Celebrating our winners

Top honours for top teams at the Chairman’s Awards – PAGES 4 AND 5
Approximately 450 newly qualified nurse graduates have recently taken up posts across NHSGGC.

The new recruits will provide nursing support at Glasgow Royal Infirmary, Royal Alexandra Hospital, Queen Elizabeth University Hospital, the Vale of Leven Hospital and Inverclyde Royal Hospital.

Commenting on this hugely successful recruitment drive, Nurse Director Dr Margaret McGuire said it was “incredibly encouraging that NHSGGC continues to be seen by graduates as a desirable employer where they can grow their careers”.

The 450 new recruits will join the board’s existing 12,300 qualified nurses to deliver patient-centred care to more than a million people, both in hospitals and in the community.

Dr McGuire added: “As a Board, we value our staff and it is always a great privilege for us to be able to support the development of newly qualified nurses.

“We are perfectly placed to give them a wide range of opportunities to put their talents to use in delivering high standards of care for our patients and communities.”

“I firmly believe that by recruiting such a high number of graduate nurses and continuing their learning and development, we are building on an already highly skilled workforce and importantly we are ensuring high quality care for our patients.

“We are never complacent about recruitment and work hard to support and encourage motivated people to come and work with us. Our staff delivered a dynamic and engaging recruitment programme that attracted so many nurses to choose us as the place to develop their skills and deliver professional and compassionate care to our patients.”

“Human Resources and nursing teams met with graduates at the stage prior to exams when they were starting to plan a nursing career after University.

“This meant that the worry of where to go next was taken out of the equation allowing focusing on finishing courses. NHSGGC teams met with students on campus and outlined the strengths of NHSGGC as an employer and as a positive environment to start their nursing career.”

Recruitment drive brings 450 new nurses

We welcomed 451 new doctors who are about to embark on their first Foundation Year.

Of these, 243 are working within NHSGGC, while the rest are working in other Boards across the West of Scotland. Professor John Brown CBE, Chairman, Dr Jennifer Armstrong, Medical Director, and Professor Alastair McEllan, Postgraduate Dean, NHS Education Scotland, welcomed the new doctors as part of the induction programme in the Teaching and Learning Centre on the QEUH campus.

Dr Jennifer Armstrong said: “We are delighted these new doctors have decided to join NHSGGC and we want to ensure their experience is the very best it can be by providing first class training in a safe, supporting and enriching environment.

“We look forward to them becoming an integral part of our team to deliver patient-centred care.”

Professor Alastair McEllan, said: “It was a real privilege to join Deanery and NHSGGC colleagues at this induction event for over 450 new medical graduates embarking upon postgraduate training.

“Our Deanery team will support these doctors in their training progression and will also support NHSGGC and the other west Boards to ensure their training is as good as it can be.

“Together we will enable these new doctors to realise their potential.”

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Celebrating our staff and volunteers

Our prestigious Celebrating Success 2019 staff event has taken place at the Radisson Blu Hotel to celebrate the work of more than 400 members of staff and volunteers.

This was the tenth year of the Chairman’s Awards and for the first time since they were introduced, we awarded two special Awards of Excellence. Congratulations to the Central Decontamination Unit and the Haematology-Oncology Paediatric Team who both took home the elite Awards of Excellence for their tremendous dedication. The loss of our ability to decontaminate sterile instruments last year was a catastrophic event. Managing the implications of this in the immediate aftermath was extremely challenging for all staff concerned. There is no doubt that the staff concerned. There is no doubt that the

The Haematology-Oncology team at the Royal Hospital for Children provides expert care and specialist treatment to some of the country’s sickest babies, children and young people. To deliver such high quality care takes truly special qualities including kindness, patience, professionalism, empathy, technical knowledge, expertise, dynamism and resilience. This amazing team has those qualities in abundance and will always aim to bring some joy to their young patients each and every day.

Professor John Brown CBE, Chairman, hosted the spectacular event to celebrate the achievements of the inspirational individuals and teams who have won a 2019 Local Award and William Cullen Prize, together with the 2019 Chairman’s Awards winners. This year, for the first time, we also commemorated staff who have 50 years service.

The event was a huge success and gave an opportunity to celebrate the outstanding contributions of colleagues who have shown such dedication and gone the extra mile to deliver a first-class service to patients.

Theatre Reception Team

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Benefits of e-cigarettes explained

We recently welcomed more than 50 of our key decision makers to a conference focussed on the latest evidence on e-cigarettes. Hosted by our Quit Your Way (QYW) team, the event featured internationally renowned speakers sharing the most current evidence on e-cigarettes and their experiences of integrating them into hospital settings.

Smoking tobacco is a key contributor to health inequalities affecting every social group. However, the highest smoking rates are found in areas of high deprivation and especially in groups such as those experiencing mental health problems.

Director of Public Health Dr Linda de Caestecker said: “This seminar was an important opportunity to discuss the latest evidence on e-cigarettes. It also gave us the chance to consider the role they could play in reducing tobacco smoking in our patients.”

We had a very strong and respected group of speakers who not only shared their experience around e-cigarettes, but could also talk about their experience of how they undertook safety training action. “The feedback from attendees has been very positive. People appreciated receiving the latest evidence and information on e-cigarettes. “Smokers smoke for the nicotine, but die from the tar and hundreds of other toxic chemicals in tobacco smoke. “Although most e-cigarettes contain nicotine, which is addictive, vaping carries less risk than smoking tobacco. It would be a good thing if smokers used them instead of tobacco and we are working to help people find the best solution for them. “We heard that research shows people in hard to reach groups see vaping as the way they want to quit.”

