthopaedic volunteer.

<https://www.linkedin.com/feed/update/urn:li:activity:7101231834931322880>





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**YouTube:**

Our Anaesthetic Practitioners make up such an important part of our Theatres team, working as a team to ensure our patients get the care they need.

We found out more what it's like to be part of their team!

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





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

## Scottish Government News



### Right Care Right Place

The Scottish Government has released the 'Right Care Right Place' campaign to help the public use health and social care services appropriately.

Key messages include:

- Go to A&E if you have a life threatening condition such as a stroke, heart attack or severe bleeding.
- If it's not an emergency then you can: contact your general practice during the day, call NHS 24 on 111 day or night, visit your local pharmacy or use the self-help guides on NHS Inform for practical advice and information.

It is important that everyone has a clear understanding of how and where to access the right help and support for their specific health needs, helping them take charge of their own health, save them time and help alleviate some pressure on the NHS.



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*For more information visit [Right care right place | NHS inform](#)*

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### **Child Flu Vaccine**

Flu vaccines are being offered to all pre-school children ages 2 years or over and all primary and secondary school children in Scotland.

Flu can be serious. Even healthy children can become seriously ill with flu. Getting children vaccinated is the most effective way to reduce the risk of children and young people getting flu and having to take time off nursery or school, or spreading it to friends and family who are at greater risk.

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*For more information about how you can protect yourself and those around you visit, [NHS Inform](#).*

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### **Supporting access to online services**

Projects across Scotland have been awarded funding as part of the Scottish Government's Digital Inclusion Programme aimed at helping people to access online support services, initially in mental health and housing services.

The thirteen projects, which bid to be one of the 'Digital Pioneers', will develop, test and implement programmes to help people access the services they need online to support their health and wellbeing.

The £600,000 first phase of the programme is being delivered in partnership with the Scottish Council for Voluntary Organisations. It will benefit more than 1,500 people by building skills and confidence, as well as devices to support access to digital services in mental health and housing.

It is expected that following the programme, which will run for 2 years, a shared understanding and learning of how best to support digital inclusion in mental health and housing will be created.

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[Click here to read more](#)

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## Jubilee Life copy deadline



If you'd like an article or information in the next edition of Jubilee Life, please submit your copy by Friday 15 September 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.

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

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## Contact us

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*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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