A FINE BLEND!
Shona Robison visits Scotland’s first Aroma Café at Glasgow Royal Infirmary
Bowel screening – the bottom line!

A NEW national bowel screening programme, expected to run over the next two years, aims to identify patients between the ages of 50 and 74, the programme consists of a screening kit sent to anyone with an interest in the Commonwealth Games, from business to education, central and local government to voluntary organisations.

TARGETING men and women between the ages of 50 and 74, the programme will gradually be rolled out to cover people with bowel cancer symptoms.

The programme will be piloted at Gartnavel General and Glasgow Royal Infirmary, aims to find out about and improve the experience of patients across the country.

Patients will be contacted following their stay in hospital and asked to fill in a questionnaire about their experience. Feedback will be reported back to staff and used to improve local services and facilities.

Nurse director Rory Farrelly, who is leading the project for NHSGGC, said: “One of the key objectives of Better Together is to highlight areas of positive performance as well as areas for improvement.

“It’s about building on all the good stuff we do as well as learning more about what our patients actually experience when they enter our hospitals.

“It could have a real impact and be a very powerful tool to help bring about changes in the way our services are planned and delivered.”

Other NHS boards taking part in the pilot, expected to begin in April 2009, are Ayrshire and Arran’s Crosshouse Hospital, Dumfries and Galloway’s Royal Infirmary and Fife’s Community Hospital.

Initially focusing on inpatients, the programme will gradually be rolled out to cover people with long-term conditions and users of GP services.

For more information, visit: www.bowelscreening.scot.nhs.uk Staff wishing to attend either event should contact: deborah.murray@ggc.scot.nhs.uk

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

Please send articles, letters and photographs to:
Address: NHSGGC Communications, Staff Newsletter, NHS Greater Glasgow & Clyde, 350 St Vincent Street, Glasgow G3 8YZ
Email: staffnewsletter@ggc.scot.nhs.uk
Telephone: 0141 201 4995
Staff Newsletter is designed by Connect Communications www.connectcommunications.co.uk

For more information, email: commonwealthgames@hollyrood.com or tel: 0131 272 2133.

Mental Health Action Week
23–29 March
www.mentalhealth.org.uk

The future for child protection in Scotland: examining the role of social services
27 March
The Royal College of Physicians, Edinburgh
This conference will bring together all those involved in the care and protection of young people across the country.

For more information, go to: http://conferences.holyrood.com/content/view/895/142

Patient’s rights: taking ownership and improving practice
31 March
The Sheraton Grand, Edinburgh
This conference will be a unique opportunity to engage with policymakers and experts about the impact the mutual NHS and patient’s rights legislation has on your life and work.

For more information, email: patientsrights@holyrood.com or tel: 0131 272 2133.

Preparing for the Commonwealth Games 2014: matching ambition and opportunity
19 March
Hampden Park, Glasgow
This is a must-attend event for anyone with an interest in the Commonwealth Games, from business to education, central and local government to voluntary organisations.

This conference will discuss a range of areas such as mental health, health screening and policy, literacy and health and uniformity of healthcare.

For more information, email: mail@mackayhannah.com or tel: 0131 556 1500.

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Most of us rarely think about our pensions, particularly if retirement is still a long way off. However, later this year, this is set to change as some members of staff will have to make choices about their NHS pension.

There are currently different pension arrangements for members of staff who joined the NHS after April 2008; however, if you joined before this time, you’ll have the option to transfer into the new scheme and convert your existing service. Both schemes offer excellent benefits that are protected against inflation and guaranteed by the Government. Your pension, for example, will be worth about 20 per cent of your overall pay; however, this will only cost you about 3.5 per cent of your net take-home pay.

This is extremely good value for money, especially when you know your pension is totally secure and will be there when you need it. To help you decide which scheme is right for you, you’ll receive an information pack when the time comes to make a choice.

You may also be able to transfer the value of any previous work pensions to buy extra service in the NHS scheme. Any applications to transfer benefits into the scheme must be made within 12 months of joining the NHS scheme and before your 60th birthday (65 for members of the post April 2008 arrangements).

