

SN

Staff Newsletter
May 2009

NHS
Greater Glasgow
and Clyde

Stobhill opening marks

A NEW ERA

Helping to give our forgotten heroes a fitting memorial

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South Uist pupils are quick on the draw to raise funds for RHSC

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Joanne's grand idea for a relaxing sunshine holiday!

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DATES FOR THE DIARY

IGNIS ASSET MANAGEMENT WOMEN'S 10K
10 May, 10am, Bellahouston Park, Glasgow
www.runglasgow.org/10k/

NATIONAL BREASTFEEDING AWARENESS WEEK
10-16 May
www.breastfeeding.nhs.uk

NHSScotland EVENT 2009: WORKING TOGETHER FOR A HEALTHIER SCOTLAND
16 & 17 June, SECC, Glasgow

This event is open to all who work in and with the NHS in Scotland and should be attended by anyone who has an interest in improving health and health services in Scotland. For information, visit: www.nhsscotlandevent.com

COOKING DEMONSTRATION - RAH

18 June, 4pm-5.30pm, Health at Heart Centre
Staff can join cardiac patients and relatives at a live cookery demonstration. The theme will be "Summer barbecue - healthy eating for a healthy heart" and afterwards you'll be able to taste the delicious food. Seating is limited, so if you are interested, please tel: 0141 314 6852.

GLASGOW MEN'S 10K
21 June, 10am, Bellahouston Park, Glasgow

The fourth annual Men's Health Forum Scotland 10k takes place on Father's Day. www.mhfs10kfor men.org

Interested in a new career as a nurse?

THINKING of nursing as a career? Then a three-year programme run in conjunction with the Scottish Government and NHSGGC may be the answer.

The programme is available to all healthcare support workers and nursing auxiliaries to help them become qualified nurses and provides educational and financial support.

To date, it has helped more than 240 NHSGGC employees become registered nurses, including senior staff nurse Sarah Brannon and second year student nurse Tracy McKissack (pictured) who are testament to the programme.

Both former nursing auxiliaries said that they would not have thought about training to be a registered nurse if it was not for the funding and support available through the programme.

Sarah said: "I wouldn't be qualified today and gained a degree with distinction if it was not for the programme."

Tracy added that her background of being a nursing auxiliary had equipped her for her many student nurse placements and the programme enabled her to realise her dream of becoming a nurse.



i For further information and application forms, contact: Glasgow (acute & community nursing) - Kathy Mulloy tel: 0141 201 1853 / email: kathy.mulloy@ggc.scot.nhs.uk or Alison Davidson tel: 0141 232 7605 / email: alison.davidson@ggc.scot.nhs.uk Clyde (acute & community nursing) - Frances Downer tel: 0141 849 4329 / email: frances.downer@uws.ac.uk Glasgow and Clyde (mental health, learning disability and addictions partnerships) - Tom Boyle tel: 01505 821509 email: tomboyle@nhs.net

PATIENT SAFETY IS TOP OF THE AGENDA

SAFEGUARDING patients is one of our key priorities and the Scottish Patient Safety Programme (SPSP) aims to steadily improve the safety of hospital care right across the country.

SPSP is being rolled out across NHSGGC acute hospitals looking at different packages of care for surgical care, critical care, general ward and medicines management.

To date, the benefits of the programme on patient care have been very encouraging, with positive results being reported. However, further testing to ensure the packages are completely reliable remains a crucial part of the programme.

One of the most successful care packages is the prevention of

ventilator associated pneumonia, which relies on a number of practices being performed for each patient.

GRI consultant in anaesthesia and intensive care Malcolm Daniel, who is also one of two NHSGGC staff on the SPSP fellowship, explained: "It has been hard work doing all those

It has been hard work to improve process reliability but we are now seeing the rewards

Malcolm Daniel, consultant in anaesthesia

small tests of change to improve process reliability, but we are now seeing the rewards of reduced central line infections, reduced ventilator associated pneumonias, and both a reduction and less variation in our monthly average ICU length of stay."

