

STAFF NEWS

www.nhsggc.org.uk

Securing future of IRH and RAH

The uncertainty that's been hanging over Inverclyde Royal Hospital A&E and many inpatient services, is set to lift if proposals for the future of the hospital are approved.

The proposals, which were developed in partnership with frontline staff across Inverclyde and Renfrewshire, would see the vast majority of hospital services retained locally in Greenock and the RAH in Paisley.

A cost savings plan to address the underlying deficit for £30.5m for Clyde has been developed.

It covers a range of initiatives which may provide savings for the Board. Much of this is still work in progress and many service reviews have not been completed.

Virtually all services are being reviewed to ensure that they are delivered as cost effectively as possible. This includes prescribing practice, lab and laundry services, mental health and maternity services.

The proposed new arrangements, which are currently being consulted on, until Feb 2, 2007, would see the IRH retaining its A&E department and core inpatient services such as emergency medical, surgical and trauma and orthopaedic receiving.

The RAH will keep its own A&E

department and core inpatient services with plans currently being developed to introduce new cancer services.

There are also plans to redesign services and improve facilities at both the RAH and the IRH to increase activity and help address the current financial overspend for Clyde. This will enable more patients to be treated locally including many who currently attend the Golden Jubilee National Hospital for treatment. Improvements to children's service across Inverclyde will also be taken forward over the next few months including the creation of a new Children's Centre at the IRH.

Dr Liz Jordan, Associate Medical Director for Clyde, said: "These proposals will safeguard the long-term future of both hospitals and end many years of uncertainty for local staff.

"They will also help recruit and retain more staff who may have been reluctant to take up positions at the hospitals, particularly at the IRH, because of the uncertainty over its long-term future and fears that core services would be cut."

The proposals would only require minor changes to be made to a small number of specialist services at both hospitals. These include vascular surgery and



Germs. Wash your hands of them!

The most ambitious hand hygiene campaign ever mounted in Scotland is about to launch.

You may remember our own hand hygiene campaign, well this one's different... it aims to change the hand hygiene culture of a nation!

And we're right behind it!

The campaign has two parts. The first is a public media campaign to inform and encourage the general public to improve their hand hygiene practice. It will explain the importance of washing your hands thoroughly throughout the day to remove germs and reduce avoidable illness. This part of the campaign will run for four to six weeks.

The second part of the campaign is to raise awareness

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Pinpointing the protection of staff



A new personal alarm system has been installed at the Vale for the protection of staff who feel threatened or are being physically assaulted whilst carrying out their duties.

The 'Pinpoint System' comprises of personal infrared transmitters (PITs), receivers, alarm displays and sounders.

It offers personal alarm cover for staff who work in four protected areas of the hospital: the Minor Injuries Unit and Medical Assessment; Community Maternity Unit; X-ray; the Pharmacy Medical Gas Store and the Ground Floor Corridors.

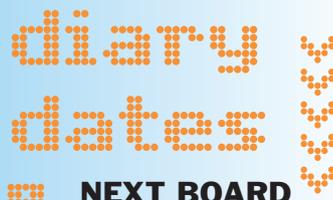
Staff who work in the protected areas wear a 'Personal Infrared Transmitter' (PIT), which is basically a mobile personal alarm system. Once activated, it identifies the exact location of staff and a response team is contacted automatically via a paging message.

There are two modes of operation:

- a request for 'assistance' via a removal of a peg on the top of the transmitter
- a request for 'emergency assistance' via removal of a peg on the top of the alarm transmitter and depressing a button on the base of the unit.

On both modes a response team act and go to the assistance of the person who initiated the alarm. As part of the second mode of operation the Police are called using an automatic link via the telecoms switchboard to an alarm-handling centre.

John Gilmore, Estates Manager, Vale of Leven Hospital said: "The effectiveness of this system is entirely dependant on staff training and competence, for operation of the system and the response given during an attack event. The first response is extremely important, as time is of the essence, during an attack on a member of staff. Police will respond to the emergency alarm request from the Dumbarton Area."



NEXT BOARD MEETING

The next date for the NHS Greater Glasgow and Clyde Board, Dalian House, 350 St Vincent Street, Glasgow – Tuesday, February 20, 2006 at 9.30am.

SMOKING BAN

From March 26, 2007, there will be NO smoking anywhere on any of our sites or in our vehicles and all smoking shelters will go. The exception will be for those patients who are inpatients within our mental health units where external designated areas will continue until March 2008. Information: StaffNet or www.nhsggc.org.uk/smokefree

Want to quit? Call Smoking Concerns, tel: 0141 201 9825 or Starting Fresh, tel: 0800 389 3210.

HAVE YOU GOT A DATE FOR THE DIARY?

Contact us: staffnews@ggc.org.uk or tel: 0141 201 4912

New-look StaffNet

NHSGGC's new-look StaffNet intranet is set for launch in late January.

Replacing all existing NHSGGC intranets, it will have many new features.

Sarah Jane McCready, IT Project Manager for StaffNet, explained: "The new intranet is more user-friendly and it allows users to have their own customised homepage.

"There is functionality built in that enables users to customise their homepage view of StaffNet. They can specify their

areas/departments of interest and have the ability to store their favourite five web pages, and view the latest published documents from their chosen areas/departments of interest. Also, users can access certain business applications from this new intranet.

