

# SN

Staff Newsletter

## STEPHEN'S ALPINE ADVENTURE

SEE PAGE 8



**SPINAL INJURY PATIENTS  
SHOW OFF THEIR  
SPORTING PROWESS**

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Staff Lottery mega-draw winner hits the...

# JACKPOT!





## Flu jab - leading by example

CHIEF executive Tom Divers is leading by example by getting his flu jab.

Mr Divers attended William Street clinic in one of the many drop-in sessions being organised for staff. Occupational health nurse Elaine Dickie was the "lucky" one wielding the needle.

Mr Divers said: "Ensuring our staff and patients are vaccinated against flu is a

vital part of our preparations for winter. I'd urge all staff to make the effort to attend one of the many vaccination clinics. By doing so, you are not only protecting yourself but also your patients, colleagues, friends and family."

Flu vaccination clinics are being run across NHSGGC. You can find out more on StaffNet.

# Vision for the Vale

## CONSULTATION

THE full public consultation on the Vale of Leven Hospital has now begun and will include public meetings, radio and press advertising, a newsletter to every household in the hospital's catchment and drop-in sessions for service users.

The consultation will go on until 30 January 2009.

The objective is to create a "Vision for the Vale of Leven Hospital" that will, for the first time in a decade, set out a sustainable, long-term future for the site. This includes a mix of retained services and new developments.

The engagement and consultation process follows an independent review of the Vale of Leven services, which concluded that existing



anaesthetic cover was not sustainable.

The NHS board considered the review outcomes, as well as those from previous public consultation linked to provision of the Vale's community maternity unit (CMU) and mental health services. There was unanimous endorsement on maintaining the CMU for a further three years and to initiate a plan to increasing the number of births there.

The board agreed to defer a decision on mental health services and to take the issues under consideration

into this wider consultation on a blueprint for the campus.

The vision includes retaining CMU and specific mental health services at the Vale as well as proposals put forward by the independent review panel for a new model of unscheduled medical care that would allow the majority of existing patients to continue receiving their care at the hospital.

It would also bring new services to the hospital, such as oral and dental health, additional renal capacity and outpatient, diagnostic and day care provision for urology, rheumatology and gastroenterology.

For a copy of the full consultation paper and to feedback comments, visit: [www.nhsggc.org.uk/valeofleven](http://www.nhsggc.org.uk/valeofleven)

To obtain a paper copy, tel: 0800 027 7246.

## Best possible start

A NEW online induction portal aims to get new staff off to the best possible start.

The portal, developed by Learning and Education, aims to make induction an easier process for anyone coming into the organisation.

It contains a welcome and overview from chief executive Tom Divers and head of

staff governance Andy Carter. Staff can then work their way through a number of mandatory sections covering issues such as infection control, child protection and health and safety. Additional sections have also been created for specific roles, such as nurses and AHPs.

Project manager Alastair

McKenzie said: "Induction can be difficult in a large organisation, but the portal eases many such problems."

The portal, hosted on StaffNet, also includes a checklist, guidelines for managers/supervisors and guidelines for staff.

To find out more, visit the Learning and Education section on StaffNet



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

We appreciate all of our readers' efforts and contributions. Please send articles, letters and photographs to:

**Address:** NHSGGC Communications, Staff Newsletter, NHS Greater Glasgow and Clyde, 350 St Vincent Street, Glasgow G3 8YZ

**email:** [staffnewsletter@ggc.scot.nhs.uk](mailto:staffnewsletter@ggc.scot.nhs.uk)

**Telephone:** 0141 201 4995

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## Dates for the diary

**November**  
**Lung Cancer Awareness Month**

Find out more at: [www.macmillan.org.uk/lung](http://www.macmillan.org.uk/lung)

**16-22 November**  
**Mouth Cancer Action Week**

Find out more at: [www.mouthcancer.org](http://www.mouthcancer.org)

**1 December**  
**The NHS at 60: The Future Starts Now**  
**Our Dynamic Earth, Edinburgh**  
**Full Rate: £249 + vat**

This conference will provide a crucial forum for delegates to contribute to thinking about how the forces bringing change to healthcare will affect the future shape of NHSScotland and the health of the Scottish population. For further information, email: [healthhorizons@holyrood.com](mailto:healthhorizons@holyrood.com) or visit: <http://conferences.holyrood.com/content/view/662/142>

**3-4 December**  
**Mental Health in Scotland**  
**Edinburgh Conference Centre, Heriot Watt**  
The Mental Health Delivery Unit and Mental Health Collaborative jointly present this two-day conference aimed at all those involved in delivering improvements to mental health services. For further information, email: [shir.knani@shsc.csa.scot.nhs.uk](mailto:shir.knani@shsc.csa.scot.nhs.uk) or tel: 0131 275 7461

**January 2009**  
**Stress in Healthcare**

Look out for another run of these successful seminars, which are being held as part of the implementation process to the recent NHSGGC policy on Stress in the Workplace. Further details will be released in the next edition of SN.

