

# SN

Staff Newsletter  
February 2016



# Life through a lens

Peter Kaminski is a mental health manager by day, and rock photographer by night. Read his story on page 6

# Lightburn donates for its community



L-R: Emma Ballantyne, Ellen MacDonald, Mel Quinn, Carol Shannon, Liz Hunter, Iain Cameron, Charity Machapa and [front] Teresa McLaughlin

**BIG-HEARTED** staff at Lightburn Hospital are collecting donations for their local foodbank in north-east Glasgow.

Teresa McLaughlin, the senior charge nurse who started the collection, explained: "The foodbank idea followed after I watched a programme on the BBC about foodbanks in Dundee, which highlighted their work and the people who had to use the service."

"It made for harsh viewing. Every morning on my way to work, I pass a local church in the east end of Glasgow that runs a foodbank."

"It was not obvious how people could donate, so

I thought it would be a good idea to bring a donations box to the hospital to allow staff, at their leisure, to make a donation that is convenient to their working life and beneficial to the local community."

"It also allows patients and their families to contribute to a good cause."

"We have distributed an information sheet to relatives and patients telling them about the donations box in the foyer and listing the preferred donations, which range from food to toiletries and even pet food."

"Staff are all very keen to take up this chance to assist the local community and its most vulnerable people."

## HOW TO BE +VE IN YOUR DAILY PRACTICE

Our staff HIV Anti Stigma Awareness campaign is entering its next phase and will focus on providing training to support you to work in a person-centred, anti-discriminatory way.

The aim of the training is to make staff more knowledgeable about HIV and also highlight how stigma can play a major part in attitudes towards patients with HIV and the effect and impact of stigmatising practice.

Jo Zinger, health improvement lead, sexual health, said: "The training is also designed to build staff confidence about what constitutes anti-discriminatory

behaviour, sensitive practice and their responsibility to deliver it."

Training can take place face to face in groups, or be carried out online (further details at [www.hivstigma.scot](http://www.hivstigma.scot)) and contributes to the following KSF dimensions Core:

**Dimension 1 – Communication/Core**

**Dimension 4 – Service Improvement/Core**

**Dimension 5 – Quality/Core**

**Dimension 6 – Equality and Diversity.**

Staff can approach managers for time off for training in the same way as requesting attendance at any other PDP session and managers

are encouraged to accommodate these requests.

Sam King, sexual health adviser at the Sandyford, has delivered training. He said: "It has been received really positively. One person told me they found it thought provoking and that we should all be mindful of our behaviours in daily practice."

**>> To attend a three-hour session, or to organise one-hour training for your team or colleagues, contact Jacqui McCreadie, tel: 0141 211 8634 or email: [GG-UHB.bbvtrainingteam@nhs.net](mailto:GG-UHB.bbvtrainingteam@nhs.net)**



## OUT AND ABOUT WITH THE CHAIRMAN

Since joining the health board chairman John Brown has been delighted to spend time out and about meeting staff across the organisation, finding out about what their jobs entail and learning how systems work.

### 4 DECEMBER, VISITED:

- The Neurological Institute, unscheduled care service, the emergency department and immediate assessment unit, QEUH.
- The Royal Hospital for Children.

### 11 DECEMBER, VISITED:

- Unscheduled care services, the emergency department, acute assessment unit and acute receiving ward, GRI

### 18 DECEMBER, VISITED:

- The emergency department and immediate assessment unit, RAH.

### 22 DECEMBER, VISITED:

- The Teaching and Learning Centre and the Langlands Building, QEUH.

### 8 JANUARY, VISITED:

- The Vale of Leven Hospital, maternity unit.
- Vale Centre for Health and Care and the Oakview Practice.

### 12 JANUARY, VISITED:

- The Lister Building, ICU, emergency department and acute assessment unit, GRI.
- Ward 6 at the Royal Hospital for Children and the emergency department and immediate assessment unit in the QEUH.

