

Jubilee Life

Issue 13

NHS
Golden Jubilee



Christmas message from the Chief
First DCD patient ~ Leading in Robotics ~ State Hospital
Public holidays ~ Festive pay dates ~ Adverse weather ~ and much more...

Happy Christmas 2019 and best wishes for an exceptional New Year in 2020!



The Golden Jubilee is an exceptional organisation and it is a genuine honour and privilege to be celebrating my first Christmas as your Chief Executive. As this year comes to a close I want personally thank each of you for your hard work.

2019 has been an exciting time of development for us an organisation and for me personally coming into my new role. I have greatly enjoyed meeting as many of you as possible and I would like thank you for taking the to tell me about the work you are doing and your plans and aspirations for the future. What matters to you absolutely matters to me!

With ever increasing demands for our services this has been incredibly busy year for everyone at NHS Golden Jubilee. I am delighted that we have now developed our Board Strategy, with the input of staff, which I am confident will drive us forward and ensure we are fit for the future. As a result, we now have a number of new and innovative projects started or planned and have established a Programme team to support the delivery of many of our ambitious plans.

I know that the Christmas period is a very busy time as you continue to work tirelessly to make sure we are providing the highest possible standard of care for every patient, visitor and guest that walks through our doors.

Christmas can be a difficult time for anyone to be in hospital, and we want to thank you all for your hard work and dedication to making sure that our patients are as comfortable, well looked after and happy as possible during their time with us.

I have been incredibly impressed by your commitment and the high standard we set and deliver – I know that the dedication of our entire site is second to none. From our Research Institute helping us lead research from bench to bedside, to our Hotel team who constantly make sure delegates and guests have the best experience possible, we need to sometimes take a breath and acknowledge the great work among the busyness of working life.

This is such an exciting time of development for us and next year is set to be our biggest year yet, with expansion taking place across our services as well as collaborations with other NHS colleagues..

However, I never forget that our success is only made possible by the efforts of all of you. This is never taken for granted, and it does not go unnoticed – I am very clear that you are all our most valuable asset and I am confident that together we can continue to achieve great things.

So please accept my heartfelt thanks to you to each and every one of you for your dedication, professionalism and drive for best practice throughout the year with a special thank you to everyone working during the festive period.

My very best wishes to you and your loved ones and I hope you have a Happy Christmas and New Year and I look forward to working within you in 2020!

Kindest wishes

A handwritten signature in black ink that reads "Jann". The signature is written in a cursive, flowing style.

Jann Gardner

First Scottish ‘non-beating’ heart patient looking forward to Christmas

Scotland’s first non-beating heart transplant recipient is looking forward to Christmas following his historic procedure.

Colin Davidson from Midlothian is counting his blessings this festive period after becoming the first person to have a Donation after Circulatory Death (DCD) Heart Transplantation in this country.

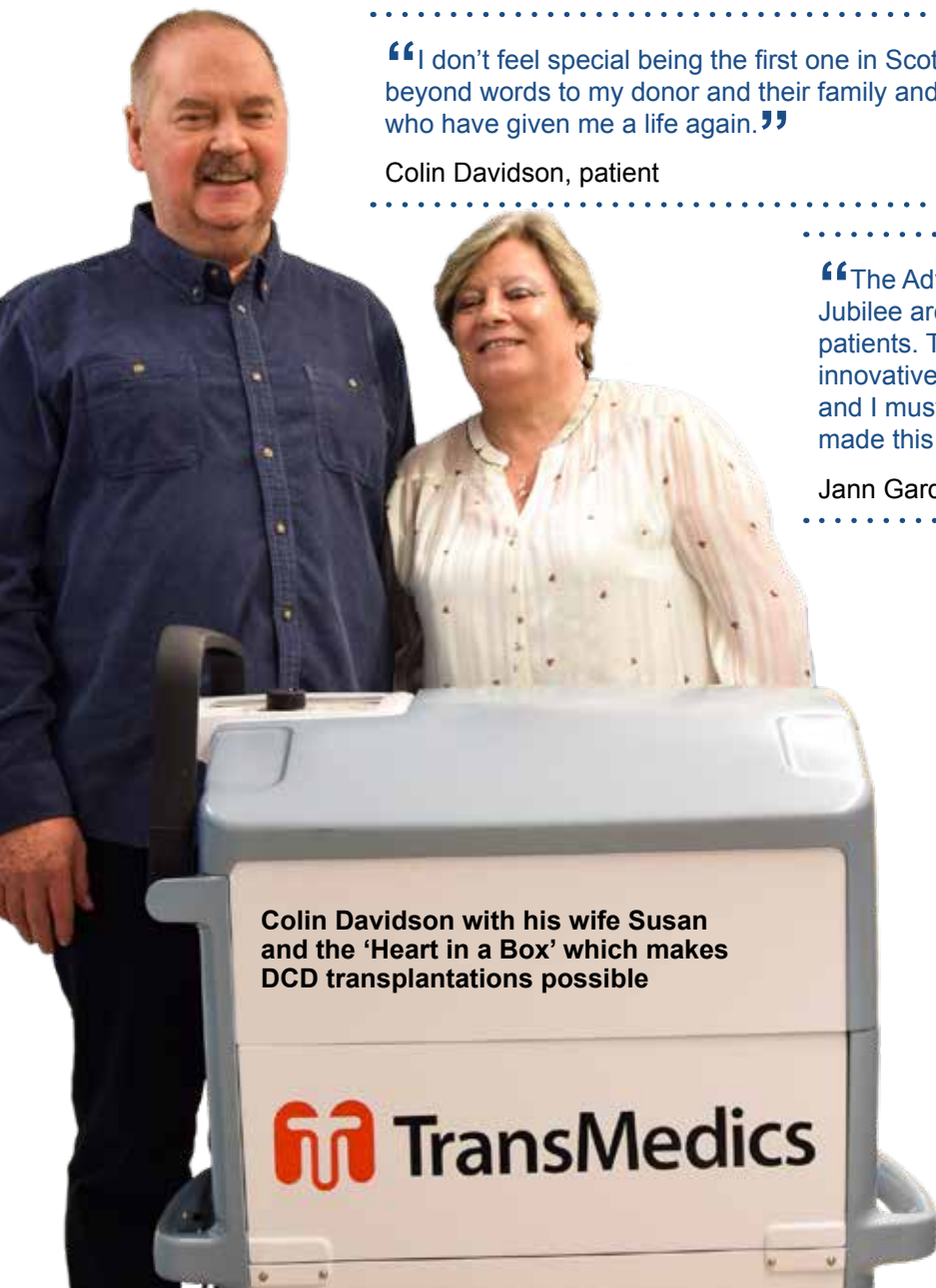
The procedure, carried out by specialist surgeons at the Golden Jubilee National Hospital, has opened a new chapter for the future of heart transplantation recipients in Scotland, which will potentially save the lives of many more heart failure patients.

NHS Golden Jubilee is now only the seventh heart transplant centre worldwide to have performed a Donation after Circulatory Death (DCD) Heart

Transplantation, as DCD organs were previously thought to be unsuitable for transplant.

It is only recently that UK surgeons have had the ability to carry out DCD transplants. Previously, they were able only to transplant beating hearts from donors after they were certified brain dead. DCD hearts weren’t thought to be acceptable for transplantation as they were deemed too high risk, however, developments in organ perfusion and retrieval techniques such as the Organ Care System (OCS), showed evidence that they could be suitable.

Sites that already undertake DCD report that outcomes for patients receiving the procedure are comparable to those given a Donation after Brain Death (DBD) organ, the traditional transplantation method.



Colin Davidson with his wife Susan and the ‘Heart in a Box’ which makes DCD transplantations possible

“I don’t feel special being the first one in Scotland to have this procedure, I just feel grateful beyond words to my donor and their family and all of the medical and healthcare professionals who have given me a life again.”

