



Memories are made of this...

Special magazines mark the end of an era
for five great institutions – see page 4



On The Move

D-day has arrived!



The greatest NHS hospital migration programme ever attempted in Scotland is under way... and many of you will be right in the heart of it. The planning for this huge exercise has been as meticulous as it has been daunting.

Over the next few weeks, staff, services and patients will migrate from existing sites to the new South Glasgow hospitals campus – and in some cases, to other existing NHSGGC acute sites in the city.

The logistics involved in this mass migration are almost as awesome as the challenge to build the new hospitals on the Southern General Hospital campus while the old hospital continued to function!

Now – after so many years in the planning and a few years in the building – we are ready to move in and be part of a new modern era of acute care provision to the people of Greater Glasgow and Clyde and beyond.

STAFF UPDATE
BY ANNE MACPHERSON, WORKFORCE DIRECTOR

We're now on the move!

THIS is a very exciting time as we move staff and patients into the new South Glasgow hospitals. The migration began on 24 April with the Southern General move.

Simultaneously, our new office accommodation was handed over and our key admin support staff and clinical staff will be moving into the office accommodation on a gradual basis as the main hospital site moves continue through May and June.

A significant number of our facilities staff, including domestics, porters and catering staff, have already moved into the new hospitals to support the migration period.

I would personally like to thank all the staff and suppliers of equipment who have made our transition into the hospitals as smooth as possible, which has provided our clinical staff with opportunities to focus on patient moves in the coming weeks.

All of our staff who are moving from April to June have received correspondence that clearly indicates where they will be located on the new site. Our focus is now on staff who have been affected by the decommissioning of the sites who will be required to be found alternative accommodation in autumn this year. These are key



Office accommodation

support staff who will not be based on the site, but will be required to be located elsewhere within NHS Greater Glasgow and Clyde.

I have issued a letter to all in-scope staff providing additional information regarding transport and parking arrangements on the site. More detailed information regarding the new transport arrangements are available on StaffNet or through the transport team.

During the physical migration of sites, we have worked with our Bank colleagues to ensure that we have sufficient additional

resources to support the teams sending patients across and the teams receiving patients in their new accommodation.

I would like to thank all our Bank staff and temporary staff who have made it possible with their flexibility.

Our orientation programme has now concluded for the new hospitals and a similar arrangement of drop-in sessions was available for the office accommodation. Our final stage of orientation will be for the new Teaching & Learning Centre which will formally open in July of 2015.

Along with the DVD and orientation programme, there is a staff information booklet that is available on StaffNet for all staff who are affected by the change.

This booklet gives very useful information, not only in terms of more detailed information regarding health & safety and fire, but also practical information to support staff at work.

The majority of our staff who have moved into the new builds will have moved on existing, or similar, work patterns. However, as we continue to focus in on our sustainability and 24/7 working, senior managers and staffside colleagues will work together with staff to continually develop different working arrangements to suit our patients' needs as we become more familiar with the activity through the new hospitals.

We are currently working with payroll colleagues to ensure that, along with the migration of staff and the Acute Services Review, everyone will be realigned to the appropriate codes, to ensure that transition across sites and to working in new teams will be as seamless as possible.

>> For more information, click on the On The Move button on the front page of StaffNet

New restaurant gets the thumbs up

THE new restaurant, with its commanding views of the new South Glasgow University Hospital site, has already attracted an appreciative clientele, with praise for the decor and menu choice.

It is situated on the first floor of the hospital, is open between 8am and 5pm, and can accommodate 500 diners.

Charge nurse Sylvia Trotter likes the look of the new restaurant: "It's lovely and you

have such a great view of the new buildings while you are having your meal."

Staff nurse Jacqueline McCalman added: "There is a nice atmosphere and it's good to mix with other staff. There's also

quite a buzz about the place."

Helen Ross, a waiting list co-ordinator for referral management, added: "The restaurant is lovely and bright and I like the variety of the menu."



Above: Enjoying lunch in the new restaurant are (clockwise from left) Mary Morrison, senior charge nurse; Anne McInally, senior staff nurse; Mary McLaughlin, staff nurse; Patricia Campbell, staff nurse; Jacqueline McCalman, staff nurse; and Sylvia Trotter, charge nurse

Dedicated travel information to SGUH

STAFF and patient transport and parking remains high on the agenda as the migration to the new South Glasgow hospitals gets under way.