The chairman is interested in further broadening these visits. If you would like the chairman to visit your department, email your request to the staff communications team for consideration, detailing where you would like him to visit. Email: [staffcomms@ggc.scot.nhs.uk](mailto:staffcomms@ggc.scot.nhs.uk)

# New policy for midwifery and nursing

**A NEW** policy and "master classes" are being developed to provide support and guidance about rostering for all senior charge nurses in nursing and midwifery.

Margaret McGuire, nurse director, explained: "As an organisation, we are committed to providing a family friendly environment, supporting staff to deliver patient-centred care, and responding to changing service requirements.

"To achieve this, we need a formula that outlines how we manage wards and staffing complements, and this is why we are drawing up a new policy.

"Safe, effective and efficient rostering relies on a number of key ingredients: having the correct

numbers and skill mix of staff at the right time in the right place and doing the right thing to provide safe and quality care."

The policy is due to be completed this month and the rostering master classes, which will explain the implementation of the system, are scheduled to run in late spring.

The document will also reflect our legal responsibilities under the European Working Time Directive and the nationally validated and evidenced tools.

Margaret added: "This will be a board-wide policy covering all nurses and midwives working in acute and the community, with the aim of implementing a universal approach to rostering."



Nurse director  
Margaret  
McGuire

## Calling all nurses and midwives – are you revalidation ready?

**THE** deadline for all nurses and midwives to check that they meet the new revalidation requirements to avoid working illegally is 1 April.

From then, all nurses and midwives who wish to remain on the NMC Register will need to fulfil the requirements of the new revalidation model, launched by the NMC last December.

Fiona McCluskey, below, assistant chief nurse professional governance and regulation, said: "Although the vast majority of nurses and midwives keep their registration up to date, a small number have allowed their registration to lapse and if they continue to work, this

contravenes their contract of employment."

To start preparing for revalidation, nurses and midwives should register online at the NMC website. Registered nurses should then identify their three-yearly registration renewal date; read the new code and practise according to its principles, and finally ensure they are up to date on revalidation developments and tools by checking regularly on the NMC website: [www.nmc.org.uk/revalidation](http://www.nmc.org.uk/revalidation)

►> Find out more about what's happening in NHSGGC by accessing the NHSGGC Nursing and Midwifery portal, visit: [www.nhsoggc.org.uk/our-performance/celebrating-nurses-midwives](http://www.nhsoggc.org.uk/our-performance/celebrating-nurses-midwives)



NHS  
Greater Glasgow and Clyde

**Wear your badge**  
at all times when  
on the premises

If you have a query regarding Staff ID Badges or require an ID Badge, please contact your local Site Facilities Management Team.

NHS Greater Glasgow and Clyde, June 2013

NHS 260 316-2

# Be a quitter to become a winner!



**OUR** Smokefree Services team has joined forces with Radio Clyde in an exciting new campaign – Feel Like a Winner – to help smokers quit.

The aim is to encourage smokers determined to kick the habit to sign up to our smoking cessation service.

One person will be randomly selected from those who have registered with the service since January and Cassi from the Clyde 1 Bowie at Breakfast show will follow their progress over the following 12 weeks, supported by our cessation advisors.

The prize for staying smokefree is winning the amount of money they would have spent on cigarettes.

Rebecca Campbell, health improvement lead (tobacco), said: "More than 150,000 people in the Greater Glasgow and Clyde area have used Smokefree Services in an attempt to quit over the last five years."

"We are the best tried-and-tested way to quit smoking and are free, friendly and local."

The service is available in local community venues, all pharmacies and acute and mental health hospitals, maternity services and in the workplace for staff.

Our service revamped the website, making it simpler to navigate for people to find and join their nearest stop smoking service in Greater Glasgow and Clyde.

People can search using their postcode or by clicking on the "use current location" button.

They can then browse the services nearest to them, which can be a pharmacy or local smokefree support sessions.

To attend a support session, potential quitters can join immediately by completing the online booking form and attending the venue of their choice.

>> For more information, visit: [www.nhsggc.org.uk/smokefreeservices](http://www.nhsggc.org.uk/smokefreeservices) or call the free Smokeline, tel: 0800 848484.



