Celebrating 200 years of change
See pages 4 & 5
A NEW NHSScotland Pension Scheme (known as the 2015 Scheme) will be introduced on 1 April 2015. From this date, the current Scheme will be closed to new members. Existing members will be affected in one of the following ways:

- If you are a member who was within 10 years of your normal pension age on 1 April 2012, you will have your current pension provisions protected and will not have to move to the new Scheme.
- If you are a member who was between 10 years and 13 years five months from your normal pension age as at 1 April 2012, you will have what is known as “tapered protection”. This means the date you have to move to the new Scheme will be after 1 April 2015. The closer you were to your normal retirement age on 1 April 2012, the longer you can stay in your current pension Scheme before having to move to the 2015 Scheme.
- All other NHSScotland Pension Scheme members will move to the new Pension Scheme on 1 April 2015.

Although the changes set out above will be automatic, some NHSScotland Pension Scheme members will be able to make further choices about aspects of their pension benefits, after the introduction of the 2015 Scheme. Different choices may suit different members better, depending on their particular situation and how they see their career progressing.

If you are affected, you will be contacted nearer the time to provide you with information to help you make your choice.

Further information is available on the Scottish Public Pensions Agency (SPPA) website: www.sppa.gov.uk

---

FIRE SAFETY

Recognition for our quick-thinking staff

Bravery award reinforces the importance of fire training

THE importance of everyone keeping up to date with fire training has been underlined by the bravery of staff who tackled two incidents. One involved a textbook response by staff at Leverndale Hospital following a fire that led to the evacuation of patients in the early hours of the morning. The other led to a Daily Mirror Pride of Britain Award for nurse Agnes Malcolmson and storeman Danny Turner. Millions of TV viewers watched Agnes and Danny being honoured last month at a glittering ceremony in London’s Grosvenor House Hotel in recognition of their “outstanding bravery” and quick reactions when a patient set himself on fire in the foyer of Glasgow Royal Infirmary.

Fire can happen anywhere and at any time. Training is vital for all NHS staff – it is crucial to know exactly what to do within seconds. Only regular fire training gives you skills.

Further information is available on the Scottish Public Pensions Agency (SPPA) website: www.sppa.gov.uk
OUR stunning new £842m hospitals development has been grabbing the headlines in a very positive way for many months now. The city’s Herald and Evening Times newspapers have both carried major news articles and features. Scottish Television and BBC Scotland have also shown great interest in the iconic modern jewel in the crown of NHS Scotland and have helped generate a huge positive anticipation for its opening in 2015.

Now BBC governors have signed off the budget that will enable the renowned BBC Science Department to proceed with a specialised documentary series that will consist of three separate one-hour programmes featuring the whole project.

The focus will be on how our staff have worked with designers and construction engineers to bring together all that has been learned from hospital designs around the globe to create this most modern and bespoke hospitals project in Glasgow.

Our media relations manager Emma Edwards has already been involved in detailed discussions with senior clinicians and project managers to line up early meetings with the BBC Science producers in the next couple of weeks.

Filming the last stages of construction is expected to start during November. They will work closely with our teams to ensure they don’t get in the way of our massive migration and fitting out operations.

We are confident that the final result, which will be shown on BBC after the hospitals are fully operational, will not only put medicine in Glasgow firmly on the map, but will also be something we can all be hugely proud of.

Breaking news... BBC cameras set to roll at hospital

Mock ward tested by staff

ACCESS to a 28-bed ward in the new adult hospital will be made available to staff during the weeks of 3 and 10 November. This will enable nursing, allied health professionals (AHP) and facilities staff to familiarise themselves with the ward layout. It will also enable a range of scenarios to be tested. These will cover fire drills, moving and handling, violence and aggression, resuscitation, pharmacy, nursing and AHP ward rounds, use of new IT equipment and phones.

