Inverclyde team crowned judges’ champions

To find out who this year’s Chairman’s Awards winners are – see page 2
Out and about with the chairman

One of the things that has struck me in my time as chair of NHSGGC is the exceptional work undertaken by the many charities we are involved with. In the last few weeks, it has been my privilege to visit four cancer charities.

Royal visit to the Beatson West of Scotland Cancer Centre and Maggie’s Glasgow

I was very honoured to be invited to attend a visit by Her Royal Highness the Duchess of Cornwall to the Beatson West of Scotland Cancer Centre, where she met with women who have had a diagnosis of ovarian cancer and the Target Ovarian Cancer charity.

Target Ovarian Cancer is the UK’s leading ovarian cancer charity which works to improve early diagnosis, fund life-saving research and provide much-needed support to women with ovarian cancer.

This was followed by a visit to the Maggie’s Glasgow Centre where Her Royal Highness, who is the President of Maggie’s Centres, met supporters, centre visitors and staff and looked around the building and the garden.

Macmillan Information and NHS Bereavement Service

I also attended the launch of the Macmillan Information and NHS Bereavement Service in Glasgow Royal Infirmary.

People affected by cancer, long-term conditions and bereavement have much wider support needs than the clinical management of the disease.

The emotional, social and practical impact of a cancer diagnosis or another long-term condition can have a huge impact, not only on the person with the diagnosis, but also on their family, carers and friends. However, until now, there has been no systematic approach to offering accessible information and support.

The Macmillan Information and NHS Bereavement Service is the first adult service of its kind across Greater Glasgow and Clyde offering a person-centred approach to meet people’s individual needs.

There are approximately 25-30 deaths a week at Glasgow Royal Infirmary and the service has the potential to offer families, carers and staff support at a very difficult time. The service also visits patients and families on wards including, supporting people who drop-in while passing the centre. Staff are also able to access support for a personal bereavement.

This service has the potential to make a real difference to the diverse communities served by Glasgow Royal Infirmary, and I very much hope it can be rolled out across other hospitals in Greater Glasgow and Clyde.

Teenage Cancer Trust

I recently visited the Teenage Cancer Trust, which is based on the Gartnavel Hospitals campus. About seven young people between 13 and 24 are diagnosed with cancer every day in the UK and the Teenage Cancer Trust has 28 specialist units, offering young people with cancer care and support from the moment they are diagnosed.

The units have specialist nurses and youth support co-ordinators who have been specially trained to understand what it’s like to have cancer when you’re young, giving support and helping young people to feel less isolated.

They also have an Education and Awareness team who travel the country, talking to young people about the importance of being able to spot signs of cancer, while breaking down the stigmas that normally stop people from talking about it. Last year, they reached approximately 60 per cent of schools in Scotland, and more than 225,000 young people across the UK.

It is clear that the charities play a vital role in NHS Greater Glasgow and Clyde and I would encourage everyone to look at how they can get involved in this important work.

“This service has the potential to offer families, carers and staff support at a very difficult time”
Don’t infect – protect!

Our staff flu vaccination programme is well under way, with staff right across NHSGGC queuing up for their free flu jab.

We’re keeping a tally of the numbers of staff vaccinated at each site, each week. As we get the updated figures, we will post these via Core Briefs and social media.

At the time of SN going to press, our figures were showing good numbers of staff vaccinated at some of our sites including the Dental, Vale of Leven, Leverndale and New Victoria Hospitals, but others are lagging behind.

While thousands of you have already had the vaccine, we still have a way to go to reach our target of 60 per cent of staff vaccinated. If you haven’t yet had your flu vaccination, then get along to one of the last remaining mass clinics or contact your nearest peer immuniser.

Getting the flu jag only takes a couple of minutes... what’s a couple of minutes when it can protect you, your family, friends and patients from catching flu this year?

For more information, visit nhsggc.org.uk/staffflu
A big welcome to all our new colleagues!