Cassi Gillespie, Clyde 1, far left, and Rebecca Campbell, health improvement lead (tobacco)



# How one Leverndale ward became smokefree

**A LEVERNDALE** Hospital ward is celebrating a "quit" success story by supporting long-term mental health inpatients to give up smoking.

Ward 2 at Leverndale Hospital began working on a programme in 2013 to gradually reduce rates of smoking among patients to meet the smokefree target of October last year.

Many of the patients smoked up to 60 a day and had been in an inpatient setting for more than 20 years.

Nicotine Replacement Therapy (NRT) was offered, but none of the 11 patients involved wanted this option.

Senior charge nurse Rosemary Sweeney, explained: "I realised that we needed a carefully thought out plan to reduce smoking amongst patients on this ward.

"As a team, we looked at what kind of practical approach to take to help our patients quit before the smokefree policy would be implemented."

Two years ago, staff began encouraging the reduction in the number of cigarettes smoked by patients by one a month



until each smoker was only smoking 11 cigarettes a day.

Ward staff have seen significant improvements in patients' physical and mental health.

Rosemary added: "I've seen some patients become more physically active

after many years of smoking, so hopefully this will prevent long-term, more chronic, conditions developing.

"There is also more therapeutic engagement with these patients because they are not nipping in and out of the ward for a cigarette."

## STUB IT OUT AND WIN

Cut out the cigs for the chance to win fantastic prizes in this year's **Quit and Win** campaign!



The annual staff Quit and Win campaign kicks off on No Smoking Day, 9 March, and runs for 12 weeks with three monthly prize draws.

Hundreds of staff have already stopped smoking thanks to the scheme, and this year, those who sign up for the initiative and remain smokefree have the chance of winning prizes including Glasgow

Club passes, £300 worth of shopping vouchers, a one-year Cineworld Unlimited pass and theatre vouchers.

For more information about Quit and Win and how to register, email: [smokefree.staff@ggc.scot.nhs.uk](mailto:smokefree.staff@ggc.scot.nhs.uk) or tel: 0141 232 0729. The cut-off date for registration is 9 March. Information is also available

at staff drop-in clinics:

- Tuesday, 11am-1pm, Support and Information Service, Main Atrium, QEWH
- Tuesday, 10am-11am, Level E, Boardroom, IRH.

>> For further information on local stop smoking services, visit: [www.nhsclc.org.uk/smokefreeservices](http://nhsclc.org.uk/smokefreeservices)

## Policy on e-cigs under review

**NHS GGC'S** Board has approved in principle the use of e-cigarettes in areas of hospital grounds.

Now smoking cessation leads are working with Dr Emilia Crighton, interim director of public health, to draw up an implementation plan for board members, who will then decide if there is to be a formal policy change.

Following our decision to review the policy, five other boards – Ayrshire and Arran, Borders,



Dumfries and Galloway, Lanarkshire and Tayside – have decided to do the same.

Research in the Greater Glasgow and Clyde area has shown that 32 per cent of current smokers stated that they would use e-cigarettes in their next quit attempt and 18 per cent of recent ex-smokers used them to stop smoking in the last 12 months.

Smokefree Community Services have been e-cig friendly since 2014 and support smokers switching to these devices to reduce harm, although they don't supply them.



# Peter's photography rocks!

Among our staff, we have athletes competing at international level, authors and those who take on daredevil challenges. We weren't aware, however, that we could also count a rock photographer among our talented colleagues. Step forward Peter Kaminski, who swaps his daytime office job to photograph some of the most famous stars from the music world.

**PETER** Kaminski has photographed some of the biggest names in music.

The list of international stars the mental health programme manager and part-time concert photographer has caught in his lens is steadily growing.

So far, it includes world-conquering boy band One Direction, Rod Stewart, Kylie Minogue, Paulo Nutini and U2.

