A celebration of your success

See pages 5–8
THE LATEST ON OUR NEW SOUTH GLASGOW HOSPITALS

On the move

Staff update

BY ANNE MACPHERSON, WORKFORCE DIRECTOR

THE process of issuing matching letters is now well under way for staff transferring into the new hospitals.

This process is being undertaken across staff groups and areas that have agreed and signed off their workforce plans, with some 2,700 letters sent out to staff affected by the moves to the south Glasgow hospitals site. Just over 1,500 of these letters signify a concluded process for staff and 1,200 are in the midst of a preference or selection process.

Significant key leadership roles who have received letters include: senior charge nurses in every directorate, emergency department nurses and consultants, specialist nurses in RAD and Regional. Other groups include our senior AHP leads, facilities managers along with the site and sector superintendents in diagnostic imaging.

During November, letters were issued to health records staff, and consultants and clinical nurse specialists within ECMS will receive letters over the next few weeks.

In addition, drop-in sessions have been arranged for staff affected and subject to this process to attend an informal session with a representative from human resources and staff side to discuss the process.

BY DAVID LOUDON, PROJECT DIRECTOR

Transport and parking are high on agenda – and always have been

Bid to build 500 more spaces on site

STAFF and patient transport and parking remain high on the agenda as we move toward occupation of the new hospitals.

These are among the most inquired about issues raised by staff during the hospital roadshow events.

The Board recognises there are concerns about transport in general, which is why so much effort has been put in place to augment public transport and to create as many free patient, visitor and staff car parking spaces as is manageable.

The new hospitals campus will house some 3,500 parking spaces – this being the maximum permitted under planning regulations set by Glasgow City Council – and equates to an investment of some £30m to build multi-storey car parks and ground-level parking zones.

Despite this being the recognised maximum planning regulation limit, the Board has sought planning permission to make car park three bigger, which will see it take 925 cars instead of 693.

This expansion of spaces, along with other extra surface-level space provision, will bring the proposed car park capacity up from 3,500 to 4,000 by spring 2016.

We are committed to free parking on hospital sites for staff with permits and also for our patients and visitors.

But no matter if we are successful in extending the number of campus spaces, there needs to be an understanding of the requirement for staff, patients and visitors to use enhanced public transport and make use of park-and-ride facilities, as well as car sharing and alternative modes of transport such as cycling.

Due to construction issues, the full complement of parking spaces will not be achieved on site until spring 2016, which is why the Board was in consultation with Ogilvie Construction to lease the land on Hardgate Road formerly used by Brookfield Multiplex staff as an interim car park for staff permit holders.

It is disappointing then that this option has been removed and replaced with a commercial venture that could see anyone wishing to park on this land having to pay £3 a day.

We remain committed to finding other FREE parking options for staff with parking permits off-site during the “bridging period” from June 2015 until spring 2016.

We still have one or two other promising options that are still very much active.

In addition, £5.2 million is being invested as part of a detailed travel plan to improve public transport routes, traffic controls and upgrading works to the local road and network.

A further £40 million is being spent by the Scottish Government on the new Fastlink scheme that will see, for the first time, direct transport from three main sites in the city centre (Buchanan Bus Station, Queen Street and Central Station) to the Southern campus.
Staff communication roadshow events

FURTHER roadshow dates are available during December and staff are requested to submit any questions to the appropriate departmental head in advance of the sessions at their local site.

These sessions provide an ideal opportunity to ask questions or put forward ideas in relation to the migration to the New Adult and Children’s Hospitals.

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<td>15/12/14</td>
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Modern Apprenticeships
(Youth Employment Strategy)

THE initial intake of modern apprentices have been progressing through their placements across departments and undertaking extensive workplace training. Discussions are now currently under way with directors regarding the projected intake numbers for 2014/2015 and the timings for our recruitment campaign. This is a great opportunity for young people to gain employment opportunities and welcome your support in spreading the message.

Automated guided vehicles go on test

TESTING is currently under way in the new hospitals of automated guided vehicles (AGVs).