Over the next few weeks, you may see a few new faces at work.

Following a bumper recruitment drive, a record number of new nursing and midwifery graduates are set to join us as they embark on their new careers.

More than 530 adult and paediatric nurses and 31 midwives have completed their induction and have joined their colleagues within the community and in our hospitals.

A separate recruitment campaign has also been highly successful, with eight radiology consultants joining us between now and Christmas.

Welcoming the new recruits, nurse director Dr Margaret McGuire said: “The human resources team has delivered a dynamic and engaging recruitment programme that attracted so many nurse graduates to choose Glasgow and Clyde as the place to develop their skills and deliver their professional and compassionate care.”

Evelyn Frame, chief midwife, added: “It’s fantastic to have recruited such a large cohort of midwives at one time. These new midwives will ensure continued support for the high level of quality midwifery care already being provided.”

Radiologists are highly sought after across the UK, and NHSGGC is delighted to secure a further eight to take the total number to 106 throughout the Board area.

The appointments see two new radiologists in the South Sector, three at the Institute of Neurosciences, one in the North sector, one in the Clyde sector and a vascular interventional radiologist, who will be based in QEUH.

“It’s fantastic to have recruited such a large cohort of midwives at one time”
Congratulations to our specialist learning disability teams at Blythswood House and Claythorn House, who have been awarded the Accreditation for Inpatient Mental Health Services (AIMS) by the Royal College of Psychiatrists.

This is an incredible achievement, which shows in that they are only the second service in Scotland to achieve this accreditation status.

Julie Murray, chief officer, East Renfrewshire HSCP, said: “Achieving this accreditation demonstrates our teams’ commitment to providing the best possible service for people with learning disabilities.

“These standards align well with our Board-wide approach to quality improvement, and I am delighted the hard work and dedication of the team has been recognised by the Royal College of Psychiatrists.”

As accredited members, the teams are identified as demonstrating commitment to quality improvement, high standards of care and inclusion of service user and carer perspectives and assessed by an external review group as performing well against the national quality standards, which cover six domains:

1. admission and assessment
2. care planning and treatment
3. safety, discharge, capacity and consent
4. patient and carer experience
5. environment and facilities
6. leadership, workforce and governance.

Dr Elita Smiley, clinical director for Learning Disability Services, added: “Being part of the Quality Network for Inpatient Learning Disability Services has provided a robust framework and support system for our service to make very significant improvements in the care we provide.

“I am immensely proud that our two units have worked with such enthusiasm and commitment to meet all the standards and feel it has been a process that has benefited our patients and staff.”
Good skin health is everybody’s business

Frequent hand hygiene and regular exposure to chemicals used in the manufacture of gloves make health workers more vulnerable to skin problems.

If you are one of the 30,000 staff in NHSGGC who regularly wear gloves or are a “wet worker”, i.e. you wash your hands 20 times or more per day, then your skin health matters to us.

You will be asked to complete a skin health questionnaire once a year, which will ask about the skin on your hands and arms.

You will also have your skin checked at work by a ‘responsible person’ who will have been appointed by your manager - this is a basic visual skin check to see if you have any skin health issues which may need to be treated.

The responsible person will have undertaken a LearnPro module to allow them to complete these checks - they are not diagnosing anything, merely checking that either you have no obvious issues or that you may need a referral to the Occupational Health Service (OHS) to get your skin checked by a member of clinical staff.

If you need help for a skin problem, you may be referred to the OHS for further assessment.

If you are a manager who has staff who are “wet workers” or glove users, you should undertake the following:

1. Identify all staff who are “wet workers” or glove users (this may be all of your staff)
2. Complete the health surveillance register on the skin health section of HRConnect
3. Identify a responsible person who must complete the LearnPro module and ensure all staff are given a skin health questionnaire
4. Ensure all skin health questionnaires are completed annually and the visual checks are completed by the responsible person.
5. Ensure all OHS referrals are made promptly and that staff attend OHS if requested to do so.

