respect my dying wish
Respect My Dying Wish

SO you’ve taken that important step and registered to be an organ donor. You carry your card and you think that’s all you have to do.
That’s where you’re wrong.
The fact is transplant teams will never take tissue or organs for transplant if your family says no, even if you’ve already agreed to donate.

Every year, we lose 15 per cent of potential donors because their loved ones overrule their dying wish.
The three-month campaign launches at Glasgow’s Lourdes Secondary School on 8 October. It is using all media platforms to launch a lively debate on the issue, including Facebook, YouTube and Twitter and has a dedicated interactive website packed full of information, quizzes and games.

And now we’re asking colleagues to show your support for the campaign, tell your family your dying wish and encourage others to do the same.

There are lots of ways to take part and support the campaign. These include: like and visit our Facebook page; update your status to tell everyone you’re an organ donor; add a Respect My Dying Wish timeline cover to your page and ‘add’ that you’ve joined the NHS organ and tissue donor register to your timeline.
You can also follow us on Twitter and re-tweet and quote our tweets to your followers.
There’s also an option to add a Twibbon to your profile pic on Facebook and or Twitter – a badge which shows you support the campaign. Twitter will automatically tweet to let your followers know about you supporting the Respect My Dying Wish campaign.
There is even a facility to create your own digital donor message card to send to friends and family via email, Twitter or Facebook.

All too often, families are so distraught that they will not give permission even though the deceased had agreed to be a donor.

“Just one of those willing donors who had their wish overruled could have given us the opportunity to help up to nine of the 808 people currently on Scotland’s transplant list.

“Last year, 43 people died while awaiting a transplant. If just five willing donors had been allowed to give, all of them might have had that extra chance of life.”

The Respect My Dying Wish campaign urges people to tell their loved ones about their decision to donate and what they want to happen if they die.

Professor Kevin Rooney, consultant in anaesthesia and intensive care medicine at Paisley’s RAH, is one of the clinicians leading the campaign.

He explained: “While there has been a successful national focus on driving up the numbers of people who carry a donor card, in recent months we have become aware that one of the biggest obstacles to successful transplants is actually due to relatives refusing to allow organs or tissue to be taken for transplant.

“All too often, families are so distraught that they will not give permission even though the deceased had agreed to be a donor.

“Don’t just sign up to donate – tell those around you how important you feel about it. Help them make the right choice if something happens to you.”

Ally McLaws, director of communications, said: “As we’re asking people to start a conversation with family and friends about the issue of organ donation, it seemed only logical that we should run a social media campaign to spread the word as widely as possible.

“These social media and digital options have been created so that you can have fun and help make sharing your wishes easier within a wide circle of friends and relatives.

“Although access to social media is restricted within our NHSGGC IT system we are hoping that colleagues will get fully involved at home and encourage other family members to start talking about the Respect My Dying Wish campaign.”

Kevin added: “More than 90 per cent of families would be prepared to donate the organs of loved ones in the event of their death, if they are registered and their wishes are known.

“Sadly, this drops to nearer 40 per cent if donation wishes are not known.

“It is staggering to think that something as simple as a conversation with loved ones can mean the difference between life and death for others.

“You can see how important it is to ask your family to respect your dying wish.”

www.respectmydyingwish.org.uk
A FORCED Marriage Policy is now in place to help staff to identify and respond to patients who may be victims of forced marriage.

Recognising signs of forced marriage can turn around a life as contact with a health worker may be the only chance for someone either at risk of being forced to marry, or who is already in a forced marriage, to get help and protection.

The policy describes some of the signs of forced marriage, which patients are most likely to be at risk and the services they are most likely to present to.

It also provides guidance on what to do if the patient discloses their situation.

Catriona Renfrew, director of corporate planning and policy, said: “We believe that everyone has a right to enter into marriage with their full and free consent.

“We want staff to feel confident about the help, support and protection they can offer. It’s worth remembering that although the majority of victims of forced marriage are female, men can also be put under pressure, together with people with physical and learning disabilities.

“Lesbian, gay, bi-sexual and transgender people are also targeted as a means of repressing their sexual orientation.”

While everyone can play their part, staff in accident and emergency, mental health and maternity services are the likely first points of contact.

CHP staff working in South Glasgow, an area which has a high BME population, can also be key to picking up distress signals since groups most at risk include women from ethnic communities, particularly women from the South Asian community aged between 13 - 30 years of age.