To assist staff to plan their journey to the new South Glasgow hospitals campus, a new dedicated section is now available on the Traveline Scotland website – www.travelinescotland.com

Staff will be able to plan their journeys using the website, a dedicated free Traveline Scotland app, or the 24/7 call centre, tel: 0871 200 22 33.

New public transport services to the hospitals are also being updated as services increase.

First Glasgow has announced a new direct link to the hospitals from the city centre. The 77 service timetable has been designed to reflect hospital visiting times and shift patterns.

Operating seven days a week, buses will run from the city centre at 5.20am on weekdays and from 5.50am at the weekends, with buses returning from the hospitals up until 10.48pm daily.

McGill's F1 SouthernFlyer will operate from the city centre to the hospitals seven days a



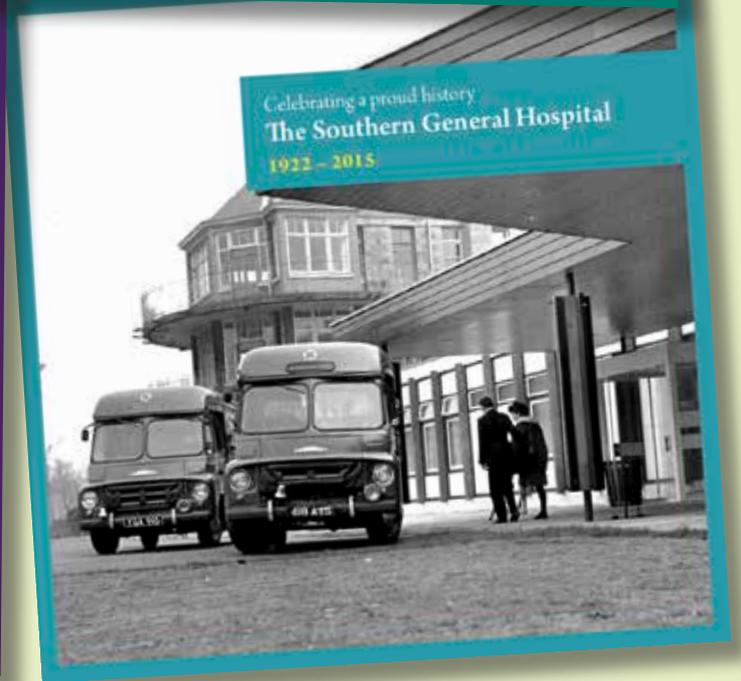
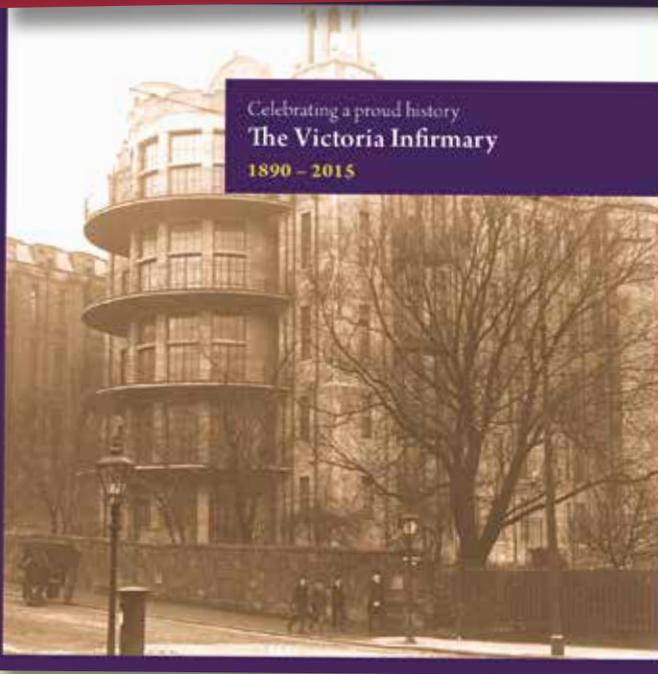
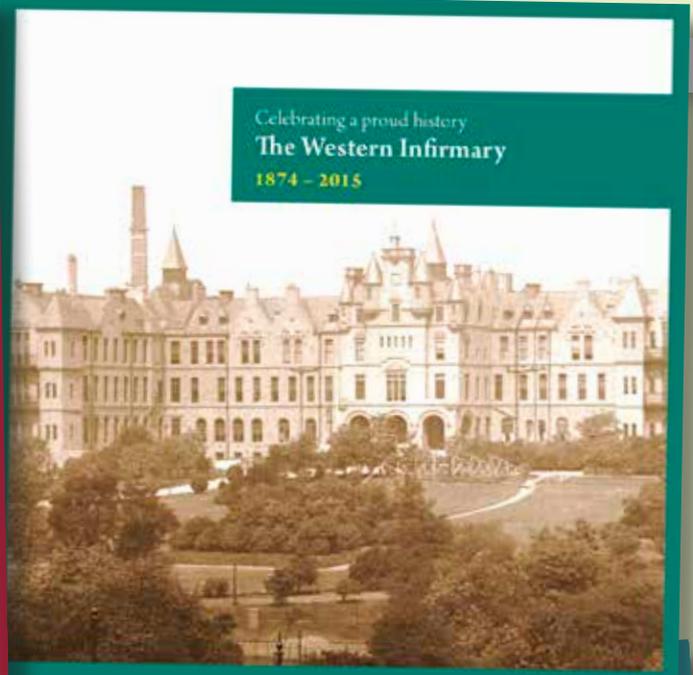
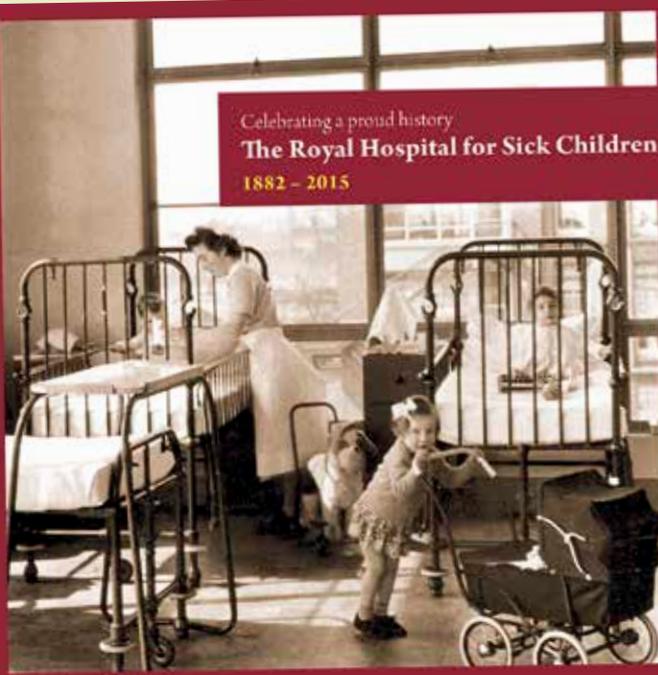
week and run every 10 minutes from 5.40am until midnight.

