

SN

Staff Newsletter **May 2018**

MOVIE MAGIC



130 hospital staff star in blockbuster film

Full story on **PAGES 4 & 5**

Out and about with the chairman

Stobhill

Last month I visited Skye House on the Stobhill campus with the Minister for Mental Health, Maureen Watt MSP, where we met staff and patients and toured the facilities, including the school.

I was very impressed by the specialist care and support given to young people who were receiving treatment for mental health problems. It was good to see that they were not only helped with their health issues, but were able to continue with their studies at the same time.

NHS Lanarkshire

At the end of February, I was invited to visit NHS Lanarkshire's "Hospital at Home" programme along with Neena Mahal, the chair of NHS Lanarkshire.

I met the clinicians involved and visited an elderly couple at their home in Coatbridge to see how the service worked in practice.

I was very impressed with the redesign of the service, which was a really good example of caring for people in their own home rather than in hospital. The patient feedback was very positive and it was good to see the improvements in patient care being delivered by this initiative.

Head of board administration

Recently, Jane Grant and I spent some time recruiting a new head of board administration and corporate governance following John Hamilton's well-earned retirement. I am very pleased to announce



that Elaine Vanhegan, who is currently the board administrator at NHS Forth Valley, will be joining us on 21 May. Elaine is a very experienced administrator and will bring a wide range of skills to the Board.

Working with other Boards

Susan Walsh from Health Improvement Scotland and I have continued to work on the corporate governance review in NHS Highland, which is due to be completed this month.

We not only provided support and advice to David Alston, chair of NHS Highland, but also learned more about the diversity of the challenge in NHS Scotland and saw a number of examples of best practice that we might be able to adopt in NHSGGC.

I am also continuing to work with West of Scotland NHS Board chairs and chief executives to develop a population-based, regional approach to

service planning and you will receive updates on this important work over the next few months.

Global Citizen

The NHS Scotland Global Citizen Programme is continuing to develop. We have now held the second Programme Board along with a range of meetings that will help us confirm the scope of the programme. We expect to formally launch the programme in June.

NHS Tayside

Finally, as you will no doubt have seen in the media, I have been asked to take on the additional role of interim chair of NHS Tayside, so you won't be surprised to hear that I've spent a fair amount of time recently in Dundee.

I want to take this opportunity, however, to reassure everyone in NHSGGC that I'll still be devoting the

same amount of energy and attention to the Greater Glasgow and Clyde Board, even though I will be spending less time in Glasgow.

I am pleased to say that our vice chairman, Ross Finnie, and the other non-executive members of the Board have been very supportive of this change and have volunteered to undertake some of my duties until such time as a new chair is appointed in Dundee.



Help us to reduce our use of plastic

If you are one of the many of us who regularly use plastic cups or cutlery at work, then that is set to change.

The recent introduction of legislation has committed us, as a Board, to meeting Scotland's Zero Waste Plan [which targets public sector organisations to recycle 70 per cent of all our waste] and the upcoming "Latte Tax" which aims to ban all throwaway cups by 2023.

It is not just as simple as

introducing recycling bins into staff and public areas – major changes are needed to reduce the number of single use items, such as coffee cups, straws and cutlery and comply with legislation.

We are already reviewing our catering facilities to move towards a more 'sustainable' product by implementing a low-cost "keep-cup" and provide robust re-useable cups for customers sitting in for a tea or coffee.

But we can only achieve this if you support the changes we hope to make.

Martin Johnston, sustainability manager, said: "Like me, you may have seen the final episode of Blue Planet II earlier this year.

"Seeing the devastation human activity is causing to our marine life with around eight million tonnes of deadly plastic being dumped into the sea globally every year is appalling.

"To help us reduce our plastic waste, we are asking you to bring in your own reusable cup and cutlery if you regularly buy tea, coffee or food at one of our café outlets.

"This is just one of the areas we are looking at to help reduce our carbon footprint.

"In the coming weeks and months, we will be keeping you up to date with further plans to reduce our waste, both in non-clinical and clinical areas, through posters across all our sites and more articles in future issues of *Staff Newsletter*."





Glasgow Royal Infirmary

Read all about you

Written by patients about you

Glasgow Royal Infirmary

I would like to take a moment to thank the A&E staff on duty when my father was admitted in a very poorly condition. As an NHS employee myself and as a distraught relative, I cannot thank the staff enough for their professionalism, kindness and determination in their attempts to help my father. The doctors and nurses who attended to my father were simply lovely and while our outcome was the devastating loss of my father, they made an unbearable situation so much more comfortable, treating my father and our family with such respect. We have told them in person; however, we would also like to formally provide this feedback particularly to these hardworking and dedicated staff. Thank you.

