Healthier eating on the menu

Our hospitals are making it easier to enjoy a healthier meal

Full story on PAGES 4-5
Have you had your free flu vaccine yet?

This year’s staff flu vaccination programme is in full swing and in the first three weeks, 7,368 (3.1 per cent) of staff received their FREE flu vaccine.

It’s important that we continue to build on this impressive early response as there are strong indications that we could be seeing a severe flu season this year and the vaccine remains the best defence against flu.

The vaccine only takes a few minutes and protects for about a year. Staff flu vaccination helps protect patients with underlying health conditions who are 18 times more likely to die from flu than healthy people.

Staff who are normally fit and healthy can spread the flu to their patients and families, even without knowing if they have very mild or no symptoms at all.

Rona Wall, occupational health service manager, said: “The flu virus can have a devastating impact for people with pre-existing health conditions and even on people who are usually healthy.

“The flu vaccine offers protection to staff and reduces the likelihood of spreading the virus to our families and to our patients.”

“I would encourage all staff to take advantage of the free flu vaccine”

We are anticipating an increase in people contracting flu this winter and I would encourage all staff to take advantage of the free flu vaccine. Access to the vaccine is widely available either at the advertised flu clinics or via peer immunisation.”

Staff in clinical and non-clinical areas at NHS GGCC are being encouraged to take up the offer of the vaccine, and have been reminded that flu clinics were available across the region.

“Staff can also get their FREE vaccine and or be vaccinated by their colleagues by booking a peer immunisation session in their work area.”

For more information please email: PeerImmunisationBooking@ggc.scot.nhs.uk

I matter: a chance to have your say

iMatter has been adopted throughout NHSScotland to give everyone an opportunity to have a say about their workplace.

It gives staff the chance to feedback on specific issues and to influence change and improvement within the team, and it helps managers to understand their team’s perspective on what it means to be in their department.

It involves completing a short online survey of 29 questions over three sections about your experience: in your role, of your team and of your organisation.

A report containing the results from your team is shared with you to allow discussions and agree staff engagement improvement actions that are specific for your team for the months ahead.

This improvement plan is captured on a storyboard, which the team then uses to monitor progress before the next iMatter.

iMatter was first used in NHSSGCC three years ago and has

transparency in your teams about your experience at work, and support your team’s development over time,” he said.

“It encourages staff to speak out, to tackle issues at the level where they should be tackled rather than corporately at a Board level.

“It’s ethos is about supporting staff to take back responsibility to make their own department a positive place to go to work in each day and a place where they feel able to give their best.”

The levels of staff engagement in iMatter are encouraging: 66 per cent have chosen to take part and complete their team survey, significantly more than the 25 per cent average return for NHSSGCC under the Staff Survey.

But Doug wants more of us to complete the questionnaire: “Understanding staff experience at work is the first step to putting in place measures that will help to maintain and improve it.

“The mechanics of the process involve a survey that is only asked once a year, but the conversations that are sparked by the findings and the action plan that results can lead to improvements that are long lasting and can benefit the whole team.”

New protocol to help with a positive transition

This month, NHS Greater Glasgow and Clyde launches its Transitioning in the Workplace Protocol.

The Protocol is a practical tool, designed to help managers and their wider teams to support members of staff who propose to undergo a process to reassign their gender.

To get a better idea of its relevance, Staff Newsletter spoke to an employee who has first-hand experience of the transitioning process.

Marie Shand is a radiotherapy assistant at the Beatson West of Scotland Cancer Centre. After 14 years in the job, she’s become an integral part of a team that has helped create a centre for clinical excellence in Scotland.

Fourteen years has seen significant change, and none more so than for Marie herself.

Three years ago Marie informed her management team she intended to undergo a process to reassign her gender and transition from male to female.

Marie explained: “I’d always felt that I didn’t belong in the body I had been given at birth.

“Watching myself grow over the years caused lots of pain and anguish. After years of feeling miserable, I eventually plucked up the courage to tell my family about my plan to transition. I didn’t get a positive response and sadly we cut ties as a result.

“Thankfully, I’d made good friends at work and had confidence in my manager, so telling colleagues was much less stressful.”

Marie added: “There were months of good days and bad but I was lucky to have a supportive management team who took time to listen to me and make the right adjustments. I had lots of help from human resources and occupational health, and my workmates were brilliant.”

Marie still has a long way to go in her journey, and while friends and colleagues remain steadfast in their support, a day in the life of a trans employee is not without its challenges.

