

Jubilee Life



Issue 15

Welcome to the August 2020 edition of your new digital-first monthly staff magazine.

We re-launched Jubilee Life last month (July 2020) using Microsoft Sway.

If you missed that issue, the new format and frequency is directly based on what you told us in our internal communications survey earlier this year.

Your new look Jubilee Life now comes with embedded YouTube clips and photo reels so you can read, watch and look at all content without leaving the publication. We have also included active contact links for every story to direct you to key people.

Future Magazine Deadlines

We are gradually bringing forward each issue to publish it earlier in the month.

Items for inclusion should be sent to comms@gjnh.scot.nhs.uk by close of play on the dates below.

- September issue – 10 September
- October issue – 15 October
- November issue – 5 November

- December issue – 2 December



News



Recovery plan update

Our part in Scotland's recovery plan is proceeding well as we move forward to support the delivery of cancer services and the planned increase in elective activity.

We are a vital resource as NHS Scotland accelerates the country's recovery from the coronavirus pandemic with work from all teams moving swiftly forward.

August has seen a huge step forward as we increased our ward capacity and usage for cancer and elective services, while supporting physical distancing.

Thanks to the support from all the teams, work to recommission the level four wards has now concluded, with wards 4 East and 4 West now almost back into full clinical use.

The Level 4 East Ward will care for cancer patients and long stay orthopaedic patients with 2 West staff moving to Level 4 and additional nurses being recruited to support this.

Ward 2 East number of elective orthopaedic patients.

Further information on ward capacity and usage will be communicated over the next few months as activity continues to scale up.



1 - NHS Near Me video technology is being used for patient appointments

“On behalf of the Executive team and Board, we would like to say a massive thank you to all staff for continuing to keep our critical services running and for getting our planned services back up and running, for embracing new ways of working, and for the hard work you continue to do throughout this unprecedented time.”

Jann Gardner, Chief Executive



2 - Jann Gardner

Updated foreign holiday quarantine guidance for annual leave booked after 9 July 2020

The Scottish Government has issued amended guidance on quarantine arrangements for NHS Scotland staff returning to the UK after travel to other countries.

NHS Scotland staff are not exempt from quarantine. You will have to follow any self-isolation regulations that are in force at the time you return home.

Staff and Manager discussions about approving annual leave should take place with reference to the most up to date advice on international travel. Annual leave should be approved before booking any travel arrangements.

The updated guidance was reissued on 14 August 2020 to take into account the changing position where quarantine or self-isolation restrictions are re-imposed.

The previous guidance confirmed that a mandatory 14 calendar day quarantine period (self-isolation) must be followed on returning to the UK from countries on the quarantine list.



The updated guidance provides the following guidance when country quarantine rules change for bookings which were made after 9 July:

- *Staff will be expected to work from home for the 14-day self-isolation period.*
 - *Managers should make every effort to support staff to work from home, including arranging different work e.g. a nurse or physiotherapist undertaking administration duties from home.*
 - *The 14-day quarantine period should be recorded as Special Leave where working from home is not possible.*
-

NHS Golden Jubilee is keeping advice from the Scottish Government and Foreign and Commonwealth Office under review.

In line with Foreign and Commonwealth Office advice, NHS Golden Jubilee discourages foreign travel for recreational purposes at this time. If reintroduction of quarantine becomes a common occurrence, it may no longer be possible to book foreign travel “in good faith” on the assumption that a quarantine period will not be required.

[Click here to access the updated Scottish Government quarantine \(self-isolation\) guidance for NHSScotland staff](#)

Work begins soon on our new Surgical Centre



3 - Overall building view

Work is due to start soon on our new surgical centre.

This is the second phase of expansion for the national NHS Board. The first phase – the Golden Jubilee Eye Centre – will open later this year and will treat a minimum of 18,000 cataract patients a year.

The latest expansion of planned care surgery, specifically Orthopaedic Surgery, General Surgery and Diagnostic Endoscopy, will start treating patients in 2022 and will increase the numbers of patients receiving treatment in line with projected demand across the west of Scotland.

The Golden Jubilee National Hospital, which currently carries out over 25 per cent of all Scottish hip and knee replacements, is already one of Europe’s largest elective orthopaedic centres.

This expansion will allow us to, not only treat more patients, but continue to provide an excellent quality of service and patient experience.

The new surgical centre will provide five additional laminar flow orthopaedic theatres, three endoscopy rooms, two general theatres, a surgical admission and discharge unit and a CSPD (central sterilisation department).



4 - Surgical Centre



5 - Surgical Centre side view



6 - Endoscopy pod



7 - Reception desk



8 - Level 2 corridor

“Building work on our new surgical centre comes at a time of significant patient need and will allow us to provide sustainable services in high demand specialties such as hip and knee replacements.”

“Through our continued expansion we have and will continue to help reduce the number of people across Scotland waiting for appointments and treatment, helping to provide an improved quality of life for thousands of people every year.”

Jann Gardner, Chief Executive

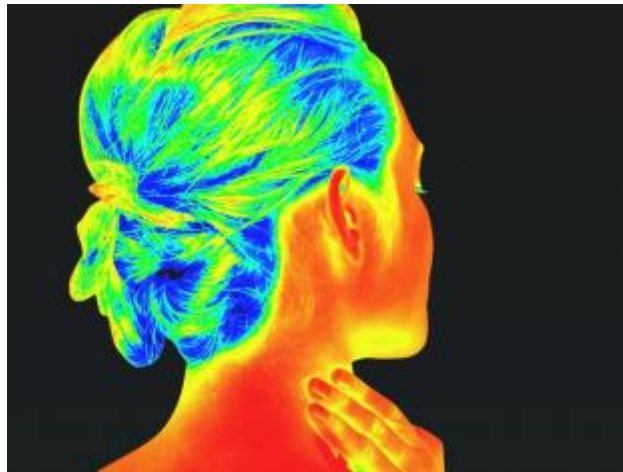
Thermal Imaging Camera pilot

As part of NHS Golden Jubilee’s response to the ongoing COVID-19 pandemic, we are piloting the use of thermal imaging cameras at the Golden Jubilee Conference Hotel entrance.

