

# Jubilee Life **August**



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## *Issue 27*

*Welcome to the August 2021 edition of your monthly digital staff magazine.*

*Remember there's a handy icon at the bottom right to help you navigate through the sections.*

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## News



## First Minister visit

First Minister Nicola Sturgeon and Cabinet Secretary for Health and Social Care Humza Yousaf visited NHS Golden Jubilee's national Centre for Sustainable Delivery (CfSD) this week to launch the NHS Recovery Plan, committing more than £1 billion of targeted investment for the recovery and renewal of Scotland's health service.

During the visit, the First Minister and Health Secretary heard how CfSD will play a key role in supporting improvements in outpatient and inpatient capacity as well as diagnostics.

They also heard how NHS Golden Jubilee's expansion through the National Treatment Centres will help NHS Scotland recover, remobilise and redesign.

Our clinical teams also provided a range of simulations, demonstrating endoscopy as well as orthopaedic and thoracic robotic surgery.

Colleagues from NHS Education for Scotland also joined us today to talk about the soon to be launched NHS Scotland Academy.

Huge thanks go to everyone involved in making the visit such a success.



Cabinet Secretary

NHS  
Golden Jubilee





















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*[Read the full press release.](#)*

*[Read the NHS Recovery Plan here.](#)*

*Check out pictures and videos from the event on:*

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- *NHS Golden Jubilee [Twitter](#), [Facebook](#), [YouTube](#) and [LinkedIn](#) channels.*
  - *Centre for Sustainable Delivery [Twitter](#) and [LinkedIn](#) channels.*
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## **The official opening of NHS Golden Jubilee Eye Centre**

Health Secretary Humza Yousaf officially opened the NHS Golden Jubilee Eye Centre on 29 July 2021.

As the first of Scotland's National Treatment Centres, our Eye Centre is estimated to carry out 12,000 cataract procedures this year, significantly impacting and improving the lives of many across Scotland.



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*“Not only has the centre started treating patients during such unprecedented times, but it has increased the number of ophthalmology procedures undertaken by the NHS Golden Jubilee by almost 47%. I cannot thank NHS staff here enough for their drive and determination to support planned care through this most difficult period.”*

*Humza Yousef, Cabinet Secretary for Health and Social Care*

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1 - Humza Yousef, Cabinet Secretary, and Jann Gardiner, Chief Executive









2 - Chief Executive Jann Gardner message of thanks to Humza and staff



3 - Chair Susan Douglas-Scott

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Read the full story [here](#).

*The Health Secretary will be back to NHS Golden Jubilee to launch the NHS Scotland Academy later this year.*

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## Centre for Sustainable Delivery

Hosted by NHS Golden Jubilee, the new national Centre for Sustainable Delivery (CfSD) will play a vital role in supporting Scotland's national efforts to remobilise, recover and redesign (3RS).

CfSD will establish new programmes and pathways as well as continue the development of existing ones to support the rapid rollout of new techniques, innovation, and safe, fast and efficient care pathways for Scotland's patients.



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*To keep up to date with the latest from CfSD, follow us on twitter at [@NHSScotCfSD](https://twitter.com/NHSScotCfSD) and on LinkedIn at [Centre for Sustainable Delivery](#).*

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## Phase 2 Surgical Centre update

Building work on our Phase 2 expansion is gathering pace as construction on the superstructure nears completion.

The next stage of development will concentrate on the installation of partition walls and steel work, with work on connections between buildings beginning with the removal of stairwell 11 in October, followed by preparatory work for the breakthroughs on Level 1.

Noise and vibration testing has been done by the contractors in the stairwell, in collaboration with clinical staff, which has helped with the planning and scheduling of the work. Out of hours work will be required in some instances.



## **Refurbishment**

Work will start for the additional Orthopaedic Outpatients Department (OPD) space in November and solutions for efficient patient flows and physical spacing, whilst maintaining clinic activity, are currently being discussed with the clinical team.

## **Workforce**

The review of the Theatre nursing workforce is complete and the revised endoscopy nursing workforce is under review by the Senior Nursing Team for approval. Recruitment and training schedules for new and existing roles are also being worked on.



*4 - April 2021*



5 - April 2021



6 - May 2021



7 - May 2021



8 - June 2021





9 - June 2021



10 - June 2021



11 - July 2021



12 - July 2021



13 - July 2021



14 - August 2021





*15 - August 2021*

## **Key dates**

### **September**

- Expansion – External superstructure complete, internal construction commences for steelwork and partitioning.

### **October**

- Expansion – Level 1-3: start breakthrough programme with removal of stairwell 11; Level 2: Preparatory works start in Radiology ahead of work commencing for Endoscopy decontamination.
- Existing Hospital Refurbishment - Level 1: Decant Orthopaedic Consultant, Administration and eHealth areas.

### **November**

- Expansion – Level 1: Start breakthroughs from Phase 2 to existing Hospital; Level 2: Construction works begin for Endoscopy decontamination.
- Existing Hospital Refurbishment - Level 1: WTO 1 – Start refurbishment of Orthopaedic Consultant, Administration and eHealth areas.

### **December**

- Expansion – External superstructure complete; internal construction starts for steelwork and partitioning.



- Existing Hospital Refurbishment - Level 3: WTO 3: First stage of refurbishment of Theatre, Administration and Perfusion set-up space.



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### 2 metre physical distancing will remain in health care

Physical distancing will continue to be observed in health care settings. While these restrictions have been lifted across Scotland as we continue to move beyond Level 0, they will remain in place in Hospitals, GP practices and Dentists, among other locations, to help control the spread of the virus.

This requirement will continually be reviewed as the NHS remobilises safely from the pandemic.



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*Find out more about physical distancing on the [Scottish Government website](#) and in our COVID-19 section later in this magazine.*

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### Twice weekly Lateral Flow Device (LFD) testing

Twice-weekly LFD testing is being rolled out to include healthcare workers employed directly by NHSScotland, NHS24 and Scottish Ambulance Service call handlers.

Earlier this month, testing kits will change from Innova manufactured testing kits to Orient Genet, which is a self-test nasal only process and gives a result in 15-20 minutes.