Malcolm added that while clinical practice has always tried to implement good evidence into practice, it has met with varying success, however "the SPSP and the model for improvement is very robust and provides a sound method to achieve high reliability every time".

Staff Newsletter will have more about SPSP in future issues as the programme expands across NHSGGC and impacts on patient care.

To find out more about the programme, visit: http://staffnet/corporate+services/clinical+governance/clinical+governance_scottish+patient+safety+programme_IM_19-11-07.htm



THE NEW STOBHILL OPENS ITS DOORS



STAFF from Stobhill have made the move to their new hospital and are truly impressed with the results.

Site facilities manager Eleanor Bryce said: "The staff facilities at the New Stobhill are outstanding, with improved changing facilities complete with showers and hairdryers, as well as improved locker areas which will be good for all staff making use of the

new enclosed and locked bike sheds.

"This, along with the new state-of-the-art security system, means a more secure and comfortable workplace for all our staff."

As part of the security system, access to all the non-public areas in the hospital will be by swipe card, with some areas only accessible by the staff

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“Patients and staff can really feel like this is their hospital”



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who work there, such as the pharmacy.

Eleanor added: "There will be more control of security. ID badges will also be required for all staff and badges will be deactivated after 12 months so staff will have to go and make sure their badge is in date."

The new hospital is also very environmentally friendly, supporting the NHSGGC carbon management policy to reduce our carbon footprint across the organisation.

There will be reduced lighting in the evening around the hospital and many areas also have automatic lighting which comes on only when someone is in the area and so is much more energy efficient.

Staff can also enjoy breaks in the staff-only dining areas with excellent views over the Campsies. And the new Aroma restaurant at the top of the building has a rooftop terrace so you can experience a little bit of dining al fresco come the good weather!

Showing SN round the hospital, Eleanor said: "The building really has a nice working environment which doesn't look or feel like a hospital!"

"We have all new equipment from desks and chairs to state-of-the-art medical equipment and new features for imaging and respiratory investigations.

"It's been a dream to equip this hospital. Patients and staff can really feel like this is their hospital as we've had massive amounts of input from patient forums and disability groups."



Jess Heatherington, surgical bed co-ordinator, left, and Fiona Calder, staff nurse, right

Jess said: "It's very nice, bright and has lots of glass. There is good layout within the clinical areas. Our only concern is about having vertigo! But it's a lovely building.

Fiona added: "I think it will be better for patients as everything is centralised and easier to access compared to the old Stobhill. Everything is in one place and different departments are more easily found."



The courtyards are very emotionally and environmentally welcoming, which is important for outpatients

Jackie Wilson, clinical services manager



Brighter place for everyone



Clinical services manager Jackie Wilson, Medical record receptionist Hazel Bain, staff nurse Sheila Campbell, department manager Lorna McDonald and healthcare support worker Margaret Honnan are looking forward to working in the new hospital

OVER at general outpatients, clinical services manager Jackie Wilson and outpatient department manager Lorna McDonald are looking forward to getting staff orientated round the new department and getting to grips with all the new technology.

Jackie said: "It's a beautiful building for us and for patients. It really is about improving well-being in a modern environment with nice waiting areas.

"The courtyards are very emotionally and environmentally welcoming, which is important for outpatients as we have patients who are here once a week and also some patients who come in not knowing what news they are going to hear."

Outpatients in the new hospital will be a different set-up than previously. Now over two floors, they will be co-located with other services that were previously scattered throughout the hospital.

Lorna said: "Staff will get to form new relationships with other staff they haven't worked with before, which people are quite happy about."

Some of the new outpatient clinics include a pain clinic now centralised for all north Glasgow and the breast clinic moving from GRI.

Jackie added: "We will do things differently and hopefully have more time to spend with patients. The new building is just amazing and we can't wait to be over there."

Liz Gillies, complaints manager

"It's very impressive, clearly state of the art. The idea of the courtyard with the trees and pond is lovely and it will be interesting to see it when the trees have grown. I think the building achieves what it set out to achieve."



Changes give staff more experience

ENDOSCOPY manager Margaret Anderson said staff in day surgery were positive about the changes to be introduced with the opening of the new hospital.

