



Spotlight on our
new state-of-the-art
mortuary services

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DIARY DATES

CHILDHOOD CANCER AWARENESS MONTH
1 - 31 DECEMBER
WWW.MACMILLAN.ORG.UK

December 15
Childhood Cancer Awareness Month

WORLD AIDS DAY
1 DECEMBER
WWW.WORLDAIDSDAY.ORG



HUMAN RIGHTS DAY
10 DECEMBER
WWW.BIHR.ORG.UK



NHSGGC BOARD MEETING
17 DECEMBER,
9.30AM
Boardroom, JB Russell House

STAFF NEWSLETTER

Staff Newsletter is written by staff for staff with the full support of the Area Partnership Forum

Please send articles, letters and photographs to: NHSGGC Communications, Staff Newsletter, JB Russell House, Gartnavel Royal Hospital Campus, 1055 Great Western Road, Glasgow G12 0XH
Email: staffnewsletter@ggc.scot.nhs.uk
Telephone: 0141 201 4558
Staff Newsletter is designed by Connect Publications www.connectcommunications.co.uk

SPORTS CLINIC

Staff on the starting blocks for Games

A TEMPORARY "polyclinic", the equivalent of a modern health centre, will be the first stop for treatment for any athletes injured during next year's Commonwealth Games in Glasgow.

Based in the athletes' village in the east end of the city, the polyclinic will be staffed by volunteers, including nurses, doctors, physiotherapists, primary care and other specialist staff, many from NHSGGC and throughout the UK. It will also be where members of the "games family", made up of team doctors, coaches, technical support and officials, receive any medical treatment they require.

A total of 4,500 athletes will be attending the 2014 event, competing in 17 sports, with five para-sports integrated into the Games. In the event of a competitor suffering an injury that the polyclinic is not able to treat, Glasgow Royal Infirmary is the designated hospital.

Irene MacKenzie, our games and civil contingencies co-ordinator, said: "The focus of the polyclinic is to treat athletes and get them back to the point of being able to carry on competing. Volunteers are currently being recruited and we are encouraging managers to be flexible in authorising annual leave for staff where they can, taking into account the extra demands on services while the Games are taking place."

Planning has been a real team effort, with NHSGGC working in partnership with the Scottish Government, Police Scotland, Glasgow City Council, Health

Dr Linda de Caestecker



Protection Scotland and the Games' organisation committee.

Dr Linda de Caestecker, director of public health, added: "Our clinical staff aren't the only ones contributing to the success of the Games."

"Administrative, estates and pharmacy colleagues are also

involved, while procurement staff have played an important role by giving advice and support to the organising committee about the purchase and hire of medical equipment. Health improvement staff have worked with the organising committee to make the Games smokefree and are also ensuring that healthy food choices are available at venues and local eateries."

Irene said: "The Games are a wonderful opportunity for Glasgow, but they will have a big impact on our hospitals, clinics and health services. Preparation is the key to ensuring our services cope while the city hosts this massive sporting event."

>> For more information on the Games, visit www.glasgow2014.com

Give your views on the Alert Line

NHSSCOTLAND staff should be able to raise concerns about patient safety or malpractice with their line manager, HR Department or trade union representative.

However, if there is doubt about whether or how to raise a concern, or you worry about doing so, confidential advice and support is available via the NHSScotland

Confidential Alert Line on Freephone 0800 008 6112.

The service has now been in operation since April 2013 and the Cabinet Secretary for Health and Wellbeing is keen to find out the value of this service to NHSScotland staff. The Scottish Government is therefore undertaking a confidential survey

to gather staff's view of the Alert Line service.

>> Please take the time to fill in the confidential survey by 14 December 2013, at www.scotland.gov.uk/alertlinesurvey
>> Read NHSGGC's Code of Conduct for staff at: StaffNet > Human Resources > Policies



A selection of images showing the new modern facilities at the mortuary

MORTUARY IS SHINING EXAMPLE FOR ALL

THE state-of-the-art mortuary at the Southern General Hospital is a world rarely seen, not only by members of the public, but the majority of staff.

SN was granted special access to the facility, which is part of the £90 million new laboratory at the hospital.

Opened earlier this year, and bringing together mortuary and forensic services, staff are now working in one of the most modern facilities of its kind in the UK.

It provides a seamless service for NHSGGC, Police Scotland and Crown Office Procurator Fiscal Service.

Integrated mortuary service manager Willie Scott's leadership in the design and transfer of the service to the multi-million pound laboratory landed him the overall Diagnostics' Facing the Future Together award.

Complementing the hi-tech equipment are sensitively designed areas for bereaved families coming to the unit, with its decor of pastel colours and adjustable lighting, offering grieving relatives a soothing environment at a difficult time.