If the Scottish Public Pensions Agency (SPPA) – the agency which operates the NHS scheme – makes you an offer, you have three months to decide whether you want to go ahead and transfer your previous pension.

Even if you’ve missed the 12-month deadline, it’s still very important to review your pension arrangements from previous schemes on a regular basis. This will help you work out how much money you are likely to get when you retire and explore options to boost the value of your pension, if the sum falls short of your expectations.

Although many of us may not qualify for the maximum pension, there are still a number of ways to boost your retirement income.

Pension shortfall and early retirement
To get the maximum pension, you need to work for a total of 45 years and if you are part-time, your pension will be based on the whole-time equivalent of your pensionable pay. If you joined the NHS before April 2008, you can apply for voluntary early retirement from age 50 (55 from 6 April 2010) and if you joined after April 2008, the minimum pension age is 55.

Although many of us may not qualify for the maximum pension, there are still a number of different ways to boost your retirement income. You can discuss these with a financial adviser or contact the NHSGGC Financial Planning Clinic, where an independent financial adviser is available to assess your situation and offer advice based on your personal circumstances.

This is best done on a face-to-face basis rather than over the telephone and there may be a charge for this service, although this would be made clear in advance.

You can discuss these with a financial adviser or contact the NHSGGC Financial Planning Clinic, which is based at Dykebar Hospital, Grahamston Road, Paisley, tel: 0141 314 4016 or email: info@nhsggcbenefits.co.uk

For more information visit: www.sppa.gov.uk/nhschoice.htm

Information relating to the NHS scheme has been compiled from the SPPA websites at www.sppa.gov.uk and their Members’ Guides and factsheets.
Ideas in Action, the new NHSGGC award scheme which aims to highlight good ideas and help share good practice across the organisation, is getting ready to select another round of award-winning ideas.

So if you or one of your colleagues has come up with a new or innovative idea, then we want to hear from you. Perhaps you’ve been involved in a successful local pilot scheme which is now being rolled out to other areas; maybe you’ve helped find a solution to a problem or come up with an idea to develop or improve a service.

Have you identified a new or just a different way of doing things which has had a positive impact on your working environment, patients’ lives or just saved money – no bad thing in the current financial climate? Big or small, whatever your idea and whatever stage it’s at, we’d like to hear about it. Your idea doesn’t even have to be up and running yet – if you’ve thought of something but aren’t sure how to take it forward, just send it in and we’ll see if we can help get it going.

Last year, three members of staff picked up our very first Ideas in Action awards. Trish Keogh, alcohol worker at the Sandyford, introduced a service to screen all young people who attend the Sandyford for problem drinking and offer anyone at risk advice and support.

The scheme is now being taken forward in all Sandyford’s young people’s clinics across NHSGGC helping even more young people at risk of problem drinking and offering them earlier interventions.

Podiatry manager Audrey Murdoch, based at the Bishopbriggs Podiatry Clinic, produced diabetic foot packs for patients to help them care for their feet and spot any problems before they become more serious.

The packs are being distributed to all podiatry staff and diabetic nurses within East Dunbartonshire CHP, with every high-risk diabetic patient receiving a pack as part of the education and screening session.

After seeing first hand just how much clean paper, card and plastic packaging is thrown away in theatres everyday, theatre sister Susan Evans came up with an idea to recycle this waste. On the back of the award, she is now in the planning stages of introducing a pilot recycling scheme at the GRI theatres.

All three staff were recognised for their efforts with a certificate presented by NHSGGC Chairman Andrew Robertson. Andrew said: “The best ideas often come from people directly involved in delivering frontline services as they recognise that sometimes the simplest of ideas can often be the ones that make the most difference. “Both Audrey’s and Trish’s ideas...
CALEDONIA House – home to many of our colleagues in financial services and payroll as well as the headquarters and control centre for our out-of-hours services – was officially opened by the cabinet secretary for health and wellbeing Nicola Sturgeon.

Based in Cardonald, the building also houses staff from NHS 24 and the Scottish Ambulance Service, making it an excellent example of joined-up working across the NHS.

