

Do you have the
heart to save a life?

BECOME A DONOR

Join today at: www.organdonation.co.uk

Equality
scheme
will help
us provide
a better
service

SEE PAGE 6



Get fitter
and have
some fun
with your
colleagues:
go walking!

SEE PAGE 8



Staff say
a fond
farewell to
the Queen
Mum's
Hospital

SEE PAGES 4&5



DATES FOR THE DIARY

COMPASSION-FOCUSED MINDFULNESS FOR STAFF

Fridays from 5 February-26 March, Legal House, Glasgow
This course, which is supported by the Scottish Government Working Well Challenge Fund, will provide a participating learning experience to support the development of mindfulness and compassion for staff. To book a place, download a booking form from SN online at: www.nhsggc.org.uk/staffnewsletter

BOARD MEETING

16 February, 9.30am, Dalian House, Glasgow

DELIRIUM AND DEMENTIA IN THE GENERAL HOSPITAL

19 February, Edinburgh Royal Infirmary
This event will focus on providing information to staff in acute care settings on delirium and dementia. To register, follow the education and training links to events calendar at www.dementia.stir.ac.uk

GENDER EQUALITY AND HEALTH CONFERENCE

23 February, Hilton Grosvenor Hotel, Edinburgh
The conference aims to invigorate the gender equality agenda in NHS Scotland, increase the understanding of gender equity and equality and highlight examples that demonstrate progress and support the NHS to look at health topics with a gender perspective. To book, visit www.regonline.co.uk/Checkin.asp?EventId=802114

RISKS AND OPPORTUNITIES - THE INTERNET AND MENTAL HEALTH

25 February, John McIntyre Centre,

University of Edinburgh

This event will discuss the ways in which the internet can affect mental health and how e-health and online strategies can be developed to promote mental health and assist people with mental health problems. To book, visit www.sdcmh.org.uk/events/forthcomingevents

RED FOR HEART

26 February
The British Heart Foundation Scotland is organising a national campaign for February including a National Wear Something Red Day on 26 February. To take part, download a free fundraising kit at: www.bhf.org.uk/red or tel: 0845 241 0976

CONTINENCE AWARENESS EXHIBITION

3 March, 11am-7pm, The Dan Young Building, Cumbernauld
This drop-in event focuses on current methods of bowel and bladder management. To attend, email annem@ssba.org.uk or lisa@ssba.org.uk or tel: 01236 794576

TRAINING FOR TRANSFERS

10 March, Kelvin Conference Centre, Glasgow
This event is aimed at staff from A&E and anaesthesia/intensive care who may be required to transfer a patient who has or is developing a critical illness or requires a time-critical intervention. To register, visit the shock team section of the NHSGGC website.

NO SMOKING DAY

10 March
www.nosmokingday.org.uk See page 6.



Make time to plan for your future



THE NHS Superannuation Scheme (Scotland) now has two different member sections.

All staff who joined the scheme from 1 April 2008 are members of the "2008 section". Staff who were members of the scheme prior to this date are members of what is termed the "1995 section".

Staff who are currently members of the 1995 section are being asked to make a choice between the following:

- staying in the 1995 section, with the pension you have earned to date, and all future membership being treated under the rules and regulations that apply to that section, or

- transferring to the 2008 section, which means that the rules and regulations of this section would apply to all pension you have earned so far and any that you earn in the future.

To assist in this process, the Scottish Public Pensions Agency (SPPA) will be sending an information pack to all members of the 1995 section during February.

Packs will be sent to home addresses, and will contain a copy of the Choice Guide together with additional information, a Choice Reply Form and a comparative statement showing your estimated benefits which would accrue at both age 60 and 65 under each section to

enable you to make an informed choice as to which section would suit you most. Members who do not return their Choice Reply Form by 30 June 2010 will remain in the 1995 section.

Pensions advice

Neither the SPPA nor the board is legally permitted to give advice to staff as to their best option.

Staff who wish financial advice regarding the choice exercise should seek such advice from a qualified independent financial adviser. NHSGGC will, however, seek to ensure that staff have access to sufficient information to enable them to participate in the process.

What happens next?