Colin Davidson, patient

“The Advanced Heart Failure team at NHS Golden Jubilee are committed to providing the best care for patients. They are dedicated to always striving for innovative ways to do better for the people of Scotland, and I must congratulate our multi-disciplinary team who made this possibility a reality.”

Jann Gardner, Chief Executive

“This has been the culmination of immense hard work and widespread support to introduce this programme across the transplant community.

“Both these two major advances – DCD Heart Retrieval and DCD Heart Transplantation – at the Golden Jubilee are an important milestone for the Scottish National Advanced Heart Failure Service (SNAHFS).

“DCD Heart Retrieval and DCD Heart Transplantation will be a new chapter in future heart transplantation for our recipients in Scotland that will increase the number of heart transplants and give our recipients this life-changing and life-saving opportunity.”

Phil Curry, Golden Jubilee Consultant Transplant Surgeon



Orthopaedic surgeon Nick Ohly (right) and Stryker representative Sharon Cameron with the Mako robot

Leading the way in orthopaedic robotics

In a Scottish first, our orthopaedic team started using a robot for routine total and partial knee replacement surgery in November.

Nick Ohly, Consultant Orthopaedic Surgeon, was the first to treat patients using the Mako robot.

The Mako robot builds a virtual 3D model of each patient's anatomy based on a pre-operative Computer Tomography (CT) scan, which is then validated by live intra-operative measurements. The surgeon is able to fine-tune the position of each component to work best for each patient. The robotic arm is then used to make precise bony cuts according to the surgical plan, which conserves bone and minimises soft tissue damage.

The robot will be used on approximately 300 patients a year. Initially concentrating on knee replacements, the plan is that the robot will also be used for hip replacements in the near future.

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“It is extremely exciting to be the first NHS hospital in Scotland to be able to offer robotic arm assisted partial and total knee replacements to NHS patients as part of routine care.

“The Mako robot is unique in orthopaedics in allowing the surgeon to implant every joint replacement in the optimal position for each individual patient based on their specific anatomy, while minimising bone resection and soft tissue injury. This allows for reduced pain after surgery, optimised function and quicker recovery.”

Nick Ohly, Consultant Orthopaedic Surgeon,
.....

“There is already some evidence that the longer term outcomes may be superior with robotic-arm assisted surgery.

“The introduction of robotics, the scale of the Golden Jubilee orthopaedic service, combined with the expertise in clinical research means that NHS Golden Jubilee should be well placed to lead on future research in this emerging new field of robotic arthroplasty – benefitting patients across Scotland and beyond.”

Mark MacGregor, Medical Director
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Bad weather is snow joke

– so know what to do

At the end of February 2018, the storm affectionately known as the “Beast from the East” occurred. NHS Golden Jubilee resilience was tested but our staff went above and beyond to ensure that the organisation was able to function and support our patients, guests and colleagues.

At the time there was a lot of confusion caused by mixed messages in the media and a lack of a consistent approach across NHS Scotland.

NHS Scotland took this feedback on board and national guidance was developed in partnership through consultation between Scottish Government Officials, NHS Scotland employers and trade unions.

As an organisation, when there is adverse weather we need to ensure that services across NHS Golden Jubilee are maintained. This may require the pulling together of resources, using what staff are available to do the priority tasks that keep our services running.

So what do you need to do if there is adverse weather?

You should familiarise yourself with our Board’s Adverse Weather Policy. This explains the weather warning system and what this means. This policy is available on our Human Resources page on Sharepoint.

If warnings have been issued, then plan ahead. Can you park somewhere that you’ve a better chance of driving from? Can you get public transport or walk?

You have a responsibility to make every reasonable effort to get to work, even in circumstances where adverse weather has struck and is affecting travel, but at the same time ensuring your own safety.

As at any other time, if you think you’ll be late getting to work or won’t get in at all, then you need to let your line manager (or designated manager) and colleagues know as soon as possible through agreed communications channels.

The organisation needs to continue to provide front line services, primarily patient care, even when these events occur. Therefore, you might be required to work in other areas or undertake roles that are not yours, for example work on another ward or serve tea/ coffee to patients. If this happens, you will not be asked to do tasks that you don’t have the skills for.

Due to the fact that these events occur infrequently and the effects are unpredictable, then there needs to be a flexible approach to managing it. The principle embedded in the Adverse Weather Policy is that staff should not suffer unfair detriment for circumstances beyond their control. There are many ways of ensuring this, including:

- agreeing to swap shifts;
- paying back hours;
- taking annual leave; or
- receiving special leave.

During the 2018 event we know that some staff who couldn’t get to the Golden Jubilee went to other hospitals near to home to help them, and in turn we had nursing staff who worked in other Boards but lived locally, turn up at the Golden Jubilee. In this event please take some identification with you – your work identity badge is ideal – so that they can check who you are.



If you are unsure about any aspect of this policy, please ask your line manager or Human Resources representative for more information.



Dr McEntegart (second from right) with her team which took part in the live surgery in the Cath Lab

Golden Jubilee plays key role in world's biggest interventional cardiology conference

Cardiology specialists from NHS Golden Jubilee played a central role in the world's largest interventional cardiology conference back in September, in San Francisco, California.

For the first time, clinicians from the Golden Jubilee National Hospital were broadcasting live cases to the Transcatheter Cardiovascular Therapeutics conference. Three late breaking trials were also presented.

NHS Golden Jubilee was the only European centre out of 15 sites to broadcast live to the educational conference.

Working with a team of physiologists and nurses, cardiologists Professor Keith Oldroyd, Dr Margaret McEntegart and Dr Mitchell Lindsay presented two cases on Saturday 28 September.

One of those live cases was a demonstration of how to use a device not currently available in the United States to deal with calcification of the arteries (plaque build-up), which can prevent adequate blood flow and cause angina and heart attacks.

Experts from the Golden Jubilee were involved in early research studies demonstrating the effectiveness of this device and demonstrated to peers from across the world when and how to use it.

Researchers from the Golden Jubilee were involved in three major clinical research studies being presented in the late breaking trials session at the event.

The TWILIGHT study compared ticagrelor monotherapy to ticagrelor plus aspirin in high-risk patients undergoing primary percutaneous coronary intervention.

