Eye on innovation

Dr Stuart Parks and Dr David Keating from Gartnavel General Hospital have been in Florida with Scottish Health Innovations Ltd (SHIL) to launch their new eye screening system which they aim to market to thousands of potential buyers world-wide.

See page 3.
The countdown starts now ... to the 60th anniversary of NHS Greater Glasgow and Clyde’s big celebration event in Glasgow’s Royal Concert Hall on 5 July.

The show, hosted by top Radio Clyde presenter Gina McKie (pictured), will feature heart-warming and inspirational patient stories, archive photographic clips, music from the NHSGGC choir, and the NHS Diamond Award presentations.

It promises to be a great occasion for the 2000 patients, public, staff and volunteers who will attend.

Various stars from Radio Clyde will take part in the afternoon’s events and on stage to present the NHS Diamond Awards will be Cabinet Secretary Nicola Sturgeon, NHSGGC Chairman Andrew Robertson, Evening Times editor Donald Martin and Radio Clyde managing director Paul Cooney.

The curtain lifts on the Diamond Anniversary Show at 2pm but there will be plenty to see and do from 12 noon with a superb display of archive photography depicting 60 years of the NHS in Greater Glasgow and Clyde in the Concert Hall exhibition suite. The images have been compiled for display from the impressive archives of the Evening Times and Herald newspaper files and also from Glasgow’s NHS archive.

To add to the atmosphere of the exhibition event, NHS staff wearing nursing uniforms from years gone by, will mingle with the crowds.

Among the displays and stands will be an opportunity to pick up one of the exclusive NHS 60th anniversary shopping bags branded with the health improvement slogan “Bag Better Health”.

Copies of a superb 32-page souvenir Health News complete with a potted history of the NHS locally, archive photos and a look into the future will also be available. You can also pick up a 32-page health improvement booklet published in partnership with the Evening Times and Radio Clyde.

The Radio Clyde “Boogie Bus” will ensure that shoppers around the Concert Hall hear all about the 60th celebrations too!

We've created a terrific 60th anniversary website complete with a fabulous selection of archive footage, photographic stills, patient stories and links to documents and leaflets dating back to 1948 when the NHS was born. Visit: www.nhsggc.org.uk

Tell us about any local events you are organising for the 60th anniversary and we will help publicise them. Call Corporate Communications, tel: 0141 305 0307 for details.

Sharing Success

Liftshare – the UK’s free car sharing and transport information service – has rewarded NHSGGC for the excellent work it has done to promote the car sharing scheme across the organisation.

Travel plan and systems manager Douglas McIntosh collected the award from Liftshare which was given as part of a wider competition held during the Liftshare Masterclass for Scotland.

Douglas said: “We are really pleased to have been acknowledged for all the work we have done to promote Liftshare to all our staff. The level of interest shown in the scheme has been great and we hope that even more people will have a look at what’s on offer.”

Liftshare Account Manager Charli Bullock added: “NHS Greater Glasgow and Clyde has done really well with its launch and over the course of the competition has already signed up 126 new members. I’m very excited at the potential there is for this scheme to grow even more.”

Cool headed Gregor to the rescue

Mid-mannered medical records worker Gregor Yule was the first on the scene following a rather nasty traffic accident outside the Western’s medical record’s office on Church Street which involved two buses.

Records Manager Marion Lamont explained: “Gregor was first on the scene and called the emergency services. He then went onto the bus to ensure the driver, who had been taken unwell, was ok and then continued to comfort some of the passengers until help arrived. We are really very proud of him and the way he maintained a cool head during the incident.”
Clean sweep for new champions

Staff can give themselves a big clean pat on the back having exceeded the targets for Cleanliness Champions across Greater Glasgow and Clyde.

Infection control teams in Glasgow were asked to train just over 900 Cleanliness Champions by March 2008 and, to date, more than 1000 staff members have now qualified as Cleanliness Champions – a great achievement as the programme is in addition to their every day workload.

Infection control are now looking to increase that figure further during 2008 and provide additional education for existing Cleanliness Champions in order to increase their knowledge of the Prevention and Control of Infection guidelines. Staff interested in becoming a Cleanliness Champion can sign up for the on-line programme delivered via the Learning and Education Portal or they can contact their site infection control team for more information on local educational sessions.

Anyone can do the course and the programme covers a range of infection control topics including hand hygiene, standard precautions and decontamination of equipment and the environment.

Sandra McNamee, nurse consultant, infection control, said: “This is a significant achievement for NHS Greater Glasgow and Clyde and could not have been accomplished without the support and effort of local infection control teams.

“Staff who have completed this programme demonstrate a commitment to patient safety and to the prevention and control of infection.”

Eye specialists unveil new vision

Two medical physicists at Gartnavel General Hospital have launched their groundbreaking eye screening system at a conference of world experts in America.

Dr Stuart Parks and Dr David Keating unveiled their pioneering early detection technology, the equivalent of a cardiogram for the eye, at the Association for Research in Vision and Ophthalmology general meeting in Fort Lauderdale, Florida.

It is the culmination of 14 years of dedicated work developing and refining the sophisticated software which provides diagnosis and monitoring of retinal problems at a very early stage, including glaucoma and vein inclusions or blockages.

And it can all be done by plugging a machine little bigger than a blackberry into a PC.

Dr Keating said: “The technology was well received and generated a lot of interest. Most of the questions were based around how easy it is to use the software.”

Dr Parks and Dr Keating, who are based at the Tennent Institute of Ophthalmology within the hospital, have spent 14 years refining their system, known as multifocal electrophysiology.

The key is the advanced computer software which interprets many electronic signals sent from different areas of the retina.

