

STAFF NEWS

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NEW HOSPITALS – MODELS FOR THE FUTURE

If you're curious to find out just how big the new Stobhill and Victoria Hospitals will be, you might want to take a gander at the picture (right).

It shows a scale size model of the new Stobhill as it will look in comparison with the rest of the site.

If you look up to the left, you'll see the familiar clock tower of the old Stobhill Hospital, with the rest of the existing buildings sprawling to the right. In front, coloured in yellow, is the new building.

This will not be the actual design of the new building – that hasn't been finalised yet - but the model was created to give staff and the public a good idea of how big the new hospital will be.

So far people have been surprised to realise how big both the new hospitals are - both the Stobhill and Victoria hospitals will be similar in size to Hairmyres Hospital in East Kilbride.

So, what's the latest on the building of the new hospitals?

Last month (August), NHSGG received its Invitation to Negotiate bid from a consortium of companies hoping to build the new hospitals.

The bid defines the design of the buildings, the consortium's bid to provide the hard and soft facilities management (including portering, cleaning etc) and the Unitary Charge for both new buildings.



On the same day, NHSGG also received an inhouse team bid for the soft facilities management.

Both bids will be fully evaluated by NHSGG's ACAD Project Team and its legal, financial and technical advisors and confirmation of the preferred bidders for the respective services will be announced in November 2004. Local stakeholders will be involved in reviewing the submissions received.

This is a key stage in the project as it determines the baseline design,

service levels and financial costs upon which negotiations will be based to bring the project to a financial close by June 2005 with the formal signing of contracts.

Work on both sites is expected to commence in the summer of 2005 with completion scheduled for December 2007.

At Stobhill Hospital, the construction work will be preceded by demolition-enabling works to clear the ACAD site.

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Even emails can be requested



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Focus on divisions



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Plus... The Endoscope • Laurel Stevens • Child Protection

AGENDA FOR CHANGE WANTS YOU



As the 1st December roll-out for Agenda for Change - the proposed new NHS pay and grading system - draws closer, staff and management volunteers are being sought.

A major training programme is being launched to ensure that large numbers of staff and management representatives are in place to deliver NHS Greater Glasgow's job matching and evaluation processes.

Susan Russell, the Staff-Side Co-ordinator on the Agenda for Change Project Team, said: "This is most definitely a partnership-driven initiative and we need as many staff-side and management representatives as possible to help make Agenda for Change work to everyone's benefit.

"We are calling on staff and managers to become involved in the new job matching and evaluation training programme. We particularly welcome members of trade unions and professional organisations who would wish to come forward to become accredited representatives within Agenda for Change."

The Project Team hope that representatives who come forward for job matching and evaluation will, in time, participate in the other strands of Agenda for Change: terms and conditions and the knowledge and skills framework.

If you would like to be involved, you can register your interest in the following ways:

Staff-Side

Accredited representatives of trade unions/professional organisations should contact their full-time officer for a nomination form. Completed forms should be sent to Susan B Russell (details follow).

Members of trade unions and professional organisations should get in touch with their local representative who in turn will refer them to a full-time officer who will arrange accreditation and training and supply a nomination form. As above, the form should go to Susan.

If you simply want to have a chat about becoming staff-side

representative and what this would entail, please contact:
Susan B Russell at the NHS Greater Glasgow Agenda for Change Project Team, Golden Jubilee National Hospital, Clydebank.
Tel. 0141 951 5083 e-mail susan.russell@gjnh.scot.nhs.uk

Management

The nomination process

The process for staff-side representatives is described above. Management representatives who want to go forward for training should complete a nomination form - which can be downloaded from www.nhsgg.org.uk/agendaforchnage - and should get their line manager's agreement before submitting it.

Who can be a management representative?

Any NHSGG employee can be a 'management' representative, so long as there are not already participating in Agenda for Change as an accredited staff-side representative. Some early implementer organisations use the term 'employer representative' instead of 'management representative'. While the roles are the same for both management and staff-side representatives, it is important that NHSGG staff are confident that the scheme is being managed in partnership.

Fit for the future

An innovative alliance to support the future workforce development needs of NHSGG has been forged between Glasgow's health and education providers.

The Workforce Development Strategic Alliance is a unique partnership between NHS Greater Glasgow and universities and colleges in the city. Its aims are:

- to develop educational and training opportunities to meet the needs of NHSGG's current and future workforce; and
- to achieve the staffing level needs of the NHS in Glasgow across all grades and disciplines by attracting, recruiting and retaining new staff to meet the increasing demands placed on the service.

It will also identify and promote new and emerging professional roles and to create development programmes to give existing staff the skills to take up these roles.

Four working groups, which bring together NHS Greater Glasgow and university and college staff, have been established. The groups will look at areas such as NHS career branding and marketing, resource management, ways to attract people to the NHS and learning and development opportunities.

The Alliance is chaired by Professor Sir John Arbutnott, Chairman of Greater Glasgow NHS Board, and will be supported by Ian Reid, Chief Executive, Primary Care Division; the newly appointed

Regional Workforce Development Director, Patricia Leiser; and Derek Morgan, Workforce Development Specialist, NHS Greater Glasgow, together with representatives from higher education organisations



Minister digs in at Beatson II

A new era began in July when Minister for Health and Community Care Malcolm Chisholm cut the first turf for the final stage of the work on the new Beatson.

Also known by its Sunday name as the West of Scotland Cancer Centre, the new £87million centre will be based on the Gartnavel site.