More commonly referred to as ‘robots’, these high-tech AGVs will be used to transport catering, linen/laundry, service supplies and general supplies to wards in the new hospitals.

AGVs will transport goods from the new Facilities Management Centre, adjacent to the new Laboratories Building through an underground link to the new hospitals and on to wards and departments via dedicated facilities lifts.

I’m proud to lead our acute division in this exciting time

BY GRANT ARCHIBALD, CHIEF OFFICER, ACUTE DIVISION

I WAS honoured and delighted to accept the offer of chief officer for the acute division, following a period of almost a year in post on an interim basis.

I am very proud of the services we provide, the commitment of all of our staff, and the very evident focus on providing high-quality, person-centred care I see every day.

As director of surgery & anaesthetics, and previously in a similar role in relation to emergency care & medical services, I have worked in NHS Greater Glasgow and Clyde for nearly 10 years and the challenges we have faced have changed over that period, but essentially there remain some consistent themes.

Patients, relatives and visitors want to know that they will get the best treatment possible, at a venue, and time that suits them, that it will be safe and that they will be treated courteously, and with dignity. Similarly, our staff want to work in premises that enable providing high-quality care, with the necessary support to help them meet patients’ and relatives’ aspirations.

The new South Glasgow University Hospital affords us the opportunity to do so for patients in the south of the city, and across the West of Scotland.

The significant investments we have made in facilities at Glasgow Royal Infirmary, the two Ambulatory Care Hospitals at Stobhill and the Victoria, coupled with the investments we have made in the Royal Alexandra Hospital, Inverclyde and the Vale of Leven Hospitals, mean that we will be uniquely placed to deliver what patients want, and what staff aspire to provide.

I have no doubt that moving clinical services across the city to the new South Glasgow University Hospital, and getting this facility up and running as quickly as possible, will be the most pressing challenge we will face in the coming year.

This will impact on a significant number of staff, not just in Glasgow, but across all of our hospitals. However, I am certain that we will rise to this challenge and continue to develop and enhance patient services and the infrastructure we have in place to support staff.
Scottish Health Awards success

CONGRATULATIONS to occupational therapist Jennifer Taggart, who scooped a top award at the Scottish Health Awards in recognition of her invaluable contribution to Scottish healthcare, picking up the Quality Champion of the Year Award.

Since securing her first occupational therapist position at Gartnavel, Jennifer discovered a talent for quality improvement and practice development, and has taken a particular interest in improving care for patients suffering from dementia.

Last year, she introduced Best Practice in Dementia Care training for healthcare support staff and she is currently involved in rolling out the programme.

Jennifer has been described as an inspirational healthcare leader who is passionate about quality improvement.

Chairman Andrew Robertson said: "I am delighted to congratulate Jennifer on winning a Scottish Health Award. It is wonderful that her dedication and commitment to enhancing our services has been recognised in this way.

“She is a great example of the excellent work carried out every day by all NHS staff.”

Congratulations also go to Professor Kevin Rooney, based at the Royal Alexandra Hospital, and his colleagues from NHS Education for Scotland (NES)/Scottish Patient Safety, who picked up the Innovation Award for their work on the development of a National Early Warning Score (NEWS) Sepsis Screening app.

The app was designed for use by clinicians in diagnosing and managing sepsis in patients.

NHSGGC staff receive two awards for their innovative work

Glasgow Flourish Award success

Larry Callary, Glasgow City Community Health Partnership’s (CHP) learning and education adviser, was a member of a winning team which has picked up a Glasgow Flourish Award.

The Glasgow City Choose Life Training Group, made up of CCHP, council and third sector representatives, won the “A Learning City” category.

Larry said: “We deliver suicide prevention training for all key staff including those involved with looked after and accommodated children, young people and the homeless.

“This award is an outstanding achievement for the team who are in the business of saving lives.”

Proud staff celebrate their educational awards

PROUD staff from across the Board have picked up qualifications for a wide range of educational subjects at our latest Qualification Award ceremony.

Nearly 60 of the 107 staff who completed a vocational qualification during 2013/14 came along to receive their awards from chairman Andrew Robertson at the Beardmore Hotel, Clydebank.

