Staff Newsletter
January 2015

A year of sporting pride and personal achievement
see pages 4-6
Are the terms of your NHS pension changing?

IF you pay into the NHS Scotland pension scheme, are in your 50s and have been paying in for some time, then you should be largely unaffected by planned changes to normal retirement age and the method for calculating how much pension and lump sum you will receive on retirement.

A large number of employees under 50 will see their existing final salary scheme close this April. The old scheme will be replaced by a new career average scheme which will provide benefits which are broadly similar, but not the same as the old scheme.

The age at which you can retire and the way pension benefits are calculated will change.

Employees will be affected differently depending upon their own circumstances.

You are strongly encouraged to find out more via the website: www.sppa.gov.uk click on NHS > 2015 Pension Scheme

Or why not make a personal enquiry? Email: nhspensions.reform@sppa.gsi.gov.uk or tel: 01896 893 000.

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

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THE LATEST ON OUR NEW SOUTH GLASGOW HOSPITALS … STAFF UPDATE JANUARY 2015

Are the terms of your NHS pension changing?

WORKFORCE UPDATE

AS we write this article, almost 4000 staff will have received communication regarding their new location and will be working with local managers and human resources teams to ensure any outstanding concerns are resolved. Acute directorates and the Workforce Change team are working hard to ensure all affected employees receive confirmation of their new location as soon as possible.

New office accommodation
The office block which is currently under construction has more than 400 desk spaces per floor, spread over three floors with a total of 1286 desk spaces. The layout provides for a mix of consultant hubs and fixed desks for administrative staff and hot-desk space for users across the site or those working on site on particular days. The office block will also accommodate some University of Glasgow staff who work on site.

As with other buildings at the site, it will be wi-fi enabled throughout and the furniture is designed to be as ergonomically appropriate as possible. The office block will also benefit from close connectivity to the Teaching & Learning Centre via the link corridor, which also links into the main hospital site.

Each floor will have three kitchen areas, including vending facilities and space for social interaction. Shower and changing facilities are also available for staff. The acute directors are currently agreeing with the building project lead who will be based in the building.

Mary Anne Kane, interim director of facilities, said: “The new office accommodation is being built to current Government requirements and standards. This will be a very modern building providing a layout to enable clinical and administrative teams to work in close adjacencies. While the building has an open-plan environment, each floor is divided into three areas. Each area has meeting space available for confidential discussions or when small groups of staff need to meet.”

Staff orientation
Plans are being finalised to commence the
On The Move
migration plan
and timetable

The scale of the migration of services to the new South Glasgow University Hospital and the new Royal Hospital for Sick Children is both significant and complex to plan.

Our clinical and management teams have had to work very closely with colleagues across other services – especially the Scottish Ambulance Service – to ensure co-ordination delivers continuity of services.

The moving of patients from hospitals to the new hospitals is one aspect that presents logistical challenges of some significance.

Those involved in the migration schedule have worked tirelessly to deliver a model that will be safe for our patients and for the continuity of services across the city and beyond.

Here are some of the scheduled dates for the transfer of some of our major services to the South Glasgow campus.

Clinical migration programme
The order of moves has been agreed as:
• Southern General Hospital
• Victoria Infirmary and Mansionhouse Unit
• Western Infirmary
• Royal Hospital for Sick Children.

• The first move is planned for 24 April 2015, with all moves concluded by 30 June 2015
• The Western Infirmary outpatients and minor injuries unit will move to the Yorkhill site until they move to Gartnavel in 2016
• Demolition of the old Southern General buildings begins in June 2015.

The first services will transfer on Friday 24 April 2015, with all moves concluded by 30 June 2015.