The X1 is a new service from Stagecoach, connecting the new hospitals to the city centre via Govan and Pacific Quay. It will run up to every 10 minutes from early morning to late at night, seven days a week. Further information can be found on the StaffNet site under the On The Move – Travel and Transport section.

The following companies have also intimated new or enhanced routes as follows:

- First Glasgow – Service 90 and Services 3 & 34
- McGill's – Services 7, 21, 23 & 26
- The shuttle service will run between the Victoria Infirmary to the new hospitals Monday to Friday.

The times of all existing shuttle bus services are currently available on StaffNet.



SPECIAL PUBLICATIONS

Stroll down memory lane

Commemorative magazines to mark the end of an era for great hospital institutions

OVER the years, dating as far back as 1874, Glaswegians have been well served by the renowned Western Infirmary, Victoria Infirmary, Southern General, Mansionhouse Unit, and the Royal Hospital for Sick Children at Yorkhill.

These buildings – and the staff who worked in them – have been at the centre of a rich social history reflecting the growth and development of this great city and its people.

The staff in these hospitals were in the vanguard of pioneering medicine and this proud legacy to Glasgow has now been captured in a series of four commemorative brochures.

The much anticipated social history “coffee

table” magazines will be printed and delivered to staff on each of the five sites during May.

They are wonderful publications featuring fantastic archive photography and documented history and landmark moments.

They will be distributed by local facilities teams to staff on each of the sites that are due to close over the coming weeks.

We have printed enough copies to match the total workforce on each of the sites and have allowed a few extra to cope with an expected high demand.