Dr Keating explained: “This system takes measurements from several hundred areas of the retina and these signal responses offer a map of the retinal function.

“From this information disorders can be detected at an early stage and their progress monitored.”

When a patient comes for a screening appointment their eyes are first dilated using drops.

Small electrodes are applied to the forehead and sides of the face, and a tiny electrode attached to a very fine thread is placed under the eye-lid.

The patient is then asked to look at a computer screen or large projection with an image of hexagonal shapes.

These images flicker and the impulses are sent to the computer for analysis. The test takes around eight minutes, with the images displayed 16 times in 30 second bursts.

Dr Keating went on: “Eye vessels are the smallest in the body, so disease can be detected at an early stage and treatment assessed.”

The information received is more accurate than a consultation with a patient, as Dr Parks explained: “The advantage is that this technique is an objective test. All the others rely on what the patient tells you, and they won’t necessarily understand what the problem is.

“They certainly can’t explain where the defect is, whereas this technique is a valuable tool in assessing retinal function and detecting a range of eye disorders.”

Dr Parks added: “As well as detection, the system will also monitor the toxic effect on the function of the eyes of drugs the patient is taking for other conditions.”

More than 6000 patients have been referred from all over Scotland to this national screening service, the youngest being only six-years-old.

Next stop for the globetrotting scientists to showcase their new software is back to the USA in July for the International Society for Clinical Electrophysiology of Vision (ISCEV) conference in West Virginia.

Eye specialists unveil new vision
Chairman makes his ‘Mark’

One of the “back room” team behind solo world cycle record-breaker Mark Beaumont was our very own Chairman Andrew Robertson!

Andrew was a member of the tight-knit group which prepared Mark for his history-making marathon and supported him via email during the 18,000 mile trip which began in August last year and finished in February in Paris.

Mark smashed the existing record of 276 days by completing the cycle in 194 days, crossing four continents and 20 countries.

Andrew, who is himself a keen cyclist, has known record-breaking cyclist Mark Beaumont for a number of years.

Andrew explained: “In 2001 Mark and I were part of a fundraising team for Erskine Hospital and we took part in a cycle which followed the line of the 8th Army in 1943 to 1945 through Italy.

“We started at Sicily on September 10 and cycled the 1400 miles to Innsbruck, arriving on October 4. That trip raised £50,000 in total for the hospital.

“Mark and I kept in touch and early last year he began talking about his great ambition of breaking the round the world cycle record.”

As well as putting Mark in touch with other useful supporters, Andrew helped him organise fundraising, map out the route and worked out the logistics of a journey that would take many months.

Crucially, he also put Mark in touch with BBC producer David Peat:

“David quickly saw the potential of Mark making a video record of what he was doing and this footage was cut and made into a documentary aired earlier this year,” explained Andrew.

During the gruelling journey Andrew continued his support behind the scenes via Mark’s mother Una, who co-ordinated the expedition.

As well as offering help to overcome any problems with the bike itself, he also “provided reassurance and support.”

A weekend cyclist, Andrew thoroughly approves of Bike Week and he will launch the event at Stobhill Hospital on June 16.

Mark is also backing Bike Week. He explained: “The hardest part of becoming a cyclist is often starting, however events like Bike Week offer practical advice and support and I’d encourage anyone who doesn’t cycle to go along and have a go.”

Win a bike

Dales Cycles and Cycle to Work are putting up a fantastic prize for one lucky winner.

Dales Cycles are giving away a Giant Rock mountain bike while Cyclescheme – our partners in the Cycle to Work scheme – is offering the winner £200 of cycling accessories. You can choose whatever you want up to a value of £200 from their catalogue which shows all their merchandise.

Alpine Cycles is also offering a runner-up prize of a £100 voucher which can be used in store on accessories or towards a bike.

You will be able to find out more about Dales, Alpine and Cyclescheme during our Bike Week events. Also attending these events is Solid Rock Cycles which will bring various accessories and freebies along to the roadshow events.

You can find out more about Bike Week and the Cycle to Work scheme on StaffNet or from the Travel Plan office, contact Douglas McIntosh at: douglas.mcintosh@northglasgow.scot.nhs.uk or Graeme Condie at: graeme.condie@northglasgow.scot.nhs.uk

Competition

To enter the competition for a chance to win, answer this simple question.

When does Bike Week run?

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

Closing date is: 14 July 2008

This competition is exclusive to all NHSGGC staff. The lucky winner will be chosen at random. Only one entry per person. The winner will be announced in the next edition of Staff Newsletter.

Bike Week 2008

During Bike Week there are a number of events planned across all sites. Catch the Travel Plan Team at:

Monday June 16 – Stobhill Hospital canteen. Cycling Scotland is offering free cycling information and practical advice on cycling in Glasgow. A Strathclyde Police Community safety officer will also be on hand with information and advice on bike safety and security as well as a bike passport service.

A local bike shop is providing free bike safety checks, and there will be a ‘led bike ride’ around Springburn Park for anyone that wants to take part to show how easy it is to get out for some exercise at lunchtime.

Tuesday 17 June – Gartnavel General main entrance. As well as Strathclyde Police and Cycling Scotland, Strathclyde Passenger Transport (SPT) will be in attendance offering free Cycle maps and general information as well as a bike clinic.

Wednesday 18 June – Southern General Canteen Corridor. Cycling Scotland, Strathclyde Police and local bike shop will be in attendance.

Thursday 19 June – Vale of Leven Hospital, X-ray corridor or outside old A&E if weather is nice. Cycling Scotland, Strathclyde Police, local bike shop in attendance, ‘Led bike ride’ for all interested staff around the Alexandria and Balloch area, and a ‘Commuter Challenge,’ where three members of staff will travel from the Vale of Leven to the Southern General on three different forms of transport: bike, public transport and motor vehicle.