As SN went to press, the planned dates for the main moves were as follows:

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
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<tbody>
<tr>
<td>24-26 April 2015</td>
<td>Southern General outpatients, GP out of hours, therapy department and renal dialysis from the Western and Royal infirmaries</td>
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<tr>
<td>1-3 May 2015</td>
<td>Southern General inpatients, ED, theatres, ITU/HDU</td>
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<tr>
<td>8 May 2015</td>
<td>ENT inpatients from Southern General and Gartnavel General</td>
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<tr>
<td>9-10 May 2015</td>
<td>Vascular and renal inpatients from the Western Infirmary</td>
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<tr>
<td>16-17 May and 23-24 May 2015</td>
<td>The Victoria Infirmary and Mansionhouse Unit will move over two weekends</td>
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<tr>
<td>30-31 May 2015</td>
<td>Inpatients and ED at the Western Infirmary</td>
</tr>
<tr>
<td>6-7 June 2015</td>
<td>Selected wards at Gartnavel General and the bone marrow transplant wards at the Beatson</td>
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<tr>
<td>10-14 June 2015</td>
<td>The Royal Hospital for Sick Children</td>
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2014 – a year of sporting achievement

At the start of 2014, we launched a major drive to encourage our staff to get active. Our Active Staff campaign brought you a programme of activities tailored to what you wanted and we made it easy for you to take part in some of Scotland’s biggest mass participation events.

Inspired in the year of the Commonwealth Games, you responded in droves. You ran, walked and cycled thousands of miles. You signed up to our site-based classes in record times. You rose to personal sporting challenges time and again – many of you raising much-valued funds along the way.

Here we take a look at just a few of the highlights from a memorable year of sporting achievement for our staff.

**February**
1. Gartnavel support services assistant Robert MacGregor got active by buying a bike through the NHSGGC Cycle to Work Scheme and lost an astonishing four stone in six months by cycling to work.
2. David Leese ‘got on his bike’ at Renfrewshire CHP’s staff health and wellbeing event.

**May**
3. More than 60 people with type 2 diabetes signed up to our 2014 Commonwealth Games Beat Diabetes Challenge, using physical activity to see how their diabetes control improved. Pictured at Scotstoun Sports Centre are, from left: Frank Dunn, Evelyn Glass, Professor Miles Fisher, Dr Linda de Caestecker and Debbie Huston.

**June**
4. Laura Horton, Live Active advisor, encourages staff to get more active more often.
5. Men’s 10k champs Colin Sinclair and Stewart Cusick with their medals.
6. Domestic staff ‘clean up’ on the pedometer challenge.
7. On the starting line for the Glasgow Men’s 10k are Stewart Cusick, Chris O’Donnell, Colin Sinclair and Ally McLaws.
8. Chris O’Donnell celebrates after completing the men’s 10k.
9. Theatre staff at the Victoria Infirmary were in the pink as they took part in the 5k Race for Life.
10. There’s no vegging out for the Revenge of the Sprouts team on the pedometer challenge.

**August**
11. Mark Tarvit and Michael Tod from the RAH were part of the 12-strong NHS Scotland golfing team competing in the Four Nations Cup.
12. Dr Margo Whiteford, consultant clinical geneticist at the Southern General Hospital, one of our proud carriers of the Queen’s Baton.
14. Sarah Jones, physiotherapist, selected as a member of the Commonwealth Games Team Scotland Wrestling Squad.
15. Catriona Ralph, physiotherapist at the Southern General Hospital, in action as part of the Commonwealth Games Team Scotland Hockey Squad.
16. International touch rugby selections for Joanne Campbell and Jennifer Kieran, GRI.

**November**
17. Our Active Staff Project Team pictured with Chairman Andrew Robertson (far left) and Dr Linda de Caestecker (far right), overall winners of the FTFT Public Health Award.
18. Ruth Ruddock, an eye specialist at Gartnavel General Hospital, is put through her paces at the hospital site’s Metafit class.
19. Catherine Barrie overcame reconstructive foot surgery to take her first steps to fitness, joining a beginners’ jogging group through the Active Staff campaign.
20. Western Infirmary occupational therapist Fiona McLaren rejoined the Glasgow Club and she now attends three or four exercise classes a week.

**December**
21. On the starting line for the Glasgow Men’s 10k are Stewart Cusick, Chris O’Donnell, Colin Sinclair and Ally McLaws.
22. There’s no vegging out for the Revenge of the Sprouts team on the pedometer challenge.
23. No sign of lifting for the Sprouts team as they complete the 10k.
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Sporting achievement
Dominika conquers Everest base camp

DOMINIKA Bugajska, community nutritionist at Inverclyde, has conquered Mount Everest base camp and it was no mean feat – all 5,360m/17,585.3ft. Not bad for “not much of a hill-walker”.