The deadline is looming for the staff survey, so make sure you don't miss out

# Have your say but don't delay!



**STAFF SURVEY**

**T**HE deadline for the staff survey is fast approaching, so if you haven't filled it in yet, please take a few minutes to complete and return it before 21 November.

By now, every member of staff should have received an envelope containing the survey, but if you haven't or if you've misplaced your copy, contact Rachel Fishlock tel: 0141 201 4431.

Alternatively, you can complete the survey online by clicking on the

link from the homepage of StaffNet.

Remember, the survey is confidential and anonymous, so take this opportunity to have your say about life in the NHS.

As well as identifying any improvements you would like to see, we also want to know what you think is working well and what things you enjoy about your work.

Experience has shown that some of the best ideas and suggestions come from frontline staff, so the survey will give you the opportunity to suggest changes which would

make your working life better.

And although it's easy to be cynical about surveys and question what difference they will make, it's worthwhile pointing out that feedback from the last survey led directly to some major improvements for staff, including the introduction of paid parental leave, phased retirement and many new training schemes.

Who knows what changes will be made as a result of this survey. However, one thing's for sure – we will only know we are getting it right if you tell us.

## New hospitals on schedule

**BUILDING PROGRAMME**

OUR two new hospitals at the Victoria and Stobhill sites are on



schedule for opening next June.

As you can see from the latest pictures we have received from Stobhill, the new hospitals will deliver everything they promised – a modern, bright environment in which to treat patients ensuring they receive the best care possible.

You can keep a virtual eye on the construction of the new hospitals on the NHSGGC website. Cutting-edge technology means that you can take a virtual tour of the interior of the hospitals, as well as viewing



aerial shots of the buildings.

Staff can also keep up to date with all the developments via StaffNet where a new Frequently Asked Questions section aims to answer some of the questions staff have been asking.



## Get busy with our childcare survey

**CHILDCARE PROVISION**

A SURVEY is under way to find out what you think about the childcare voucher scheme we operate with Busy Bees.

The scheme can save you thousands of pounds, but we want to know what you think of the service provided, if your child's carer likes the scheme and how easy you've found it to purchase childcare vouchers.

To let us know your thoughts, follow the link from StaffNet or go to: [www.busybeesvouchers.com/NHSGGC](http://www.busybeesvouchers.com/NHSGGC) The survey runs until 14 November.

If you are not currently registered on the Busy Bees childcare voucher scheme, why not join up today to start saving?

Childcare vouchers are exempt from tax and National Insurance and can save each family up to £2392 (subject to individual circumstances).

Simply exchange a part of your salary, receive the same amount in childcare vouchers and use them to pay for registered childcare – including nurseries, nannies, child-minders, au pairs, out-of-school clubs and holiday schemes.



For more information, visit [www.busybeesvouchers.com](http://www.busybeesvouchers.com) or tel: 08000 430 860



Above: Dr Richard Bowman treats a patient at the clinic in Tanzania

# Top doc swaps job to Africa

## INTERNATIONAL NEWS

ONE of our leading eye doctors has swapped jobs to care for some of the world's poorest children in Africa.

Paediatric ophthalmologist Tim Lavy from the Royal Hospital for Sick Children is working at a community clinic in Tanzania, while fellow

ophthalmologist Dr Richard Bowman, who normally works in Tanzania, is now looking after young patients at Yorkhill.

The innovative job swap is the brainchild of international disability charity Christian Blind Mission.

With more than 300 patients a day attending the clinic in Tanzania and only two or three qualified doctors available to treat them, Tim is finding the African experience a million miles away from his work in Glasgow.

He said: "I am currently planning an outreach trip to provide surgery in Mwanza, Tanzania's second largest city, which has no eye services for children.

"Doctors who have under-

taken similar trips normally perform more than 80 cataract operations in 10 days – the same number I would expect to carry out in three years in Glasgow!

"Experience of dealing with such high numbers will be invaluable when I return to my normal job.

"Another aspect of the work here that is both enjoyable and rewarding is the training of African doctors in paediatric ophthalmology so that they can provide specialist services in their own countries.

