The only way is up...
Latest milestones for new South Glasgow Hospitals site

This paves the way for the landmark milestone “topping out” ceremony which is being performed by Cabinet Secretary for Health and Wellbeing Alex Neil next month.

Now the task is to complete the external cladding and the impressive glass panels that will feature prominently and finish the internal fit-out to deliver the most ambitious hospital project ever mounted in Scotland.

Everything remains on target and on budget for delivery in summer 2015.

Aerial view

The picture above shows the dramatic progress which has been made over the last year.

Twelve months ago construction work concentrated on the lift cores and the first two zones of the adult and children’s hospitals.

Now the site is transformed with the shape of the hospitals clearly seen. The cores offer an early indication of the height and sheer size and scale of the building.

Pictured right: Adult Hospital Atrium Cladding
Latest milestones for new South Glasgow Hospitals site

Adult emergency department and critical care

TWELVE months ago work began to create the structure of the zones which primarily include the Adult Emergency and Critical Care departments.

Development has quickly progressed with cladding and windows installed to the external façade.

Fit out of the internal areas is now taking place.

New Children’s Hospital

Cladding works to the first and second floors of the new 256-bed children’s hospital are making real progress and are nearing completion in time for its “topping out” by the Cabinet Secretary for Health on the same day as the adult facility.

To follow the developments on the New South Glasgow campus, visit: www.nhsggc.org.uk/nsghc
A NEW national NHSScotland Staff Survey is being launched this month and your feedback will be vital when decisions are taken to shape your future role and that of the organisation.

Coming on the back of NHSGGC’s FTFT survey, this is a key opportunity for our staff to have a say in the bigger picture facing the NHS and influence change.

The answers will be used to improve the working lives of staff in NHSScotland, look at how to provide better care for patients and develop local staff governance action plans by NHS boards.

The last national survey took place in 2010 and staff responses influenced new approaches to communications engagement and bullying and harassment issues.

This latest survey will cover similar ground, so that improvements can be tracked and any emerging topics tackled early on.

Survey forms will be available in both electronic and paper formats and the latter will be circulated so that as many staff as possible can have their voice heard and play their part in influencing change.

Andy Carter, Head of Staff Governance, has stressed the importance for staff to complete the latest national staff survey.

He said: “Around 25 per cent of our staff responded to the last national poll in 2010 and this led to change once we heard people’s views.

“A quarter of our staff, equal to around 10,000 people, engaged with the process last time and these are 10,000 points of view which should not be ignored.”

A number of actions followed as a result of what staff said and the survey also flagged up improvements, such as those around the key area of communications between employers and line managers.

Staff asked for a local approach or framework for the management of change in service areas and this was introduced.

There were also a significant number of requests for more work to be carried out to make Knowledge and Skills Framework outlines and Personal Development Plans more meaningful with training translated into on the job improvements.

Andy added: “Thanks to the survey raising the issue, bullying and harassment talks were held with trade union representatives to resolve this behaviour within the workplace.

“It was also agreed to raise the profile of the Dignity at Work Policy as another tool to continue improvements around these issues.

“This is why it is so important for everyone to respond to the national survey. It flags up current and emerging issues, and gives us an opportunity to address them and monitors improvements.”

The survey opens on May 27 and finishes six weeks later on July 5.

Any queries can be sent to a special e-mail: NSS.StaffSurveyScotland@nhs.net.

A telephone helpline number is also being released within the next few weeks.

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Do you think about what you drink?

ALCOHOL is a huge part of Scottish culture and is widely consumed by many adults. If it’s drunk sensibly, alcohol can be a positive part of a healthy lifestyle.

However, drinking too much or for the wrong reasons can have a negative effect on your health, family and life in general.

Have your drinking habits changed?
Do you think you are drinking more or more often?
There are a number of benefits to reducing how much alcohol you drink:

• Sleeping better
• Lower risk of developing many forms of cancer
• Having more energy
• Feeling happier and less anxious
• Improved memory
• Lower risk of high blood pressure
• Losing weight
• Lower risk of liver disease

If you would like more information about making positive changes to your alcohol use, visit:

• www.phru.net/per and download your drinks diary
• To download “Less is Better” for information on units and other hints and tips click here
• www.drinksmarter.org for suggestions on cutting down

LESS IS BETTER
LESS ALCOHOL IS BETTER FOR YOU AND YOUR LIFESTYLE

Sit down and find out how we can help you.
The good life is coming back to Gartnavel!

Pictured above: An artist’s impression of the refurbished summer house.

PLANS are growing to revive orchards and allotments on the Gartnavel site and to create walks and a greener environment for the benefit of staff, patients and the local community.