Once complete, the new Beatson will unite the city's cancer services

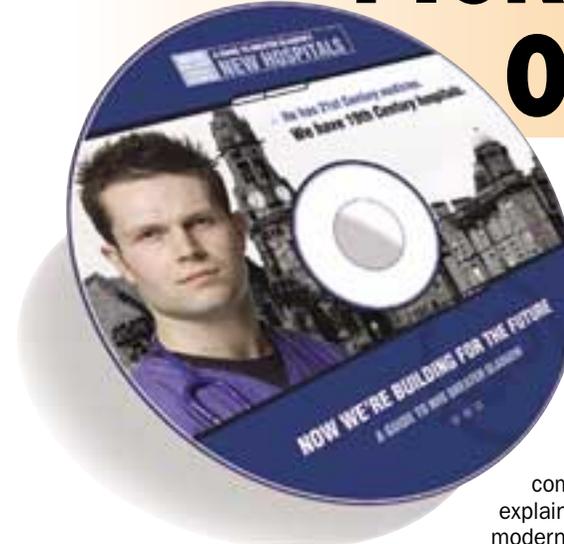
for the first time, centralising all North Glasgow oncology services from existing sites at the Western Infirmary, Gartnavel General Hospital, Stobhill Hospital and haemato-oncology services at Glasgow Royal Infirmary.

During his visit, Mr Chisholm was given a guided tour of the Tom Wheldon Building - the first phase of the Centre, which opened in April 2001 - and was able to chat to staff

and patients about their own experiences and the new facilities already in place.

Professor Alan Rodger, Medical Director at the Beatson, who accompanied the Minister on his tour, said "Over the next couple of years we will create the best equipped cancer centre in the country with all the facilities to support both the patients and the professionals looking after them."

PICK UP YOUR COPY OF NEW CD-ROM



NHS Greater Glasgow's acute hospitals modernisation team has produced a new CD-Rom containing a short guide to the hospitals modernisation programme.

The disk uses a spoken commentary and images to explain the background to modernisation and what will be happening to buildings and services between now and 2012.

Staff who would like a copy of the disk can obtain it by calling the Community Engagement Team on 0141 201 4751 or e-mailing mark.mcallister@gghb.scot.nhs.uk

To run the disk you will need access to a PC or laptop with Windows 95 as a minimum, 16MB of RAM, a 16 Bit colour monitor, a 16 Bit sound card and speakers and a four speed CD-Rom player.

Alternatively, you can book a session to view the disk at the NHSGG IT Learning Centre in Dalian House, 350 St Vincent Street by calling 0141 201 4475.

Mind and Get Your Views In!

There's still time to get your views in on the NHSGG proposals for car parking.

You've got until **October 1, 2004** to give in your comments.

The Draft Car Parking policy can be viewed on the NHS Greater Glasgow website www.nhsgg.org.uk and staff can either write, telephone or email their views and comments to:

Mr J C Hamilton
Head of Board Administration
Dalian House
350 St Vincent Street
Glasgow
G3 8YZ
Tel: 0141 201 4608
Fax: 0141 201 4601
Email: carparking@gghb.scot.nhs.uk

MAKE A DATE

NHSGG's AGM takes place again in the Exhibition Suite of Glasgow's Royal Concert Hall on Thursday, September 23.

Starting at 1.15pm, the AGM includes an opportunity for the audience to quiz Chief Exec Tom Divers, Chairman Professor Sir John Arbutnott and other Board members on a range of subjects.

All welcome.

For your eyes only... not any more it's not

From January 2005, a new law comes into full force that will mean if someone seeks information we hold as an NHS organisation, we have to provide it.

Very few types of information will be exempt from this new requirement under The Freedom of Information (Scotland) Act.

And the new law will affect all public bodies in Scotland.

So what is the Act and how will it affect us?

The Act states that anyone (person or organisation) from anywhere can ask a public body for any bit of stored or written information they like and they don't have to provide a reason why they want it.

That's any kind of stored or written (typed, handwritten, emailed) information on a range of different subjects. It can include information such as:

- information on how services are performing, for instance, how many operations are carried out, success rates etc;
- minutes of meetings;
- service information;
- service planning documents;
- financial information.

The Act covers information put together before it came into force as well as that which comes after.

John Dearden, Chair of the Steering Group looking after implementation of the Act across NHS Greater Glasgow, said: "All NHS staff must be aware that there is this new public right to be provided with information held by public bodies. All people have to do is write in to request information and we must consider their request. There are very limited cases where we will have the right to withhold information.



"It is very important that all staff understand that if they receive a request for information they must respond to it or make sure someone else does so promptly on their behalf. If they are unsure what to do there will be a variety of people throughout NHS Greater Glasgow who will be able to provide advice."

A Scottish Information Commissioner has been appointed to ensure that public bodies meet their obligations under the Act. He can serve a 'practice recommendation' on an organisation that does not comply with the spirit of the Act which is all about making public bodies more open and accountable. Ultimately, he can take us to court if we fail to do what the Act says.

So how do I fit in with the Act?

All requests under FOISA must be in some permanent form. In most cases that will be in writing (including e-mails) stating clearly the exact

information the information seeker wants. They don't have to state that they are making the request under the Act or their reasons for the request, but if you get a request for information and it's not clear what the person is looking for, please contact them asking them to specify what information they require.

If someone makes a verbal request for information and you can answer their question or send them out the appropriate information, do so. If, however, the request is a bit more complicated, ask them to put their request in writing to you or the appropriate department.

We have to respond to any requests made under the Act in writing within 20 working days. Any member of staff can take a request for information and must see that the request is dealt with or passed on to the correct person.

Won't this just create extra work for us?

It may do, but we need to remember that we are here to provide a public service and as an organisation we are committed to informing people about what we do and the decisions we take. To help reduce the work created by the Act, NHSGG has put together a Publication Scheme which is a guide to information that we routinely publish and this will help the public seek out information more easily. This Publication Scheme will be on the NHSGG website this month: www.nhsgg.org.uk

However, there will be requests for a whole lot of other information and we'll deal with these as we go along.