Ahead of the seminar, the QYW Mental Health team carried out staff engagement sessions across all five of our mental health hospitals to explore the thoughts of staff on the smokefree policy and the role of e-cigarettes.

When asked what role do staff think e-cigarettes have in supporting patients in mental health settings, responses were overwhelmingly positive. One hundred mental health ward patients were asked if they think e-cigarettes could support them to manage their nicotine needs while in hospital. The response was positive, with 70 per cent of the patients saying e-cigarettes would help them.

Linda added: “The conference was well received by delegates. Now, our next step is to look at how we move forward and share a consistent message across all our staff groups.”

For more information, visit www.nhsggc.org.uk/quityourway.

There has been a significant focus on Health and Safety training within NHSSGC, including the completion of Health and Safety competency assessments.

The main areas we have been focusing on are Falls management - LeanPro modules, Moving and Handling Competency Assessment and also Sharps Safety training in LeanPro. The Health and Safety Executive has agreed with us, a phased programme of training and competency assessment completion which will take place until the end of December 2019.

All major sectors in the UK have a legal requirement that all staff undertake appropriate safety training. We have therefore evaluated how these staff approach such training to get maximum compliance. Staff for whom these are new areas will undertake specific safety training prior to being allowed to undertake the assessments. There is a requirement to go to before we can demonstrate the levels of compliance in safety training that other public and private sector consider as mandatory, in the true sense of the word.

We are now into Phase 1 of our training and competency assessment programme whereby all staff within areas are in scope for the three topics of falls, moving and handling and sharpes, with specific training for those who have never been before. We are also looking to ensure that you keep all your statutory and mandatory training updated as it is personal responsibility to do so to not only ensure you remain safe at work, but also support patients and service users.

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Focusing on safety training

As part of our Small Change Matters campaign we are continuing to work together to deliver the best care possible within resources available. We have a good track record of identifying better ways of working, and of eliminating duplication and waste and it’s vital that we continue to use resources effectively to secure maximum benefit for patients.

Staff are continuing to send in their good ideas on how we can continue to deliver more efficient patient care and here we highlight two new ideas which are being taken forward.

Nitric Acid

John Hepburn, Technical Services Manager, said: “In order to assist with the organisation’s financial improvement programme we decided to carry out a department wide spending review, to ensure that we are getting the best possible value for money.”

“We evaluated all the consumables where we had a large spend on high usage and approached suppliers to provide us with quotations. What we found was that often we were able to get a better price for a similar or the same product by switching to a new provider. One of our managers, Scott Elibb, approached a number of companies to provide us with their best price for nitric acid, by doing so we was able to source the same product we had been buying for less than half the price, saving us almost £8,000 per year.”

“This is just one area where we have been able to improve value by “shopping around”.

New Malaria Kits

As in previous year, staff are asked to register online prior to receiving their flu vaccination. A new, more user friendly, online registration form has been developed and staff can register at: www.nhsggc.org.uk/staffflu.

Thousands of people are hospitalised every year in Scotland because of flu and the harsh reality is that flu can kill. The best way to protect yourself and others is for you to get the vaccine.

Our staff flu vaccination programme is well underway with staff across NHSSGC coming forward for their free flu vaccination.

Whilst 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.

Rona Wall, Occupational Health Service Manager, said: “Our team of staff at nurse Flu Vaccination clinics have always received the vaccination so far this year and we would like to thank them for their support.”

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BME Staff Network – an invitation to join

You are invited to come along to the next meeting of NHSSGC’s Black & Minority Ethnic Staff Network on 4 December from 12.00 – 2.00pm, at the Queen Elizabeth University Hospital, Seminar Room 2.

The meeting marks an important point in the group’s development. In addition to appointing its first Chair and Vice-Chair, we will be seeking volunteers for a steering group which will represent the Network at NHSSGC’s Workforce Equality Group.

The group aims to be both a support network and a positive force for change within the organisation and a wide range of issues affecting BME staff have already been raised.

Professor John Brown CBE, Chairman, said: “It is vital that the points being raised at the BME Network are taken forward to the Board, the Executive Leadership Team and the Workforce Equality Group. From my discussions with the group, it is clear that there is room for improvement in our organisation in terms of the experiences of our BME staff. I look forward to working with the new steering group to progress these issues.”

The group is open to staff from all parts of the organisation and new members will be made welcome at the meeting in December. Come along and help to promote positive changes in our organisation.

If you would like more information, email: equality@ggc.scot.nhs.uk

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Well done to a group of colleagues working at Dykebar Management Accounts who took part in Pretty Muddy at Pollok Park.

The team raised in excess of £2,000 for Cancer Research and Breast Cancer Care.

June Bathgate, who recently retired from her post as Assistant Management Accountant, said: “I was a jog leader for a few years and had a jog group at Dykebar. Last year one of our colleagues and a member of the jog group, Majella, sadly passed away to breast cancer at the age of 42, leaving behind three young children under 12 years old.

‘Majella was a funny, vivacious person and was loved so much by everyone so we decided to do something in her memory and raise money at the same time.

“The team including, June Bathgate, Sara Dow, Emma Smith, Angela Gray, Rhona Arthurs, Jennie Cochran, Margaret Connor, Margaret Sharkey, Claire McCool, Alison Caldwell, Paula Rainey and Ashley Muir, and we called ourselves ‘Majella’s Muddy Buddies’. “Thank you to everyone who donated and helped us raise a fantastic amount. We all had a great time taking part.”