

# Jubilee Life

Issue 7

Autumn/Winter 2017

## Staff Christmas message

Dear Colleagues

Another year is nearly over and once again we want to pass on our festive best wishes to our patients, relatives, carers, friends, as well as our fantastic staff and volunteers.

Although this Christmas message is but once a year, we know how important our services are to people across Scotland 24 hours a day, 365 days a year. We aim to provide a service with the highest quality healthcare possible every time, every day.

Feedback is important to us. It allows us to improve what we do, so a huge thanks to everyone in 2017 who took the time to make suggestions, highlight concerns and thank us. The Golden Jubilee is in the fortunate position that the majority of comments we receive from the public through social media, letters and emails are positive patient stories. Stories that tell us our staff are professional, caring, efficient, approachable, and innovative.

So as we enter 2018, the Golden Jubilee Foundation will continue to work hard to ensure that we bring about further positive change in health services through our continued expansion, innovations and partnerships. Over the past 15 years we have made a valued contribution to society and we know that we can make even more of an impact on the health of our population going forward.

Helping more people than ever before; people with complex heart and lung issues, those with reduced mobility who need joint replacements, cataract sufferers, people who need a diagnosis through scanning or other procedures. That is our main purpose – providing individual care and attention to the people who come through our hospital, hotel or research institute.

This wouldn't be possible without our staff, who treat, care and generally make people feel special every day of



every year. We cannot thank them enough for the good work that they do and want to say a special thanks to those of you who are working over the Christmas public holidays.

So on behalf of the Golden Jubilee Foundation Board, Merry Christmas to all our patients, friends and colleagues. We hope you all have a healthy, happy festive season and send you our very best wishes for 2018!

Jill Young  
Chief Executive

Stewart MacKinnon  
Interim Chair

Please send items for the Spring issue by Friday 9 March 2018.

**Download a copy from Staffnet!**

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**Golden Jubilee  
Foundation**  
Patients at the heart of progress

# Performance and innovation at the heart of progress

With a theme of Innovation, our Annual Review was chaired by Shona Robison MSP, Cabinet Secretary for Health and Sport.

Our Annual Review is a public forum for discussion and analysis of our performance in the last 12 months and gives members of the public and Scottish Government colleagues the opportunity to scrutinise, comment and feedback on any area of our Board. Performance across all areas of the Golden Jubilee Foundation was discussed at the review covering the year 2016/17. For some of our highlights from the last year, check out our 'At a Glance' below.

## At a glance

### Performance overview 2016/17



Golden Jubilee  
Foundation

Patients at the heart of progress

#### Person-centred



Maintained our **'Investing in Volunteers'** status for the third time, achieved **Disability Confident** status, and are working towards being a **Disability Leader** to improve working opportunities for disabled people.

Named as a **Top 100 Employer** in the Stonewall Workplace Equality Index for the third consecutive year.

The first Cardiothoracic centre to trial **InS:PIRE**, which promotes patient education and peer support to help patients improve their health and participation in society following an Intensive Care admission.

#### Safe



**Clinical incidents fell** to 0.02% of patient activity (down from 0.07% in 2015/16).

Staphylococcus Aureus Bacteraemia cases fell to 0.16 cases per 1000 occupied bed days, **well within the national target.**

Deteriorating Patient Pathway, via the Scottish Structured Response sticker, has now been rolled out to four wards. This is helping to support **early recognition of deteriorating patients**, and effective escalation and response.

#### Effective



**Achieved** our capital, budget, and efficiency savings targets.

Treated **99.9%** of patients within the 12 week Treatment Time Guarantee.

Our Ophthalmology Team completed a further expansion, which will enable us to deliver more than **7,000 cataract procedures a year.**



Senior Charge Nurse Cameron Murray tells Cabinet Secretary Shona Robison how KEWS300 allows staff to take digital recordings of patients' vital signs



Staff, patients and members of the public attend the public session of the Annual Review

**i** For further information on the Annual Review, contact Carole Anderson, Head of Strategy and Performance, on extension 5522. You can find pictures and films from the Annual Review on our social media channels, Facebook: @NHSGoldenJubilee, Twitter: @JubileeHospital and YouTube: NHS Golden Jubilee.

## Delivering activity for NHSScotland



Our consultants saw **25,101 new Outpatients**, helping Boards across Scotland see patients in a timely manner.



Our Imaging Department continued to surpass expectations, undertaking **13.2% more tests than planned** (25,948 procedures completed).



We **treated 12% more patients** on an inpatient/day case basis than in 2015/16, carrying out **14,981** procedures across our Orthopaedics, Ophthalmology, General Surgery, Endoscopy and Plastic Surgery services.



All **cancer patients were treated within 31 days**, meeting the waiting times target in every month.



We exceeded our target of 11 heart transplants, undertaking **15 transplants** during the year.



We continue to be the **largest volume Interventional Cardiology centre in the UK**. We anticipate that the 2016/17 British Cardiovascular Intervention Society (BCIS) data will show that our service remains one of the most productive.



Our new direct NSTEMI programme admits heart attack patients with the highest risk scores directly to GJNH, providing **quicker access to specialist treatment** and saving almost 1,000 bed days in local hospitals during its first year.



**40 new research projects** were approved on topics ranging from 4D imaging of knee implants to understanding non-small cell lung cancer.

We opened our state of the art **Motion Analysis Laboratory (MAL)**. By using advanced 3D technology along with infrared digital cameras and force plates, the MAL will help us diagnose motion or 'gait' issues which are limiting patients' quality of life. It will also support research into tailoring rehabilitation and therapies to combat this.

In a **world first**, we treated a patient with an Implantable Cardioverter Defibrillator using a Magnetic Resonance Imaging (MRI) scan as part of the Ready MRI Study. This has the potential to improve the standard of care for thousands of patients across the globe.



We are **rolling out our Quality Framework** on an international basis, with a view to driving world wide sales.

Through a partnership with Orion Health, we are a **test site for Patient Portal**, an online tool which helps patients manage their own health and become more active participants in the care and health services they receive.

Our range of **strategic partnerships** expanded from medical device companies to world wide leading health care organisations. These partnerships will help us drive innovation through providing research opportunities, international contacts, expertise and funding.



We provided almost **8,700 bedroom nights for patients and their families**, facilitating easier access to care and enabling our patients to have those they care for near them.

**NHS and Public Sector** accounted for 59.1% of our business.

We hosted over **42,000 conference delegates**.

We launched our **Centre for Health and Wellbeing** as part of a wider strategy to promote the health and wellbeing of everyone who walks through our doors.

**Awards** during 2016/17 included:

- 'Best Conference Hotel 2016, Small Business Awards
- 'Healthcare Venue' accreditation
- Trip Advisor 'Certificate of Excellence' for seventh consecutive year.

## William Cullen Prize 2017

Congratulations to our Clinical Education Team, who were announced as the winners of this Year's William Cullen Prize by Cabinet Secretary for Health and Sport, Shona Robison.

Awarded in partnership with the Royal College of Physicians Edinburgh, the prize recognises an individual or team who has made a significant contribution to teaching or service innovation.



Congratulations to our Clinical Education Team, who were announced as the winners of this Year's William Cullen Prize by Cabinet Secretary for Health and Sport, Shona Robison, at our Annual Review

## 2016/17 Highlights

WATCH: Over on our YouTube channel, you can view our short video highlighting our accomplishments and achievements over the last year.

Earlier this week we held our Annual Review, which looked back at our activity in 2016/17 and also provided a forward look at our future plans, providing a public forum for analysis, questions and discussion.



Watch the full video here:  
<https://www.youtube.com/watch?v=FpnofE7dUaw>

## 2018/19 Public Holidays

Agreed Public Holiday dates for 2018/19 are as follows:

- Friday 30 March 2018 (Good Friday)
- Monday 2 April 2018 (Easter Monday)
- Monday 7 May 2018 (May Day)
- Monday 24 September 2018
- Tuesday 25 December 2018
- Wednesday 26 December 2018
- Tuesday 1 January 2019
- Wednesday 2 January 2019

As Good Friday falls in the 2017/18 holiday year, one public holiday will be brought forward from the 2018/19 entitlement. The remaining seven days public holidays (pro rata where applicable) will be allocated to the other seven public holidays listed above.

### Additional Days for staff with HCI contracts/Medical Staff

Medical staff and those staff who have retained HCI contracts will receive an additional two public holidays as follows:

- Monday 28 May 2018 (Spring Bank Holiday)
- Monday 16 July 2018 (Glasgow Fair Monday).



For more information on our public holidays, contact Laura Liddle, Head of HR, on extension 5604 or email [Laura.Liddle@gjnh.scot.nhs.uk](mailto:Laura.Liddle@gjnh.scot.nhs.uk)

# OUTstanding achievement for our Role Model



Carole Anderson

One of our Role Models has received international recognition for her commitment to equality in the workplace and was named on the inaugural 'OUTstanding Leading LGBT+ Public Sector Executives List' published in the Financial Times.

The Golden Jubilee's Head of Strategy and Performance, Carole Anderson placed seventh on the list which features high profile LGBT champions from around the world.

Carole received this honour for the groundbreaking LGBT equality work she has introduced here at the Foundation. Working with Stonewall, Carole initiated our Diversity Champions programme in 2008 which resulted in the Golden Jubilee becoming the Top Health and Care organisation in the Stonewall Workplace Equality Index in 2016.

Together with her co-lead, Jane Christie-Flight, she set up our LGBT+ network, which leads on improving internal communications on LGBT+ issues. She also secured more senior commitment to the Foundation's LGBT+ inclusion work which resulted in the Golden Jubilee taking part in its first Pride Glasgow parade in August this year.

Carole has taken responsibility for supporting the Golden Jubilee Allies, enabling their self-organisation and initiating their work with its LGBT+ network.

On being named on the first ever OUTstanding Leading LGBT+ Public Sector Executives List, Carole said: «I am absolutely delighted to feature on this list and to be named alongside LGBT champions who are known throughout the world for their equality work is a massive honour.

I am so proud to be part of such a values based organisation like the Golden Jubilee. I believe we are leading the way with our equalities work and we are dedicated to creating an inclusive work environment that not only welcomes individuals of all backgrounds, but actively highlights and celebrates our unique mix of people.

Outside of her work at the Foundation, Carole offers support and advice to various LGBT+ networks, and was sought out to support a conference of HR professionals in London. She has volunteered with young people for nearly 10 years, and recently delivered training on LGBT+ issues for young people through Volunteer Glasgow.

Carole is a passionate and dedicated supporter of Stonewall Scotland who campaign for the equality of lesbian, gay, bisexual and trans people across Britain. She was a keynote speaker at the 2017 Stonewall Scotland Education Conference, and is Chair of Scottish Workplace Networking for LGBT People (SWAN), Scotland's largest LGBT network covering public, private and third sector, which is now a charity supporting LGBT+ people in workplaces and communities.

The OUTstanding list is published annually in a Financial Times special report on Executive Diversity with a focus on LGBT.

At this year's Stonewall Scotland Workplace Equality Index (WEI) awards, the Golden Jubilee confirmed its place in the top 100 UK employers for the third year in a row. The WEI measures how well an organisation meets the needs of Lesbian, Gay, Bisexual and Trans (LGBT) members of staff, and is widely accepted as a good indicator of progress against equality targets generally.

# Royal recognition as Golden Jubilee Foundation picks up top Defence honour



Our Chief Executive, Jill Young, picked up the award from HRH Prince Harry



“...employing people with military skills is good for business.”