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*You can view details of the updated guidance in a Director's Letter on [Staffnet](#), and view further information on the [Scottish Government website](#).*

*Additional information is also available in the COVID-19 section further down this magazine.*

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### **Peer vaccinators**

In preparation for vaccination clinics Clinical Education is looking to recruit new peer vaccinators.

There will be training sessions provided on:

- 1 September from 1.30pm - 5pm

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*If you are interested in becoming a peer vaccinator please contact Clinical Educators [Margaret Hart](#), [Alison Brown](#) both Clinical Educators or [Sharon Docherty](#) from Occupational Health.*

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### **Sharps Datix reminder**

Staff who deal with sharps or splash incidences are being reminded to report them on Datix in line with Board policy.

Incidences are being reported to Occupational Health, however, in addition they must also be logged on the Datix system.

Reporting these incidences on Datix is necessary to allow for the accurate reporting, both internally and externally, and it is imperative that policy is followed at all times in these circumstances.



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## NHS Scotland Academy



Preparations are well underway as we continue to prepare for the official launch of the NHS Scotland Academy.

The Academy is an exciting partnership between NHS Golden Jubilee and NHS Education for Scotland that provides accelerated training for a wide range of health and social care roles and professions. Focused initially on supporting the immediate workforce priority needs of NHSScotland, the Academy plays a key role in the implementation and success of NHSScotland's Recovery Plan.

Drawing on the strengths of both parent organisations, the Academy uses both state-of-the-art clinical and simulation facilities at NHS Golden Jubilee and the educational expertise and technology-enabled learning offered by NHS Education for Scotland. This partnership provides learners the training and facilities to improve their skills in specific areas through residential, distance and virtual learning.

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*A dedicated website for the Academy is coming soon, but in the meantime, visit:*  
<https://www.nhsgoldenjubilee.co.uk/site-information/other-sites/academy>

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## Endowment fund changes

A number of changes have been made to how endowment funds are managed following updated guidance.

Some of the key changes include:

- A new donations policy has been approved.

- A process has been approved for handling donations - this was agreed with senior nurses and trustees.
- Agreed a process for thank-you letters.
- The use of donations must match donors' wishes, not made to match fund purposes.
- No one (other than the Finance Department / Audit and Risk Committee) can be given information on any of the funds, including information on who fund holders are, purpose and balances
- No new funds are to be set up without discussion with Assistant Director of Finance, Governance and Financial Accounting on behalf of the Trustees. Also, no changes can be made to funds without prior agreement.
- National innovation funds will be a completely separate part of the new joint role for managing innovation projects with Assistant Director of Finance.
- All reports have been automated.
- Training is being arranged for fund holders to update them on the new processes.

A review of all the funds is under way to implement the new processes agreed, review the resource requirements for fund administration and the structure of the charity as a whole. In the mean time, all queries, withdrawals and other ongoing administration will be overseen by Lily Bryson.



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*If you require more information, contact [Lily Bryson](#).*

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## Women's Health Plan

Two NHS Golden Jubilee colleagues have significantly contributed to the bold Scottish Government's plans to improve health and reduce inequalities for women.

The Women's Health Plan was published on Friday and outlines ambitious improvement and change in areas including menopause, heart health, menstrual health including endometriosis, and sexual health.

Advanced Nurse Practitioner in the Scottish Adult Congenital Cardiac Service (SACCS), Maggie Simpson, and Cardiology Consultant Professor Colin Berry were both big parts in highlighting issues and solutions for women receiving heart treatment.

Maggie is the Lead for the Heart Disease section, while Colin has led research on data showing inequalities women face when presenting and being treated for heart disease.

One of the most urgent actions in the plan is improving information and public awareness of heart disease symptoms and risks for women.

Scotland is the first country in the UK to have a Women's Health Plan.



16 - Colin Berry

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# Women's Health Plan

A plan for 2021-2024



17 - Maggie Simpson

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*Click the link to view the [Women's Health Plan](#).*

*More to follow on this story.*

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## NHS Scotland Event Resources

All resources from the NHS Scotland Event 2021 are now available on the Event website.

For the first time ever, the Event was held online and took place over three days. Delegates and speakers attended the via the virtual conference platform and had the opportunity to reflect on what we can achieve when we work together to Re-mobilise, Recover and Re-design.

The extensive programme featured 6 keynote sessions, 12 sessions, and 6 spotlight sessions featuring a number of presentations.



As well as the filmed content, all presentations featured in the sessions are available to view [here](#).

NHS Golden Jubilee was one of the organisations chosen to present how we adapted and carried out the vital urgent cancer care we provided Scottish patients during the pandemic for one of the spotlight sessions.

Alongside the main programme, delegates also had the opportunity to view over 300 ePosters in the first online ePoster showcase.

All ePosters, including our submissions from NHS Golden Jubilee, can be viewed right now via the [Event website](#) by clicking [here](#).



## People



### Our People - Maureen Franks

After almost 30 years in the Third Sector, it's safe to say our new Volunteer Services Manager has the credentials for the role.

Maureen Franks is the third generation of her family to work in healthcare after her mum and gran both worked for the NHS during their working careers, so caring for people certainly runs in the family.

Gran Mary Wilson worked in the Vale of Leven laundry and mum, Helen Dempster, loved working in the Theatres as a circulating floor nurse.



18 - Maureen Franks

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*"My mum always treated people as if they were her own so I've taken her values and ethos and, I must say, that's how people treated me when I came in here so I just loved the atmosphere of this place, and all the people.*

*"It had never occurred to me to work in a hospital before until I came into the Jubilee, everyone has been so nice and helpful to me."*

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Maureen began coming into the Golden Jubilee as an outreach worker with West Dunbartonshire Citizens Advice Bureau (CAB) in 2017, offering benefit and money advice to patients, visitors and staff on a stall.



The Golden Jubilee and staff members made such an impression on Maureen on her weekly visits that she decided to apply to and became part of the Team Jubilee family in the Clinical Governance department. During this time she became a volunteer in our Ophthalmology department before progressing to her current role.

