



Wee c campaign tackles cancer fears

Improving Scotland's health and wellbeing

Staff encouraged to engage in 'National Conversation' that could shape the future of the NHS

STAFF and the public are being encouraged to take part in a national conversation about the future shape of the NHS.

The conversation will run until April 2016 and aims to seek agreement on how to make more progress in improving the health of the population, and on how our NHS and social care systems should develop by 2030 to continue supporting everyone to live well.

Our own Clinical Services Review set out to identify ways in which our services and those of social care partners could develop to better meet the needs of our population in 2020. Now the national conversation is setting out to extend that future-planning model by a further decade.

A discussion board has been created on our FTFT pages on StaffNet enabling any member of staff to open a discussion thread or add to existing comments and discussions. This will be summarised and fed into the national conversation. Visit: StaffNet > Information Centre > Facing the Future Together > Our Patients > National Conversation

Staff can also head straight to the national conversation website www.healthier.scot or email views directly to healthier@scotland.gsi.gov.uk

Alternatively, you can send views by post to: 'Creating a healthier Scotland. What matters to you?' The Scottish Government, St Andrews House, Regent Road, Edinburgh EH1 3DG.

A Scottish Government information leaflet encouraging people to take part in the conversation explains: "Improving the health and wellbeing of people in a safe, caring and respectful way remains the core purpose of Scotland's health and social care services.

"That will require new ways to provide services and systems and a renewed focus on how best to support people to live well in their communities.

"People's needs and expectations are, rightly, very different from when the NHS was created in 1948. Caring for people when they need it remains an absolute priority, but nowadays, people want to be more involved in their own health and health care. In addition, advances in treatments and technologies mean that, as a nation, we are living longer than ever before, but with more complex health and care needs.

"We have a shared vision for everyone to live longer, healthier lives at home or within a homely setting. The people of Scotland can play their part by taking responsibility for their own health.

"Now is the time to have a conversation about how services and systems should evolve to meet our needs. Now is the time to think about how we can support communities and families to live healthier lives and prevent unnecessary illness."



CREATING A HEALTHIER SCOTLAND WHAT MATTERS TO YOU?

Putting local care at the heart of the NHS

The vast majority of interactions with the health system are with family health practitioners in the community – GPs, practice nurses, dentists, optometrists, midwives and pharmacists. There are 25 million GP appointments alone in Scotland every year. We want more care delivered locally, with more services organised around GP practices. This could mean: More teams of health and care

professionals working together in communities. Health professionals being able to support patients facing wider social issues which are having an impact on their health and wellbeing. Specialist doctors and nurses supporting people in their home environment, as well as in hospitals. Clearer signposting, information and support so people know where to go for the most appropriate treatment.

Steps we can take to improve healthcare for patients

Give people information and tools to allow them to make the right choices for themselves and their families. Give service users a clear voice in the design and organisation of services. Promote the use of community facilities like accessible gyms, classes, peer support or activity

groups which help people to stay well. Give people more control over tackling their personal health challenges, including long-term conditions, enabling them, as far as possible, to retain independence. Ensure good communication around medicines and treatments.

Farewell from Rossllyn

Retiring Board nurse director reflects on the amazing changes she has seen over 42 years

"IT has been a hugely rewarding career which has seen a massive amount of change over the years which has benefited patients and nurses and midwives alike."

So Rossllyn Crocket MBE, retiring Board nurse director, sums up her time within the NHS.

She entered nursing straight from school at the tender age of 17, qualifying in 1973 after three years' training at the Victoria Infirmary.

And Rossllyn only came into possession of her qualification picture, right, after it was discovered during the closure of the Infirmary.

She said: "I trained as a general nurse at the Infirmary, where we were told we were privileged to be training as nurses as we would be caring for patients and their families at a vulnerable period in their life and it was our role to care and support them. It was a spur-of-the-moment decision to go into nursing, but I can honestly say I have never regretted it."

She said that there have been many challenges but being focused on the patients makes it all worthwhile.

"I have never lost the desire to do and be the best for patients. Quite simply, if we all treat and care for patients the way we would want our loved ones looked after then we won't go far wrong," said Rossllyn.

After her general training, Rossllyn went on to be a district nurse, midwife and health visitor before becoming a nursing officer



Journey of a lifetime: The newly qualified nurse Rossllyn McGraddie [bottom right] in the class of '73

and going on to hold general manager posts – she was appointed director of nursing in Ayrshire and Arran in 1995 and in 1999, Rossllyn returned to Glasgow as director of nursing with the primary care trust.