Kenneth Fleming, head of health and safety, said: “The irritant nature of some chemicals means that hand dermatitis is particularly common in healthcare workers who wash their hands frequently with soap and water or detergents.

“Hand dermatitis is an inflammatory condition that, while not contagious, can be painful and can have a major impact on work, social life and self-esteem.

“When the protective layer of skin is damaged due to dermatitis, this can also act as gateway of entry for infections and therefore have implications for infection control and patient safety.

“Indeed, the World Health Organisation cites skin irritation as the most common barrier to good hand hygiene technique.

“It is not possible to eliminate all known risks to staff skin health, therefore it is essential that measures are in place to detect any health problem that might arise and to take preventative action to safeguard the health of staff and our patients.”

More information on protecting your skin and on the skin health questionnaire and surveillance programme is available on the Skin Health Section of HRConnect.

Do bring snacks into hospital!

Patients and their visitors often tell us they’ve heard that food shouldn’t be brought into hospitals.

Not only is this false, but bringing in pre-wrapped snacks and drinks in plastic bottles is absolutely fine for the vast majority of patients who are able to eat and drink normally.

Food and fluid are particularly important when people are in hospital because they can support the treatment they are receiving by providing the body with enough energy to heal, recover and rehabilitate.

Visitors should be encouraged by all staff to bring in higher calorie snacks for patients to support the patient’s journey of recovery.

Senior charge nurse Gemma Weir said: “It’s always good to remind patients and their visitors that they are welcome to bring in appropriate snacks and drinks. We know this can help them recover quicker, which means they are often able to leave hospital sooner.”

For more information, visit: www.nhs.gccc.org.uk/foodfirst
Debunking the myths about generic drugs

Our Speak Up! medicines waste campaign has had an amazing response from staff and the public. Our video, starring lead pharmacist for community care Alan Harrison, has been watched by more than 115,000 people, our social media messages have been liked and shared thousands of times, and we have received hundreds of suggestions from you about ways to tackle medicines waste.

A question that has cropped up regularly is whether generic drugs, which are cheaper, are less effective than their branded equivalent. So, SN decided to put the question to Audrey Thompson, lead pharmacist prescribing services.

**SN: What are generic and brand-name drugs?**

**Audrey:** Each medicine has an approved chemical name called the generic name. A group of medicines that have similar actions often have similar-sounding generic names. For example, phenoxymethylpenicillin, ampicillin, amoxicillin and flucloxacillin are in one group of antibiotics. Generic drugs are drugs that are sold under these chemical names.

Many medicines also have one or more brand names. This is chosen by the company that makes it. Several companies may make the same generic medicine, each with their own brand name. The name is often chosen to be memorable for advertising, or to be easier to say or spell than the generic name. For example, paracetamol is a generic name. There are several companies that make this with brand names such as Panadol®, Calpol®, etc.

**SN: Are the active ingredients in generics different from brand-name drugs?**

**Audrey:** Generic drugs are required to have the same active ingredient, strength, dosage form, quality and route of administration as the brand-name product.

**SN: Why are generic drugs typically less expensive?**

**Audrey:** The brand usually has an “exclusive right” to manufacture and sell the drug for a specific period of time. However, once the patent period has expired, generic drug makers may enter the market and sell the same drug. This patent system seeks to reward innovation by giving the brand-name inventor/

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**Well-informed approach to staff communication**

This month sees the first in a series of briefings about our Staff Governance Standard, the aims of which are to improve how NHS Scotland’s workforce is treated. There are five Standards and here we talk to you about the first Standard – Well Informed.

Being Well Informed is about receiving accessible, accurate, consistent and timely information about what’s happening in the organisation. You should have an opportunity to give and receive feedback and have access to a range of communication methods.