New Stobhill Hospital

Thank you so much to all the staff on the dental clinic for people with learning disabilities, who treated my son with such kindness and calmness. We were given a quiet space away from other patients that suited him and allowed him to relax. We were treated with personal warmth that made him feel he was in safe hands. We were given information about what was going to happen and approximate timings that we could translate for him. So he was able to lie quietly while we soothed him and this meant he needed no pre-med. I was permitted down to theatre so he was accompanied and reassured, and able to have the cannula inserted without any anxiety. After surgery, I was able to go to recovery to be there as he came round. Later, staff came to give feedback and we were free to leave when he was ready. This was all great in its own right. It also leaves a foundation of trust and good experience through which any future hospital attendance will be understood by him. Many thanks.



Data laws are changing

GDPR

The existing Data Protection Act is replaced with a new set of regulations known simply as GDPR [General Data Protection Regulation] on 25 May 2018.

NHSGGC has a legal requirement to comply with this regulation and work is well advanced to make the necessary changes to our policies and procedures.

Isobel Brown, head of information governance, and her team have cut through the complex legislation to create easy-to-use fact sheets for staff and have been hosting roadshows across our sites to help inform what this new regulation means to each of us, allowing us to make the necessary changes within our own departments where necessary.

It is vital we all know what we should store and what we shouldn't – and, importantly, how we register and record what information we have and how it is shared.

GDPR requires us to hold a register of all information assets held across our Board. It allows us to understand what information we hold

and who has access to it. All departments should now be well advanced in the process of registering all information assets held within their department onto the Board's Information Asset Register.

Thank you for your continued assistance with this crucial element of GDPR. The completion of the work will allow the Board to demonstrate its compliance with this important requirement.

More information on the Information Asset Register, along with the forms and guidance, can be found on [StaffNet > Corporate Services > eHealth > Information Governance > Information Asset Register](#)

For information on the roadshow schedule and the factsheets, visit: [StaffNet > Corporate Services > eHealth > Information Governance > GDPR](#) or contact: Jacqueline.Henderson2@ggc.scot.nhs.uk or tel: 0141 278 4774 for further information.

For further information, please contact Kerry. Lochrie@ggc.scot.nhs.uk or tel: 0141 355 2059.



Kids' hospital staff s theatre for the big s



INCREIBLE EVERY DAY

Theatre staff at the Royal Hospital for Children (RHC) are no strangers to hard work, stressful situations, critical care and life at the sharp end.

They help patients and parents through some of the most stressful situations imaginable, often going above and beyond to provide their patients with the best care possible.

It can be easy to forget to take the time to reflect on the enormity of what they do every day, but this is exactly what the RHC theatre team have decided to do.

In their self-produced film *Incredible Every Day*, the team reflect on some of their most remarkable days and moments at work.

Staff were asked: "In one word, what keeps you coming back to work?" Their replies showed them to be a team filled with compassion, dedication, positivity and a love for their work.

The film's director, consultant anaesthetist Dr Alyson Walker, said: "We work in an incredible hospital,

The William Cullen Prize call for entries

Are you a clinician who has made a positive difference to your patients, staff or specialty you work in? If so, then share your good work by entering the William Cullen Prize.

Medical director Dr Jennifer Armstrong, in collaboration with The Royal College of Physicians of Edinburgh, will present two prestigious William Cullen Prizes at our Celebrating Success event later this year.

The William Cullen Prize for excellence in teaching and a separate William Cullen prize for service innovation will recognise a clinician, or clinician and team, as having made a significant contribution to local teaching or service innovation in

Greater Glasgow and Clyde. The winners will receive a unique framed print of a William Cullen letter.

TEACHING AWARD

We currently have recognition awards for medical teaching based on performance in the national trainee and student surveys. The overall William Cullen Prize winner will be selected from that cohort of around 20 of our top performers.

INNOVATION PRIZE

To enter the William Cullen Prize awards, complete the only application form, visit: www.nhsggc.org.uk/williamcullen by 31 July.



swap the screen!

and our staff do amazing jobs every day. I am proud to work as part of such a dedicated team.

"I wanted to make this film to remind everyone what a fantastic team they are. It is easy to get caught up in the daily trudge and forget what an impact we have on the lives of so many children and families."

The department held a theatre evening and, over pizza, popcorn and ice cream, all watched the final edit together.

"It felt like the staff bonded that evening, and that we all shared a special moment," Alyson said.

Elaine Johnston, lead nurse for theatres, added: "Theatres is a challenging, exciting place to work, where we often see results very quickly. We deal with all sorts of operations: transplants, neurosurgery, cardiac, cleft palates... it is a rewarding and enjoyable place to work, and never dull.

"You are looking after children from newborn to

"We work in an incredible hospital, and our staff do amazing jobs every day"

teenagers, and you are also caring for their families through the process."

If you are interested in finding out about joining the team, email: elaine.johnston@ggc.scot.nhs.uk

Visit the link below to watch the team's film or you can search *Incredible Every Day* on YouTube.