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*“When I was coming in with CAB I was able to help staff, as well as patients and the stall was funded by the Martin Lewis Fund.*

*“I enjoyed offering a range of advice to people from all over the country and working with the staff who have all been extremely supportive and encouraging.”*

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During her career in the voluntary sector, Maureen started working for Oxfam in the early 1990s, spending a year with the national charity; Cancer Research Campaign Scotland (now CRUK) for 7 years; one year with Deafblind Scotland; 7 years with Momentum (Rehab UK); Alternatives (addiction charity in West Dunbartonshire) for 3 years; and 4 years with CAB, among other voluntary jobs.

Her previous roles have included administration, fundraiser, resources officer and team leader within a plethora of challenging sectors such as disability, drug addiction and money advice so Maureen is aiming to use this experience to develop our Voluntary service in the mould of the person-centred values we are known for.

Maureen’s adage is, ‘You might forget what somebody has said to you, but you’ll never forget how they made you feel’.

This mantra inspires her to be there for people when they need someone, and it’s something she wants to instil, and indeed enhance, in our volunteers.

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*“I want to build relationships with staff, I think that’s very important.*

*“A lot of the time the first people patients see are volunteers who help them get to where they need to be and that sets the tone for the patient, so we have to get that right and working in collaboration is the way to do it.*

*“It’s my responsibility to recruit, support and encourage volunteers as an enhancement to the services offered by NHS Golden Jubilee.*

*“This is an exciting time for NHS Golden Jubilee and volunteers have been a crucial part of the Eye Centre expansion, working through the COVID-19 pandemic, and they will no doubt be in demand as NHS Golden Jubilee progresses.*

*“It’s my aim to continue the wonderful work which has been done so far and to develop a diverse base to build a team of volunteers.”*

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Maureen is now excited about welcoming the volunteers back as COVID restrictions ease very soon.

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*“I’ll be working closely with Tosh Lynch, our Spiritual Care Lead, who is developing the volunteer action plan and I really want to encourage our volunteers.”*

*“I also want them to receive the acknowledgement for the work they do here too, and value themselves and their work. Volunteers give up their time to help others and that is just a special thing to do.”*

*“My experience gives me an insight into what motivates volunteering and it is humbling when you meet people who give their time freely while doing their own jobs or studying.”*

*“People have so much to offer, such as experience, skills and a range of talents which will all benefit the organisation and I think our volunteers are among the best there is.”*

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## **Farewell Laura**

Head of Risk and Clinical Governance Laura Langan sadly said farewell to us this month as she moves on to the next stage in her career in pastures new.

Laura has worked for the Golden Jubilee twice for a total of 8 years. Her first stint was between 2003-05, before joining us again in 2015 in her current role.

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*“I’m excited for the new challenge but I’ve enjoyed my time here immensely and sad to be leaving. There’s so many amazing people who have been great to work with and I’ll really miss them all. I’ve had such great support from my team, who are all amazing, and I know they will keep the good work going because they are brilliant.”*

*Laura Langan*

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*19 - Laura Langan*

Thank you for your years of hard work and service Laura and good luck in your new venture. You'll always be part of Team Jubilee!

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### **Passing of our much loved colleague, Kelly Younger**

We recently shared the sad news of the sudden passing of our colleague Kelly Younger.

Kelly worked in the eHealth clinical audit team for the past 7 years, supporting our Cardiology, Cardiac and Thoracic teams. Outside of work, Kelly had a great love of the Arts and Crafts in particular sewing and also loved music festivals and socialising with her friends and family.

Those who knew Kelly best, wanted to let everyone know that she was a beautiful soul, who lit up the room with not only her smile but her amazing personality and will be dearly missed by everyone who knew her.

She was a great friend and colleague. So easy to get along with and naturally so funny. We are grateful to have known her and to have shared many happy memories. We will all miss her immensely.

Staff wishing to pay their respects to Kelly can contribute to a book of condolence, which is available in the Sanctuary of the Spiritual Care Centre.



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*Spiritual Care Lead Tosh Lynch will be available in the Spiritual Care Centre from 12pm to 3pm each afternoon should any staff member wish to talk. If you would like someone to talk to out with these times, Tosh can be contacted by emailing [Tosh Lynch](#) or calling extension 5060.*

*A collection has been started for Kelly's family. If you would like to contribute, please contact Sharon Stott by emailing [Sharon Scott](#) or calling extension 5765.*

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### **Distinction for Infection Control**

We are delighted to announce that 3 members of our Prevention and Control of Infection team have passed a university module with distinction.

Sandra Wilson Clinical Nurse Manager, Susan Robertson and Katrina Black (Senior Infection Control Nurses) have completed with distinction the Built Environment Infection Prevention and Control Module in conjunction with the University Highlands and Islands (UHI).

This learning consolidated with their existing specialist knowledge will further enhance the application of safe controls as we advance the Phase 2 expansion of our services.

The provision of a safe environment for those receiving healthcare is essential and has an important role in preventing HAIs (Healthcare Associated Infections).

If the burden of healthcare-associated infection is to be reduced, it is imperative that architects, designers and builders be partners with healthcare staff and infection control teams when planning new facilities or renovating older buildings. Designed-in infection control means that working in collaborative



partnership with infection control teams will support the delivery of facilities in which infection control needs have been anticipated, planned for, and met.

Topics covered by the module included:

- Specialist Isolation facilities
- Design and Ventilation for theatres
- Specialist Ventilation
- Water Systems, design features and control measures
- Management of incidents linked to the built environment
- New, innovative concepts

On behalf of all of us, we want to say a massive congratulations to Sandra, Susan and Katrina on this amazing achievement!



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### **Stuart Graham – Digital Services Director**

Information technology –IT to you and us – is the driving force of a modern and innovative organisation like NHS Golden Jubilee and we welcome a new colleague who will be steering that department this month.

Stuart Graham has taken up the post of Digital Services Director, the management of the day-to-day running of eHealth, and is a perfect fit for the demanding role.