A Short Life Working Group chaired by Fiona McCluskey, senior nurse advisor to the new hospitals project, is developing the scenarios for testing. A range of staff will be involved and the scenarios will also be filmed for training purposes.

Fiona said: “We are very excited at the prospect of working in a wonderful new environment; however, we think it is very important that we have the opportunity, prior to moving in, to understand the challenges of the new environment and how we can mitigate against them. Having access to a ward for a two-week period will enable a range of staff to experience the new facilities first hand and learn from the scenarios enacted.”

Our media relations manager Emma Edwards has already been involved in detailed discussions with senior clinicians and project managers to line up early meetings with the BBC Science producers in the next couple of weeks.

Filming the last stages of construction is expected to start during November. They will work closely with our teams to ensure they don’t get in the way of our massive migration and fitting out operations.

We are confident that the final result, which will be shown on BBC after the hospitals are fully operational, will not only put medicine in Glasgow firmly on the map, but will also be something we can all be hugely proud of.
DERMATOLOGY staff enrolled nurse Helen Horne has retired after an amazing 40 years of service, all of it on the same ward!

Helen has been a familiar face on ward 52 at the Southern General Hospital since she decided, following her training, that she wanted to work with dermatology patients.

She said: “During my training, I loved working in dermatology. I’ve always liked working with my hands to help people with skin diseases.

“I’ve had real satisfaction watching people gradually getting better as their skin conditions improve and also helping patients dealing with something they will have for the rest of their lives.”

It was all the more satisfying when Helen became the first nurse at the Southern to qualify in using ultraviolet light to treat skin disease.

She has treated patients of all ages, including babies who have an allergic reaction to their mother’s milk.

The biggest changes Helen has seen over her career are advances in medication and creams for skin treatments.

A keen National Trust for Scotland supporter, Helen plans to become more involved in the future as a volunteer and is looking forward to pursuing her hobby of hillwalking.

She said: “I’m going to miss the banter with the other nurses and contact with patients.”

200 years in 200 days – a year of reflection

It’s goodbye from Helen after 40 years’ service!

TWO hundred years ago, the first asylums were opened in the Glasgow area. These large austere buildings housed thousands of patients who – if born in the 20th century – would never have been forced into such institutions.

The world of psychiatry and the way we treat mental health conditions today is unrecognisable to the way things were.

It is therefore fitting that when we reflect on 200 years of psychiatric care and medicine in 2014, we focus on modern approaches and of the dramatically more supportive and beneficial ways in which our services work with partners throughout our communities in this area.

In January 2014, a planning group was set up in Gartnavel Royal Hospital, to consider how best to mark the bicentenary of mental health and wellbeing care provision across the West of Scotland. A diverse programme of activities has taken place throughout the year and will culminate in December with the installation of a Public Art work, commissioned to mark this important date.

Fiona Sinclair, volunteer services manager, said: “This has been a remarkable year of achievement, celebration and reflection for those involved in mental health and wellbeing. It has been a joy to be involved throughout.

The programme of 200 events, including Hillhead 200 Series, Hillhead 200 Project, and Commonwealth Carnival Week of 26th July to 7th August, has seen patients, staff and the public get involved in some very creative activities.

The aim of the programme is to raise awareness of mental health and wellbeing, and to encourage people to talk about their experiences of living with mental health conditions, and the support they receive from services.

Scottish Mental Health Arts and Film Festival October 2014: patients and staff were invited to meet artist and Project Ability collaborator Simon McAuley and view his work displayed in the newly refurbished summerhouse on the Gartnavel site.

Here are some highlights:

The Hillhead 200 Series: the programme launched with the Hillhead 200 Series; a monthly event held in Hillhead Library which brought a range of mental health support services and individuals together to share with the public their approaches, ideas and current information on mental illness and challenging stigma.