In 2002, she became Board nurse director. Rossllyn became director of women and children's services before moving full-time to the Board in 2011.

Rossllyn said the amount of change that's happened in her career is amazing and she recalls a few significant examples:

- patients spending less time in hospital
- increases in day care and surgery
- changes in nursing/ midwifery education from 'Schools of Nursing/ Midwifery' to University
- the creation of new roles such as clinical nurse



Amazing career, Rossllyn Crocket

NMC REGISTER

Nurses and midwives urged to check their revalidation is in order ahead of new rules

ALL nurses and midwives are being urged to check that they meet the new revalidation requirements for registration to avoid working illegally.

From April 2016, all nurses and midwives wishing to remain on the NMC Register must conform to the new revalidation model.

This will be launched by the NMC in December this year.

Fiona McCluskey, assistant chief nurse professional governance and regulation, said: "Although the vast majority of nurses and midwives keep their

registration up to date, a small number have allowed their registration to lapse.

"If they continue to work, this contravenes their contract of employment."

NHSGGC are working closely with the Scottish pilot site (NHS Tayside and partners) and the Scottish Government to prepare for the transition to the new rules.

All nurses and midwives due to revalidate from 2016 onwards will have to do so via this process.

To start preparing for revalidation, nurses and midwives

must register at the NMC website.

Registered nurses should then identify their three-yearly registration renewal date; read the new Code and practise according to its principles; and keep ensuring they are up to date on revalidation developments and tools by checking the NMC website at: www.nmc.org.uk/revalidation

>>> You can find more information on what's happening in NHSGGC by accessing the Nursing and Midwifery Portal at: www.nhsggc.org.uk/nurses



Time to act: Fiona McCluskey warned nurses and midwives

Let's turn Scotland's Big C into the 'weec'

New initiative highlights advances in diagnosis and treatment that can help cut disease down to size

MORE people in Scotland are surviving cancer than ever before – but we still have a way to go.

A new initiative – the weec – has been launched with the aim of changing the way cancer is viewed in Scotland, in a bid to reduce fear around the disease and boost survival rates.

The Scottish Government, in partnership with Cancer Research UK, joined forces with 14 of Scotland's leading cancer charities to issue a rallying cry for people across Scotland – together we can turn the Big C into the weec.

The 'Big C' is still a term commonly used by people to refer to cancer – reinforcing a fatalistic view of the disease.

The weec is focused on highlighting that cancer isn't what it used to be. Thanks to earlier detection, research breakthroughs and treatment advances, Scotland is making positive strides towards bringing cancer down to size.

Here, SN talks to Emilia Crighton, interim director of public health, and features some of our staff who also back the campaign!



Dr Emilia Crighton witnessed progress at first hand

DR EMILIA CRIGHTON

So much has changed for the better since my student days

UNLIKE my grandmother, who always had her herbal remedies at hand, and "enjoyed" her ill health, my grandfather was a picture of health with his head of dark hair, active pursuits and a very healthy appetite that made him look young in spite of being well over 70.

That was until one beautiful spring day when he took himself to see the doctor, only to be told that he had cancer that had spread too far to have anything done about it. As a medical student then, I watched my grandfather through the late stages of cancer wondering if that's all we can do – give people medication that keeps them comfortable. I am happy to say that my experience has changed dramatically since those days.

My friend, Paul, in his 70s, was diagnosed with cancer only to be given the all-clear a few years later. He then

went on to develop another cancer that was kept well under control and he went on to die of old age.

In the last few years, I've been skiing and hillwalking with friends that have been through the cancer diagnosis and treatment experience and they are well enough to bag a Munro or try ski-mountaineering.

How things have changed in the last 25 years. These days, survival rates are better for people who have had their cancer detected early by screening programmes like those for cervical, breast or bowel cancer; for cancers that present at an early stage like cancers of the womb or thyroid or the malignant melanoma, and for cancers which have seen substantial advances in treatment over time, like cancer of the testicles or Hodgkin's disease.

Unlike the days of my medical studentship, I now

know there are things we can do to prevent cancer altogether through maintaining a healthy weight, eating the right things, exercising, covering up in the sun and not smoking. We also can find or prevent cancer through the screening programmes. We can diagnose more effectively through improvements in imaging and we are far better at treating cancers through advances in drugs, surgery and radiotherapy, but also through the way we work together.