Marie explained: “The vast majority of patients have been amazing and really supportive, but some visitors to the service can be insensitive. I still hear people making comments about me and now and again someone will say something to me that really hurts.

It’s not pleasant, but I feel I’ve got the support of the organisation behind me. Without it I wouldn’t be here today. I am looking forward to completing my transition and being my genuine self in the workplace.”

Anne MacPherson, director of human resources and organisational development, said: “Marie’s story is a great reminder of the importance of an organisational culture that prioritises inclusion, dignity and respect.

“The Transitioning Protocol is an integral part of our commitment to support employees at work.”

For more information about the Transitioning Guide, please contact the equality and human rights team, tel: 0141 2014560 or email: CTAadminTeam@ggc.scot.nhs.uk

If you’d like to learn more about gender reassignment, NHSSGCC has a Gender Reassignment e-learning module that can be accessed via Learnp, or visit the Equalities in Health website: www.equalitiesinhealth.org

Inverclyde visit gives food for thought

Staff at the Cook Freeze Unit (CFU) at Inverclyde Royal Hospital were delighted when Board members Allan MacLeod, Dorothy McErlan and Susan Brimelow visited the service.

The Board members were impressed to hear that the CFU produced 70,000 meals per week for patients across NHSSGCC while meeting the food, fluid and nutrition standards.

Left to right: Catherine McConnell, Margaret Valentí, Allan MacLeod, Dorothy McErlan, Susan Brimelow, Michael McColl and Helen Davidson.
Colleagues who buy meals from the retailers in our hospitals can’t have failed to notice the increase in the range of healthy option products on the shelves.

What might not be so obvious is that our Aroma cafés, vending machines, canteens and trolley services have also significantly increased their range of healthy choices, making it easier than ever for staff (as well as patients and relatives) to look after their health.

Grilled breakfast items, pies with lean fillings; soups with reduced sugar; and pasta, rice and noodle pots with sauces that are low in fat, salt and sugars are just some of the new healthier products to have been introduced over the past 12 months.

There have also been restrictions in high sugar drinks, with the majority of drinks now on offer being either sugar free or low in sugar.

Added to this, all our Aroma sandwiches and the majority of the dining room sandwiches and soups are now healthy.

And as part of our commitment to support staff to enjoy a healthy diet, we’re also offering special meal deals on a range of healthier options in all our in-house café/dining facilities.

With every one of our catering units (including all retailers) now offering a majority of healthy options, the Board has achieved the Healthy Living Awards Plus or NHSScotland’s Healthcare Retail Standard – a national scheme devised by the chief medical officer to encourage healthier food and drink choices to be the norm.

De Linda de Caestecker, director of public health, has welcomed the news that we have achieved full compliance with the standard.

She said: “We were one of the first Boards to pilot the Healthcare Retail Standard and for us to have rolled it out across all our sites is a significant achievement. We have paved the way for others to observe and follow our success.”

To make it as easy as possible for us all to know which foods are healthy, the Healthcare Retail Standard sets out that shops must clearly promote healthier choices through use of branded promotional logos and signage.

Many retailers provide products with nutritional information for items on sale and these are colour coded to show nutritional values, making it easier for people to make informed choices.

“Were we one of the first Boards to pilot the Healthcare Retail standard” branding is also being introduced within Aroma and our vending machines to signpost staff to the range of healthier products available.

Joe Gibey, retail manager, catering, said: “You might look at some of the food we have on offer and not realise that it is healthier for you.

“For instance, we have a daily hot meal offer at Stobhill and the QUEH that includes a drink and crisps for £3.95. What you might not realise is that the hot meal includes a range of dishes, such as macaroni, chilli and pasta, that are made with low salt and low sugar products accompanied with baked crisps varieties or fruit.

“So to help ensure that we all have the information we need to help us make healthier food choices, clearer branding and labelling is being introduced across all our catering units.”

Look out for all the latest staff meal deals on our website and in the hospital cafés and canteens.

Choosing a healthier option has become as easy as pie

Stress seminars with a proven track record to make welcome return

STRESS IN HEALTHCARE

New dates have been announced for the hugely popular ‘Stress in Healthcare’ seminars.

As part of our commitment to supporting staff affected by stress, the one-day stress seminar with proven results is making a return this November and December.

Over 300 staff attended in NHS Greater Glasgow and Clyde, the sessions are run by Martin Davies, a former community psychiatric nurse, who brings a unique style to training, giving advice on self-help in a style that raises a smile without trivialising the issues.