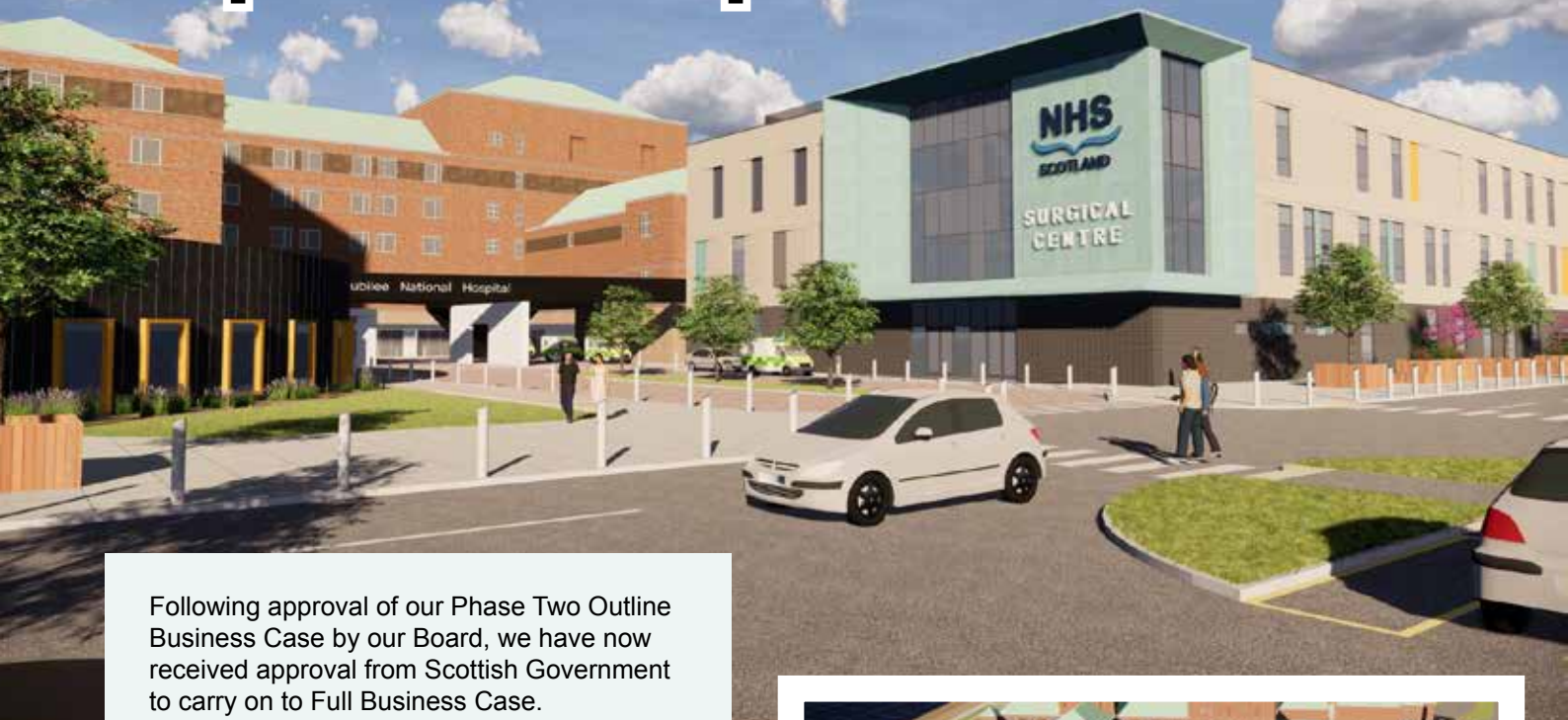
The Onyx ONE and IDEAL-LM studies are both comparisons of drug eluting stents with and without durable polymers.

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“The Golden Jubilee is home to one of the largest heart and lung centres in the world and has been the UK's best performing heart attack centre for 11 years.

“Playing a pivotal role in the world's largest interventional cardiology conference is recognition that NHS Golden Jubilee is a world-leading centre of excellence in heart disease.”

Professor Colin Berry, Director of Research and Development at NHS Golden Jubilee and Professor of Cardiology and Imaging at the University of Glasgow
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Expansion update



Following approval of our Phase Two Outline Business Case by our Board, we have now received approval from Scottish Government to carry on to Full Business Case.

The Phase Two programme will provide five additional laminar flow orthopaedic theatres, three endoscopy rooms, two general theatres, a surgical admission and discharge unit and a Central Sterilisation Processing department (CSPD).

Kier Construction have produced a high level programme which aligns completion with the approved Initial Agreement (IA) date of end 2021. This will include other essential refurbishment of areas within the existing building.



Milestone for robotic lung surgery

The Golden Jubilee has now carried out more than 150 procedures for lung patients using robotic technology.

The Da Vinci robot is hailed as the 'next frontier' in minimally invasive surgery. Its beneficial effects also include a shorter recovery time and less nerve damage during surgery for patients.

We started using our robot exclusively dedicated for lung surgery – the only centre in the UK to do this – early last year and our specialists say the anecdotal evidence so far shows it is living up to its promise.

Patients have been reporting less painful recoveries thanks to the precise accuracy of the less invasive surgery.



Physio team finalists at Scottish Health Awards

The Cardiothoracic Physiotherapy team from NHS Golden Jubilee were finalists at this year's Scottish Health Awards.

The team, which specialises in cardiothoracic surgery patients, is led by senior physiotherapists Fiona Nolan, Ross Marscheider and Natalie Lambie, were nominated in the 'Top Team' category for developing a protocol and carrying out the first mobilisation of a patient on a femoral intra-aortic balloon pump in the UK last year.

The technique used by the rehabilitation physiotherapists allows patients awaiting heart transplants to get up twice a day while staying attached to the balloon pump, which is keeping them alive.

This helps maintain muscle tone and keeps the patient in better physical shape to receive a transplant, in addition to better chances of a good recovery.



The team impressed the judges with their passion for their profession and the genuine care they show to patients.

Held annually, the awards reflect the dedication and commitment of those who work in health and social care services so well done to all the winners who deserve great praise for going above and beyond for all NHS patients.

Scottish National Radiology Reporting Service (SNRRS) Bank

NHS Golden Jubilee is hosting the pilot of the Scottish National Radiology Reporting (SNRRS) Bank.

The SNRRS Bank has been developed to deliver additional reporting capacity across Scotland, providing a mechanism to allow both substantive staff and those not currently within the NHS, to undertake cross boundary reporting from an agreed location.

Any health board connected to the national IT cross boundary reporting system will be able to send exams to be reported by the SNRRS Bank.

The aim of the pilot is to test the concept that this in-sourcing solution can be managed within the NHS and the overall solution is at least cost neutral compared with outsourcing solutions. This will reduce the requirement for Boards to outsource to private providers and keep work within the NHS.



For more information about this exciting new development, please contact Jennifer Gilchrist on extension 5888 or email jennifer.gilchrist@gjnh.scot.nhs.uk

Support for young workforce is Golden



Commitment to its young workforce has helped NHS Golden Jubilee retain the Investors in Young People Gold award.

Investors in Young People helps employers harness the creativity and skills of young people and measures good practice in recruiting, retaining and developing them.

The first NHS Scotland organisation to receive the award when it was first accredited in 2017, NHS Golden Jubilee has maintained the Gold accreditation by fully integrating the management of young people into its business practices.

NHS Golden Jubilee has built relationships with the local schools and colleges to give young people the opportunity to carry out work experience across different areas.

They also support the young workforce of the future and our local community by providing hospital work placements for young people wanting to apply to university to become doctors.

Last year, NHS Golden Jubilee received recognition from West Dunbartonshire Council for its commitment to the Schools Employability Skills Programme, which supports students wishing to follow a career in medicine or nursing.

This year we were a finalist in West Dunbartonshire's Working 4Business awards for our work in Developing the Young Workforce.



Ruth McCormick

“NHS Golden Jubilee’s inclusive policies and procedures ensure that we can continue to include and involve staff of all ages in everything that we do.

“The Investors in Young People programme provides an excellent framework to recognise our efforts in this area and enables us to continuously measure, improve and develop our approach to equality for all, no matter what your age may be.

“We are delighted that our commitment to supporting our young workforce has been recognised yet again with retaining the Investor in Young People Gold award.”

Elaine Barr, Recruitment Manager

Lest we forget

On Remembrance Sunday, members of the executive team paid their respects to those who were killed during both World Wars and in international conflicts since, at the traditional wreath laying service at the hospital's Lancastrìa memorial.

Director of Finance, Colin Bell and Medical Director, Mark MacGregor joined Associate Nurse Director, Theresa Williamson in laying the wreath to commemorate the sacrifices of our Armed Forces and to show support to those still serving today.

NHS Golden Jubilee has previously been awarded the Employer Recognition Scheme Gold Award. This award is the Ministry of Defence's highest badge of honour for organisations, which support the Armed Forces.

The Gold award is presented to organisations, which have signed the Armed Forces Covenant, actively support the Armed Forces community in their workplace and encourage others to follow their lead. At 11am On Armistice Day, we held a two-minute silence to remember their sacrifice.