Friday 20 June – Royal Hospital for Sick Children, Main Entrance. Cycling Scotland, Strathclyde Police, and a local bike shop will be there.
on cycle world record

“As a lifelong cyclist I can think of no better way to explore the world and at a local level, it cannot be beaten when it comes to helping the environment by reducing your carbon footprint whilst also keeping fit.”

Thanks to funding from the Staff Lottery and other sources, facilities for cyclists around our sites have improved, including more showers and lockers being installed, and secure bike racks.

Andrew added: “You get a real buzz from cycling, there’s a real feel-good factor to it, as well as being good physical exercise.”

Fighting cervical cancer

Preparations for the launch of the new Human Papilloma Virus (HPV) immunisation programme, which aims to protect girls from developing cervical cancer in later life, are now well underway.

The new national programme, which is due to start in September 2008, will target second year pupils at secondary schools who are aged 12 to 13. There will also be a one-off three-year ‘catch-up’ scheme in Scotland to target girls up to 18 years of age.

A local implementation group has been set up to coordinate arrangements for the roll-out of the new vaccination scheme across Greater Glasgow and Clyde. The group is led by the Public Health Protection Unit and includes senior nursing and children’s services representatives from each of the CH(C)Ps as well as leads from our vaccine holding centres and transport services.

Dr Syed Ahmed, consultant in public health, who chairs the group, said: “Over the last year we have been working closely with school health teams, senior nurses in the CH(C)Ps and GPs to plan and put in place arrangements for delivering the new vaccine across Greater Glasgow and Clyde.

“The new programme will require a significant increase in existing activity as in the first year we plan to vaccinate around 17,000 pupils at school and around 4000 16 and 17 year olds in the community as part of the initial catch-up.”

As part of the detailed planning and preparation, a series of immunisation seminars have been arranged during June to update staff on the arrangements and ensure they are fully prepared for the introduction of the new programme.

Anyone wishing to attend should contact the Public Health Protection Unit, tel: 0141 201 4917.

A new national briefing pack for health professionals is also being prepared and copies will be available at the seminars and on StaffNet. This pack will include hard copies of the information leaflet for parents, Q&As and other background material. Some of this information, including the training slides that have been developed to support health professionals to deliver local HPV training, is available online and can be downloaded from the Health Scotland website, visit: www.healthscotland.com/health/topics/immunisation/hpv.aspx

Immunisation update seminars

Tuesday 3 June
12 noon – 2.30 pm
TJ Thomson Centre, Stobhill

Tuesday 24 June
12 noon – 2.30 pm
Lecture Theatre
TJ Thomson Centre, Stobhill

Tuesday 3 June
6.00 pm – 9.00 pm
Board Room 1 and 2
Dalton House

Friday 6 June
12 noon – 2.30 pm
Lecture Theatre
Inverclyde Royal Hospital

Wednesday 11 June
12 noon – 2.30 pm
Lecture Theatre 2
Royal Alexandra Hospital

Friday 13 June
12 noon - 2.30 pm
Beardmore Conference Centre Clydebank

Thursday 19 June
12 noon – 2.30 pm
Walton Conference Suite
Southern General Hospital
Six months after the new Gartnavel Royal Hospital opened its doors, staff are reaping the benefits of working in one of the most modern and innovative mental health hospitals in the UK.

Clinical Director for West Glasgow Mental Health Services Dr Moira Connolly explained: “The move to the new hospital has proved to be a great success from the perspective of staff who work there as well as patients and carers.

“Until recently inpatient facilities for mental health were scattered across the Gartnavel site. Getting to and from essential services such as pharmacy and occupational therapy previously meant journeys around the site. Wards were separated from each other and as a result there were limited opportunities for staff to meet, integrate with and share thoughts and ideas with each other.

“Bringing most of the inpatient facilities into this fine new building and locating the remainder close by in upgraded facilities has reintroduced a sense of community, with Gartnavel Royal staff being distinctly aware of their key roles and identity within the hospital.

“The building itself lends an air of calm and is welcoming. Amenities for staff are also better as are opportunities to meet with colleagues and respond swiftly to incidents in neighbouring wards. Patients report feeling safer - so do our staff.

“The on-call accommodation for junior doctors is of an exceptionally high standard and having it sited right in the hub of the hospital means that they are more quickly to hand when required and their own safety is assured. Staff also have access to a well equipped gym, good meeting room facilities and pleasant landscaped areas.

“Rooms specifically designed for use by families combined with the individual rooms for patients and the community cafe make it easier for staff to consider the needs of carers and families, and this, alongside the many other improvements, leads to far greater job satisfaction.”

A first for Glasgow scientist

Glasgow Royal academic research co-ordinator Fiona Graham has become the first member of the Institute of Clinical Research (ICR) to achieve its Chartered Scientist status.

Based within our Research and Development department, Fiona has more than eight years of clinical research experience. As a professional member of the ICR, Fiona was eligible to apply for Chartered Scientist status when the level was introduced late last year.

This new status is available to individual members who meet the high standards for the designation. As each member reaches a new level they are able to add the relevant designatory letters after their name.

Fiona said: “I am absolutely thrilled to be awarded the Chartered Scientist status. I joined the ICR around four years ago after recommendations from colleagues and I think it is really valuable. It is through working with clinicians that I have built my career and achieved this. I am proud to support our clinical professionals in Glasgow.

“Being a member of the ICR keeps me up to date with industry news and I’ve taken part in a number of training courses. The Scottish forum is particularly relevant to me. Some of the clinical research rules are different in Scotland so having our own forum is very useful.”