"A key part of the intranet is that it is a content management system. This allows users to manage their own web pages. They can add, edit and delete their own departmental pages accordingly without having to go through a third person. There is no need for a

centralised team who are responsible for publishing information.

"Users will be allocated a role such as an 'author, editor, or moderator'. The role will be dependent on how much responsibility they have been given.

"The author role allows individuals to create and edit their own content. The editor role allows individuals to edit and review other users' content. The moderator role is to approve content on new web pages which will then allow them to be published. The moderator has the final say on the information that goes live on the intranet."



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among NHS Staff, patients and visitors to NHS Healthcare settings of the importance of washing your hands. This will link into current hand hygiene training for staff and this part of the campaign will run until March 2008.

A website has been developed with more information on hand hygiene as well as useful links to other websites. The website: www.washyourhandsofthem.com will be up and running from 15 January.

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urology and possibly dermatology, ophthalmology and ENT services. The plan is to centralise inpatient care for these services within centres of excellence in either Paisley or Glasgow while maintaining local access for outpatient appointments and follow-up day care. These minor changes are only likely to affect around 500 patients per year at Inverclyde Royal Hospital and less than 900 patients per year at the Royal Alexandra Hospital.

Further details of the proposed changes for South Clyde can be found at:

www.nhsggc.org.uk/southclyde or tel: 0141 201 4957 during office hours for a copy of the consultation document and summary leaflet. The consultation ends on 2 February 2007.

Changes to Pension Scheme

As you may know, the consultation on our pensions scheme has now ended. The proposals were for two ongoing schemes: the retention of the existing scheme with improvements for current members and a new scheme for new entrants.

If you an existing scheme member, you will be able to choose to join the new scheme when it is set up. The new scheme will be more flexible reflecting likely changes in work patterns that will accompany the increase in the pension age to 65.

Existing Scheme Members:

- will keep your normal pension age (60 for most, 55 for members of the special classes) and will keep the right to take a pension after the age of 50.
- keep your final salary pension of 1/80th pension and 3/80th lump sum for each year of service based on the best of your last three years' pensionable pay.
- in future, have the option to take a larger tax free lump sum, in return for giving up some of your pension.

New Entrants to the Scheme:

- will have a normal pension age of 65 with the right to take a pension after the age of 55
- will have a defined benefit final salary pension of 1/60th for each year of scheme membership. The pension will be calculated on the basis of the three best consecutive year's membership in the 10 years before retirement, revalued by RPI. This means members will be able to choose to take a lower paid job in the run up to retirement, but will have their pension calculated on the basis of the higher salary before they stepped down.

A new tiered contribution rate structure will be introduced for both schemes. This will be fairer as it relates to contributions to the benefits received. Existing staff will move to the new contribution structure by April 2008 when changes are introduced. New entrants will pay the new contribution rates when the new scheme is set up.

SPensIR will consider carefully the responses before making recommendations on a new Scottish NHS Pension scheme to the Scottish Ministers who will then make the final decision.

For more information, visit: www.sppa.gov.uk/pension_reform/documents/NHSpensionscheme2006consultation.pdf

£15,000 Megadraw

Be a winner with the Staff Lottery - all employees of NHSGGC who take part, stand a chance to win cash prizes from £5000 to £100.

There are 29 prizes each month with two top prizes of £5000.

If you join up before March, you are in with a chance of winning the Megadraw with a cash prize of £15,000.



For more information contact Isobel Huk, tel: 0141 201 4116 or visit: www.nhsstaffbenefits.co.uk

Work starts on new hospitals

Construction work is well underway on the new Stobhill and Victoria Hospitals.

The state-of-the-art hospitals – each costing in excess of £100 million – will both open in 2009 and between them, will treat around 800,000 patients per year.

In addition to the existing outpatient clinics, day surgery and diagnostic services, the new Stobhill will also provide a number of specialist health services such as cardiology, renal dialysis and gynaecology.

It will also have 12 short-stay surgical beds to enable clinicians to extend the range of surgical procedures offered within the new hospital. This means around 2,000 patients per year will have their treatment at Stobhill rather than having to travel to other hospitals in Glasgow.

Other key developments on the Stobhill site include a new Marie Curie Hospice, Skye House (which will provide new inpatient mental health services for young people) and Rowanbank Clinic (the new secure care centre).

The new Victoria will be one of the largest hospitals in Scotland and will provide chemotherapy and renal dialysis for the first time in the southside.

It will also have 12 short-stay



surgical beds to allow patients to have local treatments and 48 rehabilitation beds, which are the first step towards providing services currently provided at the Mansionhouse Unit.

The new Victoria will provide MRI scans to local people meaning they won't have to go to the



Southern General Hospital for the scan.

When work is complete, the new hospital will cover more than 30,000 square metres.

For more information on both hospitals, go to: www.nhsggc.org.uk

Taking care of childcare

Childcare vouchers can offer some working parents a recognised method of paying towards their total childcare costs, in a tax efficient way.

They can help some employees to reduce the amount of tax and national insurance contributions they pay because they can be paid for before any deductions come off your total earnings. Individual circumstances may mean that not all employees will benefit from this scheme. Anyone interested in finding out more should check the Inland Revenue website, visit: www.inlandrevenue.gov.uk/childcare

To qualify for Childcare Vouchers you must use a registered/approved provider of Childcare, see

www.carecomission.com

Your child must be 15 years old or younger and you must have parental responsibility.

