



Staff Newsletter **January 2019**



Alice's loyalty is rewarded

Long service badges for staff
Full story on **PAGES 4 AND 5**

Every patient needs a nutritious diet when they are in hospital

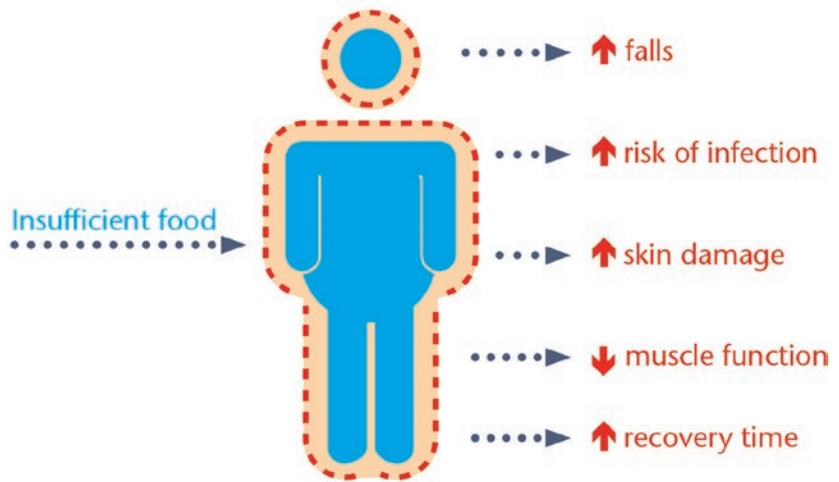


Myth: It's OK if overweight people in hospital don't eat for a while, they've got weight to lose.

That's false. The truth is very different. No matter what weight a person is, their body will react the same way when food intake is limited. So taking a 'food first' approach for all patients who can eat and drink is essential.

Within 24-72 hours of not eating, the body will have used up its readily available energy stores.

It will then start to break down fat and protein stores from muscles in the arms and legs and even internal organs to make sure the body can continue to function. Patients who have not eaten will



feel tired; have less muscle function to undertake normal activities putting them at increased risk of infection, skin damage and falls.

We can all play a part in encouraging patients to eat and drink as an essential

part of the care we provide. This ultimately will help patients recover quicker and can reduce their time in hospital.

For more information, visit: www.nhsggc.org.uk/foodfirst



mygov.scot

Best Start Grant Pregnancy and Baby Payment is coming soon.

£600 for a first child and
£300 for all other children.

Pregnancy and Baby Payment gives clients £100 more than Sure Start Maternity Grant. If they are pregnant or have a baby who will be under six months on 10 December, it may be worth them waiting to apply.



Dignity,
fairness,
respect.

@SocSecScot Social Security Scotland

Respiratory protection

Staff across NHSGGC may be required to wear Respiratory Protective Equipment in the course of their work as a result of potential exposure to pathogens.

The need for an FFP3 mask [oral nasal disposable mask respiratory protection] to be worn is identified through a clinical risk assessment. The mask is used to protect you against respiratory borne pathogens. To use these masks, staff must be 'face fit tested' to ensure that they can achieve a suitable face fit of the mask.

We currently have 295 staff trained to undertake face fit testing, a list of current FFP3 mask fitters is available on the HR Connect website at: www.nhsggc.org.uk/FFP3masks

We would like to remind all face fit testers that they need to ensure that they are progressing with the face fit testing for the area they have been requested to cover.

We have also agreed with directors and chief officers that the fit testers are not job family specific – they are location specific so they may be called on to face fit staff across the organisation. Staff undertaking the testing are reminded that they must keep local records of staff who have been tested and these records will be entered on to eESS over the coming months.

THE KEY FACTS

- FFP3 respirators are designed to protect the wearer from breathing in small airborne particles which might contain viruses.
- They should be worn only when carrying out potentially infectious aerosol-generating procedures on patients with symptoms of influenza.
- Respirators are available in different sizes and designs, and must be fitted correctly to provide the best protection.

Heather has a savings plan

Congratulations to Heather Hodgson, lead nurse tissue viability, who has won our fourth Small Change Matters 'idea of the month'.