L-R: Colin Neil, Theresa Williamson and Mark MacGregor pay their respects at the Lancastrìa memorial





Bee a flu hero.
Don't infect.
Protect.

We care for you! We don't want you to get flu. And there are lots of people you care about too...

Back in September we launched our staff flu vaccine campaign. With reports showing that we will be experiencing a cold winter this year, we were aiming to maximise the number of NHS Golden Jubilee staff getting the vaccination.

Although flu vaccinations aren't compulsory for healthcare staff, we are pleased that we have surpassed last year's uptake by achieving 889 at last count, which makes it our highest uptake ever.

Healthcare workers have a duty to ensure that those they care for, whether patients or family members, are protected. We asked you to be a flu hero and do everything you could to keep your patients, colleagues, family and friends safe.

Throughout October and early November our Occupational Health department held flu vaccination drop-in sessions. We were pleased to see that staff came out in huge numbers to get vaccinated.

To entice you further we had a selfie board and some props. We asked that anyone getting their flu jab posed for a moment for a photo or to take a selfie with your team and share it online, tag the Golden Jubilee and show that you had joined the nationwide campaign.





Shorter means faster

Elite cyclists could gain a competitive edge by using shorter pedal cranks according to results from a study carried out by our orthopaedic specialists.

The trial was carried out on a state-of-the-art motion capture system – which commonly features in Hollywood movies for special effects – and is used by the Golden Jubilee National Hospital Orthopaedic Research Team to measure the functional outcomes of patients involved in research trials following hip or knee replacement surgery.

The aim of the trial, devised by Clinical Research Fellows David Griffiths and Euan Speirits, was to determine if the length of a crank – the stem which leads from the pedal to the chain cog - has an effect on power production in an aerodynamic time trial position and if it impacted on speed.

Six cyclists have taken part so far in the ongoing research and all produced more power in the aerodynamic position with 155mm cranks as opposed to the longer 180mm cranks.

The average power increase was 4.33 per cent and there was also an average gain in theoretical speed of 2.07 per cent for all subjects using the short cranks.



“A shorter crank length allows a more open hip angle in the time trial position, which could in theory reduce the injuries related to this such as iliac artery endofibrosis.

“Those who participated also said they felt a reduced strain on hamstrings, hip flexors and gluteal muscles which can aid recovery and reduce overall strain.”

Jason Roberts, Consultant Orthopaedic Surgeon

“The results of this trial have shown that using shorter bicycle cranks when cycling in an aerodynamic time trial position improves sustainable power output and final race speed.

“Therefore, shorter cranks may be used to obtain a competitive advantage while, from an injury prevention perspective, shorter cranks may also be beneficial as subjects reported feeling more comfortable in the aerodynamic position with the shorter cranks.”

Jon Clarke, Consultant Orthopaedic Surgeon

“While 3D Motion Capture is commonly used in the film industry to turn actors into super heroes in movies such as The Avengers and Star Wars, it can also be used to measure and examine human motion.

“At the Golden Jubilee we are constantly looking at ways to improve the care and treatments we offer to our patients and motion capture can help us do that.

“By recording patients before and after surgery using 3D Motion Capture we can accurately measure patients’ recoveries and this can allow us to compare different types of knee and hip implants, different types of surgical approaches and rehabilitation programs.

“This precise recording of human movement can provide important information which can be used to progress orthopaedic care for our patients, and patients of the future.”

Catherine Sinclair, Research and Development Manager



Euan Speirits (left) and David Griffiths with their winning abstract poster

Morgan has designs on future after heart transplant



(L-R) Consultant Transplant Cardiologist Jonny Dalzell, Michelle, Morgan and Chris McComb and Director of Heart, Lung and Diagnostic Services Lynne Ayton

A bright young student has told how grateful she is to be back at university after receiving a heart transplant at the Golden Jubilee National Hospital only a year ago.

Morgan McComb, 21, says her life is back on track after having the life-saving treatment last November at the Clydebank facility, home to Scotland's heart transplant service.

Last year, Morgan had to give up her studies on the first day of her Architecture degree at Glasgow School of Art after she was admitted to NHS Golden Jubilee and told by specialists she was being placed on the urgent transplant list.

But following the successful transplant operation, Morgan is now enrolled again on her course and has designs on building a bright career in architecture.

Morgan and her family are so grateful to her donor for her second chance of life. In recognition of this, they raised a massive £7600 for NHS Golden Jubilee, including £500 from gran Renee, who sold arts and crafts she created.

Your blethers with the boss

This year, we've hosted several 'Chat with the Chief' sessions where you came along, talked and asked our Chief Executive, Jann Gardner, questions.

Many have asked about the future of the Golden Jubilee. We hope that the recent strategy documents and Fit for the Future bulletins have helped with everyone's understanding of the way forward.

There is an acknowledgement that we need to ensure that our positive values culture remains a priority that underpins everything we do as an organisation. At our last meeting in November, staff health and wellbeing was discussed at length.

How we support staff resilience will be a key focus going into next year with our Board highlighting this as a priority area. We will be looking at ways of how we can help our workforce across a number of areas including health, activity, finances and mindfulness. All suggestions are welcome through our Communications team.

Thanks everyone for raising issues through these sessions. Next year, we are working on additional face to face opportunities for our Executives and Non Executives to meet with teams across the site. However, if you have any burning questions about anything related to NHS Golden Jubilee, email comms@gjnh.scot.nhs.uk.



Our Board Strategy now has dedicated Staffnet pages so everything about the work stream priorities and updates and decisions are available in one place. Board strategy information is available under the news and events tab on the Staffnet homepage: <http://jubileestaffnet/index.php/news-and-events/board-strategy/>

Public Holidays 2020/21

Following engagement with staff side and neighbouring health boards and a review of plans for local councils, NHS Golden Jubilee will retain the public holiday on International Workers Day on 4 May 2020 rather than moving it to coincide with the 75th Anniversary of Victory in Europe (VE) Day on 8 May.

Communication will be issued to managers to ensure application of the rostering policy.

The Partnership Forum and Senior Management Team have approved the following Public Holidays for 2020/21:

- Friday 10 April 2020
- Monday 13 April 2020
- Monday 4 May 2020
- Monday 28 September 2020
- Friday 25 December 2020
- Monday 28 December 2020
- Friday 1 January 2021
- Monday 4 January 2021

Additional days for staff with HCI contracts:

- Monday 25 May 2020
- Monday 20 July 2020



Golden Jubilee Conference Hotel

Demo and Dine Experience

with Master Chef Willie Pike MBE

Friday 31 January 2020

Arrive at 6.45pm and enjoy a welcome drink and canapés.

Live demonstration will commence at 7.15pm followed by an informal meet and greet with Willie where we will serve our hot fork buffet.

Carriages at 10pm

Tickets cost £35. To purchase your ticket, please call 0141 951 6006
or email conferences@goldenjubilee.scot.nhs.uk

Beardmore Street | Clydebank | Glasgow | G81 4SA

Golden Jubilee Hotel given Major eco-boost by ocean paddling guest

The Golden Jubilee Conference Hotel, has signed a pledge to be part of the 20PercentLess campaign.

The hotel aims to lower single-use plastic by at least 20 per cent over the next five years in support of the national green initiative to lower the Hotel's carbon footprint.

The award-winning Hotel, which also holds the Green Tourism Gold Accreditation for its commitment to sustainability, recently hosted ocean advocate Cal Major on a film tour of her renowned eco work.

Hotel Director Bronagh Bell took the opportunity to talk about Cal's World Record breaking achievements in stand-up paddle boarding and sought advice for other ways in which the Hotel can better protect the environment.

