



Staff Newsletter **January 2018**



The icing on the cake for Queen's nurses

Anne and Hilary are the first new Queen's Nurses in five decades

Full story on **PAGE 3**

Out and about with the chairman

Last month turned out to be another very interesting month, meeting a wide variety of people from across Greater Glasgow and Clyde.

It began with the Excellence in Education and Training Awards, where I was privileged to present the postgraduate awards for secondary care.

These awards are sponsored by NHSGGC, the University of Glasgow and NHS Education for Scotland and made to clinicians who have excelled at teaching our junior doctors.

I was impressed by everyone I met and how they are working together to continuously improve the training we deliver in hospitals and in general practice.

I next attended an evening reception for NHSGGC staff who also serve as reservists in the armed forces.

Along with other Board members, I met members of the 205 Field Hospital and the Lowland Reserve Forces & Cadets Association.

These brave men and women not only serve their country in difficult and often dangerous situations, they also bring what they have learned from this experience to their work in Greater Glasgow and Clyde.

This provides a real benefit to their colleagues and to the patients they look after in our hospitals. We are fortunate to have these individuals working with us and the Board is determined to continue to support them and any others who might like to join the reservist group.

I then visited the Glasgow Royal Infirmary with Shona Robison, Cabinet Secretary for Health and Sport, where we attended a presentation by the orthopaedic department on the changes they have made to out patient care.

The introduction of a 'Virtual Fracture Clinic' means that patients only come to hospital if and when needed. This has also improved access to specialist care when it is most needed. This clinically-led initiative is a great example of how frontline staff can introduce innovative ways to improve patient care and improve efficiency.

Not only did our staff welcome the opportunity to make these changes, the patients we met all agreed this was the high-quality care they have come to expect from the NHS.

Accompanied by Board members Susan Brimelow and Alan Cowan, I spent an afternoon in the Central Decontamination Unit (CDU).

Staff working in the CDU are responsible for ensuring that our



Liam receives his Gold Chairman's Award

operating theatres are provided with sterile instruments in the right packages and at the right time.

This is a much more complex task than it might sound and without the hard work and dedication of everyone involved, our hospitals would not be able to deliver the high standards of service required by our clinicians and their patients.

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I also spent an interesting time at an event organised by the Scottish Government to encourage people from the BME community to join the Boards of public bodies.

We discussed what it means to be a Board member and how to apply for such a post. I was pleased to be invited to take part as I firmly believe that we must do more to ensure that public sector Boards reflect the community they serve.

The following week I hosted a visit from Jeane Freeman, the Scottish Government's Minister for Social Security, to the Royal Hospital for Children (RHC).

We met staff from the RHC and from the National Spinal Injuries Unit who work with patients and their families to ensure they receive their full entitlement to benefits at what is often a very difficult time.

Last year, more than 1500 individuals were helped by our Money Advice Service and the Minister was very interested to learn from their experience and offered to involve our people in the work of her department to prepare for the devolution of benefit payments to the Scottish Government. We all agreed this was a very successful visit.

I was very pleased to visit the Biochemistry Department at the GRI where I presented Liam O'Donnell with a Gold Chairman's Award.

Liam began working as a Modern Apprentice at the GRI, went on to complete his BSc and is now completing his registration portfolio to become a fully qualified biomedical scientist – another one of the many specialties that play a vital part in delivering safe and quality healthcare.

Liam is a great example of how an individual with drive and commitment can realise their potential by exploiting the opportunities offered by NHSGGC.

And finally, I greatly enjoyed the annual Glasgow Hospitals' Christmas Carol Concert. This event raises funds for the Clic Sargent charity and if you haven't attended before, I recommend you get a ticket for next year's event.

Anne and Hilary among first new Queen's Nurse graduates in 50 years

Two of our staff have graduated from the Queen's Nurse programme – the first new graduates in five decades.

Anne Burns, Family Nurse Partnership Supervisor, and Hilary Alba, a community midwife manager with the Special Needs in Pregnancy (SNIPS) team, were awarded their certificates at a celebration event by Prue Leith, one of the Great British Bake Off judges.