Each site will only be distributed with the edition that relates to that site, but the suite of all

four publications can be accessed online within the NHSGGC website.

These highly desirable publications feature rich archive materials from a variety of sources, including our own NHS archive, the *Herald* and *Times* photographic library and the archives of Caledonian University. This was an in-house publication researched and designed by our in-house communications team.

Endowment funds paid for the printing and some additional photography.

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



Royal Mail leaflet drop

AN eight-page leaflet is being delivered to every household in Greater Glasgow and Clyde by Royal Mail during the week starting 11 May.

The leaflet sets out the changes to acute hospital services as a result of the opening of the new South Glasgow University Hospital and the new Royal Hospital for Sick Children.

It's a massive mail drop – more than 561,000 households!

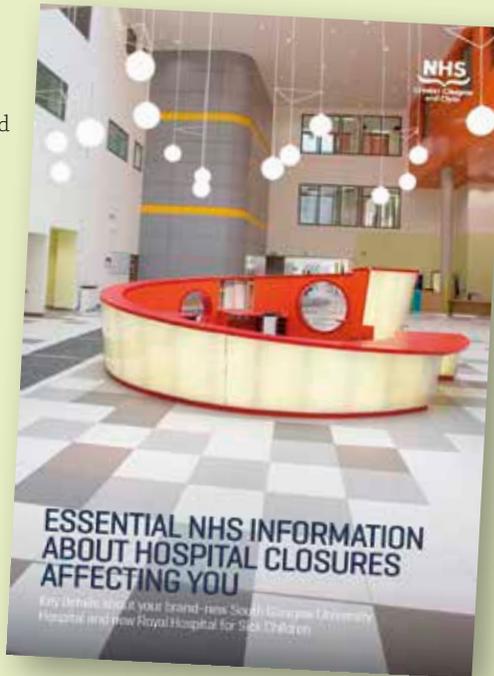
It is essential everyone is clear about where they should go after the reconfiguration of acute

services for unscheduled care in particular.

Knowing how and when to use a Minor Injury Unit and which Emergency Department to use is covered in this leaflet.

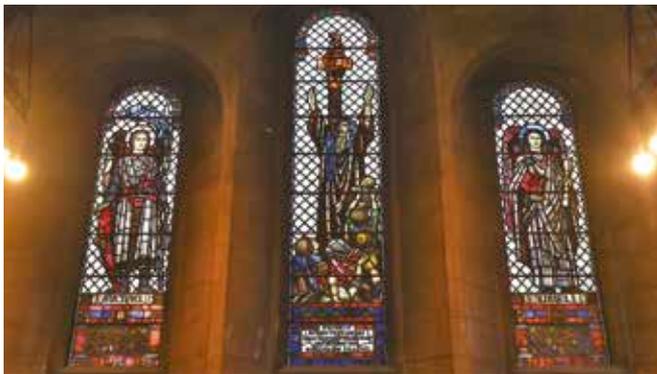
Look out for your own copy if you live in the Health Board area and make sure your friends and family know to look out for their copy too.

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



Retailers open for business

THERE will be a number of quality retailers located on the ground floor within the main atrium of the new South Glasgow University Hospital. These will serve staff, patients and visitors. Staff will be familiar with the brands of Marks & Spencer and WH Smith, but perhaps new to most of us will be the appearance of Souped Up & Juiced (an exciting takeaway concept) and Campden Food Co. (which specialises in freshly made wholesome foods such as porridge, wraps, salads, Fairtrade chocolate and freshly made muffins). There will also be cash machines.



From left: the impressive stained glass windows in the Western Infirmary Chapel; Reverend Keith Saunders; Marjorie Murray in uniform when she qualified in 1973

Special ceremony to mark closure of the Western Infirmary Chapel

ONE of the most poignant ceremonies in the history of the Western Infirmary Chapel (Alexander Elder Memorial Chapel) is taking place on 21 May at 6pm, to mark its closure and celebrate its history.

The ceremony is open to staff past and present, and also heralds the retirement of the chapel's first and last whole-time chaplain, the Reverend Keith Saunders, after 16 years.

Keith gained his Bachelor of Divinity degree/post graduate Certificate in Pastoral Studies at Edinburgh University, and has an MSc degree in Advanced Practice in Palliative Care from

Napier University, Edinburgh.