"There are only two centres in sub-Saharan Africa training doctors in this way. I therefore feel very privileged to help these doctors and be part of this crucially important work."

Dr Bowman added: "The privilege of this job is that there is the potential to make a huge difference as, in many cases, eye surgery can be a life-changing experience for the many young people whose sight is either restored or improved."

**I feel very privileged to be part of this crucially important work**

Dr Richard Bowman, paediatric ophthalmologist

# HEALTHY



## Fingers crossed for all our caring people who are shortlisted for the Scottish Health Awards

### SCOTTISH HEALTH AWARDS

**A** RECORD number of staff from across NHSGGC have been shortlisted for this year's top health awards.

The winners of the Scottish Health Awards 2008, which aim to recognise and reward the country's most committed and caring NHS workers, will be announced on 6 November, at a gala dinner award ceremony in Edinburgh.

As well as being in with a chance of picking up an award, all of the finalists will receive a donation for their nominated charity.

Chairman Andrew Robertson said: "We are delighted to have so many

staff in the finals and I'd like to thank everyone who sent in nominations.

"Our staff work extremely hard for the people for Greater Glasgow and Clyde and take a great pride in their work – it means a lot to us to know that our care is appreciated, whether it's a word of gratitude or a special ceremony like this."

### Those nominated are:

#### Equality in Healthcare Award

- Rafik Gardee, public health consultant
- Compass team, asylum seekers and refugees mental health team

#### Community Care Award

- C-Level (Hep. C support service)

Pictures courtesy of Medical Illustration at GRI and Yorkhill

# HEROES



## Heart Disease Team Award

- Linda Harley, cardiac rehabilitation specialist nurse, Vale of Leven Hospital

## Cancer Care Team Award

- Sister Dickie and team, MacMillan Day Centre, Beatson West of Scotland Cancer Care Centre
- Ward 48 Canniesburn Unit, Glasgow Royal Infirmary **4**

## Mental Health Award

- James Henderson, ward manager, Campsie Ward, Leverdale Hospital
- Shona Hendry, team manager, forensic community mental health team **3**

## Older People Care Award

- Trisha Daniel and the telehealth team, Renfrewshire CHP
- Emma Steward, staff nurse, Gartnavel General Hospital

## Top Team Award

- Urology unit, Stobhill Hospital, Springburn
- Plastic surgery unit, Glasgow Royal Infirmary **1**

## Support Workers Award

- Margaret Wood, orthopaedic outpatient manager, Glasgow Royal Infirmary **5**

## Unsung Hero Award

- Alison Anderson, pathology technologist, mortuary, Western Infirmary **2**
- Effie Flett, clinical specialist physiotherapist, Gartnavel General Hospital

**i** Further information on all of the finalists from across NHSScotland is available at: [www.scottishhealthawards.com](http://www.scottishhealthawards.com)



## Kidney booklet wins top prize

### STAFF RECOGNITION

A **POCKET-SIZED** and easy-to-use booklet designed by one of our pharmacists has been awarded first prize in the national Ask About Medicines Awards for Excellence.

Angela Lamb, a paediatric renal pharmacist based at Glasgow's Royal Hospital for Sick Children, designed the booklet to provide information for families and children with chronic kidney disease.

Angela said: "I was honoured to find out I had won this award. The booklet was an idea I had to help parents and carers cope with the constantly changing medication of patients with chronic kidney

disease. It grew to being a booklet which not only allowed parents and carers to keep a record of the child's medication, but also offered information and education.

"The response we've had from parents and carers has been very positive. In fact, the booklet has been so popular it is now available in renal clinics at Aberdeen Children's Hospital and the Royal Hospital for Sick Children in Edinburgh."

The booklet is supported by the Scottish paediatric renal and urology national managed clinical network (SPRUN), which aims to deliver better care to children and families with chronic kidney disease across Scotland.

## Urologist scoops national award

A **LEADING** urologist has received a top award for his work to develop new cancer treatments.

Professor Hing Leung, pictured centre, who runs a urology clinic at Gartnavel General Hospital and is also an honorary consultant urological surgeon at the University of Glasgow/Beatson Institute for Cancer Research, is this year's winner of the Karl Storz-Harold Hopkins Golden Telescope.

The prize, which aims to recognise excellence in young urologists, is awarded annually by the British Association of Urological Surgeons.

Professor Leung said: "Over time I hope to put Glasgow



firmly on the map for urology, a task which will be aided greatly by the area's already excellent infrastructure for clinical trials and incredibly supportive patients."

...brief

**International stroke trial**

THE stroke unit at the Western Infirmary is to take part in a new international stroke trial to look at whether a very early rehabilitation programme results in fewer deaths and less disability than current care.