"There will be a bigger case mix for staff, who will gain more

experience and rotation shifts means they will get to move around more in their speciality developing an all-round skill base.

"Now we just have to get down to the nitty gritty of organising everyone."



Consultant gastroenterologist Dr Aidan Cahill, staff nurses Margaret Barlow and Gayle Hollen and endoscopy nurse Ewan Bell with Margaret Anderson, endoscopy manager of day surgery at the New Stobhill hospital

Mortuary staff to assist in identification of 400 First World War soldiers found in mass grave in France



Alison Anderson and Robert McNeil are giving up their own time to try to identify the remains of 400 soldiers from the First World War which have been found in France

FINAL HONOUR FOR FORGOTTEN HEROES

TWO of our mortuary staff based at the Western are to take part in a major excavation of mass graves from the First World War.

The graves, confirmed last year in Fromelles, France, are believed to hold the remains of 400 British and Australian soldiers who lost their lives in the Battle of Fromelles on 19 and 20 July, 1916.

Now Alison Anderson, sector lead (West) operations manager, and Robert McNeil, mortuary operations manager, are heading to France to assist in the recovery and

identification of the bodies.

Once the bodies have been excavated and identified, they will be interred in a new cemetery. Dignitaries from both Australia and the UK are expected to attend the ceremony to rebury the soldiers on 19 July 2010 – the 94th anniversary of the battle.

As yet, it is not known if the bodies in the graves contain any viable DNA. Alison admits it will be disappointing if not. “Having already been to the site and visited the small museum in the local town hall of

Fromelles, the staff there had laminated sheets of passport-size photos of the soldiers missing who we hope to identify, which just put everything in perspective.

“To be able to put those faces to the remains we find is why we are doing it. I am very determined we will identify the bodies.”

Robert added: “The bodies recovered need their own space in a cemetery, and these soldiers’ families need a marked grave. It is a privilege to be part of this project and to give these families – even after all this time – some closure.”

Although it is expected that the remains in the graves will be skeletal, the archaeologists responsible for removing the bodies have asked Alison for all the information they need to start excavating fleshed remains, which may exist depending on insect life, the bog land of the surroundings and how the bodies have been placed on top of each other.

Even if DNA is not available, Alison and her team will look to other means of identification. “We can start to look at personal effects, ID tags and so forth.”

Robert added: “We know that military medical records even from that period are meticulous, so if any of the soldiers were involved in



BATTLE OF FROMELLES

THE Battle of Fromelles has been described as an “unmitigated disaster”, lasting 24 hours over 19 and 20 July 1916. It resulted in 5500 Australian soldiers dead alongside 2000 British deaths – a significant loss to both armies – and achieved virtually nothing.

Following the battle, German soldiers buried the Australian and British soldiers who had made it to their frontline. A few years ago, evidence came to light which suggested that Pheasant Wood near the battle site was a possible burial site.

From the beginning of May, archaeologists will begin the work of excavating these bodies for identification by Alison and her team.

i Alison and Robert both carry out this work in their own time using annual leave. Both would like to thank their colleagues in diagnostics for their support while carrying out this work.

It is a privilege to be part of this project and to give these families - even after all this time - some closure

Robert McNeil, mortuary operations manager



Fromelles has been the resting place of 400 unidentified soldiers for more than 90 years

other battles and were injured, we may be able to identify them from those or through dental records.”

Despite their experience in dealing with death in all its guises, having worked previously with victims of genocide in Bosnia, the tsunami in South-East Asia and the London bombings, Alison admits there are some unique obstacles to their work.

“You do have to get over the very unique smell. Working in Bosnia, I noticed it is the type of smell which clings to you so you can almost taste it. But when you think of the purpose of this project, which is particularly emotional – to find these soldiers who have been lost for so many years – it helps you cope.”

Helping staff to ask with confidence

A NEW training resource has been developed to help staff see inequalities sensitive practice in action.

The Confident to Ask: Ready to Respond DVD has been developed by the Inequalities Sensitive Practice Initiative (ISPI), a Scottish Government-funded initiative managed by NHSGGC and various partner organisations.