The ICR is the largest professional clinical research body in Europe and India. Putting members first, its vision is to be internationally recognised as the premier organisation for clinical research, respected as a key influencer, promoting knowledge and understanding by engaging the healthcare community and the general public.

NHSGGC Chair Andrew Robertson said: "We are delighted that Fiona’s experience and quality of work has been recognised by this prestigious professional body.

“This achievement also reflects the high standard of clinical research which is being carried out in our hospitals and it is particularly gratifying that Fiona is being honoured by her peers."
The challenges
As Director of Regional Services, Jonathan Best had overall responsibility for ensuring that a wide range of specialist heart and lung services were transferred from the Western and GRI on time and within budget.

He said: “Planning the transfer of hundreds of staff, dozens of services and millions of pounds worth of specialist equipment was not without its difficulties. The project also involved many different professional groups of staff based on four different sites, which was a challenge, particularly in relation to communications.”

It’s also important to remember that at the beginning there were concerns about the level of onsite clinical backup and support available on the Golden Jubilee site, staffing rotas, management of outpatient clinics and access to other services such as physiotherapy.

Anne Marie Cavanagh, senior nurse manager for the new Heart and Lung Centre, believes one of the main challenges was making sure staff had the support and reassurance they required. She explained: “Change on this scale can be very unsettling and many staff were worried about how the moves would affect them personally.

She added: “Bringing staff together from different hospitals and health boards also meant there was a need to standardise different policies, protocols and ways of working which again was a real challenge as people had to get used to doing things differently.”

Lynne Ayton, general manager for the new Heart and Lung Centre also believes the challenge of planning major moves while still maintaining a service cannot be underestimated. She explained: “You have to devote a large amount of time to the project but still do your day job and make sure the service meets all its targets which, in our case, included reducing our waiting times from 18 to 10 weeks. The pressure can therefore be really intense.”

Lessons learned
Having not only overseen plans for the new Heart and Lung Centre but also the transfer of cancer services from the Western to the new Beatson on the Gartnavel site, Jonathan has considerable experience in planning major moves. So what advice would he give to others involved in future transfers?

“I think one of the key lessons I’ve learned is the importance of putting effective planning structures in place at an early stage. Ongoing communication with staff and patients is also key and..."
The new West of Scotland Regional Heart and Lung Centre has now opened following the successful transfer of all heart and lung surgery to the Golden Jubilee National Hospital in Clydebank.

The centre is one of the largest units of its kind in the UK and combines existing heart services at the Golden Jubilee with heart and lung services from Glasgow’s Western and Royal Infirmaries and lung services from Hairmyres Hospital in Lanarkshire.

A dedicated unit for planned, urgent and emergency operations and procedures, the centre brings a wide range of specialist staff, services and equipment together on a single site.

What services does the new centre provide?

All adult heart and lung surgery for the West of Scotland including bypasses, heart valve surgery and other complex procedures

A range of interventional cardiology services including angioplasty, angiography, electrophysiology and complex pacemakers.

The new centre is also home to three of Scotland’s national services:
- Scottish Advanced Heart Failure Service, including the heart transplant unit
- Scottish Pulmonary Vascular Unit (SPVU)
- Scottish Adult Congenital Cardiac Service (SACCS), previously known as the Grown-Up Congenital Heart unit (GUCH)

What facilities does the new centre have?

Spread over three floors, the centre has
- 7 operating theatres
- 4 cardiac catheterisation (cath) labs - special X-ray rooms for the diagnosis and treatment of blood vessel blockages around the heart
- A new Magnetic Resonance Imaging (MRI) scanner

- 200 beds including:
  - 37 critical care beds
  - 19 Intensive Care Unit (ICU) beds
  - 18 High Dependency Unit (HDU) beds
  - 14 cardiology day beds
  - 8 coronary care beds
  - 8 cardiology ward beds
  - 87 heart and lung ward beds
  - 9 beds for transplant unit/national services

How many operations and procedures will be performed each year?
- 1500 heart operations, including 50 adult congenital surgical procedures
- 2500 lung and oesophageal operations
- 120 cardiac resynchronisation therapy procedures
- 7500 cardiology procedures
- Up to 15 heart transplants
- 250 advanced heart failure procedures
- More than 200 SPVU procedures

How many staff are based at the new centre?
- 500 including more than 330 nurses and access to more than 60 consultants as well as additional medical staff, physiotherapists, radiologists, cardiac physiologists, support and administration staff.

More information is available at: www.nhsgoldenjubilee.co.uk
ogists and anaesthetists will continue to maintain a close working relationship with their colleagues at the Golden Jubilee."

Anne Marie also believes that bringing staff from different specialties together on the one site will create new opportunities to share ideas and expertise. She explained: “In the last few years we have probably fallen behind a bit in areas like practice development, research and audit however we can start to address this and hopefully make some real progress during the next year.”

Lynne echoed this view and added “It would be great for the new centre to have some early successes and achievements and that is what we now want to work towards.”
First steps for new maternity assistants

Our new Maternity Care Assistants (MCAs) have taken up duties in our maternity hospitals since successfully graduating from Robert Gordon University in Aberdeen.

All of those who took part in the course - the only one of its kind in Scotland - had already been working in maternity services as auxiliaries but recognised that having this new qualification could mean more opportunities for development.

We are very much complementing and supporting the midwife providing care to a very high standard. It frees the midwife up to get on with other duties if they can delegate some tasks to us.

“I definitely feel like I’m getting the most out of it, I like to get things done and be able to provide support to the professionals I work with.”

Since completing the course, all of the new MCAs have been finding their feet in their new role.

