Clyde 1 DJ Robin Galloway’s message is loud and clear – zero tolerance to smoking on hospital grounds! SPECIAL four-page smoking policy pullout inside – know your responsibilities

Robin makes sure everyone hears the message – watch the Galloway video that’s gone viral! www.nhsggc.org.uk/smokefree
Helping NHS staff read the signs of trafficking

NEW online training for NHS staff has been announced by the Scottish Government to help identify and support patients who have been trafficked.

NHSScotland and NHS Education for Scotland (NES) have jointly produced an e-learning module and booklet to help staff pick up on the signs of human trafficking, identify where it happens, and how they can offer help to patients to escape the horror of their situation.

Last September, SN highlighted how staff are in a unique position to identify and support patients who have been trafficked.

Catriona Renfrew, NHSGGC’s director of corporate planning and policy, said: “Trafficking exists in Scotland and is a form of modern-day slavery. Contact with a health worker may be the one chance for a trafficked person to get help and protection.

“Staff can play an important role by picking up on injuries or behaviour and help people contact the police or other appropriate authorities and services.”

 Trafficking means people are taken from their communities by force, fraud or coercion mainly for forced labour, domestic servitude, sexual exploitation or forced criminal activities.

The health of trafficking victims is at risk because of exposure to infectious diseases, abuse, lack of food and shelter and also dangerous hazards.

 Justice Secretary Kenny MacAskill said: “Human trafficking is an abhorrent crime that has no place in modern Scotland.

“It can often be difficult to identify victims, so that is why this new educational resource for NHS staff is a very positive step.”

Malcolm Wright, chief executive, NES, said: “We recognise the importance of health and social care staff having access to resources that give them the knowledge, skills and confidence to deal with the health consequences of human trafficking. We have worked closely with NHS Health Scotland to produce these highly effective and targeted training materials.”

Bronagh Andrew, assistant operations manager at Glasgow Community Safety Services, added: “The Trafficking Awareness Raising Alliance Project (TARA) warmly welcomes the launch of the NHSScotland e-learning module on Human Trafficking.

“We hope that the introduction of this module will lead to more victims of trafficking being identified by NHS colleagues across Scotland, resulting in vulnerable women taking the first steps towards accessing specialist support and assistance.”

To register, visit: http://phins2013.eventbrite.co.uk

STAFF NEWSLETTER

Staff Newsletter is written by staff for staff with the full support of the Area Partnership Forum

Please send articles, letters and photographs to: NHSGGC Communications, Staff Newsletter, JB Russell House, Gartnavel Royal Hospital Campus, 1055 Great Western Road, Glasgow G12 0XH

Email: staffnewsletter@ggc.scot.nhs.uk Telephone: 0141 201 4558 Staff Newsletter is designed by Connect Communications www.connectcommunications.co.uk

WINNERS OF POSTER PRIZES ANNOUNCED

The winners of Laboratory Medicine’s first Poster Meeting have been announced.

It was held in the atrium of the lab building on the South Glasgow Hospitals’ campus and included contributions from microbiology, biochemistry, clinical genetics, molecular diagnostics, pathology and facilities management.

Isobel Neil, general manager for diagnostics, presented the prizes, and in first place was Surplus Blood Samples Can be Routinely Collected for Research Purposes: One Centre’s Experience as Part of the Cancer Research UK Stratified Medicine Programme, produced by Calin Hutchinson et al (GGC Bio-Repository).
NO SMOKING POLICY GUIDE
FOR NHSGGC STAFF

We all have the same part to play when it comes to maintaining our smokefree hospitals

CHIEF EXECUTIVE
ROBERT CALDERWOOD SAYS:
“As an organisation, we are totally committed to providing a safe and healthy environment for staff, patients and visitors to work and visit. It’s important that we are seen to be setting an example to patients and visitors and that staff are not seen to be flouting our smoking ban on hospital grounds. I would also like to encourage staff to make use of our excellent, evidence-based smokefree services to help them stop smoking.”
**SOME QUESTIONS ANSWERED**

**Why totally smokefree hospital sites?**
We are a health promoting organisation and are committed to protecting and improving the health and wellbeing of all employees, patients, visitors and contractors. Allowing smoking anywhere on site is not consistent with this commitment.

**What is wrong with having smoking shelters?**
We don’t have designated smoking areas as our hospital sites are completely smokefree. As a health promoting organisation, it is simply not appropriate to have smoking shelters as it implies that we condone smoking.