By the end of February

- Packs sent out to all members of 1995 section.
- Information placed on StaffNet with links to an information DVD and a self-use calculator to allow members to undertake comparisons of personal benefits under both sections based on their own preferred retirement date.
- SPPA Choice team available at a special call centre

to assist members. This will be available until the end of June. Phone numbers and other information will be contained in members' packs.

During March

A series of "drop-in" sessions will be arranged throughout NHSGGC to enable staff to receive a presentation on the main differences between each

of the sections. These will be advertised on notice boards and via StaffNet during February. Additional sessions will be arranged if required.

30 June

End of choice exercise.

Find out more at: www.sppa.gov.uk/nhschoice.htm

Do you have it in you to save a life?

Organ Donor Register needs *you*

Would you take an organ if you needed one? Nearly everyone would – but only 27 per cent of us are currently on the Organ Donor Register.

NHS staff, more than most, know the difference being a donor can make. A national campaign launched at the end of 2009 is encouraging everyone to think about joining the NHS Organ Donor Register and help save a life.

All NHS GGC staff are now being encouraged to think about doing just that and adding their names to the register.

This is the first UK-wide organ donation campaign. It aims to promote public awareness about organ donation and increase significantly the number of people on the NHS Organ Donor Register so that many more lives could be saved and transformed. The need for organs is constant. Currently in the UK:

- more than 10,000 people need an organ transplant
- of these, 1000 people – three a day

– will die before an organ becomes available

- while 90 per cent of people in the UK say they support organ donation, to date 27 per cent have joined the the NHS Organ Donor Register.

You can show your support for organ donation by joining the NHS register at: www.organdonation.nhs.uk and by letting those closest to you know your wishes.

More than 16.4 million people have joined the register, but many more may not yet have got around to signing up. If you would like to join so that many more lives can be saved and transformed, visit www.organdonation.nhs.uk

The NHS Organ Donor Register campaigns to:

- raise awareness about the success of transplantation and the urgent need for more organ donors
- make it easier for people to find out more and join the NHS organ donor register
- encourage people to talk about their wishes with family and friends.

Join the NHS Organ Donor Register
Call 0845 60 60 400
www.organdonation.nhs.uk

To join the Organ Donor Register, visit: www.organdonation.nhs.uk or tel: 0300 13 23 23

Rachel got her wish and helped three people

WOULD you take an organ if you needed one? It's a question most of us would say yes to. But what if you had to make the heart-breaking decision to donate your child's organs and let three other people live?

That was the decision faced by nursing sister Sandra Warden, who works at Gartnavel General ward 7A, when her 11-year-old daughter Rachel suffered a massive brain haemorrhage and died. Despite the unbearable grief Sandra and her husband Craig and son David felt, they were all aware how Rachel felt about the importance of organ donation.

From a young age, Rachel knew the story about her grandfather who had kidney failure

and was on kidney dialysis before he received a kidney transplant which allowed him to be much more active and feel healthier. From then, Rachel and her older brother David always maintained that if they were to die, they would want their organs to be used to help people who were sick.

Although too young to carry a donor card, Rachel made her mum and dad promise that they would allow her organs to be used for transplants if she died.

Last June, Sandra and Craig had to remember that pledge when their lively and adventurous daughter lapsed into a coma after suffering a brain haemorrhage. Rachel died on what



would have been her final day at primary school.

That morning, she had a seizure and was rushed to hospital. Sandra said: "She was in a coma and put on a ventilator. They gave her a CT scan and we were told she'd had a massive bleed in her brain and that there wasn't much chance. She died later that evening.

"It is never an easy decision

for families to make, but ours was made slightly easier because we knew that's what Rachel wanted.

"We'd always discussed things like that anyway. She'd always said to us 'What good are my organs to me when I am dead? If someone can get life out of them, then that's what I want.'"

Thanks to Rachel's amazing generosity and her mum and dad's belief that her wishes should be adhered to, Rachel was able to help three people with her organs. A man received her kidney and pancreas, a woman her liver and another man received her second kidney.

Her mum added: "Rachel's wish has come true. I am so proud of her."