The aim of the pilot is to assess whether thermal imaging will help our ambition of remaining a COVID light site during Scotland’s recovery from the first wave of the pandemic and during any potential future waves of the virus.

The camera does not capture individual faces and no individual identifiable information will be processed. An alarm will trigger if anyone enters the building with a raised temperature of 38 degrees or above.

Hotel staff have been trained to monitor the camera feed and will follow an agreed standard operating procedure if the alarm is triggered.



How it works

The thermal imaging camera is capable of scanning a thermal image of up to eight people at a time and 100 people per minute, providing a temperature for each person that is accurate to within 0.3 degrees Celsius.

The camera will be monitored 24 hours a day, with Hotel staff trained and ready to respond when an alarm is triggered by someone entering the Hotel with a raised temperature.

If the camera triggers an alarm, a staff member will approach the individual and ask why they are attending the site – member of staff, a patient or visitor.

- **Staff:** If the individual is a **member of staff**, they will be advised that they cannot proceed further into the building and to return home and contact their line manager directly. Staff will be advised to adhere to Government guidance on COVID-19.
- **Visitor:** If the individual is a **visitor** to the site, they will be advised that they cannot proceed any further into the building and to contact the department or person expecting them. Visitors should be advised to adhere to government guidance on Covid -19.
- **Patient:** If the individual is a **patient**, the staff member will accompany them to the designated waiting area, ask the purpose of the visit and phone the relevant hospital department. The patient will be asked to put on a fluid resistant surgical mask and wait to be collected by a member of our clinical staff to escort them to the relevant clinical area.

Transplant service excels during COVID period

NHS Golden Jubilee's heart transplant team have carried out 10 procedures since 1 April this year.

While all planned services were suspended here and throughout the UK, NHS Golden Jubilee has continued to carry out 'critical to life' heart, lung and cancer services.

The Scottish National Heart Failure Service (SNAHFS) normally carry out around 12 transplants per year, but specialists have been busier than normal from April to August thanks to expert planning and great teamwork.



9 - Geddes McLean (far right) with fellow transplant patients before he received his gift of life

Geddes McLean from Peterhead suffered from heart failure for a number of years, living in our Hotel for almost a year on a Ventricular Assist Device (VAD) before receiving a heart transplant over recent weeks.

STV News interviewed Geddes about his transplant journey, and NHS Golden Jubilee Consultant Cardiologist Jane Cannon on how the service has coped with changes brought on by the Covid situation.



[Read the full feature here](#)

Hotel providing five-star support

The award-winning Golden Jubilee Conference Hotel has always been a unique facility and staff have shown just how special the place is over the past few months.

As the only conferencing hotel owned by the NHS in Scotland, staff constantly go above and beyond to help care for our patients and their relatives at vulnerable times in their lives.

The current situation is one that we have never experienced in our lifetime and is really anything but 'business as usual', with both business and the NHS being impacted like never before.

As Scotland's national hospital, the Golden Jubilee treats patients from across the country. Hotel bedrooms on site are commonly used by patients who have to travel for appointments, and also their families to allow them to be close to their relatives receiving treatment. This allocation of bedrooms has now been increased to provide additional capacity to the NHS.

And while Hotel staff haven't been able to offer their four-star service to customers due to the coronavirus pandemic, they have been delivering five-star support to Hospital colleagues.

When being apart is more important than ever, Hotel staff have stepped up to come together as one offering help wherever it is possible to provide it here at NHS Golden Jubilee.

Staff have been redeployed as chefs have been working in Housekeeping, Food and Beverage (F&B) staff in Catering, Security, Stores and Housekeeping too; assisted with the decanting of furniture from the hospital into containers and hotel meeting spaces – and they've even been painting!

The Hotel has also overseen the installation of and the manning of the piloted thermal imaging cameras for visitors on entry to the site, which monitors temperatures to help keep us all safe.



10 - Hotel staff have stepped up during the pandemic

Internally, staff have been busy with the following:

- Internal cross departmental training in departments such as housekeeping, front office, F&B and meeting room AV.
- Working on initial designs of the new Bio Secure bedrooms.
- A comprehensive review of conference rooms technology with a particular focus on hybrid meetings.
- Aiming to equip all conference rooms with plug and play web conference technology that delivers studio quality video and sounds across any platform.

- Conference rooms will also have as standard a seamless, wireless, conference solution that can be used on any device, which will bring teams together, wherever in the world they are.
- Setting up conference rooms with new social distancing capacities.

“Our fantastic Hotel staff are proud to be able to support the NHS in the fantastic work that they are doing to tackle the pandemic in Scotland at this time and their commitment, flexibility and resilience is inspiring.”

“While we are currently doing our bit by offering additional resources to the NHS, we look forward to the Hotel re-opening and welcoming back all of our new and regular guests and delegates.”

Bronagh Bell, Hotel Director

Drive through patient testing



11 - Drive through

Earlier this month we launched our new Drive Through Patient COVID Testing facility.

Based at the far end of the Hospital car park, patients are directed to attend the testing unit before their outpatient's appointment. All patients must follow strict self-isolation guidelines and have a nose and throat swab test before a routine operation or procedure.



12 - Click play to watch the video

Email changes are coming soon

The way our email accounts are managed is changing.

All NHS Golden Jubilee Exchange email boxes will be migrating to Microsoft 365 over the next few months as part of NHS Scotland's move to the new cloud-based platform.

As NHS Mail is shutting down by November 2020, all staff who have an active NHS Mail account will be migrated into a Golden Jubilee Exchange account before the service stops.

eHealth will send regular updates when information becomes available. Please look out for messages with further information, timescales and details on next steps.



Golden Jubilee Exchange email

All staff who use GJNH Exchange email will have their email migrated to Microsoft 365 as part of the national programme to move all Boards to this platform.

Using email in Microsoft 365 means you can access your email from anywhere with Internet access and through a range of devices. You will also have a bigger mailbox limit!

After migration, you will continue to use the same Golden Jubilee email address you currently use.

Each Board is managing their own migration process independently.

The eHealth team are carrying out testing over the coming weeks before rolling it out to other users from mid-September.