He comes with a wealth of experience in the IT field, moving from university in Paisley to a work placement at Glasgow Airport before embarking on a 22-year career with NHS Lanarkshire, latterly as the board's Head of Infrastructure.

During his time with our NHS colleagues in Lanarkshire in various roles, Stuart was also seconded for Scottish Government projects and is looking forward to his new challenge here at the Jubilee.



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*"I was keen for a new opportunity and the Golden Jubilee was very attractive for me due to the innovation ethos here, so it's the perfect fit in terms of my own values."*

*"I'm always keen on progression and have brought new and different ways of working into organisations and I'm looking forward to working on strategies and solutions for the NHS Scotland Academy, expansion and Centre for Sustainable Delivery (CfSD)."*

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Welcome to Team Jubilee Stuart!

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**Let us know...**

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*If you, or one of your colleagues is having a milestone event such as retirement, big birthday, getting married, having a baby, passed training or a course, doing community or charity work, get in touch and we can include the big news in Jubilee Life to let colleagues in Team Jubilee know.*

*Email [Comms](#) with the news.*

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## Val-You



### Here's some social media comments from patients and the public about you!

**Comment from deploymentkf39 on Care Opinion:** We are eternally grateful to Mr Kostoulas for his exceptional skill in giving my dad the opportunity he did and for his amazing care of my dad after his surgery and his excellent communication with ourselves throughout. We can never thank him enough but having the opportunity to spend father's dad with my dad (albeit still in hospital but making amazing progress toward a full recovery!) prompted me to ensure it is widely known his endeavours and skill were very much appreciated by myself, my sister, my mum and our entire family.

To see the full comment and others on Care Opinion, please [click here](#).

**Karen Black – on the official opening of the Eye Centre:** Congrats to all involved in all the hard work. It'll be wonderful for patients.

**Jane Else:** I attended the MRI suite located within the Golden Jubilee hospital for an MRI on Friday the 6th of August. I was so impressed with the efficiency of your staff and in particular the kindness and professionalism of the Radiographer who dealt with me. I would appreciate if you could pass on my gratitude to the radiographer, Gillian McGregor. May I congratulate you on an obviously professional and as stated efficient team.

**Kevin Daly – commenting on Jim Mearns (one of 47 online comments):** I remember in 2009 Jim coming over and sitting next to me (as he did to everyone that year) in the waiting room, explaining what his role would be and giving me the business card and mobile number to phone any time I had anything I needed to talk about. From that point on it felt to me like the service was completely different, it went from an annual check up with a consultant and then no interaction for the rest of the year to an "as required" service almost overnight and as it's grown in the time since that open and available approach Jim brought to it became a massive part of what the wonderful SACCS team are today. Jim I want to thank you for genuinely having such a massive positive impact on my care in the last 12 years. The people you care for in your new role don't know how lucky they are yet but those of us who benefited from it through SACCS sure know what we are losing. All the best!

**Douglas Lisi:** I would like to thank all the staff from surgeons, Doctors nurses domestic for the wonderful wonderful service I was given on my Knee replacement it is a wonderful place to be in for treatment I cannot thank everyone enough for looking after me thank you.

**Ryan Murrant:** I was admitted here due to a heart attack. The staff were incredible, so friendly, helpful, caring and reassuring. I want to mention Jackie and her team of nurses who helped make my stay a comfortable one. Fiona McPherson, Heather Davidson and Gemma Hodge were particularly brilliant. They are definitely a patient centric trio and I can't ever thank them enough. You'll all never be paid

enough for what you do and you definitely need more money than you get right now. Thanks for making this difficult part of my life a lot easier.



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### Tell us why equality is important to you?

Later this year, NHS Golden Jubilee will be launching an eLearning module dedicated to the new Equality Impact Assessment (EQIA) process. At the start of 2022, we will also be refreshing our Diversity and Inclusion pages on STAFFnet to reflect our work to mainstream equalities across the Protected Characteristics and Fairer Scotland Duty. As part of this process, we would like to create a short video clip featuring the diverse voices across the organisation.

#### **What we're looking for**

We are looking for staff with a Protected Characteristic\* to tell us why equality, diversity and inclusion is important to them. Our aim is to record a series of 10 second clips which will be merged to create a storyboard which will then feature within our new EQIA eLearning module and Diversity and Inclusion pages on STAFFnet.

This opportunity is open to all staff within the organisation given that we all share a Protected Characteristic. If you are passionate about building a more equitable society and reducing health inequalities, then we want to hear from you!

#### **\*Protected Characteristics**

Age, Disability, Trans Status, Marriage and Civil partnership, Maternity and Pregnancy, Race, Religion and Belief, Sex, Sexual Orientation and Socio economic.



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*Register your interest today*

*To register your interest or simply find out more details, please email [Rob White](#), Service Design and Equalities Lead, or call him on extension 5480.*

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### **Advice sought on breastfeeding**

The Equalities Team is hoping to take your advice about the time, space and facilities provided for parents to express milk and breastfeed while at NHS Golden Jubilee.

The team is looking for people who are keen to have a conversation about their experience breastfeeding.

Any information you provide will be handled confidentially.





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*If you would like to be heard, please email [Bryn Pearlstone](mailto:Bryn.Pearlstone).*

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## **iMatter is coming on 30 August**

iMatter, the national continuous improvement tool developed to improve staff and patient experience, will go live this month.

This is your chance to share your thoughts and feelings around your experience as a member of staff.

If you have recently joined the NHS and are unsure what iMatter is, or you just need a reminder.



The questionnaire will be live from Monday 30 August for 3 weeks. All of us play an important part in its success, so please take the time to fill this in.

After this 3-week period, all teams will take part in action planning sessions (which must be completed within 8 weeks of the report being published).

It is very important you take part in this session as it is your opportunity to share your views, have your voice listened to and is the first step to putting measures in place to help maintain and improve staff experience.

To help you get the most from iMatter we are offering a number of opportunities to raise awareness, promote and educate. There will be 30 minute MS Teams sessions available to all staff shortly.