A small group of managers, HR professionals and representatives from Unison and the British Medical Association (BMA) have been tasked with setting up a scheme within the Health Board.

The latest on this is that eight companies are keen on securing the contract with NHS Greater Glasgow & Clyde and are being invited to tender for the business in the New Year.

The successful bidder will work closely with our Payroll Department. Vouchers will be available in both paper and electronic form, depending on people's preferences. When handed in/e-mailed to registered childcare providers, they will

contribute towards the total cost of child care. They are unlikely to meet your full costs.

The Health Board is aiming to have this service up-and-running in March/April 2007. Once a supplier is chosen, they will be responsible for publishing and administering the scheme with Payroll staff.

To help us estimate likely uptake for Childcare Vouchers, could you e-mail childcare.vouchers@ggc.scot.nhs.uk to note your initial interest simply by writing "Childcare Vouchers" in the subject line and no more.

This e-mail account is not available for technical enquiries about Childcare Vouchers. If you do not have an email account, you can telephone 0800 015 1541 to note your likely interest in this scheme.

New Beatson Opens for Business

Oncology and haematology staff from the Western, GRI and Gartnavel sites have recently been rising to the challenge of moving or preparing to move to the new Beatson.

Nearly 800 staff have already started relocating from 12 buildings on the three sites to work in the new Beatson and it's going to take until April before most staff are in and settled. A small team will remain on the Western Infirmary site until the last two linear accelerators are taken out of use around August/September 07.

The £105million cancer centre, officially known as the Beatson West of Scotland Cancer Centre, is based on the Gartnavel Hospitals site and replaces existing facilities at the Western Infirmary, Glasgow Royal Infirmary and Gartnavel General Hospital.

Facilities for staff within the new hospital include a staff garden and multiple staff rest areas. There will also be a café – staffed in-house at the main entrance, which staff can use or the staff canteens within walking distance at Gartnavel General and Gartnavel Royal.

An education suite has also been created with video-conferencing facilities along with an education seminar room on each floor and rooms for the radiography school. Adjacent to this is the medical library.

Beatson Medical Director, Professor Alan Rodger said: "There's no doubt that staff are going to find a big difference between the old and new facilities. The new building is much more spacious and has been purpose-built to enable us to provide the best level of care to our patients.

"The new building is also a much more pleasant space in which to work. The relaxing environment has been created by an art group, lead by Art Coordinator, Jane Kelly, to ensure the ambience of the building is correct. Every floor is colour coordinated in relaxing tones to make sure the new Beatson feels



more welcoming and pleasant for patients and staff. The West of Scotland theme has been used throughout.

"Artworks, including a wall hanging and other pieces of art have been commissioned for various parts of the building and the Tom Scott stained glass panels will be relocated to the new centre. Lighting in the day case area is also a special feature. These, some landscaping, design and furniture enhancements have been made possible thanks to generous donations made by Macmillan Cancer Relief, the Teenage Cancer Trust, the Friends of the Beatson and Trades House of Glasgow.

"We've also created staff and patient gardens where both can relax in the better weather and many rooms and offices overlook landscaped rooftop spaces, which further add to the feeling of serenity."

Security is a key part of the new building and it has intercom-controlled doors so that anyone wishing access to certain areas has to buzz to be allowed in. The intercoms are fitted with cameras, enabling staff to see who is there from the comfort of the staff stations. Staff will utilise a swipe card system.

Staff will also have access to a secure locker area.

Overall, the new building will have been worth waiting for.



Disabled Access Guidance for Staff

New guidance has been produced to help staff understand and meet their responsibilities with regard to disabled access.

Developed by Fair for All - Disability, the online good practice guidance covers a range of issues including the rights of access to goods, services, facilities and premises for disabled people.

To read the guidance, go to: www.fairforalldisability.org



Multi-Faith Resource for staff

A new multi-faith resource aimed at healthcare workers is now available.

Produced by NHS Education for Scotland (NES), the guide will help staff be more aware and sensitive to the needs of the diverse faith and belief groups that they may come in to contact with through their every day work.

The guide is divided in to different chapters, each one representing a different faith or belief group including: Baha'i Faith, Brahma Kumaris, Buddhism, Chinese, Christianity, Church of Latter-day Saints (Mormon), Hinduism, Humanism, Islam, Jehovah's Witnesses, Judaism, Paganism, and Sikhism.

Dr John McKay, a GP from

Kirkintilloch, said: "This is an excellent resource for all primary healthcare staff, which will help us learn and understand important issues in the holistic care of our patients. In addition, it gives practical advice on what to do (and what not to do) when confronted with healthcare situations where we need to take account of faith issues that affect our patients and their families."

Copies of the Multi Faith Resource for Healthcare Staff will be distributed across the country including every doctor's surgery and hospital ward. It is also available online from the NES website: www.nes.scot.nhs.uk

Fancy a Career with Us?

If you want to change jobs or know someone who'd like a career in the NHS, then read on.

Recruitment staff will be attending a number of Job Fairs and Career Information Days, and hosting Job Days throughout 2007.

Why not come see us at the following events to discuss career and employment options, including those at the new Rowanbank Clinic at Stobhill?