Record breaker Ms Major was staying in the hotel while touring for her film 'Vitamin Sea', which shows her become the first and fastest person to stand-up paddleboard the length of mainland UK.

The record breaking journey along 1000 miles of coastline shows some of the positive things coastal communities are doing to tackle plastic pollution.

“At the Golden Jubilee Conference Hotel, we know that plastic pollution is a global problem with terrible far-reaching consequences. That's why we have committed to reducing single use plastic on our site.

“We have recently signed a pledge to be part of the 20PercentLess campaign. We aim to lower our plastic use by twenty per cent year on year over the next five years.

“The Golden Jubilee Conference Hotel is committed to ensuring that the environment is safeguarded for future generations. We are continually improving our performance through our active environmental policy.”

Bronagh Bell, Hotel Director



Stephen McGeever, Health and Wellbeing Centre Manager with Cal Major

“I support the Golden Jubilee in its positive efforts in helping tourism become more eco-friendly.

“Signing up to initiatives like the 20percentless campaign shows how important it is that we all try and do our bit to end plastic pollution.”

Cal Major, Ocean Advocate

Christmas and New Year Pay Arrangements

Monthly Paid Staff

Staff should note that the December monthly pay date has been brought forward to Thursday 19 December 2019.

The January monthly pay date has also been brought forward to Thursday 23 January 2020 so that staff are not waiting six weeks between pays.

Given the earlier payroll closures associated with this pay dates, please note the following revised submission dates for monthly paid staff:

Month	Period ending	Paper expenses	Online eExpenses	SSTS absences	SSTS hours	eESS new starts, changes and terminations
10	Friday 31 January	Monday 6 January	By 5pm on Thursday 16 January	By 5pm on Monday 6 January	By 5pm on Tuesday 7 January	By 5pm on Friday 10 January

Weekly Paid Staff

Staff should note that Weekly paid staff will be paid three weekly wages on Friday 20 December 2019, and then paid for the first time in January on Friday 10 January 2020.

Given the earlier payroll closures associated with this dates, please note the following revised submission dates for weekly paid staff:

Month	Period ending	Paper	Online eExpenses	SSTS absences	SSTS hours	eESS new starts, changes and terminations
37	Sunday 15 December	Friday 13 December	By 5pm on Tuesday 17 December	By 1pm on Monday 16 December	By 1pm on Monday 16 December	By 5pm on Friday 13 December
38	Sunday 22 December					
39	Sunday 29 December					

To make sure that staff are paid correctly, please ensure that all Payroll, Expenses, SSTS and eESS information is submitted and authorised timeously over this busy period.

Please also note that if multiple months of paper expense claims are submitted in December, then only the current month can be paid due to the earlier payroll closures.

If you get universal credit this is an important message for you

Earnings are often higher in December because of pay cycles or overtime. If your earnings are higher in December, you'll get a smaller universal credit payment or maybe none at all. For more information go to the Hot Topics area of StaffNet or telephone: 0800 328 5644.

National Board Special Feature

In the first of a series of features on our partner national boards, we highlight
The State Hospital

“Safe and Secure Care, Treatment and Recovery.”

Our Vision

“To excel in the provision of high secure forensic mental health services, to develop and support the work of the Forensic Network, and to strive at being an exemplar employer.”



The State Hospital – part of the NHS in Scotland



“Patients are treated in accommodation appropriate to their needs and in an environment that supports rehabilitation.”

Located in South Lanarkshire in central Scotland, The State Hospital is the high secure forensic mental health resource for patients from Scotland and Northern Ireland. The principal aim is to rehabilitate patients, ensuring safe transfer to appropriate lower levels of security. As at 31 March 2019, The State Hospital employed 653 staff.

The State Hospital is unique because it has the dual responsibility of caring for very ill, detained patients under mental health law and other related legislation whilst protecting them, the public and staff from harm.

The State Hospital hosts the Forensic Mental Health Services Managed Care Network.

There are 144 high-secure beds for male patients requiring maximum secure care: 12 beds specifically for patients with a learning disability, and four for emergency use.



An illustration of The State Hospital estate

“The State Hospital provides the skills, culture, rehabilitation ethos and fit-for-purpose physical facilities necessary for high quality care of forensic patients.”



Patient accommodation (hub and wards)

Wards are in four units (hubs and clusters) with each unit comprising three 12-bedded areas (i.e. 36 beds per hub). Clinical team offices, admin support and staff facilities are provided within an office accommodation block in each unit to facilitate multi-disciplinary engagement. An activity hub in each unit allows wards to share a range of facilities including day spaces, group treatment / therapy facilities and multi-function spaces. All wards have domestic kitchens and laundry areas that support patients in maintaining and developing activities of daily living skills. Privacy and dignity is promoted with en suite facilities for all patients and the facility to have a key to their bedroom. Patients are able to access outdoor spaces including ward gardens and hub gardens.

All patient therapy and activity is under the one roof within the Skye Centre. The Family Centre for child visiting reflects the needs of patients, carers and children.

All facilities have a functional design to maximise observation, and optimise safety and security, whilst maintaining a therapeutic balance.



Skye Centre

About Patients

Patients are admitted to the Hospital under The Mental Health (Care and Treatment) (Scotland) Act 2003 / 2015 and other related legislation because of their dangerous, violent or criminal propensities. Patients without convictions will have displayed seriously aggressive behaviours, usually including violence.

All patients are male, with an average age of 41. The majority of patients have a primary diagnosis of schizophrenia, some have another primary diagnosis, and many have multiple diagnoses. Patients spend on average around six years in The State Hospital, ranging from less than one month to over 30 years. Around 75% of the patients are restricted (meaning under direct jurisdiction of Scottish Ministers). Patients can be admitted from and discharged to other NHS hospitals, prisons, courts and the community.

“Providing care to each patient based on individual need is of paramount importance.”

UK Disability History Month

UK Disability History Month runs annually between November 18 and December 20 and this year the focus was on disabled leaders throughout history and their struggle for acceptance.

Leaders of the disabled people's movement managed to change the way disability was seen as a personal burden to rightly being viewed as a human rights issue.

We spoke with our Chair Susan Douglas-Scott and Director of Quality, Innovation and People, Gareth Adkins about their impairments and the barriers they've had to overcome throughout their lives.

Susan said; "I've had to overcome many barriers to have a career. I've been sacked from jobs and I've struggled to gain qualifications because I didn't have the same access as other students. So, being able to fight for and reclaim our rights as disabled people has been a big part of my own personal history"

We've also been sharing experiences of staff from different departments who have disabilities or impairments and who may have, in the past, faced oppression at work, in education and in their local community:

Liz's Story – Volunteer Services Manager

“I was diagnosed with Crohn's Disease and Ulcerative Colitis in 2010. I had different types of treatment which did not work therefore I had major surgery in May 2012 a Panproctocolectomy . I now have a permanent Stoma.

This illness has had a major impact in my life, it became chronic very quickly. At times I was so ill I was unable to leave me home due to the symptoms. It was exhausting, very painful and more than anything very embarrassing.

Impact on my personal/social life: I became very anxious and isolated, I lost the confidence to leave my home because of it. I was constantly tired, in severe pain and was no longer independent I required a lot of help from my husband and family.

I joined the Crohns Society and got as much information as possible to help me. I registered for a disability Crohns card and access key for public toilets. I was questioned on many occasions about using disabled toilets. I eventually had the courage to say “**not all disabilities are visible**”. I eventually stopped being embarrassed.

Impact on my work life: I was off work sick for long periods at a time. Following surgery, I was off work for 5 months. I had to have discussions with my line manager, occupational health, HR and my close colleagues as I required to get specific arrangements put in place. I found that very difficult but once I was honest with people about my illness they seemed to be more accepting of it.