They were supported by family members, line managers, invited guests and representatives from the awarding bodies.

Qualifications were made across a variety of topics, including Scottish Vocational Qualifications, European Computer Driving Licence, Institute of Leadership and Management, and the Open University.

If anyone wants to find out more about vocational qualifications available to you or your staff/team, contact Maureen Stewart, qualifications manager, email: maureen.stewart@ggc.scot.nhs.uk or tel: 07951 492870, or Katerina Bartakova, qualifications administrator, email: katerina.bartakova@ggc.scot.nhs.uk or tel: 0141 201 4797.

Left to right: George Black, Larry Callary, Pauline Toner, Barry Syme, Shona Straton, Stewart Moore and Des Clarke
Congratulations to our worthy winners

OUR prestigious Celebrating Success 2014 staff event has taken place at the Radisson Blu Hotel to celebrate the work of more than 300 members of staff and volunteers. Chairman Andrew Robertson hosted the spectacular event to celebrate the achievements of the inspirational NHSGGC individuals and teams who have won a 2014 Facing The Future Together Award, together with those shortlisted for a Chairman’s Award. The event was a huge success and gave an opportunity to celebrate the outstanding contributions of colleagues who have shown such dedication and gone the extra mile to deliver a first-class service to patients. Across this special four-page pull-out, you will see a selection of photographs taken on the evening.
Chairman’s Awards

WINNERS

CLINICAL PRACTICE
This award recognises the importance of staff innovations which help and improve everyday practices in the workplace and/or approaches to patient care.
GOLD WINNER: Development of the National Early Warning Score and Sepsis Screening Tool

IMPROVING HEALTH
Commending staff who have a Healthy Working Lives idea or have implemented an initiative to improve healthy eating, smoking cessation or improving mental health.
GOLD WINNER: Cervical Screening Social Marketing Campaign

NURSING
This award recognises nurse(s) who demonstrate the best qualities of patient care and the ethos of nursing.
GOLD WINNER: Ward 64, Southern General Hospital

PATIENT CENTRED CARE
For staff from different departments, directorates or services who are working together in new and co-operative ways to improve the way we deliver services to our patients.
GOLD WINNER: Neil Quinn, Janet Tobin, Ann Forsyth, Eastbank Training and Conference Centre

USING RESOURCES BETTER
Specifically for staff who have increased efficiencies in the way they work or deliver services more effectively.
GOLD WINNER: Road to Recovery Implementation Programme

VOLUNTEER
Recognising members of the public/staff who provide outstanding help and support through volunteering. People who go that extra mile, contributing tirelessly for the benefit of others.
GOLD WINNER: Gartnavel Auxiliary Committee, Mental Health Services
FTFT overall WINNERS

DIAGNOSTICS
WINNER: The CT Colon Course Team – Betty McVean, Stuart Ballantyne, Una Cruickshank and Joanne McBarron

EMERGENCY CARE & MEDICAL SERVICES
WINNER: Delegated Discharge Project Team: Alison Noonan, Breige Cohen and David Anderson

FACILITIES
WINNER: Gartnavel General Hospital/Western Infirmary Glasgow Internal Transfer Vehicle Team

HEALTH INFORMATION & TECHNOLOGY
WINNER: Tracey McKee, Six Book Challenge

HUMAN RESOURCES
WINNER: Modern Apprenticeship programme: Ann Alexander and Laura McKee

PHARMACY PRESCRIBING & SUPPORT UNIT
WINNER: Glasgow Royal Infirmary Pharmacy Team

PUBLIC HEALTH
WINNER: Active Staff Project

REGIONAL SERVICES
WINNER: Acute Oncology Redesign Team

REHABILITATION & ASSESSMENT
WINNER: Angela Greener

SURGERY & ANAESTHETICS
WINNER: Surgical Nurse Practitioners

WOMEN & CHILDREN’S SERVICES
WINNER: Catriona Riddell, Graham Haddock & Ward 4b, RHSC