**Don’t staff and patients have a right to smoke?**
There is no legal right to smoke. However, we do have the right to create a smokefree environment to protect people from the dangers of second-hand smoke. There is no safe exposure to the toxins in second-hand smoke.

**What about patients who need to smoke?**
There is no obligation to permit people to smoke. Nothing harmful will happen to someone if they do not smoke. They may experience symptoms of nicotine withdrawal, but this can be managed with nicotine replacement therapy that will be supplied during their stay.

**Why can’t ‘e-cigarettes’ be used in hospitals?**
As health professionals, we can only recommend the use of evidence-based strategies to support patients in remaining smokefree. Currently, e-cigarettes are not regulated as a tobacco product or as a medicine in the UK and concerns have been raised about their safety.

To view the no smoking policy in full, go to:
Staffnet > human resources > occupational health
> NHSSGC no smoking policy homepage

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**AT A GLANCE... KEY POINTS OF OUR NO SMOKING POLICY**

OUR policy has been put in place to create a smokefree and healthy environment for the benefit of all staff, patients, visitors and contractors.

To ensure that you know why we have a no smoking policy and what your roles and responsibilities are in relation to the policy, here are some of the key points:

- Smoking is forbidden anywhere on NHS grounds and that means all buildings, doorways and car parks.
- Staff are not allowed to smoke when on duty and can only smoke during unpaid official breaks – this means staff are not allowed to smoke during tea breaks as these are paid for. You can only smoke during your unpaid meal break and this MUST be off hospital grounds.
- Staff are not allowed to smoke in uniform or if identifiable as a staff member.
- If you are a member of staff and you smoke, we can offer you free support to quit or at least manage your smoking while at work.
- Repeated breaches of the policy will be dealt with through the disciplinary process.
- The use of ‘e-cigarettes’ is also prohibited in the policy.
- Getting a patient to sign a disclaimer before they go out for a cigarette is absolutely not acceptable and not part of our policy.
- Staff are not allowed to assist patients to leave wards or departments to smoke.

*Katie McConnell, deputy catering manager, Western Infirmary*

“I ensure my staff comply with our No Smoking Policy and fully support the campaign”

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**NO SMOKING POLICY GUIDE**

**Smoke moves through window cracks and lift shafts to contaminate other parts of the building.”**

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**Smoking Forbid on Hospital Grounds**
“I’m a senior charge nurse in coronary care and I provide care for patients where smoking contributes to their condition and is a serious risk factor to heart disease. This needs to be combated firmly. We are a health improving organisation and should always be promoting health.”

KEY PHRASES WHICH CAN HELP YOU

WE want staff to be ambassadors for good health and promote our zero tolerance approach to patients, visitors and, indeed, to other colleagues.

We know that challenging someone about their smoking is not always the easiest thing to do, so here are a few suggestions as to what you could say:

“Excuse me, can I just remind you this is a smokefree hospital site? I will need to ask you to move off the hospital grounds if you want to smoke – thank you.”

Or:

“Can I just point out the signage – we are a smokefree site, smoking is not allowed here.”

For patients, you could follow with:

“We are here to help you get better. Do you know you can have support while you are here, either to help you remain smokefree during your stay or to stop smoking?”

HOW TO SUPPORT OUR HOSPITAL PATIENTS WHO SMOKE

- It is very important that patients are reminded about our No Smoking Policy.
- Encouraging patients not to smoke during their admission is part of providing the best possible care and treatment.
- It is essential that you establish a patient’s smoking status on admission to your ward.
- All smokers should be given brief advice to stop smoking.
- If they are a smoker who is not ready to quit, they should be offered nicotine replacement therapy – either a patch or oral therapy – to help manage their nicotine withdrawal during their stay in hospital.
- If a patient decides that they would like to try to stop smoking, let them know the best way to stop smoking is by getting support from a specialist service and by using approved NRT medication and refer them to our Smokefree Hospital Service.
- If they indicate they are leaving the ward to smoke, they should be reminded that they are in hospital to improve their health and any level of smoking is detrimental to their health and may impact on their recovery.
- If a patient still wants to leave the ward against the advice of staff, they should be reminded they are wholly responsible for anything that may occur as a result of their action and this should be documented in the patient’s notes.
- There is a misconception that asking a patient to sign a disclaimer before leaving the ward to smoke is acceptable practice. It is not. No such disclaimer should be in use in any ward or department.
- Staff are not allowed to assist patients to leave wards or departments to smoke.
- Patients can be referred to smokefree services through TrakCare.