Mary added: “Now we have much

MCA at the QMH Tracey Innes explained: “I was working as an auxiliary but there really was no scope for development.” Admitting that she did have concerns about the workload and studying again, Tracey took a bit of time to be convinced that the course was for her. “It’s a bit of a rollercoaster, I’d been out of school for years so was a bit worried about the studying but the more I looked into it, I could only see benefits.”

Tracey is now considering starting midwifery training. “It has been totally worth it in the long run.”

Getting support from line managers and from each other appears to have played an important part in the decision of the MCAs to return to education.

Mary O’Neill from the PRM explained: “I didn’t know much about the course until a senior member of staff pointed it out to me and suggested it might be something I should consider. “Our roles are still being developed but

MCA Mary O’Neill

The Southern General’s MCA Isobel Hughes at work with new mum.

Maternity Strategy Roadshows

A series of roadshows has been planned to keep staff updated on changes to maternity services. These are:

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<tr>
<th>Date</th>
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<tr>
<td>24 June</td>
<td>5.00pm</td>
<td>Conference Room, QMH</td>
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<td>1 July</td>
<td>8.30am</td>
<td>Boardroom, RAH</td>
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<td>3 July</td>
<td>8.30am</td>
<td>Level 2, Seminar Room, PRM</td>
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<tr>
<td>8 July</td>
<td>8.30am</td>
<td>Conference Room, QMH</td>
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<tr>
<td>10 July</td>
<td>5.00pm</td>
<td>Seminar Room, Ground Floor, Maternity Unit at Southern General</td>
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Stroke service goes from strength to strength

The South Glasgow Stroke Service has been commended as a model of excellence following a visit by Professor Roger Boyle, Department of Health’s National Director for stroke.

Stroke is the third most common cause of death in Western countries, and the most common cause of permanent disability in adults. Across Scotland it is estimated that 35 patients will have a stroke every day.

In more than 80% of patients it is caused by a blood clot becoming lodged within a blood vessel supplying the brain. This results in brain tissue becoming starved of oxygen and glucose, and patients have symptoms such as paralysis of one side, difficulty with speech or vision, and loss of sensation in the face, arm or leg.

For those patients who receive medical attention within the first few hours many can be successfully treated with the drug ‘tissue plasminogen activator’ (tPA) to dissolve the clot and re-establish blood flow back to the brain tissue. However, patients who have a more delayed presentation to hospital continue to benefit significantly from care provided by a dedicated acute stroke and rehabilitation service.

The stroke unit at the Southern General began treating patients with tPA in 1996, but amalgamation with the Victoria Infirmary stroke service in 2004, and the introduction of guidelines for GPs and A&E units across the city in the same year has ensured the service has gone from strength to strength. Of over 700 patients admitted per year approximately 30% now arrive to the acute unit at the Southern General within three hours of stroke onset.

All stroke patients receive a comprehensive assessment to determine why the stroke has happened, and to guide treatment and rehabilitation plans. Patients with stroke often spend a significant time in hospital and those from the Victoria’s catchment area are able to transfer back to more local facilities through the stroke rehabilitation unit within the Mansionhouse Unit.

In addition, both the Victoria and Southern sites have rapid access TIA (mini stroke) clinics, which meet the national target of seeing more than 80% of patients referred by their GP within two weeks, and can organise same day investigations such as brain and blood vessel scans.

Stroke patients need a team-based approach to their care, extending from admission through to discharge back into the community. This team encompasses clinicians, radiologists, specialist nursing staff, and allied health team members. The NHSGGC Stroke Managed Clinical Network aims to ensure all stroke patients can access high quality care and there are stroke units in all NHSGGC hospitals.

The South Glasgow Stroke Service has recently treated its 250th stroke patient with thrombolyis, placing the unit within the most active top 10 European centres who provide this type of treatment. In conjunction with the Western Infirmary Stroke unit (which provides the stroke thrombolyis service for North Glasgow hospitals) just over 400 patients - 30% of all patients treated in the UK – have been treated with tPA for acute stroke, proving that for stroke patients Glasgow really is miles better.

Open to view

The images below give staff their first chance to see how the rooms at the two new hospitals at the Victoria and Stobhill will look.

Even though neither the Stobhill or Victoria hospital is due to open for another year a number of rooms have been fully kitted out so that the builders and our own clinical and management staff can make sure well in advance that the accommodation in the new hospitals is fit for purpose.

New Victoria Hospital – a four-bedded elderly care room showing the bright modern facilities designed to provide a comfortable environment for patients.

New Stobhill Hospital – a typical treatment room which is repeated many times throughout the building. Rooms are all large and bright with good working space for staff and spacious areas for patients to move within. All the rooms will be equipped with PCs allowing staff to electronically access patient information.
Enlarging learning disabilities services

Five new nurse specialists are settling into their specially created posts to make sure some of the most vulnerable members of society are getting the health services they need.

The Scottish Enhanced Service Nurses (SESNs) are employed in a groundbreaking approach to support people with learning disabilities on GP lists. In this scheme, which is unique to Scotland, they are sifting through 270 GP registers throughout the board area and drawing up a new list of patients who fit this criteria.

This will be followed up by home visits to gather more information to update GP files about the health needs of these particular patients and have them included on appropriate screening lists.

Linda Allan, nurse consultant, learning disabilities, said: “Once this register is complete we can then begin working with GPs to introduce an enhanced pro-active screening service for this part of the population.

“This means we can identify the different long-term health needs of people with learning disabilities and so improve the quality of their lives.”

This patient population often can’t or won’t self-report because of communication problems, and their carers are unlikely to be trained to spot medical conditions. They may even believe the symptoms are part of the person’s learning disabilities. This can lead to health needs being overlooked or only noticed when they have reached a late or extreme stage.