EAST DUNBARTONSHIRE CHP
WINNER: East Dunbartonshire Community Mental Health Team

EAST RENFREWSHIRE CHCP
WINNER: Elaine Moore

GLASGOW CITY CHCP
WINNER: Michelle Hunt and Jemma Cassidy

RENFREWSHIRE CHP
WINNER: NetWork Vocational Rehabilitation Service

WEST DUNBARTONSHIRE CHCP
WINNER: Integrated Community Palliative Care Programme: Val McIver, Lynne McKnight and Pamela MacIntyre
And the winners are...
New hypo boxes could save lives

NHSGGC has rolled out a new scheme that will ensure prompt treatment of patients with diabetes whose blood sugars fall dangerously low.

Hypo boxes containing guidance and treatment for the management of hypoglycaemia are available on acute adult wards for staff to respond quickly to treating hypoglycaemia, a potentially life-threatening condition.

Dr Colin Perry, a consultant in emergency care and medical services at the Western Infirmary, is the national clinical advisor to the NHS Scotland Quality Improvement HUB for inpatient diabetes.

He said: “Many patients with diabetes in hospital take medication that makes them prone to hypoglycaemia, which causes very unpleasant symptoms, prolongs admission and may, when severe, be life-threatening.

“If a patient has low blood sugar, they need prompt treatment and then a repeat measurement of their blood sugar to check that it has risen.

“This initiative aims to ensure that ward staff are familiar with what needs to be done in these circumstances and where to find the treatment that they require.”

Anne Harkness, director, emergency care and medical services, added: “People with diabetes could be in any ward in our hospitals and staff may not have to deal with this type of emergency very often.

“These boxes are easily recognisable and provide staff with everything they need all in one place.

“This allows them to respond quickly to their patients and give them the treatment they need.”

The boxes are being introduced following a pilot, and if they continue to be successful, may be available in hospitals across Scotland.

National recognition for pharmacy scheme

THE Macmillan Pharmacy Service has received national recognition having reached the finals of the Scottish Pharmacy Award for Innovations in Prescribing, Quality and Efficiency in Scotland 2014. Dr Kate McCusker, lead pharmacist for the service, said: “This is a great achievement for the team and the service.

“I have no doubt that this recognition will help us to raise our profile and engage with the primary care multidisciplinary team to improve community-based palliative care services for patients and their carers.”

The first of its kind in the UK, the service covers all 318 community pharmacies and is jointly funded by Macmillan Cancer Support and NHSGGC.

It helps support patients with a life-limiting or life-threatening illness at a most vulnerable time, and is based on evidence gained from a successful pilot study in four areas of the health board and evaluated by the University of Strathclyde.

Paul Adams, head of primary care and community services in North West Glasgow and chair of the Macmillan pharmacy steering group, said: “One of the great successes of the project has been the development of a palliative care resources folder for community.

“This provides a single comprehensive source of quality information for pharmacy staff, GPs and district nurses, improving the quality and safety of prescribing and dispensing.

“It also gives practical advice to prevent delays in accessing specialised palliative care medication enabling people to be managed safely in their own home rather than be admitted to hospital.”

The scheme also supports patients, should they choose, to die peacefully at home rather than spending their final days in hospital.
Have you ever thought about becoming a board director as part of your Personal Development Plan? The Glasgow-based NHS Scotland and North of England Credit Union (CU) could provide you with the opportunity.

The CU Board has a broad range of NHS staff in its boardroom and all play an important role in developing strategy and policy for the Credit Union as it continues to grow and develop new services for its 11,250 members.

Already on the board are volunteer directors from the world of auxiliary nursing, payroll, inequalities, public affairs and communications and a few retired NHS staff – one of whom is Hugh Sweeney, a former employee director of Lanarkshire Health Board.

The only requirement is that you become a member of the Credit Union and are able to attend the 10 board meetings per year – each of which lasts approximately three hours.

There is a good level of training for board members covering areas such as UK financial services regulations, governance and risk management. There are opportunities to learn about business in the boardroom and developing opportunities within the existing committee structure which supports the business of the Credit Union.