HRH Prince Henry of Wales recently presented the Golden Jubilee Foundation with the Ministry of Defence's highest badge of honour for organisations which support the Armed Forces.

HRH Prince Harry presented Employer Recognition Scheme Gold Awards to the Golden Jubilee and 32 other recipients at a special ceremony in the Imperial War Museum, London, in October.

The Golden Jubilee recently announced that it was the only Scottish NHS Board among the 33 recipients of the prestigious award.

It is presented to organisations which have signed the Armed Forces Covenant, actively support the Armed Forces community in their workplace and encourage others to follow their lead.

Our Chief Executive, Jill Young said: “We were honoured that HRH Prince Harry presented us with our Employer Recognition Scheme Gold Award in acknowledgment of our long standing commitment to supporting the Armed Forces.

“Having served in the military himself, HRH knows the responsibility this brings and is passionate about supporting those who are serving or who have served their country in the Armed Forces.

“In line with our vision of leading quality, research, and innovation within the healthcare sector, we are committed to expanding our strategic partnership with the Armed Forces, sharing best practice in digital innovation, leadership, and transferable skills.”

The award is not the first time the Golden Jubilee has been recognised by the Ministry of Defence. In 2013, we were recognised as a Supportive Employer of the Armed Forces Reserves and in 2016, we jointly signed the Armed Forces Covenant.

The strength of this partnership will ensure the Golden Jubilee continues to be at the forefront of providing excellent care for Scotland's patients for many years to come.

## Staff Bulletins

Are you up to date with what's happening across the Golden Jubilee Foundation? Our recent bulletins cover:

- Counter Terrorism
- iMatter, Partnership Working and Human Resources Policies
- Hepatitis B Vaccine Shortage
- Dignity at Work survey
- Flu vaccines
- Turas and eESS

**i** All of our Staff Bulletins are available to download from Staffnet. Just scroll over News and Events then click on Bulletins.

## Meeting Planners 2018/19

Golden Jubilee Foundation meeting planners for 2018 and 2019 are now available.

**i** You can download a copy from Staffnet at:

[http://jubileestaffnet/files/1415/0548/1552/Golden\\_Jubilee\\_Foundation\\_meeting\\_planner\\_2018-2019.pdf](http://jubileestaffnet/files/1415/0548/1552/Golden_Jubilee_Foundation_meeting_planner_2018-2019.pdf)

For more information, contact Christine McGuinness, Communications Manager, on extension 5195.

## December Pay Dates

Monthly paid staff will receive their December pay on Thursday 21 December. There is no change to the January pay date.

Weekly paid staff will receive a triple pay on Friday 22 December. Their next pay date will be Friday 12 January 2018.

The SSTS team will notify managers of submission dates when these are available.

## Occupational Therapy Week



We recently celebrated Occupational Therapy Week.

Our Occupational Therapy team held a stand at the West Lifts for our staff, patients and visitors to learn more about how occupational therapy improves the lives of patients and service users, and helps to make the health and care system more efficient.

**i** For more information on Occupational Therapy Week, visit: [www.rcot.co.uk/](http://www.rcot.co.uk/)

# Jane Christie-Flight, our Disability Lead, explains how we are Supporting staff with a disability



The Golden Jubilee has a strong culture and proven track record of valuing the diversity of all of our staff.

Already a 'Disability Confident Employer', we are delighted to be working towards achieving the highest recognition available, 'Disability Confident Leader'.

By rolling out and embedding our organisational Values, we have actively worked over the last few years to create an inclusive environment where diversity is recognised and valued.

As an employer, we understand there is a much wider pool of talent available to organisations which embrace diversity and that we can reap the benefits a diverse workforce brings in terms of ideas, skills, resources and energies.

We have put in place a range of employee friendly policies and procedures to support staff through different phases of their lives.

- Ensuring staff who meet minimum criteria for vacant posts can access the Job Interview Guarantee scheme.
- Introducing, through Occupational Health, a range of interventions for staff experiencing mental health issues.
- Establishing a Staff Physiotherapy service for those with musculoskeletal problems.
- Working with the Glasgow Centre for Inclusive Living to fund a graduate trainee post.
- Developing a managers' guide about disability and reasonable adjustments.
- Developing a travel guide for staff travelling overseas on Foundation business.
- Signed up to the "See Me" campaign, funded by the Scottish Government and Comic Relief and managed by SAMH and the Mental Health Foundation, to tackle mental health stigma and discrimination.
- Establishing a Staff Disability Network to share experiences, provide support and helping shape services and policies.

**i** If you want more information on the work being undertaken to support our staff who have a disability, or want to join our Staff Disability Network, please contact:

Jane Christie-Flight, extension 5822, email [Jane.Christie-Flight@gjnh.scot.nhs.uk](mailto:Jane.Christie-Flight@gjnh.scot.nhs.uk)

## New training brochure out now

Our new Learning and Organisational Development (L&OD) brochure for 2017/18 is now available.

You can download a copy from the Training Provision page within the L&OD department pages on Staffnet.

**i** For more information, contact the Learning and Organisational Development team on extension 5416.



# Cafe with a conscience

This summer we launched Café Latte, our new 'not for profit' coffee shop; literally pouring profits back into the Golden Jubilee Foundation Charity, supporting healthcare across Scotland.

Café Latte is run by the Conference Hotel, and is located in the on-site Conservatory, providing customers with an additional relaxation area providing a brighter, larger and more relaxed atmosphere.

Any profits from the Café will be reinvested into our charity, and supporting our innovations and research work.

Commenting on the new venture, General Manager of the Conference Hotel, Gary Rice, said: "We are committed to playing our part to raise funds for the pioneering work of the Foundation, supporting the organisation to improve the standard of healthcare for patients all across NHSScotland.

"Café Latte is a Café with a conscience, which will not only continue to deliver the level of service excellence expected from a four star hotel, but will also drive our commitment to health and wellbeing and giving customers and the local community more choice to lead healthier lifestyles, We will be offering a wide range of nutritious food and drink, including protein bars, hydration juices and fresh fruit smoothies, and much more."

Café Latte will also continue our dedication to sustainable, ethical, practices, using Fairtrade certified goods and locally sourced produce wherever possible, supporting the local community and reducing their impact on the environment.



We are very excited about the possibilities of the Café and look forward to playing a small part in making a positive difference to patient care across Scotland.



Gary added: "We are very excited about the possibilities of the Café and look forward to playing a small part in making a positive difference to patient care across Scotland."

This is the latest step in the Conference Hotel playing a key role in the Foundation, recently becoming an accredited Healthcare Venues, recognising them as an ideal location for medical events and conferences.

## #equalatwork Conference



As an inclusive employer, we were delighted to attend Stonewall Scotland's #equalatwork Conference where we shared some of our best practice resources in the networking zone.

And our Head of Strategy and Performance and Stonewall Role Model, Carole Anderson, was also part of the panel at the Senior Leaders and Inclusive Strategies workshop.

## New Complex Nutritional Support policy

Our Clinical Nutrition and Dietetics department has updated several of its policies on Q-Pulse.

If you have any queries around complex nutrition such as tube feeding or, intravenous nutrition, please refer to the document: DOC2104 Complex Nutritional Support.



For more information contact

Stephen Hughes on extension 5342.

## Update in Cardiology

We recently hosted our "Update in Cardiology: An interactive symposium for primary care staff".

The event featured a variety of clinical presentations, covering a range of topics such as modern day management of chest pain, STEMI and NSTEMI practice in West of Scotland and contemporary management of Atrial Fibrillation.

Consultant Cardiologist, Hany Eteiba hosted the event which covered the following key topics throughout the day:

- a practical approach to managing chest pain in the real world and in daily practice;
- understanding the modern management of Myocardial Infarctions;
- a review of the spectrum of contemporary heart failure management;
- summary of the current guidelines for Atrial Fibrillation and a practical management strategy, including stroke prevention;
- providing a practical approach to managing patients with syncope; and
- practical case discussions – tips and tricks for common cardiology conditions in primary care.

# Double Success for Jubilee Consultant

One of our pioneering interventional cardiologists is celebrating after being appointed to high profile roles within two prestigious organisations.

Dr Hany Eteiba, our Acting Medical Director, is the new President of the Scottish Cardiac Society (SCS) and was recently elected as Vice President (Medical) of the Royal College of Physicians and Surgeons of Glasgow (RCPSG).

Dr Eteiba took up post as President of the SCS in September. He was elected unopposed as President of the SCS in recognition of his leadership and dedication to the Society since its inception since 1992.

And he was voted in as Vice President (Medical) of the RCPSG at their Annual General Meeting on 1 December.

Commenting on the prestigious posts, Hany said: "I am absolutely thrilled to be elected as President of the SCS and vice President (Medical) of the RSPCG. I cannot thank them enough for this huge vote of confidence.

"I have spent more than 20 years working with healthcare professionals from across the globe on behalf Scottish patients. I am excited to spend the next three years driving forward this progress, helping patients live longer and have healthier lives than ever before."

Our Chief Executive, Jill Young, said: "On behalf of everyone at the Golden Jubilee,



“ I am excited to spend the next three years driving forward this progress. ”

I would like to offer Hany my sincere congratulations on his appointments within the Scottish Cardiac Society and the Royal College of Physicians and Surgeons of Glasgow.

"As home of both regional and national heart and lung services, striving to lead quality, research and innovation, we are extremely proud that one of our most distinguished cardiologists will be helping shape and lead the national landscape in these important roles."

## Heart patient training to be a cardiologist

One of our patients featured in BBC Scotland News. Stuart Hutchison, a congenital heart patient at the Golden Jubilee, is now training as a Cardiologist after being treated here earlier this year.

Stuart is currently a junior doctor and will train for another six years to become a heart specialist.



Photo:  
BBC



Read the full story, here: [www.bbc.co.uk/news/uk-scotland-41821643](http://www.bbc.co.uk/news/uk-scotland-41821643)

# Survive-a-Side

One of our patients and volunteers, Brian Gemmell, features in the recent Survive-a-Side campaign launched during Lung Cancer Awareness Month.

Brian and some of our other lung cancer patients were joined recently by Sir Alex Ferguson to help create a film to raise awareness of finding the disease as early as possible.

Brian, a Patient Peer volunteer for thoracic patients here at the Golden Jubilee, shared his story to encourage people to see their GP if they have concerns about changes to their health.

We are a keen supporter of Lung Cancer Awareness Month and the latest statistics show that since the launch of the the Scottish Government's Detect Cancer Early (DCE) campaign, the percentage of patients diagnosed with the earliest stage of lung cancer (stage 1) in Scotland has increased by 39.2 per cent, and by even more amongst those living in the most deprived areas (43.3 per cent).



Patient Peer Volunteer Brian Gemmell in his Survive-a-Side strip

**i** Don't Get Scared, Get Checked. For more information and to watch the film, visit: [www.getcheckedearly.org/lung-cancer](http://www.getcheckedearly.org/lung-cancer)

## Golden Bistro Christmas hours

The Golden Bistro will be open to staff on the following dates and times over the festive period.

Day	Time
Christmas Day	Closed All Day (vending service available)
Boxing Day	7.30am-11.30am (breakfast service only)
27-29 December	7.30am-5pm (reduced service)
30 and 31 December	8am-2pm (weekend service)
1 January	Closed All Day (vending service available)
2 January	7.30am-11.30am (breakfast service only)
3-5 January	7.30am-5pm (reduced service)

Throughout the festive period, microwaves will be available in the Conservatory on Main Street for staff wishing to heat items bought in the Golden Bistro or anything brought in from home. Vending machines are also available throughout the hospital.