Due to multiple health needs, people with learning disabilities are more likely to be prescribed multiple drugs which themselves can adversely affect health because of side effects.

Literacy problems can lead to medical appointment letters not being understood and patients missing out on regular check-ups, for example for cervical screening or coronary heart conditions.

Problems with accessing services are illustrated by figures which revealed that only 13.5% of the 400 women with learning disabilities who took part in the health check programme in 2002 in Glasgow had an up-to-date cervical smear, compared with all women in the Greater Glasgow area who had 74% uptake 2001.

GPs will also be asked to offer longer and more flexible appointments to people with learning difficulties, giving these patients time to explain how they are feeling. Kristina Mackinnon, one of the new SESNs attached to the West and South West Glasgow CHCPS, said: “It’s a new initiative in the learning disabilities remit and quite exciting in terms of what we can deliver as a team for the learning disabilities population.

“In terms of meeting the health needs of this population it’s phenomenal! Our role is to make sure that these needs are being met and our posts will go some way towards decreasing this health deficit.”

“GPs are appreciative of the extra support in terms of nursing resources,” went on Linda, “because out of a list of around 2000 patients, there may only four or six with learning disabilities.”

The next stage will be to develop special appointment letters and reply slips, which will be a mix of words and symbols and are more easily understood by a person with learning difficulties.

A similarly styled “My Health Record” pack is also being produced, containing details of any medical conditions. It will go with the patient when they are admitted to hospital and help overcome any communication problems about the person’s medical history.

Wideing health information

The Public Health Resource Unit (PHRU) has created a useful extranet site for health professionals and carers of people with learning disabilities. The site contains a list of resources available to help and assist on a range of health matters including nutrition, respiratory and health rights amongst others.

The E-Directory for Learning Disability Resources aims to widen access to quality health information and resources for health professionals and others. It is well recognised that people with a learning disability have greater health needs than other people and often these are unmet or unrecognised.

A recent report highlighted the health inequality experienced by people with a learning disability. It suggested that family and paid carers and health and social care professionals should have access to resources for use with people with a learning disability. NHSGGC has recently commissioned an audit to identify health information resources in the learning disability area in response to these issues as we are required to provide information on health and lifestyle for all groups of people, including those with Learning Disabilities.

Director of the Mental Health Partnership Anne Hawkins said: “I am very impressed with the E-Directory Learning Disability Resource site. A tremendous amount of work and effort has gone into creating this site to give its maximum potential to assist professionals, families and carers of people with learning disabilities, in an easily accessible format.”

To access the site, visit: http://www.phru.net/learning_disabilities

Stayong positive about disability

NHSGGC has successfully retained the use of the important Positive about Disabled people ‘double tick’ symbol, thanks to the efforts of a joint working group.

The Group, chaired by Head of Resourcing, John McCarthy built up a strong portfolio of evidence which was presented to the Department of Works and Pensions Job Centre Plus.

The use of the symbol is reviewed annually and Disability Employment Advisor at Job Centre Plus David MacDonald has confirmed that NHSGGC clearly provided evidence which meets the required standards.

Mr MacDonald explained: “The Disability Symbol recognises work in meeting the five commitments regarding employment, retention, training and career development of disabled employees.

“By using the symbol, NHSGGC is making it clear to disabled people that it welcomes applications from them and is positive about their abilities. In addition, it shows existing employees that their contribution is valued and they will be treated fairly should they become disabled.”

The Disability Symbol is an important contribution to help us achieve a more diverse work force. As holders of the symbol, we must:

• interview all disabled applicants who meet the minimum criteria for a job vacancy and consider them on their abilities

• ensure there is a mechanism in place to discuss, at any time, but at least once a year, with disabled employees what can be done to make sure they can develop and use their abilities

• make every effort when employees become disabled to make sure they stay in employment

• take action to ensure that all employees develop the appropriate level of disability awareness needed to make these commitments work

• review the five commitments and what has been achieved each year, plan ways to improve on them and let employees and Jobcentre Plus know about progress and future plans.”
New profiles, produced by the Glasgow Centre for Population Health (GCPH), now give us an up-to-date picture of the health of the differing communities we serve. These profiles will also help inform the development of local plans and priorities and help ensure our resources are targeted effectively.

What do the profiles show?

The profiles emphasise the stark differences in health between different communities in Greater Glasgow and Clyde. There is a nine year gap in male life expectancy at birth across all the CH(C)Ps; the equivalent gap for women is slightly less at around six years. At a neighbourhood level, the differences in life expectancy for men and women living in different parts of the region are even more apparent.

How is this information useful?

Being able to access information like this is of major importance as we plan our approach to health for both this generation and the next. Director of Public Health Education Alastair McKenzie explained: "It is vitally important for our future planning and service delivery that we know both the improving and worsening trends in health across the communities we serve. "Being able to access information through these individual profiles means we can see at a glance which areas need our attention most."

"Whilst deprivation is a very general term applied to the West of Scotland and in particular to Greater Glasgow and Clyde, the profiles highlight that levels of deprivation, and related health outcomes, in fact vary markedly across our whole region and within each CH(C)P."

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From the profiles of the various CH(C)Ps we know that the numbers of patients with heart disease requiring hospital treatment has dropped, as have deaths from heart disease. We also know that the adult smoking rate over the whole of Greater Glasgow and Clyde has fallen consistently following the success of many of our smoking cessation campaigns.

The profiles also show that levels of breast feeding vary across Greater Glasgow CH(C)Ps from 20% in East Glasgow to 49% in East Renfrewshire with notable rises in breast feeding in North Glasgow, West Glasgow and South East Glasgow over the last eight years. However, more work can still be done in areas where that figure remains low.