For the last 16 years, he was chaplain to Gartnavel General, Drumchapel and the Glasgow Homeopathic Hospitals, the former Blawarthill Hospital and the Beatson West of Scotland Cancer Centre – as well as the Western.

He said: "I have always liked being involved with people. I feel this is something that I do best and it has been a privilege meeting and helping staff and patients over the years under many different circumstances.

"Some of the happiest have been conducting weddings of staff and patients, including a country

and western-themed ceremony!"

Among those attending the ceremony will be Marjorie Murray, a retired nurse specialist who trained at the Western School of Nursing, and Professor Anna Dominiczak, University of Glasgow Regius Professor of Medicine and Vice Principal and Head of The College of Medical, Veterinary and Life Sciences.

Another guest will be Donald Blair, nephew of Lieutenant Donald Mackintosh VC, who has two beautiful stained glass windows dedicated to him, donated by the Western Nurses' League.

Lieutenant Mackintosh, son

of the Western's then Medical Superintendent Colonel Donald Mackintosh, was killed at the Battle of Arras during WW1.

The chapel opened in 1925, thanks to a donation by the Elder shipbuilding family in Govan.

It is one of the few in the world dedicated to the memory of doctors and nurses who died in both World Wars.

One plaque commemorates the deaths of 22 Western doctors and surgeons who were killed during WW1.

The Western site will be taken over by the University of Glasgow and discussions about the future of the chapel are ongoing.



PUBLIC HEALTH

Tackling inequalities

Poverty Leadership Panel is working to make poverty a thing of the past in Glasgow

DR LINDA de Caestecker, our director of public health (pictured), is representing NHSGGC, one of 21 public, private and third sector organisations on the Poverty Leadership Panel (PLP), whose aim is to deliver an action plan and tackle attitudes to poverty in Glasgow.

Here, she tells *SN* why she is taking up the fight against poverty and how staff can play their part.

Linda said: “The fact that there are food banks in a modern Scotland is shocking and this campaign will promote the concept that poverty is an outrage

and can be tackled. If we want to improve health, we have to address the underlying causes of health inequalities and, in particular, poverty.

“Our frontline staff can play a role in this. We have to understand our patients’ life circumstances in relation to poverty, homelessness, worklessness or addictions.

“Everyone coming into the health service, regardless of their circumstances, deserves to be

treated with respect. We see wonderful examples of this attitude in our services and there is already a lot of good work going on.

“I am asking staff to build on this by being even more aware that some patients and their families are experiencing money worries that are having a direct effect on their health and wellbeing. “Staff can direct people to financial inclusion services, where they can get advice and refer on to organisations working with homelessness, debt problems and employability.



“Glasgow has always prided itself in supporting social justice – let’s make the city a fairer place for all its citizens.”

>> For more information about the range of benefits and money advice services available in our Board area, visit: www.nhsggc.org.uk/infodir

>> To find out more about the NHS Credit Union, visit: www.nhscreditunion.com

>> The full version of this article can be read in the online edition, visit: www.nhsggc.org.uk/staffcommunications

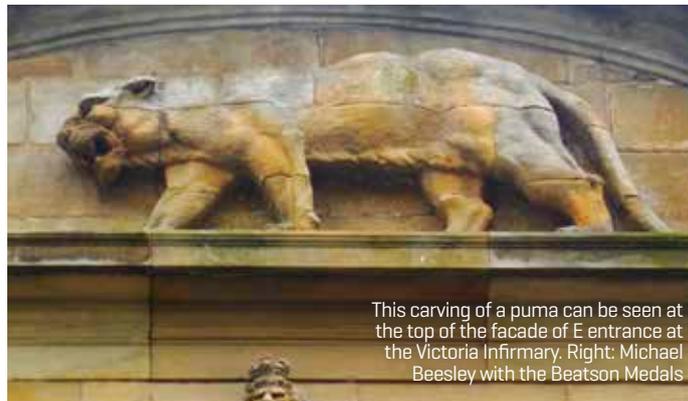
HISTORICAL ARTEFACTS

Hidden history in your workplace?

HUGE efforts have been made to tag and collate the wonderful potential artefacts and historical items at sites which are closing as services move to the new South Glasgow hospitals.

More than 750 items have been found, from pictures, equipment, medals and sculptures to plaques; however, if you think anything has been missed, Frances MacDonal, information and publications manager with the public health resources unit (PHRU), and Michael Beesley, our information specialist (Outreach) want to hear from you.