As part of their Queen's Nurses role, Anne and Hilary will work to promote health improvement and delivery of services in their local communities.

It was Anne's commitment to innovation that won her a place on the



Anne and Hilary, below, receive their certificates from Prue Leith



Queen's Nursing programme.

She said: "It is an endorsement of everything I believe in as a nurse.

"I'm already taking back what I learned on the course to my colleagues and the benefits will be felt by the young families we work with."

Hilary said: "The title hasn't been awarded in almost 50 years, but is always associated with excellence in the nursing profession and will give the SNIPS service added kudos.

"The course was very intensive, but it was very beneficial meeting the other nurses selected and I'm certain we'll all have picked up new ways of working that will benefit our colleagues and communities."

Dr Margaret McGuire, nursing director, added: "I'm very proud of Anne and Hilary and delighted they have graduated from the programme to become Queen's Nurses.

"They have worked very hard and will now apply their experience and learning to look creatively at how we can improve the quality of care in the community."

New appraisal system to replace e-KSF

Over a number of years, you have been asking for an easier way to record your KSF Personal Development and Planning Review outcomes.

We have listened and are delighted to be able to announce that Turas Appraisal will be launched throughout NHS Scotland as the replacement for e-KSF. This will be with effect from 1 April 2018.

What is Turas?

Turas (Gaelic for 'journey') is a single digital platform developed by NHS Education for Scotland. Due to the simplified design of the application, the move from e-KSF will be easy for you. In most cases, no additional training will be needed to use it to complete the tasks you may have found difficult in the past with e-KSF.

What's changing?

- e-KSF will not be available from 31 March 2018
- Turas Appraisal will be live from 1 April 2018
- current e-KSF information will transfer to Turas Appraisal, but you will access this in a different way
- Turas Appraisal will be simpler to access and use
- Turas Appraisal will work on a variety of browsers and portable devices
- non-NHS employees can also engage

with Turas – strengthening relationships within HSCP teams.

What's not changing?

- you will still have regular reviews, at least once every 12 months
- you will still have a Personal Development Plan
- you will still have access to an online recording tool.

Staff will be migrated to Turas with the same manager and KSF post outline that they have on e-KSF at 12 January 2018. All historical KSF information will also be migrated and will be available to view only

with no option to edit. Staff should ensure that their email address, if they have one, is available in e-KSF to ensure a smooth transfer.

From 1 February 2018, e-KSF will become a view-only tool – this means you won't be able to update it. From 1 April 2018, all information previously recorded on e-KSF will be available on Turas Appraisal and e-KSF will no longer be accessible.

For more information on moving from e-KSF to Turas Appraisal, please visit: www.nhsggc.org.uk/working-with-us/hr-connect/learning-education-and-training/turas-appraisal/





Knee surgery patient David Halcrow

Moving Forward Together

New programme will transform our health and social care services for the 21st century

In a few months, the NHS will celebrate its 70th anniversary.

Our organisation has served the country very well over the years and is regarded as one of the best healthcare systems in the

world. However, society has changed and the expectations from the NHS today are a far cry from those of 1948. The pace of change over the past 20 years has been particularly striking.

These advances in medical science and innovations in treatment, together with effective public health interventions, are helping us all to live longer.

This is a real success story,

but as more of us live longer, the number of people needing care is increasing.

The healthcare system in Scotland is struggling to keep pace with these extra demands and meeting patient needs is an ongoing challenge.

The development of Health and Social Care Partnerships has created real opportunities to make better use of resources and to shift care out of acute settings into the community and deliver better support for the growing number of older people and people with long-term conditions.

Now the Board and the Integrated Joint Boards of the six Health and Social Care Partnerships have approved the launch of a major programme to transform our health and social care services for the future.

The Moving Forward Together programme will be taken forward over the next 18 months and will result in a clear plan for change to make the Government's vision for health and social care a reality.

Integrated Services



Transformation in practice

New ways of working will be developed that provide safe, effective and patient-centred care, make best use of available resources and the opportunities created by innovation and technology.