All public bodies are able to make a minimal charge for some of the requests for information and information on how we go about this will be shared amongst staff before the Act comes into force. Specific

training will be provided for those staff who are most likely to have to deal with requests for information or to advise colleagues about what the Act says in detail.

So, what information is exempt?

There are 17 exemptions under the Act and the ones that probably most affect us are those concerned with confidentiality, personal records (including health records that continue to be covered by Data Protection rules) and information intended for publication in the near future. However, there will be times when other exemptions apply.

Staff will be given details locally about who can advise them about the Act. There will also be information leaflets available in the autumn on our duties under the Act.

Meantime, if you have any queries, there are a number of 'experts' throughout the Board and Divisions who you can contact. These are:

Board John Hamilton,
Head of Board Administration
0141 201 4608

North Isobel Brown,
Information Security Officer
0141 211 1790

PCD John Dearden,
General Manager,
Corporate Services
0141 211 0214

South Gavin Barclay,
Head of Administration
0141 201 1257

Yorkhill John Marshall,
Planning Manager
0141 201 0476

Remember: the Act covers all records we keep including EMAILS and information stored on your computer. You are all probably already doing it, but please be aware of what you are writing in your emails. You never know, we might just get requests to see them.

Jobs on the Web

Looking for a new job within NHSGG? Then you'll be pleased to know that plans are afoot to create NHSGG's very own jobs website. Work is currently taking place to put together the new site and we hope to have the new website up-and-running by the end of the year.

In the meantime, if you're looking for a new job in Greater Glasgow, all our vacancies are advertised on: www.nhsgg.org.uk/jobs

Want a job in the NHS? Visit

www.nhsgg.org.uk/jobs

Some of the best ideas are the simplest

A traffic policeman can punch in a registration number to mobile patrol car computer and instantly discover the road tax details, ownership details and - insurance details for any car.

The information is constantly updated through ICT systems common to all the agencies involved from the DVLC, insurance firms, Post Office and the police computer systems.

It's a common-sense approach that would revolutionise the way we access our patient information if we applied it to the National Health Service.

So why aren't we doing it? Well, we are.

Glasgow has made some impressive headway in this approach and hundreds of us have already been involved in learning how to use new and better-integrated computer systems.

It all comes under the heading of Information Communication Technology (ICT), but the whole idea behind it is to give us access to

consistently accurate and up-to-date patient information which means we can do our jobs better.

An entire approach including a training scheme has been developed by our own ICT Culture Change project team to support all staff in using the systems and processes to full advantage ... the key to success is to input information from every part of the NHS system in a consistent way and to ensure that every part of the system communicates effectively with every other part of the NHS system.

Glasgow's progress in this project has been recognised nationally, which is something the ICT staff involved from all four divisions and the Board led by Joanne Frame are justifiably proud of.

And because Glasgow is undergoing a massive service modernisation programme and building Scotland's first Ambulatory Care and Diagnostic hospitals at Stobhill and the Victoria, we are well placed to take best advantage of introducing new systems.

To find out more about the



ICT's Andrena Gordon, Katie Thomson and Hugh Brawley.

support and training opportunities this opens up for you contact Kate Findlay at the Dalian Learning Centre on 201 4475. For more information on the ICT Culture Change Programme contact Andrena Gordon at the ICT Project Team office on 201 4798 or visit the ICT website <http://hqcjtpo>

This site is loaded with terrific information about the ICT Programme with information on key programmes of work in addition to examples of clinical scenarios showing the benefits to patients and staff in specific situations. Don't think this is just about IT ... it's about the tools we use to record and locate vital information for the benefit of our services and our patients.

JOBS JOY FOR THIRTY-TWO!

The NHSGG workforce was complemented by 32 recently thanks to an innovative new employment training initiative.

The Working for Health in Greater Glasgow project offers unemployed people the opportunity to gain practical experience working as support workers in hospitals across the city.

Four of those who went through the initiative were Geraldine Birgirihana, Dawn Fyfe, Jim Patton and Frank Newman who all featured in a recent Local Development Company newsletter.

They are all now working at hospitals across Greater Glasgow: Geraldine has been accepted as a Nursing Assistant at Gartnavel General; Dawn is now a Nursing Assistant at Blawarthill Hospital; and Jim and Frank are both working as porters at the Victoria Infirmary.

WANT TO LEARN MORE ABOUT COMPUTERS?

NHSGG staff wanting to learn more about computing should think about taking advantage of the FREE one-day courses being run on behalf of NHSGG by Reid Kerr College.

The courses are open to all NHSGG staff and include:

Basic IT - basic computing, file management, Introduction to Windows 2000, Email, the Internet,

Intranets and using Internet Explorer
Next Step - Word Processing, Excel Spreadsheets, Outlook

For more information or to book place on either of these courses please telephone 0800 052 7343 and quote reference NHS IT COURSE.



The Endoscope

Chariot of fear

Believers in the paranormal testify to the reality of a range of wondrous phenomena - poltergeists, UFOs and meaningful waiting time targets to name but a few. One particular favourite of psychical researchers is 'bilocation', where people or ghostly entities can be seen by independent observers at two different locations at exactly the same time.

Of course, we are all familiar with a similar marvel in respect of 'new' Scottish Executive investment in the NHS (strictly, for all you psychiatrists out there, this is actually an example of the Jungian concept of 'synchronicity', as the same money seems to appear again and again at fortuitous moments - such as when there is a media scandal...or an upcoming election).

However, the Endoscope has been made aware of a real case of

bilocation. The said mysterious entities were Bill Goudie, 'Employee Director' on the NHS Board (who used to have a proper job as a pharmacist in the Royal Infirmary) and his car.