It may be there are items in offices, corridors or wards that merit being saved for the future.



This carving of a puma can be seen at the top of the facade of E entrance at the Victoria Infirmary. Right: Michael Beesley with the Beatson Medals

Frances, who is leading the historical artefacts’ project, said: “If people think they have something of interest which helps tell the story of the health service in Glasgow then please get in touch.”

Michael has been trawling the closing sites, labelling and making a digital record of potential artefacts, taking photographs of objects which can’t be moved.

One of the more unusual finds is a picture of a puma, the emblem for the Victoria Infirmary. Michael explained: “The general consensus is

that the puma was chosen as the emblem because pumas never attack humans without provocation; they also lick the wounds of other animals, promoting rapid healing.”

Another interesting find has been a box containing what are now known as the “Beatson Medals”.

He added: “I haven’t been able to find out anything about the Beatson medals, other than they have been kept in a box labelled ‘Spink and Son Ltd’, who are a long-established London-based medals specialists.

If any members of staff have



any information about the origins of these medals, they should contact Frances or the PERL team.

Frances added: “While items won’t be displayed, at this stage, the aim is to make sure we can capture everything of potential historical value and they will be put into temporary storage.”

>> To complete an artefacts form, visit: www.staffnet.ggc.scot.nhs.uk/Corporate%20Services/Public%20Health/Public%20Health%20Resource%20Unit/Documents/Artefacts%20Project/nhsggc_ph_Artefact_Discovery_Form_2015-04.pdf

>> For more information, email: fran.macd@ggc.scot.nhs.uk

Improving our efficiency

Spotlight on how new technology and systems are benefiting both staff and patients

INTERNATIONAL Nurses Day is celebrated around the world on 12 May – the anniversary of Florence Nightingale's birth. The theme for 2015 is *A Force for Change: Care Effective, Cost Effective*.

There are many good examples throughout NHSGGC of nurses and midwives driving change to improve patient care and efficiency.

Here, we spotlight two examples – how our district nurses are using agile technology to work more effectively and the benefits being realised through the introduction of systems and processes to support the implementation of CAAS (Care Assurance and Accreditation System).



Angela Stewart (left) and Alana Gallacher pictured alongside one of the information white boards that will feature in all wards

District nurses agile technology

District nurses across all Partnerships in GGC have been issued with iPads to assist with real-time access to patient information.

Nicola McDowell, a district nurse based at Plean Street, said: "The introduction of iPads has made a significant difference to staff and patients. We can now access information at the touch of a button.

"For example, previously we would have to go back to base to log on to the system for a patient's blood results. Now we can access this information remotely while sitting with the patient.

"We can work in real time with all patient information now available 'on the road'. We have access to their full patient record and if equipment needs ordered

that can be done while we are with the patient.

"Most importantly, the time saved by not having to return to base so regularly means we have more time for our patients."

Introduction of care assurance and link nurses

A key benefit from the test phase of CAAS within acute has been the refocus and definition of the link nurse remit.

The link nurse/midwife will support the senior charge nurse/midwife to empower their teams to implement and achieve assurance of care and ultimately accreditation of the CAAS standards.

The link nurse will promote team involvement and engagement and will be a subject-specific champion on their allocated CAAS standards such as tissue viability, child protection or person-centred care.

Alana Gallacher is one such link nurse. The senior charge nurse specialises in child protection within ITU at the Royal Hospital for Sick Children.

She said the improvements are vast: "I wanted to focus on child protection as I have a real interest in that area and have a PgC certificate in Child Protection at Masters level.

"With each nurse targeting a specific area, it means everyone on the ward knows who to ask if they need an update, be it child protection, tissue viability, etc.

"To be a link nurse takes a lot of commitment, with meetings to attend and training sessions, but

there is a marked difference on the ward, which is very rewarding."

Staff nurse Angela Stewart, who is based in Ward 45 at GRI, added:

"The introduction of CAAS is a great way of pulling together and embedding the many different quality improvement initiatives we have been following until now.

"It means that all wards across all hospitals are very much focused on the same standards of care which is excellent for the patient and makes it easier for staff.

"You can already see improvements in patient care and in the way staff have more confidence.

Everyone is focused on one set of standards and with different members of staff allocated specific areas to specialise in, everyone knows who to turn to for particular information on a patient."