HOW YOU CAN HELP PATIENTS TO STOP

REFERRING a patient to the Smokefree Hospital Service couldn’t be easier. It is our job to support patients and staff to stop smoking. Making a referral is simple and easy to do – refer to Smokefree Services through TrakCare or call:

North
0141 232 0729
South
0141 201 5148
Clyde
0141 314 6692

Pictured are the acute smokefree advisors

Carole Gibson, senior charge nurse, coronary care Unit, Royal Alexandra Hospital

Above left: new signage at the GRI entrance; left: bold zero tolerance ground hatching at the GRI; below: cigarette ends collected from outside A&E at the GRI
All NHSGGC employees can get free, confidential information and support to stop smoking – wherever you work across the health board area there is a service for YOU.

It is important to remember also that repeated breaches of the policy will result in disciplinary action.

If you would like to stop smoking or get help to manage your smoking while at work, you can either self-refer or get your line manager to refer you to the Smokefree Staff Service through email – SmokeFree.Staff@gc.sct.nhs.uk

A trained advisor from the Smokefree Staff Service will then contact you to discuss your options.

Amanda Prew, an auxiliary nurse from the Royal Alexandra Hospital, stopped smoking through the Smokefree Hospital Service. Amanda said: “My mum died of cancer and I always wanted to stop smoking. Working in a respiratory ward, I see patients every day with smoking-related illnesses. I was totally fed up with smoking.

“Joanne, the Smokefree advisor, would come to the wards to see the patients about smoking. I spoke with her and discussed the best option for me. I used nicotine replacement therapy to stop smoking, which worked, but also the weekly visits from Joanne – at times that suited me – helped me keep my motivation to stay smokefree. My line manager also supported me to attend the appointments with Joanne.

“It’s one day at a time – whenever I felt like a cigarette, I would put on hand cream. Changing habits and breaking routines is a big part of stopping smoking.

“I was always fairly fit, but still got chest infections and colds – now that I have stopped, I very rarely feel unwell.”

STAFF STOP SMOKING GROUPS

YOU are four times more likely to stop smoking by attending a group together with stop smoking medication. Weekly intensive support sessions are informal, relaxed and friendly. Give it a try – giving up smoking is the best thing you can possibly do to improve your health.

- New Victoria – starting Monday 9 September at 2pm in the Patient Information Centre Meeting Room.
- New Stobhill – starting Wednesday 11 September at 5.15pm in the Patient Information Centre Meeting Room.

To book a space for the New Victoria group, contact Pauline Cameron on 0141 347 8468 and for the New Stobhill group, contact Denise Hazley on 0141 355 1527 or visit your Patient Information Centre.

USEFUL WEBSITES AND NUMBERS

Smokefree Services
www.nhsggcsmokefree.org.uk
Can Stop Smoking
www.canstopsmoking.com
Smokeline
0800 848 4848
New premises
THE Outline Business Cases for the development of a new Eastwood Health and Care Centre and Maryhill Health Centre have been approved by the Quality and Performance Committee for submission to the Scottish Government’s Capital Investment Group.

Visiting times
IN response to a survey of patients, their relatives and staff, we are standardising our visiting times to offer flexibility to visitors.
From 22 July, the hours of visiting in most hospital wards are between 1.30pm and 8.30pm.
Please note, visitors do not need to stay for the full length of time.

>> More information can be found at: www.nhsggc.org.uk/visiting

National recognition for our HR staff

TWO of our human resources teams have received recognition for partnership working and training.

West Dunbartonshire Community Health and Care Partnership (CHCP), whose bid was a joint entry with trade union representatives, won the UK Healthcare People Management Association (HPMA) prize for partnership working, sponsored by the Social Partnership Forum.

The team worked closely with West Dunbartonshire Council and trades unions to bring together a range of staff and services, avoiding disruption to patients. It was challenging given that both organisations had different employee relations structures and agreements.

A joint staff forum played a critical role in developing some of the systems and changes that support integrated working in the CHCP.

Forum representatives Serena Barnatt, head of HR for East and West Dunbartonshire CHCPs, and Ross McCulloch, RCN lead steward, NHSGGC, were presented with the top prize.

Meanwhile, our HR Resources Development Programme team were runners-up in the HPMA Best Improvement of HR Capability in a Team. They were represented by Serena and Edward O’Grady, learning and education manager.

The challenge was to deliver a credible developmental programme for more than 400 HR staff across a range of specialisms, set against a significant structural change for the service and a £842 million hospital modernisation programme.