Events include:

- Job Search Live-Herald and Evening Times Jobs Fair on Thursday, January 11, 2007 at the Glasgow Thistle Hotel
- Hot Jobs - Daily Record Jobs and Careers Fair sponsored by the Scottish Executive Health Department from Thursday, February 1, 2007 to Saturday, February 3, 2007 at the Kelvin Arena, Glasgow
Thursday: 12.30pm - 7.30pm
Friday: 10.00am - 5.00pm
Saturday: 10.00am - 4.00pm

For more information on the events we will be attending and hosting in 2007 visit the recruitment section of www.nhsggc.org.uk or contact Noelle Norman, Advertising & Marketing Officer 0141 211 3610.

Help us help you

Help us to help you by knowing more about you.

All staff are invited to take part in the Equality Monitoring Survey which is taking place in all health boards across Scotland. The short survey asks staff a few questions about themselves and for each of the questions there is an option not to answer if you prefer.

The survey will provide information which will be used to further develop NHSGGC employment policies and practices to meet the needs of staff. The results will also help us to make sure that no-one is disadvantaged by age, disability, gender, race or ethnicity, religion or belief, or sexual orientation.

Gerry Kelly, Project Lead,

explained: "The survey is a repeat of the exercise which took place in 2005. We only received a return rate of 15% to the 2005 survey, so this year we are asking all staff to make the effort to complete and return the questionnaire. If we know more about you and your needs then together we can make more appropriate decisions about the policies and actions needed to ensure you have a greater work life balance.

He continued: "NHSGGC has a legal responsibility to prevent unlawful discrimination. This responsibility includes recruitment, selection, training, promotion and dismissal policies and practices. We need to collect this information to prove that we are meeting our obligations."

Surveys are being distributed to staff and will also be available on StaffNet.

On safari in Selati!

NHSGGC staff member, Dalrene Lyness is off to South Africa to volunteer at the Selati game reserve.

Dalrene, who is a Development Officer for Children and Young People's Specialist Services based at East CHCP, will be working at a reserve in the Limpopo province of South Africa, near the town of Tzaneen.

Just before leaving, Dalrene told Staff News exactly what she will be doing.

"It is conservation voluntary work. The research project I will be working on monitors lion behaviour and movement patterns, and looks at the impact of a re-introduced pride of lions on the predator and prey species in the game reserve.

"What I will do will be to track the lions and monitor them on a daily basis then report data on their location, behaviour, kill information, and movement of the pride around the reserve. This will involve day and night sessions."

She added: "I have always wanted to do some kind of work with big cats and am delighted to have the opportunity to do this in South Africa."

Before getting to South Africa, Dalrene was tasked with raising a significant amount of funds to go on the placement with the organisation



i-to-i. Among some of the events she took part in and organised were a raffle at Dalian House, which raised £350. She also took part in a sponsored half marathon and a marathon last year, which raised another £300.

Pupils at St Bridget's Primary School in Ballieston also sponsored her £250. In return, Dalrene is writing an educational pack for the children on animal conservation and the project she is working on in South Africa, and will carry out a presentation.



Dalrene with the eco-school committee for St Bridget's Primary School in Ballieston and teacher Margaret Russell.

Dalrene said: "I would really like to thank St Bridget's Primary School – the children and their parents – for their sponsorship as well as everyone who sponsored me to run a half marathon in June and marathon in October. I would like to thank my aunt, Irene Morris, who cycled a 70-mile route to raise £300 sponsorship for me."

Mad Maz is one fast lady!

We've all heard the jokes about how bad women are supposed to be at driving!

But one woman who's proving herself to be very skilled behind the wheel is our own Marianne Fairley.

The Practice Development Nurse – who is based at the Southern General – is a healthcare worker by day and a stock car racer at the weekend.

Every two weeks between March and November, you'll find her making her way to Barnard Castle in Durham to take on the best Banger Rod racers in the North of England.

It's not just the fun element of racing that attracts Marianne to the sport – it's the winning! This competitive driver is the only woman ever to have won a Banger Rod race at Barnard Castle and at Cowdenbeath Racewall ... to date, she's won ten races there!

And, what's more, Marianne is proving herself a worthy opponent of her male peers by winning the runner-up's trophy in this year's World Cup race at Barford, where she raced against 40 other drivers, and coming third at this year's track championship at Barford.

Marianne, who teaches intravenous drug administration and venepuncture/ cannulation, has worked for NHSGGC for nine months having previously





been a Clinical Audit Sister in Lanarkshire.

She got into stock car racing at the age of 14 thanks to a male friend who was racing stock cars at the time.

Marianne said: "My dad used to do rally driving before I was born, so racing is in my genes.

"I became interested in it because my friend did it. I pestered my dad to let me do it and eventually he agreed. I started off racing mini stocks before moving on to Banger Rods. I had a break for about three years while I did my nursing degree, but took it up again as soon as that was done."

Marianne, or 'Mad Maz' as she is known, races a hot pink Vauxhall Cavalier in Banger Rod races, which are the races where you see drivers trying to put their opponents out of the race by bashing their own car into them.

She's only one of a handful of women who take part in the stock car racing and the only one to do Banger Rod racing.

She said: "I really, really enjoy it. I love the adrenalin buzz, it's good fun and there's a real camaraderie amongst the drivers. I've made a lot of friends through racing, although those friendships tend to temporarily disappear when we're up against each other on the racetrack."

The only downside to racing, Marianne thinks, is the inherent sexism throughout the sport.

"There's a lot of sexism in the sport. That's not so evident where I race, but I have raced on tracks where I've felt at a disadvantage because I'm female. I think a lot of men don't like the idea of being beaten by a woman!"