Further details of the migration plan will be issued in due course and when you will migrate.

In the meantime, all staff are encouraged to start housekeeping their GJNH Exchange email to remove all unnecessary email. This will reduce the time it takes to migrate your mailbox and the impact on your mailbox size when held in the cloud.



NHS Mail

The current contract for NHS Mail is coming to end in November 2020.

We are making provision to ensure emails held in these accounts are retained by migrating emails from NHS Mail accounts to Golden Jubilee Exchange accounts

How does this affect me?

- You will lose access to your NHS.Net email account.
- All of your existing NHS mail will be migrated into your GJNH Exchange email account. If you don't have a GJNH account, one will be created for you and details will be forwarded in the near future.
- You will use your existing or new Golden Jubilee e mail address after your mail is migrated,
- You will need to check applications, mailing and distribution lists which have been setup or registered with your NHS Mail address or you have registered with and change them to your GJNH email address.

When is it happening?

Migration of all NHS Mail accounts is planned to be completed for mid-October.

We will migrate your NHS mail account to your existing or new Golden Jubilee Exchange account in the next six weeks. We will advise you of the exact date of your mail migration as soon as possible.

Why is this happening?

The contract for NHS Mail is coming to an end.

What do I need to do?

Please continue to carry out good email practices on your NHS Mail account:

- Delete any old or redundant emails, e.g. any that do not need to migrate to the new service.
- Delete any redundant calendar appointments.
- Delete any out-of-date contacts.
- Delete files that you no longer require.
- Maintain distribution lists.
- Take note of any delegations or permissions you have on Shared mailboxes or other people's mailboxes.
- Please review the contents of your mailbox as soon as possible and delete any unwanted mail.
- Please advise your contacts that your NHS Mail account will cease to exist soon and ask them to contact you at your Golden Jubilee account.
- Put an 'Auto Reply' message on your NHS Mail now to advise senders to contact you using your Golden Jubilee email address as an alternative contact method for future. (Remember to update this message to the exact date your account will be migrated.)
- Identify which applications, mailing and distribution lists you are linked to your NHS Mail address and, if required, change these to your Golden Jubilee email address.

For further information, contact [David Murphy](#) on extension 4820 or [Andrew Jordan](#) on extension 4843.

Cheerleaders show Warrior spirit for inspirational friend



A university cheerleading team has raised thousands of pounds for the NHS Golden Jubilee heart service which cared for their beloved teammate before her death.

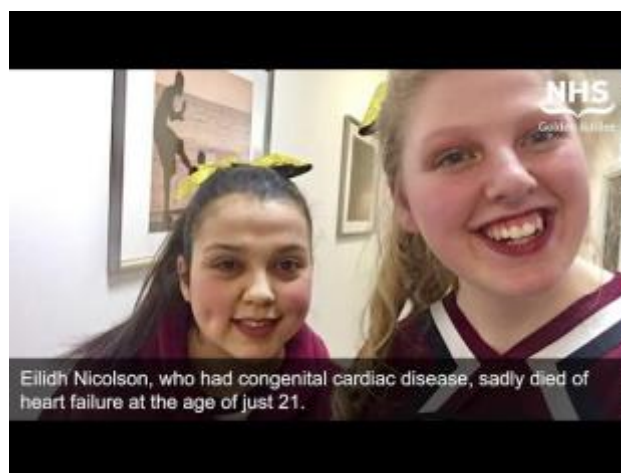
Eilidh Nicolson, from Glasgow, had congenital cardiac disease and received care from the Scottish Adult Congenital Cardiac Service (SACCS) at NHS Golden Jubilee in Clydebank.

Eilidh, who had four open heart surgeries, three ablation procedures and a pacemaker implant, spent both her 18th and 21st birthdays in hospital receiving life-saving treatment.

Despite her heart condition, Eilidh achieved her dream of completing a History and Politics degree at the University of Strathclyde before she sadly passed away two years ago at age 21.

Strathclyde Warriors, the university's cheerleading team, are active fundraisers and raised a massive £5,750 for the specialised heart service to keep Eilidh's memory alive.

Fellow Warrior and close friend Hannah Leitch said the team chose to raise funds for the Scottish Adult Congenital Cardiac Service (SACCS) as thanks for the compassion and care shown to Eilidh.



13 - Eilidh is pictured on the left above. Click play to watch the video

“The SACCS team were such a great comfort and support to Eilidh and her family and we are grateful for the services which they provide to individuals and families in the same situation.

“Eilidh was a kind and compassionate person who always brought out the best in people. She was a dedicated cheerleader who was committed to this club and we wanted to continue her legacy and keep her memory alive.”

Hannah Leitch, friend and fellow Warrior

SACCS Specialist Nurse, Elaine Muirhead, worked in partnership with the university to ensure hospital appointments didn't overlap with academic commitments and Eilidh had extra time between classes, among other additional support.

“Eilidh lived life to the fullest and made her dream of getting her university degree come true. It was an honour to have been able to look after her, she was an inspiration to myself and all of those who knew her.”

Elaine Muirhead, SACCS Specialist Nurse

“It is wonderful to see how Eilidh has inspired the Strathclyde Warriors to go above and beyond to help others.

“We are hugely grateful to the Strathclyde Warriors and all their supporters for raising such an amazing sum of money, which will help us enhance the experience and care of congenital heart patients at NHS Golden Jubilee.”

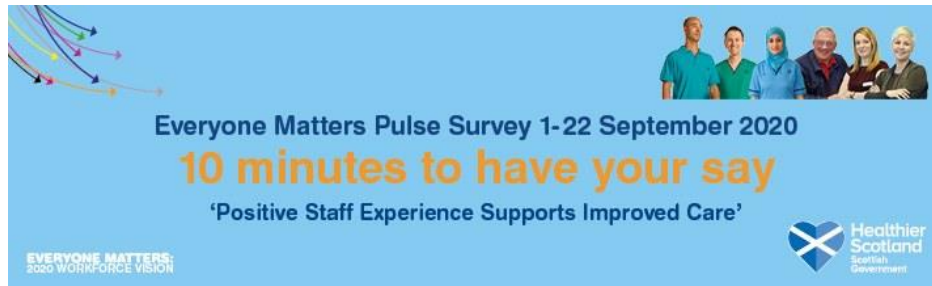
Dr Niki Walker, SACCS Consultant Cardiologist

[Read the full feature here](#)

Val-You



Everyone Matters Pulse Survey 2020



14 - Everyone matters banner

This year NHS Scotland is introducing a national Everyone Matters Pulse Survey as the staff experience measurement for 2020 to replace the iMatter Staff Experience.