This group commissioned a comprehensive Training Needs Analysis across the entire service to inform programme content and promote consistency of approach and support the planned changes to the model of human resources.

Home scheme offer for staff

STAFF are being targeted as prospective tenants for a £7 million refurbishment of apartments just a stone’s throw from the South Glasgow Hospitals’ campus.

Applications can be submitted now for the multi-storey development at Ibroxholm Oval, just off Paisley Road West, by housing provider Lowther Homes.

The scheme has been created out of a partnership between ourselves and the Wheatley Group, the umbrella body for a number of housing organisations, including Lowther Homes, to offer affordable housing to locally based NHS staff and other key workers.

On offer is a mix of 42 one-bedroom and 56 two-bedroom apartments. More information, including application forms and criteria policy, can be found at www.ibroxholm.com or www.lowtherhomes.com. The show flat is scheduled to open this month.

Ian Reid, director of human resources, said: “We are delighted to be working in partnership with the Wheatley Group to provide high quality and affordable homes for staff who are, or will be, working on the campus.”

David Fletcher, director of regeneration for Wheatley Group, said: “Rents starting at £420 per month will ensure the supply of affordable homes of different tenures is increased in the south of the city.”

ROSS McCULLOCH, SERENA BARNATT and KAREN CHARMAN, director of engagement, NHS Employers
IT'S not too late to enter our Staff Lottery Mega Draw – and be in with a chance to win the September £10,000 jackpot.

All you need to do is sign up to join during August to be in with a chance to walk away with the big prize... but the jackpot is just part of the story.

The Lottery draw in September will also be paying out a prize of £5,000, £1,500, two prizes of £750, five of £500 and an extra 50 prizes of £100!

A single entry in the monthly draw costs £1.50 and every member of staff is allowed up to 10 entries. The money is taken directly from your salary (35p per week for those on weekly pay and £1.50 a month for those on monthly pay).

Simply go to StaffNet and either click directly on to Staff Benefits or telephone 0141 211 5885. You’ll need to have your payroll details to hand and supply a signed consent form... and you’re in!

September is one of the Mega Draw months, but every month creates some fantastic staff winners, with 29 prizes of between £5,000 and £100. The staff lottery is open to all employees. You must have paid a full month or four weeks into the lottery to be in with a chance of winning prizes.

The money goes directly to funding the prize draw and funding for staff and patient amenities through the Appeals Society, so every penny counts toward prizes for staff or funding good causes for staff or patients.

Appeals Society

DON’T forget, all profits from the Staff Lottery go to fantastic causes across the health board to benefit staff and patients thanks to the Appeals Society.

Anyone can apply for funding – even if they aren’t players of the Staff Lottery. If you have a worthwhile scheme that you’d like to have considered for NHS Staff Lottery funding, go to StaffNet > Info Centre > For Staff > Appeals Society to find out how to apply.

Win an Apple iPad

Thanks to the Staff Lottery Appeals Society, we are giving you the chance to win a fantastic 32GB Apple iPad.

Simply answer the question below and email your answer, along with your name and work location, to: Staffnewsletter@ggc.scot.nhs.uk or send to Corporate Communications, JB Russell House, Gartnavel Campus, 1055 Great Western Road, Glasgow G12 0XH.

Question: What healthy eating item is used as the logo for the iPad?

T&C: The competition is open to all NHSGGC employees. Only one entry per person. Winners must be available for a photograph which may be printed with their details in future issues of SN. The closing date is 31 August 2013.

BIKE CHALLENGE

Intrepid duo cycle 745km – for fun!

INTREPID cyclists Matthew Forshaw and Stewart Milne took on the Pyrenees all in the name of a personal challenge.

Matthew, a consultant surgeon, and Stewart, a consultant anaesthetist, both based at the GRI, travelled to Hendaye, the most south-westerly town in France, to start their challenge.

Matthew told SN: "The challenge is called a Pyrenean Raid and takes you from Hendaye on the Atlantic coast through the Pyrenees to the sun-kissed beaches of the Mediterranean. "Although the route usually involves a 720km cycle with 11km of climbing, we had to endure a 745km cycle with nearly 12,000m of climbing, consuming 20,000 calories as a result of detours caused by residual snow and avalanches on high mountain passes. It was tough, but we also enjoyed the challenge!"

SN would like to say: "Well done – and thanks for taking the prestigious SN Champion T-shirts with you to help fly the NHSGGC flag!"