Kath Gallagher, planning and development manager, Corporate Inequalities Team, explained: “This is a situation very hard to disclose and it can lead to self-harm, depression, anxiety and even suicide.

“Addictions workers can play a role as people may also resort to drug and alcohol as coping mechanisms.

“Forced marriages involving people of both genders with learning disabilities is also an issue when people with learning disabilities are exploited because of their potential to be the ‘highest’ earners in a household due to the range of benefits and services they are entitled to.”

Staff who suspect that their patient is in a forced marriage should try to speak to them privately, in the same way they would do if they believe that the person is a victim of gender-based violence or is being trafficked.

If forced marriage is disclosed staff should contact the National Domestic Abuse Helpline for advice and options for their patient.

They can also call the GBV Resource Unit, part of the Women and Children’s Directorate, whose advisors are available Mon-Fri 9am-5pm, telephone 0141 201 (1) 9777.


Every human being has the right to choose their own partner. And now Scottish law supports that right.

For advice, support and protection, call: 0800 027 1234 in complete confidence or visit: yourrightscotland.org
Health Secretary’s call to staff to get their flu jag

SPEAKING to SN, Health Secretary Alex Neil has made a direct appeal to staff to get their flu jags over the next few weeks.

He is being supported by Partick Thistle FC, nicknamed The Jags, whose club doctor annually vaccinates players and staff.

Mr Neil said: “I’m appealing to every member of staff to get the flu jag to protect themselves, patients, families and colleagues.

“People die from the flu and complications from the virus and I appeal to staff to overcome any fear of needles and start getting vaccinated on an annual basis.

“Around 30 per cent of NHS frontline staff got the vaccine last year and I want to see many more of our nurses, doctors and midwives come forward.

“We have asked health boards to help more staff get vaccinated to protect themselves and patients.”

Partick Thistle player Stephen O’Donnell (20) is only too aware of the importance of being vaccinated.

Three years ago he was told he would never play again after being diagnosed with a heart condition.

Luckily following an operation he was back training within a week and hasn’t had any problems since then.

Stephen said: “The whole experience made me realise how important your health is and I don’t want to ever go through anything like that again.

“That’s the reason I get the flu jag every year, I know it will help protect me.

“It’s really important people with underlying health conditions do all that they can to keep themselves healthy and that includes getting their flu vaccination.”

Our own staff flu vaccination campaign has got off to a flying start and as SN went to press 1030 doses had already been booked by the peer immunisers, 40 per cent of last year’s total of 2550.

During the first two days of the programme more than 2000 staff attended drop-in, site based clinics and Dr Syed Ahmed, consultant in public health, said: “This is an excellent start to our programme, however it is vital that other staff take up the opportunity to protect themselves against the risks of influenza, as well as removing them as a source of flu infection to their patients, families, friends and colleagues.

“We particularly encourage colleagues working in clinical areas to sign up for the peer immunisation programme as this is a crucial part of this year’s campaign.”

For more information about flu clinics, times and venues, visit: http://www.nhsggc.org.uk/content/default.asp?page=s1843_8

The first week of the staff flu immunisation programme has proved popular
“Knowledge professionals” at your service

STAFF working across our network of libraries - our “knowledge professionals” - are just a click away from being able to provide colleagues with the support to enhance professional and service development and patient care.

There are 12 staffed sites throughout NHSGGC stocked with a range of resources and the team can offer direct assistance and explain how staff can get the most out of the network.

Steven Watson, assistant librarian, said: “We have the services in place to help staff with anything from successfully completing coursework or working towards KSF and PDPs, to answering clinical queries or embarking on research and audit work for their department or service.”

Currently the library has 4500 registered users and there are over 100 PCs with network access.

More than 500 literature searches were carried out in the last year with around 50,000 items available to borrow.

Training to use the full potential of the library resources is available, ranging from one to one sessions provided by a site-based member of staff to more advanced training events offered by our team of specialist librarians.

This training can be delivered in any of the libraries or clinical areas/departments.

Steven added: “Most of our training can be tailored to suit individual requirements but the main aim is always to help people better negotiate our resources and successfully find the evidence and information people need.”

For more information about what the network can offer, email: GG-UHB.libraries@nhs.net or visit their website at: www.nhsggc.org.uk/libraryservices or visit: StaffNet > Info Centre > Library.

Massive new lab “flit” completed

IT was one of the most complex “flits” as 17 laboratories, equating to a total of 81 moves of all of the disciplines, and 750 staff, moved into the new £90m Laboratory Medicine/FM Building on the new Southern General Campus this summer.