Who is doing this and how?

A number of clinical groups are being set up to consider how best to provide services in the future. These will consider whether services can best be provided by acute staff or in the community.

A Core Team made up of doctors, nurses, chief social work officers, allied health professionals, Health and Social Care Partnerships, Human Resources, eHealth, analytical services, planners, engagement and communications staff will support the programme with relevant data and information to ensure that proposals are evidence-based and founded on best practice.

The Core Team is responsible to the NHSGGC medical director, Dr Jennifer Armstrong, who is the executive director responsible to the Board for this programme.

A Workforce Reference Group with trades unions, professional organisations and staff representatives has been set up to develop and deliver an effective engagement plan for staff working within NHSGGC and within the Health and Social Care Partnerships.

How can I get involved?

We're at a very early stage of the programme and initially have set up pages on the website to keep everyone up to date. For more information, visit, www.movingforwardtogetherggc.org

As the programme develops, this site will set out how you can take part and give us your views.

Opportunities to participate in specific events for staff and the public will be advertised through our website.

CASE STUDY 1:

Knee surgery and then home within 23 hours

Patients who previously would have spent up to 10 days in hospital for a partial knee replacement are now having surgery and being discharged within 23 hours.

This revolutionary way of providing certain orthopaedic procedures is being trialled by consultant orthopaedic surgeons at GRI and is being seen as the way forward for patients who meet the criteria.

Under the new way of working, the partial knee replacement is offered on a day case basis to patients affected by arthritis in a single joint, who are in good health and have good social support.

The surgery is performed in the dedicated day surgery unit at the New Stobhill Hospital, which is ideally positioned to

deliver this procedure, allowing an efficient journey of care to be provided, separate from unscheduled care pressures.

Mark Blyth, consultant orthopaedic surgeon is one of the consultants involved.

He explained: "There is good evidence that patients recover better at home following knee replacement surgery. Advances in anaesthesia over the last few years have improved pain relief following surgery such that we are in a position to send patients home much more quickly than we did in the past.

"For partial knee replacements, we have managed to establish next day discharge as the norm, and aim to send patients home the same day as they have their

operation early next year.

"The same approach is possible for total knee and hip replacements and we will be looking at these procedures in the near future."

David Halcrow underwent his partial knee replacement under Mr Blyth in November and was home the next morning.

David said: "When I told people I'd be getting a partial knee replacement and be in hospital for less than a day, everyone told me I was wrong.

"I went in to the New Stobhill Hospital on a Wednesday and was back out with a new knee by lunchtime the following day. The operation was done at 9am, I was back in my room by 11.30am, saw the physio that afternoon, and was up and on my feet within an hour."

CASE STUDY 2:

New Ways Inverclyde

General Practice is under considerable pressure as a result of increasing workload and workforce shortages.

It is recognised as one of the major concerns in the health and social care system is that many GPs are engaged in a significant proportion of tasks/activity that could be more effectively done by others.

The role of the GP and other professionals in primary care in future must be able to make best use of the unique experience and skills of each.

In order to improve outcomes, GPs need to be freed up from activities that do not require GP involvement and other health and social

care professionals require to become more accessible.

In September 2015, Inverclyde HSCP was approached to consider the opportunity to work in partnership with NHSGGC, the Scottish Government and BMA to explore new ways of working to inform the development of a new GP contract for Scotland and devise the future role of the GP.

All 16 practices, serving nearly 80,000 people, signed up to the pilot, which has seen them test out new ways of working to see which might be adopted in the longer term and rolled out throughout Inverclyde and across Greater Glasgow

and Clyde and the rest of Scotland.

A number of different ways of working were developed:

- availability of advanced physiotherapist practitioner reducing the number of patients with musculoskeletal problems being seen by GPs
- introduction of drop-in community phlebotomy service
- having specialist paramedics available to respond to urgent requests for home visits rather than GPs
- piloting an extension of pharmacy led clinics to shift the balance of pharmacy workload from GPs to pharmacists.