**i** For more information contact Pamela Mailler on extension 5962.

### Christmas Day and New Year's Day Breakfast pre-order form

Staff can pre-order bacon and egg rolls which will be delivered to the wards along with patient breakfasts between 8am-8.30am.

Other departments must arrange a collection time with Catering. Orders for Christmas Day must be paid for in the Golden Bistro by 1pm on Sunday 24 December.

**i** The pre-order form can be found on Staffnet: <http://jubileestaffnet/index.php/departments/corporate/catering/>

## Everyone Matters Implementation Plan

The Everyone Matters Implementation Plan for 2018-2020 is now available.

Everyone Matters: 2020 Workforce Vision is NHSScotland's workforce policy for those involved in the delivery of healthcare in Scotland. It was published in June 2013 with input from 10,000 people across the NHS in Scotland including trades unions, professional organisations and partners in the delivery of care.

Since the launch of Everyone Matters, there have been four annual implementation plans identifying key priorities and actions. NHSScotland is making good progress towards its vision and is also looking further forward, beyond 2020. For example, the roll out of the iMatter staff experience continuous improvement model has contributed greatly to achieving a healthy organisational culture.

Please note that the Everyone Matters Implementation Plan for 2018-20 is a web only based publication.

**i** For more information, along with examples of the good work that Boards are doing to deliver Everyone Matters, visit: [www.workforcevision.scot.nhs.uk](http://www.workforcevision.scot.nhs.uk)

# What is Corporate Mandatory Training?

The Golden Jubilee's definition of mandatory training is:

1. Statutory required mandatory training. This is training that we are legally required to provide as defined by law and for which there is a stated legal reference and/or where a government or regulatory body has instructed employers to provide training on the basis of legislation. These examples would include:
  - Health and Safety at Work Act 1974
  - Equality Act 2010
  - Fire (Scotland) Act 2005
2. NHSScotland required mandatory training. This is training that has been determined by a government department usually as part of a nationally agreed policy or Chief Executives Letter (CEL).
3. Organisationally required mandatory training. This is training that is ratified by the Golden Jubilee Foundation (GJF) to ensure compliance with key risk areas that impact on safety or support the achievement of corporate priorities and service improvements.

**i** The GJF Mandatory Training Guide is available in the L&OD section of Staffnet: <http://jubileestaffnet/index.php/departments/corporate/learning-and-organisational-development/mandatory-training/>

**Corporate Mandatory Training Matrix**

Course Title	Lead	Frequency	Training Type and Duration	Contract Type	
<b>Corporate Induction Welcome Event</b> (incorporating Fire Awareness, Hand Hygiene and Safe Information Handling)	L&OD Department extension 5123	Once on Employment	Blended: Classroom (four hours) e-Learning (two hours)	<ul style="list-style-type: none"> <li>• All new staff, with exclusions</li> </ul>	<ul style="list-style-type: none"> <li>• Non Executives</li> <li>• Honorary</li> <li>• Staff &lt; three month contracts</li> <li>✗ • Agency</li> </ul>
<b>Fire Awareness</b>	Health and Safety Advisor extension 5026	Annual	Estates, Security and Hospital Reception Classroom (30 minutes)	<ul style="list-style-type: none"> <li>• Permanent</li> <li>• Fixed term &gt; three months</li> <li>• GJF Bank</li> <li>• Honorary &gt; three months – prior learning from another board accepted if within nine months</li> <li>• Non Executive</li> <li>• Secondment</li> <li>• Volunteer</li> </ul>	<ul style="list-style-type: none"> <li>• Staff &lt; three month contract (issued with information leaflet by HR)</li> <li>✗ • Other health board bank staff (monitored by department)</li> <li>• Agency (monitored by department)</li> </ul>
			Staff in clinical areas Classroom (30 minutes)		
			Staff in non-clinical areas e-Learning (30 minutes)		
			Medical Staff Bespoke e-Learning module (30 minutes)		
<b>Hand Hygiene</b>	Infection Control Department extension 5526	Annual	Nursing staff Classroom (30 minutes)	<ul style="list-style-type: none"> <li>• Permanent</li> <li>• Fixed term &gt; three months</li> <li>• GJF Bank</li> <li>• Honorary &gt; three months</li> <li>• Non Executive</li> <li>• Secondment</li> <li>• Volunteer</li> </ul>	<ul style="list-style-type: none"> <li>• Staff &lt; three month contract (issued with information leaflet by HR)</li> <li>✗ • Other health board bank staff (monitored by department)</li> <li>• Agency (monitored)</li> </ul>
			Non-nursing staff e-Learning (30 minutes)		
<b>Valuing Diversity Part 1 and Part 2</b>	L&OD Department extension 5123	Once on Employment	Blended learning: e-Learning (30 minutes) Classroom (three hours)	<ul style="list-style-type: none"> <li>• Permanent</li> <li>• Fixed term &gt; three months</li> <li>• GJF Bank</li> <li>• Honorary &gt; three months – prior learning from another board accepted</li> <li>• Non Executive</li> <li>• Secondment</li> <li>• Volunteer</li> </ul>	<ul style="list-style-type: none"> <li>• Staff &lt; three month contract (issued with information leaflet by HR)</li> <li>✗ • Other health board bank staff (monitored by department)</li> <li>• Agency (monitored by department)</li> </ul>
<b>Safe Information Handling</b> (evidence of course completion within the last 21 months for all contract types will be accepted by L&OD team)	Information Governance Manager extension 5765	Every two years	e-Learning (30 minutes)	<ul style="list-style-type: none"> <li>• Permanent</li> <li>• Fixed term &gt; three months</li> <li>• GJF Bank</li> <li>• Honorary &gt; three months</li> <li>• Non Executive</li> <li>• Secondment</li> <li>• Volunteer</li> </ul>	<ul style="list-style-type: none"> <li>• Staff &lt; three month contract (issued with information leaflet by HR)</li> <li>✗ • Other health board bank staff (monitored by department)</li> <li>• Agency (monitored by department)</li> </ul>

# Organ Care System ready to rollout

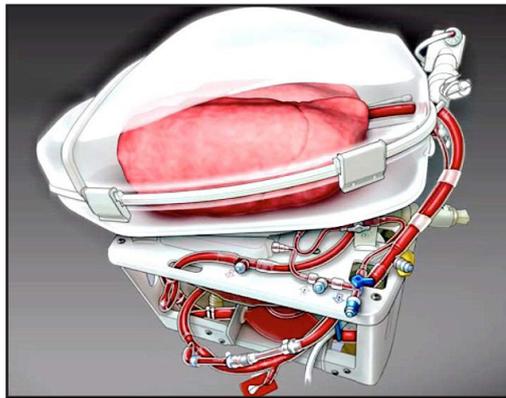
A revolutionary system that keeps donor hearts 'alive' has been introduced here in the Golden Jubilee after trials in Sydney and London.

Our transplant and retrieval team are all set to use the Organ Care System (OCS) – which has the potential to dramatically increase the available donor pool when a suitable case presents. Instead of the traditional 'ice box' method, 'heart in a box' continually provides the donor organ with glucose, oxygen, and blood – doubling the amount of time a heart is viable for transplant.

Professor Nawwar Al-Attar, Director of the Scottish National Advanced Heart Failure Service, said: "The Organ Care System means that organs can be retrieved from farther away, and that we can consider organs which may have been previously rejected.

"By increasing the available donor pool, we can potentially perform more life-saving heart transplants, making a difference to even more patients and their families."

OCS will not be used in every transplant case at the Golden Jubilee, but when the clinical team feel it is appropriate to optimise the donor heart for the recipient. Whilst it will initially be used in traditional transplant cases for Donations after Brain Death (DBD), it could also be used for Donations after Cardiac Death (DCD) cases as long as hearts are placed in the box within 30 minutes of stopping beating.



## Quick OCS facts

- The box is about the size of a dishwasher.
- The donor heart is placed in a clear chamber the size of a large lunchbox.
- The heart is kept beating using more than a litre of the donor's blood, with oxygen and glucose pumped into the chamber.
- A monitor informs doctors about aortic pressure, coronary flow, blood temperature and heart rate.

## Collection of Blood and Blood Components

An amendment to the Clinical Transfusion Policy has been made in relation to the collection of blood and blood components.

Staff collecting blood or blood components must only collect and deliver components for one patient at a time while checking the details on the compatibility label attached to the component with the collection form.

**i** For more information contact  
Cathy Collins on extension 5225.

## New adrenaline 1:10,000 pre-filled syringes

The packaging of adrenaline pre-filled syringes stocked on our wards has changed.

Instead of Arium glass syringes, emergency Agguettant syringes are now plastic, and come in a lilac sleeve with a twist cap to open, and are compatible with vascular access devices.

**i** For more information contact  
Gordon Adamson on extension 5805.

## Letter from Paul Gray re EU Citizens Working In NHSScotland

Paul Gray, the Director-General Health and Social Care and Chief Executive of NHSScotland, has written the following letter to NHS Boards and staff to reiterate how much he values the contribution of every member of staff, regardless of their nationality.

His letter states: "The Cabinet Secretary for Health and Sport, and the Minister for UK Negotiations on Scotland's Place in Europe, have recently hosted a number of events to hear first-hand from EU staff. I have also met a wide range of staff from different backgrounds, and it is clear from these events and discussions that a number of colleagues are concerned about what Brexit will mean for them and their families.

"As Chief Executive of NHSScotland I want to reiterate how much I value the contribution of every member of staff, regardless of their nationality. Colleagues from across the EU, and beyond, bring valuable experience and skills that strengthen and improve the work of the Health Service, and benefit the patients and communities we serve.

"The Cabinet Secretary has been clear that the Scottish Government's priority is to ensure that individuals' rights and place in Scotland are protected, as well as offering information and assistance. Anyone with concerns about citizenship and residency can find information on the Scottish Government website. This includes signposting to other relevant guidance."



**i** For further information, visit: [www.gov.scot/Topics/International/Europe/eu-referendum/FreeMovementCitizensRights](http://www.gov.scot/Topics/International/Europe/eu-referendum/FreeMovementCitizensRights)

## Peripherally Inserted Central Catheter (PICC) Line Request Form

Radiology have been receiving an increasing number of enquiries about where to access the Peripherally Inserted Central Catheter (PICC) Line Request Form, an essential document for referring in-patients for examination.

If you need to access this document you can find it on Staffnet using the following link: [http://jubileestaffnet/files/4814/7194/9651/GJNH\\_PICC\\_Request\\_Form\\_V4.pdf](http://jubileestaffnet/files/4814/7194/9651/GJNH_PICC_Request_Form_V4.pdf)

If, for any reason, you are unable to access the link, the form can be found on Staffnet by following these simple steps:

- open internet explorer;
- click "Departments";
- go to "Regional and National Medicine";
- click "Radiology Department";
- scroll down to the "Contacts" menu; and
- you will find a link to download the PICC Request Form in this menu.

 For more information, contact Jennifer Gilchrist by email: [Jennifer.Gilchrist@gjnh.scot.nhs.uk](mailto:Jennifer.Gilchrist@gjnh.scot.nhs.uk)

# Systems for linen, scrubs and bedding



 We would like to say a huge thank you to all our staff for their cooperation throughout the transitioning process to our new linen supplier. 

On Friday 1 December, the Golden Jubilee's laundry contract transferred to NHS Greater Glasgow & Clyde (GGC).

We would like to say a huge thank you to all our staff for their cooperation throughout the transitioning process to our new linen supplier.