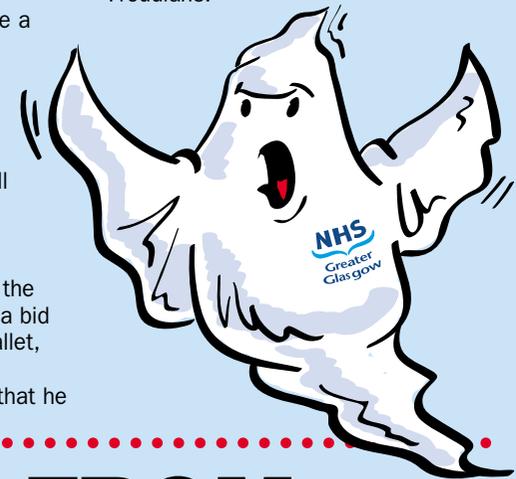


was trapped in a meeting in Glasgow when he was supposed to be wilfully ignoring double yellow lines in the capital.

And what was the meeting about, you ask? It was, of course, about hospital car parking charges. Now if that isn't synchronicity, what is? Answer that, Freudians!

Bill was surprised to receive a communication from the Great Beyond (Watford, that is) in the form of a letter from Westminster City Council. In it, the good burghers of those parts demanded £100 from Bill for an unpaid parking ticket.

This was something of a surprise, as Bill (and his car) happened to be in Glasgow on the particular day in question. In a bid to clear his name, if not his wallet, he has gone so far as to offer documentary proof of the fact that he



Creator's accountancy

Staying with matters supernatural, The Endoscope wonders just how bad NHS Greater Glasgow's financial situation actually is. The photo, below, which shows the location of the last finance committee meeting, suggests that there might just be a cause for concern.



BLAST FROM THE PAST

The Primary Care Division was having something of a late spring clean and staff came across a copy of 'Woman's Journal' for March 1957 in a filing cabinet (if the file has been in existence that long it must have something to do with urology waiting lists).

The magazine naturally offers a variety of quaint images and articles which are very amusing in this cynical age - the adverts for fit-inducing wallpaper and the piece entitled 'Glasgow's review of acute hospitals begins' were of particular note.

The strangest part of the content is the magazine's unaccountable fascination with the domestic and decorative possibilities offered by silicon - 'The silicon house', 'Silicon



in the bedroom', 'Questions and answers on silicon'.

So now you know what to do with those pesky unwanted breast implants - make them into fashionable lampshades.

Sex Ed is all in a day's work for Laurel

IT'S fair to say that NHSGG's Laurel Stevens is one of a kind.

As Scotland's only Health Promotion Training Officer in Sexual Health, Laurel trains health staff and others in all aspects of sexual health.

Said Laurel: "Basically, my job involves organising workshops and training sessions for a range of different professions to help them incorporate sexual health issues into the work that they do, which can be directly in the form of teachers delivering sexual health education, or indirectly such as giving Youth Workers or Primary Care staff a better knowledge and skills base from which to improve their own practice.

"Although it may be important for their work, a lot of people don't feel comfortable talking to others about sexual health. They become embarrassed and flustered. What I do is tailor workshops for them and give them techniques so that they can go ahead and discuss all the issues they have to with less embarrassment or fear. Hopefully, once they've received the training, they will go away much more confident about providing sex education or incorporating sexual health issues into the general work they do."

No two days are ever the same for the dark-haired Canadian. Working from Dalian House and the Sandyford Initiative, much of Laurel's working life is spent organising training sessions for an assortment of different professions.

This includes nurses, doctors and other health staff; teachers and other school workers; youth workers; nursery nurses; people who work with the Deaf; the Ministry of Defence; key housing workers (for example, those who work with people with Learning Disabilities and young people); people working for a local authority's leisure services; student groups, including Sexpression which takes sexual health education out to young people; parents' groups; alcohol groups; and groups who work with abused and abusive clients.

And she covers a wide variety of



Laurel Stevens in action.

subjects. For instance, one week she might be training teachers to deliver general sexual health education to teenagers and the next she may be discussing with midwives how they might best approach pregnant women with the offer of HIV screening.

Another part of her job is to help build understanding not just of the mechanics of sex, but about the emotional side of sexual health and issues around sexuality.

Laurel said: "My job is quite varied and no two sessions are the same. It's hard work, but something I really enjoy."

So how did Laurel, who hails from Montreal, end up teaching others to provide sex education?

She started her career working as a journalist, writing a column on various women's issues, health and social issues for a Montreal newspaper.

Coming to Scotland in 1994, Laurel first qualified and worked as a counsellor in the field of HIV/AIDS before taking on a role as a Student Welfare Advisor at Glasgow Caledonian University, whilst completing a year-long training qualification. It was whilst working there that she spotted an ad in a national newspaper for the Health Promotion Training Officer (Sexual Health)'s job and the rest, as they say, is history.

Laurel said: "Sexual health is an

amazing area to work in. I feel really passionate about it and I personally get a lot out of it.

"It's a real privilege to do the sort of work I do. Not only do I get satisfaction from helping others provide better sex education, but it also involves challenging them about their own values and beliefs, their own prejudices, and getting them to think about how their values impact on their work.

"Many of them have come up to me after a session and said how much they enjoyed it and how it made them think about their own beliefs on sexual health and sexuality. For some, it's completely changed the way they think about some things."

Laurel has a packed workload, but is always keen to hear from health service colleagues and others who would like her to arrange a training session for them. She can be reached at 0141 201 4992 or laurel.stevens@gghb.scot.nhs.uk



Talking the Walk

Talking the Walk is a new report published by NHSGG that highlights youth health services throughout the city.

The report is a valuable resource for NHS Staff and youth workers as it shares good practice ideas and ensures that there is a keen awareness of the projects currently operating in Greater Glasgow.