Commonwealth Carnival Week July 2014: the week opened with the arrival of 26 hay bales installed at the Gartnavel Royal site with patients and staff invited to paint onto the black tarpaulin covering the hay. The covered bales represented darkness and when later the plastic was removed this was symbolic of the light coming in, in keeping with the hospital’s motto, Relucetare – Let there be light, again.

Music and creative performances were held for both patients and staff and the week ended on a high with its very own summer music festival “Over the Wall”.

Scottish Mental Health Arts and Film Festival October 2014: patients and staff were invited to meet artist and Project Ability collaborator Simon McAuley and view his work displayed in the newly refurbished summerhouse on the Gartnavel site.
A century of caring at the Royal Hospital for Sick Children at Yorkhill

MORE than 100 nurses, past and present, gathered to celebrate a century of children’s nursing at the Royal Hospital for Sick Children on the Yorkhill site last month.

The event marked the historic milestone ahead of the hospital’s relocation to the new RHSC on the £842 million South Glasgow Hospitals campus in Govan.

Nursing leaders spoke of how care and treatments have changed throughout the years, including developments in nursing care for children affected by cardiac problems, orthopaedic conditions and cancer.

Elaine Love, head of nursing for neonates, children and young people, chaired the event.

She said: “While expertise and technology are continually changing, the care and compassion that paediatric nurses show to their young patients will not have changed during the past 100 years.

“I am proud of all of our nurses and the care that they provide, many times in the most difficult and heartbreaking circumstances.

“Often young patients cannot express themselves when they are in pain or distress and it is testament that our nurses go over and above to provide the best possible care for each patient.”
Information centres prove their worth

The Patient Information Centres developed for the New Stobhill and New Victoria Hospitals have been hailed a real success as they mark their fifth year in business.

The centres provide information to patients, carers and staff on a drop-in basis, but anyone throughout NHSGGC can contact the service, tel: 0141 355 1527 or email: patientinformationcentres@ggc.scot.nhs.uk

In 2013/14, the Information Centres helped almost 15,000 people who have inquired about a whole range of issues including money advice, support for carers, Weight-In-Work, smoking cessation, healthy eating, literacy, carers support and mental health issues.

They also host other organisations to provide more specialist advice such as Macmillan Money Advice, carers support and the Patient Advice and Support Service.

The centres are being rebranded as Health Information Centres to coincide with the opening of the new South Glasgow University Hospital, where a third centre is to be located.

For your information... this is a great competition!

For your chance to win some fantastic prizes, simply test your knowledge of the Information Centres and answer the questions below.

Which statements are FALSE?

Q1.
A. They can help with advice on money, smoking, carers support.
B. They can help with clinical information and medical results.

Q2.
A. They have helped almost 15,000 patients, visitors, carers and staff since they opened in 2009.
B. Staff can access Weight-In-Work and Health Walks through them.

Q3.
A. They provide a GGC-wide service and can be contacted by dropping-in, phone or email.
B. They are for patients, carers, visitors and staff at Stobhill and Victoria ACHs only.

PRIZES
■ £100 Buchanan Galleries vouchers
■ £80 ATG Theatre vouchers (Kings and Theatre Royal)
■ £60 Restaurant Choice vouchers

Email your answer, name and work location to: patientinformationcentres@ggc.scot.nhs.uk or send to: Angela Watson, Patient Information Centre, New Stobhill Hospital, 133 Balornock Road, Glasgow G21 3UW. T&C: The competition is open to all NHSGGC employees. The closing date is 28 November 2014.

You can bank on James to volunteer

Nursing auxiliary recruits colleagues to support foodbank

NURSING auxiliary James Coyle is well known by many of his colleagues for his work as a volunteer director of the NHS Credit Union but now he is investing time in a different bank.

James has become a very enthusiastic and active volunteer with the Greater Maryhill Foodbank and has been successful in recruiting support in the form of food donations from his NHS colleagues.

Based at the urology ward 11 at the Southern General Hospital, he explained why he is so motivated to get involved: “The vast majority of people relying on foodbanks are working people, those who are ill, on low wages and zero-hour contracts, and I thought this could easily be me. “I can’t build or paint anything, but I can do voluntary work like this to help people.”