Still time to catch flu jab

MORE than 12,000 staff have so far been vaccinated against flu and, while the four-week vaccination programme has finished, appointments are available at the

occupational health (OH) hub in the Victoria Infirmary and the OH satellite clinics at Glasgow Royal Infirmary, Gartnavel General, Royal Alexandra, Inverclyde Royal and the Vale of Leven Hospitals.

Make an appointment with Occupational Health on 0141 201 5600. Anyone who wishes to run a peer immunisation programme

should contact Public Health, visit: StaffNet > Applications > Flu Vaccination

Rona Wall, occupational health service manager, said: "I would encourage staff who have direct clinical contact with patients to get vaccinated to protect themselves, the vulnerable people in their care and, of course, their families."

WEALTH OF HEALTH WINNERS

Extra special staff rewarded for going that extra mile

STAFF across NHSGGC have excelled in receiving awards both internally with our Chairman's Awards and Facing The Future Together Awards and externally with a wealth of external recognition. Below we feature some of our most recent winners.

Top awards go to GGC healthcare heroes

Three members of staff scooped top awards at the Scottish Health Awards. Jennifer Rodgers, lead nurse at RHSC, was awarded the Nurse Award for developing a system that engages children in activities seeking out their innermost hopes and fears in order to uncover the things that are most important to them when they are in her ward.

Gillian Mackinnon and Linsey McLaren, district nurses from Drumchapel Health Centre, received the Top Team Award for the dedication, humanity and compassion they show their patients and the positive impact they have on them.

GRI rheumatology team honoured in House of Commons

The rheumatology team from GRI were among 10 winners from across the UK at the National Rheumatoid Arthritis Society (NRAS) Healthcare Champions Awards. The team were honoured at a special reception in the House of Commons for their professionalism and excellence of care.

Top honour for specialised national paediatric heart and lung support service

The Royal Hospital for Sick Children's ECLS (Extracorporeal Life Support) service received a coveted ELSO Award for Excellence in Life Support by demonstrating "extraordinary achievement" against stringent standards.

New Stobhill one of 30 most architecturally impressive hospitals in the world

In a ranked list published by Online Masters in Public Health, the £100 million New Stobhill Hospital, which opened in 2009, is one of only two UK hospitals to make it on to the list.

The hospital, which treats about 400,000 patients a year, was assessed against a number of factors ranging from originality and aesthetics to patient comfort and engineering sophistication.

Chief executive Robert Calderwood, said: "This ranking is a huge accolade and I am absolutely delighted that the hospital has been recognised in this way.

"Services at the hospital and at its sister hospital, The New Victoria on the city's south side, have been designed around the needs of patients to enhance the quality of care and speed up diagnosis and treatment."



A UK first for Norman and Ruth

Two of our senior pharmacists are among the first in the UK to become Fellows of the Royal Pharmaceutical Society Faculty, which was launched earlier this year.

Professor Norman Lannigan, acting head of pharmacy and prescribing support unit, and Ruth Forrest, lead clinical pharmacist, theatres, anaesthetics and critical care at the Western Infirmary, are two of 75 fellow professionals, nine in Scotland, to achieve the honour, the highest credentialed level.

Record success at Chairman's Awards

Sixteen teams or members of staff picked up a prestigious Chairman's Awards at our recent Annual Review in the Thistle Hotel, Glasgow.

The Chairman's Awards present an opportunity to celebrate and recognise our staff who go just that little bit further to deliver a first class service to patients.

This year saw a record number of entries reflecting

the huge depth of dedication and professionalism among our staff.

>> Further information on each of the winners is available, visit: www.nhsggc.org.uk/chairmansaward

Facing The Future Together Awards

Two additional directorates from the acute sector have celebrated their achievements at our Facing The Future Together Awards.

The Overall winner for Rehabilitation and Assessment (RAD) was Dr Margaret Roberts who picked up her award in recognition of more than 30 years of tireless work and inspired leadership.

The Enhanced Recovery Programme for Colorectal patients was the Overall winner for Surgery and Anaesthetics.

The contribution that this multi-disciplinary team has made to improving the patient experience both pre and post-procedure and the reduction in length of stay is considerable.



1. Jennifer Rodgers with her Nurse Award. 2. All Chairman's Awards winners at the Awards ceremony. 3. Lindsey McLaren (left) and Gillian Mackinnon (right) with their awards. 4. Rheumatology team members collect award. 5. Grant Archibald (right) presents The Enhanced Recovery Programme for colorectal patients team. From left: Jennifer Snelling, Paul Witherspoon, Pete Chong, Drew Davidson, Lorna Reid, Claire McCutcheon, Mary Smith. 6, 7. Professor Norman Lannigan and Ruth Forrest, Fellows of the Royal Pharmaceutical Society Faculty



Hard core of smokers still dragging us down

The air is clearing at hospital entrances but staff must continue to play their part

THE no smoking on hospital grounds campaign has been so successful that the presence of smoking wardens patrolling some of our largest sites has been extended until March of next year.