More than 30 of the seminars have already been offered to staff and feedback from previous sessions has been extremely positive.

Kenneth Fleming, head of health and wellbeing, explained: “The feedback from our colleagues who have attended reflects the excellent feedback we had from staff that attended.

“We have also had excellent feedback from colleagues who have attended the seminars in the past 12 months. These have shown Martin’s seminars to be really effective at helping staff develop skills and coping strategies to manage stress.

“Staff who have taken part have reported a high level of retention of knowledge even some time after the session, and an ability to alter behaviour and make changes that can affect factors that contribute to stress in the workplace.

The seminars can take about 45 people each and any level of staff may attend. Nominations should be made to Jill Dodds, by email, JI.Dodds@ggc.scot.nhs.uk, and will be accepted on a first-come basis. Please note that a payroll number will be requested for all staff nominated - this is in order to comply with race and equality legislation.

THE SEMINARS ARE BEING HELD ON:

Monday 27 November
9.15am-4pm
TS Seminar Room, Ward 5A, West Glasgow Ambulatory Care Hospital (previously Yorkhill Hospital)

Tuesday 28 November
9.15am-4pm
Medicinema 1st floor, West Glasgow Ambulatory Care Hospital

Thursday 14 December
9.15am-4pm
Medicinema 1st floor West Glasgow Ambulatory Care Hospital

Friday 15 December
9.15am-4pm
TS Seminar Room, Ward 5A, West Glasgow Ambulatory Care Hospital

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

Encouraging women into sport

The Scottish Government has teamed up with a number of key leaders from the world of women’s sport, business and media to support work to encourage more women into sport.

The initiative builds on recent successes in women’s football and netball at a national level. But despite the pockets of progress that have been made in female sport recently, there’s still more to do to get girls and women into sport.

And with more than 30,000 women working with us, NHS Greater Glasgow and Clyde is in a prime position to do our bit to support the new national initiative.

Fiona Watt, health improvement senior, is one of many female colleagues who have taken up sport and managed to combine it with working and family life.

Fiona said: “I was never a ‘runner’, but when I went to university in Newcastle and became involved in athletics and running was the answer.”

“I then had two children in the space of 17 months and I knew I had to find something that would allow me to get the baby weight off as well as find something for me again, but fitting in with family and work life. When you become a mum, you have to put your kids first so I wanted to find something that I could still train/compete in without impacting on them – running was the answer!”

Activestaff offers a range of free sport and physical activity opportunities including swimming, badminton and discounted gym memberships to all staff.

So if you’re motivated by our female footballers or, like Fiona, want to switch from spectator to participant, then activestaff is just what you need.
Recognition for the valuable contribution of our practice nurses

Helping practice nurses to help your patients

Acute staff regularly have to refer patients back into the community. So when referring a patient to a practice nurse, please provide as much detail on the discharge notes as possible.

Some of the specialised technical information that is everyday language and procedure within the acute world may not be well known in general practice, therefore all this information is much appreciated to ensure effective and safe patient care.

The discharge note will go to the GP in the first instance, so you should highlight if your patient needs to be seen by the practice nurse, plus if there is other information on Portal, please highlight this also.

For more information on practice nursing to support your patients and their onward journey, or if you are interested in practice nursing as a career, contact the practice nurse support and development team, tel: 0141 211 3332, email: PNASUQ@nhs. scot.nhs.uk or visit: StaffNet > Partnerships > Greater Glasgow and Clyde Services > Primary Care Support > Practice Nurses

Maternity care assistants (MCA) training

NHSSGGC is delighted to support our new cohort of 20 enthusiastic maternity care assistants (MCAs) in training.

Having completed their first two weeks at the West of Scotland University, the students are now in their allocated maternity placements, and are being supported by clinical mentors.

The successful candidates had to undergo a robust selection process and secured places against significant competition. Evelyn France, chief midwife, said: “This is a great opportunity for all the participants taking part in the programme and at the same time a huge boost to maternity services that we have so many enthusiastic individuals who aspire to work as part of our teams in the future.”

“For look forward to following their progress and working with them as they successfully complete the programme.”

Well done to all of them and good luck as they progress in the programme, which concludes June 2018.

Four Palestinian nurses have spent two weeks visiting NHSSGGC, learning about advance in caring for cancer patients, as part of their post-graduate studies.

Gerry O’Kane, an oncology nurse at the Vale of Leven Hospital, was instrumental in setting up the post-graduate diploma with the University of Bethlehem, following a visit to the West Bank six years ago.