This decision was influenced by both the end of our current linen contract with Fishers Laundry in November 2017 and the work of the NHSScotland Shared Service Portfolio, focusing on adopting a 'Once for Scotland' approach.

### Scrubs

As part of the linen review, it has been agreed that the Golden Jubilee will use two key colours of green and blue scrubs.

### Bedding

The Sleep Knit linen has now been rolled out to all wards following a successful pilot in 3 East. This bedding is manufactured using a knitted stretch fabric comprising fitted bottom sheets, semi fitted top sheets, fitted pillowcases and thermal spreads.

 For more information, contact Claire Fenwick, [Claire.Fenwick@gjnh.scot.nhs.uk](mailto:Claire.Fenwick@gjnh.scot.nhs.uk), Sandra McAuley, [Sandra.McAuley@gjnh.scot.nhs.uk](mailto:Sandra.McAuley@gjnh.scot.nhs.uk), or Lynn Moffat, [Lynn.Moffat@gjnh.scot.nhs.uk](mailto:Lynn.Moffat@gjnh.scot.nhs.uk).



## Foundation for the future

The planned expansion of the Golden Jubilee is part of the elective centres programme for 'in demand' specialities, particularly radiology, orthopaedics, ophthalmology, general surgery and other services.

A brand new section of our staffnet dedicated to our elective expansion programme is now live. This page is dedicated to providing you with all the latest news and bulletins in relation to our expansion programme.

 Find out more on our expansion here: <http://nwtc-web02/index.php/news-and-events/expansion/>

For any further information relating to the expansion, email the Communications team by email [comms@gjnh.scot.nhs.uk](mailto:comms@gjnh.scot.nhs.uk)

# InS:PIRE Clinics

Scotland's first cardiothoracic recovery programme for patients who have been treated in Intensive Care Units (ICU) is being piloted at the Golden Jubilee.

Originally developed in Glasgow Royal Infirmary, the Intensive Care Recovery: Supporting and Promoting Independence and Return to Employment (InS:PIRE) programme is a rehabilitation and support initiative for ICU patients and their families.

Clinics are held in the Innovation Hub, with the third cohort completing their programme at the end of September.

ICU patients can have persistent physical and psychological problems which can have a real impact on all aspects of their life.

InS:PIRE helps facilitate quicker recovery and a return to work through a five-week programme of physiotherapy, education, peer support and self-management.

Personal goals are set with the patients and they also receive psychological support, specifically coping skills. The programme



places the same emphasis on recovery for family members who have witnessed the impact of their relative being an ICU patient.

Isma Quasim, a Consultant Anaesthetist here at the hospital, was involved in introducing this programme to the hospital, said: "Survivors of prolonged critical illness can face huge challenges after they are discharged and it is vital that we help them return to a normal life as much as possible.

"Each patient faces different challenges and these clinics allow each patient to get the support that they actually need. The clinics have played an important role in improving the health and wellbeing of our Intensive Care patients who have taken part.

"We hope that this innovative programme will help patients in their recovery, by giving both patients and families access to the appropriate services and support."

 For more information on the InS:PIRE clinics contact Lisa Davey on extension 5348.

## UK Supreme Court ruling hailed as 'landmark moment' for public health

The UK Supreme Court has ruled that minimum unit pricing for alcohol, which was passed by the Scottish Parliament in 2012, can now proceed.

Following the unequivocal backing of the highest court in Scotland – and a referral to the European Court of Justice – the UK Supreme Court has now dismissed an appeal by the Scotch Whisky Association and others, ruling that the proposed minimum unit pricing policy is appropriately targeted, lawful and proportionate.

Prior to implementing the policy, Ministers will now conduct a consultation on the proposed 50 pence per unit price and refresh the Business and Regulatory Impact Assessment (BRIA) that is required by Parliament.

The Scottish Government anticipates setting the minimum unit price at 50 pence per unit, subject to the outcome of the consultation and the refreshed BRIA.



Cabinet Secretary for Health and Sport, Shona Robison said: "This is a historic and far-reaching judgment and a landmark moment in our ambition to turn around Scotland's troubled relationship with alcohol.

"Given the clear and proven link between consumption and harm, minimum pricing is the most effective and efficient way to tackle the cheap, high strength alcohol that causes so much damage to so many families. We will proceed with plans to introduce minimum unit pricing as quickly as possible.

## Scottish Terms and Conditions Committee (STAC)



The STAC Working Longer Sub-Group was established in 2015 to take forward the Working Longer agenda across NHSScotland.

State Pension Age is due to increase incrementally over the next 30 years to reach 68 by the middle of the century.

Normal pension age within the NHS Pension Scheme, introduced in 2015, is linked to State Pension Age. NHSScotland staff will therefore be working longer in the future, and demographics mean that the workforce is likely to be older generally.

The UK and Scottish Working Longer Groups aim to make resources available to NHS staff and management to help them address the challenges and opportunities which these changes will bring.

 For more information go to:  
[www.stac.scot.nhs.uk/working-longer](http://www.stac.scot.nhs.uk/working-longer)

## Helping shape national standards



Over the past several months our team at the Golden Jubilee have been working with Health Protection Scotland (HPS) to help update and share best practice around Surgical Scrubbing procedures and training for staff.

Following extensive work from Sandra McAuley, Clinical Nurse Manager for Prevention and Control of Infection, and Fiona Green, Surgical Care Practitioner, and Communications Team, we are delighted to say that not only have our proposals been taken on board, but our instructional video is now being shared nationally.

This is a fantastic endorsement of the work we are doing here at the Golden Jubilee, and has only been made possible thanks to the dedication and commitment of our staff.

**i** You can find the video and updated guidelines at: [www.nipcm.hps.scot.nhs.uk/chapter-1-standard-infection-control-precautions-sicps](http://www.nipcm.hps.scot.nhs.uk/chapter-1-standard-infection-control-precautions-sicps)

# Royal honour for Lily

Theatre Nurse Lily Hendry has been presented with a British Empire Medal (BEM) in recognition of her services to the Golden Jubilee National Hospital.

Lily, 79, received the prestigious honour at an awards ceremony in Glasgow City Chambers after being recognised in this year's Queen's Birthday Honours.

Lily, who has had a long and distinguished nursing career and has been a Theatre Nurse at the Golden Jubilee for the last 15 years, was nominated by Theatres Manager, Karen Boylan.

Lord Lieutenant of Glasgow Eva Bolander presented Lily with her BEM on behalf of Her Majesty The Queen.

Lily said: "This is a lovely honour and I am absolutely delighted to have been awarded a British Empire Medal. I am very humbled that people would think I am deserving of such an award.

"I love being a nurse; nursing has really defined my life. I love it here at the Golden Jubilee, where it is like one big family. I would like to say a special thanks to Karen Boylan and the rest of the team who put me forward for this award."



Nurse Director, Anne Marie Cavanagh said: "Everyone at the Golden Jubilee is absolutely delighted for Lily. To be awarded a British Empire Medal is testament to her years of dedication and commitment to the nursing profession.

"We are very lucky that Lily hasn't yet settled into retirement as she is an extremely hard-working member of the team whose years of experience are invaluable. We are honoured to have Lily here at the Hospital, her positive and can-do attitude is so infectious among our staff and patients."

## Heating up at Food Awards

For the second year in a row, our Conference Hotel was shortlisted as a Hotel Restaurant of the Year finalist.

After successfully securing a large number of public votes, judges for the Food Awards Scotland 2017 put the Golden Jubilee through to the finals of the South West Heat.

Against intense competition, the awards celebrate the very best in Scottish food, hospitality and are designed to recognise the efforts of Scotland's restaurants, takeaways, gastro pubs and cafes.

Commenting on the short listing, our General Manager for the Hotel, Gary Rice, said: "We were delighted to be among the finalists for the second year in a row.

"I am very proud of everyone in the team for their ongoing dedication to excellence over the last 12 months. We take great pride in offering our customers, guests and delegates locally sourced, fresh, high quality

produce in our restaurant, and cannot thank them enough for the huge number of votes it has taken to make this possible."

The Golden Jubilee's AA rosette restaurant has a fantastic track record of delivering four star dining experiences. As well as winning VisitScotland's Taste Our Best Accreditation two years in a row, they consistently receive excellent reviews on TripAdvisor, leading to six consecutive Certificates of Excellence.

Gary added: "We are constantly developing the food we have on offer here at the Golden Jubilee, coming up with innovative menu concepts and offering customised experiences for your event or conference, as we look to offer something special for every single person who sits down in our restaurant."

All staff of the Golden Jubilee Foundation are eligible for staff discount at the Conference Hotel.

# Be Health-Wise this Winter

**BE HEALTH-WISE  
THIS WINTER**

Look after your own  
and your family's health.



The Golden Jubilee Foundation is supporting a national campaign to highlight the importance of being prepared for seasonal illnesses.

'Be Health-Wise this Winter' is designed to encourage everyone to take a few simple steps to ensure they can take care of themselves and their families over the festive period.

Our Acting Medical Director, Hany Etieba said the campaign is an important reminder that opening times in community services such as GP surgeries and pharmacies will change over the holidays: "We know that festive can be a particularly busy time for all services so it's important that we all do what we can to look after ourselves and our families, where appropriate.

"Planning ahead can help ensure that coughs, colds and minor ailments don't become a big problem for you and your family over winter. Stocking up on remedies is a good idea to help tackle common conditions. Knowing where to get help if someone does become unwell is also important so it's good to know your local GP and pharmacy opening times that may vary over the holidays. We also have a really good resource online at [nhsinform.scot](http://nhsinform.scot) which includes self-help guides so you can quickly and easily check symptoms and decide what to do next."

**There are a few steps that 'Be Health-Wise this Winter' is recommending everyone take in preparation for their health this winter are:**

**Be prepared for common illnesses with at-home remedies e.g. pain relief and rehydration salts**

Many children and adults pick up common winter ailments such as a colds, flu-like illness or upset tummies. These can often be effectively treated at home with readily available medicine. Parents are reminded to have remedies that are suitable for children.

**Make sure you check any repeat prescription**

If you or someone you care for requires medicines regularly, make sure you have enough medicine to last over the Christmas holiday period but please don't over order. Remember to pick it up in plenty of time too.

**Know when your GP surgery and local pharmacy will be open**

Your community pharmacist is a good local resource and they can help if you have run out of any prescribed medication. They can also help with a range of minor illnesses such as impetigo and certain urinary tract infections. Your pharmacist can also advise on what's best to have in your medicine cupboard for minor ailments or illnesses.

**i** General advice and information on how to stay healthy this winter can be found at [www.nhsinform.scot](http://www.nhsinform.scot) or contact NHS inform on 0800 22 44 88.

## Infection Control Awareness



An Infection Control awareness session was held recently in Ward 2 East.

The aim of the session was to raise the profile of infection prevention and highlight the crucial role it plays in improving patient safety.

Our Infection Control team deliberately set up one of the bedrooms with mistakes and errors and staff had to test their knowledge and spot all the discrepancies.

## Mentally Healthy Workplace

Occupational Health will be hosting Mentally Healthy Workplace training on Thursday 18 January 2018. This course will help participants to:

- recognise key factors that contribute to a mentally healthy workplace;
- discuss mental health issues in the workplace; and
- develop skills to confidently deal with mental health and wellbeing in the workplace.

We will also review some of the legislation that relates to mental health and wellbeing in the workplace.

**i** Your line manager can book your place via HR.net, code 0467.

## Update: Urinary Catheterisation Policy



The Urinary Catheterisation Policy has been updated to facilitate seamless care for people with urinary catheters as they move through the various pathways of health and social care.