But there was still work to be done - a significant decommissioning agenda which involved Laboratory Medicine staff, working closely with Facilities Management and Estates, ensuring that the vacated facilities were decommissioned in accordance with NHSGGC regulations.

Aileen MacLennan, director of diagnostics, said: “The move to the new lab at the SGH campus was the most significant milestone in the Laboratory Medicine Strategy Project.

“The new facility houses one of the most modern and efficient labs in the UK, with a range of specialties including biochemistry, haematology, microbiology, genetics, pathology and mortuary facilities.

“The next major development is to revisit our service transformation agenda, ensuring that we are realising and maximising the benefits of working in this new state-of-the-art environment.”

Attention is now focused on the next two big milestones in the Laboratory Medicine Strategy Project, which are the University Tower Building (UTB) Project - the move of microbiology services from Stobhill, GRI Lister Building and virology at GGH to the newly refurbished UBT at GRI in August 2013, and the Clyde Implementation Project.

Migration planning is now underway in preparation for both of these projects.

GRI gift Lister treasures to Hunterian

ONE of the more unusual aspects of the decommissioning process was the safe transfer of equipment used by Joseph Lister, which had been stored for more than a hundred years in the Lister Laboratory at Glasgow Royal Infirmary.

It was during his time in Glasgow that pioneering surgeon Joseph Lister made observations and discoveries which revolutionised the treatment of disease and injuries.

Equipment used by Lister after his appointment at the GRI in 1861 is part of an exhibition in the Hunterian Museum in Glasgow. The exhibition has now been enriched with the further items which have followed in the wake of the “flit.”
NHSGGC staff are being urged to make more use of the NHSScotland Photo Library, a comprehensive resource for health and partner organisations.

This is a free resource of more than 4000 key-worded health and care images which can be used by staff in the production of leaflets, booklets and posters, safe in the knowledge that consent for use has been given.

It provides a wide range of professional photography with images of staff and patients reflecting the breadth of NHS services providing health and community care.

The user friendly site has email user support and comprehensive help files. There is also a lightbox facility for storing searches and selections, and sharing with colleagues, and there are both high resolution print quality and low resolution options.

Ally McLaws, director of corporate communications, said: “This is a fantastic free resource, packed with high quality professional images, which reflect the wide spectrum of NHS care and interactions with patients.

“Importantly, in these times of financial challenge, this shared resource also delivers a cost-effective source of relevant photography and reduces the need for each individual health board or teams within health boards having to commission photography for single use.

“More than four hundred NHSGGC staff are already making use of the site and I’d encourage anyone who needs to source images of the NHS but hasn’t yet registered to log on and try it out.”

To register as a library user, visit: www.nhscotlandphotolibrary.org
AN easy to understand programme to encourage people with learning disabilities (LD) to take part in the National Bowel Screening programme has been created by Renfrewshire Community Health Partnership (CHP).

Bowel cancer is a major public health concern in Scotland and the screening programme can identify pre-cancerous signs in people who otherwise have no symptoms.

It is estimated that screening will prevent approximately 150 premature deaths annually.

The CHP Health Improvement Team, working with their Renfrewshire Learning Disability colleagues, successfully applied for Big Lottery funding to put together a booklet and toolkit, a DVD and training session.

“Bowel Screening Made Easy” builds on the national campaign aimed at people between 50-74 years.

And it has already received recognition having won the ‘Award for Excellence’ at the Renfrewshire CHP Staff Awards.

Anne Gibson, health improvement senior, said: “While the screening programme is of a high standard, we know that some groups, including people with learning disabilities, find the test difficult to understand and complete.

“We believe that this different approach, which is based partly on feedback from LD people, will also benefit those with communication and motor skill difficulties and their carers.”

It includes a simple image-led instruction leaflet and an additional toolkit with items to make completion of the test easier.

The DVD is an alternative to the booklet and features local people with LD.

In addition to this a training session will be delivered by LD nurses to clients and carers about the importance of not only completing the kit but also how to complete it correctly.

Other partners involved in the project include Mary Russell School, the National Bowel Cancer Screening Programme, Reid Kerr College, Living Well at the years.

And it has already received recognition having won the ‘Award for Excellence’ at the Renfrewshire CHP Staff Awards.

The Bowel Screening Made Easy booklet is available from Renfrewshire Learning Disability Service (RLDS) on 0141 207 7800 or downloadable from the Scottish Consortium for Learning Disabilities website www.scld.org.uk.