She's also experienced her fair share of crashes having to be cut out of her car on one occasion and ending up with a load of bumps and bruises! Thankfully, she's never suffered any serious injury, although, she admits, she has "ended up in a few ambulances."

Marianne would not be able to race if it wasn't for the help of her family and her sponsors, therefore she would like to thank the following people for their support over the last year: her mum and dad, fiancé Ross who runs a stock car photo website www.roskos-stox.net, Central Demolition Ltd, BG Signs and Bonnar's MOT Centre & Garage.



Our own Lady Deacon

One of our colleagues made history recently when she became the first ever Lady Deacon of the Incorporation of Barbers.

Senior 1 Physiotherapist, Annemieke Cunningham, who works for West CHCP's Community Older People's Team (COPT), took up her new post in the autumn.

She's one of two women to be elected to the post of Deacon this year – weaver, Maria McKellar, was elected Deacon of the Incorporation of Weavers at the same time.

The Incorporation of Barbers is one of 14 crafts that make up Trades House in Glasgow and this is the first time in the 400-year history of the organisation that women have held such positions.

And it was a double-dunter for Annemieke for, at the same time, her husband, Duncan, was elected President of the Deacon's Association.

An enthusiastic Annemieke said: "I'm delighted. I feel very honoured to be elected to this post."

There are 14 incorporated crafts within Trades House and Annemieke

The Trades House of Glasgow was established in February 1605 as a federal union of the 14 crafts. Today, the Trades House has more than 7000 members and raises more than £50,000 per year for good causes.

joined the Incorporation of Barbers because of its health links – this is the organisation for barbers and surgeons.

Traditionally, barbers not only cut hair and shaved faces, but also let blood, healed wounds and extracted teeth, which is why they and surgeons are so closely associated.

Annemieke, who came to Scotland from the Netherlands in 1982, said: "The Incorporation of Barbers has many members from both the hairdressing and health professions.

"We carry out a lot of charity work and also give out an annual prize to the best hairdressing student from Langside College and a surgical prize.

"As Deacon, I'll be continuing



this good work and trying to bring up the social side of things to make new people aware of what's going on within the Incorporation and encourage friendships amongst its 400 or so members."

Annemieke has been working for NHSGGC since 1982 and has held positions in Knightswood, the Sick Kids' Hospital and Gartnavel.

Currently based within COPT in Drumchapel, the mum-of-three is an enthusiastic advocate of the work of the team she works within.

She said: "I love working with older people and this is a great multi-disciplinary team to work within. It's a great set-up for the community."

Help Out with VSO

If you work for the NHS, have certain medical skills and would like to help those in Africa, you can now volunteer for up to two years without losing out on your pension and employment benefits.

The international development charity Voluntary Services Overseas (VSO) and NHS Scotland

have teamed up so that healthcare professionals will be treated as if they are on secondment while volunteering overseas.

While volunteers will not draw their existing NHS salaries – instead receiving a pensionable allowance at VSO country rates – they will be able to take up to two years out with continuing

pension or employment benefits. Employees are also guaranteed a return to a position at the same grade as when they left.

For more information, go to: www.workinginhealth.com under 'workforce issues' then 'careers' or www.vso.org.uk or send a CV to: enquiry@vso.org.uk indicating 'NHSScotland partnership' clearly in the subject line of the email.

Moving safely into new structure

NHSGGC's new Health and Safety Forum, to represent the Health and Safety needs of the whole organisation, has now met.

The Forum is both a statutory committee in terms of the organisation's health and safety obligations and the main committee for acute, CHPs and for Area Partnership to meet and discuss issues of health and safety which affect the whole organisation.

The Forum has already agreed a constitution and is currently

agreeing an NHSGGC Health and Safety Policy.

Among the priorities for the group is to ensure the health and safety strategy of NHSGGC is effectively managing health and safety risks and to ensure policies and procedures are in place for the safety and well-being of employees, patients and that of others.

The Forum will carry responsibility for implementing the health and safety responsibilities of the Staff Governance Standard 'provided with an improved and safe

working environment'.

The Forum is chaired by Director of Human Resources Ian Reid and co-chaired by Tommy McWilliams on the staff side. It will be made up of advisors and representatives from each of the following areas: management, staff-side and specialist advisors.

As well as quarterly meetings, the Forum will keep staff up-to-date on decisions, most recent developments and policies on a range of issues from smoking policy, to violence and aggression as well as moving and handling through Staff News and the intranet.

Offering Security and Peace of Mind

It's the start of a New Year so now is a good time to focus on smarter money management. And that's where the West of Scotland NHS Employees Credit Union can help.

By joining the Credit Union, you can start saving for your holiday, next Christmas, home improvements or for annual expenditures like car insurance.

Saving regularly means that money is always available for financial emergencies when they arise.

Better still, saving is made easy by way of payroll deduction.

Unlike money saved within social or work clubs, money saved in credit unions is protected by the Financial Services Compensation Scheme, which will cover 100% of the first £2000 in savings and 90% of the next £33,000. This offers the same level of cover as any bank or building society.

Credit Unions also provide affordable loans with no early repayment penalties.

During the financial year Oct 05 – Sept 06, the Credit Union provided 2712 of its 4000 members with loans. The total amount allocated was a whopping £3.7m.

This trend looks set to continue - 560 members receiving combined loans of more than £672k during the run up to Christmas!