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*Find out more about iMatter on the iMatter national website [here](#).*

*Take a few moments to watch this short, 3-minute animation to find out more about what iMatter is.*

*Please continue to watch this space for iMatter session details.*

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### **Team Confirmation: important action required by managers**

- Managers should have received an email from 'no reply webropol', which hosts iMatter, asking them to confirm your teams. If you have not received this, please check your junk folder.
- Please check everyone who should be in your team is there and that their contact details are correct. Make any required amendments if necessary
- Confirm that the method for completing the survey (email, SMS or paper) for each team member is also correct.
- Team confirmation must be completed by 5pm on Friday 27 August to allow your team to participate in iMatter.

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*iMatter is your chance to share your thoughts and feelings around your experience as a member of staff. If you have recently joined the NHS and are unsure what iMatter is, or you just need a reminder, you can find out more about iMatter on the [National iMatter website](#).*

*Please take a few moments to watch the short, 3-minute animation to hear what iMatter is.*

*If you have any questions or require further support, please contact [Lisa Walsh](#).*

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### **Update your diversity monitoring information on eESS**

#### **Stand up and Be Counted!**

Every year, staff are asked to update their diversity monitoring information on eESS.

We know that the past year has been different for us all, between social distancing, off-site working and members of staff shielding. It's more important now than ever that your diversity monitoring information is accurate.

## What is diversity monitoring information?

Diversity monitoring information is a kind of personal information focused on who you are as a person. Broken down by 9 protected characteristics, these are; age, disability, trans status, marriage and civil partnership, maternity and pregnancy, religion and belief, race, sex, and sexual orientation.

## How will you use my personal diversity monitoring information?

Every year, we publish our workforce monitoring report, detailing the makeup of NHS Golden Jubilee. This helps to inform future workforce plans that assist with planning the hospital's expansion, capacity and demand.

Importantly, we don't report data which might make any individual identifiable – if there's a group of less than 5 people sharing any particular characteristic, the exact numbers are not given. Additionally, all data used for this purpose is used anonymously.

## Why should I give out my diversity monitoring information?

It is a personal choice to give out this information. You only provide information you are comfortable sharing.

We believe that we can better understand the needs of our workforce when we know more about you.



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### *How to update your diversity monitoring data*

*Log onto [eESS](#). If you do not have eESS log in details please contact [Employment Services](#). A member of the HR team will contact you with your eESS log in details.*

*On the Main Menu on the left side of the screen choose either “[NHSS Agenda for Change Employee Self Service, National Waiting Times Centre](#)” or “[NHSS Medical and Dental Employee Self Service, National Waiting Times Centre](#)”, dependent on whether you come under the Agenda for Change or Medical and Dental terms and conditions.*

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## NHS Pride badge

The NHS Scotland Pride badge campaign rollout nationally has been a huge success. Launched in June of 2021, the national campaign was launched to bring visibility to NHS Scotland staff who signed a pledge to be a support for LGBTQ+ patients, visitors and staff at healthcare locations across Scotland.

Nationally, these badges have been worn by thousands of staff across all health boards. They (literally) flag the wearer as an understanding ear to anybody who might need one. This kind of subtle signalling is nothing new to the LGBTQ+ community.

Throughout history, the community have looked for signs on a person to read something about them. From the spoken language of Polari in Victorian London, to the placement of a ring of keys on a belt loop.

Now, with society more accepting of LGBTQ+ people than ever before, people are empowered to present clearly and visibly as themselves. However, this is a double-edged sword, as visibility can often make for an easier target. This is especially true for LGBTQ+ people of colour.

That's why now it is so important that out and proud LGBTQ+ people and their allies are visible, active and recognisable to any and all who come through the hospital.

At NHS Golden Jubilee, we have over 150 badge wearers –nearly 1 in 12 of our whole staff. We are proud to have such a visible show of support for our LGBTQ+ service users, visitors and staff.



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*If you want to get your own badge, take a look at the [NHS Scotland Pride Badge Toolkit](#), and sign the pledge. Return your pledge to [Brynley Pearlstone](#) to arrange a badge delivery and pickup.*

*[Click here to view the Pride badge toolkit](#)*

*To sign access the Pride badge form, [please click here](#).*

*To join our [LGBT+ Allies mailing list](#), or to enquire about the [NHS Golden Jubilee LGBT+ Staff Network](#), please email [Brynley Pearlstone](#).*

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## Health and Wellbeing



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*We are committed to supporting the health and wellbeing of our staff and have a range of resources available.*

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### Coronavirus (COVID-19) updates

#### **Hospital visiting**

In line with local risk assessments following the move to beyond Level 0, visiting guidelines will vary across all wards.

Visiting guidelines will be discussed with patients before they come into hospital or soon after they are admitted, and must adhere to the ward guidelines at all times.

Physical distancing of 2 metres and mandatory wearing of fluid resistant surgical masks or face coverings remains in place across all NHS Scotland premises for the health and wellbeing of patients, visitors and staff.



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[Click this link to view the Visiting guidelines on our website.](#)

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### **Discharge Lounge**

To enable us to adhere to physical guidelines, please note that visitors are not allowed in the 2 East Discharge Lounge as we continue to separate green and amber pathway patients over two different areas.

### **COVID restrictions continue across NHS Scotland**

Following the move beyond Level 0, most COVID-19 restrictions have been lifted at home and when out and about, however, some restrictions remain across all NHS Scotland premises for the health and wellbeing of staff, patients and visitors.

### **Physical distancing**

Physical distancing will remain in place in health care settings across Scotland.

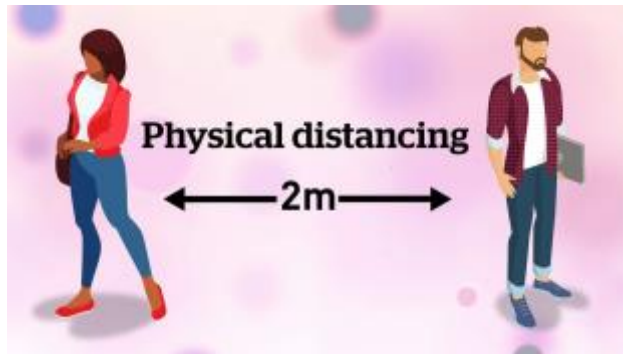
Hospitals, GP surgeries and dentists are among the locations which will continue to observe the current 2 metre distancing requirement to help control the spread of the virus. The measure will be reviewed as the NHS remobilises safely from the pandemic.