Our hospital managers have reported a significant 57 per cent reduction in the number of smokers lighting up at hospital entrances, and a significant reduction in complaints about smokers polluting doorways.

However, wardens are still encountering resistance from a hard core of smokers who refuse to adhere to our policy, and some of these individuals are NHSGGC staff.

Since the campaign's launch, a 47 per cent reduction in staff smoking at hospital entrances has been achieved. However, this means that staff are still accounting for a significant proportion of the number of smokers at our entrances.



Smoking cessation lead Fiona Dunlop said: "The impact of this campaign has been fantastic, but there is still a long way to go to persuade everyone to respect our smokefree hospital grounds policy.

"The buy-in from the vast majority of staff, patients and visitors alike has been central to the success so far. To have achieved a reduction of almost 60 per cent in smokers lighting up at entrances is something we should be very proud of, and should inspire us to press ahead and support the policy further.

"We still have a hard core of smokers who ignore the signs and the wardens and who refuse to adhere to our policy, and that includes some members of staff, which is disappointing."

Smoking on hospital grounds is forbidden for all, including staff. Our policy is also quite clear that smoking in uniform is also forbidden, as is leaving your place of work to smoke on a paid break (any break other than a meal break).

Fiona added: "I want to thank staff who smoke for their compliance with the policy, but would remind those who continue to ignore it that the smoking policy is as important as any other policy, such as infection control and hand hygiene. Please adhere to it just as you would with any other."

>> For more information, visit: StaffNet > Human Resources > Occupational Health > NHSGGC No Smoking Policy Homepage



From left: Derek Bolton, project manager of the new-look IRH, with Anne Harkness, director of emergency care, Councillor Joe McIlwee, Andrew Robertson, chairman and Robert Calderwood, chief executive

£1.2 million facelift opens door to a more streamlined A&E

WE have invested £1.2 million upgrading the accident and emergency department of Inverclyde Royal Hospital (IRH) and created a new, modern, main entrance.

The latter is now a more welcoming, bright, airy enclosed glass area, with red hatchings painted outside to highlight our zero tolerance approach to smoking on our hospital sites.

The A&E transformation includes new access routes for patients and improved patient waiting and reception areas.

Clinical accommodation has also had a makeover, with extra space for the most critically ill of the thousands of patients assessed and treated annually, which is in excess of 35,000 people.

This includes three additional treatment

cubicles, modern triage facilities and a significant outlay in equipment for the department. Dr Dave Stoddart, lead accident and emergency consultant, has welcomed the new-look department.

He said: "I think the benefits are that the original department has now been transformed into a state-of-the-art emergency unit.

"It now has space and facilities to allow staff, who were previously confined in a small department, to deliver completely up-to-date healthcare to patients.

"I think it has also transformed how they feel about their chosen speciality and ability to function within the space that has been designed for them."

Project manager Derek Bolton said: "The accident and emergency department was

looking a little dated and the benefits as a result of the refurbishment have been ten-fold. The department has been upgraded to current standards and is now more streamlined. As a result, there is a more concentrated flow, with patients treated more effectively."

Chief executive Robert Calderwood, worked in Inverclyde Royal Hospital between 1976 and 1984, latterly as the unit administrator for acute services.

He said: "This investment underlines our commitment to maintain the hospital as a material part of the community and to provide fit-for-purpose facilities.

"The A&E refurbishment and creation of the new entrance sets out quality ambitions that the Board has for the infrastructure of the IRH."

COMPETITION

Your chance to win a fantastic pro food mixer

STAFF Newsletter, together with the Appeals Society and Staff Lottery, are giving you a fantastic opportunity to join the latest baking craze and win a KitchenAid Artisan Mixer.

Hot on the heels of The Great British Bake Off final, you could be the proud owner of this state-of-the-art baking equipment just like the kind used by celebrity bakers. Be the envy of all your friends and get your hands on this latest kitchen gadget by simply answering the question below.

Question: Who are the judges on The Great British Bake Off?

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

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 issues of SN. The closing date for entries is 31 December 2013.



Joining the Staff Lottery couldn't be easier

Join the Staff Lottery for only £1.50 per month (35p per week for those on weekly pay) and you could be in with a chance of winning between £5,000 and £100 each month. Plus there are two mega draws each year giving away £15,000 in March and £10,000 in September.

>> Simply visit: StaffNet > Info Centre > For Staff > Appeals Society or tel: 0141 211 5885

And don't forget anyone can apply for funding from the Appeals Society – even if you aren't a player of the Staff Lottery.