Highlighting the benefits of co-location, Ms Sturgeon said: “The move to Caledonia House has helped all three partner agencies respond more effectively to increased pressures this winter and offered far greater opportunities for staff to work together and share their expertise.”

MORE patients are set to benefit from a drug research institute, involving NHSGGC and Strathclyde and Glasgow universities.

PsyRING specialises in psychiatric drug development drawing on the skills of the Strathclyde Institute of Pharmacy and Biomedical Sciences, Glasgow’s Faculty of Biomedical and Life Sciences and Gartnavel Royal Hospital.

NHSGGC chairman Andrew Robertson and Strathclyde Principal Professor Andrew Hannett signed the memorandum, along with his Glasgow counterpart, Sir Muir Russell, at NHSGGC headquarters at Dalian House.

Awards factfile
What are the awards for?
Ideas in Action was launched last year to recognise the good work that goes on across the organisation every day by people whose efforts often go unrecognised.

The aim was to acknowledge for the first time many of the projects, ideas and initiatives that make a positive difference to the organisation, staff or patients.

Who can apply?
The awards are open to all NHS staff across Greater Glasgow and Clyde and everyone working within our jointly run Community Health and Care Partnerships.

How do I enter?
Log on to StaffNet and simply fill in an online entry form in the Ideas in Action section or alternatively tel: 0141 201 4431/4487 and a copy of the form will be posted to you. Remember the closing date for the next round of awards is Friday 1 May.

What happens next?
Once we have a shortlist drawn up from all the entries received since the last deadline, a judging panel including employee director Donald Sime and head of staff governance Andy Carter will get together to choose the ideas to take forward this time round.

For further information visit the Ideas in Action section on StaffNet

Research partnership gathers strength
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**Survey shows staff have job satisfaction**

The majority of staff believe NHSGGC is a good place to work, according to the findings of the latest staff survey.

Almost 36 per cent of staff filled in the survey - a significant increase on previous surveys.

HR director Ian Reid said: “More NHSGGC staff than ever took the time to respond to the survey and we are very grateful to them for doing so. Overall, the results show that our staff believe we are heading in the right direction and becoming a better employer.”

Highlighted as most encouraging was the feedback received from staff on patient care. Some 84 per cent of staff reported that they would be happy to go the “extra mile” at work, while 72 per cent of staff believe that their job makes good use of their skills and abilities.

More staff than before also believe that senior managers are focused on meeting patients’ needs.

Seventy nine per cent of staff also report they are clear about what they are expected to achieve in their job.

However, of concern remains the reported levels of bullying, harassment, discrimination and violence and aggression – a high priority for the organisation.

Mr Reid added: “It is disappointing that despite the efforts of management and staff-side, reported levels of bullying and harassment are only slightly lower than in 2006. This is an area that we clearly need to focus on.

“And while the number of staff to have personally experienced a violent or aggressive incident has reduced, it is concerning that this remains at 20 per cent. This is unacceptable and we will continue to work to vigorously pursue our zero tolerance approach to violence.”

This view was echoed by employee director Donald Sime, who said: “It is clear that we still face challenges with regard to violence and aggression and we will continue to work hard to deal with these. Overall, I am pleased that so many staff took time to fill in the survey, which is direct way of feeding back to the organisation and influencing progress and change.”

A conference is now being organised to discuss the findings of the survey and address the key issues raised. This will take place in early March and will form part of the staff governance plan for the next two years.

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**Check your lifestyle!**

AN innovative new website lets you test how healthy your current lifestyle is and set your own goals for making changes.

Checkmylifestyle.com launches on 9 March and is designed to help you discover ways to improve your health and wellbeing.

You can also sign up for a monthly e-newsletter packed full of tips and advice to help keep you going and link to information on a range of health issues. Visit: www.checkmylifestyle.com

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**Call for bursary applications**

YOU have from now until 15 May to get your bursary applications in for courses in the coming year.

The scheme, which is open to all NHS employees, covers the period August 2009-July 2010. Applications for courses which begin before August will also be considered if funding is available.