If you'd like a copy, you can get it off the NHSGG website: www.nhsgg.org.uk or from the Child & Youth health team on 0141 201 4913 or 4416.



TECHNOLOGY FOR PATIENT CARE

NORTH Division gynaecological oncology (cancer) staff are leading the way in modern consultation techniques for patients.

They are part of a group of top Scottish cancer specialists who are using digital teleconferencing technology to treat patients from all over the West of Scotland.

Using the specialist technology to communicate with each other, they can view patient information, discuss cases and then decide on the best treatment for patient.

This means that neither the consultants nor the patients have to travel for a consultation.

Dr Jo Davis, Lead Clinician for Gynaecological Oncology in North Glasgow, explained how it works, he said: "Every week, a multidisciplinary team of gynaecologists, oncologists,

pathologists, radiologists and nurses from throughout the West of Scotland, meet 'virtually' through video-conferencing. We discuss patients who have been referred to us for specialist advice and care and review around 30 cases each week with a view to deciding the best form of treatment.

"The value of this system is that it allows each patient's case history to be reviewed by the complete team of experts - as this increases the degree of knowledge, skill and experience that can be brought to bear on what are often difficult and complex clinical circumstances."

The £800,000 system, funded by the Scottish Telemedicine Action Forum - a Scottish Executive-led initiative - went 'live' two months ago, following an 18-month pilot project.

Scottish Executive Roundup

A ROUNDUP OF SOME OF THE NATIONAL NEWS FROM THE SCOTTISH EXECUTIVE...

Nurses and Midwives

The number of qualified nurses and midwives working in the NHS has increased by 849* over the past year, bringing the total to more than 39,000, the highest level since records began.

New figures published by Information Services Division of NHS National Services Scotland also show that more people are training to become nurses and midwives than ever before with an all time high of 8986, an increase of three per cent over the last year and over 35 per cent more than in 1997.

Allied Health Professionals, such as Physiotherapists and Occupational Therapists, have increased by over 300 in the last year.

* As per the ISD statistics which reflect the nature of NHS workforce roles, the figures shown here are for whole time equivalent (WTE) posts.

Pharmacies

Transport Minister Nicol Stephen welcomed a joint campaign urging motorists to be more aware of the risks some medicines can have on safe driving.

The public information campaign which will target pharmacies across Scotland is led by the Scottish Road Safety Campaign in partnership with NHS Scotland.

Carers

Scotland's 600,000 carers will get better information from the NHS about how to access vital services for themselves and those they care for, thanks to new guidance.

Under the guidance, every Health Board in Scotland will have to produce a Carer Information Strategy, setting out how NHS staff will identify carers and provide targeted information to help them.

Draft guidance has now been issued for consultation and can be viewed at: www.scotland.gov.uk/consultations. The consultation period ends on October 29, 2004.

Final guidance is expected to issue early in 2005 and it is expected that NHS Boards will be

required to submit Strategies to Ministers by the Autumn of 2005.

Vaccines

Information about the changes being made to the Childhood Immunisation Programme is now available.

NHS Health Scotland is sending out information to GP surgeries, Health Promotion Units, pharmacies, NHS24 and Immunisation Co-ordinators and the information is also available on the new NHS Health Scotland website: www.healthscotland.com/immunisation

Changes are being made to the Childhood Immunisation Programme which will see existing vaccines replaced with new ones to provide more appropriate protection against Polio for teenagers and Diphtheria, Tetanus, Pertussis (whooping cough), Polio and Hib for younger children.

This includes a single DTaP/IPV/Hib (diphtheria, tetanus, five component acellular pertussis, inactivated polio and haemophilus influenzae type b vaccine) will replace the current regime of an injection plus oral polio drops.

GPs will start using the new vaccines as soon as they become available from September.

Letters

Dear Editorial Team,

In your article on 'Queen Mum's closure explained' (Staff News May 7), you list some conclusions from the Maternity Working Group and then state: 'These conclusions are in line with guidance from the British Association of Paediatric Surgeons.' They are not and this is wrong.

Regrettably you have perpetuated an unfortunate error made by Health Board representatives at an early stage in this debate. They confused two documents from the British Association of Paediatric Surgeons and misapplied a quotation.

The important and relevant quotation from this Association is: 'Where possible, babies with suspected major malformations should be transferred in utero to an obstetric/fetal medicine centre with ready access to neonatal surgical facilities'. In Glasgow's case, that is the Queen Mother's Hospital.

Peter A M Raine (President, British Association of Paediatric Surgeons)

Dear Mr Raine

There's no doubt that the consultation into the future of maternity services in Greater Glasgow has raised a number of issues and differing opinions over the last year, and the BAPS guidance issue has come up over the course of that time.

The Editorial Team has gone back and checked the facts again and we are confident that our original article is a correct factual interpretation of the published guidance.

The Editorial Team

NHS FRIENDS - REUNITED

IF YOU ARE A RETIRED NHS employee or know of any existing or retired NHS employees who might be interested in meeting up with former workmates and colleagues, the NHS Retirement Fellowship Glasgow Branch are the people to contact.



Set up to provide a means of former NHS staff maintaining contact with other NHS retirees and as a visiting service to former NHS staff who were housebound, the Fellowship also enabled former NHS staff to meet in a social and friendly atmosphere. There is also a Benevolent Fund for members who meet the criteria and find themselves in difficulties.

There are opportunities for existing employees to provide valuable support to the work of the Glasgow branch. Everyone is welcome.

Interested? Contact: Sheila Pollock, Membership Secretary, 97 Balerno Drive, Glasgow G52 1NA.