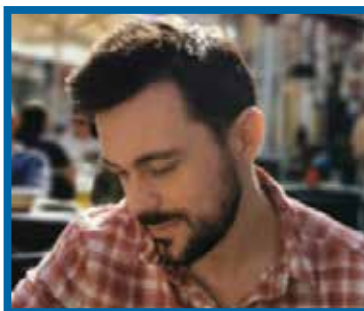
Plans were put in place to allow me to leave the office/meeting instantly if required. I had my work station moved to be nearer a toilet. I was allowed to work shorter hours for a period of time until I was back on my feet. Management and colleagues were supportive, understanding and willing to help.

How has life changed: To overcome the barriers socially I had to accept my illness and stop being embarrassed about it. I have learned that I don't need to hide behind my disability, I need to be honest about it. It is who I am now and I live a freer, active life because I own it as being part of me.”



Rob's Story – Architect/Access Consultant

“During my undergraduate studies in architecture, I was diagnosed with a genetic degenerative eye condition known as Lebers Hereditary Optic Neuropathy (LHON), resulting in a loss of central vision and colour blindness. This was a very difficult chapter in my life as I ‘said goodbye’ to the old Rob to embark on a journey of self-discovery into the misty landscape of the unknown.



With no prospect of treatment or a cure, I started the grieving process which would continue for many years. During this period, I was determined to continue with my studies and after an extended time at University, I graduated with my honours degree in 2006 and my PhD in 2010, dedicating my research towards improving the quality of the built environment for disabled people.



It would be an understatement to say that the early years were easy. I suffered from chronic headaches, nausea, loss of balance, depression and anxiety. During the worst period, I was afraid of my own shadow, seldomly leaving the familiarity and safety of my home. There came a point where I was simply existing rather than living.

Since my diagnosis, my vision has declined at a steady rate. Starting from a small fuzzy patch in the centre of my left eye to complete loss of central vision in both eyes and a monochrome display of my surroundings. I navigate the world using a combination of my peripheral vision and mental mapping. I identify people by the sound of their voice, as facial recognition is no longer an option for me.

The idea that we live in a world of binary categories consisting of ‘able bodied people’ and ‘disabled people’ does not equate with my beliefs. I am invested in the viewpoint that a person is disabled by environmental factors (physical and social) rather than their specific impairment.

As a society, we have a responsibility to ensure that we strive to create environments that are enabling as opposed to disabling. Particularly given the fact that at some stage in life, all of us will experience the impact of an impairment, either through ill health, disability or the natural ageing process. With this in mind, I have chosen to challenge people’s perception of what it means to be disabled by not using a long cane or guide dog, albeit, sometimes to my own detriment.

Fast-forwarding from the point of diagnosis to the present day, I am thankful to be part of an organisation that prioritises the wellbeing of their staff. My experience working at NHS Golden Jubilee has been extremely positive. I put this down to the core values and humanitarian nature of the organisation and the strong emphasis towards equality and diversity.

The implementation of reasonable adjustments including alterations to my work environment (adjustable lighting) and purchase of assistive equipment (larger HD monitor and Zoomtext magnifier/reader) has enabled me to conduct my work duties to the same standard and efficiency as non-disabled colleagues and I look forward to a bright future ahead.”

Disability Confident event



At NHS Golden Jubilee we are passionate about equality and are proud to be a Disability Leader.

It's through this passion that we became the first Scottish NHS Board to be named a Disability Confident Leader in 2018.

The scheme supports and encourages employers to hire people with disabilities and to make the most of the talent that disabled people and those with long term health conditions can bring to business.

We want to show that there is benefit to both employer and employee. Being able to recruit from and hold onto people from a wider pool of talent means gaining valuable skills and experience.

With that in mind, we want to encourage other employers to become Disability Confident by becoming a mentor, a coach or by providing peer support to others.



For more information contact
Jane Christie-Flight
on extension 5822
or email jane.christie-flight@gjnh.scot.nhs.uk

Equalities

Each issue of Jubilee Life will include information on our important Equalities work.

In this issue we continue our series highlighting the work of our various equality strands.

For more information on the work of our Equalities Steering Group:

- visit the Equalities page on Staffnet: <http://jubileestaffnet/index.php/staff-work/equalities/>
- contact any of the Equality Leads
- contact Executive Lead Gareth Adkins

Marriage and Civil Partnership

Marriage and Civil Partnership were recognised as protected characteristics with the introduction of the Equality Act 2010.

At NHS Golden Jubilee we are committed to ensuring that there is equal treatment in employment, regardless of whether staff are married or in a civil partnership. This means that if you are married or in a civil partnership, the Board must not treat you differently than they treat staff who are not married or not in a civil partnership. The Board must also treat staff who are married or in a civil partnership the same.

Forced Marriage

A forced marriage is where one or both parties do not consent to the marriage and it goes ahead under duress, which can include physical or emotional pressure.

This also includes adults with learning or physical disabilities who cannot consent. This is very different from an arranged marriage, where both parties give their full and free consent to the marriage.

The "Forced Marriage etc (Protection and Jurisdiction) (Scotland) Act" came into effect on 28 November 2011 to protect individuals from being forced into marriage against their free will and without full consent and protection for those already in forced marriages. Our staffnet equalities page contains more information and support for anyone affected by forced marriage.

Same Sex Marriage

The Marriage and Civil Partnership (Scotland) Act came into law in 2014, enabling same sex couples to marry.

Civil Partnership

Following a consultation in 2018 on the future of Civil Partnerships, the Scottish Government announced in June 2019 that it would extend civil partnerships to opposite sex couples.

Our eESS system allows staff to update their own personal information and for the first time, this system is able to capture data on civil partnerships. All staff are invited to review their information on eESS and ensure it is accurate and up to date.



Religion and Belief

We recognise that faith and belief is a hugely significant part of our patients' and staff identity. The things we believe about our place in the world, the purpose of life, and what and who we are connected to, is most important when facing ill health. This is also true for those of us supporting our patients and colleagues through challenging times.

Over the last year we have offered spiritual care to over 2,500 patients and staff through our pastoral care team and spiritual care department. Recognising we are more than bodies alone means asking our patients and each other about "who we are" not just what we do.

Each year we notice an increasing number of people who do not specifically identify themselves as religious but who have a very strong sense of spirituality. This is supported by census data. Many of our pastoral care team report that patients, although they may have a religion or belief, often want to speak about a sense of pride in their families, or the sense of loss that their illness has brought about, or to reflect on what matters to them most beyond their reason for being in hospital. Often these are the things that bring about a deep wellness in people when supported and affirmed has been proven to have biological benefit too.*

*Stanford University, 2004

Age

We have different strands of our work in relation to Age and have several supporting policies and strategies in place including:

- Child Protection Policy
- Adult Support and Protection Policy
- Roster Policy: This sets our aims for ensuring that shift patterns are fit for purpose in terms of work life balance, breaks between shifts and requests processes, and the opportunities to review the length of shifts. This ensures that these are suitable for patient clinical needs and for staff wellbeing.
- Carers Strategy: Gives staff guidance and support when addressing their caring responsibilities out of work and signposting for additional help
- Dementia Strategy: Outlines our key objectives to take forward when caring for patients with dementia. This includes our aims around supporting staff in our employment with early diagnosis of dementia and strengthening the knowledge of HR staff and line managers in early recognition and support for staff.

Patients

We monitor our age demographics of service users on a regular basis.

We ensure that age related needs are considered in terms of design of expansions and new services. This includes discussions about design and use of colour to ensure that there is both dementia friendly considerations and contrast in colours for patients with impaired vision.

Dementia education continues to be delivered throughout the year for all groups of staff and course content maps to the 'Promoting Excellence' Framework (Scottish Government 2011).