After 46 years of welcoming arrivals, staff say a fond farewell

Tributes paid as the much-loved Queen Mother's Hospital closes

Following a fantastic 46 years of service delivering babies and pioneering many innovations in maternity care, the Queen Mother's Hospital finally closed its doors last month.

Staff were understandably emotional at saying goodbye to the hospital, but were looking forward to taking up the challenges and getting to grips with their new homes at either the Southern General Hospital's £28 million maternity unit or at the Princess Royal Maternity.

Speaking to the *Evening Times* on the eve of the QMH closure, one of the Queen Mum's longest-serving midwives, Dorothy King, said: "If I was asked what the

highlight of working at the Queen Mum's was I would say every safe delivery of a healthy baby.

"There was a lot of excitement the day the hospital opened. I was part of the line-up who met the Queen Mum and was asked to say a few words to her. I can't remember what I said, but I think she asked me if I enjoyed my job."

Dorothy, who is now retiring from midwifery after 46 years of service, has seen many changes from when she started delivering babies and now.

"Things were very different then. I did a lot of home deliveries," she said. "There were still outside toilets when I started and

If I was asked what the highlight of working at the Queen Mum's was I would say every safe delivery of a healthy baby

Dorothy King, midwife (pictured left)



Welcoming new and farewell

Queen Mother's Hospital closes

conditions in some of the tenements were terrible. The rate of survival now for mothers and babies is amazing compared to then."

She added: "We are all sad to see the Queen Mum's go, but the new facilities at the Southern General are excellent."

In its 46 years, the QMH has pioneered many innovations in maternity care – including the first ultrasound scans – and has delivered more than 160,000 babies, many of whom later returned to the hospital for the births of their own children.

Head of midwifery Eleanor Stenhouse said: "The legacy of innovation and pioneering which became a hallmark of the Queen Mother's will continue as an integral part of our exciting new service redevelopment, which also includes significant investment in the maternity unit at the Royal Alexandra Hospital in Paisley, and the Community Midwifery Units at Inverclyde Royal Hospital and the Vale of Leven Hospital.

"Regardless of where our mums choose to deliver, we can offer them the highest standards of accommodation and clinical care."



Above: Porter Matt Mullan worked at the Queen Mum's for 14 years. He said: "I have loved working at the Queen Mum's. It is a part of Glasgow's history and my daughter Jodie was born here."

Below: Domestic Pat Connelly has been at the Queen Mum's for 16 years. She said: "It's one of the best maternity hospitals in Scotland."

Below left: Ward sister Deborah Mackinnon, who was employed at the Queen Mum's for 29 years, said: "The staff are what makes the Queen Mum's special. We all work as a team instead of in individual departments and all take part in the research, which has led to some good outcomes."



Changes to your Staff Newsletter

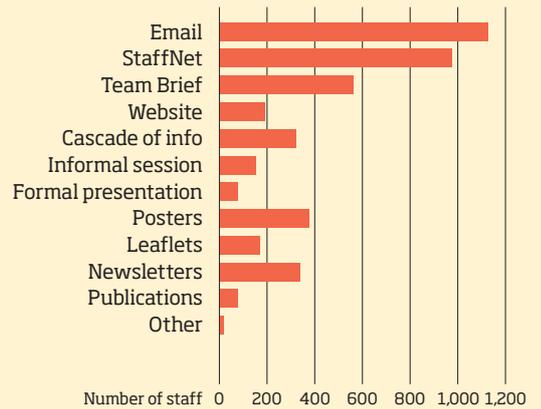
AS part of our ongoing commitment to be more environmentally friendly and minimise our carbon footprint, from the beginning of this year *Staff Newsletter* will now be available every month in an online version.

Following the development of the online version last year, we have noticed that more people are accessing the magazine online which they can do through StaffNet and through the NHSGGC website at home.

Also, a recent survey asking a small sample of almost 1500 staff how they liked to receive information revealed that the majority of staff preferred email and StaffNet as the best way to get information. And we will be offering staff the option of signing up to an email alert which means we will email you direct with the link to SN Online every time we put up a new issue at the beginning of each month.

Email: staffnewsletter@ggc.scot.nhs.uk from the email address you would like us to send you the link.