The NHS Board Liaison Officer with the NHS Retirement Fellowship is John Hamilton, Head of Administration, NHS Greater Glasgow, Dalian House, 350 St Vincent Street, Glasgow, G3 8YZ (0141 201 4616).

just what the DJ ordered



The station began life in a portable cabin next to the Southern's A&E in 1990;

Five years later, they moved to their current premises which were officially opened by Scotland and Rangers footballer, Ally McCoist.

songs like 'Baby Baby' and 'Oops I Did It Again!'

He added: "When we get feedback from people whose spirits we've lifted or who have been able to experiment with radio, it means job satisfaction for us and a great tonic for the patients, so it's worth every minute."

To find out more about the radio station or how you can volunteer for Southern Sound, drop John MacDonald a line at johnmacdonald1954@yahoo.co.uk

Of course, Southern Sound isn't the only radio station operating in our hospitals. NHSGG has a total of five hospital radio stations: the Hospital Broadcasting Service (which serves the Western Infirmary, Gartnavel General, Blawarthill and Drumchapel Hospitals); Victoria Infirmary Radio; Royal 1 Radio (at Glasgow Royal); Radio Lollipop (at Yorkhill); and Southern Sound.

Anyone who wants to be a volunteer at their nearest hospital station should ask at the hospital to find out more.

MANY of us complain about not having enough hours in the day, but how would we feel if we were stuck in a hospital bed day-in-day-out?

It can be difficult for patients to fill those empty hours and stimulate their minds while keeping their spirits up, so that's where hospital radio steps in with the perfect tonic.

To find out more, Staff News ventured down a dark winding corridor in the Southern General Hospital's medical block to meet the team behind a service that's been cheering up patients for 14 years.

Volunteer presenter John MacDonald (49) has worked for the station for a number of years.

He said: "We've actually been on-the-go at the hospital as a self-

funded station for a number of years now and we've built up a strong link with patients as well as collecting many radio awards."

The station has between 15 and 20 volunteers who regularly help out at the station doing everything from taking requests from patients to actual DJ-ing. There is another ten more who can be called on for things like engineering work at the station.

According to John, patient involvement is the key part of the station's work. Southern Sound volunteers regularly go round the wards and chat to people at their bedsides, asking how they are and what requests they'd like to place.

John laughed: "It can be quite amusing when we pop into the maternity unit and women ask us for

Homoeopathic Hospital Update

Further work will be carried out before any decision is taken on the future of inpatient beds at Glasgow Homoeopathic Hospital.

That was the decision made by Greater Glasgow NHS Board at its meeting in July 2004, where a paper looking at North Glasgow Division's

review of homoeopathic services was presented.

Board members have asked for more work to be undertaken as part of this review, with the findings to be reported at a future Board meeting. This work will include looking at possible patient pathways and other models of homoeopathic services

from across the UK.

Board members also expressed an interest in visiting the hospital.

After North Glasgow presents its next report to the Board, members will decide on the best way forward. One option may be that the Board decides to put the possible closure of inpatient beds out to public consultation.

The proposal to provide a day care only homoeopathic service is part of NHSGG's recovery plan to identify savings of £46million in services across Greater Glasgow. Originally, it was £58million, but Health Minister Malcolm Chisholm announced extra funding of which Glasgow's share was £12million.

Farewell Alan and George

North Glasgow Division is sorry to be saying goodbye to Alan Boyter, Director of Human Resources, and George Doherty, Assistant Director of Human Resources, who are both moving on to new posts within the NHS in Scotland.

Alan will become Executive Director of Strategic Human Resources and Workforce Development at NHS Tayside and George Doherty is to take up a secondment opportunity as Director of HR for Ayrshire Acute Hospitals Division.

Chief Executive, Tim Davison said, "Both Alan and George will be greatly missed and we wish them every success in their new roles".

Stobhill Centenary Service

GLASGOW Cathedral provides the magnificent backdrop for a special service commemorating Stobhill Hospital's centenary on Sunday, September 19, 2004. The service is open to all and starts at 6.30pm, although you are asked to be seated by 6.15pm. All welcome.

A RUN FOR THEIR MONEY

Fay Platt from the Western Infirmary and her sister Joan Atkinson from the Sandyford, along with her mates and Sandyford colleagues, bravely undertook the Women's 10K and raised a whopping £3,000 for charity.

Fay - who is Personal Secretary to the Sector Health Records Manager (North and West) - and Joan - a staff nurse at the Sandyford Initiative who had Leukaemia and has had a bone marrow transplant - proudly met to hand over the cheque to the New Leukaemia Research Fund at Gartnavel General.



Dishing out the dosh are (L-R) Sister Marie McLaughlin, from the Royal Infirmary's Transplant Unit; Joan Atkinson; Tessa Holyoake, a Reader and Experimental Haematology Consultant who specialises in Haematology, Leukaemia and Bone Marrow; and Fay Platt.

HEART FAILURE NURSING SERVICE PRAISED

Glasgow's Heart Failure Liaison Service has been highlighted as a model of best practice in a unique new international publication.

The publication 'Improving Outcomes in Chronic Heart Failure - Specialist Nurse Intervention from Research to Practice', is co-edited by NHSGG's Lynda Blue, the Heart Failure Liaison Service Coordinator who is based at the Western.

Covering a wide range of information, the publication provides an insight into what makes an effective heart failure service, recent experiences of nurse specialists and highlights the importance of a team approach to care.



Lynda Blue

Lynda Blue, Service Co-ordinator, said: "This is the only book on heart failure that presents an international, multidisciplinary perspective. Experts have been gathered from many countries and different disciplines to consider the issues surrounding the care of patients with heart failure, and we're delighted that our service has been included as a model for future services."

"Within the Glasgow service, which is managed by the Primary Care Division, specially trained heart

failure nurses - who are based in the five adult acute hospital sites - work with GPs and cardiologists to provide care for patients with chronic heart failure after hospital discharge.