PATIENT surveys consistently show that more needs to be done to involve patients with a long term condition in setting goals and in decisions about their treatment.

Now a new learning resource has been created by NHS Education Scotland to assist healthcare professionals to develop knowledge and understanding to support self management of long term conditions.

This web-based educational resource has been designed principally for nurses and allied health professionals but can benefit any healthcare worker.

It is divided into four themes: Build Partnerships, Share Decisions, Enthuse and Empower and Facilitate Enablement. It also provides a learning resource in the form of ‘Anna’s Story’.

To find out more about self management, visit: www.nes.scot.nhs.uk/selfm anagement
Fraud - and how to report it

THE overwhelming majority of our staff are honest and hard working, but a tiny minority make fraud an issue for the organisation and all Scottish Boards. We have a zero tolerance towards any abuse of our resources and there are robust arrangements in place to try and prevent it.

Brian McLean, our fraud liaison officer (FLO) emphasises that everyone has a role to play in the fight against fraud. He said: “We have a zero tolerance stance towards fraud and are prepared to take disciplinary action, pursue a criminal prosecution and seek to recover any financial loss.

“Fraud diverts resources from where they should be used, on patient care.”

Over the last two years 171 incidents of potential fraud have been referred to the FLO.

All have been investigated and where appropriate disciplinary action has been taken and this has led to criminal convictions and dismissals for a small number of staff.

A further penalty staff face is being struck off by their professional body.

If a member of staff suspects fraud, they can report the circumstances to their line manager.

Alternatively if contacting your manager is a concern staff can get in touch with Brian directly, in confidence, tel: 0141 201 4879 or email: brian.mclean@ggc.scot.nhs.uk.

When fraud is detected he refers the incident to NHS Counter Fraud Services (CFS), a specialist division of National Services Scotland who carry out the investigation.

CFS report details directly to the Procurator Fiscal when enquiries confirm that a criminal offence has been committed.

Brian concluded: “We want every member of staff to be aware that fraud occurs in the NHS and that every penny the Board loses to fraud is a penny lost to patient care.”

And to raise awareness and understanding of fraud and how to report it, a number of roadshows have been organised for frontline managers.

The next roadshow with available places is taking place on December 6 at the Royal Alexandra Hospital, Paisley.

Not everyone is who they appear to be

Keep Bogus callers out of your home.

Report any concerns to Strathclyde Police on 0141 532 2000. In an emergency dial 999.
Awards for staff in medical illustration services

CONGRATULATIONS to three members of staff from medical illustration services who were presented with awards at the recent Institute of Medical Illustrators’ annual conference.

Inez Wait won a silver award for the design of the Staff Induction Handbook for the NSGH Laboratory Building and Kirsty Lattka and Sandie Lunn won both bronze and silver awards for photographic entries.

Kathy McFall, head of medical illustration services, said: “I was delighted to be able to chair the conference in Glasgow, which was the first time the two-day event has been held in the city.

“The Institute’s awards are based on the recognition of excellence in clinical photography, healthcare design and clinical video so it is fantastic that three members of our team were recognised.”

This has been Sandie’s lucky year as she was also awarded the IMI / HeSCA exchange bursary, which allowed her to attend the Health and Science Communications annual conference in Providence, USA, in June.

Sandie was thrilled to be given the opportunity to attend, telling SN: “I feel so proud to have been chosen by my peers to represent our Institute at an international conference. The knowledge I gained was invaluable and I have enjoyed sharing my experience with my colleagues across the service.”

World leading Mental Health Arts Festival opens

ONE of the world’s biggest social justice and mental health festivals is taking place this month with NHSGGC as its major sponsor.

More than 250 arts events are taking place throughout Scotland under the banner of the sixth Scottish Mental Health and Arts Film Festival, whose aim is to support the arts and challenge preconceived ideas about mental health.

For more information about the programme, visit: www.mhfestival.com

The festival is supported by The Mental Health Foundation in association with the following national partners: Mental Health Foundation, Scotland’s anti-stigma campaign ‘see me’, NHS Health Scotland, NHS Greater Glasgow and Clyde, NHS Lothian, The Royal College of Psychiatrists, Lanarkshire Recovery Network, Voices of Experience, IRISS, University of Strathclyde.
Six book challenge

THE NHSGGC Library Network has signed up to the Six Book Challenge to give staff the opportunity to build their reading confidence and literacy skills.

The first participants have now completed the challenge and will be awarded their certificates at the end of October.