Activestaff

If you want to get more active in 2018, then we want to help you! At activestaff, we hope there's something for everyone and more to come this year. Here's an overview of all we provide...

Active sites

The provision of free, on-site classes at our hospital sites has grown steadily over recent years to the point where we now run 28 classes every week.

From activities that focus

on the core, flexibility and relaxation such as tai chi or yoga to high-intensity workouts such as Metafit or Fatburn Extreme, we hope there's something to interest everyone. We'll continue to add more classes in 2018.

Active challenges

As well as our regular activity classes, we also run one-off events and challenges.

Look out this year for the return of our walking challenges and football tournament, which



Walk your way round the beautiful Emerald Isle

Back for 2018, our latest walking challenge will see us take to the ruggedly beautiful west coast of Ireland. Team up with your colleagues to traverse the Emerald Isle, from Donegal to Cork.

You'll have four weeks to complete as much of the 560-

mile virtual route as possible. As always, we'll have bonus competitions and prizes to be won throughout the challenge.

To get involved, visit www.activestaff.worldwalking.co.uk before the challenge starts on 15 January.

Please note, if you participated in either of our challenges in 2017 you'll be able to sign in using your existing details. If you took part in any of our challenges before 2017, or are new to the walking challenge, you will need to register.

If you have any questions about the challenge email: walking_challenge@ggc.scot.nhs.uk



- what we can offer you



we hope will be bigger and better than ever.

To date, more than 12,000 members of NHS and council staff have participated in our walking challenges. If you're not one of them, why not?!

As well as our football tournament, we have a regular 5-a-side league, completely free to staff. If you'd be interested in finding out more or entering a team, get in touch now.

Discounted leisure memberships

We've teamed up with local authority leisure providers to offer discounted memberships for NHS staff. So if our free activities don't suit you, find the rate for your local centres and



apply at: www.nhsggc.org.uk/gymmemberships

Monthly walks

Since October 2016, we have been supporting the NHS Walking for Health Walking Group. The walking group now has more than 60 employees registered to receive the monthly walk bulletin.

Monthly walks alternate between a Saturday and Sunday. Most walks are usually low to moderate level and the

group has been to places such as Conic Hill in Balmaha, the Whitelees Windfarm in Eaglesham, Cashel Forest near Loch Lomond and the Caves at Arrochar. The walks encourage personal fitness, meeting new friends and colleagues and taking in some breathtaking views.

To receive the monthly bulletin where you'll be able to sign up to walks, get in touch now.

All walks are guided by a fully qualified walking leader.

Jogging groups

Our jogging groups have grown over 2017 and we've put a number of staff through jog leader training. So whether you're a complete beginner, would like to get back into jogging or are an experienced runner, then get involved. Join or lead one of our groups now!

Activators

As you've read, we have got lots of going with activestaff. If you're passionate about physical activity and want to get involved with the service, we want to hear from you. Our physical activity champions, better known as Activators, exist to encourage staff on their site to become more active by promoting, participating in and leading activestaff activities.

For all questions or comments about activestaff get in touch, email: ActiveStaff.Legacy2014@ggc.scot.nhs.uk and help us to make 2018 our best year yet!

Steven goes on the run with Olympic star!

Steven Smyth, public health support officer, featured in the November issue is one of four lucky first-time marathon runners who have been given the exclusive opportunity to be coached through the Stirling Scottish Marathon by Scottish running legend Liz McColgan.

Liz, through her role as ambassador for the Great Run British Marathon Series, will be providing guidance to Steven and three other runners who will be taking on their first-ever marathon as part of McColgan's Marathon Challenge.

Steven, who is raising money for Help the Heroes charity, said: "I started running initially to get active on my lunch break instead of sitting around all day, and to improve my overall health. I was never a runner - I used to hate it. I had asthma up to only April this year prior to running, and now I've not used inhalers since running at



all - in fact, I feel like a wealth of health.