The first green shoots of revival will be in the form of the refurbishment of the summer house, nicknamed “The Mushroom”, in the rear east courtyard of West House to be used by gardening groups.

This will then be followed by an upgrade of the walled garden circling this building, through the creation of additional allotments, walking paths, new tree and shrub planting and signage.

Catriona Renfrew, director of corporate planning and policy, said: “The overall message is that healthcare is returning to its roots here at Gartnavel, through the upgrading of green spaces for staff and patients to be both physically active and relax and support outdoor rehabilitation and recovery.”

The aim is to achieve this by beginning to reuse historic garden space and support the therapeutic use of the site for food production for patients and staff. Research has proved that high quality green environments have a positive impact on general health.

Catriona added: “We also intend to promote food growing opportunities for the wider community by expanding allotment and market garden areas and improve the site for wildlife.”

Julie McCarthy, health improvement lead, said: “Well designed outdoor spaces reduce stress and encourage positive health behaviours.

“These environments are an essential asset and a valuable alternative to hospital buildings and clinical areas for staff, patients and visitors.”

The continued “greening” of Gartnavel will also support NHSGGC’s Good Corporate Citizenship responsibilities, biodiversity duties, help promote carbon reduction and fulfil performance measures such as Scotland’s Sustainable Development Strategy.

Funding for these changes comes from NHS endowments and a grant from the Green Exercise Partnership which includes the Forestry Commission.

For more information about the project, email: catriona.renfrew@ggc.scot.nhs.uk or julie.mccarthy@ggc.scot.nhs.uk.

Our local heroes reach national finals

A TEAM who picked up one of the bravery prizes in last year’s Chairman’s Awards have reached the finals of a national newspaper competition.

Townhead Health Centre treatment room nursing staff Agnes Malcolmson, Ann Fleming and Anetta Ziolek and Glasgow Royal Infirmary storeman Danny Turner, have been short-listed for the Daily Record’s Heroes’ Awards which will be announced on May 10.

Thinking only of the safety of other patients and visitors, Agnes “dropped and rolled” a patient who had set themselves on fire, while Danny smothered the flames with his jacket.

Ann and Anetta supported them by providing emergency treatment and alerted emergency services and hospital management.

Meanwhile the “Bowel Health and Screening” initiative, a joint programme with NHSGGC, The Scottish Consortium for Learning Disabilities and NHS Health Scotland, with funding from Awards for All, is the only Scottish entry in the Cancer Care category of the Care Integration Awards run by the Nursing Times and Health Service Journal.

This resource pack is designed to help people with learning disabilities to become more aware of the importance of good bowel health and to take part in the bowel screening programme.

Winners in all nine categories will be announced at a ceremony in London on July 9.

Chairman’s Awards

Do you know someone who deserves recognition or perhaps you have identified ways to deliver improvements – then tell us! Visit the Chairman’s Awards section on StaffNet.

Left to right: Ann Fleming, Agnes Malcolmson and Anetta Ziolek with Danny Turner.
Changes at the top...

BOARD director of human resources, Ian Reid, has decided to retire early and will leave his post at the end of November 2013. Anne Hawkins, Glasgow CHP director, is also retiring and will leave at the end of October.

In the acute division there have also been a number of changes - Jim Crombie, director of surgery and anaesthetics left to take up a senior secondment post within the Scottish Government earlier this year and Grant Archibald has been appointed as director of surgery and anaesthetics.

Anne Harkness takes up the post previously held by Grant as director of emergency care and medical services and Marie Farrell has taken over Anne’s previous role as director of rehabilitation and assessment on an interim basis.

David Loudon who held the position of divisional director with Currie and Brown, a major asset management and construction company, will take up post in June 2013 as project director South Glasgow Hospitals Development/director of facilities and capital planning – designate.

David will replace Alan Seabourne, the current project director, who retires in July 2013 and later on in the year he will also take on the role of director of facilities and capital planning – designate, replacing Alex McIntyre the current director who is retiring.

Second international award for Rona

A SENIOR member of staff running a specialist service has received a second major international prize for her research work.

Dr Rona Agnew, interim continence service manager, picked up this year’s prestigious RCN Research Society Akinsanya Award at a ceremony in Belfast for her thesis entitled, "Critical exploration of nurses practice in the management of urinary incontinence in patients following a stroke."

Rona said: "I was completely gobsmacked to receive the award. "I never thought when I started on this journey of study completing my degree in Health Studies from Glasgow Caledonian University in 1999 that I would end up picking up an award for my PhD post doctorate work. "I am very proud that my work and the service is being recognised."

Last year Rona won the American Geriatric Society (AGS) Presidential Poster Award and was praised for her "outstanding work in research on aging."