>> If you have a worthwhile scheme that you'd like to have considered for funding, visit: StaffNet > Info Centre > For Staff > Appeals Society to find out how to apply.

Power of attorney: Start the Conversation

MANY families are plunged into financial hardship and prolonged legal negotiations when a patient suffers a loss in capacity and can no longer make decisions.

NHSGGC and Glasgow City Council, together with local law firms, Alzheimer Scotland and Scottish Care, have joined forces to raise awareness about the importance of having a power of attorney granted to a trusted relative or friend to make decisions on behalf of the patient.

This month sees the launch of 'Start the Conversation', a media campaign in Glasgow which aims to encourage people to talk to their

loved ones about establishing a power of attorney, so that if (due to illness such as dementia or stroke) the person becomes unable to make decisions for him/herself, someone can step in.

Without a power of attorney in place, no-one can take decisions on behalf of another adult without going through a costly legal process.

Jill Carson, adult services manager, Glasgow City CHP, said: "The loss of capacity can also lead to delayed discharge when a patient is unable to make the decision about where to live.

"Having a power of attorney in place means we

are usually able to quickly arrange for the patient's wishes to be followed, rather than them having to stay in hospital for longer than they need to."

All healthcare staff are encouraged to "start the conversation" with their patients to speak to their loved ones as the first step to giving power of attorney to someone they trust.

>> More information is available at: www.poastarttheconversation.org.uk, on Facebook [Start the Conversation: Power of Attorney] and Twitter @StartTalking.POA

GRI doc on training mission

ONE of our consultants has recently returned from Malawi, where he trained local medical staff how to use badly-needed equipment donated by NHSGGC.

Dr Adrian Stanley, a consultant gastroenterologist at Glasgow Royal Infirmary (GRI), spent several days at the Mzuzu Central Hospital in northern Malawi before travelling on to Blantyre to help run a UK approved therapeutic endoscopic training course for regional endoscopists.

Endoscopy equipment, no longer used by NHSGGC but still fully functional, had already been shipped out courtesy of Glasgow City Council.

This was Adrian's second training journey to Malawi and forms part of an ongoing endoscopic training programme.

His trip was funded by a grant from the Davies Fund of the Royal College of Physicians and Surgeons Glasgow.

This time, he trained senior surgical clinicians and endoscopy



Left: Adrian with some of the Malawian surgical clinicians and endoscopy nurses he helped to train

nurses in Mzuzu on arranged training lists, including many patients with cancer.

Adrian said: "Senior staff and hospital management told me that the donation of endoscopic equipment and the on-site training was greatly appreciated. They had already worked hard to improve the local unit and their service

since my previous visit.

"Over the next 12 months, there are plans for further hands-on training of local clinicians, and their attendance at other regional endoscopic basic skills and therapy courses."

In Blantyre, Adrian helped to run a therapeutic endoscopy training course at the Queen Elizabeth

Hospital, along with two colleagues from Liverpool and Belfast.

This was co-ordinated by the Malawi-Liverpool Welcome Trust, with support from the British Society of Gastroenterology.

Seven Malawian endoscopists attended, two to help with training, three to complete the full course and the remainder to observe and gain basic endoscopic experience.

The first two days were spent in the local clinical skills unit with tutorials and endoscopic training on models and the final day involved practical live endoscopy on a prearranged list of 16 patients.

Adrian summed up: "The ultimate aim is to train local staff to provide a fully functional and sustainable endoscopy service and I am delighted to have the opportunity to be playing a part in making this a reality."

Glasgow Royal Concert Hall

Christmas carol concert

Friday 6th December 2013
7.30pm

GLASGOW HOSPITALS CHRISTMAS CAROL CONCERT

Tickets £10-£20
Available from the box office on
0141 353 8000 or
www.glasgowconcerthalls.com

Featuring: The Glasgow Chamber Orchestra
The High School of Glasgow Junior School
Conductor: Ian McCrorie

www.clicsargent.org.uk
Registered charity number 1167328 and registered in Scotland (sc029857)

CLIC Sargent Scotland
for **Children in Cancer**



Think before you drink too much

WITH the festive season almost upon us, and Christmas nights out being planned, all too often we drink more than intended.

To help you be more aware of how much you are drinking, the Staff Health Strategy has brought you a 'Drink Aware' alcohol awareness campaign. The campaign provides information resources, including a wallet-sized alcohol guidance and sensible drinking information card and alcohol measure cups.

If you are planning an alcohol awareness raising event, contact Liz.Donaghy@ggc.scot.nhs.uk, to request the information cards and measuring cups. Please note the cards are available in packs of 25 and the cups in packs of 48. These resources are in limited supply and will be distributed on a first come, first served basis.

>> For more information on being 'Drink Aware', visit: www.drink-smarter.org