It is also a means of encouraging patients to self-manage their device in a way which will reduce the risk of complications such as catheter associated urinary tract infections (CAUTI).

The updated policy, which is available on QPulse, includes:

- an education tool for the person who has a urinary catheter;
- a communication tool for health and social care staff around the person's catheter;
- information on how to care for the catheter at home; and
- a clinical section for the nurse, doctor or carer to complete.



For more  
information  
contact

Sandra McAuley on  
extension 5909.

# Guests love us!



Hotel staff celebrate the "fabulous" Loved by Guests accreditation from Hotels.com



We take pride in striving to offer our guests and delegates something different...



Our Hotel was hailed as "Fabulous" by Hotels.com as they were awarded the Loved by Guests Accreditation for 2017.

We received the accreditation for the first time after receiving consistently positive reviews of approximately 4.5 out of five over the past 12 months from guests.

General Manager of the Conference Hotel, Gary Rice, said: "The experience of our customers is the driving force behind everything we do at the Golden Jubilee. To receive such fantastic feedback from so many people is incredibly rewarding for our entire team.

"The last couple of years have been a period of significant change for us. We have made continuous efforts to improve our facilities, from the opening of our Inspiration Space, to the launch of our Centre for Health and Wellbeing and the remodelling of our

bedrooms. All of this has been done with the experience of our visitors and guests firmly in mind, and we would like to thank everyone for their positive feedback."

This accomplishment continues a fantastic run of customer feedback for the Golden Jubilee, receiving our second consecutive VenuVerdict Gold Accreditation, and the TripAdvisor Certificate of Excellence for the seventh year in a row.

Gary added: "We take pride in striving to offer our guests and delegates something different, something that makes their trip to the Golden Jubilee truly unique. Whether this is organising a bespoke experience or evening for your event, or simply suggesting something new and exciting on the menu of our restaurant, we aim to make sure all of our guests have the best experience possible when they stay with us."



For more information about staying at the Golden Jubilee, or booking an event, visit: [www.GoldenJubileeHotel.com](http://www.GoldenJubileeHotel.com).

# Free Wills for peace of mind

At some point all of us need to think about things like drafting a will, getting it reviewed, or even arranging power of attorney for a relative or loved one. We know these can be confusing, are not something you may want to think about, and can often come at a difficult time.

For this reason, we are delighted to announce that by working in partnership with McClure Solicitors, we have developed a free Will drafting and review service, as well as half price Power of Attorney services, for all staff and their families.

## Why do I need a Will?

Every adult should have a Will; without this, the law decides who inherits, taking control out of the hands of you and those closest to you. Without a Will, it will also usually end up costing more, and taking a longer period of time to make the appropriate arrangements for your estate.

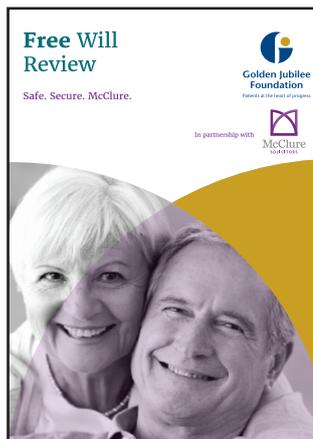
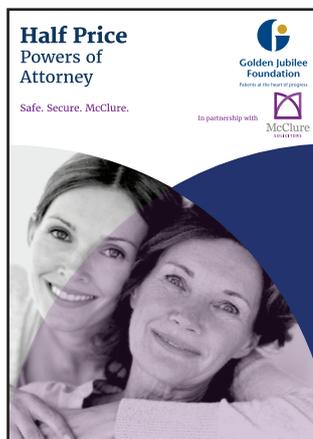
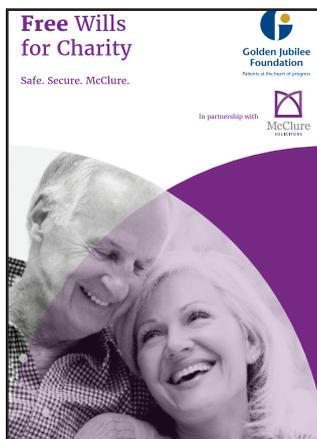
## What is a Will Review?

A Will Review is for those of you who already have a Will, but may have reason to update or amend it. This can include:

- If your circumstances have changed.
- If your will only directs where your assets go, not where they will end up. This is a difference which can be hard to fully comprehend, and can often lead to problems down the line.

Research has shown that one in four wills are either of poor quality, or defective, so it is important to make sure that yours is up to date and has your loved ones best interests at heart.

By using the staff scheme for Free Wills, this can be taken care of by an experienced team of experts, giving you peace of mind, completely free of charge.



## Power of Attorney

Power of Attorney is a legal document which appoints someone to act for you, if you become unable to make decisions or manage your affairs. If this is not put in place, and something should happen, your family may need to go to court, causing extensive delays, stress and expense. On average, using the staff scheme for this service, individuals will save an average of £180.

## Benefits of doing this through the Free Wills programme

McClure have been in existence since 1853, handling thousands of cases every year.

In exchange for offering this service to our team, all we ask is that you consider making a small donation to the Golden Jubilee charity. This will allow us to continue to carry out life-changing work and develop new ways to treat patients from across Scotland.

More information will be distributed in the coming weeks. For more information, email [FreeWills@gjnh.scot.nhs.uk](mailto:FreeWills@gjnh.scot.nhs.uk).

## World AIDS day



We were proud to support World AIDS Day which takes place on the 1 December every year.

To mark World AIDS Day, we hosted a stall at the West Lifts with a range of information resources and free safe sex supplies.

We also raised money for the National Aids Trust by selling red ribbons.

World AIDS Day is an opportunity for people worldwide to unite in the fight against HIV, to show support for people living with HIV, and to commemorate those who have died from an AIDS-related illness.

Founded in 1988, World AIDS Day was the first ever global health day.

For more information go to: [www.worldaidsday.org/](http://www.worldaidsday.org/) or contact Carole Anderson on extension 5522.

## UK Disability History Month



We are delighted to support UK Disability History Month (UKDHM) in December.

The aim of this year's UKDHM is to examine artists who have been disabled and artists who have featured disabled people through a social model lens. It also aims to understand the attitudes towards disabled people throughout history from their portrayal in art.

UKDHM will also include intersectionality in this approach by recognising disabled women, LGBT and different ethnicities and cultures.

At the Golden Jubilee, as part of our Equalities programme, we have set up a Disability Network, where staff can share experiences, support each other, and even help shape services.

**i** You can find out more on UKDHM here: <http://ukdhm.org/>

# Investing in Education

The Golden Jubilee Foundation has recently been accredited as a Scottish Vocational Qualifications (SVQ) Approved Centre, further showing our commitment to supporting their workforce.

Specialising in training for Healthcare Support Workers (HCSW), this means that the Golden Jubilee can undertake all training for SVQ in Clinical Healthcare Support at levels two and three. This training can now also be verified on site and externally by SQA annually, meaning staff will receive a nationally recognised qualification on completion of the course.

Lynn Wilson, our HCSW Development Lead and Clinical SVQ Assessor, worked with SQA Assessors to showcase the resources and staffing in place to deliver the training and assess the work.

Lynn commented: "We are delighted that the Scottish Qualifications Authority has recognised the quality of our clinical education programme and given us Approved Centre status.

"Whilst we are starting off by offering the level two and three SVQs in Clinical Healthcare Support, as all aspects of the award are delivered in-house, there is also scope to increase the awards we offer over time."



Lynn (left) with Nicola Dyson who is working towards her SVQ

Eleanor Lang, Associate Nurse Director, for Education and Professional Development, added: "This accreditation from the Scottish Qualifications Authority is recognition of the Golden Jubilee's ongoing commitment to supporting staff learning and development at the highest levels and means we will have a clinical workforce which is fit for the future to help us deliver our expansion programme."

The SVQ Approved Centre accreditation is the latest step that the Golden Jubilee has taken to support staff to meet their potential.

Earlier this year it was announced that the Golden Jubilee was the first NHS organisation to achieve the coveted Investors in Young People Gold status.

And last year, they launched an exciting collaboration with West College Scotland to develop a sustainable workforce and provide employment opportunities for students looking to pursue a career in the healthcare sector.

## Counter Fraud Services

Our very own Santa's little helper, Elfis learned how to detect and prevent fraud when the NHSScotland Counter Fraud Services (CFS) team came to visit us on 1 December 2017.

Millions of pounds are lost each year within NHSScotland due to fraud.

The vast majority of staff working for the health service in Scotland are honest, hard working individuals, who are committed to the NHS. A small number abuse NHS resources through fraud. You have a role to play in our fight against it.



Elfis is pictured here with our Fraud Liaison Officer, Lily Bryson, and the CFS team

Our colleagues from NHSScotland Counter Fraud Services and our very own Fraud Liaison Officer, Lily Bryson, recently met with staff at the West Lifts to discuss what you can do to detect and prevent fraud.

**i** For more information on counter fraud, email Lily Bryson at: [lily.bryson@gjnh.scot.nhs.uk](mailto:lily.bryson@gjnh.scot.nhs.uk)

# Job Evaluation – Changes to the process



In October 2014, the Golden Jubilee Foundation Mainstreaming Job Evaluation process was developed and approved for use in the Board, with the intention that it would result in a more robust job evaluation process.

Although the current process is slightly more robust than it has been in the past, we recognise that at times it can be slow. There are several reasons for this:

- Job description quality is variable, resulting in delays in evaluation.
- Supporting information provided for evaluation is often incomplete, resulting in delays in evaluation.
- Job descriptions are changed with no formal process being followed.
- Multiple versions of job descriptions present challenges for recruitment, when preparing adverts.
- Staff side matchers, in particular, have challenges being freed up for matching panels.

## What's changing?

We know that these challenges are not unique to our organization and can be seen around NHSScotland. The current national Computer Aided Job Evaluation system is about to be changed, so it is timely to ensure that we have a process that is not only fit to support the Foundation in coming years, but that supports fair and transparent job evaluation.

## What does this mean?

All evidence required to match a job must be provided at the time of submission, your HR advisor will support you if needed. Once the job has been submitted, it will be assessed in partnership and any issues will be raised. The policy contains flowcharts which clearly lay out the processes for getting new roles evaluated and reviewing existing roles. To support this policy HR have developed job description training and will be running further job evaluation training.

**i** For more information, contact the job evaluation leads:  
Jane Christie-Flight ext:5822 [jane.christie-flight@gjnh.scot.nhs.uk](mailto:jane.christie-flight@gjnh.scot.nhs.uk)  
Laura Liddle ext :5604 [laura.liddle@gjnh.scot.nhs.uk](mailto:laura.liddle@gjnh.scot.nhs.uk)

## Scam emails

Counter Fraud Services (CFS) was alerted to a recent scam where an email was sent from what appeared to be the Director of Finance to the Assistant Director of Finance for immediate payment of an invoice (referred to as Email Spoofing).

After checking the sender details, the email address had been spoofed to appear to be sent by the Director of Finance. This is a well known scam; however fraudsters appear to be increasingly sophisticated in their attempts to obtain payment.

Should you suspect that you have received a spoofed email:

- contact the genuine owner of the email account to request confirmation of the email;
- do not open any attachments to the email;
- do not respond to the sender of the email; and
- if confirmed as a scam, delete the email, and inform CFS.