Young people

West Dunbartonshire Council recognised NHS Golden Jubilee's commitment to their Schools Employability Skills Programme in 2018. Students can participate in different roles over six weeks.

NHS Golden Jubilee achieved the Investor in Young People Gold accreditation in xxxx and were re-accredited in 2018. This recognises good practice in three domains of youth employment: attraction and recruitment, support and development and retention.

Staff

We monitor our staff age demographics and the variations within departments. Changes to retirement legislation are now demonstrating that we have a workforce with a wide distribution of ages from 17 to 80.



Every year on 1 December, people come together worldwide to mark World AIDS Day - to unite in the fight against HIV, show support for people living with HIV, and to commemorate those who have died from an AIDS-related illness.

It's an opportunity for us to raise awareness of HIV in Scotland and to challenge the stigma that continues to surround the condition. This year, we were raising funds for Waverley Care, Scotland's HIV, hepatitis C and sexual health charity. First established in 1989, Waverley Care set up the UK's first purpose built AIDS hospice. Since then their work has focused on prevention, education, testing and support.

Our World Aids Day events

To mark World Aids Day our staff were invited to wear something red and make a donation to Waverley Care. People could either wear a red ribbon or a full red outfit. Donation boxes and red ribbons were placed in the Golden Bistro and at Hospital and Hotel Reception.

Our Catering Team got into the spirit of things and put on a red themed menu and decorated the dining room.

We also had an information stall at the West Lifts on 28 and 29 November and gave staff and visitors the chance to win a box of gourmet cupcakes for a minimum £1 donation to guess the number of sweets in the jar!

Thanks to your generosity we managed to raise a total of £141 for Waverley Care and the winner of the cupcakes was Debbie Finlay in Learning Development.



Catering Team raising awareness in the canteen



Director Lynne Ayton with Booking Office staff

Board welcomes dynamic duo

We welcomed two new Non-Executive Board members in October who bring a range of skills to help us grow and pursue our strategic objectives.

The four-year appointments of Morag Brown and Rob Moore were announced by the Cabinet Secretary for Health and Sport Jeane Freeman and will run from 1 October 2019 to 30 September 2023.

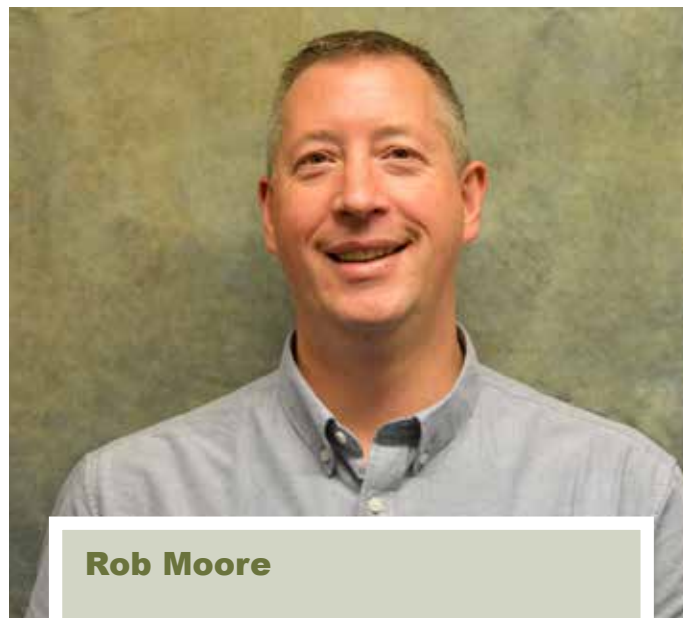


Morag Brown

Morag Brown has 40 years' experience in health and social work/care at practice, senior management and non-executive level. She has high-level skills in operational quality improvement, strategic planning, policy development and implementation, professional and financial scrutiny and governance.

Morag also has a track record in service transformation, developing and extending a range of high quality services. She has previously served on the Board of the Care Inspectorate and most recently until March 2019, served two terms on the Board of NHS Greater Glasgow and Clyde.

During this tenure she co-chaired the Board's Staff Governance Committee, chaired East Renfrewshire's Integration Joint Board and the Cancer Charities Forum.



Rob Moore

Rob Moore is an internationally experienced Director with a background in hospitality, strategic management, business development, recruitment, coaching and training.

His career in hospitality-related businesses has spanned 30 years so far, during which time he has set up entrepreneurial small and medium-sized enterprises (SMEs), held senior operational responsibility in multinationals and developed key strategic business development and Board level performance management skills.

Rob is the business owner of RJM Consulting, which provides bespoke training, coaching and advisory services to businesses and individuals across Scotland.

He has held a number of roles on Boards, including Chair of the Institute of Hospitality Scotland and a Non-Executive on the UK Board, a Board Member of Track2Train, a member of the Scottish Tourism Alliance Skills Group and a committee member of HIT Scotland.

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“I am delighted to welcome Morag and Rob to the Board of the NHS Golden Jubilee.

“With their extensive experience working at board level, both Morag and Rob bring a wealth of experience this will be of considerable benefit to us at NHS Golden Jubilee as we continue to grow and pursue our strategic objectives.”

Susan Douglas-Scott CBE, NHS Golden Jubilee Board Chair
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The new appointments replace Non-Executive members Phil Cox and Kay Harriman, who served on the Board since October 2011 and came to the end of their tenure.

We thank them for their fantastic service to NHS Golden Jubilee and wish them well in their future endeavours.

Our people



Bill Dunn

Bill Dunn works behind the scenes in transport services – but his role is crucial to the smooth running of the hospital.

I work full time Monday to Friday, we start at nine because the work is diarised so we know where we're going and who we're picking up.

The Transport department is made up of three full-time drivers and our administrator, Alison. We're a small team but we're a good team and we get on well together. I think communication is the key to doing the job well; we always try to be as professional as possible.

The wards and the public can phone the hospital for transport so, as a driver, I could be asked to go anywhere in Scotland. We tend to take people that have been discharged but don't need an ambulance. If they've had hip or knee surgery, it's not suitable for them to take public transport to get home and that's where we come in.

Because the hospital takes patients from all over Scotland we can find ourselves driving all over, from Inverness to Stranraer. We do a lot of airport runs, picking up patients who have travelled from the highlands and islands from the airport.

Patients from the islands require a lot of assistance at times. If they don't have an escort we have to take them back to the airport and get a wheelchair and pass the patient onto wheelchair services. We're not double crewed like ambulances are, so it can be a lot of work when you're working on your own.

The job is always interesting though because we rotate between patient duty and samples. We have a dedicated vehicle we use to transport blood samples from the labs to various labs within the Glasgow area. That vehicle also delivers medical records to other hospitals around Scotland. So there's a lot of responsibility within the role.

Although my job is behind the scenes, I get a huge sense of satisfaction knowing that I'm playing a crucial role in the hospital, doing something vital for patient aftercare.

Despite the pressures, I enjoy my job. Since retiring from the police in 2004 I've wanted to do something that made a real difference, and I've been able to make that happen.

I joined the police aged 19 and stayed in for 32 years until 2004. Then I joined the Crown Service until 2007. I started working here as a concierge driver in the hotel after leaving the Crown Service. I live in Clydebank and

I knew this job was coming up and I felt it was time to get away from the prison side of life because I'd spent most of my life working with prisoners.

One of the nice things about the job is that my daughter-in-law, Jackie, also works in the hospital as a Thoracic Surgical Nurse. In healthcare, the small details can make all the difference.

Every day people come in to the Golden Jubilee to have life-changing operations and

I'm proud to help improve their situation. I hope to stay in healthcare and continue to help people.

Not having much time off over Christmas doesn't bother me too much; I like to keep my holidays for going away. My favourite haunt is Lanzarote. My wife and I have been going there for years. We tend to go in the winter months so when I come back I feel a lot more relaxed having had some sun.