Gerry said: “The visit has been a great learning opportunity for the four visiting nurses. Our links with Palestine are well established and based on a shared goal of achieving the best treatment possible for patients.”

“As part of their placements, the nurses have spent time at a number of our hospitals, including the Vale of Leven, Glasgow Royal Infirmary and the Beaton, as well as the Marie Curie centre at Stobhill and Maggie’s Centre.”

“Another way we help support the diploma programme is through the bi-annual conferencing, which allows us to teach students from here in Scotland.

“As well as learning a great deal about oncology nursing practices, they have also had a taste of Scottish culture, visiting Loch Katrine, going to a football match, museums and a fundraising event. I am proud that NHSSGGC and the wider community in Glasgow are helping others in such a humanitarian way.”

The trip was the first time that Khitam Harb had been out of her home country and her first trip on a plane. She said: “This trip is like a dream for me. I am so glad to be learning here in Scotland.”

Khitam’s fellow student Dana Nur is a nurse in a palliative care facility in East Jerusalem. She said: “It is a wonderful opportunity to be able to travel and learn how other parts of the world care for cancer patients.”

“The opportunity to come to Scotland is very fascinating; I can’t actually believe it is happening. Having access to this diploma is a real privilege, not just for us but our patients and for Palestine as a whole. This is a dream come true for me and I am very grateful to everyone who has helped.”

Recognition for the valuable contribution of our practice nurses

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The discharge note will go to the GP in the first instance, so you should highlight if your patient needs to be seen by the practice nurse, plus if there is other information on Portal, please highlight this also. This will also help the practice highlight the expected appointment and where information can be found. Practice nurses are often time limited and some may not have same-day availability. Please make sure there is a reasonable time frame for your patient to get an appointment.

For more information on practice nursing to support your patients and their onward journey, or if you are interested in practice nursing as a career, contact the practice nurse support and development team, tel: 0141 211 3332, email: PNASUQ@nhs.scot.nhs.uk or visit: StaffNet > Partnerships > Greater Glasgow and Clyde Services > Primary Care Support > Practice Nurses
Winning ways with the WestMARC team

WestMARC staff have teamed up with Scottish Disability Sport to launch a beginners running event for patients affected by limb loss or absence. The initiative was organised to encourage patients with artificial limbs to take up running and to meet fellow patients in a similar situation.

Seven children took part in a thoroughly competitive 50m sprint down the hall and nine adults enjoyed a tough circuit led by specialist physiotherapist Penny Broomhead and some drills on how to start and progress their running. Paralympian Richard Whitehead, who runs a distance of 200 metres, came along to meet the stars of the day and to cheer them on.

Mary McElhinney, business manager for WestMARC, said: “The day would not have been possible without the support of Scottish Disability Sport, the charity Finding Your Feet and the prosthetics company Ossur. The feedback from the day was overwhelmingly positive so we are looking forward to hosting similar events in 2018!”

Steven Smyth launched his running career in March when he took on the challenge of a half marathon with no previous experience.

Crossing over the finishing line, not only did he raise £300 for the Beatson Cancer Charity, but he also discovered a newfound love for the activity. The public health support officer, based in Gartnavel, went on to run an amazing two 10ks, a 5k, a 15k and 100 – yes that’s 100 – miles in June, followed by the 10k Great Scottish Run and another half marathon in the Great Scottish Run in October. Phew!

Steven said: “Running has given me the self-assurance to grow and be a more confident person by going from deskbound to running within a short timeframe.

“Running just makes me happy – it’s become my way of releasing tension, and it’s also a good way to meet other people.”

If you think running is for you and would like to give it a go, then activestaff have a number of running clubs.

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

COMPETITION

WIN an iPad!

This month we are giving you the opportunity to win a fantastic silver 128GB Wi-Fi iPad!

Learn, play, surf, create. iPad gives you the incredible display, performance and apps to do what you love to do. Anywhere... Easily... Magically...

And all you need to do is to be in with a chance of winning is 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: Where are our stress seminars being held?

T&Cs: The competition is open to all NHSGGC employees. Only one entry per person. Winners must be available for a photograph, which may be printed with their details in future issues of SN. The closing date for entries is 30 November 2017. Prizes must be claimed within four weeks of the closing date.

© Consultation on a healthier future – action and ambition on diet, activity and healthy weight

Give us your views by 31 January 2018
https://consult.scotland.gov.uk/health-and-social-care/a-healthier-future/