Andy Carter, head of staff governance, said: “There is no doubt about the terrific opportunity for staff to apply for a volunteer director post with the Credit Union as a valuable personal development opportunity.

“I know that the current NHS staff members serving on the Board value the experience highly and regard it as very worthwhile.

“Not only is the Credit Union one of the fastest-growing and most successful in the country, it also provides a wonderful opportunity to develop new skills and share your own expertise to the benefit of the Board and the business.”

Robert Kelly, general manager of the Credit Union, said: “We currently have three vacancies for board members and I would welcome interest from NHSGGC staff who feel they have something to offer.

“Our team is a small one, but it is bursting with enthusiasm and commitment and we believe in what we are doing to encourage NHS staff to save responsibly and manage their finances well. Our ethos is one of responsible lending and investment.

“If any existing Credit Union member wants to discuss the possibility of joining our Board, I would be happy to chat through what it involves and the opportunities for training and development that would be offered.

“If a staff member is not already a member then they can still be considered – the only proviso being that they do sign up as a Credit Union member.”

To contact Robert, email: robert.kelly@nhscreditunion.com or tel: 0141 445 0022.

Above left: Andy Carter and, right, Robert Kelly

A GROUP of brave ladies all affected by cancer in some way have been baring all to raise money for Macmillan Cancer. Elaine Murphy, clinic co-ordinator/waiting list referral management, and her sisters Beth Burns, clinic co-ordinator for the nurse bank, and Margaret Wylie, a special operations desk dispatcher for Scottish Ambulance Service, were the inspiration behind creating a calendar for charity. All three sisters were diagnosed with the BRCA1 gene and have all since had double mastectomies and their ovaries removed.

The calendar is in celebration that there are success stories regarding breast cancer.

Calendars cost £9 and £5 will go towards Macmillan. If you would like to buy a calendar, email: elaine.murphy@ggc.scot.nhs.uk

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The hottest calendar in town

Brave sisters ‘bare all’ to help raise funds for Macmillan Cancer

Left to right: Beth Burns, Margaret Wylie and Elaine Murphy
**Staff** around our hospitals have become poster men and women promoting the benefits of flu vaccination.

And by logging on to StaffNet > Human Resources > Occupational Health, you can see our gallery of some of this year’s flu fighters and their reasons for being vaccinated.

Aileen Suter (pictured), said: “My husband had a cardiac event about seven years ago. “As a result, he is advised to have the flu vaccination through his own GP. I think if I also get vaccinated it will reduce the risks to his health.

“I feel it is very important to protect my patients and colleagues and have received the vaccination on an annual basis since the start of my employment within the NHS, and would encourage all my colleagues to do the same.” Jennifer Reid, immunisation manager, is appealing for more staff to come forward.

She said: “I want to thank every member of staff who has already been vaccinated against flu as part of this year’s programme. “So far, 26 per cent of staff have received their vaccinations, but it is vital that still more come forward and be inoculated against the seasonal virus to protect themselves, their families and patients.

“The mass staff vaccination clinics have finished, but we need to add to these vital numbers, critically by the middle of this month when the flu season traditionally starts.”

Staff can still be vaccinated and vaccinate their colleagues by arranging a peer immunisation session in their work area – email: PeerImmunisationBooking@ggc.scot.nhs.uk

And every one of this year’s peer immunisers who has run a session by mid-December will be entered into a free prize draw on 15 December for £50 worth of shopping vouchers. Meanwhile, staff can always contact occupational health by telephoning 0141 201 5674 for their vaccination appointment.

Dr Syed Ahmed, immunisation co-ordinator, stressed: “There is documented evidence underlining the risks of the influenza virus to patients.

“Patients are also likely to belong to vulnerable groups at risk from severe infection, with added complications including death for those with chronic medical conditions such as heart, lung, kidney and liver diseases.

“In fact, the risk to someone with a chronic medical condition dying from flu-related complications is 11 times higher compared to patients without these conditions. “I must also emphasise that the vaccine is safe, cannot give anyone the flu and vaccination will take only two minutes of your time.”