Physical distancing of 2 metres will continue to be compulsory at all times within NHS Golden Jubilee.

The only exception is when clinical staff are carrying out clinical duties and wearing appropriate levels of Personal Protective Equipment.

Remember:

- Stay at least 2 metres away from other people at all times, both in your main work space and in shared / public break / rest areas.
- Leave space for people to pass by and walk / queue in front / behind you.
- Keep the 1-way system on Main Street moving – do not stop here to speak to colleagues.
- Tables and chairs must not be pulled together in shared and public rest areas.
- Only take the lift if you have to – only 1 person per lift in the small lifts and 2 per lift in the large lifts.



### **Face masks and face coverings**

The guidance around wearing of Fluid Resistant Surgical Masks (FRSMs) by clinical and non-clinical staff has been updated.

In addition to staff providing direct care being required to wear FRSMs at all times while on shift, it is now recommended that staff in non-clinical areas wear FRSMs at all times whilst at work.

This is currently only a recommendation, so please consider the current levels of COVID in our communities when deciding whether to wear a face covering or a FRSM.

There will be some exceptions in a limited number of circumstances, such as when working alone or in a closed office in a non-clinical area where all other control measures are in place, i.e. good ventilation, physical distancing, with staff 2 metres apart; easy access to hand washing and/or hand sanitising facilities; and regular cleaning of the area.

FRSMs must also be made available to and worn by all hospital inpatients (unless exempt) across all pathways, where it can be tolerated and does not compromise clinical care (e.g. when receiving oxygen therapy or when in labour).

This also applies to patients who are being transferred or transported to hospital.

Staff are encouraged to engage in a discussion with patients as early as possible in the admission process to promote the importance of using facemask and adhering to other COVID-19 control measures.



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*More information on this update can be found [on the COVID hub on Staffnet](#).*

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## **Lateral Flow Testing**

As part of Test and Protect, twice-weekly Lateral Flow Device Testing is offered to everyone in Scotland.

Even after you've been vaccinated and after restrictions are lifted, it's important to keep taking the tests.

The results will give an early warning about our region, enable local contact tracing to begin, and allow positive staff members to self-isolate immediately – reducing the risk of spread and helping NHS Scotland recover faster from the pandemic.

So please continue to perform the test, encourage others to do so, and importantly, remember to report all results – whether positive, negative or inconclusive – via the online portal.

### **Staff with symptoms, a positive Lateral Flow Test, or a positive PCR test must:**

- Stay at home.
- Advise your line manager.
- Your line manager should contact Occupational Health with a message including your name and contact number – by calling extension 5435 or emailing [Occupational Health](#).

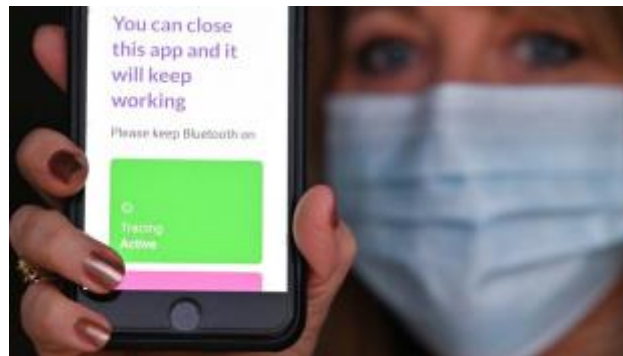


**In the event that you have a positive Lateral Flow Test, you should only return to work if your PCR test is negative.**

In the event of staff and patient COVID cases, departments are reminded to use the [Contact Tracing Standard Operating Procedure](#) which is available on the COVID Hub.

- Occupational Health need to be informed if there are any staff contacts identified without sufficient PPE (so that links can be made with Test and Protect).

- The Prevention and Control of Infection Team need to be contacted if any patient contacts have been cared for without sufficient PPE.
- The Prevention and Control of Infection Team need to be contacted if there are more than 2 cases in any unit at any one time to establish if there is a common source. **Contact Tracing SOP – SOP Contacts** Interim Scottish Government guidance has been issued to inform how NHS staff may return to work after being identified as a COVID contact. This has been updated in the COVID Contact Tracing SOP. It is expected this interim guidance will be superseded again soon and NHS Golden Jubilee will reflect this in local policy when received. Guidance for COVID positive staff is unchanged.



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*More information on contact tracing can be found at [Staffnet](#)*

*Please support your colleagues and patients by following the guidance and procedures.*

*If you have any questions related to the portal or testing please speak to your line manager directly, or visit [Lateral Flow Testing for COVID-19](#).*

*For all further guidance, including an FAQ, please visit: [www.gov.scot](http://www.gov.scot)*

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## **Reporting**

All relevant teams are reminded that twice-weekly testing is essential, and are asked to make sure that each result is input to the national e-Portal after each test.

All staff who have signed up to use the Lateral Flow Test kits are reminded that it is essential that you continue to test yourself twice weekly, even once you've had the vaccination and to input your results into the [national e-portal](#).

This includes negative and inconclusive test results. It is vital that this process is followed as it provides vital information for our overall approach to managing and combatting COVID-19.

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*More details are available on [Staffnet at this link](#).*

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### **Change to NHS24 COVID-19 Helpline**

The NHS 24 COVID-19 special helplines have changed.

The NHS 24 non-symptomatic COVID-19 Special Helpline (**0800 028 2816**) and NHS inform's General Health information line (**0800 22 44 88**) now operate from 8am to 8pm each day.

The lines previously closed at 10pm.