Heather's idea to reduce the number of microbiology swabs taken of wounds has been reviewed by the Financial Improvement Programme (FIP) team and it has been agreed that it will be taken forward, likely to result in a saving for NHSGGC.

Heather said: "I'm delighted my idea has been selected to be taken forward as a possible saving for the organisation.

"My idea stemmed from a small study which was undertaken in the Western Infirmary and Gartnavel General Hospital



seven years ago where it was noted that the majority of wound swabs sent to a microbiology lab from chronic wounds yield pathogens of no significant values and so a study was undertaken to assess 'routine culture' swabs.

"Employees' time is one of the most valuable commodities and we must question why we are undertaking tasks that are not required, especially if it has implications for a patient and cost implications for the organisation. There is also the issue of patients being commenced on systemic



antibiotic therapy unnecessarily on the basis of these swabs."

This idea is currently being progressed and will hopefully save the organisation money and lead to a reduction

in unnecessary antibiotic prescriptions.

Heather and many hundreds of staff like her have all submitted their ideas to our Small Change Matters campaign, but we can never have enough ideas. So if you can think of a way the organisation can work more efficiently, then tell us your ideas.

And if your idea is chosen as our next 'idea of the month' you'll also receive a cheque for £50.

It couldn't be easier, simply visit: www.nhsggc.org.uk/smallchangematters or fill in the form on the back page of this newsletter.

e-Payslips make life e-asier for staff



Pictured from left: Elaine Love, Kully Atwal, Lindsay McWilliams, Sandra Blades, Angela Carlin and Stephen French

The Financial Improvement Programme has been up and running for many months and this month we wanted to share an example of where NHSGGC is saving money and making life simpler for staff.

As you will have seen from the series of Core Briefs before Christmas, NHSGGC is moving to e-Payslips for all staff groups with

access to a computer from January 2019.

A lot of staff sent the suggestion to move from paper payslips to electronic payslips in order to help save money and the environment to the Small Change Matters campaign, so it was great to share with payroll that their planned move to e-Payslips by the end of 2018 sounded like something

staff could really get behind. The nursing and midwifery professional governance and regulation team started to encourage all of their staff to move to e-Payslips two years ago, and were happy to share what they felt were some of the benefits from the change.

Angela Carlin, associate chief nurse/midwife, said: "Once I moved to e-Payslips I realised how many things I could check using the system – not just my pay but also my service record since joining the NHS. Being able to change address details myself and not having to save lots of paper payslips at home is so much easier – it's like a one-stop shop and saves time and hassle."

Remember, if you already receive electronic payslips there will be no change for you. If you don't have regular PC access, you'll continue to receive paper payslips.

Pay dates in January when you will switch to e-Payslip:

1. Weekly paid staff – W/C 14 January 2019
2. Monthly paid staff – 24 January 2019

For more information, visit: [StaffNet > Corporate Services > Finance > GGC Pay and Expenses](#)

Alice celebrates
with her son Jason



I'm still going strong!

LONG SERVICE BADGES

When Alice Breslin started out on her NHS career, T. Rex were top of the charts and Edward Heath was our Prime Minister. The Watergate scandal was yet to happen.

Alice has worked all over NHS Greater Glasgow and Clyde and was delighted to be the first member of staff to receive her long service badges for an amazing 20, 30 and 40 years!

"I have loved (almost) every minute of my NHS career and am still going strong," said Alice, who since 2016 has been based at the Vale of Leven Hospital where she is the health records supervisor.

"I started as a very shy 16 year old back in June 1971 based in the National Executive Council in Lymedoch Crescent. We looked after the GP practices, sent out prescription pads and even syringes and also registered births and deaths. I remember Mr Crichton was my boss; it was very formal back then and you always called people Mr or Mrs something.

"I remember my first day at Gartnavel

when it was brand spanking new. It was 31 May 1973 and they were still laying the carpets. There was such a great buzz about the new hospital and clinics were being moved up there from the Western, so there was lots of overtime while we organised the card indexes.

"The student nurses still wore the old

"The long service medals mean so much to me and remind me of a career I have truly enjoyed."

uniforms with caps and cuffs and I remember a Matron called Miss McNab too. She was tall, slim and ramrod straight and always had a strange smile on her face. I always felt like I had to curtsy when she walked past.