As an added benefit to members - at no extra cost - the Credit Union also grow the legacy members leave loved ones upon their death. The amount saved by the member is doubled and passed on to the bereaved family. It will also pay off all outstanding loans upon the death of a member making sure loved ones won't be left "loan alone".

Credit Unions are growing each year and West of Scotland NHS Employees Credit Union is no different.

It currently has around 4200 members with combined savings of £4.7m. In its eight years, it has lent more than £15.5m to members and what's more credit unions are owned and controlled by their members and exist only to serve their needs.

To find out more, tel: 0141 886 7246 or visit www.nhscreditunion.com.

Support for Colorectal Cancer

Two members of staff from Stobhill have raised a **£1000 for the Colorectal Cancer Support Group.**

Sister Isabel Cassidy, Ward Manger at 14A of Stobhill Hospital, and Nursing Auxiliary, Jess Conkie presented a cheque for £1000 to Colorectal Nurse Specialist Margaret Stanners.

The money was raised by Isabel who ran the Great Scottish Run half-



marathon in September last year and by Jess who, with the help of her mother Jane, made and sold tablet and macaroon bars. Friends and

colleagues at Stobhill Hospital and local businesses supported both fundraising efforts.

Jess has worked as a Nursing Auxiliary at Stobhill Hospital for 31 years and was diagnosed last year with bowel cancer. She underwent surgery at Stobhill and chemotherapy at the Beatson, which has also benefited from these fundraising efforts as Jess was able to present them a cheque for £300.

Staff Get Plastered at the Vale

Staff at the Vale of Leven Orthopaedic Fracture Clinic recently held a very successful and informative study day.

The day was organised by Sister Marian Kinloch and her staff who also contributed to the event.

Described as an exercise in team building, exchange of knowledge, and the development of

skills, it involved colleagues from the Southern, IRH, RAH, the Sick Kids' and Monklands Hospitals.

Arrangements are already being planned to repeat the day and opportunities to develop and improve networking between the areas will be progressed.

Sister Kinloch would like to pass her thanks to John Mooney, Senior Plaster Technician and



Chairman of the Association of Orthopaedic Technicians from Monklands Hospital, and also to Anne Marie Gibson, from BSN Plastering Company, whose participation ensured a variety packed day was enjoyed by all.

Finding ways to better mental health

Dr Anne Douglas from the NHSGGC COMPASS team has won the 2006 British Psychological Society's Standing Committee Award for Promoting Equality of Opportunity.

Dr Douglas – a Consultant Clinical Psychologist and Head of Trauma Speciality for NHSGGC - set up this specialist mental health team in 2000 to provide services for asylum seekers.

The award recognises Dr Douglas for her work in the field of trauma with people who are often socially excluded. She has been instrumental in setting up NHS mental health services for asylum seekers and refugees with a history of trauma.

The COMPASS team offers Asylum Seeker and Refugee Mental

Health Liaison for adults, children, young people and families who are asylum seekers and refugees.

Dr Douglas explained: “The COMPASS team works with adults and children and with unaccompanied young people to respond to the level of trauma that children and young people have experienced in their own right. These traumas can include watching relatives and loved ones being killed, witnessing relatives being raped and experiencing sexual and physical violence themselves.

“The COMPASS team works by supporting and enhancing the work of mental health services and other statutory and voluntary services who work with asylum seekers.

“It does this through teaching and consultation and through taking

on direct referrals where the level of complexity or severity merits a specialist team approach or makes it hard for geographically-based mental health services to respond.”

Alongside the COMPASS team, which focuses on the mental health of asylum seekers and refugees, Dr Douglas - in her role as Head of Trauma Speciality - has also developed two additional psychology led multi-disciplinary teams dealing with trauma and homelessness, and sexual abuse/sexual assault.

Dr Douglas added: “I would like to commend NHS Greater Glasgow and Clyde for their support in developing services for people who are often socially excluded. I am also fortunate to work with creative and enthusiastic colleagues in all three trauma teams and I would like to share this award with them.”

Stobhill physio recognised



Diane is pictured with her award and Gillian. Picture courtesy of the Kirkintilloch Herald Series.

A physiotherapist based at Stobhill Hospital has received a top honour for services to patients with Rheumatoid Arthritis (RA).

Diane Moss received the award from the National Rheumatoid Arthritis Society (NRAS) at a ceremony held recently in the House of Commons. She was nominated for the award by one of her patients - Kirkintilloch woman, Gillian Taggart -

who praised Diane for her fantastic support and advice since being diagnosed with RA three years ago.

Diane said: “It was a lovely surprise to be nominated let alone to win an award. Hopefully the publicity will highlight the fact that Rheumatoid Arthritis can cause severe disability and lifestyle changes in patients as this disease does not always get the recognition it deserves.”

Best Foot Forward

Two of our podiatrists picked up the first place in a recent awards ceremony for Allied Health Professionals.

Extended Scope Practitioner (ESP) Podiatrists, Elaine Yule and Ramsay Sloss won the ‘Innovation in Patient/Client Care’ category at the 2006 UK Awards for Allied Health Professions and Healthcare Scientists.

Elaine, who is based at Shettleston Health Centre, and Ramsay, who is based at Pollok Health Centre, received the prize for their work within the Orthopaedic Foot and Ankle Triage Service, which was set up in Glasgow last year.