Dominika talked to SN about her trip, telling us: “My colleagues and friends have either thought, ‘Wow!’ or ‘Why?’ ‘Wow’ it certainly was, while also being one of the more physically challenging things I’ve done, but 100 per cent worth it.

As for the why? Well, it was my big 40th birthday present from myself, my boyfriend and generous contributions from friends and colleagues. You wouldn’t be blamed for thinking it was some sort of ‘mid-life crisis’.

However, having finally realised I cannot do a ‘typical’ package holiday, it was more of a desire to set myself a challenge.

“It also provided the opportunity to raise some much-needed funds for charity.”

If you would like to support Dominika’s challenge, all money raised will go to Yorkhill Children’s Charity. Visit: www.justgiving.com/DOMINIKA-BUGAJSKA

Dominika took one of our Live Life T-shirts (pictured above wearing it at Mount Everest base camp). If you are taking part in a challenge and would like one of our T-shirts, email: staffnewsletter@ggc.scot.nhs.uk

Once you’ve completed your challenge, send us in a picture of you wearing the T-shirt and let us know how you got on.

Free ESOL classes for GRI staff

Starting January 2015: English lessons for Speakers of Other Languages classes

If you’d like to attend a FREE class to improve your English [two hours per week], contact Lucy Kidd at Glasgow ESOL Forum, tel: 0141 333 1194 or email: lucy@glasgowesol.org

Staff have risen to the ‘get active’ challenge and the momentum continues this year!

Take your first active steps in 2015

BEGIN 2015 by dusting off your pedometers on January 12 and put your best foot forward for the virtual mini winter walking challenge to the Caribbean, finishing on 8 February.

It will follow the same format as last year’s Queen’s Baton Relay and staff will be able to sign up for the four-week walking challenge online via the website or app. Look out for information on StaffNet announcing when registration opens. Staff who have previously signed up for earlier events won’t have to register again.

This “walk” will involve teams of up to five and league tables will be generated each week, with weekly prize draws. There will also be an interactive map showing the virtual route, progress and the distance remaining. The challenge is open to all NHSGGC and Glasgow City Council employees.

Meanwhile, this year the main summer pedometer challenge will be back, with improvements made based on last year’s feedback.

There are also plans to build on the success of Metafit, yoga and Strictly Fun Fitness sessions, with the aim of having at least one structured session on each Acute site, plus:

• roll out the "salary deduction" gym membership scheme for all NHSGGC local authority areas
• link with Ramblers Scotland medal routes to offer 15, 30 and 60-minute walking routes at all sites via its new smartphone app (see www.ramblers.org.uk/medalroutes)
• introduce an NHSGGC five-a-side league.

As well as structured exercise sessions, we want to support staff cycling to work by offering them the opportunity to participate in:

• led bike rides
• bike maintenance classes
• Dr Bike sessions
• cycle training.

Last year, the Active Staff project ended on a high, scooping an FTFT award. Fiona Forsyth, active staff co-ordinator, said: “2015 will be an exciting year, building on the success of the Active Staff programme in 2014. We will continue to increase the range of opportunities available for staff and bring innovative and exciting ways of getting active to all staff across NHSGGC.

“We are keen to identify Active Staff activators – our staff physical activity champions – to support the delivery and promotion of the Active Staff programme. We are particularly keen to appoint activators at the RAH, IRH, GRI, SGH, Hillington and at the Vol.”

>> For more information, visit: www.nhsggc.org.uk/activestaff

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The Active Staff team pick up their FTFT award

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Glasgow’s Helping Heroes win Veterans accolade

GLASGOW’S mental health services were recognised when Glasgow’s Helping Heroes project picked up the best UK mental health service for veterans at the 2014 Military and Civilian Health Partnership Awards.