It’s important to remember that as bursaries are awarded on an annual basis, there is no guarantee you will receive ongoing funding if your course lasts longer than a year. Remember to answer all the questions on the application form. If you need some help, check the criteria and read over the sample responses supplied.

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**New prostate cancer guide**

THE Prostate Cancer Charity is launching a booklet called “PSA and beyond: a guide for men concerned about prostate cancer”. It describes the tests available and aims to explain the pros and cons of the PSA test to patients.

To order free copies, visit: www.prostate-cancer.org.uk/info/publications.asp, email: literature@prostate-cancer.org.uk or tel: 0800 074 8383.

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**Have you viewed SN online today?**

CHECK out your new SN online magazine. Simply click on the SN logo along the top of the front page of StaffNet to see the latest issue online.

From here you can see all the stories we have inside your monthly staff magazine and enter the £1000 competition.

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**Public health appointments**

LORNA Braidwood has joined the Public Health Resource Unit at Dalian House as a public health network co-ordinator.

Lorna will provide support to the 10 networks and will advise new groups. Public health networks aim to further develop the health improvement workforce by sharing good practice.

Lorna can be contacted at: Lorna.Braidwood@ggc.scot.nhs.uk or tel: 0141 314 4483.

Karen Miller is the new outreach specialist librarian in the public education resource library at Dykebar Hospital. You can contact her at email: karen.miller@renver-pct.scot.nhs.uk or tel: 0141 201 4954.

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**...brief**
A grand for a gran!

NETTA Horn has had lots to celebrate recently – not only is she our fourth £1000 winner, she has also become a very proud granny!

As PA/office manager of the West of Scotland specialist virology centre based at Gartnavel, Netta (right) has plenty to keep her busy. So much so, in fact, she forgot she had even entered the competition!

“Netta was delighted to have won, saying: “It must be my week – my first grandchild was born on the Monday and by the end of the week, I’d won £1000.”

Having had a bit of a stressful time last year and missing out on a holiday, Netta is now planning to use her winnings to take herself off on a restful break.

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Join the Staff Lottery today!
THE Staff Lottery is giving away the centre for coming up with the headline!

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THE Staff Lottery is giving away the first of its 2009 mega draws in March with £15,000 up for grabs.

Joining the Staff Lottery couldn’t be easier. You can buy up to 10 numbers – paid for direct from your payslip each month – and take your chances on the monthly draw where guaranteed prizes include £5000, £1500 and two chances to win £750, five chances to win £500 and 20 chances to win £100.

Among January’s winners are:
• Oliver Mathana, 3A ward clerk at Gartnavel General, won £5000
• Lynda Douglas, Macmillan community nurse, Drumchapel Health Centre, won £1500
• Christine Kennedy, domestic at Parkhead, and Mary Macrae, from Ballieston Health Centre, both won £750.

Start saving for Christmas

SOME of us feel we’re just getting over the excesses of Christmas 2008. However, if you’ve keen to start preparing for Christmas 2009, then help is at hand.

The West of Scotland NHS Employees Credit Union has just introduced a new Christmas Club savings scheme which is open to all NHS staff. The main benefits of the scheme are:
• you decide how much you want to save, and then make regular deposits to build towards your goal
• join at any time throughout the year
• unlike other unregulated saving schemes, – your savings are completely safe
• annual savings dividend will be paid on all sums deposited in the Christmas Savings account
• temptation barrier in place to stop you from dipping into your Christmas savings.

WIN WITH SN
Thanks to Staff Lottery/Appeals Society, we have another £1000 to give away. Tell us:

What is the name of the new NHS-run café at GRI?

Send your answer to: staffnewsletter@ggc.scot.nhs.uk by 27 March.

When emailing your answer, please state your work location. The competition is open to all employees of NHSGGC. Winners must be available for publicity and their details will be printed in future issues of SN. Only one entry per person.

No Smoking Day
REMEMBER, Wednesday 11 March is No Smoking Day this year. Hopefully this will encourage smokers who want to give up. Visit: www.nosmokingday.org.uk

Quit and win!
NO Smoking Day is also the start of NHSGGC’s annual quit and win competition, which aims to work in partnership with workplace organisers to encourage and motivate staff to quit smoking and gives them the opportunity to win prizes in the process.