Aimed at patients with orthopaedic foot and ankle problems, the service provides them with the most appropriate care programme in the shortest possible time.

And it’s been hugely successful!

To date, 70% of patients who previously would have been referred to hospital orthopaedic departments are being treated effectively by this community-based service.

Mental Health Staff Pick up Raft of Awards



Congrats to our mental health staff who picked up a raft of awards in the recent Scottish Mental Health Nursing Forum's Inaugural Annual Awards for Innovative Practice in Mental Health Nursing.

The West of Scotland Adolescent Inpatient Team at Gartnavel Royal Hospital won the Principal Award for Outstanding Achievement and the Specialist Service Award, for the Tides of Change Project: Adolescents experiences of the Tidal Model.

The Rutherford House Nursing team at Gartnavel Royal Hospital won the Adult Acute Inpatient Award for Implementation of the Tidal Model in an Adult Acute Inpatient Environment.

The Specialist Team Award was won by the START Team (Self Help Treatment Access Resource Team) Department of Psychological Medicine for CBT self help for mild to moderate depression and anxiety. START is a partnership between NHSGGC, Depression Alliance

Scotland, Glasgow Institute of Psych-Social Interventions.

Others teams, projects and individuals who were Highly Commended were:

- The Glasgow Perinatal Mental Health Service for its Whole System Nursing: Reaching Across Service Boundaries project
- West of Scotland Adolescent Inpatient Team for its Mealtime Management within an Adolescent Inpatient Unit project
- The 'Doing Well' Team, New Sneddon St. Clinic, Paisley for its Doing Well by People With Depression Initiative project
- The Esteem Team for its Early Intervention Service for First Episode Psychosis
- The Arran Centre Health Screening Clinic Team for its Health Screening Clinic
- David Law CPN, Carol McFarlane CPN, Ann Turner HCA from the Riverside Community Mental Health Team (CMHT) for their Health and Wellbeing Project

Innovation In Practice Management



Congrats, as well, to Renfrewshire GP, Dr Lorna Dunlop, who recently picked up a national award.

Lorna - from Riverside Medical Centre - won the Scottish Clinical Information Management in Practice (SCIMP) Award Best Use of IT in Practice award.

The award was for the innovative Patient Centred Recall Computer Programme, which was developed from a paper-based programme and has led to a 50% reduction in hospital admissions for coronary heart disease.

The programme delivers a patient follow-up plan for chronic disease management and allows the patient's healthcare plan to be monitored by the healthcare team. Patients are tracked and any patients who fall out of their healthcare plan can be contacted and reassessed.

This latest award comes on the back of Lorna's recent success at the Institute of Healthcare Management Award (also held last year) for the same project.

Princess Royal Carers Awards

Shona MacInnes, the Carers Co-ordinator, based at Clutha House has received the Scothomecare Statutory Service of the Year 2006 Award, from Carol Smillie and Anne Rushforth MBE, of Scothomecare.

This is the first time the Princess Royal Carers Awards have been held in Scotland. The Awards recognise

the work that hundreds of thousands of carers in Scotland provide every day, as well as those organisations who support them.

Shona's remit covers the whole health board area and she has more than 10 years experience raising awareness of carers' issues with staff and advising on legislation and developing carer friendly policies.



Shona MacInnes with Terry Findlay, Director of West CHCP.

Four Attain Green Belts

Four colleagues have successfully attained their Green Belt Accreditation Certificates in project management.

Ian Kerr, Kim Fee, Linda McAllister and Julie Truman were officially presented with their certificates by HR Director Ian Reid last month.

This accreditation is part of a scheme adapted by our own ICT Culture Change Programme team from an internationally recognised standard.

Jane Bradley, ICT Programme Office Manager based at Dalian House, said: "The accreditation is part of our Culture Change Programme which provides support to people carrying out a wide range of projects across NHSGGC.

"The Green Belt accreditation training helps staff to better manage their projects. Trainees attended a training course and then use what they've learned within a project of their choice. Following Green Belt accreditation, trainees can then go on to do their Black Belt accreditation and from there can go into coaching other staff or becoming Change Champions."

Ian Kerr is a Project Manager for Referral Information Services and is based at NHSGGC's HQ, Dalian House. He used his project management training to help him take forward a project he was doing developing information about GP Referrals.

He said: "The aim of the project was to capture clinical information from GP referrals for the first time and start to use this information to develop services within NHSGGC. Another aspect of collecting this information is its use in developing electronic referral protocols that will enhance the referral process from GPs to clinics and hospitals."

"The training course taught me project management techniques which helped me better structure how I managed the project."



Kim Fee

Kim Fee was the Site Record Manager at the PRM before being seconded to the Orthopaedics departments at the GRI. As Project Manager of two projects within the departments, she's found the accreditation really useful.

She said: "I'm currently working on two projects – the service improvement and the clinical systems projects – and I've found gaining this accreditation incredibly useful.

"It's really helped me focus on the projects. I knew what needed to be done, but the skills and processes I've learned from the course have helped me immensely."

For more information on Green Belt and Black Belt accreditation, go to:
<http://hqictpo/Training/beltcertification.asp>

Or contact Jane Bradley tel: 0141 201 4430 email: jane.bradley@ggc.scot.nhs.uk
Or Joanne Frame tel: 0141 201 4798 email: joanne.frame@ggc.scot.nhs.uk



Ian Kerr

Parenting a Priority for new Director

Our new Director of Public Health, Dr Linda de Caestecker, made the headlines in the Herald recently for her ambitious plans to bring parenting lessons to more new parents.