**STAFF** – where good ideas develop

You’ve come up with a good idea that is both innovative and will benefit patients and your service, but what do you do next?

The answer is to contact Scottish Health Innovations Limited (SHIL), the only organisation set up to work alongside NHS Scotland and health boards to bring ideas to the commercial market and make sure that inventors receive a fair share of income generated from products.

And these new products and technologies will also generate income for NHS Scotland.

SHIL gradually recoups its costs from the development once it is on the market and generating income. The team comes from a variety of different scientific backgrounds and has a broad range of technical, product development project management skills, and intellectual property protection, to take projects further.

Sheena MacCormick, SHIL business development manager, advised potential inventors: “The first thing to remember is to keep the details of any ideas confidential, as any public disclosure will jeopardise the potential of protecting it. “Our range of experience and contacts allow us to bring products to market as quickly as possible, while granting full protection to the inventor’s idea, whether it is a piece of literature, a small surgical instrument or complete diagnostic device.”

Examples of ideas from NHSGGC staff that have been taken on by SHIL include the development of hardware and software to flag up the location and severity of damage to the retina, developed by David Keating and Stuart Parks at Gartnavel General Hospital, and now sold directly by SHIL.

Another project has been the development of a management block, an idea from physiotherapists Janice Clark and Ruth Shanks to improve the posture of children with conditions such as cerebral palsy as they sleep.

This has been licensed to a company called Broadberry Care Solutions, who specialise in manufacturing and selling custom-made products such as box beds, power standing frames, and posture-assisted lying blocks.

For more information, email info@shil.co.uk or visit: www.shil.co.uk
RESTRICTIONS on IT network access to two online video sites have been relaxed to enable staff to watch educational and training films.

Robin Wright, health information and technology director, agreed to the change after listening to staff concerns about issues around accessing YouTube and Flickr.

External organisations are using these sites to post videos as learning and training tools, but many staff have been unable to go online to watch them.

Robin said: “Hopefully this move will allow increasing numbers of staff to find materials that they feel they need for study and information purposes.

“It will also mean that staff can catch up on major NHSGGC occasions such as the fantastic Celebrating Success event that took place on 17 November.”

Robin was keen to point out that, despite removing the barriers to general access of the sites, some colleagues may still encounter difficulties viewing the videos.

He said: “We appreciate that some people will still experience being blocked through the nature of our security system and not everyone will have volume. While the majority of desktop PCs will not have speakers attached, they should have a standard headphone socket on either the back or front. “Because nationally there are limits on bandwidth, some videos might be slow to load or stutter, with lunchtime probably being the busiest time, and so users should avoid this period.”

The sites are available via the following links - www.youtube.com and www.flickr.com

Joe and Malcolm to make Scottish history

OUR hepatitis C programme manager and his partner are hitting the headlines for becoming the first gay couple to be married in Scotland.

Congratulations to Joe Schofield, who will marry long-term partner Malcolm Brown minutes into 31 December this year.

The wedding has been made possible after a change in the law was passed at Holyrood earlier this year, following a campaign led by the Equality Network.

Joe and Malcolm were among 15 couples who took up the Humanist Society Scotland’s offer to help organise the earliest possible gay marriage.

Joe, who has campaigned for gay equality since he was 16, said: “There is obviously the devotion I have – this is the guy I want to spend the rest of my life with – but it’s also about some of the basic human rights that our relationship will be recognised as husband and husband. That’s a biggie.

“This is a real, concrete example of Scotland making changes that will change social attitudes.”

WIN! £300 of Thomas Cook holiday vouchers

AS “the weather outside is frightful”, we would like to bring you a little sunshine with this month’s competition.

We have teamed up with the Staff Lottery and Appeals Society to give you the chance of winning £300 of Thomas Cook holiday vouchers.

Cut the cost of your holiday or take a long weekend away and enjoy a well-earned break. All you need to do to enter is 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: Name the song which includes the lyrics “The weather outside is frightful”?

T&C: The competition is open to all NHSGGC employees. One entry per person. Winners must be available for a photograph which may appear, with their details, in future issues of SN. The closing date is 31 December 2014.