"Staff work to improve patients' quality of life; to prevent unnecessary re-admission to hospital; and to support end of life care. Frail and elderly patients are seen in their own homes and stable patients can attend a clinic at four of the hospital sites."

NEW COMMUNITY CENTRE FOR HEALTH OPENS IN WEST END

STAFF from the old Sandy Road Clinic have a brand new shiny place to work in the form of the recently opened, state-of-the-art £3million Sandy Road Community Centre for Health.

Based in Partick, the new centre replaces the old 1940s Sandy Road Clinic and offers a range of new services including men's health clinics, health promotion activities, older person's services and youth and pre-five services. These will run alongside existing services such as community nursing, podiatry and dental services.

The new three storey Centre has been constructed on the site of the demolished Sandy Road Day Nursery. Children and staff from the former nursery are now accommodated within a new nursery in the Centre.



The design of the building aims to promote awareness of healthcare in the community and the open features of the entrance and interior help make the building feel welcoming and spacious. Most public areas are positioned towards the street side of the building, enabling patients to find their way around easily, while treatment and consulting rooms are located at the rear.

Glasgow art therapist scoops national award

Congratulations to Art Therapist Tracy Noble who was awarded the first prize of £10,000 in the Allied Health Professions Award for Innovation in Health Improvement or Improved Services for her work providing art therapy to female asylum seekers and refugees who have mental health and Post Traumatic Stress Disorder (PTSD) problems. Tracy is pictured with Health Minister Malcolm Chisholm.



AWARD FOR CONTINENCE SERVICE

The work of the Continence Resource Centre and Helpline for Scotland has recently been recognised in the form of the first ever Health Council Award for providing an innovative and quality service to the people of Glasgow.

Established in 1989 at the Southern General, the Centre was the first continence service in the world to offer proactive treatments, advice and specialist referral to patients.

It also was a lead in the development of community services and helped launch a full continence service with the Primary Care Division. Now every new continence nurse/adviser in Scotland has visited the facility as part of their orientation.

The service is run by two clinical Nurse Specialists, Sisters Mary Ballentyne and Lynn Cherry, medical director and urogynaecologist Dr Ian Ramsay, and administrator Pamela Findlay. Both Mary and Lynn have been with the service since its inception and have witnessed many changes in the provision and development of continence services throughout Scotland.

Mary said: "We're delighted to receive this award from the Health Council. The staff at the Centre work really hard to provide a top quality service to our patients and it is really nice to be recognised in this way."

The Centre was the brainchild of Mr Eric Glen, a consultant urologist at the Southern General and founder of the International Continence Society UK. He

believed that many sufferers with urinary problems could be effectively treated, managed and indeed cured if seen by a nurse specialist.

Lynn said: "The Centre operates a clinical service whereby sufferers can self refer to the continence unit. This has always been a primary aim of the department as sufferers regard this as an embarrassing condition it is important that they feel they can access the service confidentially.

"Undoubtedly there are sufferers who require specialist investigations such as urodynamics, flow tests or referral to a urologist or gynaecologist and this is arranged by the Centre in agreement with the patient's GP. Referrals are city wide, with an outreach service three times a year for Islay, Campbeltown and Shetland."

There are also referral pathways to the continence physiotherapists who operate within the urogynaecology departments in the Divisions and the community continence physiotherapists. The general public have accessed the unit an incredible 21,000 plus times.

The Centre also operates the only Helpline for Continence within Scotland and provides an teaching resource for GPs, community and hospital nursing staff, pharmacists and voluntary groups such as the Princess Trust and Alzheimer's Scotland and Multiple Sclerosis groups.

Centre staff have agreed to co-ordinate this year's UK Continence Campaign for Scotland. The theme will concentrate on Stress Urinary Incontinence targeting all ages of women



(left to right) Pamela Findlay, Lynn Cherry and Mary Ballentyne

and the Centre has undertaken the awesome task of distributing 10,000 items of information throughout Scotland. They have also organised the 20th Annual Scottish Task Force Symposium Conference to coincide with the end of campaign week on Friday, 17 September 2004.

Mary added: "Over the last 15 years continence services have developed but there is still much work to be done in changing attitudes, raising awareness and keeping continence in the forefront of the health agenda. The Centre's philosophy over the last decade remains as strong as ever – people should not suffer in silence and in order to gain control you need to take control."

TAKING THE LEAD IN BRAIN INJURY RESEARCH

Medical teams at the city's Southern General hospital are leading the way on a pan European research project into brain injury.

The three-year project – Brain IT (short for Brain Monitoring with Information Technology) - has attracted two million Euros worth of funding from the European Union and is being led by Southern based clinical physicist Dr. Ian Piper.

Dr. Piper and his team are working with colleagues across Europe – collecting data from seven treatment centres across the UK and a further 23 centres Europe wide.

Countries participating in the project include Germany, Italy, Scandinavia, Spain, Lithuania, France, Holland, Belgium, Romania, Czech republic and Switzerland.

New Kids on the Block

Twice a year across the NHS - in early February and August - the Junior Doctors intake (the consultants of tomorrow) changes. Pictured are senior staff with just a few of the 130 junior docs who took up their new posts at the South Division in early August.



Tomorrow's World...Today!

Have you ever wondered what medical advances will bring us in the coming years? What new medicines, technologies and medical equipment will be used in Glasgow hospitals in the next ten, 20 or 30 years?

Well it was a case of wonder no more for Yorkhill staff and patients when they were given a glimpse of the future when three Product Design Engineering students dropped by with their prototype medical devices.

The prototypes could just be the next big thing and included an intravenous drip designed specifically for children, a device to measure pressure in the patient's eye without touching the eyeball, and an umbilical catheter assist for delivering medicines or taking blood tests from newborn babies.

The students designed the devices with advice from Yorkhill clinical staff as well as the guidance of their academic tutors.