How can I get a copy of the profiles?

The profiles have been presented at a range of local events, copies have also been widely distributed across each of the CH(C)Ps. You can access the information online on the GCPH web site at: www.gcph.co.uk/communityprofiles

For further information on the profiles, contact Bruce Whyte tel: 0141 221 9439.

Clyde banks on repeat of Glasgow jobs success

Working for Health (WfH) is NHSGGC’s pre-employment training programme supporting those who are unemployed and interested in working for the NHS.

Until recently participants generally came from the Glasgow area and had placements in Glasgow hospitals. However, in January of this year, WfH was extended to include unemployed people living in the Clyde area who are interested in NHS jobs. The first intake of Clyde based WfH trainees started in late January and took up nursing assistant, admin assistant or radiography helper placements at the Royal Alexandra Hospital.

The WfH programme runs in partnership with Skills Development Scotland (previously Scottish Enterprise Glasgow), Jobcentre Plus and the Wise Group. It was established in 2004 and since then has supported the recruitment of almost 300 members of staff including nursing assistants, phlebotomists, admin and clerical assistants, porters, catering staff, domestic assistants and decontamination support staff.

The programme offers a six-week training period to participants covering four key areas: building confidence and self esteem; NHS induction including moving and handling, confidentiality, infection control and hand hygiene, health & safety, basic IT, codes of conduct; application form and interview support and a two-week work placement. All participants who complete the programme are guaranteed an interview for entry-level jobs where they meet the minimum criteria.

The programme plans to increase placements in similar job roles, and the number of participants entering NHSGGC posts across the Clyde area in the coming months. Further details about the programme can be obtained by contacting Laura McKie, Working for Health Manager, tel: 278 2965 or by visiting the Working for Health webpage on the Resourcing, Recruitment and Workforce Planning section of StaffNet.

Fresh start for new starts

Work is underway to develop a single system of induction for all new members of staff.

Project Manager for Learning and Education Alastair McKenzie explained: "There are currently a number of different approaches to induction across the organisation and we therefore decided to develop a single system for NHS Greater Glasgow and Clyde.

"This will help deliver a more joined up and consistent approach as well as ensuring all new members of staff have access to the information they need to help do their jobs."

The new NHSGGC induction system will be made up of two main parts – a mandatory section which will be completed by all staff and a role/profession specific section which will vary depending on the nature of the job.

The aim is to ensure that as much of the new material as possible is available online and Learning and Education are currently working with the Intranet Team to create a new induction section on StaffNet.

Look out for further updates in Staff Newsletter and StaffNet.
Elbow raises a smile

Funny Bone couldn’t resist sharing this little gem with our 44,000 readers - not only is it apt ... it's actually about a funny bone!

Picture the scene: The NHSGGC Area Partnership Forum is gathered in the Dalian House Boardroom.

The agenda is large and the matters are meaty. There’s been some tension but there is some consensus as the issues are thrashed out. Employee Director Donald Sime is in the Chair. Debate is continuing over a fairly serious matter when the Chair spots a young woman with her hand stretched out.

He doesn’t realise that she has been having a bit of a problem with a dry patch of skin on her right elbow and took action that morning to remedy the affliction by rubbing some very expensive and intensive pomegranate body scrub on her “funny bone”.

Checking if the product had lived up to its promises she had raised her right forearm to allow her left hand to check if the dryness had gone.

“Yes, Andrea, do you want to come in on this?” asked the ever alert Donald.

Andrea was faced with a dilemma … bluff and pose a question – or come clean!

Thinking on her feet, our NHS colleague chose the latter: “Err, no I’ve just got an itchy elbow.” Immediately the hazards of sudden body movements at an auction sprung to mind and Chairman Donald Sime could not resist banging an imaginary auctioneers hammer and shouting: “Sold to the woman with the red hair!”

Mums always know best!

There’s always a bit of a laugh to be had from a play on words ... especially when it comes to medical terms.

The following isn’t from the internet – it actually happened to a senior NHSGGC manager just a few weeks ago.

Her mother had called her to let her know the worrying news about a close friend: “He’s in the Vale of Leven Hospital and he’s suffered genital heart failure”.

As you would expect, the senior NHS manager knew better and advised her mother, “It’s congenital heart failure mum.”

The response: “No dear, Daddy has just spoken to the hospital and it’s definitely genital heart failure”!

How fast do your trainers go?

Recent reports have confirmed fewer and fewer young Scots are taking regular exercise and the numbers taking part in active sport are also declining ...

That’s why so much effort is going into ensuring that every opportunity is taken to build on the opportunities created with the hosting of the Commonwealth Games in 2014.

Let’s face it, if we were as fit a nation as our world-beating sales levels of tracksuits and trainers would suggest we really would be at the races when it comes to health!

The cartoon shown above sums up just exactly the legacy we don’t want to be left with after the Games are over ... overweight, smoking shoppers in the trainers shop! When East Glasgow CHCP director Mark Feinman presented at a recent Board seminar on the challenges and opportunities the impending Games offered he used the cartoon to make his point ...

It raised a smile but if it wasn’t so true it really would be funny!

Problems sleeping?

The University of Glasgow Sleep Centre, based at the Southern General Hospital, is conducting studies which may be of interest to:

- adults with insomnia
- adults with both depression and insomnia
- over 65s with insomnia
- normal sleepers

If you feel you would gain from being part of a sleep experiment and would like to learn a little more about your sleeping patterns, and ways to improve them, tel: 07788943028.
High flying docs

The expansion of the “flying doctor” service grabbed the headlines after we announced the appointment of three extra emergency medicine consultants.