 **You can watch the film here: www.youtube.com/watch?v=RzXBf3769Nw**



Last year's award winners

Your chance to win this year's unique award

If you want to get your hands on a special Platinum Chairman's Award, then you need to get your entries in!

As part of our 70th anniversary celebrations, the Chairman's Awards will this year get a special one-off platinum rebranding. This will be your only chance to win one of these unique awards.

We are looking for staff to tell us about teams, services, or projects that have made an exceptional contribution to NHSGGC and an outstanding difference to the care and wellbeing of our patients, their carers or our staff.

Or perhaps you have a colleague who has gone above and beyond – maybe they went to extraordinary lengths to provide exceptional care for a patient.

Chairman John Brown said: "These awards have really struck a chord with staff and the public and every year we receive a high volume of nominations from right across the board area.

"Our awards are a brilliant

"These awards have really struck a chord with staff and the public"

opportunity to shine a light on our people who go above and beyond the call of duty to provide exceptional care and support. And it is particularly poignant in this special anniversary year."

The categories remain the same as last year and are:

- Clinical Practice
- Improving Health
- International Service
- Nursing
- Patient Centred Care
- Using Resources Better
- Volunteer.

Tips for completing entries

When filling in your nomination form, don't forget to put as much detail as you can.

Remember, you are telling a judging panel who don't know the person, team or service you are nominating.

Simply saying someone goes above and beyond is not enough detail for the judging panel to score on.

Give clear, direct and specific detail. Give specific examples that address the award criteria and elaborate on why the nominee's accomplishments are worthy of the award.

You can nominate by visiting: www.nhsggc.org.uk/chairmansawards
The closing date is 31 July.



Chairman John Brown, Prof. Andrew Collier, Dr Graham Naismith, Dr Stephen Byers, Dr Wai Imrie and Dr Jennifer Armstrong

HIV I am positive.

Know the facts

Today, thanks to advances in treatment, people living with HIV are living a very different, longer life from those some years ago.

Like everyone else, people with HIV may need to attend a range of health services for problems that are not HIV-related.

A poll of NHSGGC staff found that a number of staff are still unsure about HIV.

This means that HIV can evoke fears, prejudices and negative attitudes among staff.

Therefore it is important all NHSGGC staff know some current basics about HIV, what it is, how it is transmitted, how HIV is treated and how to protect yourselves and your patients.

Facts about HIV

Human Immunodeficiency Virus

[more commonly known as HIV] is a blood-borne virus which attacks the immune system and weakens the body's ability to fight infection and disease. There is no cure for HIV, but very effective treatment is now available. With early diagnosis and engagement in treatment, a person with HIV can live a healthy life and enjoy a similar life expectancy to the rest of the population.

HIV is found in body fluids: blood, semen, vaginal and anal fluids and breast milk.

HIV is a virus and has to get into the bloodstream to cause infection. HIV is most commonly transmitted by unprotected sexual activity. However in Glasgow, the number has also risen in injecting drug users in recent years.

Treatment

There is no cure for HIV, however, there are new and very effective treatments available that control the virus. This means that people can live long and healthy lives if they are diagnosed early and adhere to their treatment.

The earlier someone starts treatment after being infected with HIV the better their outcome will be. Engaging in treatment can also stop the onward spread of HIV. This is known as Treatment as Prevention – HIV treatment reduces the individual's viral load and, with successful treatment, they are unlikely to pass on the virus to others.

Protecting yourself and your patients

Standard Infection Control Precautions (SICPs) are all that you need to protect you and your patients from infections,

including HIV. There are 10 SICPs which apply to all staff, in all care settings, at all times for all patients, whether infection is known to be present or not.

The SICPs are designed to protect everyone and there is no reason to treat people living with HIV differently to anyone else.

Other simple ways to protect against HIV infection

Condom use, clean needles and drug equipment and knowing if pregnant women are living with HIV to ensure it is not transmitted during birth or via breastfeeding are simple ways to protect against HIV transmission.

Are you seeing the positives?

For further information visit: www.hivstigma.scot

COMPETITION



WIN
£250 of
holiday vouchers!

There is no better time than now to book a holiday, so why not enter this month's competition and win £250 towards the cost?

Simply answer the question below and email your answer, along with your name and work location, to: competitions@ggc.scot.nhs.uk or send to: **Corporate Communications, JB Russell House, Gartnavel Campus, 1055 Great Western Road, Glasgow G12 0XH.**

Q: When does GDPR come into force?

The competition is open to all NHSGGC employees. Only one entry per person. Winners must be available for a photograph, which may be printed with their details in future issues of SN. The closing date for entries is 31 May 2018.

eESS Launching

August 2018

After a period of review, we are pleased to advise that eESS, our new workforce system, will be implemented across NHSGGC from August 2018.