Glasgow’s Helping Heroes provide a one-stop shop for serving personnel and veterans. Funded by Glasgow City Council and managed by SSAFA, it is based in shop-front premises in the city centre, and offers real help and real solutions for health, housing, employment and other issues. The awards are a prestigious platform for recognising the relationship between the Ministry of Defence and health boards in delivering excellence in healthcare and social care for the Armed Forces.

Chairman Andrew Robertson said: “An award like this is great news and recognises all the hard work that our mental health services have been carrying out with a number of people using the Helping Heroes service.”

SMOKEFREE A YEAR ON

GEMMA VanZyl, a clerical officer in the X-ray department at Inverclyde Royal Hospital, began smoking when she was 12, but quit last January, 18 years later.

She said: “I had tried to stop a few times, but had never genuinely wanted to until last January, when I felt I just didn’t want to smoke any more. My determination made it happen.”

Gemma signed up with the hospital’s smoking cessation service and set her “stop” date for 22 January 2014 – and she hasn’t smoked since then.

“The best moment for me was when my daughter Lola said that she was really proud that I’d quit smoking.”

For more information on the campaign and/or to register to take part, email: smokefree.staff@ggc.scot.nhs.uk, or tel: 0141 201 5148.

For information on local smoking cessation services, visit: www.nhsggc.org.uk/smokefreeservices
NHS staff advised not to travel to Syria

ALL NHS Boards have been asked to alert their staff to the current advice about travel to Syria.

The Foreign and Commonwealth Office advises against all travel to Syria due to serious safety concerns.

If you have plans to travel to Syria, whether it be for humanitarian reasons or otherwise, it is advised that the whole of Syria is unsafe and you should not travel. There is serious concerns that anyone gaining access to Syria may be targeted for recruitment by extremist groups.

There is a high threat of terrorism and a very high threat of kidnapping following the kidnapping of a number of British nationals and Westerners.

Any UK nationals who travel to Syria will attract the attention of the UK authorities, as it is known that a number of extremist groups are operating in Syria.

The Foreign and Commonwealth Office will not be able to provide consular services and would not be able to help you evacuate the country.

For more information, visit: www.gov.uk/foreign-travel-advice/syria

Bag yourself a fantastic 64GB iPod Touch

Christmas may seem like a distant memory, but it's not too late to pick up a wee extra gift for yourself! Brought to you from our friends at the Appeals Society and Staff Lottery, we are offering you the chance to win a fantastic 64GB iPod Touch.

With its eye-popping retina display, photos, apps and websites show off every detail. For your chance to win, simply answer the question below:

Q What's the name of NHSGGC's Health Improvement programme for staff?

How to Win
Email your answer, 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.

Staff Lottery
You've got to be in it to win it, so sign up to the Staff Lottery now!
Simply go to StaffNet and either click directly onto Staff Benefits or call 0141 211 5885. You'll need to have your payroll details to hand and supply a signed consent form.

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).

Appeals Society
Don't forget, all profits go to fantastic causes to benefit staff and patients thanks to the Appeals Society.

Anyone can apply, even if they aren't in the Staff Lottery. To suggest a worthwhile scheme for NHS Staff Lottery funding, go to: StaffNet > Info Centre > For Staff > Appeals Society to see how to apply.

TBC: 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 for entries is 31 January 2015.

Final push for flu vaccinations

Staff are being urged to take part in a final push this month to drive up our flu vaccination figures. So far, 28 per cent of staff, not including those who have been vaccinated at GP practices, have had their flu jags.

Jennifer Reid, immunisation programme manager, said that while the mass clinics have finished, there are still other opportunities for staff to get protection from the seasonal virus. "Staff can still be vaccinated and vaccinate their colleagues by arranging a peer immunisation session in their work area or by contacting occupational health for a vaccination appointment. "I'd like to thank everyone who has come forward so far and remind staff who are still thinking about being vaccinated to make appointments now to protect themselves, their families and patients."

To arrange a peer immunisation session, email: peerimmunisationbooking@ggc.scot.nhs.uk

Meanwhile, staff can also contact occupational health for a vaccination appointment, tel: 0141 201 5674.

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