Peter, a regular in the photographers' "pit" at top Glasgow venues the Barrowlands, SSE Hydro, SECC, Clyde Auditorium, O2ABC and the Academy, has always been a photography and music fan.

Some of his pictures are on display in the Hydro VIP area, and two panoramic views of Glasgow are on show in Leverndale and Gartnavel Royal Hospitals.

The hobby only began as a second

career when Peter quit smoking and suddenly had enough cash to buy "serious" camera equipment.

He said: "One of my colleagues played in a band and asked if I would take some photographs of them at King Tut's in Glasgow.

"That led me to taking a lot of publicity shots of them and other bands, including early performances by Mumford and Sons and Paulo Nutini.

"I built up a portfolio and was picked up by an agency which distributed my pictures around Scotland."

Encouraged by contacts Peter made with public relations people, record companies and national newspaper picture desks, he

decided to go out on his own.

And for daughter Rachel, it was a day to remember when her dad was commissioned to take pictures of One Direction at a fans' event in the HMV store in Buchanan Street, just before their first single was released.

Peter said: "I was able to bring her past security while a huge crowd of fans were outside. She was 11 years old and the boys were fabulous with her."

He admits that some performers don't welcome the attention from

photographers, while others work with them: "U2 are very well organised, and the heavy metal bands are great to photograph because they throw shapes for you."

Three of his photographs were given an "honourable mention" by legendary Glasgow photographer Harry Benson, a judge in the Scottish Music Photographer of the Year Awards in 2013 and 2014.

► Tell us what you have been up to in your own time, email: Staffnewsletter@ggc.scot.nhs.uk





NHSSCOTLAND EVENT

## Call for poster abstracts



**THIS** year's NHSScotland Event is being held on 14 and 15 June at the Scottish Exhibition and Conference Centre, Glasgow. The theme of the 2016 event is 'Leading Transformational Change for Health and Social Care'.

One of the key features at the Event is the poster exhibition and with over 500 innovative teams and individuals submitting their projects in 2015, this is a networking opportunity not to be missed.

The event team is looking for poster abstracts that showcase good examples of how your work embeds the quality ambitions and is taking

forward the priority areas identified for action in the journey towards the 2020 Vision.

This year's event will include an additional Transformational Change Award, which will include work that is transforming the way care is provided in Scotland. If you want your abstract to be considered for this award, please ensure this is fully illustrated in the abstract.

Poster abstracts must be with [margaret.brodie@ggc.scot.nhs.uk](mailto:margaret.brodie@ggc.scot.nhs.uk) no later than Friday 19 February 2016.

>> For more information, visit: [www.nhsscotlandevent.com](http://www.nhsscotlandevent.com)

COMPETITION

## WIN a super Samsung Galaxy smartphone!

This month, we are giving away a Samsung Galaxy S6, 32GB, sim-free smartphone. Facebook, twitter, email, music... all this could be at your fingertips with this brand new phone!

All you need to do to enter is simply answer the question below and email your answer, along with your name and work location, to: [StaffNewsletter@ggc.scot.nhs.uk](mailto:StaffNewsletter@ggc.scot.nhs.uk) or send to: **Corporate Communications, JB Russell House, Gartnavel Campus, 1055 Great Western Road, Glasgow G12 0XH**



### Question: What date is national No Smoking Day?

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 editions of SN. The closing date is 29 February 2016.

### NATIONAL CONVERSATION

# Influence change by airing your ideas and views

**THOUSANDS** of people and NHS staff across Scotland have taken part in the 'Creating a Healthier Scotland' national conversation about improving the health of the population and the future of health and social care services.

So far, more than 8,000 people have attended over 150 conversation events across the country to discuss and debate how future services should look and how people can be supported to live healthier lives.

The national conversation aims to explore how we can make more progress in improving the health of the population, and how our NHS and social care systems should develop by 2030 to continue supporting everyone to live well.

The 'Creating a Healthier Scotland' conversation focuses around three broad questions:

- What support do we need in Scotland to live healthier lives?

- What areas of health and social care matter most to you?
- Thinking about the future of health and social care services, where should our focus be?