The award is named after Nigerian-born Professor Justus Akinsanya, who was a nurse, human biologist, nurse educator and researcher, who died in 2005.
ALL health visitors across Greater Glasgow and Clyde are to undertake additional learning and development to support delivery of the “Ready to Learn” 30 Month Assessment. This important new contact will be provided to all toddlers from July 2013.

The key objective is to ensure children are ready to learn before they go to nursery. It identifies where there are any additional needs for assistance in a child’s development including communication and behaviour. A number of existing pathways for support have been identified and new ones developed.

Where a need for parenting support is identified this is threaded into the outcomes of the 30 Month Assessment and parents will be offered support via evidence based parenting programmes, such as Triple P (Positive Parenting Programme) where assessment identifies a need.

The programme has been piloted in North West and North East Sectors of Glasgow City, Renfrewshire and East Dunbartonshire from Summer 2012. Feedback and results to date indicate that it is a hugely valuable assessment and is delivering tangible benefits for children and parents. Health visitors report that they enjoy undertaking the assessment itself.

Health visitors currently play a pivotal role in the assessment and delivery of a broad range of interventions, however those who have carried out the new contact say that it successfully identifies additional needs that may not otherwise have been recognised by parents or professionals at that stage. This is a huge opportunity to connect parents and children with the support they need to be ‘Ready to Learn’.

Roll out across NHSGGC will be accompanied by a tailored training schedule being delivered to health visitors by health visitors. Training is underway and will be completed by the end of June.

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**Our Climate Week Raffle Winners**

GLASGOW Royal Infirmary pharmacy support worker Richard Walcome and new dad Anthony Brawley are the two winners of our Climate Week raffle.

Anthony decided to enter while he was at the Princess Royal Maternity for the birth of his second child.

The prize draw was open to staff, patients and visitors who use the 11 Aroma cafes across our sites.

To enter you simply wrote your name and contact details on the back of a café till receipt and popped it into a box on the counter.

The aim was to highlight that we use local suppliers and local products, helping to keep our carbon footprint as low as possible.

Food and snack suppliers PJs Sandwiches donated a bike, won by Anthony, and Food Options gave a hamper which Richard can have made up once he has made his choice of goodies from their brochure.

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**International Nurses Day – 12 May 2013**

Celebrate the nurses and midwives who work to deliver better health to our patients every day

[www.nhsggc.org.uk/celebratingnursing](http://www.nhsggc.org.uk/celebratingnursing)
Family Nurse Partnership recruiting in NHSGGC

THE Family Nurse Partnership (FNP) is an intensive, structured, home visiting programme which is currently recruiting clients across Glasgow City, East Dunbartonshire and West Dunbartonshire.

The programme is delivered by specially trained nurses to pregnant women from under 28 weeks gestation through to their child’s second birthday. To be eligible, women need to be:

- 19 and under at their last menstrual period
- expecting their first live birth
- live in the relevant areas.

The team aims to recruit 205 women by 21 October this year.

Mhairi Cavanagh, supervisor for FNP, explained: “Family nurses will work alongside midwives in the antenatal period, while delivering the Programme. After delivery the family nurse will deliver the programme and provide the service that a health visitor would, including the Healthy Child Programme (with the exception of immunisations).

“The programme will require close working with Universal Services and aims to: improve maternal health and pregnancy outcomes, child health and development and parents’ economic self-sufficiency.”

If any member of staff knows a woman who fits the criteria please contact the team, tel: 0141 531 8115 or email: FamilyNursePartnership@ggc.scot.nhs.uk for advice on how to access the programme.

Further information on FNP is available on StaffNet or by visiting: www.scotland.gov.uk/family-nurse-partnership

Staff urged to be security aware

A NEW campaign highlighting safety and security issues to staff on acute sites kicks off this month.

Posters and SOLUS screens will display information about how crucial it is for everyone to wear their ID badges and leave cars locked and secure.

The push has been triggered partly in response to 414 security incidents reported through the Datix system between April 1, 2012 and March 31 this year.

Of these 58 per cent related to property loss/damage or theft and 42 per cent were linked to security breaches.

Mary Anne Kane, general manager (corporate) facilities, said: “Security is everyone’s business, to keep ourselves and our patients safe.

“Staff should wear their badges at all times when they are at work and not be afraid to ask strangers why they are visiting our sites.

“Don’t assume that the person is a member of staff and certainly don’t allow someone who can’t identify themselves into a controlled area.”

Staff can reduce their chances of becoming a victim of car crime by taking simple precautions - park in a well-lit area and either take all belongings out of your car, or hide them from view, while Sat-Nav owners should remove the device, cradle and leads.