A healthier place to work
Campaign will improve staff wellbeing – see PAGES 4 & 5
British Sign Language drama performance

Visitors, patients and staff at the Royal Hospital for Children were treated to a drama performance with a difference last month.

Delivered in traditional panto style, ‘Herb and the Horrible Sprout’ was performed entirely in British Sign Language (BSL).

In the audience was Selen Yilmaz and daughter Lydia.

“I had never seen a performance in sign language before – it was great,” said Selen. “I especially like the fact that it was interactive. Lydia really enjoyed it and loved joining in!”

Martin Patterson, corporate inequalities support practitioner, said: “In addition to showing everyone a performance in BSL, the story delivered messages about communication, respect and awareness of people’s differences. We had a fantastic response and different types of BSL drama performances are planned for other venues.”

The performances are part of a range of activities currently being undertaken to help raise awareness among patients and staff about BSL as a language and culture.

A series of staff awareness events are running within acute and community settings and there has been an overwhelming response to the offer of introductory training courses in BSL.

“We have had a huge amount of interest in this training opportunity and we have courses planned for various NHS venues well into 2017,” said Martin.

“All of this work is being carried out to better support our Deaf BSL patients and ensure we are meeting our responsibilities in relation to the BSL (Scotland) Act. We are delighted to have had such a positive response to all these activities.”

Professor Knight appointed to General Medical Council

Professor Paul Knight, a consultant physician in geriatric medicine at Glasgow Royal Infirmary, has been appointed as the Registrant member of the General Medical Council (GMC) living and working in Scotland, from 1 January 2017.

He was appointed by the Privy Council and will serve a four-year term until 31 December 2020 following the recommendation of an independent panel.

The GMC is an independent organisation that helps to protect patients and sets the standards for medical education and practice across the UK.

Professor Knight, said: “It is a tremendous honour to receive this appointment. The process can be gruelling and is lengthy, being interviewed by a panel of independent members. But I feel a real sense of achievement to have been selected.

“I am delighted to be contributing to the maintenance of our professional standards and, of course, helping to protect the public. I will be involved in holding executives to account and helping set strategy and policy for the Council. I also have a role in reflecting the healthcare environment in Scotland.”

Alongside his role as consultant physician in geriatric medicine, Professor Knight is an honorary Professor of Medicine at Glasgow University and will step down as director of medical education for NHSGGC at the end of 2016 to accommodate his role with the GMC.

Dr Lindsay Donaldson, an anaesthetist and intensive care specialist based at Glasgow Royal Infirmary, will take over the role of director of medical education from the beginning of 2017.

Medical director, Jennifer Armstrong, said: “I am delighted to hear of Paul’s appointment – this is a terrific accolade and I wish him all the best in this new role. I would like to thank Paul for his excellent work and leadership as director of medical education and I welcome Dr Lindsay Donaldson to the role.”
Sarah’s perfect record in catheter care

Sarah McIntosh, a staff nurse in the Beatson’s B3 ward, is in the enviable position of being able to show a 100 per cent success rate in her work.

A care assurance link worker, Sarah carries out daily audits on the number of patients using catheters and educates ward staff on catheter care, including the most appropriate sizes to use and best practice in fitting them.

Since she started the daily catheter acquired urinary tract infections (CAUTI) monitoring in January 2016, the ward has recorded no active urinary tract infections in any patients.

Sarah, who joined the health board in 2008, said: “A large part of my role is training ward staff in catheter care and making sure the daily monitoring figures are accurately recorded.

“I work closely with the ward staff to make sure they understand why we carry out the monitoring and are happy with all aspects of catheter care.

“We have very experienced staff on the ward and they all absolutely appreciate why we carry out the auditing. The facts speak for themselves when you can clearly show that we have had no new urinary infections since we started doing the monitoring.

“Nationally, it has been realised that catheter care needs to improve, so its important that all relevant staff get on board. Every week I give a talk on the importance of this work and it is hard to argue with a 100 per cent success rate.”

Sarah has seen the nine staff on the ward really engage with the monitoring and believes it is now an automatic part of the care patients receive on ward B3.

She said: “The big success of the work is not only being able to avoid infections, but also being well placed to deal with them quickly if they do occur.

“The care would be tailored to the patient, and while there are a lot of details to consider in each patient, staff would be confident in implementing Sepsis 6 if the infection was acute or the appropriate antibiotics if less worrying.”

Sarah is committed to best practice in catheter care, having seen so many patients become ill with infections in previous jobs due to bad practice.

She said: “I would really like to see improved practice both across the board area and nationally. It’s important that everyone takes on responsibility and improves their own skills to benefit our patients and ensure they don’t suffer from unnecessary infections.”

Young people are given employment opportunity

NHSGGC has joined forces with the Prince’s Trust to increase the number of 16 to 24 year olds we are helping get into NHS employment.

The new programme, Get Into Healthcare, offers young people an opportunity to gain an insight into the world of work.

Together with the Prince’s Trust, NHSGGC has recruited and trained a group of young people to prepare them for working as healthcare support workers in hospital wards.

This involved NHS-specific training, work placement activity and interview preparation.