The "Big C" of my medical student days is certainly a "weec" and I know we can make it even smaller together.

>> For more information on how you can get involved visit: www.weec.org



MONEY MATTERS

Credit for Union is well deserved

ENERGY ADVICE

Free call can cut heat bills

ADVICE about cutting energy bills but still having a warm home is always welcome.

The Home Energy Scotland (HES) campaign is a one-stop shop for advice and support and, since it started, around a third of Scottish households have been offered advice after ringing the free hotline on 0808 808 2282.

HES offers free, clear and impartial advice about making homes cheaper to heat.

Staff can find out exactly what they are eligible for by calling the helpline or visiting: www.homeenergyscotland.org

Knowing how money worries affect our health – and where we can access help and support – can benefit both you and your patients. Go to the new Poverty & Financial Inclusion E-module, now available on Learn Pro!

>>To find out how Home Energy Scotland can help you save cash, visit: <https://dotmailer-surveys.com/662pt085-351eic24>

STAFF SCHEME

Money advice help is at hand

TWO sites are being used as pilot projects for a staff money-advice scheme with trained advisors offering advice and support.

Staff at Lightburn Hospital and the Eastbank Conference and Training Centre can book telephone and online appointments by calling: 0141 428 3777.

The service, available Monday to Friday from 9am to 8pm, is offered by the Greater Easterhouse Money Advice Project (GEMAP) and will run until 11 December this year.

>>For details, contact Carol McGurin, health improvement senior, north east sector, Glasgow City Health and Social Care Partnership on 0141 201 9835 or email carol.mcgurin@ggc.scot.nhs.uk

There has never been a better time to join top money service

THE NHS Credit Union is growing from strength to strength and its popularity with staff across the country is growing at record levels.

As the fastest-growing credit union in Scotland, it already offers affordable loans and a secure home for the savings of almost 13,000 NHS staff and their families across the country.

And if you sign up right now, you will be

able to take advantage of a £500 Budget Loan offer as soon as your initial payment is received by the Credit Union.

That's effectively £500 in your pocket for

whenever you need it – maybe especially useful at Christmas or for any other purpose. And it's flexible too. It can be withdrawn in instalments as and when needed and repayments are fixed, affordable and come straight off your salary so no messing about with



direct debits.

If you need more than the £500 on offer, our professional staff can advise you on your eligibility and all of the Credit Union's wide range of flexible loan products.

Thousands of your colleagues in Glasgow and Clyde already know they can always bank on the NHS Credit Union being there for them. Why not join them now?

>>To find out more information or to join, visit: www.nhscreditunion.com/joinus

* For existing members of the NHS Credit Union, pick up the phone and you too can take advantage of the £500 offer, tel: 0141 445 0022.



LANDMARK

Hospital blocks celebrate centenary

GLASGOW Royal Infirmary first-year doctors pose outside the Queen Victoria Block, which together with the Templeton (centre) Block has its centenary

this year. The year 1915 is inscribed on the plaques outside both buildings.

The building is in the 100th year of its continuous use and is

emblematic of the historical timeline of GRI in the management of patients and training of staff in the centre of Glasgow.

STAND AGAINST HOMOPHOBIA

Learning about LGBT problems

STAFF from our corporate inequalities team, human resources, community engagement team and the volunteer service took part in Glasgow Pride in August to find out how the health service works for the Lesbian, Gay, Bisexual and Transgender (LGBT) community. They also promoted our ongoing Stand Against Homophobia campaign.

The response from hundreds of those who discussed our initiative was hugely positive. However, some responses to how the NHS treats the LGBT community bore out research that shows we could be doing more. Issues raised by people at Pride included:

- Staff not acknowledging same-sex couples
- Assuming that everyone is heterosexual
- Transgender patients feeling unable to talk to their doctor about their situation

These are some of the issues being addressed by the Stand Against Homophobia campaign, which promotes our zero tolerance policy to homophobia.

Jackie Erdman, head of inequalities, said: "We have been meeting with NHS staff members from all over the board area to promote the campaign and tell them about our new LGBT Staff Forum. Staff have been very supportive and enthusiastic."

>> For more information about the LGBT staff forum, email: alastair.low@ggc.scot.nhs.uk or tel: 0141 201 4560.