**i** If you receive a call or an e-mail that you are concerned about, contact our eHealth team immediately by calling extension 5666, emailing [ehealth.servicedesk@gjnh.scot.nhs.uk](mailto:ehealth.servicedesk@gjnh.scot.nhs.uk) or using the eHealth Service Desk portal <http://nwtc-ehelp/sw/selfservice/>

## Time Off In Lieu for Band 8 and above



The Scottish Terms and Conditions Committee (STAC) has confirmed that the Agenda for Change Handbook is clear that staff in Band 8 and above are not eligible for overtime.

However, it does not specifically address Time Off In Lieu (TOIL).

STAC have now clarified that where staff in Band 8 and above have been asked by their line manager to work beyond their contracted hours to assist with service delivery, staff are entitled to take TOIL for this additional agreed contribution.

This does not prevent local agreements being made for flexible working arrangements.

**i** A copy of the letter from STAC is available on their website: [www.stac.scot.nhs.uk/circulars](http://www.stac.scot.nhs.uk/circulars)

For more information, contact Laura Liddle, Acting Head of HR, on extension 5604.

## World COPD Day

We were a proud supporter of World COPD Day. Chronic Obstructive Pulmonary Disease is the term used to describe progressive lung diseases such as emphysema.

The Golden Jubilee National Hospital's thoracic (lung) surgery department is the largest chest surgery unit in Scotland and one of the largest in the UK and Ireland.

In a short clip on our YouTube channel, our Consultant Thoracic Surgeon, Alan Kirk talks about the disease and why it is important to support World COPD Day.

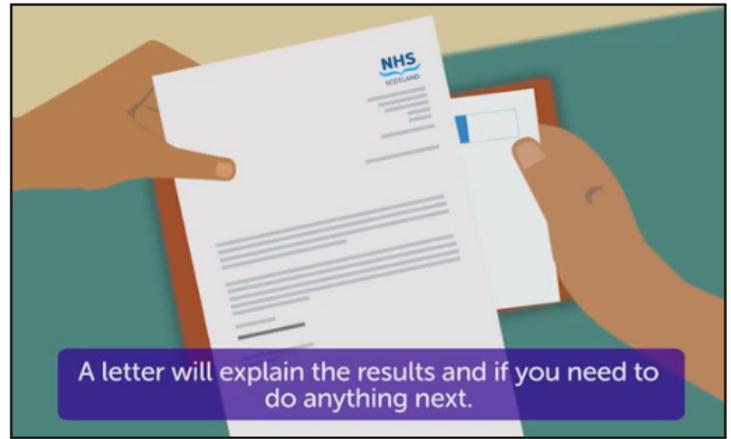
## Happy Halloween from our Catering Team



Staff got into the spirit by dressing up and preparing some spooky treats for our Halloween themed menu, which may look frightening but our staff and patients were not tricked as the food is healthy, nutritious and, of course, delicious!

One of our Kitchen Porters, Gary Swandells, won the best carved pumpkin which was judged by Alistair Macfie, our Associate Medical Director.

# Simplified process to increase uptake of Bowel cancer screening test



Thousands more people across Scotland will benefit from the roll-out of a new and easier screening test to detect symptoms of bowel cancer.

The Faecal Immunochemical Test (FIT) requires participants to collect one bowel motion sample, rather than the current test which requires samples over three days. Research suggests FIT's ease of use will encourage more people to take part in the programme. The test is being offered to all men and women in Scotland aged 50 to 74, every two years.

Cabinet Secretary for Health and Sport, Shona Robison said: "Early diagnosis is crucial to saving lives. More than 90% of bowel cancer cases can be treated successfully, if diagnosed early.

"This new test will help us to better treat bowel cancer, Scotland's second largest cancer killer with 1,600 deaths every year.

"The new test is easier to use than the previous process and this will increase the number of people completing screening. This will enable us to detect more conditions at an earlier stage, helping more people to beat bowel cancer than ever before."

The new FIT test is easier to use. Only one stool sample is required instead of two samples from three separate stools with the current test. Bowel cancer screening can



This is an important and crucial step forward in saving more lives from bowel cancer.



identify pre-cancerous signs in men and women who otherwise have no symptoms, and thus abnormalities can be investigated and treated.

Claire Donaghy, Head of Scotland at Bowel Cancer UK, said: "This is an important and crucial step forward in saving more lives from bowel cancer. We have long called for the introduction of FIT and have played an active role over many years campaigning for change.

"Screening remains one of the most effective ways of detecting bowel cancer in its earliest stages."



For more information on the Scottish Bowel Screening Programme, go to: [www.bowelscreening.scot.nhs.uk/](http://www.bowelscreening.scot.nhs.uk/)

# New systems for improving quality of health and social care

Health and care targets should better reflect the overall quality of care people receive and help drive improvements in public health across the whole population, according to Health Secretary Shona Robison.

The comments follow publication of Professor Sir Harry Burns' report into the use of targets and indicators in Scotland.

The Health Secretary confirmed that current targets, such as for cancer treatment, A&E, and the Treatment Time Guarantee, will remain and be built upon – informed by the principles in Sir Harry's report.

Cabinet Secretary for Health and Sport, Shona Robison said: "Targets and indicators have an important role in giving people clarity

on what to expect from health and social care services and in monitoring performance across the country.

"But they can never be an end in themselves. To be clear, the targets will remain in place, but Sir Harry's report is absolutely right that we must shift the emphasis to ensure we have a more sophisticated approach which helps drive improvements in health across the population."

Professor Sir Harry Burns, Director of Global Public Health at the University of Strathclyde's International Public Policy Institute, said:

"Over the past few years, we have seen some aspects of health care and social care improve as a result of the use of indicators and targets.

However, existing measurements often only tell a part of the story. If we really want to understand why some parts of our system appear to function better than others, we need to look across the whole journey of care, not just take a snapshot of isolated bits of it."



A final copy of the report can be found at: [www.gov.scot/isbn/9781788514224](http://www.gov.scot/isbn/9781788514224)

## All Heart at this Year's Transplant Games

In late July, five of our heart transplant patients competed and won medals at the British Transplant Games. Steve Donaldson, Reg Chisholm, Suzanne Swinson, Richard Heaney and Linda Owens were among 750 athletes who took part in the flagship event which ran for four days in North Lanarkshire.



From left to right: Suzanne, Linda, Richard and Steve

## 2017 SPPA Annual Benefit Statements



The Scottish Public Pensions Agency (SPPA) 2017 Annual Benefit Statements are available online.

Your Annual Benefit Statement is a summary of your pension benefits up to 31 March 2017, providing details of:

- Current Accrued Pension Benefits;
- Current level of death benefits; and
- Lifetime Allowance (LTA) information.

Membership and pensionable pay data held on your record is provided on an annual basis by your employer and this information is used to calculate your Annual benefit Statement.



You can access your statement by registering and logging on to My Pension - Online Member Services here: [www.sppa.gov.uk/index.php?option=com\\_content&view=article&id=724&Itemid=1441](http://www.sppa.gov.uk/index.php?option=com_content&view=article&id=724&Itemid=1441)

## Trans Day of Remembrance

We were proud to support this year's Trans Day of Remembrance 2017.

This was a day to remember those who have been killed as a result of anti-transgender hatred or prejudice.

We all make assumptions at times based on appearance, and sometimes we get it wrong. It's important that we don't make assumptions about someone's gender identity based on their clothing, voice or whether they fit a gender stereotype. Our colleagues, patients and service users will feel more supported and included if we let them tell us their preferred pronoun, or how they wish to identify.

The Golden Jubilee strives to be an inclusive place for all of our staff and patients. That's why we've created gender neutral toilets on level one and two to enable people to use facilities they feel comfortable in.

**i** For more information email our LGBT+ contact, Carole Anderson on extension 5522.

# Our own icons



The ICON Awards car dropped by to visit finalists Carole Anderson (left) and Jane Christie-Flight (right)

Congratulations to Jane Christie-Flight, our Employee Director, and Carole Anderson, our Head of Strategy and Performance, who were both finalists at the Icon Awards 2017.

Jane was a Uniformed Icon of the Year finalist for the third year running. This acknowledges someone who has gone the

extra mile to support and help break down barriers within uniformed professions.

Carole was up for the Role Model of the Year Award for the first time. This recognises someone who has truly gone the extra mile in the name of diversity in Scotland and has been a true role model to the Scottish LGBT community.

## Leaders in Diversity

We were delighted to be shortlisted for the "Diversity in the Public Sector Award" at this year's Herald and GenAnalytics Diversity Awards.

The Awards – presented at a special ceremony on Thursday 12 October - recognised those who demonstrate a strong commitment and track record in ensuring that everyone in our society has the opportunity to fulfil their ambitions, aspirations, and potential.

Jane Christie-Flight, our Disability Lead, who nominated us for the award, said: "Being shortlisted for this prestigious award was

recognition of the long standing commitment the Golden Jubilee Foundation has to being a diverse employer and service provider.

"As part of NHSScotland, we understand that our work on equality, diversity and inclusion is an important part of how we demonstrate our organisational values, especially of valuing dignity and respect.

"We have worked hard to make these values even more visible and appreciate how they influence how we behave each and every day. This helps us provide a quality safe, effective and person centred service for our patients, visitors and guests."

**i** For more information, contact Jane Christie-Flight by calling extension 5822 or email [Jane.Christie-Flight@gjnh.scot.nhs.uk](mailto:Jane.Christie-Flight@gjnh.scot.nhs.uk).

# Spreading our research across the world

One of our leading research specialists has set up an international collaboration to investigate and help improve cardiovascular diseases in young people.

Our Director of Research, Colin Berry, recently visited several hospitals in India to set up the collaboration, which aims to improve care for patients with ischaemic heart disease - the number one health problem in both Scotland and India.

Colin said: "We are continually looking to build links within the health industry across the globe.

"Scotland and India share a particular health problem in ischaemic heart disease, so it is vital that we collaborate with our international colleagues to find answers for the increasing burden of cardiovascular disease at home and further afield to benefit our patients."

This relationship follows our involvement in many world leading cardiac research trials and emergence over the last decade as one of Europe's leading heart and lung centres.

Colin added: "We are delighted that some of our innovative research studies, which have a hugely positive impact on patients



Professor Colin Berry wants to improve cardiovascular diseases in young people

in Scotland, are now being replicated to improve the care and treatment options for patients across the world.

"Working together with colleagues who are facing the same health challenges, will allow us to make huge strides in cardiac research, making a difference to, not only our nation's health, but heart health on a global scale."

During his visit to India, Colin also delivered a series of lectures to showcase some of the groundbreaking research being carried out at the Golden Jubilee. He also officially opened a state of the art genomic laboratory at the Madras Medical Mission, which will be used for clinical and research purposes.

clinical information and is being accessed on a regular basis by staff.

Going forward, the next stage is to have all patient information available digitally. Over the coming months you will see changes in the preparation of notes for admissions, appointments etc.

As patients are discharged, their paper records will be scanned and made viewable in Clinical Portal for all future appointments. No paper notes will be filed within the Health Records department.

The team would like to invite all of their colleagues to visit the Bureau and see what the team do, and how the scanning of records relates to your role in the organisation.

## 50th anniversary of the first ever heart transplant

As home to the Scottish National Advanced Heart Failure Service and the only hospital in Scotland to carry out heart transplants, we were delighted to celebrate the 50th anniversary of the first ever heart transplant.

History was made in Groote Schuur Hospital in Cape Town, South Africa, on 3 December 1967 when Christiaan Barnard performed the first heart transplant on patient, Louis Washkansky, 53, who was terminally ill with heart failure.