>> Further examples of nursing practices will be available on the NHSGGC nursing portal, visit: www.nhsggc.org.uk/nurses

ABLE Bursary Fund



SANDYFORD
caring about sexual, reproductive and emotional health

The Alison Bigrigg Legacy Education (ABLE) Bursary Fund is now open for applications.

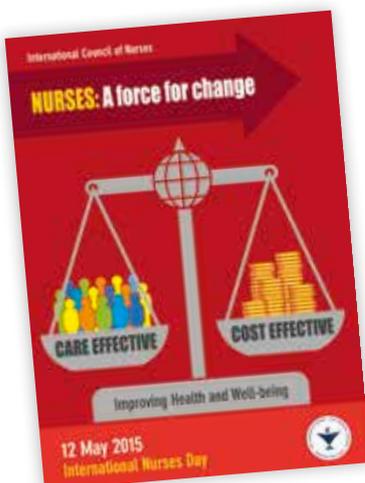
All NHSGGC staff can apply, including trainees and students on placement. The fund favours applicants who need financial support to develop their sexual health careers or career development.

Successful recipients are required to report progress and are encouraged to share their experiences by presenting at meetings, conferences and other events.

Applications are open until Friday 15 May.

For an application form, contact Charlene McKay, tel: 0141 211 8604 or email: Charlene.McKay@ggc.scot.nhs.uk

For an informal chat about bursary funding contact Rosie Ilett, email: Rosie.Ilett@ggc.scot.nhs.uk



Goodbye to the early shift as Margaret bids farewell!

SN celebrates the contribution of those who have given service of 40 years, and here, newly retired nurse Margaret Rainnie looks back over her long nursing career.

One thing she won't be missing are the 5.30am starts as she looks forward to a busy retirement!

After qualifying in 1976 from the Gartnavel School of Nursing, Margaret worked in the gynaecology ward at the Western Infirmary before deciding to train as a midwife between 1977-78.

She switched to the acute surgical receiving ward at level 10 at the Western in 1978 and went on to become a night nurse, later being promoted to deputy ward manager.

For the last three years, Margaret was a staff nurse in the same day admissions unit at the Western.

During her hospital career, she found time to complete a BSc in Health Studies at what was then



Margaret (third from left) with some of her colleagues as she says farewell following a long career in nursing

Paisley University, now part of the University of the West of Scotland.

Margaret said: "I've loved nursing and seen lots of changes, many for the better, and made many friends.

It's been a very satisfying job."

Margaret's husband John is an engineer, and they have two children Andrew and Lynsey.

She's looking forward to

spending more time keeping fit, antique hunting, carrying out some DIY around the home and as a trained chef, practising her culinary skills.

LOTTERY NEWS

Staff Lottery comes to a close

THE Appeals Society Management Committee, who operate the Staff Lottery, have regrettably decided to cease the lottery in its current form.

For more information, visit: StaffNet > Corporate Services > Communications > Briefs > Core

April mega draw winner

Congratulations to Lesley McAllister, a medical secretary at Parkview Centre, who was the lucky winner of April's £15,000 mega draw.

Brief – 08 April 2015

Staff are still being encouraged to submit proposals to the Appeals Society to allow us to spend the available funds on sustainable activities or projects that deliver benefits to patients and staff.

It couldn't be simpler. Just visit StaffNet > Info Centre > For Staff > Appeals Society and fill out an application form or, for further information, email: GCCHPAdmin@ggc.scot.nhs.uk

Applications should be submitted by Friday 29 May.



COMPETITION

£250 of Love2shop vouchers could be yours



WHAT would you do with a spare £250? From department stores to food and drink or leisure and pleasure, Love2shop vouchers are accepted in over 130 stores and more than 250 travel companies, including Thomas Cook and Virgin.

We've teamed up with the Appeals Society to bring you this fantastic opportunity. All you

need to do to enter is simply answer this question: **Question: What date is International Nurses Day?** Email your answer, along with your name and work location, to: staffnewsletter@ggc.scot.nhs.uk or send to: Corporate Communications, JB Russell House, Gartnavel Campus, 1055 Great Western Road, Glasgow G12 OXH.

T&C: The competition is open to all NHSGGC employees. Only one entry per person. Winners must be available for a photograph, which may be printed with their details in future issues of SN. The closing date for entries is 31 May 2015.