How staff like to receive information



Having the option of viewing online at home also makes it easier for those staff who may have problems accessing a computer at work. However, keeping this in mind, we are still producing a printed copy of the magazine every second month. Your next printed issue following this one will be April.

Director of communications Ally McLaws said: "This is a very exciting development for *Staff Newsletter* as it becomes a more environmentally friendly communications tool. We hope to be making some improvements and adding to the SN Online site over the course of the year to make it even more accessible to staff.

"As we look to be more environmentally aware, cutting down on the number of paper copies we produce is an obvious move. We also hope that staff will find that SN Online is much more interactive. Live links will give more information on different subjects and email addresses are more accessible, so it will become easier to find out more information not only from our website, but also external websites and StaffNet."

As always, all staff are welcome to give us their views of SN Online, so if you have ideas for stories and features please contact us at: staffnewsletter@ggc.scot.nhs.uk

Check out SN Online at: www.nhsggc.org.uk/staff-newsletter To receive an email alert on each new issue of SN Online, email: staffnewsletter@ggc.scot.nhs.uk

Responding better to the people we serve

All staff must play their part to promote equality

NHSGGC's Equality Scheme for 2010-2013 is now available. This hugely important document explains what the organisation will do to promote equality and remove discrimination for people who use our services and for members of staff.

The Equality Scheme is based on laws that protect certain groups of people. These groups are:

- men and women (gender equality legislation)
- black and minority ethnic people (race equality legislation)
- disabled people (disability equality legislation)

However, it's not just these groups of people who can experience discrimination or unfairness. The amount of money we have and where we live, our age, our sexual orientation or our faith can all lead to unfair treatment. The NHSGGC Equality Scheme gives the same level of protection to all these groups.

"By law, NHSGGC must produce an Equality Scheme," explained Sue Laughlin, head of inequalities & health improvement. "However, the scheme is important for us not just because it means we are providing



services that are legally compliant, but because it helps us respond better to the needs of the people we serve.

"Every member of staff is required to bring about the changes we need to promote equality and remove discrimination. Discrimination is not just about treating someone negatively. It is important to realise that we may be discriminating by treating everyone the same, because everyone has different needs."

A summary of the Equality Scheme, which explains how it affects the way we work and the changes we might see, is currently being distributed to all staff.

To see the full Equality Scheme document and for more information, go to the Equalities in Health website at: www.equality.scot.nhs.uk and its StaffNet page. You can contact the corporate inequalities team and the equality & diversity team via both these sites.

"We all need to understand our roles and responsibilities for ensuring that equalities laws are not broken," said Sue. "When a deaf person cannot communicate their symptoms to their GP because there is no sign language interpreter available, this is a form of discrimination.

"It is preventable and NHSGGC has a responsibility to seek out and remove discrimination from our services. It's what delivering quality health care should be all about."

Set a date to stop on 10 March

WEDNESDAY 10 March 2010 is national No Smoking Day and is a great opportunity to set a quit date to stop smoking.

Did you know that if you smoke 20 cigarettes a day it costs you £182 per month? That is £2184 per year!

If you join the Credit Union and put your "smoke free" money into your account, you could have more than £2000 savings, a dividend payment and access to all the additional benefits such as the Christmas club.

You are four times more likely to quit if you use specialist stop

smoking services, which include nicotine replacement therapy (NRT).

Smokefree services will help with your motivation to quit, help you set a quit date, test your carbon monoxide levels and provide you with a prescription request for your local pharmacy.

Smokefree Services are here to support both staff and patients. Your local stop smoking adviser, based either in hospital or CH(C)P, can direct you to the best service for you.

If you are hospital-based, smoke free hospital advisers will arrange

appointments to fit in with your work pattern.

- North Glasgow hospitals tel: 0141 232 (2)0729
- New Stobhill tel: 0141 335 (1)1305
- South Glasgow hospitals tel: 0141 201 (6)5148
- New Victoria tel: 0141 347 (6)8462
- Clyde hospitals tel: 0141 314 6692
- Mental Health Services tel: 0141 211 (4)6564.