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“Because this hospital takes patients from all over Scotland we can find ourselves driving all over from Inverness to Stranraer.”

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Lauren brings wealth of experience to the table

The Hotel appointed a new Food and Beverage Manager in October who brings a wealth of experience to the table.



Lauren Miller began her career in the hotel industry back in 2001 at the Crowne Plaza in Glasgow where she had a summer job whilst still at school.

It was her summer job experience and watching hotel-featured TV shows at a young age that inspired Lauren to work in the hospitality industry.

Lauren began her career in conferences and events and worked her way from being a part-time employee to supervisor, conference manager, conference and events manager and then latterly food and beverage manager at the Crown Plaza.

But after 18 years of devoted service at the Glasgow venue, Lauren decided to make the move and join the brilliant team at the Golden Jubilee.

Lauren said the Golden Jubilee role also offered her a better “work-life balance”, but it’s the challenge of meeting the high expectations of the award-winning venue she’s most looking forward to.

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“I always wanted to work in hotels since I was a child seeing hotels on television. Then at school a group of us got summer jobs and I loved it and knew that’s what I wanted to do.

“I love the variety of working in hotels, no two days are ever the same, every conference or wedding is different, you meet and chat to lots of different people and there’s a whole range of events to help organise and it’s a great feeling when they go well and everyone has had a great time.

“The Golden Jubilee has a great reputation and everything about it is really positive.

“We are dedicated to delivering a high quality experience to meet all of our guests’ expectations and our number one priority is to create a venue which encourages inspiration and innovation for everyone.

“I’m really focused on helping us achieve our goal to become the number one conference venue in Scotland, which is a very exciting journey to be on.”

Lauren Miller

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Carole is OUTstanding on LGBT list

In October our Equality Lead Carole Anderson was named in the Yahoo Finance OUTstanding LGBT+ Public Sector Executives List for the third year in a row.

LGBT Lead and Head of Strategy and Performance Carole was placed 14th on the list of high profile public sector LGBT+ champions from around the world.



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“Carole is a true inspiration to staff across NHS Golden Jubilee and this recognition is extremely well deserved.”

Jann Gardner, Chief Executive

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“I am so proud to work at NHS Golden Jubilee – as a values based organisation we are dedicated to providing an inclusive working environment that welcomes individuals of all backgrounds and takes pride in celebrating our unique mix of people.”

Carole Anderson, Head of Performance and Planning

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New Director Posts

As part of our Board Strategy work, we are implementing a new operational management structure to ensure we have the capacity and capability to deliver our plans for the future.

We have now appointed the Directors and Deputy Directors to lead our two new clinical divisions.

Back in October Lynne Ayton became our first Director of Heart, Lung and Diagnostics. We are pleased to say that Claire MacArthur was appointed Director of National Elective Services in November. She will ensure there is a smooth transition between her current role with the expansion team and her new role.

As with any Director role, two new Deputy Director roles ensure effective management of services and waiting times with a focus on development of services in line with our Board Strategy.

Alex McGuire was appointed Deputy Director of Heart, Lung and Diagnostics and Christine Divers is the new Deputy Director of National Elective Services.



Lynne

Director of Heart, Lung and Diagnostics



Claire

Director of National Elective Services



Alex

Deputy Director of Heart, Lung and Diagnostics



Christine

Deputy Director of National Elective Services

A fond farewell to Birgit!



Friends and colleagues gathered to say farewell to Birgit

On December 12 we said a fond farewell to Birgit Clark, Project Lead within the Performance and Planning team. With an impressive service of over 21 years, she joined the organisation in 1998 as Head Therapist in the Rehabilitation Team, specialising in musculo-skeletal physiotherapy. She then went on to lead and manage Rehabilitation Services (Physiotherapy, Occupational Therapy and Speech and Language Therapy) for over 15 years.

Birgit took up the opportunity to enter project management roles in 2013 and this resulted in her leading on the implementation of iMatter within Golden Jubilee. Her work with teams here was recognised with her appointment to the Scottish Government to support the national implementation of iMatter.

Birgit returned to Golden Jubilee in 2018 and has since led a number of key organisational projects such as the development of the Central Sterile Processing Department (CSPD) Strategy, work to review Corporate Induction to ensure it supports our expanding workforce, and the expansion of our use of “Attend Anywhere” the virtual video conferencing platform that enables patients to be reviewed virtually, rather than attend the Golden Jubilee Hospital for appointments.

Birgit’s passion for activity and fitness enabled her to recover from serious illness over the past few years and she has now channelled this into fundraising for breast cancer charities. She also supported the Commonwealth and Gala Day events. Birgit is looking forward to spending more time with family and on the golf course and we wish her well in her future plans.

Birgit's Bake Sale

In October Birgit Clarke held a bake sale and raffle to raise money for Women V Cancer.

Having announced earlier in the year that she had set herself the challenge of raising money and awareness for women cancer charities, Birgit plans to cycle the 335km from Milan to Venice next year.

Birgit and everyone who helped with the bake sale were overwhelmed by the generosity and contributions shown by staff and visitors last month.

Hoping to reach her target of £1600 over several events, Birgit and friends were shocked to find they had managed to raise a whopping £1663.37 by selling cakes, tombola prizes, raffle tickets and even having a 'Guess the Weight of the Cake' competition.

Christine McGuinness in the Communications Department was the closest to guessing the weight of the cake with her guess of 7lb2oz, with the cake actually weighing 9lb2oz.

Birgit would like to say a big thank you to everyone who came and enjoyed the day, won some prizes (or not) and donated to some wonderful causes. Thanks also goes to all the contributors to the day without whom it wouldn't have been possible.

Now all that's left is to get on your bike, Birgit and complete the next part of your challenge. Good luck!



Colleagues from across the hospital turned out to help Birgit's Bake Sale become a big success

Happy Halloween



Halloween this year was marked in the Golden Jubilee with the unusual appearance of Dorothy (Lynne Ayton) and her companions, Tin-Man (Stephanie Smith) and the Straw Man (Laura Morrison).

Laura, Lynne and Stephanie Smith (inset picture) started with a pumpkin judging competition in the canteen where chef Gary Swandells won for his carving skills.

The yellow brick road then took the trio around the corridors and wards cheering up patients and staff alike.



Volunteer Newsletter

December 2019

Issue 6

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United Nations International Volunteer Day

International Volunteer Day on 5 December is a unique chance for volunteers and organisations to celebrate their efforts, to share their values, and to promote their work among their communities.

The day aims to support the recognition of volunteer contributions to the achievement of the UN's Sustainable Development Goals (SDGs) at local, national and international levels.

Many of the Sustainable Development Goals call for long-term attitude and behaviour changes. Volunteers

facilitate changes in mindsets by raising awareness or championing those changes and inspiring others.

Here at the Golden Jubilee many of these goals tie in with our core values, in particular 'Good Health and Well-being'. Our volunteers not only support patients, carers and visitors, they make a difference every day in people's lives in their journeys through our service. Their voluntary contribution makes a positive difference to their own health and wellbeing and to the health and wellbeing of others.



Our volunteers getting into the Christmas spirit during their annual festive lunch in the Golden Jubilee Research Institute

Interested in volunteering?

Anyone interested in volunteering must complete an application form, Disclosure Scotland Declaration and supply two Referees.

All enquirers are asked to attend one of our Volunteer Information Sessions, which are held on the third Wednesday of each month.

To request a Volunteer Application Pack or to arrange attendance at one of our Volunteer Information Sessions, contact:

Elizabeth Rogers, Volunteer Manager
0141 951 5423

Elizabeth.Rogers@gjnh.scot.nhs.uk
involvingpeople@gjnh.scot.nhs.uk