The survey will be live for NHS Golden Jubilee staff from 1 - 22 September.

Your voice is important to us, now more than ever we are looking to hear from you about your experiences and overall wellbeing during the COVID-19 period.

This survey, which has been developed in partnership, will provide an opportunity for you to express your views, whilst appreciating that we are still in recovery and have significant work to do.

The survey also gives you the opportunity to describe what is most worrying you, what supports you have for your own wellbeing, the work environment and there is also a suite of demographic questions to complete.

Please be assured that your responses will be treated in confidence. No one in the organisation will be able to track these back to individuals.

The outcomes from the pulse survey will be used to inform health and wellbeing, culture, dignity at work and work on equalities, diversity and inclusion programmes.

The survey will be distributed via email and paper copies can also be distributed, when this is the preferred option.

Everyone Matters Pulse Survey Frequently Asked Questions

What is the benefit of this survey?

This survey is designed to better understand how you are feeling now and to find out about your experiences over recent months, both in the workplace and beyond. With your results, we hope to be better able to support you now and in the future.

We want to ensure that you are treated fairly and consistently with dignity and respect.

Why should I participate?

The survey enables you to express your views as your voice is very important. The survey results are used to inform wider staff experience, health and wellbeing, culture, dignity at work and work on equalities, diversity and inclusion programmes.

I have already completed an iMatter survey. Do I need to complete this survey as well?

Yes, this survey gives you the opportunity to tell us about your experience during the COVID period.

What questions will be asked?

The survey asks four questions taken from the Office for National Statistics Personal Wellbeing Questions, followed by nine questions from the existing iMatter survey that deal with staff experience of the workplace, including whether they feel supported and included.

The survey also asks two qualitative questions inviting you to describe what is most worrying you and what is supporting you, followed by two short questions about the work environment.

Finally, the survey asks a suite of demographic questions, to allow us to analyse how/whether staff across the service have been differentially impacted by Covid-19.

Do I have to answer the questions about my gender, ethnicity, disability etc?

The organisation is committed to ensure that no member of staff is unfairly discriminated against whilst at work.

This section helps us to look for any trends or patterns which might be cause for concern.

Your responses will not be tracked back to you.

Do I have to answer all of the questions?

The first two sections that ask about 'Your Wellbeing' and 'Experience at work over the COVID period' have to be answered. You can choose to answer all, some or none of the other questions.

How long will it take to complete the survey?

The survey is likely to take around 10 minutes to complete.

How long will the survey run for?

The survey will run for three weeks from 1 September until 5 pm on 22 September 2020.

Are my responses confidential?

Yes. No one will be able to identify your response.

Will the survey be online or paper?

The survey is available both online and as a paper version.

You'll be invited to complete the survey in the same way as you completed your iMatter survey.

You will submit your online survey directly to Webropol or post your paper survey directly to Webropol.

How do I get my invite to complete the survey?

You will receive a link by email or your manager will give you a paper copy and a pre-paid envelope to post your completed survey directly to Webropol.

What if I haven't received an invitation to participate in the survey?

You should advise your manager who will be able to arrange for the survey to be issued to you.

When do I need to post my completed paper survey?

You should post this by 23 September 2020 to allow for postage timescales. They will be accepted until 30 September 2020.

The paper survey has a QR code on it. Can this be used to identify me?

The QR code is a unique identifier which is used by the Webropol IT System only and will not be used to identify you.

Please do not write or draw over the QR code as this will invalidate your survey response for inclusion in the results.

Does this replace iMatter?

Yes, for 2020 only and iMatter will re-commence in 2021 with reporting to team level.

Who will be able to see the survey results?

All staff and Scottish Government will receive the published reports.

National level results will be published in the Everyone Matters Pulse survey 2020 Report.

No team reports will be produced.

When will the results be available?

Reports are expected to be available in October and November 2020.

How will the results be used?

In the same way as other surveys, organisations are expected to take action on the issues presented to them to support ongoing continuous improvement.

Will survey results be discussed at team level?

Results will not be available at team level, however, your team is encouraged to discuss Organisation and Directorate results.

Where can I access information and support?

The National Wellbeing Hub, the National Wellbeing Helpline For Staff and the Samaritans are there to support all health and social care staff, offering a range of resources to support physical and mental health.

National Wellbeing Hub www.promis.scot

National Wellbeing Helpline: For Staff 0800 111 4191

24 hour / emergency services: [Samaritans](http://www.samaritans.org/) call free on 116 123 / <https://www.samaritans.org/>

Further information on the Everyone Matters Pulse Survey, email [Laura Liddle](mailto:Laura.Liddle), Associate Director of Human Resources or call extension 5604.

Scottish Health Awards open for nominations



15 - Scottish Health Awards banner

Nominations are open for the 2020 Scottish Health Awards and we are looking for staff to recognise the outstanding work carried out by you here at NHS Golden Jubilee.

The awards are the most prestigious and recognised honours for those working across NHS Scotland and its partners to deliver high quality health and social care services to the people of Scotland. They reflect the amazing diversity of talent and showcase the dedication and commitment of those who work tirelessly on our behalf.

In a year when staff across health and social care have been rising to the many challenges of dealing with Coronavirus (COVID-19), there's never been a better time to recognise and reward them for what they have been doing day-in and day-out.

And we think there are many individuals, teams and projects here at NHS Golden Jubilee worthy of winning one of the 16 categories - open for nominations until 30 September - so now is the time to put your nomination forward.

The categories include a People's Choice Award, which will be open to a public vote from 19 October, and recognise individuals and teams who have responded to the challenge of caring for people during the pandemic, while at the same time maintaining a range of essential services and continuing to provide essential care.