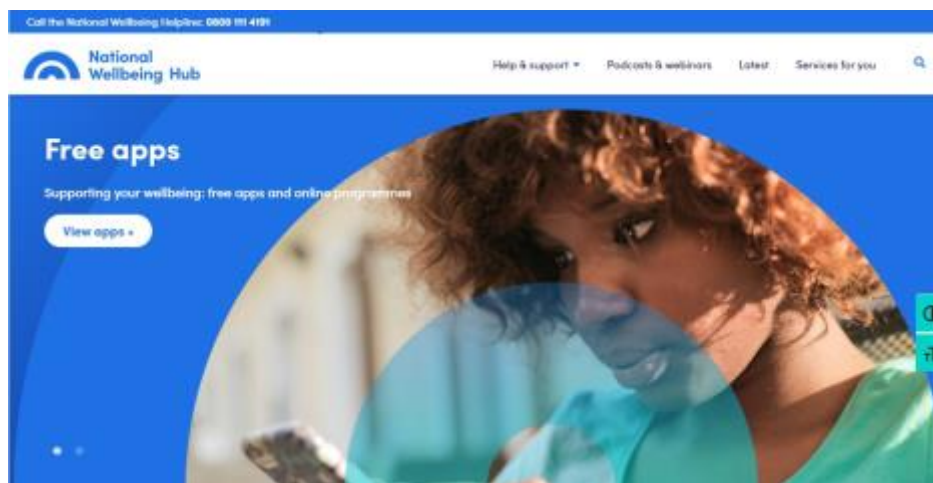
This is in response to reduced calls from the public to these numbers after 8pm. The latest COVID-19 guidance is available on line day and night from [NHSinform](#)

We would appreciate your help to cascade information about this change to the people you support and work with.

There is no change to the 111 service.

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### **New Resources on the National Hub**



### **Lifting restrictions**

The National Wellbeing Hub has produced an advice sheet for everyone working in health and social work/social care for those who may be anxious about restrictions being lifted.

It has been written in response to reports of increased levels of anxiety amongst the healthcare workforce and carers and has excellent tips, advice and links on topics such as working from home, supporting teams, relaxation and teams.





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[Read the full article here.](#)

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### **Workforce Specialist Service (WSS)**

A new video explaining the WSS - a confidential multidisciplinary mental health service with expertise in treating regulated health and social services professionals has also now been added to the hub.



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[You can view it here.](#)

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### **Free apps and online programmes**

The National Wellbeing Hub has created a quick 1-minute read resource to help you manage worry and anxiety.

It features links to the Feeling Good, Sleepio, Daylight, Silvercloud and Living Life to the Full apps, which give a plethora of advice on how to reduce stress, control anxiety and build resiliency.



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*Click on the link to access this fantastic resource: [Supporting your wellbeing: free apps and online programmes](#)*

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[The National Wellbeing Hub](#) provides a range of self-care and wellbeing resources for all staff, unpaid carers, volunteers and their families to enhance personal resilience and signposts to relevant mental health and support services.

NHS Golden Jubilee’s Health and Wellbeing strategy has been approved and will be launching very soon, featuring an easy-to-navigate web hub with a calendar of events, activities and campaigns aimed at improving our staff’s wellbeing and valuing your voice through regular feedback and updates.

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### Staff Financial Wellbeing

The National Hub has worked collaboratively with the Money and Pensions Service to produce a Money Helper video for everyone working in health and social work/social care, and unpaid carers, to raise awareness of money worries and to encourage people to seek help at an early stage, which can be viewed on the Hub.



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*To view on the Hub, please [click here](#).*

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*Other resources and tools are being developed, but the first stage is to destigmatise help-seeking.*

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## **What you can do to help**

Staff with money worries can have an impact on workplaces, as well as being affected by these worries themselves.

COVID-19 has brought unprecedented changes to people's lives, and many will be worried about the financial impact of changes such as loss of family income or ill health.

It can be hard to leave these worries at home, so their impact may be seen in the workplace.

Online training will be available for line managers which looks at practical measures to reduce the negative impact of money worries, on both employees and organisations.



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*Training (MS Teams) is available on Wednesday 22 September, 1.30pm – 3.30pm*

*This online training is interactive and you will need to complete a short engaging eLearning module before you come along which will set you up for learning on the day.*

*Information will follow in coming weeks with the link to register for the training, in the meantime, please save the date in your diaries.*

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## **Volunteering – benefits can be greater for you**

It can be hard to find time to volunteer with the busy lives that we lead between family and work. However, the benefits of volunteering can be enormous.

While volunteering offers vital help to people in need, worthwhile causes and communities, the benefits can be even greater for you.

Giving to others can also help protect your mental and physical health. It can reduce stress, combat depression, keep you mentally stimulated and provide a sense of purpose. Giving in even simple ways can help those in need and improve your health and happiness.

### **Benefits**

Volunteering connects you to others:

- You can make new friends and contacts
- It increases your social skills

Volunteering is good for your mind and body:

- helps counteract the effects of stress, anger, and anxiety
- combats depression
- makes you happy
- increases self-confidence
- provides a sense of purpose
- helps you stay physically healthy
- brings fun and fulfilment to your life

Volunteering can advance your career:

- teaches you valuable job skills
- you gain career experience

Within NHS Golden Jubilee we have a number of colleagues who support local young people through MCR Pathways, a charity that has been supporting care-experienced young people and those who have experienced disadvantage, since 2007.

MCR recruits and trains volunteer mentors who are matched with a like-minded young person that shares similar personality traits, hobbies or career aspirations.

Mentors meet with their young person at their school for just one hour per week and the difference this encouraging relationship makes is life-changing.



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For more information watch MCR's online info session by [clicking here](#) or follow @MCRPathways on social media for more info.

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If there is a different opportunity you're looking for, or even just more information about volunteering, more resources can be found below.

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The National Centre for Volunteering and has opportunities across the country [volunteerscotland.net](http://volunteerscotland.net).

The [NHS Scotland Global Citizenship Programme](#) aims to increase NHS Scotland's global health contribution by making it easier for all NHS staff to participate in global citizenship, both here in Scotland and overseas, through the provision of guidance, co-ordination and support.

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## Cycle to Work Day

On August 5 we teamed up with Cycling Scotland to highlight the benefits of cycling for your physical and mental health and wellbeing.