As an employer we take this very seriously, and organisationally we have a wide range of communication routes such as Staff Newsletter, team brief, core briefs, StaffNet and social media which can all be found on: www.nhsggc.org.uk/staffcommunications

Within your local team there are a number of ways to ensure you are kept up to date such as huddles, 1–2–1 discussions, action planning, iMatter and team meetings. Staff also have a responsibility to keep themselves informed about what’s happening in the organisation by:

- keeping fully up to date with all developments affecting the organisation, their employment and their day to day duties
- taking time to engage and contribute their views, ideas and experience so that the organisation can improve
- making full use of communication systems and seek and undertake training as appropriate.

Diana Hudson, staff governance advisor said: “Finding the best way to communicate with your team can make all the difference, whether you find electronic, face to face or hard copy communications suits.”

If you would want to discuss developing you team communications further contact: diana.hudson@ggc.scot.nhs.uk
Walking Together in memory of Eilidh

Adult theatre staff in the QEUH came up with a unique idea to raise money while bonding as a team following the merger of the theatres from the old Victoria Infirmary, Southern General, Western Infirmary and Gartnavel General.

Three years ago, the theatre staff became one big team following the closure of the old hospitals, and to help them come together they came up with the idea of ‘the four-hospital walk’.

A very poignant reason for the walk was also to raise money for the Adult Congenital Cardiac Service Charity at the Golden Jubilee Hospital.

They were raising the money in memory of Eilidh Nicolson, daughter of their theatre charge nurse Rhona Nicolson, who sadly passed away this year. Both Eilidh and Rhona found this charity of great help and support.

Lorraine Hamill, senior charge nurse adult theatre education, said: “Twenty of us took part in the walk which started at the old Victoria site, walking on to the old Southern General, past the new QEUH, on to the Gartnavel site and ending at the old Western Infirmary site.

“Our motto is ‘Walking Together, Working Together, Coming Together’, and that’s exactly what we did. On top of that we raised a fantastic £1,420 for an amazing and really helpful charity.”

Kiltwalk for PRM

A group of nurses and midwives from the Princess Royal Maternity (PRM) early pregnancy assessment service have completed the 24-mile Edinburgh Kiltwalk.

The team, made up of Isobel Crawford, research midwife, Carol Ruth, research nurse, Diane Murphy, and Connor Murray, midwife sonographers, and Natasha Smith, staff nurse, were also raising funds for SIMBA charity.

The funds raised will go towards supplying memory boxes for the PRM to be given to parents who have been through a pregnancy loss. Some money will also be set aside to refurbish the counselling room in the Early Pregnancy Assessment Service in the PRM.

Carol Ruth, research nurse, said: “It was a great day – spirits were high even with the rain battering us along Portobello Beach. We all completed the full 24 miles with minimal blisters or injuries! Thank you so much to everyone who has donated so far. All donations helped motivate us every step of the 24 miles we walked!”

If anyone would like to sponsor the team, visit: https://edinburghkiltwalk2018.everydayhero.com/uk/princess-royal-epas

An ultra-happy runner

Congratulation to Larry Callary, from Learning and Education, who has competed in Scotland’s first 24-hour off-road ultra-marathon, the Glenmore 24 Trail race.

Based just outside Aviemore, the race takes place on forest trails in a stunning setting by Loch Morlich in the shadow of the Cairngorms.

In the race, runners have 24 hours to see how many loops of the four-mile forest route they can complete. Larry managed to complete 21 loops, running a total distance of 84 miles.

Larry said “This was my biggest challenge so far, having run the HOKA Highland Fling 53-mile ultra along the West Highland Way in April. It was tough at times, but I’m so happy to have completed it.

“I said after the race ‘never again’, but I am already thinking maybe... just maybe.”

COMPETITION

WIN AN APPLE WATCH SERIES 3

Enter this month’s competition and Get Active while you Stay Connected!

From this small device on your wrist you can: make calls and send texts, stream 45 million songs with Apple Music, and ask Siri to set a reminder, send a calendar invitation or give you directions.

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: How frequently do you have to complete your skin health questionnaire?

The competition is open to all NHSSG 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 30 November 2018.