Finalists will be announced in other categories on 11 November and all winners – including the winner of the People's Choice Award – will be announced on 9 December at the virtual ceremony which can be viewed online.

NHS Scotland is committed to providing sustainable high quality health services for the people of Scotland. Increasingly, health and social care services are being delivered in an integrated way focusing on prevention, anticipation and supported self-management and the awards aim to recognise this approach.

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The 16 award categories are:

- **Support Worker Award**
- **Innovation Award**
- **Volunteers Award**
- **Midwife Award**
- **Allied Health Professional Award**
- **Young Achiever Award**
- **Unsung Hero Award**
- **Care for Mental Health Award**
- **Integrated Care Award**
- **Healthier Lifestyle Award**
- **Leader of the Year Award**
- **Nurse Award**
- **Doctor Award**
- **Top Team Award**

- **Global Citizenship Award**
- **People's Choice Award**

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[Nominate here](#)

People



David Wilson Travel Man

Human Resources adviser David Wilson works in a department that suits his personality down to the ground – he's very much in touch with humanity and people from diverse cultures.

David Wilson, 50, originally from Melrose in the Scottish Borders but now living in Yoker, loves nothing more than taking off and landing in a new culture to explore.

While his job is a more professional and objective focus on the human race, his perpetual wanderlust certainly is not, spending moments with people from all corners of the globe at some of earth's most impressive and breathtaking beauty spots, far from the daily grind of his role as a Senior Medical Staffing and Workforce Information Adviser.

He's done the Inca Trail in South America, spent New Year at Ayers Rock in Australia, seen the sights of the USA three times and, as an outdoors lover, had close encounters with bears and gazed upon some of the most awesome landscapes the world has to offer.



16 - David Wilson

“I don’t do package holidays, I’ve done one in my life to Lake Garda, which was fantastic, but I like doing little individual travels. I just decide where I’m going and then book it all online.

“While I was walking in the Smoky Mountains National Park in Tennessee back in 2013 I thought I saw a bear when I was half way up the mountain, but could not be sure. However, in the car when leaving the car park, a bear just strolled casually out in front of the car, just fantastic!

“The first night at altitude we were in Lake Titicaca, we went out for a meal, I couldn’t eat anything, struggled for breath, had an awful night in the hotel, but the next morning I was absolutely fine and had acclimatised.

“Then we did the Inca Trail, climbing up to Dead Woman’s Pass, the highest point of the trail at 12,000 feet, it’s not a long distance but you’re going up and it’s steep.

“On the last day we were the first group up in the morning from our tents to the Sun Gate, which is where you get your first view of Machu Picchu, and me and my pals were the only ones there for 15 minutes and it was just spectacular.

“Maybe at the time I was moaning about it, but it’s certainly one of the best things I’ve ever done.”

Food is obviously an important part of travelling and David has sampled a few ‘delicacies’, shall we say, from around world, however, for some reason beer is his favourite thing while trekking across the world.

He said: “I did have kangaroo and crocodile at New Year in Australia in 2009. I passed on the opportunity to eat spit-roasted guinea pig in Peru, but it is a delicacy there!

“I tried llama in South America though, but my favourite foody thing about my travels isn’t about food, but beer. I have had some fantastic beers in nearly all the countries I have travelled in, the most surprising to me was USA, where they have some great breweries producing amazing ales.”

David gained a degree in Human Resources at Stirling University before doing a Masters in IT there too. From 1996-2003 he worked for UCI cinemas in East Kilbride, the West Midlands and Manchester before returning to Scotland to do his Masters, and then “falling into” his HR career whilst working part-time in Marks and Spencer.

“I bumped into a friend from my original degree days who was working for NHS Greater Glasgow and Clyde and she suggested I go for a job there, which I got.

“The job came at just the right time and I’ve now worked in the NHS for 16 years now, starting here in May 2016 and I really like it here.”

The role covers many facets, with the main part of the job being the Board administrator for eESS – the HR repository system which holds sensitive information on staff and their roles here.

David said: “I just want to point out that staff can access eESS and change their own details when they need to, such as change of address and marital status.

“This puts staff in control of their own information and lightens the workload on us and managers so that’s something that is really good about eESS.”

But the essence of working in HR for David is the human aspect - helping people, and that’s what he loves most about his job.

“I am here to help people who need help if there are problems,” he added. “In the main my job is grand and I enjoy working with the people I work with, I do like trying to help people.

“I provide reports on all types of workforce information and medical staff. I do the annual workforce plan, workforce monitoring report which we are required by law to do, protected characteristics under the Equalities Act.

“I administer the appraisal system for doctors and the Medical Director, to make sure they get revalidated, which is obviously very important, working closely with Appraisal Lead Stephen Hickey.

“I’m a bit of a jack of all trades I think.”

David also began scaling new heights four years ago when he started bagging the Scottish Munros (Scottish mountains over 3,000 feet), completing around 47 out of 282 to date.

So as well as completing the other 235 peaks, David’s travel bucket list includes heading to New Zealand as he has friends on both the North and South islands, and he is aiming to go back to the USA to travel round Seattle, Portland and Yellowstone National Park where bears and buffalo roam.

Let’s hope Yogi doesn’t steal his lunchbox when he visits.



17 - Machu Picchu



18 - Grand Canyon 2011



19 - West Highland Way 2011



20 - After completing the Glasgow Kilt Walk 2013



21 - Jungfrauoch, Switzerland 2016



22 - Carrick-a-Rede ropebridge, Antrim Coast 2017



23 - Morskie Oko, Tatra Mountains, Poland 2019

Mobilisation Hub – End of an era

A group of staff who came together as one during the COVID-19 pandemic held a farewell lunch as they start heading back into their original departments.

The Mobilisation Hub was specially created to manage services at NHS Golden Jubilee during this coronavirus pandemic.

The staff assigned to the group came from different departments and were strangers to each other at the beginning.

However, they have since become fast friends thanks to weekly activities and challenges which brought everyone together as a team during a tough and uncertain time.