So what were the new inventions? They included...

A Child's Play Intravenous Drip, designed by David Murray, which is more portable than the usual 'wheeled' drips and allows children to be more mobile.

Sister Christina McGuckin is a parental nutrition nurse specialist at Yorkhill and worked with David on his project.

She said: "I think this was a great idea and David obviously appreciated how cumbersome the traditional IVs and pumps can be for any patient, let alone a small child. It's a complex task to redesign a piece of equipment like this, and I think David's idea is definitely something that could be developed after meeting all of the necessary safety specifications for such a device."

A tonometer by Geoff Bland which allows the pressure of a patient's eye



David, Geoff and Dominic with their designs.

to be taken when their eye is shut, greatly reducing the discomfort many patients feel during such procedures.

Professor Gordon Dutton, Consultant Ophthalmologist, said: "If this device meets its full potential it could be used to monitor the eye pressure of children as young as three meaning fewer children would need to be admitted to theatre for what is essentially a relatively simple procedure."

Dominic Reilly's umbilical catheter assist – designed with support from staff at the Queen

Mother's – helps doctors insert a drip into a baby's umbilical cord.

There are no specialist instruments to assist staff with this delicate procedure said Dr Dominic Cochrane, Consultant Neonatal Paediatrician at the Queen Mother's Hospital.

"As far as I'm aware, this little device is the first of its kind in the world. The tests we've carried out in the labs have shown that it can work, and if it could be developed further, it would certainly make my life, and the life of many other neonatologists across the world, that little bit easier!"

Yorkhill nurses get to the heart of the matter...

A brand new training course, the first of its kind in Scotland, has been unrolled at Yorkhill giving nursing staff a qualification in paediatric cardiac nursing.

The course is designed to improve care to children with heart disorders, by giving paediatric cardiac nurses more experience in working within ALL areas of cardiac care across the hospital.

Ros Montgomerie, a Sister from the Queen Mother's Paediatric Department, she said: "The training has been amazing. It's very easy to work in your own department day after day and not really see the big picture. As a result of this course, I've worked in ICU, the Cardiac Cath lab, cardiac theatre and the cardiac ward. All of these experiences have made me a lot more confident in dealing not only with my patients, but in helping families to understand the processes at work in the hospital as we care for their baby."

Protecting children

- A Commitment from NHS Greater Glasgow

NHS Greater Glasgow has been working on how we can improve the contribution the NHS makes to the protection of vulnerable children.

NHSGG has recently established a Child Protection Forum to look at ways in which health services in Glasgow can help protect vulnerable children.

The forum is made up of staff from the four divisions (North, South, Yorkhill and Primary Care) and the Board, and was set up this year in response to reviews following child deaths and the report produced as a result of the Scottish Audit of Child Protection, entitled "It's Everyone's Job to Make Sure I'm Alright". The chair is Rosslyn Crockett, the Board's Nurse Director.

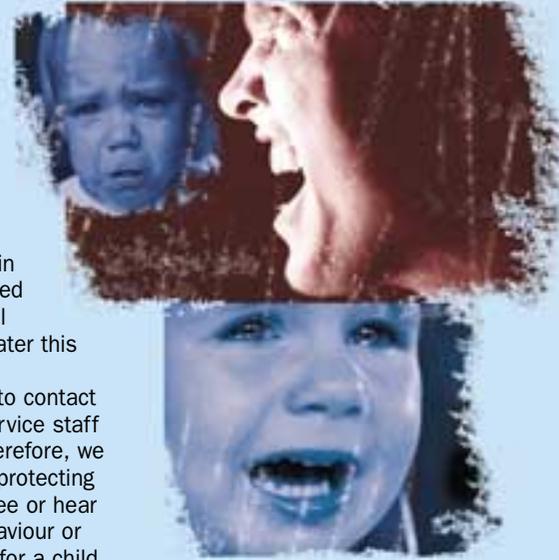
Protecting children from physical, emotional or sexual abuse is a priority for the forum and one of the actions planned is issuing all staff

members with a wallet-sized card which will give you information on what to do if you have any concerns about the protection of a child observed in the course of your work.

The card is currently in draft form, but the finalised version will be given to all staff with their payslips later this year.

Children can come into contact with a range of health service staff throughout their lives, therefore, we all have a role to play in protecting children. We may also see or hear things related to the behaviour or actions of anyone caring for a child which makes us concerned for a child's welfare.

Extensive training throughout NHS Greater Glasgow, tailored for the differing contact staff will have with children, will also begin ensuring we



are all fully aware of what to do if we have any concerns about a child's welfare.

Another action planned will be the development of a website for staff with detailed information and advice.

Pack it In

A MAJOR campaign to help Glaswegians stub it out for good was re-launched this month.

To coincide with the European Respiratory Society's annual congress and the Scottish Executive's consultation on smoking in public places, NHSGG has embarked upon a new campaign to get smokers to pack it in.

We're redoubling our efforts to encourage the city's smokers to

seek help from the Health Service to stop smoking.

This includes providing smokers with a special card when they buy their cigarettes, cigars or tobacco at their local newsagent. The card gives them information about where to go for help to give up.

So what sort of support is on offer? There's a range of places smokers can go for help including:

- our Starting Fresh campaign where smokers can pop into

their local pharmacist for help and advice on giving up;

- the work carried out across Greater Glasgow by our smoking cessation coordinators – contact them directly or through your GP;
- the Smoking helpline.....call free on 0800 389 3210
- or www.smokingconcerns.com

All this is on offer to staff too, so if you're thinking of quitting, give them a call!

Staff News

Written by staff for staff with the full support of the Partnership Forum.

If you'd like to send an article, letter photograph or comment to us



Send them via our email address:

staffnews@nhsgg.org.uk

OR >>>

Send them to:

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