**i** You can read more on this story here: [www.bhf.org.uk/heart-matters-magazine/medical/50-years-of-heart-transplant](http://www.bhf.org.uk/heart-matters-magazine/medical/50-years-of-heart-transplant)

## Healthy Volunteer Study

Would you like to participate in the Motion Analysis Lab's (MAL) Healthy Volunteer Study?

Our research team are currently looking for staff to participate in the study. It will take no more than 30-45 minutes of your time. Volunteers can be of any gender, race, height, weight, age or Body Mass Index (BMI), so that we can build a large and diverse database.

**i** If you would like to take part, contact Hollie Leonard on extension 5533 or email [hollie.leonard@gjnh.scot.nhs.uk](mailto:hollie.leonard@gjnh.scot.nhs.uk)

## Scanning project

We are currently in the process of eliminating paper health records, as part of our ongoing programme to create a fully comprehensive Electronic Patient Record (EPR).

The NHSScotland eHealth Strategy (2014-17) outlines a vision which includes an EPR. As part of this, all NHS Boards are expected to have well established programmes to replace paper with digital equivalents, along with digital dictation, voice recognition, scanning and video conferencing.

So far, we have made good progress in this regard and have implemented our Clinical Portal. This has been richly populated with

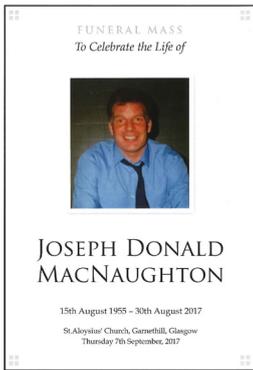
**i** For more information, contact Susan Whitelock, by emailing [Susan.Whitelock@gjnh.scot.nhs.uk](mailto:Susan.Whitelock@gjnh.scot.nhs.uk)

## Staff bereavement

We were deeply saddened to learn of the loss of Joseph (Joe) MacNaughton, who worked for many years as part of our Estates Department, who sadly passed away in August this year.

Joe's family, Joseph, Betty and Rena, would like to thank everyone who took the time to show their love and affection for Joe by attending his funeral on Thursday 7 September.

Joe will be dearly missed by everyone who knew him, and on behalf of all of us at the Golden Jubilee, our thoughts are with his family and loved ones at this difficult time.



## Excel Training

A range of Excel Training will take place in the Research Institute in February 2018.

**i** For more information contact Laiq Rahman on extension 5158.

# Movers and shakers

## A fond farewell...

We recently bid a fond farewell to our two longest serving Non Executive Board Members.

Jack Rae and Maire Whitehead, pictured front centre, attended their last Board meeting in June after eight years' service at the Golden Jubilee Foundation.

As well as providing pivotal support in establishing the Golden Jubilee's vision of leading quality, research and innovation, Jack and Maire have key roles in the organisation's Board committees and meetings.

Jack provided a voice for staff and patients in his role as Chair of the Person Centred Committee, contributing to achievement of high Employee Engagement scores in the staff survey and ensuring patients are involved in services.



Maire provided a voice for volunteers in her role as Chair of the Volunteer Forum, contributing to the expansion of the programme and achieving Investing in Volunteers status three times in a row.

Stewart Mackinnon, Interim Chair, commented: "Over the past eight years, Jack and Maire have actively contributed to the Golden Jubilee's success. Their commitment and guidance will be greatly missed, and they should both be extremely proud of everything they have accomplished and the legacy they leave behind."

## A warm welcome...

In August, we began a new era, welcoming two new Non-Executive Directors to our Board.

Marcella Boyle and Karen Kelly have both been appointed for a term of four years.

Marcella Boyle has held senior executive positions in the public, private and third sectors, and brings extensive experience of change and business development in public and not for profit organisations.

Karen Kelly specialises in financial management, organisational governance and programme assurance, offering her extensive expertise gained from a wide variety of high profile organisations and projects.

Interim Chair Stewart MacKinnon, said: "As we enter what may be the biggest and busiest period in our history at the Golden Jubilee, we are also very excited to welcome Marcella and Karen to our Board."

We look forward to their fresh ideas and invaluable experience which will help us to continue to deliver the highest possible standard of care to more people than ever before."



Karen



Marcella

# New titles, same job, same people

Four key posts in management and nursing have been renamed to provide clarity of roles and authority amongst peers. The change in title will align these posts with external professional groups and our own medical management structure.

Post Holder	Old title	New title
Eleanor Lang	Clinical Lead Nurse Education and Improvement	Associate Director of Nursing, Education and Professional Development
Theresa Williamson	Head of Nursing, Surgical Services Division	Associate Director of Nursing, Surgical Services Division
Lynne Ayton	Head of Operations, Regional and National Medicine	Associate Director of Operations, Regional and National Medicine
Lynn Graham	Head of Operations, Surgical Services Division	Associate Director of Operations, Surgical Services Division

## Interim medical leadership



Dr Hany Eteiba has been appointed as Acting Medical Director.



Dr Mitchell Lindsay has been appointed Acting Associate Medical Director, Regional and National Medicine.

Both appointments are effective immediately and until further notice.

## Happy retiral



We recently said goodbye to Christine Stevenson, an Advanced Nurse Practitioner, after nearly 10 years of dedicated service.



We recently said goodbye to our Stores Manager, Derek Moir, who has worked in the hospital for over 20 years and was one of our longest serving team members.

## Goodbye and good luck



Our Communications Officer, Simon Cassidy left for pastures new in October, taking up the post of Communications Manager at St Vincent's Hospice.



After two exciting years as Corporate Affairs Assistant, Emma O'Neill has moved on to a brand new challenge at Enable Scotland.



Two of our Pharmacists are moving on to pastures new. Jennifer Harper (left) is moving to Guy's and St Thomas' NHS Foundation Trust in London and Emma DeCoursey (right) and is heading to NHS Forth Valley.



Hotel General Manager, Gary Rice has moved on to the Glasgow Hilton where he commenced the role of Director of Operations.



**Are you looking an idea for your next workplace health initiative?**

Look no further – the British Heart Foundation’s Just Walk campaign will help you plan your own walking challenge and raise money for life saving research.

Just Walk is a simple and easy way to raise funds for life saving heart research.

All you need to do is sign up to Just Walk, decide when and where you want to walk, and then get fundraising.

It’s simply a brilliant way to raise money easily - and improve the wellbeing of everyone who takes part.

**i** For more information visit: [www.bhf.org.uk/justwalk](http://www.bhf.org.uk/justwalk)

# Charity corner

## Golden Jubilee “Bravehearts” test their mettle in Great Scottish Run

Our Laboratory Bravehearts took part in the Bank of Scotland Great Scottish Run 10K for our charity!

Jill Campbell, one of our Biomedical Scientists, put together a team of eight colleagues not only to raise money for a good cause, but also to keep fit and be in a committed team.

The team of eight Bravehearts ran a gruelling 10K on Sunday 1 October, to raise valuable funds to support our services.

Jill commented: “Our charity, the Golden Jubilee Foundation, supports innovations and world-class research work that we carry out every day, as well as providing additional support and care for patients and their families from all over Scotland.”

She adds: “Our work makes a difference to so many lives and that alone inspired us as a team to take on the Great Scottish Run. We’re looking forward to having lots of fun throughout our training and during the run itself. We are delighted that all sponsorship money raised will go directly towards supporting our patients.”

Our Clinical Laboratories team provide a Clinical Pathology Accredited (CPA) service to the hospital, including clinical chemistry, haematology, blood transfusion and microbiology.

Collectively, the team have over 70 years experience within hospital laboratories. Providing diagnostic care to patients 24 hours a day, they work closely with staff to ensure quality service is provided and maintained at all times.

**i** If you would like to raise money for our charity, please visit the Donations section of our website: <http://www.nhsgoldenjubilee.co.uk/donations/>



*The Laboratory Bravehearts are pictured after completing their 10K run*

Although the team are based behind the scenes, their presence and expertise is a vital part of delivering safe and person-centred care to patients from all across Scotland.

Jill Young, Chief Executive, said: “The Clinical Laboratory team maintain an exemplary service by providing diagnostic care to patients around the clock.

Jill and her colleagues are a brilliant example of living our Golden Jubilee Values of ‘effectively working together’ and ‘a can do attitude’ and to see them come together as a team to raise funds for our patients is really fantastic.

“On behalf of everyone at the Golden Jubilee, I would like to wish them the very best of luck in the Bank of Scotland Great Scottish Run 10K!

Every donation, small or large, makes a huge difference to our patients. From better facilities and patient comforts through to equipment and training, donations help us provide the best care for patients in the services we provide.

# 12 Days of Foodshare

As Christmas is about communities coming together, we recently ran our alternative 12 days of Christmas to help local people in crisis.

Staff Andrena Fairfield, Karen Slater, Julie Cairney, Bernadette Paterson, and Ahmad Sawalhi are pictured with the food collected.

West Dunbartonshire Community Foodshare will distribute the food to people in need ahead of the Christmas holidays.

You can donate to West Dunbartonshire Community Foodshare all year round by handing in the following food items to our collection point at Hospital Reception:

- pasta
- cooking sauces
- tea bags



- tinned items (soup, meats, fish, beans, vegetables, potatoes)
- rice
- instant coffee
- cereals (small boxes or multipacks), and
- sugar.

Small items are best as they will allow West Dunbartonshire Community Foodshare to make up more bags for people in need.



For more information contact Karen Slater on extension 5184.



Lorraine (centre) and Chloe Gall (second right) at their bake sale

Lorraine Gall, one of our Rehabilitation Assistants, recently hosted a bake sale in our Conservatory!

Lorraine planned the event to help her daughter, Chloe, a dental nurse, raise money for the charity Smileawi, a dental project being delivered in north Malawi. Chloe visited Malawi in September to help with the project.

Thank you to all the staff and visitors who came along on the day!



For more information about the project, contact Lorraine on extension 5121.

## Bake sale



Well done to Laura Howell, Occupational Therapist, who trekked across Sri Lanka in November in memory of her late father, Roger.

Laura took on the nine-day trek to raise vital funds for the Marie Curie Cardiff and the Vale Hospice in Penarth, Wales, where her dad was cared for before he passed away in September 2016.

Laura has raised a phenomenal £7,594 for the Hospice – more than double her £3,500 target.

Staff here at the Golden Jubilee contributed £320 through a bake sale, raffle and tombola held here on Friday 15 September.



You can find out more about Laura's fundraising on her Just Giving page: [www.justgiving.com/laurahowell2017](http://www.justgiving.com/laurahowell2017)

# Staff Fitness Challenge

by Stephen McGeever

“With Winter already upon us, some of our staff are still reaping the benefits of their summer bodies thanks to our staff fitness challenge.

The six week programme took 15 members of staff from across the Golden Jubilee Foundation, giving them free access to our Centre for Health and Wellbeing for six weeks, offering nutritional advice and even a session in the Research Institute’s brand new Motion Analysis Laboratory (MAL).

The Lab uses the same software as Hollywood blockbusters, including The Avengers and Star Wars, tracking movement via small sensors placed on your body and feeding into force plates on the ground along with 10 infrared cameras around the room.

To kick off the programme, all participants went into the Lab and were asked to complete:

- Single leg box dips;
- Squats;
- 30 second single knee bends; and
- 30 second balance on one foot.

This creates precise digital models, letting everyone see their exact range of motion and flexibility and how their current fitness levels could be impacting their joints and muscles.

Staff were then came into the Centre for Health and Wellbeing, to have their weight, waist size and body fat percentage measured and were asked to perform a wall sit and plank test, to get a rough idea of their starting fitness level.