Get an overview and more information at <http://www.nhs.gov.uk/working-with-us/hr-connect/eess/>

eESS is the new national workforce system which is being phased into all NHS Scotland Boards during 2018. The system is designed to manage workforce information and support human resources and payroll services.

Locally, eESS will replace the current system used within HR (Empower).

eESS will record all workforce information including:

- personal details such as name, address and emergency contact.
- equality and diversity information such as your age and gender.
- contract details such as your grade, job, salary and hours, including payroll data.

Both you and your Manager will be able to use the 'self service' section to update personal information.





Food is a form of medicine

A new hospital campaign promoting the 'Food First' approach is set to be launched this month.

The Food, Fluid and Nutrition campaign has been developed to improve the awareness of the importance of food in helping our patients to recover quicker and leave hospital sooner.

A number of promotional materials will be displayed across all hospitals to tackle common misconceptions around certain foods. It will also highlight why it's important we support patients to eat while ill; stress the importance of knowing what is available for patients to eat; and how staff can access suitable foods for patients who could be at risk of malnutrition.

The campaign will encourage staff to think of different ways to improve the food and fluid intake of their patients through the use of everyday ward provisions. In

addition, it will raise awareness among patients, carers and families of the importance of eating while in hospital and encourage them to ask for food between mealtimes.

Dr Margaret McGuire, nurse director, said: "The campaign is designed to reassure patients that they can access a range of quality food and drink whenever they are hungry.

"It's important to make everyone aware of the great work our staff do in boosting our patients recovery through making the best use of, and easy access to, the food, snacks and drinks we can provide.

"Our staff should be proud of how conscientious they are in being so mindful of patient nutrition and this campaign has the potential to help them raise further awareness.

"Nutrition is an important aspect of patient care and, through it, our staff play a vital role in helping our patients recover quicker and leave hospital sooner."



A Healthier Place to Work

Helping you to cope with stress

Two in five of us will experience stress at some stage in our lives and seven out of 10 of us know someone who has it.

This year, Mental Health Awareness Week – 14-20 May – is focusing on stress.

And the good news for staff is that we are doing a lot to support people struggling with stress.

Our stress in the workplace policy has been developed to support staff to deal with issues that contribute to stress at work and in the outside world.

It encourages staff wellbeing by giving information on techniques and services to help individuals cope with pressure and stress.

Managers can get advice on effective measures for work-related stress and ensure training is provided to carry out stress risk assessments from our health and safety service.

Z-cards with top tips on mental health and wellbeing at work for line managers are available from: lisa.buck@ggc.scot.nhs.uk

Occupational health and health and safety colleagues will be holding roadshows across the organisation during Mental Health Awareness Week – keep an eye on StaffNet > Hot Topics for details.

To view the occupational health mental health website, visit: www.nhsggc.org.uk/working-with-us/hr-connect/occupational-health/mental-health-wellbeing/

INSULIN SAFETY AWARENESS WEEK

The first-ever national Insulin Safety Week will take place from 14-20 May and across Greater Glasgow and Clyde there are a number of events planned for patients, visitors and staff.

More information on what is planned across the city and Clyde will be available nearer the time through social media messages and local posters.

Dr Ruth McKee awarded the John Lennard-Jones Medal

Congratulations go to Dr Ruth McKee, colorectal surgeon at GRI, who has been awarded the prestigious John Lennard-Jones Medal in recognition of her significant and consistent contribution to the British Association of Parenteral and Enteral Nutrition (BAPEN).

Ruth identified that in order for delivery of good care to be sustainable and effective there had to be buy-in from the multidisciplinary team along with the patient themselves.

Ruth chairs the Nutrition Support Team at the GRI providing an inpatient service to those with complex nutrition needs and an outreach service to 60 patients on Home Parenteral Nutrition.

The John Lennard Jones Medal is the highest accolade that the Association can bestow. It is awarded only to individuals who have given significant and consistent contribution to BAPEN over many years.



small

change

matters



“

What if we asked everyone to turn off lights and their PC monitors before they went home...

Would that help?”

Yes it would! Good thinking Laura...

Do you have an idea that could save money for NHSGGC?

We want to hear all about it. No matter how big or small your idea may seem, if we all work together, we can make a difference. Let's make every £1 count, because **small change really does matter.**

Complete and return the form below, using internal mail, or visit: www.nhsggc.org.uk/smallchangematters to give us your ideas



Your details

Forename

Surname

Department

Email Address

Your idea...

What's your idea?
(For example, saving £ on printed labels)

Is there anything else you'd like to add?
(For example, your thoughts on how it would work in practice)

Please return to:

**Financial Improvement Programme Office, Board Headquarters,
JB Russell House, Gartnavel Campus, Glasgow**

F.I.P. Financial Improvement Programme