The challenges and activities were the idea of “instigator-in-chief” Maeve Coleman, from Orthopaedics and colleagues presented Maeve with gifts and flowers at their farewell ‘summer fete’, which Maeve instructed staff to wear a summer hat for.

As services slowly get back to normal, staff from the hub will be making their way back to their departments over the coming weeks, but one thing is for sure, the team has done a fantastic job and staff will certainly be no strangers to each other in future - so it’s just au revoir for the moment.



24 - Mobilisation Hub staff with their hats on



25 - Maeve Coleman - "instigator-in-chief"



26 - Maeve points out who's who in the guess the baby competition



27 - Images that sum up each member of staff outside work



28 - The bonnie babies of the Mobilisation Hub

Emotional goodbyes to colleagues

We said goodbye to two long-serving members of staff this month who had given a combined 29 years of service to NHS Golden Jubilee.

Cardiothoracic Charge Nurse Shirley Flannigan retired after more than 37 years in the NHS – 12 of them with us.

Orthopaedic Charge Nurse Kat Hodgart, who was with us for 17 years, left for a new challenge in her NHS career.

She will also miss her teammates and NHS Golden Jubilee.

We would like to thank Shirley and Kat for all of their hard work and devotion to patient care here at NHS Golden Jubilee over the years. They'll always be part of our #TeamJubilee family.

"I will miss my work and my amazing colleagues so much, what a great team they are."

Shirley Flannigan



29 - Shirley Flannigan

"It was an emotional day for me, saying goodbye to all my colleagues who have become such great friends over the years. I will miss them all and never forget this place."

Kat Hodgart



30 - Kat Hodgart

Senior Charge Nurse Joan Clacher has retired after 46 years with the NHS, spending 21 of those years with us at NHS Golden Jubilee.

Watch our video to hear Joan talk about her time here and the changes she's seen during her time with 'The Generals'.

We'll miss you Joan and we wish you well in all your future endeavours. You'll always be a part of #TeamJubilee



31 - Click play to watch the video

We also said a goodbye to Alistair Macfie.

Alistair was with the NHS for 37 years, spending the last 12 of those with us at NHS Golden Jubilee.

A Consultant Cardiothoracic Anaesthetist for 27 years, Alistair became Associate Medical Director in April 2015 and Interim Medical Director between March and September last year.

He'll be spending his retirement golfing, cycling, skiing and most importantly spending quality time with his family.

You'll be missed, Alistair but you'll always be a part of #TeamJubilee



32 - Alistair Macfie

Advanced Nurse Practitioner Rachel Walter said a final goodbye to her colleagues working at #TeamJubilee as she moves on to pastures new to be closer to family.

Thank you for all your hard work and service Rachel and good luck!



33 - Rachel Walter

"It's been a privilege working here with my fantastic colleagues and friends who I will really miss."

Rachel Walter

Health and Wellbeing



NHS Golden Jubilee has set up a new Health and Wellbeing group, with representation from interested staff from across the organisation, to identify both short and longer term initiatives which will support staff health and wellbeing.

The group's initial focus has been to review existing support and initiatives and identify any gaps.

The group will be working with our Communications team to promote what is in place both locally and nationally.

We will also provide regular updates on our progress in the coming weeks and months.

Please let the group know your thoughts on how we can improve the health and wellbeing of our workforce using our dedicated email address: staffwellbeing@gjnh.scot.nhs.uk

Health and wellbeing resources

Have you seen our Health and Wellbeing Guide?

It has been developed to sign-post you to a range of trusted resources and services available both within and outwith NHS Golden Jubilee.



Health and Wellbeing Resources



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Introduction

We want to ensure our staff members are supported as much as possible as we respond to the Coronavirus (COVID-19) outbreak.

We want to encourage everyone to stay safe and healthy during these challenging times. This means taking care of both your physical and mental health.

There are many resources available via the Internet and it can sometimes be a bit overwhelming to decide which sites to visit. With this in mind, we have created a directory of resources that informs you of the services available within NHS Golden Jubilee and signposts you to several trusted external resources.

For ease of use, all external resources have been hyperlinked, which means you can click on the resource you are interested in and it will take you directly to the information/Internet page.

If you are aware of additional resources that staff would find helpful, please get in touch by email lhodinfo@gjh.scot.nhs.uk.

Stay safe and well.

NHS Golden Jubilee Support and Resources

Occupational Health

Our Occupational Health service can support you with any queries regarding your physical and mental health in relation to your fitness to work.

The team also work with the Glasgow Cognitive Therapy Centre to offer Cognitive Behavioural Therapy (CBT).

For further information or to make an appointment with a member of the Occupational Health Team contact: Ext. 5436 or email occ.health@gjh.scot.nhs.uk

- **Cognitive Behavioural Therapy (CBT)** – CBT is a talking therapy that can help you identify negative patterns and support a change in your thinking and feelings. CBT sessions are carried out, on a one to one basis. The sessions will be supported via telephone or virtually using various means such as Skype.

Psychological First Aid (PFA)

PFA promotes skills in self-care, maintaining resilience, positive coping methods, and encourages existing good practice in these areas.

- **One to one sessions** - Dr John Sharp, our Consultant Clinical Psychologist, is offering 30-minute virtual sessions using NHS Near Me (accessible via a smartphone, tablet or computer with a webcam & microphone)

To find out more and / or book an appointment, contact Occupational Health on Ext. 5436 or by emailing: occ.health@gjnh.scot.nhs.uk

Space to relax and recuperate

- **Spiritual Care Centre** – Situated in the main corridor on the ground floor between the hospital and the hotel. The spiritual care centre is open all day every day and includes:
 - The Sanctuary and Prayer Room to pray and reflect
 - The Lounge to relax
- **The Golden Bistro** – Situated on the ground floor. You can purchase a range of food and drinks between 7.00 am to 6.30 pm, Monday to Friday and 8.00 am to 3.00 pm, Saturday and Sunday. The seating area is open 24 hours a day, 7 days a week and includes a microwave to heat your own food.
- **Café Latte** – Situated on the ground floor, it is open every day from 8.00 am to 8.00 pm for takeaway. Café Latte has an exit that takes you directly outside, where you will find a number of benches. You can take a seat and enjoy the fresh air whilst having a view of the Clyde.