Everyone who took part was offered the chance to have a tailored fitness programme developed for them, along with personal training sessions and free access to all of our classes.

Our team were also on hand at all times to provide health and nutritional advice, with some even taking up the offer to have a detailed food plan drafted up to keep them on the right track.”

**i For more information, visit the Staff Benefits section on Staffnet.**

## The results...

Guest Experience Manager of the Hotel and Conference Centre, Stephen McGeever said: “We had more than 70 people applied to take part in the challenge, but we had no choice but to select on a ‘first come, first serve’ basis.

“Everyone who took part had different goals, some were looking to lose a few pounds, others looking to reenergise their routines, while some were actually aiming to gain weight. This meant we had to come up with different programmes for each individual, to help them meet their needs.”

At the end of the programme, everyone involved went back through the same tests they had at the beginning, with the vast majority showing improved flexibility and fantastic progress towards their weight goals.

Stephen added: “I was very impressed with everyone who took part, and the majority of people have now taken out memberships at the gym, to keep up the great work they had started!

“All staff at the Golden Jubilee are can get access to our Centre for Health and Wellbeing, including gym, sauna, steam room, swimming pool and classes, for just £30 per month. Alternatively, you can pay as you go for just £3.50 per visit.”

## Staff Testimonials:



### Emma O'Neill, Corporate Affairs Assistant:

“I felt the Challenge was a great way to get me started. Working at the Golden Jubilee, I was a bit self-conscious about going to the gym downstairs, but the team made me feel completely at ease and were always on hand to give advice; nothing was too much trouble for them. All of the equipment is modern and easy to use. I was sceptical at first, but I’ve actually become a member, and have kept it up since it ended.”



### Cheryl Prentice, Executive PA:

“Working in an office role I wasn’t familiar with the work of the Motion Analysis Lab team, so getting the chance to experience this first hand was excellent! Being able to link in with the Fitness Team downstairs to tailor my workout to my goals, as well as my working hours, was also extremely helpful.”



### Charles Findlay, CSPD Test Person:

“I had been feeling tired a lot, and had been thinking for some time about my fitness. When I saw the six week fitness programme on Staffnet, I signed up straight away. I noticed an immediate improvement in my stamina and felt much more alert. After the weigh in at six weeks, I was delighted to have lost 12.5 pounds, just in time for my holidays. I have now joined the gym as a full member and look forward to continued improvement in my wellbeing.”

# Our People

This issue, Our People will focus on Andy Gillies.

Andy recently took up post as our new Spiritual Care and Diversity Lead. Before joining the Golden Jubilee, Andy was a Healthcare Chaplain at the Queen Elizabeth University Hospital for four years.

Andy explains: "The diversity part of my role is about helping us appreciate the value of one another (especially ourselves) and the unique gifts we bring to our work in the GJF. The spiritual care part is about helping us provide spiritual care to patients, relatives, carers and each other.

"It is also my privilege to help support the complex spiritual care needs of patients and members of our team. I think it takes a great deal of courage for patients to come into hospital; this is also true for our staff who come to do a good job but who are often carrying huge unseen personal burdens."

## 1 How long have you worked in the NHS?

Five years.

## 2 What is a typical working week for you?

Listening to patients, relatives, and staff; providing training; offering reflective practice; going to meetings; and going for a walk at lunch.

## 3 What are the best bits of your job?

People.

## 4 Worst bits?

Being unable to make things better for people.

## 5 Most unusual thing asked to do at work?

One of the housekeeping team asked me to cover up my "builders bum" as I sat with a patient!

## 6 What achievements are you most proud of?

Surviving fatherhood.

## 7 Main likes?

Cycling, running, reading, racing my daughter to finish a jigsaw.

## 8 Main gripes?

Losing to my daughter at jigsaws.



Andy Gillies

## 9 Where's home?

My home history is: Haldane – Scotstoun – Stewarton.

## 10 Favourite food and drink?

Favourite drink: Coffee  
Favourite food: Cheeseburger

## 11 Favourite holiday destination?

Italy – any of the lakes.

## 12 Favourite music?

Gangsta Rap.

## 13 Who would you most like to have dinner with?

Quentin Tarantino.

## 14 If you had three wishes what would they be?

1. That everyone (including me) would face suffering with courage and hope.
2. £10 million cash.
3. A world-wide cycle path network

## 15. What would you like to change about yourself?

Become a better dancer.

## 16 What would you like to change about the hospital/hotel?

More attention to the gardens, for example purpose built outdoor meeting spaces (under some kind of pergola) and sensory garden.

## 17 What will your colleagues not know about you?

What I did last summer.

## 18 How would you like to be remembered?...

As a kind person, who tried to do my best with what I was given.

## Carol Singing



There will be plenty of festive cheer on in December as our Carol Singers make their way round the Hospital and Hotel.

The group were out and about the hospital on 14 December but will be back on Friday 22 December at 11am next to the Volunteer Desk before visiting the wards.

Song sheets will be provided while festive clothes and hats are optional.

**i** If you would like to take part, or for more information, contact Liz Rogers on extension 5423 or Lorraine Lester on extension 5547.

## Ashtanga Yoga for Beginners

Staff can attend Laura Langan Riach's brand new Ashtanga Yoga for Beginners class in the Centre for Health and Wellbeing at a discounted rate.

You can come along and experience some yoga magic on Thursdays at 6pm and Saturdays at 11am. Staff pay just £6 per class or £30 for a six-week pass, which works out at £5 a class.

**i** For more information, or to book a class, contact the Centre for Health and Wellbeing on extension 5151.

# A Spiritual Message

by Andy Gillies

Two refugees walk into a bar...only this isn't a joke: they are exhausted, one of them is heavily pregnant, they've got nowhere to go, and no-one has helped. On the bright side: in a few hours they'll be delivering a baby on the floor. In the hay. Hopefully.

They are careful to watch their feet for dung as their only company in this unique labour ward/barn are some animals. There's no midwife. There's no gas and air, no blankets or hand gel. They don't complain, they suppose they are lucky to have somewhere.

The contractions start and they shudder as they remember what they've been told and have so far failed to understand: that their baby will be the saviour of humanity.

For me the biggest myth about looking after people is that we need to be perfect. Of course we need to be safe, effective and person centred, but who says we must never feel overwhelmed or vulnerable by the task at hand?

I was with a patient recently for whom everything had gone wrong. Life had already taken away so much from them and now as their health plummeted, they were

faced with losing more. When she told me her story I felt a stab of sadness, and said "This sounds so hard to take, I don't know what to say to you". She said "son, you don't need to say anything to me. You've reminded me I'm not alone." She smiled and continued. "In here

they've fed me, they've cleaned me, they've given me a cuddle and they've cried with me, they've made me feel I'm worth listening to. I know I'll be ok".

The patient didn't need any of us to use words to tell her everything would be ok, or to say "Come on now, pull yourself together lets find hope". All she needed was someone to be there. Not perfect practitioners or the finished articles, but people brave enough to meet her vulnerability with vulnerability.

And so every time you provide a listening ear without any answers, or a hug to a friend that needs it, or are simply willing to be with someone at their time of need you are offering your own mini

reflection of the Christmas story. The Christmas story simply says that God showed up in the difficult place at a difficult time. Not as the masterful "sage on the stage", but as the guide by our side. Meeting our vulnerability with His: empty handed with open arms.

“ ...they've made me feel I'm worth listening to. I know I'll be ok. ”

## Merry Christmas and a happy New Year from the Communications Team.

*Sandie*

*Christine*

*Ewan*

*Karen*



Jubilee Life is distributed to employees of the Golden Jubilee National Hospital, Golden Jubilee Research Institute and Golden Jubilee Conference Hotel. For extra copies, please contact the Communications Department.

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**Golden Jubilee Foundation**

Patients at the heart of progress

# Health and Safety Matters

## Welcome

We aim to provide you with the latest updates on key Health and Safety information and case studies. We'd love to know your thoughts on our newsletter and hear any ideas of what you would like included, please e-mail [David.wilson@gjnh.scot.nhs.uk](mailto:David.wilson@gjnh.scot.nhs.uk)

## European Week for Safety and Health at Work

European Week of Safety and Health at Work (EWHSW) ran from Monday 23 October with the aim of promoting good practice and improving occupational safety and health conditions for all workers.

Special film screenings, social media events, conferences, exhibitions, competitions and training sessions were just some of the activities organised. You can find out more here: <https://healthy-workplaces.eu/en/european-week-safety-and-health-work>

## TUC National Inspection Day 2017

The Trade Unions Congress (TUC) National Inspection Day took place during EWHSW.

This year UNISON encouraged inspections to be focused on whether the workplace is healthy for all ages. Today's young worker is more than likely to be tomorrow's older worker, but only if work is safe and healthy for all ages.

Safety reps used inspections to consider not only tangible hazards such as slips and trips, fire and work stations but also to focus on intangible hazards and solutions, including shift work, job rotation, and flexible working.

Our safety reps carried out inspections on national inspection day to raise awareness, identify concerns and to raise the profile of safety reps.

## Occupational Health Update

The flu vaccine is now available to all staff. To get your free vaccine, contact the Occupational Health Department on extension 5436.

## Skin Health

The Managing Skin at Work Policy is currently under review. Proposals have been made to change the way in which skin health surveillance is carried out. In the meantime, staff who develop any skin issues should continue to attend Occupational Health as soon as possible.

Occupational Health have also distributed Skin Health Surveillance forms to relevant departments which should be completed and returned as soon as possible.

## Fire Safety

'Unwanted fire alarm signal' is a term used by the Scottish Fire and Rescue Service to describe any actuation of an automatic fire alarm system, which is not the result of an actual fire and was considered to be avoidable.

Unwanted fire signals can impact on the treatment and care of patients and can result in the loss of appointments, disruption to care and treatment regimes, potentially increase costs and can affect staff morale. When the Fire and Rescue Services are called out it can be particularly disruptive and involves a degree of risk. Therefore, measures should be taken to ensure that mobilisation of such resources does not occur unnecessarily. Staff are reminded to take extra care, particularly with the use of aerosols and toasters.

## External Events

The Institute of Occupational Safety and Health hosted a presentation on the implications of recent tragic events in Manchester, London and Barcelona.

The free event discussed counter terrorism and how organisations can make themselves resilient to the terror threat.

## Datix

Due to the discrepancies of needle injuries reported to Occupational Health and recorded on DATIX, Clinical Governance have developed a one page document detailing what is required when reporting sharps injuries. This document can be found on DATIX.

## Display Screen Equipment (DSE)

The DSE policy was reviewed recently with some amendments made to the procedural content, most notably the requirement for self assessment of workstations by DSE 'users' and also the requirement for a nominated DSE Assessor within each department.

Staff members who regularly use DSE are entitled to a free vision test and free corrective appliances from our current eye-care provider, Specsavers. For more information, visit the DSE Policy which can be found on Q-Pulse.

## Call for feedback

To help us achieve a healthier and safer work environment, we would welcome suggestions for improving the health and safety of your work environment. This may involve providing ideas for performing tasks safer, or to report safety hazards or suggestions around provision of training, equipment or anything else in relation to the health and safety management system.

We aim to provide you with the latest updates on key Health and Safety Information and case studies. If you would like to be featured or would like to nominate somebody then please get in touch.

We'd love to hear your thoughts on our newsletter and ideas of what you would like included —please e-mail any suggestions to: [David.Wilson@gjnh.scot.nhs.uk](mailto:David.Wilson@gjnh.scot.nhs.uk)