To be put in touch with your local smokefree community adviser or for any other information, call Smokeline, tel: 0800 848484
To join the Credit Union tel: 0141 445 0022 or visit: www.nhscreditunion.com

Annual bus ticket plan

FOLLOWING the success of the Annual SPT Zonocard scheme, NHSGGC travel plan and systems office is pleased to announce that annual Firstbus Glasgow tickets will be available for purchase from 18 February.

The scheme will operate on the same basis as the SPT

Zonocard scheme, where an annual ticket is purchased by NHSGGC on behalf of the applicant, with the balance being repaid through your salary.

Application packs are available from the Travel Plan and Systems Office, email: travelplanoffice@ggc.scot.nhs.uk

They will also be available on StaffNet from 18 February.

Please be aware that certain criteria exists in relation to those entitled to

apply for annual bus tickets. Please ask for further details if you feel you may not meet the criteria detailed in the application pack.

If you think that your travel needs would be better met with the use of an SPT



Zonocard, contact the Travel Plan and Systems Office at the email above to discuss your options or request an application pack.

SKILLPORT UPDATE

New features on e-learning site

AN updated version of the main e-Learning site, Skillport, is now available offering enhanced features to support learner progress and access.

The current extensive list of modules remains the same, including personal and management development courses, support for the core KSF dimensions, Microsoft Office and ECDL training. A full catalogue of modules can be found on the e-Learning site located on StaffNet under the Human Resources banner.

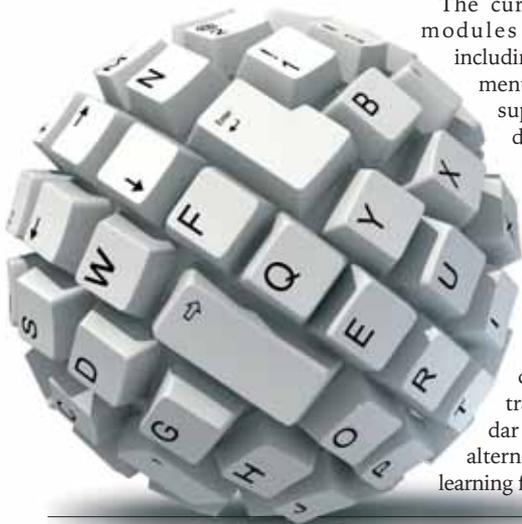
The aim of the site continues to support the traditional training calendar options and provides an alternative to classroom-based learning for all staff. The catalogue

content can be accessed via a computer at work – your desk, Learning Centre, Library or outwith NHSGGC at home, your local library – in fact wherever you can connect to the internet.

Skillport 7 launched at the beginning of February with a poster campaign targeting the Learning Centres, Libraries and work locations to highlight the changes.

Current users will be contacted directly by the e-Learning team to ensure a smooth transition onto the new site. The e-Learning team is available to help users access the site and select new programmes.

For further information or if you wish to register as a new user, contact: derrick.grant@ggc.scot.nhs.uk david.campbell3@ggc.scot.nhs.uk robert.mcilreavy@ggc.scot.nhs.uk



Maternity screening rolls out

A NEW pregnancy and newborn bloodspot screening IT application is to be rolled out across maternity and neonatology services.

The web-based system was implemented in Inverclyde Hospital and the roll out across all maternity and neonatology units will be completed by March.

The application will improve the delivery of the screening programmes and patient safety by:

- storing pregnancy and newborn bloodspot screening data in one place



that can be viewed from any location

- automatically loading screening test results and generating patient result letters
- tracking women and babies throughout the screening pathways

and providing key performance management reports.

For more information, tel: 0141 201 4759 or contact: denise.lyden@ggc.scot.nhs.uk

...brief

NHSGGC web policy reminder

STAFF are reminded that commissioning websites from outside agencies is not allowed.

One or two situations have arisen where NHSGGC teams have become involved in discussions about websites with external agencies before coming to the web team which is part of NHSGGC corporate communications.

You can view the full web policy at: www.staffnet.ggc.scot.nhs.uk/Info%20Centre/Policies/Documents/09Jul02NHSWebsiteContentDevelopmentPolicy2.pdf

Winners of Aladdin tickets

COMMUNITY addiction manager Frank Gough from the North CHCP addiction team won the family ticket to see Aladdin at the King's Theatre that we gave away in the *Dec 2009/Jan 2010 SN*.