Everyone who takes part will receive information on smoking cessation support, including weekly tips on controlling temptation.

The NHS credit union is looking for volunteers to act as workplace representatives or sit on a number of committees.

Volunteers are vital to help spread the word about the benefits of joining the credit union and raise awareness of new saving schemes. These volunteer positions are crucial to the ongoing success of the credit union and will play a key role in helping to increase membership and extend the range of services available.

For more information on any of these volunteering opportunities, contact general manager Robert Kelly, tel: on 0141 445 7704 or email: robert.kelly@nhscreditunion.com

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Scotland’s first Aroma Café has opened its doors in the GRI, serving up a range of delicious – and healthy – food and drinks

Staff at GRI can now look forward to the smell of freshly brewed coffee every morning as the hospital is now home to Scotland’s first Aroma Café.

Owned by the NHS, staffed by NHS employees and with all profits reinvested in the NHS, the café is part of an innovative pilot scheme designed to make it easier for staff, visitors and patients to enjoy affordable, high-quality and healthier foods.

The café, which is based in the main concourse of the Queen Elizabeth building, has already picked up a HealthyLiving Award to recognise its range of healthy food choices – a key feature of the café. Others include:

- 50 per cent of products with lower fat, sugar and salt
- food developed and tested by NHS catering staff including the award-winning Glasgow “Clootie Scone”, made with mixed fruits and spices
- coffee ethically sourced with 100 per cent traceability to farmers who will benefit from a price 150 per cent higher than the Fairtrade price

Three more pilot cafés will open by the summer at the Southern General and the new Stobhill and Victoria Hospitals. There are also plans to introduce a new coffee bar at the Vale of Leven Hospital.

NHS Greater Glasgow and Clyde’s chairman Andrew Robertson said: “This is an exciting new initiative and we’re delighted that Glasgow Royal Infirmary is home to the first Aroma Café in Scotland.

“Run by local NHS staff, selling quality produce prepared on site, I’m sure Aroma will be extremely popular with staff, patients and visitors.

“We are constantly striving to find new and innovative ways to drive up standards while at the same time ensure good value for the NHS – Aroma achieves both.”

Working behind the coffee bar are three members of NHS staff – Georgette Bailey and Anne Marie McDermott alongside supervisor Patricia Sweeney, who added: “It’s been really good to be involved in this new project and the training for the coffee bar has been great.

“We are looking forward to seeing lots of our colleagues coming down to try a fantastic cup of coffee.”

Your new Media Centre

Pick up any newspaper or listen to the news on TV or radio and there is bound to be a story about the NHS.

Our communications directorate is always looking to promote staff in a positive way and as part of its drive to keep both staff and public informed, the news section on our website has been completely revamped.

Now called the Media Centre, the new-look information site has all the latest stories on what is happening across NHSGGC and details our position on a number of key health issues.

Other sections include general facts and figures that the media, the public and staff regularly look for, special features and also topical information broadcast by some of our staff.

The fast facts section has information ranging from our budget, population size and the number of patients we treat, to statistics on alcohol, smoking and drugs, to name but a few.

You can also watch webcasts from staff offering advice and tips on a range of subjects from “What is Norovirus” to “How to avoid e coli”.

Staff can play their part in keeping the Media Centre as fresh as possible by telling the news desk about any good stories so they can be developed for the media or for Staff Newsletter.

Here are some tips on what makes a good story:

- patient services, innovative treatments and initiatives are main sources of good news – we need to tell people about them
- people also want to hear about human-interest stories. Do you know a patient who has overcome the odds and is keen to publicise their story?
- does someone in your department do voluntary work, excel in a sport or travel abroad for a charity project?

Staff can check out the new Media Centre at: www.nhsggc.org.uk/content/default.aspx?page=home_mediacentre

To send in a news story, email: press.office@ggc.scot.nhs.uk or tel: 0141 201 4429.