In the UK, one in six adults struggle to read. Launched in 2008, the annual Six Book Challenge encourages less confident readers to develop a new reading habit and improve their skills at the same time.

Participants in the challenge are asked to pick six items to read, ranging from books, poetry or graphic novels and record their reading in a diary.

Tracey McKee, specialist librarian, said: “This is the first time we’ve run the challenge and it’s been a great success so far. “The staff who are taking part seem to be enjoying the challenge to read six books and then come together with other staff to discuss the books at the reading groups.”

Our challenge has been fully supported by staff from Health at Work, Health Improvement, the Public Health Research Unit, Psychology and the Patient Information Centres.

Look out for information next year in Staff Newsletter on when we’ll be running the next Six Book Challenge.

Tracey McKee

New ePayroll system

PLANS are now at an advanced stage to implement NHSScotland’s new ePayroll System from the end of October this year.

The changes, which are being implemented across NHSScotland, will place the system on a modern IT platform shared by other national workforce systems such as eExpenses and SSTS.

Staff will not notice any difference in their pay arrangements - all staff will continue to be paid accurately and on time.

Initially, staff will also continue to receive their blue payslips in the normal way. However by summer 2013 we will begin to introduce electronic payslips and in due course, more than 80 per cent of staff should be able to receive an ePayslip as opposed to the conventional paper payslip.

Marie Cumming, board lead – ePayroll, said: “Staff being paid accurately and on time has been at the centre of the development and the new ePayroll System has therefore been the subject of rigorous system and user acceptance testing and parallel running.

“Extensive specialist performance and volume testing has also been carried out and penetration testing will be undertaken to fully test the security of the system before the final decision to go live is taken.”
It’s a double header for staff and patients

BOTH staff and service users have achieved personal goals from a unique football coaching project for people experiencing mental health issues.

This year everyone taking part in the “Tackling Recovery” programme gained Scottish FA (Football Association) Early Touches certificates and have started the Scottish FA Coaching Pathway qualification.

It’s a joint venture between ourselves, Queen’s Park FC and the Scottish FA and takes place at Lesser Hampden Park.

The aim is to evaluate the potential mental and physical health benefits of utilising football as a therapeutic treatment option for this specific male client group and the outcomes for the players have been hugely positive.

Attendance amongst patients has reached 76 per cent and 83 per cent feel that the sessions have improved self esteem and led to a decrease in distress experienced from their illness.

Staff taking part have also benefited.

Scott Smart, specialist occupational therapist, who came up with the idea of using sport as a therapy, explained: “This year all staff participating in the scheme signed on to gain coaching certificates themselves.

“We all thoroughly enjoy taking part in these sessions and these new qualifications allow staff not only to keep themselves fit, but use their new skills to volunteer as coaches with their school or local youth teams.”

Naomi MacArthur, occupational therapy technical instructor, has gained her Level One Scottish FA Early Touches certificate and now she plans to move up to higher levels and eventually coach adults.

She is already involved with Bishopbriggs based Rossvale FC who play in the Central League Second Division and acts as a sports therapist for the men’s team.

She said: “I also work with the club’s Girls’ Soccer Academy and getting my certificate means I have added to the coaching skills I already have.

“The more qualifications and experience I get can only benefit the kids, aged 5 -10 years old, that I work with at the academy.

“I think sport is just a fantastic thing for bringing people together who are not very good at socialising.”

Bryan Wilson, occupational therapy technical instructor, has a track record in football.

A former schoolboy signing for St Johnstone FC who also played for the Hearts’ youth team, Bryan went on to play for junior clubs Robroy and Arthurlie.

He said: “I’m planning to get involved coaching a youth team in Lenzie and they have asked if I have coaching certificates.

“The fact that I am going through the Early Touches programme is going to be beneficial to me and the youngsters I hope to work with.”

Olympians bring winning smiles to Yorkhill patients

A VISIT by some of Scotland’s Olympic and Paralympic champions brought winning smiles to the faces of patients at The Royal Hospital for Sick Children.

Gold medal canoeist Tim Baillie, silver sailing winner Luke Patience, gold medal rower David Smith and modern pentathlon competitor Mhairi Spence brought the glamour of the games to Yorkhill.

The excited children had a chance to hold medals, get autographs and have pictures taken with their sporting heroes.

Yorkhill Children’s Foundation arranged the visit after the London 2012 Games had the youngsters glued to television sets.

Staff members in the front row in navy SFA kit. (l-r) Bryan Wilson, Naomi McArthur, Grahame Peacock, and Scott Smart.