Physical Health and Wellbeing

The Hotel Health and Wellbeing Team are offering:

- **Advice on exercising and general fitness** - This service is being provided on a one to one basis via email or telephone and can be accessed Monday to Friday from 10.00 am to 4.00 pm.

- **Online Yoga Classes** – These virtual yoga classes consist of either yoga or chair yoga and can be done from the comfort of your own home. Contact the Health and Wellbeing Team directly to register your interest and get details of class dates and times.

To find out more email: healthandwellbeing@goldenjubilee.scot.nhs.uk

Coaching

Coaching offers the opportunity to discuss challenging work issues you are facing with a qualified coach. It will help you to explore tools, techniques, and strategies to deal with your current work issues.

- **One to one coaching support** - Coaching sessions will be offered over the telephone or via video conferencing e.g. Microsoft Teams or Skype with each coaching session lasting between 1 ½ to 2 hours. To find out more and / or book an appointment contact Donna.akhrai@gqnh.scot.nhs.uk or telephone Learning & Organisational Development on Tel: 0141 951 5123.

Spiritual Care Support

Our Spiritual Care Lead, Andy Gillies, is offering a range of support detailed below. For further information or to book an appointment, contact Andy directly via email on: andrew.gillies@gqnh.scot.nhs.uk

- **One to One Bereavement Support** - Our intentional listening service provides support for issues around bereavement. If you have been affected by loss or anticipatory grief at this time, you can request a 50 minute one to one telephone session.
- **Service of Remembrance** – A Service of Remembrance will take place every Tuesday at 12.00 pm at the Spiritual Care Lounge. At this service you can remember loved ones that you are concerned about, have been significantly affected, or who have died. Plenty of space will be given to ensure physical distancing measures are adhered to, or you can choose to join remotely. You can email Andy Gillies directly for the web link for each service.

- **Staff 1-2-1 Support** – Appointments are available if you require support for new or ongoing spiritual care issues.
- **Staff Group Support** – This will support you with self-compassion meditation and to reflect on your week so far. Each group support session will begin with an invitation to respond to the following opening: 'The story of my week is...', followed by a short meditation. Sessions will take place every Friday at 4.30 pm using NHS Near Me.
- **Values Based Reflective Practice (VBRP)** – This is a form of reflective practice and a way of connecting to the deeper part of why we do our work, allowing gentle space to process the challenges and joys of it.

NHS and Government Resources

For ease of use, all external resources have been hyperlinked, which means you can click on the resource you are interested in and it will take you directly to the information / internet page.

Scottish Government Health and Wellbeing Toolkit

This toolkit has been issued by the Scottish Government and offers information on a range of key areas that support health and wellbeing, including:

- [Staying Safe and Well](#)
- [Emotional Wellbeing](#)
- [Sleep](#)
- [Social Connections](#)
- [Eating Well](#)
- [Physical Activity](#)
- [Resilience](#)
- [Culture and Behaviours](#)
- [Compassionate Leadership](#)

Self-Care

- [PROMIS National Wellbeing Hub](#) – commissioned by the Scottish Government and provides information and resources for individuals and managers in all aspects of health and wellbeing
- [Going home checklist](#) – A list of questions to encourage reflection and mindfulness at the end of a working day
- [NHS Fitness Studio's range of online exercise videos](#)
- [NHS Eatwell Guide](#)
- [The Association of UK Dietitians Weight Loss Fact Sheet](#)

Mental Health

- [NHS Inform – Mental health advice](#)
- [NHS Mental Health Apps](#) – Offers a range of Apps that can support your mental health

Coaching for Wellbeing

- [Coaching for Wellbeing](#) is a digital coaching service. It offers two options for online coaching, both designed to support you with issues you may be facing during these challenging times. Experienced coaches will support you in building resilience and improving your wellbeing and if you lead others there will be space to explore how you support your staff too.

Whichever option you choose, coaching will bring new ways of understanding yourself and your situation, clarity as to how you can play to your strengths and further strategies for staying on track.

Turas Learn

- [Turas Learn](#) – The NHS Education for Scotland (NES) e-Learning platform contains several learning resources to support you to take care of yourself, others and teams.

Money Matters

- [Department for Work and Pensions](#) – provides information on the financial options that may be available to you and others during this time.
- [Mygov.scot](#) - Includes information on benefits, funds and grants, including Child Benefit, The Scottish Welfare Fund, Crisis Grants and Funeral Support Payments.

Parenting

- [Parent Club](#) – Includes several resources designed to support Parents and their children specifically during Coronavirus.

Protection from Abuse

- [Mygov.scot](#) – Domestic Abuse: support
- [Police Scotland](#) – Reporting domestic abuse

External Resources / Websites

For ease of use, all external resources have been hyperlinked, which means you can click on the resource you are interested in and it will take you directly to the information / internet page.

Self-Care

- Mindfulness - Mindfulness is a healthy sustainable way to manage stress. Research suggests that Mindfulness can have a powerful and positive effect on health and wellbeing across a wide range of physical and mental health conditions. The resources below can provide you with more information on mindfulness, as well as useful mindfulness tools
 - [Headspace.com](https://www.headspace.com)
 - [insighttimer.com](https://www.insighttimer.com)
- [Mind.org](https://www.mind.org.uk) - Information on how to cope with sleep problems
- Samaritans - 24 hour Listening Service (Telephone: 116 123)

Mental Health

- [Breathing Space](https://www.breathingspace.org) - A confidential listening service
- [Mental Health Foundation](https://www.mentalhealth.org.uk) - Mental health and psychosocial support
- [Mind](https://www.mind.org.uk) - Mental health information and support
- [SAMH](https://www.samh.org.uk) - Includes a Coronavirus (COVID-19) mental health information hub
- [See Me](https://www.see-me.org.uk) - Resources to help challenge mental health stigma
- [Support in Mind Scotland](https://www.supportinmind.org.uk) - Mental health support

Money Matters

- Citizens Advice – offers advice on the various financial assistance options available
- The Money Advice Service – offers advice on any financial assistance you may be entitled to
- Money Advice Scotland - offers advice on dealing with debt and money worries