"Gartnavel had its own bank – not a cashline, a bank! We also had a real French

chef called Edouard... very fancy. There were also lots of parties in the nursing home and we always got asked along; we had some great times. I also remember dressing up regularly to cheer up the patients too; my Alice in Wonderland outfit was my favourite."

Alice stunned her colleagues in 1995 when she announced that she was pregnant at the age of 40.

"Everyone was stunned including me and my son Jason was born that year. He is a lovely boy and I am very lucky."

Alice has spent her entire career working in different roles in health records.

"I love it here at the Vale. I was made to feel so welcome from day one. The staff, the patients, everyone is so lovely and everyone says hello.

"Hopefully I will be able to work on for two more years, my health is good so I hope I can.

"The long service medals mean so much to me and remind me of a career I have truly enjoyed."

Recognising others

Here are some photos of the first staff to receive their long service badges.

We have received thousands of requests for badges so if you requested your long service badge[s], please be patient while we work through sending them all out.

All years working within the NHS count, so the scheme applies to staff who have worked for NHSGGC or any other Board or Trust anywhere within the UK, as long as you are currently on the NHSGGC payroll.

To receive your badge, simply complete the online form, visit: www.nhsggc.org.uk/longservice



Allyson Hirst



Catering staff, IRH



Dawn Cunningham and Susan McAleer



David Bryson



Dorothy McErlean



Edward Morrison



Muhzat Mirza



Jackie Erdman



NHS Heroes

Inverclyde Royal Hospital

I can't praise the staff at Inverclyde Royal Hospital Greenock enough. I was a patient and outpatient. From my first visit the staff were so friendly and caring. I was in so much pain with my foot, they straight away made me comfortable and at ease. The staff stayed with me, spoke to me, and made my time there easier to cope. I went back four weeks later, straight away they remembered me, asked how I was getting on, and as usual a warm glowing welcome. Keep up the good work, you all deserve a medal, working long hard hours.

Catering Team, RAH

I was a patient on the AMU. The standard of food was excellent. Sue and Barbara provided great service and a wonderful sense of humour. Well done!!!!

Royal Alexandra Hospital

This week I attended the Breast Clinic at the RAH and my treatment from start to finish was first class. All the staff were friendly and welcoming and the waiting time between the various stages was minimal. We hear so much criticism of the NHS and I wanted to convey my experience, which I really feel couldn't have been better.



Inverclyde Royal Hospital

Involved in Decisions

In this issue we look at the third of the five Staff Governance Standards – Involved in Decisions.

This key element of Staff Governance sets out when we should work together with staff and ensure they are engaged in decisions which affect them, through team discussions, local and corporate communications and utilising the partnership working arrangements in place across our services.

Within NHSGGC we promote and embed partnership working through groups such as the Area Partnership Forum, the Acute Services Partnership Forum and local partnership groups across our services.

The Area Partnership Forum focuses on specific workforce issues [i.e. terms and conditions, workforce statistics, policies, etc]. There are several partnership sub-groups and short-life working groups which look to progress actions, and report directly into the Area Partnership Forum. These arrangements ensure discussions take place in partnership, and determine the best way to move forward service and organisational changes, ensuring the appropriate staff groups are engaged, communicated and consulted with.

It's also important that line managers ensure their team has access to communications [either through hard copy or electronic] along with providing them the opportunity to discuss these in relation to their own role/team/site.

Managers should also take the time to come back to staff with responses to the questions or issues they have raised, seeking support from human resources where they need help.

From the most recent iMatter report, results indicate that staff are positive about being involved in decisions relating to their team, so it's important we keep that positivity around this standard.

Dorothy McErlean, employee director, said: "The Staff Governance Standard is for all staff and the standard Involved in Decisions is to ensure staff are involved in decisions that affect them.

"Through the Partnership Forums we promote the importance and the value of staff involvement in any decisions that may affect them.

"It is important that staff feel that they are listened to and feel valued in the workplace."

Visit HR Connect to look at the Partnership Agreement, which is designed to ensure staff are effectively involved in influencing the shape and implementation of decisions that affect their work. www.nhsggc.org.uk/hrconnect



Heads Up, a new website for good mental health across Glasgow and Clyde, is now live.