In her first interview since appointed as Director, Dr de Caestecker talked about the benefits of the Triple P parenting course, which has successfully been running in the Greater Glasgow area for a number of years.



Kids set out their vision of new Sick Kids'

Youngsters – all former patients at the current Sick Kids' Hospital - met with our Chairman, Professor Sir John Arbuthnott, recently to chat about their ideas for the new Sick Children's Hospital.

Part of the consultation on the new hospital, their vision for the hospital has been interpreted into a colourful poster.

The meeting was featured in the Evening Times.

HOW WE'RE MAKING THE NEWS!

Comms team best in UK

The NHSGGC Comms team wrote their own headlines when they picked up the prestigious Health Service Journal (HSJ) award for best communications campaign in the UK.

The entry evolved around the hospital modernisation programme and included posters, billboards, advertising trailers, Our Health events, Health News, Staff News, Core Briefs and the Involving People Network.

Awarding the trophy at the Grosvenor Hotel in London the judges said: "We loved the way the team tackled head-on the changes in a way the rest of the NHS could learn from."

Evidence to support the entry included media monitoring showing coverage of NHSGGC transformed from 27% negative to just 5% negative during the period of the campaign.



Glasgow Weight Management Service "Best in Britain"

NHSGGC's Weight Management Service hit the headlines after being named the best in Britain by the National Obesity Forum charity. Based at Glasgow Royal Infirmary, the service treats more than 1000 patients each year.

Staff and patients worked hard to fit in filming requests from television crews and interviews from newspapers, in order to make more people aware of the service.



Press at last get positive

Health Minister Andy Kerr helped secure a great deal of positive coverage for the latest exciting stage of development at the New Stobhill and the New Victoria Hospitals.

Front-page stories featured the Minister cutting the first sods at both the £100 million hospitals, kicking off the beginning of the construction phase of the building projects. Both new hospitals are expected to open in 2009.



Sick Kids Staff Promote Positive Cystic Fibrosis Coverage

Widespread media coverage of Cystic Fibrosis nationally in December saw Communications staff receiving a large number of requests for interviews with CF specialists at the Royal Hospital for Sick Children.

Two consultants, one physiotherapist, two patients and one mum took part in a number of newspaper, radio and television interviews with the intention of providing a balanced picture of what living with the condition means for youngsters today.



Fancy becoming a Northsider?



Netball enthusiasts, Donna Campbell and Gillian Reilly, are so keen on the sport, they've set up their own team.

Both Community Mental Health Nurses based at Shawpark Resource Centre in Maryhill, the duo decided to put together the Northside netball team last year.

Things were going well and they managed to gain the interest of a number of health colleagues. The team met over a period of six months, but, due to problems over a regular venue and high costs of court facilities in the absence of any financial support, the numbers dwindled and the team eventually disbanded.

Said Donna: "We originally set up the team as a way of taking part in some health and fitness. It was also fun. We were really disappointed that we couldn't get a regular venue, which made it difficult for us to retain members. We were both sorry when the team disbanded.

"It wasn't until summer last year that we decided to try again. Firstly, we sorted out a regular venue through Glasgow City Council and now meet every Tuesday at Notre Dame High School in Glasgow. We also put out fliers to colleagues throughout NHSGGC and we've been delighted with the response. We've got the original team back and many more."

Donna revealed that team members come from all health backgrounds and their recruitment drive also brought them a coach in the form of Pharmacy Dispenser, Fran Brown, who is based at Gartnavel General.

Now, with Fran driving them on, the team is entering competitions and played their first friendly game against Glasgow Caledonian University and Cumbernauld recreational team in November.

For information on joining the Health Hazards, tel: 0141 531 8770 or donna.campbell@glacomen.scot.nhs.uk or, gillian.reilly@glacomen.scot.nhs.uk

Keep fit day or night!

Sick Kids' and QMH staff now have no excuse for shirking their exercise duties following the opening of their very own gym.

Housed in a secure room within the QMH, the new gym has a full range of cardiovascular and resistance equipment.

Open 24-hours-a-day, the gym costs staff £10 per month.

Site Facilities Manager, Frank McGuire is the man behind bringing the gym to the site. He applied for the funding and helped set up the gym management committee.

He said: "The gym was largely funded by money from the Staff Lottery Fund, which enabled us to buy equipment and to get the gym looking nice for users.

It was set up to promote health, fitness and social interaction between staff.

Since it opened, it's been very popular with staff from all disciplines. In fact, in its first

week, 40 members of staff joined."

He revealed that senior management within the Women and Children's Directorate, of which the Sick Kids' and QMH are part, have been very supportive of the new fitness room.

"They're very keen to promote health and fitness amongst staff and this new gym enables staff to keep fit at times that suit them.

"This site also has its Scotland's Health at Work gold award, and hopefully the new gym will help us maintain that standard."

Frank already has experience in bringing staff gyms to the NHS. He set up the staff gym at the Southern, which has been open for seven or eight years and boasts 200+ members.

For more information on the gym, contact the General Services Department at the QMH on 80556 or 80013.

STAFF NEWS

Written by staff for staff with the full support of the Area Partnership Forum

Send your articles, letters and photographs to:

email: staffnews@nhsggc.scot.nhs.uk

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