James added: “While I’m picking up contributions from staff on the three urology wards, I’m also saying to people that if they have a local foodbank, then why not volunteer to help them too. It’s not just food that’s needed – there is also a demand for clothes, toys, toiletries and feminine hygiene products.”

The response from urology staff has been “overwhelming and fantastic” and James is now regularly approached by colleagues asking if he is still picking up donations.

He summed up: “A year ago, you didn’t hear a lot about foodbanks. Now there are more than 50 in Glasgow – it’s Scotland’s shame.”

The Greater Maryhill Foodbank is also supported by comedians Frankie Boyle and Kevin Bridges, and Celtic star Kris Common’s wife Lisa.
Flu clinics are doing brisk business

OUR staff flu clinics have been busy since their September launch. More than 6500 staff (2.5 per cent up on the same time last year) have already been inoculated.

Clinics and peer vaccination programmes are continuing apace to ensure that more staff have the opportunity to protect themselves and their patients.

Dr Syed Ahmed, immunisation co-ordinator, said: “It is very important that staff protect themselves, their patients and families by receiving the flu vaccine. “We cannot underestimate the severe consequences of flu. Anyone who is not vaccinated risks passing on the virus, with potentially serious consequences for patients made more vulnerable by pre-existing illnesses.”

There is still time for staff to volunteer as peer immunisers – for more information, contact Eddie McArdle, project administrator, tel: 0141 201 4464 or email: peerimmunisationbooking@ggc.scot.nhs.uk

Clinics are run on a drop-in basis and staff must complete a pre-vaccination online screening form beforehand which can be found at: http://xggc-dise-23/. Staff without PC access can be helped by managers to gain access to PCs to fill in the forms.

>> For more information, visit: StaffNet > Human Resources > Occupational Health.

Win an early Christmas present of £250 Love2Shop vouchers

WITH Christmas on the horizon, we’ve teamed up with our friends from the Staff Lottery and Appeals Society to bring you the opportunity to win £250 of Love2Shop vouchers. Simply answer the question below.

Q What day does Christmas Day fall on this year?

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.

>> 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 for entries is 30 November 2014.

Worried about money or debt?

ACCORDING to the latest national figures, more than half of working-age adults in poverty are living in households where at least someone is working.

In Scotland, temporary and part-time work has become more common, and growing numbers say they are “underemployed” and can’t get enough work to make ends meet.

These figures tell us that many workers in our organisation might have money worries – especially in the lead-up to Christmas.

NHSGGC is committed to tackling inequalities and poverty and will support our employees with money and debt worries:

● A range of money advice is available to our staff at: www.equalitiesinhealth.org/public_html/moneyworries.html
● NHS Credit Union can provide affordable loans and savings plans. The speedy £750 and budget loans are the most popular and allow quick access to cash www.nhscreditunion.com
● Through our Human Resources policies, we look to accommodate requests for flexible working and weekly pay
● The Employee Counselling Service is a free, confidential service where you can talk about any worries. You can refer yourself: www.empcs.org.uk

Vicky staff tribute to Margaret

VICTORIA Infirmary theatre staff have raised £300 for the Prince and Princess of Wales Hospice Brick by Brick Appeal in memory of former colleague Margaret McCormack, who passed away earlier this year having spent some time in the hospice. The cheque was presented to hospice fundraising manager Heather Manson (right) by SCN Kathryn Jolly (left) and SCN Lorraine Hamill.
It’s official – we love cyclists!

SCOTLAND’S biggest health board is an official Cycle Friendly Employer – and we have the award to prove it!

Chairman Andrew Robertson, right, a keen cyclist, is delighted at our achievement.

He said: “We want to support staff to be as healthy as possible and the Cycling Scotland award proves we are continuing to do just that, together with other initiatives such as Active Staff.”