Confident to Ask was produced by NHSGGC in response to practitioners' requests for a resource that would be helpful in translating the theory of inequalities sensitive practice into the reality of everyday work practices.

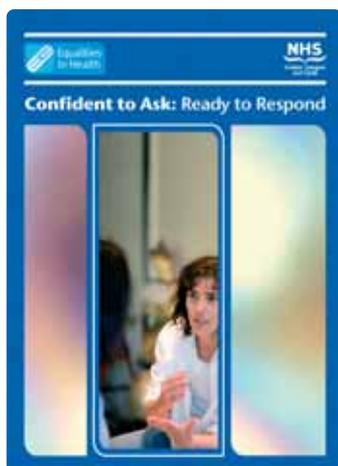
"Inequalities sensitive practice is about understanding how a person's individual circumstances and experiences can affect their health," said Christine Duncan, ISPI co-ordinator.

"Issues such as poverty or discrimination can present barriers to people getting the service they need. The inequalities sensitive approach is about identifying each person's needs and responding to them."

In order to demonstrate this approach, the DVD contains acted scenarios set in each of the following settings:

- maternity services
- children's services
- addiction services
- primary care mental health services.

"The scenarios occur in specific



settings and explore issues relating to inequalities, with a particular focus on gender-based violence. However, this resource should be viewed as one that can be used for workforce development across a wide range of equality issues and services," said Christine.

Confident to Ask comes complete with comprehensive guidelines on how it can be used as a training resource. These include key learning objectives and questions for facilitating group discussions.

To view clips and for further information on ISPI resources, visit www.equality.scot.nhs.uk. Copies of Confident to Ask: Ready to Respond are available from the Public Education Resource Library tel: 0141 201 4915

Our generous friends

RUTH FINDLAY and her mother Margaret, from South Uist, present a cheque for £300 to Mr Atul Sabharwal and the RHSC's laparoscopic research and travel fund. Another £300 cheque was also given to Dr Brodie Knight from the department of cardiology.

The money raised was from Daliburgh School in South Uist, where Ruth's mum teaches. Pupils designed Christmas



cards to raise funds for the cardiology and surgical departments where Ruth is a patient.

Meanwhile, staff from the outpatient department at GRI raised £1025 in a sponsored walk in aid of Bowel Cancer Care. Thanks to all of those involved.

Film fest fun

EDINBURGH INTERNATIONAL FILM FESTIVAL

NHSGGC staff can win goody bags and tickets to this year's Edinburgh International Film Festival (EIFF) and be the first to know what's happening at the festival by registering online.

Each year, EIFF scours the globe for the very best in new and exciting cinema. Past premieres have included Man on Wire, Somers Town, Amélie and Billy Elliot.

This year, the festival opens with director of American Beauty Sam Mendes' new film Away We Go, an off-beat road movie following an expectant

young couple as they travel across America.

Be the first to know

This year's Festival runs from 17-28 June. Get news of special offers and great events direct to your inbox by registering at: www.edfilmfest.org.uk/register

NHSGGC staff can win two pairs of tickets and four goody bags to any normal film screening, Simply email: competitions@edfilmfest.org.uk with NHS COMPETITION in the subject line and answer this question:

Whose new film will open the EIFF 2009?

Competition closes 20 May.



A little bit of sunshine!

THE latest winner of the SN £1000 is GRI speech and language therapist Joanne Avery. Joanne said she was thrilled to have won, having forgotten she had entered the competition!

She's now decided to take herself off on a sunshine holiday in August.

WIN! WIN! WIN!

If you'd like to win our next £1000 prize courtesy of Staff Lottery/Appeals Society, answer this question:

What new hospital opens this month?

Send your answer to: staffnewsletter@ggc.scot.nhs.uk by 29 May. When emailing your answer, please state your work location. The competition is open to all NHSGGC employees. Winners must be available for publicity and their details will be printed in future issues of SN.

Only one entry per person.