The website – www.headsup.scot – has been developed by colleagues in mental health with the support of our web team and includes information about the types of services that are available across NHSGGC. It also provides information about common mental health conditions, what the experience may feel like and about ways to cope.

Ronnie Sharp, patient services manager, said: "Heads Up is for you, your family, your friends, your work colleagues, and the people we work with to get healthier.

"We hope that Heads Up will be part of all our shared learning and understanding about good mental health in Glasgow and Clyde."

The web team were essential in the development of this website and if you are looking to create a website for your service or department, please ensure you are aware of NHSGGC's web content and development policy and get in touch with webteam@ggc.

scot.nhs.uk To download the policy, visit: www.nhsggc.org.uk/webinfo

The policy outlines what you can do and what you can't, but the core values of the policy are:

- All websites and other online content, must be developed, managed and published under the single NHSGGC website – www.nhsggc.org.uk
- If you currently have a website, blog, or other online resource, please get in touch with the web team to inform them and to discuss what your options are.
- If you wish to have a website, please consider what your content will be, who it's aimed at, ensure you review your content and allow for time to keep it up-to-date.
- All staff wishing to create and manage web content must complete the Umbraco CMS LearnPro module.
- The web team can guide you in creating your own web strategy and in planning your content build, and can advise on specific needs.

COMPETITION



WIN an Echo Plus

Enter this month's competition to be in with a chance of winning an Amazon Echo!

Echo Plus is a hands-free speaker you control with your voice. It connects to the Alexa Voice Service to play music, answer questions, make calls, provide information, news, sports scores, weather and more – just ask!

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 do monthly paid staff move to e-Payslips?

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 January 31 2019.



Bungee bravery

Some people are natural thrill seekers and so for some of the NHS staff contingent, it was a real buzz to dive headfirst from a wind-tossed cage 160ft above the concourse of the Riverside Transport Museum on the Clydeside.

The bravery of the nurses from the Royal Hospital for Children's renal unit simply shone through as they leapt into action. Special "hats off" went to Vicki Harkin who had come straight off a 12-hour night shift and three hours later completed the Santa bungee before dashing home for a sleep

before another night shift later the same day!

Rather more fearful was self-confessed acrophobic director of corporate communications Ally McLaws, who had to ask the bungee staff to push him out of the cage as he couldn't force himself to jump!

Between them [Zoe Dickson, Karen Maclennan, Kirsty Scott, Sara Banks, Vicki Harkin, Nicola MacDonald and Ally McLaws] they raised more than £5,500 for the Children's Charity and Kidney Kids toward the purchase of mobile dialysis machines.

The NHS contingent, above left, were joined by a colleague from Police Scotland. Ally McLaws, top, takes the punge along with Vicki Harkin, main picture

Memorable milestone for a caring financial family

The organisation which cares for the financial wellbeing of NHS staff has just celebrated a memorable milestone.

The NHS Credit Union marked its 20th birthday with a special ceremony in Glasgow's Trades Hall. Health service officials and board members from all across Scotland attended – along with guests from America, Ireland and the rest of the UK. Key speakers included Aileen Campbell MSP; UNISON General Secretary Dave Prentis; credit union partners, charity partners – as well as past and present members of the NHS Credit Union.

As part of the celebration, credit union founder member, Robert Rae, helped launch a new educational scholarship. Robert said



he felt embarrassed, humbled and proud to have the scholarship established in his name, adding that it was another great opportunity for the credit union to put something back into the community and help members further their education.

The NHS Credit Union first opened its doors in November 1998, in the Nursing Quarters of the former Southern General Hospital. It is now one of Scotland's biggest

credit unions employing 17 staff with around 17,500 members.

It offers ethical financial services to NHS staff and their families. At the end of the last financial year, the total value of all assets held by the organisation exceeded £23million, with the total value of loans issued to members approaching £87million.

But despite its success, the organisation is not resting on its laurels. A new partnership with secure messaging app Nivo means potential members can now join the credit union in a matter of minutes... with no need to fill in lengthy application forms.

And the credit union is currently rolling out its own app to members offering them the facility to manage their account anywhere, at any time, through their smart phone.

If you want to join thousands of NHS staff feeling the benefits of credit union membership then log on to www.nhscreditunion.com/join-us

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