The award underlines the strong ongoing commitment we have to our “green travel” strategy, which has the twin aims of encouraging staff to find alternative means of transport rather than the car to work and helping reducing carbon emissions.

All nine acute sites have won the award from Cycling Scotland, which is given to workplaces who promote cycling within their organisation.

For more information, visit: StaffNet > Corporate Services > Support Services > Transport

A GOOD number of staff took part in this year’s Glasgow Great Scottish Run 10k and half marathon, many of them thanks to winning entry to the event in an SV competition.

To prove they were entering into the spirit of our Active Staff campaign, some proudly wore their “Live Life” T-shirts to prove it.

It was a great day with world records broken and in some cases, personal bests achieved.

How many famous faces can you recognise among our victorious GRI Cup winning team players? (Editor’s note: no prizes for this one - it’s just for fun!)

It’s three in a row for GRI

AFTER an “edge-of-the-seat” penalty shoot-out between Glasgow Royal Infirmary and NHS Forth Valley in the final of the Scottish Casualty Cup, it was Glasgow who took the glory for the third year in a row.

The tournament, at Toryglen National Football Centre in Glasgow, involved teams from Scottish emergency department staff.

This year’s competition was named “The Ben Bingham Tournament”, in memory of Southern General Hospital emergency department senior charge nurse and Casualty Cup committee member Leanne Kennedy Bingham’s son, who was stillborn earlier this year.

The evening’s fundraising ball at Hampden Park, planned by Karen Tait, a Victoria Infirmary emergency department nurse, raised £9000, which is being split between SiMBA, the charity that supports parents who have suffered the loss of a child during pregnancy through stillbirth or miscarriage, and the Emergency Medicine Malawi Project.

The event was hosted by broadcaster Tam Cowan and the special guests were Frank McAvennie (Celtic), Gordon Smith (Rangers), Lisa Hague (Lola Commons fund for SiMBA), Tommy Gilmour (boxing promoter) and the tournament’s newest patron Mimmo Rossi (restaurateur).

They were joined by Scottish football legend Billy McNeill, who presented the GRI players with the trophy.

NHSGGC Acute Division is looking for Physical Activity Activators.

Are you passionate about physical activity? Can you motivate colleagues to get active? Do you have the skills and enthusiasm to organise physical activity events? Then the Active Staff Programme wants to hear from you.

Activators will receive full training and support from the Active Staff Team and benefits such as free passes for local authority leisure services.

As part of the Activator role, you will provide support and encouragement to peers, motivate and buddy colleagues to participate in local activities and identify new activities for your workplace.

To find out more about the role, tel: 0141 201 4629.

activestaff

AFTER an “edge-of-the-seat” penalty shoot-out between Glasgow Royal Infirmary and NHS Forth Valley in the final of the Scottish Casualty Cup, it was Glasgow who took the glory for the third year in a row.

The tournament, at Toryglen National Football Centre in Glasgow, involved teams from Scottish emergency department staff.

This year’s competition was named “The Ben Bingham Tournament”, in memory of Southern General Hospital emergency department senior charge nurse and Casualty Cup committee member Leanne Kennedy Bingham’s son, who was stillborn earlier this year.

The evening’s fundraising ball at Hampden Park, planned by Karen Tait, a Victoria Infirmary emergency department nurse, raised £9000, which is being split between SiMBA, the charity that supports parents who have suffered the loss of a child during pregnancy through stillbirth or miscarriage, and the Emergency Medicine Malawi Project.

The event was hosted by broadcaster Tam Cowan and the special guests were Frank McAvennie (Celtic), Gordon Smith (Rangers), Lisa Hague (Lola Commons fund for SiMBA), Tommy Gilmour (boxing promoter) and the tournament’s newest patron Mimmo Rossi (restaurateur).

They were joined by Scottish football legend Billy McNeill, who presented the GRI players with the trophy.