An event was held in December at Glasgow Royal Infirmary to celebrate the successful completion of the programme by 12 of the first participants.

The 12 will now be interviewed for NHSGGC healthcare assistant vacancies and it is anticipated that they will all move into employment within the organisation over the coming weeks.

Chairman John Brown, who gave out completion certificates at the event, said: “NHSGGC is a major employer and we already have a range of opportunities for young people to gain employment with us including our Modern Apprenticeship Programme and our successful Project SEARCH initiative, which provides opportunities for people with learning disabilities to gain access to employment.

“This is another excellent programme offering young people the opportunity to work in an NHS environment and we are confident this programme can make a difference to young people’s lives.”
A HEALTHIER PLACE TO WORK

Two of the biggest health issues affecting NHS staff are obesity and stress.

Last year, a study by Napier University made national headlines when it reported that seven out of 10 Scots nurses are obese.

What wasn’t well reported at the time was that the rest of us aren’t faring much better.

More than 50 per cent of other healthcare workers are either overweight or obese, according to the study.

Stress is also a major contributor to ill health, with more than 3,000 staff in NHSGGC off sick with stress-related problems last year alone.

The development of our new Staff Health Strategy for 2017-2019 has identified five overarching themes. Behind these, a range of practical wellbeing action areas have been determined, including obesity and stress as two of the top priorities for improving staff health and wellbeing.

Now, a new year-long campaign has been launched to support staff who are struggling with stress and weight-related problems.

Over the year, Staff Newsletter will feature lots of practical support and tips and some of the success stories of teams and individuals for whom 2017 brings better health.

We know that much of this
Healthy Working Lives gold award attained for third year running

It’s official – we’re working for one of the best employers in the country when it comes to promoting health to staff.

The Board has been awarded the Healthy Working Lives gold award for the third year in a row in recognition of its ongoing commitment to improving the health, safety and wellbeing of our 36,000 employees.

Administered by NHS Health Scotland, the award encourages employers to create a healthier workforce by promoting a wide range of topics such as occupational health, health and safety, healthy eating and mentally healthy workplaces.

Our staff have benefited from initiatives including:

- stop smoking incentives
- mentally healthy workplace manager training
- money management support
- team participation in pedometer challenges
- development of various occupational, and health and safety procedures.

Organisations work their way up the three levels of award, from bronze up to gold. We were first awarded gold status in 2013 and it has subsequently been retained by applying a focused approach to health, safety and wellbeing.

“Achieving the gold award for the third year in a row is an accolade to both our health improvement team and also to our staff”

Programme advisors have helped the Board understand how best to engage with such a large workforce and create a safer, healthier and more motivated workforce.

Occupational health service manager, Rona Wall, said: “Achieving the gold award for the third year in a row is an accolade to both our health improvement team and also to our staff who have embraced the positive changes the programme can make to their working lives.

“Encouraging workplace health should never be a second thought. As a health board we emphatically believe a healthy workforce is the key to motivating our staff and delivering a high standard of patient centred care.”

For more information, visit: www.nhsggc.org.uk/staffhealth

In launches to address stress and obesity

support is already available to staff, but we’ve been told that it’s difficult to find information about the help that’s available.

As part of the campaign, we’ve launched a new healthier place to work web portal on the website.

This brings together in one place information on the range of support for staff for managing stress and for weight management, as well as related topics, including smoking and financial inclusion.

Here too, you’ll be able to find all the latest information on the hugely popular activestaff and Healthy Working Lives activities.

Launching the campaign, Anne MacPherson, director of human resources and organisational development, said:

“When developing the current Staff Health Strategy, we asked a range of staff stakeholders what our priorities should be.

“Improved communication and better access to information about health policies and support for staff were seen as key.

“This campaign is our response to that. “By sharing good practice and improving access to information about all the resources and services available to them, we hope to make it easier for staff to take the first steps to better health in 2017.”

For more information, visit: www.nhsggc.org.uk/staffhealth

NHSGGC – 5
Children’s oral health is something to smile about

A massive effort from oral health staff means good news for children across Greater Glasgow and Clyde (GGC).

The latest results from the National Dental Inspection Programme (NDIP) show that the dental health of children continues to make significant improvements and is now on a par with the average for Scotland.

A range of initiatives across GGC and the sustained efforts of our staff have played a major part in the improvements. One of the biggest initiatives has been the Childsmile programme, which sees the Oral Health Improvement Team deliver the national programme by overseeing toothbrushing and fluoride varnish applications in schools and nurseries.

The team works closely with our Health and Social Care Partnerships, particularly the health visiting teams where they target young children and vulnerable families and provide a link with local NHS dental practices to get children registered with a dentist. And the team is constantly searching for different ways of working to build on the successful outcomes already achieved so that dental health across GGC continues to improve.

Frances McLinden, general manager, Oral Health Directorate, said: “These latest results show that the dental health of children across GGC continues to improve and it is all thanks to the tremendous efforts of the oral health team.

“The proportion of Primary 1 children with no obvious signs of decay has risen from 65.3 per cent in 2014 to 68.2 per cent, which is on a par with the average for Scotland. It is also good news for basic inspection results, which highlighted improvements in both Primary 1 and Primary 7 children, with the proportion of children who required urgent dental treatment both in Primary 1 and 7 showing an improvement since 2014.