The Western, Monklands Hospital, Stirling Royal Infirmary and Wishaw General Hospital are the first UK hospitals to join the AVERT research team being delivered by physiotherapy and nursing staff.

People who get to these hospitals within 24 hours of a stroke may be eligible for the trial.

**Learn new skills in good company**

NORTH West Women's Centre, a project supported by the North Glasgow CHCP, offers local women, including female staff within NHSGGC, the chance to come together to build confidence, skills and self-esteem. It also offers an opportunity to discuss sensitive issues in a safe and supportive environment.

There's something for everyone, including classes from keep fit to French.

The centre has a crèche on Tuesdays and Thursdays from 10 to noon. To find out more, tel: 0141 576 1400 or email: glasgowwomen@hotmail.com

**New home for community staff**

DISTRICT nurses and health visitors in East Dunbartonshire CHP have relocated to new accommodation at Crosshill House, Crosshill Road in Bishopbriggs.

With investment from NHSGGC and East Dunbartonshire Council, Crosshill House has been refurbished to an exceptionally high standard, providing two health visitor offices, a large district nursing office, clinical space and a meeting room for parent and child groups.

NHSGGC in the headlines



**Mother courage!**

Paisley Daily Express

DEVOTED Paisley mum Michelle Morrison is certainly one in a million! Despite being scared of heights, she organised a sponsored skydive to raise funds for the Royal Hospital for Sick Children where son Kyle had two life-saving operations. As a result, Michelle was inspired to conquer her fears and make the 10,000ft jump as her way of saying a big "thank you" to medics and staff.

**Job well done for Beatson director**

THE announcement of Beatson medical director, Professor Alan Rodger's retirement was widely covered in the national media. Speaking to *The Herald* and *Evening Times*, Professor Rodger spoke proudly of the work to transform medical oncology services across the West of Scotland, including the creation of the world class new Beatson Cancer Centre. Prof Rodger, who steps down from his post at the end of January 2009, will act as a special advisor to NHS Grampian, before enjoying his full retirement.

Evening Times



Evening Times

**Youth groups help kick the habit**

TEENS in Greater Glasgow and Clyde have been taking part in an anti-smoking conference in a bid to stamp out the habit among young people.

Local youth groups teamed up with Liverpool's Direct Movement by the Youth Smokefree Team (D-MYST) to look at ways to reduce the impact of tobacco on the health of future generations. D-MYST launched three years ago and has successfully made smoke-free changes in Liverpool.

Glasgow now hopes for similar



Paisley Daily Express

success with the help of funding from NHSGGC.

The conference received coverage in both the *Paisley Daily Express* and *Evening Times*.

**Are you keen on clean?**

**CLEANLINESS CHAMPIONS**

Would you like to play a key part in the fight against infections? Are you interested in finding out more about how to protect yourself and others?

If the answer to these questions is yes, then the Cleanliness Champion programme is for you.

So far, more than 1250 staff across the organisation have been trained – however,

we still need many more.

And remember, it's not just clinical staff who can become Cleanliness Champions – the role is just as relevant for support staff such as domestics and porters.

You don't even need to take time off to attend courses as most of the training can be completed online. The programme is

made up of 10 modules covering topics such as hand hygiene, the use of protective clothing and equipment and how to safely handle blood. There's also no deadline – simply register and work your way through the modules at your own pace.

To find out more and register for the programme, contact Julie Johnston (partnerships) tel: 211 3568 or Ann Lang (acute) tel: 211 2526. You can also visit the national website: [www.nes.scot.nhs.uk/hai/champions](http://www.nes.scot.nhs.uk/hai/champions)



# TEN GRAND in the hand!



## SN first £1000 win

THE lucky winner of our first SN £1000 giveaway is Patrice Kennedy, legal claims officer at Glasgow Royal Infirmary.

Patrice was over the moon with her win: "This is the first time I've ever won anything so am very pleased and can't wait to start spending, especially with Christmas coming up! I really am delighted."

### STAFF LOTTERY

STAFF are on a winning streak thanks to the Staff Lottery, with one winner scooping £10,000 in the recent mega draw!

Dorothy Kerr, a clerical officer from Johnston Health Centre, was the winning name picked by the computer and needless to say she is delighted with her win.

"I am very excited, but keep thinking there's been a mistake and I've picked it all up wrong. Maybe it's all a joke! I've been in the staff lottery for 11 years and won £250 before ages ago.