MAGNUSSON AWARD

Gillian's inspiring trip to Tanzania

COMMUNITY nurse Gillian Murray, based at Townhead Health Centre, received an esteemed 2014 Magnusson Award allowing her to travel to Tanzania to participate in the life-saving 'Kangaroo Mother Care' project for premature and vulnerable babies.

The Magnusson Awards allows students in their second year and upwards at Glasgow Caledonian University to take forward their next period of exploration, study, learning or personal growth.

As part of the project Gillian taught mothers how to keep their babies warm through continuous, 24-hours-per-day, skin-to-skin contact. This form of care has been used to save pre-term and low birth-weight babies in low-income areas by regulating temperature, breathing and brain activity as well as preventing infections.

Gillian said: "It was a life-changing experience for both myself and the families I worked with. I



Gillian taught techniques to help babies was humbled by the kindness and hope of the people and the resilience and determination of the staff and mothers.

"Without the funding from the Magnusson Award I would not have been able to go out to Tanzania."

>>For more information on the Magnusson Awards, visit: www.gcu.ac.uk/alumni/supportingggcu/magnusmagnussonfund/magnussonawards/

£1000 fee discount

For MSc Nursing: Advancing Professional Practice students

Self-funding students applying to this programme in the 2015/16 academic session will be awarded an automatic **£1000 discount** of their full-time fees. The £1000 discount will be split pro-rata per year for part-time students.

For full terms & conditions and information on the discounts available to part-time and online students, please see our website www.gcu.ac.uk/study/scholarships/postgraduate



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CAMPAIGN

Take it Right Outside

THE Scottish Government's Take it Right Outside campaign aims to raise awareness of the harmful effects of second-hand smoke and give parents facts to help them keep homes smoke-free.

Eighty five per cent of second-hand smoke is invisible and has no smell.

Every time you smoke, you breathe out second-hand smoke containing more than 4,000 toxic chemicals including lead, cyanide and arsenic.

After just one cigarette, the harmful chemicals from second-hand smoke linger. Smoking out an open window or at the back door isn't enough to protect children as the harmful chemicals can creep from room to room for up to five hours, waiting for your child to breathe them in.

People who smoke are not always aware of the steps they should take to protect those around them when they light up. Everyone's situation is different but changes to create a smoke-free home include:

- Asking a trusted friend or neighbour to look after kids while you pop out for a smoke.
- Using other opportunities to smoke, like taking the rubbish out or walking to the shops.
- Trying nicotine patches, gum or spray when you want to smoke but can't get outside.
- Asking visitors who are smokers to go right outside to smoke.

Make the right choice for your kids and never smoke in your home or car. For more information and advice visit www.rightoutside.org

Health Board golf outing competitors



COMPETITION

Local hero triumphs in Board golf outing

Les wins over fierce competition but tons of fun was had by all

THE sun was out to greet the Health Board golf outing players when they arrived at Bonnyton Golf Club last month.

Competition was stiff but it was local knowledge from Bonnyton club member and former finance head Les Jacobs which won through in the end.

John Thomson, a previous

winner, was content to finish as runner-up and Karen Murray finished third.

Organiser of the 18th Board annual outing, John Hamilton, came fourth and Mark White fifth.

The standard of play is expected to be even higher next year thanks to the prize of a lesson from former Scottish PGA champion and Tartan

Tour winner David Orr at Eastwood Golf Club, where he is based.

John Hamilton expressed thanks to all those who donated prizes including Alan Ramsay of Connect Communications; golf pro David Orr and Fendix Media. John also thanked Richard Groden for hosting the outing at his golf club and Andrew Daly for being score-master.

COMPETITION

WIN a VIP day at Partick Thistle

THIS month we're giving away a star prize where you and a friend will get to experience full hospitality at Partick Thistle Football Club. You will also take home a signed Partick Thistle strip and football!

On Saturday 5 December you and your lucky guest will receive five-star treatment, including a drink on arrival followed by a

two-course meal. You will then watch Partick Thistle v Motherwell from the Jackie Husband Stand.

You will also get a free match programme as a keepsake of the day.



To win this fantastic package, simply answer the following question and email your answer, 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.

Question: When does the Nursing and Midwifery Council (NMC) new revalidation model start?

>> T&C: The competition is open to all NHS/GGC 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 October 2015.