“The Oral Health Directorate Health Improvement Teams, in partnership with our colleagues in general practice, will continue to work to improve, not only the oral health of children, but our whole population across Greater Glasgow and Clyde.”

The NDIP gathers appropriate information to inform parents and carers of the dental and oral health status of their children.
NHSGGC car share scheme

NHSGGC’s car-sharing scheme is designed to help you reduce your daily travel costs while helping to reduce CO₂ emissions at the same time. It is totally free to use and enables you to find others going your way, so you can share the journey.

You can take turns driving and you don’t have to do it every day. It’s completely flexible – once you’ve found others going your way, you decide between yourselves how often it suits you to share.

Once registered, you can access your account from work or home, making searching as convenient as possible. You can also choose whether to search for matches among NHSGGC colleagues.

Regular car-sharers save on average £80 a month – that’s nearly £1000 per year! They drastically reduce CO₂ emission, which helps towards a healthier and happier community.

Car share permits are available on the following sites: West Glasgow ACH, Queen Elizabeth University Hospital campus, Gartnavel Hospitals Campus and Royal Alexandra Hospital.

For more information, visit: www.nhsggc.liftshare.com

We challenge you to read six books in six months!

After the huge success of the Six Book Challenge in 2016, when NHSGGC received a Gold Award from the Reading Agency, we are looking for all levels of readers to participate in the Challenge during 2017.

NHSGGC Library Network runs the Reading Agency’s Reading Ahead Six Book Challenge 2017 as a staff health and wellbeing initiative, through which we hope to encourage staff to find enjoyment in reading and use it for relaxation and personal wellbeing, helping you to unwind and de-stress.

The idea is to read six books of your own choosing in six months between January and June 2017 and record your progress in a diary. It’s open to new, lapsed and existing readers.

For avid readers, we encourage you to go outside your comfort zone and try something different e.g. if you are a keen fan of crime novels or thrillers, we would encourage you to try reading something new.

If you are not comfortable with reading or have never enjoyed the pleasure of a “good book”, we will try to find something to spark your interest and hopefully promote an enjoyment of reading.

Reading Ahead can be mapped to the KSF dimensions Core 1 and Core 2, which are part of everyone’s outline, and taking part in the Challenge can be used as evidence for your PDP.

We will have incentives and prizes throughout the Challenge to encourage you, and at the end of the Challenge we hold a celebratory awards ceremony where all completers receive a certificate of achievement.

If you would like to participate in this year’s Challenge, fill in the online registration form on StaffNet > Hot Topics

Are you up for a challenge?

SIX BOOK CHALLENGE
Elaine hits new heights on charity fundraiser

Elaine Kearney, SPSP project lead for CAUTI (catheter-associated urinary tract infection) in care homes, has donned one of our famous ‘Live Life’ t-shirts as she undertook the four-day Inca Trail.

The Inca Trail is the spiritual route climbing to 4200 metres altitude in the Andes in Peru to get to the lost and ancient city of Machu Picchu.

Elaine wanted to take on a challenge and, most importantly, to raise funds for the Scottish Association for Mental Health in memory of a friend.

Elaine said: “As anyone who’s completed the trek knows, it can be quite gruelling. Altitude sickness symptoms are one of the main challenges of the trek to overcome as well as fitness and walking more than eight hours per day. “I was quite fortunate, as I only experienced mild to moderate altitude sickness with headaches, muscle weakness climbing steps, tiring quickly and breathlessness, which limited me to 20-50 paces on the days of climbing higher.”

“The trail on day one entailed going up and down mountain sides. Day two was a very challenging steep climb, when the highest altitude was reached at Dead Woman’s Pass. Days three and four entailed the descent and then climbing again to complete the journey. “Camping in tents on the mountains was amazing, as were the micro climates – we encountered rainforest and jungle, which had a great variety of wildlife and amazing humming birds.”

If you would like to contribute to Elaine’s fundraising, visit: http://www.justgiving.com/Elaine-Kearney1

Elaine reaches her goal

What better way to start the year than with a brand new heart rate and fitness wristband?

Enter this month’s competition and make every beat count with the Fitbit Charge 2, built for all day workouts and beyond. Record your workouts with multi-sport modes to see real-time workout stats on screen, or rely on smart track to automatically record select exercises for you.

All-day activity and auto sleep tracking lets you see how your whole routine adds up. With more advanced features in a sleeker package, it’s the motivation you need to push yourself further – every step, every beat, every day!

Simply answer the question below and email your answer, along with your name and work location, to: competitions@ggc.scot.nhs.uk or send to: Corporate Communications, JB Russell House, Gartnavel Campus, 1055 Great Western Road, Glasgow G12 0XH.

Q: How many years has NHSGGC held the gold Healthy Working Lives award?

The competition is open to all NHSGGC employees. Only one entry per person. Winners must be available for a photograph, which may be printed with their details in future issues of SN. The closing date for entries is 31 January 2017. Prizes must be claimed within four weeks of the closing date.