Runners-up, collecting £40 Tesco vouchers, were administrative officer Sandra Lauder from the Southern General's neurophysiology department and education and training secretary Lorraine Lindsay from the pharmacy department, also at Southern General.

Biomedical scientist's award

IRH senior biomedical scientist Charlie Houston has won the annual Scottish Quality Managers Discussion Group (SQMDG) Quality Award and a cheque for £150.

Charlie recently completed the IBMS Quality Management course at Ulster University, which led him to produce the user satisfaction report on the implementation of Abbott Glucose meters at IRH.

Charlie's report on the meters' user satisfaction survey led to a number of improvements within Inverclyde with glucose meter usability and connectivity.

GO FOR GOAL!

Whether it's to eat healthily or exercise more, make your target a better lifestyle

WE'VE teamed up with the *Evening Times* to launch a year-long campaign to drive forward the health improvement agenda.

The GlasGoals campaign, which launched at the end of January, is one of the most high-profile and ambitious media-led campaigns the board has been involved in.

Along with partners including Glasgow City Council, Marie Curie, Lloyds Pharmacies, Health Scotland and Active Nation, the aim is to encourage people to set goals for themselves to improve their lifestyle.

They will be encouraged to commit to take more exercise, drink less, eat more healthily and stop smoking – or simply pledge not to start!

NHS health improvement practitioners will lead the key messaging for



the newspaper. Dr Linda de Caestecker, our director of public health, is a key figure in the campaign and the newspaper's launch articles featured detailed interviews with her.

The positive campaign will be punctuated throughout the year with high-profile events. These will range from large-scale fun events such as tea dances, a Zombie Walk, swimming galas, walking events and running events.

Schools will be encouraged to get involved and an online GlasGoals

platform will be hosted on the newly revamped *Evening Times/Herald* website, enabling individuals of all ages to get involved, pledge and make direct links to NHS health improvement web platforms such as smoking cessation, weight management advice or mental health advice.

NHSGGC communications director Ally McLaws said: "This is a tremendous opportunity for the city to build a new enthusiasm toward transforming our overall approach to lifestyle that could influence long-

term changes to the health status of our population."

Evening Times editor Tony Carlin said: "I hope we can help raise the profile of healthier lifestyles and encourage people of all ages and backgrounds to become motivated to make changes that will improve health and enhance the reputation of Glasgow. I hope NHS workers will get right behind our joint campaign and that their enthusiasm to support it will encourage their own families and friends to get on board!"

Love your this Valentine's Day

DO you love your heart? Then go for a walk! That's the message for this Valentine's Day as staff are encouraged to get out and about – perhaps joining one of lunchtime walk sessions available across NHSGGC sites.

Led by trained walk leaders, these popular walks are part of the Staff Health Action Plan and started last year. They are open to all staff and you are guaranteed a warm welcome, whatever your fitness level. Participants have reported that these walks have helped them to get fitter and feel happier at work.

SE CHCP walk leader Victoria McAlpine added there are also other benefits to getting involved

with the walking groups: "It helps build better relationships in the team as you get to know people and talk about other things apart from work. It has also encouraged people to go out on other walks during their breaks and you can see people are more keen to work after getting out in the fresh air for a bit!"

With all the labour-saving devices in the home and high levels of car ownership, it is perhaps no surprise we are less active than our grandparents.

Latest figures show that in Scotland, only 35 per cent of women and 46 per cent of men achieve the recommended 30 minutes of moderate physical



activity most days of the week (Scottish Health Survey 2008).

Achieving these levels can reduce your risk of developing heart disease by 50 per cent. Health professionals describe walking as the "near perfect" form of exercise.

If you have been thinking about getting a bit fitter but the thought of the gym makes you feel

queasy, take the first steps to a healthier you by going for a walk. Walking burns as many calories as jogging over the same distance and it's better for your joints as it's a low-impact exercise!

 For more details, contact Heather Macleod, tel: 0141 287 0963 or email: heather.macleod@csglasgow.org