Both the Scotsman and Daily Mail carried glowing reports, with pictures, of the Emergency Medicine Retrieval Service (EMRS).

They told how patients in remote and rural areas along the West coast of Scotland will benefit from the expansion of the service as a result of the new staff in place.

The development means that the EMRS has a dedicated consultant available from 8am to 6pm every day and on rapid standby at night.

Based at the ambulance service helipad in Glasgow, the team, working closely with paramedic colleagues, can be deployed by helicopter to patients with life threatening injuries and illnesses giving them the fastest possible access to the treatment they need.

EMRS staff can also be transported by the ambulance service’s fixed wing plane at Glasgow airport or by the Royal Navy’s Search and Rescue helicopter.

Our very own special diamonds!

As part of the celebrations for the NHS 60th anniversary we have been working with our media partners the Evening Times and Radio Clyde to promote our new “Diamond Award” which aim to recognise the work of NHS staff and volunteers.

This has resulted in a series of heart warming features on patients who have benefited from the skills and dedication of our staff.

One family told the Evening Times of a devastating road crash which left four members in different hospitals, two of them children.

It wasn’t just first class medical skills which helped them on the road to recovery, but also the understanding and compassion shown by different health professionals.

The volunteers are are not forgotten, there was also the “tail” of Poppy, the springer spaniel who delights patients with her visits with owner Anne Macdonald through the Therapet service run by charity Canine Concern Scotland Trust.

Major milestone for South Glasgow Campus

The new South Glasgow hospital campus hit the national headlines following the announcement by the Scottish Government that Scotland’s largest hospital is to be built using public funds. Images of the hospital campus, which will be the most advanced in the UK, were much in demand from broadcast and print media as well as a number of specialist publications.

First Minister Alex Salmond was interviewed welcoming the decision which represents the largest investment in health services ever undertaken in Scotland.

The groundbreaking development of the new acute and children’s hospitals along with the expansion of the maternity unit and the creation of a new laboratory facility will achieve the ‘gold-standard’ of triple co-location by 2014.

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Pedometers to motivate more walking, supporting people on how to walk or cycle at least part of the way to work as well as staging discussions on how to reduce alcohol consumption.

Dr de Caestecker added: “We must also care for the mental health of our staff and try to make sure that the workplace is a place which promotes wellbeing and good mental health. We need to understand what aspects of work are adversely affecting people’s mental health and address them.”

The new three-year staff health action plan will be officially launched later in the summer with a special newsletter for every member of staff. A new ‘Your Health’ section will also be created on StaffNet to keep you up-to-date with all the latest news as well as highlighting the wide range of services, facilities and support available to staff.

You will also be able to put forward your own views on the type of schemes and initiatives you would like to see being taken forward in the workplace.

The initial action plan will also be taken forward in partnership with Glasgow City Council however there are plans to develop similar joint initiatives with other council partners and Strathclyde Police.
Rising to the challenge

For most of us taking part in the Three Peaks Challenge, which involves climbing the three highest peaks in Britain, would be more than enough of a challenge. This isn’t the case however for Iain Stewart, Information Officer in the Public Education Resource Library at Dalian House.

While undertaking the mountainous challenge to climb Mount Snowdon, Scafell Pike and Ben Nevis, Iain has decided to test his endurance even further by cycling between each mountain!

Iain spoke with Staff Newsletter before setting off on the challenge which includes hiking up Mount Snowdon (1085m) in Wales, followed by his cycle to the Lake District to climb Scafell Pike (978m) before cycling to bonny Scotland to climb Britain’s highest mountain Ben Nevis (1344m).

Helping Iain get ready for the challenge is Run4It and Iona Robertson from The Body Matrix in Glasgow.

Every year Iain decides on a different personal challenge to raise money for charity and this year Momentum Scotland will benefit from his generosity.

Momentum offers a range of programmes to help people following an accident, illness or those with a disability to gain the skills, training and experience they need to live independently and become equal competitors in the job market.

Iain explained: “I enjoy setting myself different challenges and because of my love for cycling and mountaineering I thought I would combine the two sports this year. It is going to pose an enormous test for me both physically and mentally so I appreciate all the support from my family, friends and colleagues for this extremely worthy charity.”

To sponsor Iain pop into the library on the first floor in Dalian or visit: www.justgiving.com/3peakcyclechallenge

Hazel’s healthy sur-prize

The health and wellbeing of one member of staff improved overnight following the news that they had won a fabulous free holiday to Tenerife courtesy of Barrhead Travel.

Hazel Dawson from the Dental Hospital was the lucky winner of the recent Healthy Working Lives competition which was organised by the Acute Division to encourage staff to complete a health questionnaire.

Anne MacPherson, Associate Director of HR for the Acute Division, said: “The organisation is currently working its way towards the Healthy Working Lives Bronze Award to help improve the health and well-being of our workforce.

Part of this work includes carrying out a health needs assessment and as we wanted to encourage as many people as possible to take part we approached Barrhead Travel to see if they would donate a holiday to offer as a prize.”

This approach certainly worked for Hazel who explained: “I initially filled in the questionnaire because I saw the prize of a free holiday and was feeling lucky.

She added: “I didn’t know much about the healthy working lives programme before but it sounds like a good scheme. Lots of people would like to be more active and eat more healthily, however, we sometimes just need a bit more encouragement to actually make the change. This programme may be the push they need and if co-workers are involved it might make the changes easier to make and maintain.”

Healthy Working Lives are currently looking at a range of forthcoming events including a Tobacco Day on 2 June at the GRI canteen from 11.30am to 2pm and Race for Life at Glasgow Green on 8 June from 9am to 12pm. Find out about other events planned on StaffNet.

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