Check out the latest Staff Lottery winners on StaffNet > Benefits and Services > NHS staff benefits staff lottery

To join the Staff Lottery and have the opportunity to win £5000 each month, as well as take part in the mega draws in March and September, contact Isobel Huk, email: Isobel.Huk@ggc.scot.nhs.uk or tel: 0141 211 5850. Visit: www.nhsstaffbenefits.co.uk

Winner Joanne is planning to spend her prize on a sunshine break



A very challenging challenge!



Pedal power: from left, Rob Blum, Paul Jones, Andrew Eggleton and Michael Mcginlay

FOUR of our docs are taking on a gruelling 600-mile cycle challenge from London to the French Alps to raise money for spinal injury charities.

Andrew Eggleton, an FY 2 in plastic surgery, and Paul Jones, an FY 1 in medicine at the GRI, along with Michael Mcginlay, an FY 2, and Rob Blum, FTSTA 1 in ophthalmology from the Royal Alexandra, are part of a team from across the UK who will attempt the cycle in only six days.

With the exception of Rob, the others describe themselves as “novice cyclists”, as Andrew Eggleton

explained: “The decision to cycle was easy – driving is too easy, walking is too slow and most of us have never cycled further than a paper round

The problem of knife crime is such a huge issue we felt it was a really worthy cause

Andrew Eggleton

before, so what better way to make a challenge more challenging!”

On that basis, training has started, but at a very gradual pace.

Andrew said: “Our first step was to get bikes and since then we have gradually been increasing the distances cycled as much as our backsides have allowed!

“We are regularly cycling to the north of Glasgow to challenge ourselves on the hills of the Campsie, although these pale in comparison to the mountains awaiting us in France. We only hope that there is less wind in France than in Scotland!”

“We have used NHS discounts to become members of the Glasgow Club, allowing us to use gyms and swimming pools across the city.”

The four docs are good friends and got involved in the project through another friend – and organiser of the cycling challenge – whose brother was paralysed after he was stabbed in London in an unprovoked attack.

Andrew added: “The problem of knife crime is such a huge issue we felt it was a really worthy cause.

“Although the attack took place in London, the story of knife crime and its victims is one particularly common to the west of Scotland and something we had all seen in our work.”

To date, the entire group has raised £14,000 for Spinal Research and Aspire. Spinal Research raises money to fund research into clinical treatments, as well as vital basic science research which could lead to therapies that will restore movement and feeling, and transform the lives of paralysed people.

Aspire works to help individuals disabled by spinal injuries, providing support and equipment to help them overcome their condition.

If you wish to support our docs and the rest of their UK-wide team, you can sponsor them on their cycle ride and find out more about their money-raising events at: www.ride2recovery.co.uk

Come rain, hail or shine

EVERY Thursday, dedicated staff from Renfrewshire CHP don their trainers and take part in a jogging network set up by Fiona MacKay.

Fiona, head of planning and health improvement for the CHP, started the group at the end of February and now has up to 23 people attending every week.

The group meets at a local venue and the routes vary to keep the participants interested. Because there are different levels of fitness, Fiona splits the group to make sure everyone is included and everyone can jog at their own pace.

Hopefully as many staff as possible will showcase their achievements by taking part

in the Paisley 10K at the end of August.

Fiona said: “I have been running for a few years and really liked the idea of encouraging people who don’t currently exercise. That’s why I completed the jogscotland leaders’ course, which I thought was great.

“Some of the runners in the group have never run before and they are getting huge satisfaction out of this, which in turns gives me great satisfaction.

“I also have two helpers, Sheila Brown and Isla Hyslop. One of us runs at the front, one at the back and one in the middle.”

As Renfrewshire CHP is



The Renfrewshire runners are hoping to take part in a 10K run later this year

based in Renfrewshire Council’s building, the group has been opened up to include Council staff if they wish to attend. Likewise, CHP staff can attend the Council-run group on Monday lunchtimes.

If you are interested in joining

the CHP group, contact Fiona MacKay at: fiona.mackay2@renver-pct.scot.nhs.uk

For more information on the jogscotland leaders’ course, email: ann.davidson@scottishathletics.org.uk