"I applied to be coached by Liz as I've had no guidance. I have achieved so much from being self taught - imagine what I can achieve from the guidance of an Olympian. This is a unique opportunity and I am very privileged and honoured to be selected. I plan to use this opportunity to see what my future

will bring. I chose the Stirling Scottish Marathon due to the feedback from other runners from last year's remarkable race, and I'm glad I did."

Steven was selected from hundreds of applications who have signed up for the 26.2-mile event and will be supplied with an exclusive marathon training programme designed by Liz, and will be receiving motivational support throughout his journey.

He will also receive entry into the Simplyhealth Great Winter Run on 13 January, which will be a training event for the marathon, where he will get the chance to meet Liz and take part in a Q&A session in Edinburgh.

The Stirling marathon takes place on Sunday 29 April 2018. If you would like to donate to Steven's Just Giving page, visit: www.justgiving.com/fundraising/steven-smyth

RHC sanctuary is given a colourful revamp by talented young artist

The sanctuary at the Royal Hospital for Children has been given a colourful facelift featuring artwork created by its patients following a residency by a young artist.

Illustrator Phoebe Roze worked with 50 children at the hospital to revamp the space following storytelling and arts workshops.

The sanctuary – which offers a place for peace and contemplation to sick children and their families – was transformed as part of a partnership between Glasgow Children’s Hospital Charity and Glasgow-based charity Impact Arts.

Phoebe was commissioned as resident artist following a selection process involving staff, volunteers, children, young people and patients’ families.

Her workshops led to the creation of prints, drawings and collages, which were then scanned and enlarged for vinyl panels and attached to walls. Previously a blank space, the aim of the project was to create



a more welcoming environment for those who use the sanctuary.

As well as being a place for contemplation, it will now be used for community events, including mindfulness classes and baby yoga.

Phoebe said: “It’s amazing for me, but the best part is that it’s the kids’ work on the wall. They are the most important part of the hospital and kids’ art is so strange and imaginative.

“The fact that they have contributed 90 per cent of what is up there is hopefully

very special for the kids, parents, staff and volunteers.”

Reverend Jim Meighan, the chaplain of the RHC, said the artwork has already made a dramatic change.

He said: “The sanctuary is important for everybody who uses the hospital – patients, families and staff. It’s a place where people can take a breather from the hustle and bustle.

“There are people using the sanctuary who haven’t been previously, and that’s all to do with the artwork on the wall.

“We wanted people to claim the space as their own – and the artwork has already achieved that.”

Kirsten Sinclair, Director of Fundraising at Glasgow Children’s Hospital Charity, said: “The artwork that Phoebe has created with the help of the children and their families is beautiful. It totally transforms the space, and makes the entrance to the sanctuary feel so warm and welcoming.”

Are you looking after someone?

If so, you could be a carer. **You are not alone.** There is help and support available for you and the person you look after.

NHS Greater Glasgow and Clyde

- Practical information about services. Know what is available for you and the person you care for in your local area.
- Access to training that will support you as a carer.
- Financial support that may be available for you or for the person you look after.
- Emotional support and a listening ear for you.
- Information about how to access short breaks from providing care.

Contact us now for help and support

Carers Information Line **0141 353 6504**
www.nhsggc.org.uk/carers
supportandinformation@ggc.scot.nhs.uk

MR 201611

COMPETITION

WIN
 a Fitbit unisex Ionic Health and Fitness Smartwatch

Enter this month’s competition for your chance to win the first health and fitness smartwatch that guides and coaches you to reach your goals with personalised insights and guided workouts, built-in GPS and continuous heart rate tracking. Stay motivated by storing and playing 300+ songs and get inspired by a global fitness community. Plus, get convenient access to popular apps, payments on your wrist, and a battery life of 4+ days.

Simply answer the question below and email your answer, along with your name and work location to:

competitions@ggc.scot.nhs.uk or send to:
Corporate Communications, JB Russell House, Gartnavel Campus, 1055 Great Western Road, Glasgow G12 0XH.

Q: When does the 2018 Walking Challenge start?

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 January 2018. Prizes must be claimed within four weeks of the closing date.