"It's funny – I had mentioned to one of my colleagues on the Friday before the draw that I had a really itchy hand, so she told me to buy a



Above: celebrating her mega draw win with colleagues

euro million ticket so I'd bought two lucky dips then I got the news about the mega draw."

As for what she'll spend her winnings on, Dorothy has yet to decide. She has thought about a new car, but her first priority is a forthcoming hip operation. "I'm not going to think about it until after that," she said.

In the meantime, some of Dorothy's colleagues are thinking about joining the Staff Lottery too, hoping some of her good luck rubs off on them.

We wish Dorothy and all her colleagues all the best.

You too could be part of the NHSGGC mega draw. All you have to do is join the staff lottery – for a small fee, you can buy up to 10 numbers to be in with a chance to win every month.

For more information, contact Isobel Huk at the Staff Lottery, tel: 0141 211 5850 or email: [Isobel.huk@ggc.scot.nhs.uk](mailto:Isobel.huk@ggc.scot.nhs.uk) Alternatively, visit: [www.nhsstaffbenefits.co.uk](http://www.nhsstaffbenefits.co.uk)



## YOUR CHANCE TO WIN!

For a chance to win £1000 in this issue of SN, simply answer the following question:

**RHSC paediatric ophthalmologist Tim Lavy has job swapped to work in which country?**

Email your entry to [staffnewsletter@ggc.scot.nhs.uk](mailto:staffnewsletter@ggc.scot.nhs.uk) (you'll find the answer in SN) by Friday 28 November.

The competition is open to all NHSGGC employees. When emailing your answer, please state your work location. Winners must be available for a photograph which will be printed with their details in future issues of SN. Please remember it is only one entry per person.

Left: Patrice with her cheque (photo courtesy of Medical Illustration GRI)

From sailing to fencing, archery to athletics, spinal patients showed off their sporting prowess at the Southern's first 'paralympics'



Sheila Jonson takes part in the archery event

# Sports stars hit the target!

## PARALYMPIC GAMES

**S**PINAL injury patients at the Southern General Hospital became sport stars after taking part in their very own special paralympic games.

The unique event, organised by the therapy team at the Queen Elizabeth National Spinal Injury Unit, coincided with the last week of the Beijing Paralympics. Activities included a wheelchair slalom, athletics, sailing, archery, basketball and fencing, which took place at a range of venues including Scotstoun Leisure Centre and Castle Semple Loch.

The Southern General team treats patients from all over Scotland and organisers were determined to prove to spinal patients that sports can be mastered successfully, even after the worst injuries.

A fine example of this philosophy is Scots athlete Kevin Simpson from Linlithgow, who was part of the



Patient Rab Michie with Claire Lincoln from the spinal injuries team

Paralympics GB wheelchair tennis team and is also a former patient of the spinal injuries unit at the Southern.

Supporting the SG games, Kevin said: "Life has a way of throwing us surprises. No matter how tragic, devastating, unexpected or unwanted, with a little bit of determination, self-belief and a will to succeed, we

can move on to a positive new chapter in our own book of life.

"I have a life that I love and am happy with. I also enjoy skiing, sailing, water skiing and hand-biking. The opportunities available to us all are there, whether for a career or just a hobby, so give things a try. You might never know unless you do!"

Margaret McKillop, clinical services manager at the Southern's spinal injuries unit, added: "A spinal injury, whether caused by a tragic accident or from other factors, is one of the most fundamentally life-changing experiences there is. It not only affects your ability to cope physically, but can also have a devastating impact on your self-confidence.

"Sport and the sheer variety of different sporting pursuits available to people with a spinal injury can, quite simply, be a lifesaver.

"Understanding that they can still compete in team or individual sports and enjoy a physical hobby can have a profound impact on the wellbeing of spinal injury patients."

Andy MacLeod, from Spinal Injuries Scotland, said: "The staff at the Southern deserve great credit for putting together such a comprehensive programme. Who knows, they might even have discovered a future paralympic champion!"

## Peak achievement

### FUNDRAISING

**SPECIALIST** diabetic podiatrist Stephen McGoldrick has completed a gruelling week-long cycle in the French and Italian Alps to raise money for Guide Dogs.

Stephen, alongside 30 other cyclists, rode more than 300 miles across mountains regularly tackled in the Tour de France. His epic journey, which culminated at the

top of the iconic Alp d'huez, raised more than £70,000.

Stephen, who works at the New Sneddon Street clinic in Paisley, said: "It was the most challenging but ultimately rewarding experience I have undertaken and I hope to do it all over again next year!

"I wish to thank all family, friends and colleagues who generously sponsored me as the money raised is going to a very good cause."