Protection from Abuse

- Citizens Advice Scotland – Help for domestic abuse
- Shelter Scotland
- Scottish Women's Aid
- Abused Men in Scotland

Trade Unions Information

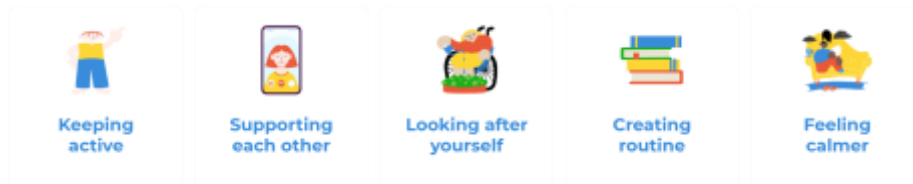
Many Trade Unions have updated their websites to include information to promote mental health and wellbeing during Coronavirus (COVID-19).

- British Medical Association
- Chartered Society of Physiotherapy
- GMB
- The Royal College of Nursing
- Society of Radiographers
- Unife
- Unison



[Click here to access the guide via HR Connect](#)

Make time to Clear Your Head



The benefits of being active and getting outside have been highlighted as part of a new drive to help people in Scotland look after their mental health.

The Clear Your Head campaign is encouraging people to keep up any active habits they may have started during the pandemic.

It also highlights how making time to get active and do one thing, however big or small, can help people feel calmer and boost your mood.



The website clearyourhead.scot has loads of practical tips and ideas on how to keep going and feel the benefits, including:

- **Build being active into your day by stretching, working out, walking or cycling.**
- **Be realistic about what's achievable, start small and build up over time.**
- **Do something you enjoy, mixing things up to help make it interesting.**
- **Make it sociable, turning being active into a chance to catch up with friends.**

The website also signposts helplines for those who need to talk to someone about how they're feeling, including NHS 24, Breathing Space, SAMH and the Samaritans.



[*Click here for practical tips on keeping up good habits*](#)

Play

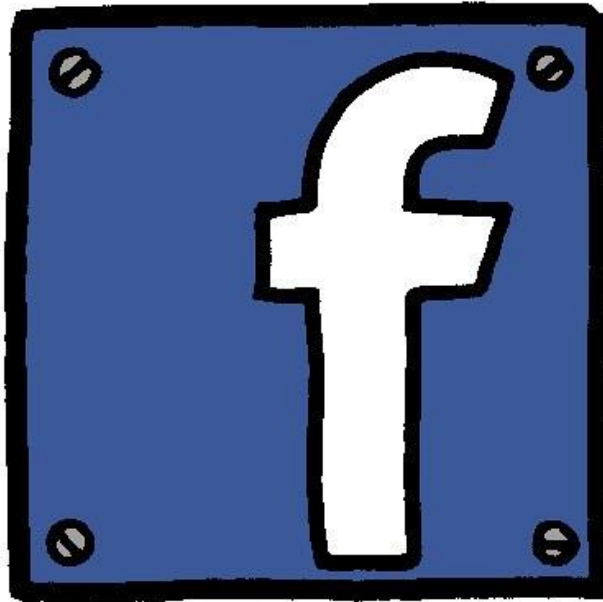


The social side

What's happening on our social media pages

Facebook: Our humorous take on delivering the important message of physical distancing at work – expertly delivered by some of our Theatres staff – has been, without doubt, our most popular video over the past four weeks. Well done to those involved, we're sending a virtual, socially-distanced high five to you all!

Click [here](#) to watch the video



Twitter: The story about the Strathclyde Warriors cheerleading team from Strathclyde University raising thousands of pounds for the Scottish Adult Congenital Cardiac Service (SACCS) gained almost 7,000 impressions (opportunities to see the post).

TWEET HIGHLIGHTS

Top Tweet earned 6,916 impressions

Cheerleaders show Warrior spirit for our **#SACCS** service which helped their beloved teammate realise her university dream.

Full story:

nhsgoldenjubilee.co.uk/news/press-rel...

#TeamJubilee

#ThankYou

@strathwarriors

@UniStrathclyde

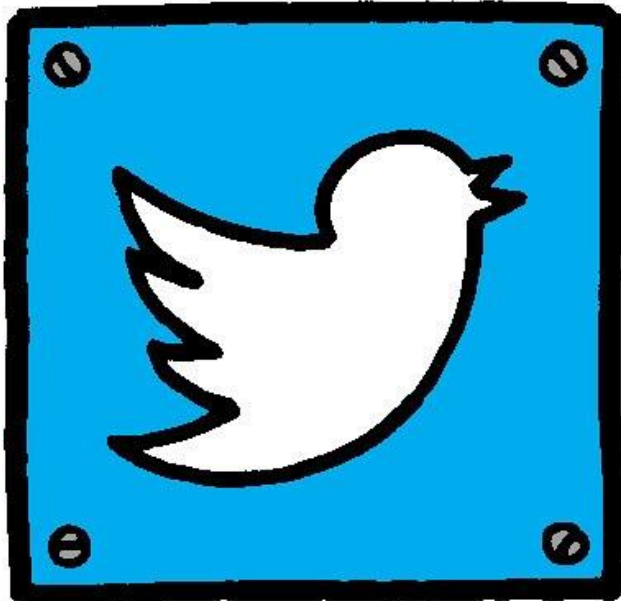
pic.twitter.com/Cw2ZoHqZ5c



↩ 1 ↻ 1 ❤ 6

[View Tweet activity](#)

[View all Tweet activity](#)



34 - [Click here to access our Twitter page](#)

YouTube: Our patient information video on 'what to expect from physiotherapy following cardiac surgery' was the most viewed since the last Jubilee Life, taking views of the video up to nearly 50,000 since it was uploaded in 2016.



35 - [Click here to access our YouTube page](#)

Get social with us and keep up to date with everything that's going on in #TeamJubilee on our social media pages.

Contact



Tell us what you think... we want to hear your views!

If you would like to comment on any of the issues featured in this staff magazine please send your comments to [Comms](#) or complete the feedback form.

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