Although the initial public engagement phase ended at the start of this month, to enable analysis of feedback and findings to be published during March, there is still an ongoing opportunity for NHS staff to contribute to the conversation and the future of health and social care services.

So, if you haven't fed into the conversation yet, you can still share your views by email: [healthier@scot.gov](mailto:healthier@scot.gov); on the facebook page, [facebook.com/healthierscotland.scot](http://facebook.com/healthierscotland.scot); or on twitter, [@scotgovhealth](https://twitter.com/scotgovhealth), using the hashtag #healthierscotland.

Or go directly through our own NHSGGC StaffNet (simply search "national conversation") or go to the FTFT pages.

# Jacky's living her life to the full!

**LYING** on a beach isn't the way our intrepid colleague Jacky Russell likes to spend her vacation time – a perfect advert for our Healthy Working Lives T-shirts "Live Life"!

Unfortunately, when she was packing, Jacky forgot to put in her Live Life t-shirt or we would have been able to get photos with our t-shirt on active duty!

When away from her work with the Corporate Inequalities Team, Jacky relishes nothing more than action and thrill seeking and to prove it, she's supplied SN with some photographs capturing a few of the activities she got up to while travelling through Cambodia and Thailand, including:

- A 40-mile cycle through rough terrain and visiting remote Cambodian villages where she met and ate with local people.
- "Flight of the Gibbon", Asia's biggest tourist attraction, where she abseiled and zip-slid over the treetops of the Cambodian jungle.
- A hot air balloon ride over the stunning Angkor Wat, the largest religious temple in the world.
- A gruelling trek through the Kulan Mountains to visit Kbal Spean, an Angkorian era archaeological site and the hidden waterfall along the Kbal Spean River.
- And while in Thailand, Jacky went on a comparably relaxing walking tour of the many beautiful temples and palaces, including the Golden Buddha,



Reclining Buddha and Grand Palace.

Jacky said: "I met so many lovely people, not least the friendly locals. It's easily one of my favourite parts of the world and I plan to return one day to explore Vietnam, Laos and Malaysia."

Are you planning something

unusually active or challenging? Let SN know and perhaps you could take one of our Live Life T-shirts with you and supply us with action shots to feature in the magazine.

To request a Live Life T-shirt, email: [Staffnewsletter@ggc.scot.nhs.uk](mailto:Staffnewsletter@ggc.scot.nhs.uk)

## FOOTBALL

### 5-a-side league is back



THE NHSGGC 5-a-side football league is back for another season and registration is open for teams who want to show off their fancy footwork.

Once again, we have teamed up with GOALS, the UK-wide football centre company, to launch the competitive tournament in their Glasgow facility.

Chris Kelly, health improvement senior (physical activity), said: "We're keen to build on staff enthusiasm for the sport and

this is an ideal opportunity."

Teams can register interest by contacting the Active Staff scheme, email: [ActiveStaff.Legacy2014@ggc.scot.nhs.uk](mailto:ActiveStaff.Legacy2014@ggc.scot.nhs.uk) or tel: 0141 201 4956.

The competition is free, with the Active Staff scheme paying the registration fees. GOALS will provide the referee.

When the team turns up for games, staff should take either their payslips or identity passes to the reception desk.



### Charity Golf Tournament

The high number of entries has led to the Scottish qualifying rounds for the charity NHS Four Nations golf tournament to be played over two courses for the first time this year.

NHSGGC chief executive Robert Calderwood is captaining Scotland and the qualification events are taking place at The Carrick at Loch Lomond, above, and Archerfield in East Lothian on 12 and 24 May respectively.

The top 10 scores will qualify

to represent the Scottish team in August with fundraising as always in aid of children's hospitals across Scotland.

Entry is £85 per person, payment in cash on the day and registration is now open.

>> Players can register by email or request further details by contacting Gail Hayworth, email: [events@redreview.co.uk](mailto:events@redreview.co.uk) or [gailhayworth@nhs.net](mailto:gailhayworth@nhs.net)