Director of Quality, Innovation and People, Gareth Adkins, and Cycling Scotland's Head of Behaviour Change, Kath Brough, highlighted some of the many ways we should consider cycling to work, which have advantages for both individuals and NHS Golden Jubilee as an organisation



**Cycling Scotland** **NHS Golden Jubilee**

### Cycle To Work Day

Cycling to work has great benefits for physical and mental health, stress reduction and productivity.

If you need to travel to or at work today, choosing to cycle will reduce your carbon footprint and help Scotland achieve net zero targets.

NHS Golden Jubilee is a Cycling Friendly Employer, supporting staff to travel actively and sustainably – because every journey cycled counts towards a green recovery from the Covid-19 pandemic.

[Cycling.scot](http://Cycling.scot)  
[#CyclingFriendly](https://twitter.com/CyclingFriendly)  
[#CycleToWorkDay](https://twitter.com/CycleToWorkDay)

**Kath Brough**  
Head of Behaviour Change  
Cycling Scotland

[www.nhsgoldenjubilee.co.uk](http://www.nhsgoldenjubilee.co.uk)





**Cycling Scotland**

**NHS**  
Golden Jubilee

**#CycleToWorkDay**

As a keen cyclist myself, Cycle to Work Day on Thursday 5 August is an extra way for me to fit a little saddle time into my daily routine. Although I'm working from home at the moment, I am planning to do the same amount of miles it would take me to get to work on the day.

Physical activity is the best way to stay healthy and is also good for your mental health wellbeing, with evidence showing it can protect you against the likes of anxiety and major illnesses. It's also good for the environment.

For me, cycling lightens my mood and makes me feel better all round and is a great way to get out into the countryside I am fortunate to have around me.

Our staff Health and Wellbeing strategy includes promoting active travel and part of this is our Cycle2Work scheme which makes cycling more affordable and I'd encourage my colleagues to check this out and see what's available.

We've increased the price limit for the scheme to £4000 to enable staff to consider purchasing e-bikes, which are great for increasing the distance you can travel and make it easier to start and get into cycling for all ages and levels of fitness.

We have also invested in new bikes racks and have a bicycle user group to ensure we are listening to the needs of the big group of staff we have who cycle to work.

We'd welcome new members to give us new ideas for investment and funding applications to support active travel.

Today is a fantastic opportunity to get into cycling and join our growing community of cyclists at NHS Golden Jubilee. So ditch the car today if you're going into your workplace, get on your bike and Cycle to Work.

**Gareth Adkins**  
Director of Quality  
Information  
and People

www.nhsgoldenjubilee.co.uk

## Cycle to Work Scheme and facilities

We have excellent bike facilities here on site as part of our Active Travel vision.

We have a state-of-the-art 2-tier bike storage unit located behind the conservatory where you can park your bike, enter the Hospital foyer directly using your ID card without walking round the building, and have access to bike maintenance tools and a multi-valve pump to help maintain your bike.

We also have a Cycle to Work Scheme in place for staff at NHS Golden Jubilee, which is a government approved salary sacrifice initiative.

This allows employees to hire a bike and accessories up to the value of £4,000 for us, as your employer, to encourage you to cycle to work. This hire is free from tax and National Insurance contributions.

At the end of your hire period you have no automatic right of ownership, however, you may be offered the option to purchase the equipment at a value equivalent to the fair market value of the equipment.

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*This will be based on the residual value of the equipment, in line with HRC guidance.*

*Further information about this scheme can be found on [Staffnet](#).*

*More useful links on cycling below:*

[Cycle to work day](#)

[Cycling friendly](#)

[www.cycling.scot](http://www.cycling.scot)

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## £8 million package for workforce wellbeing

An £8 million package to support the wellbeing of health and social care staff across Scotland has been announced.

The increased support will help fund a number of immediate recovery actions and lead to the development of a National Wellbeing programme.

[Read the full story here](#)



## Learning and Organisational Development



### Courses coming up

Today marks the International Day for the Remembrance of the Slave Trade. This can be an uncomfortable subject, but the legacy of the slave trade can be felt in many areas that we take for granted.

Its influence can be felt from things as seemingly innocuous as the term “master bedroom” to employee rights enshrined in labour laws. In fact, we can look at the root causes for many unequal outcomes on the bases of race to ideas and practices related to the slave trade. They are all examples of systemic racism.

It’s important that we understand the ideas of systemic racism, we can spot its effects, and know how to challenge institutionalised racism too and NHS Golden Jubilee is proud to be rolling out a new diversity training module:

## Positive Moves in Health: Challenging racism and creating an inclusive culture

The course will look at the systemic nature of racism and its impact on relationships at work. It will support managers to develop practical ways to create a diverse and inclusive culture in which all staff can thrive.

The course is strongly recommended for those in a leadership, managerial and recruitment role, but is open to all staff to attend.

The 3-hour workshop is led by Gillian Neish, and will be conducted via MS Teams on the following dates:

- Wednesday 8 September - 8.45am - 12.30pm
- Monday 13 September - 12.45pm – 4.30pm
- Wednesday 15 September - 8.45am – 12.30pm
- Friday 17 September - 8.45am – 12.30pm
- Monday 20 September - 8.45am – 12.30pm
- Tuesday 21 September - 8.45am – 12.30pm
- Thursday 23 September - 12.45pm – 4.30pm
- Wednesday 29 September - 12.45pm – 4.30pm
- Friday 1 October - 8.45am – 12.30pm



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*Places can be booked directly via [eESS](#).*

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## **Mental Health First Aid**

Mental health conditions are increasing and it's now more important than ever that we are trained to be able to support staff when they need it.

### **This course is available to all staff and will cover:**

- Increase awareness of what mental health is and why people develop mental health conditions
- The role of a First Aider for mental health and to gain an understanding of the stigma surrounding mental health
- Know how to provide advice and practical support for a person presenting a suspected mental health condition
- Know how to recognise and manage stress by identifying the signs and being able to advise on how to manage it
- Understand the impact of substance abuse on mental health. Know the effects of alcohol and drug abuse on a person's mental health and be able to identify the potential negative consequences of substance abuse on employment and lifestyle
- Understand the first aid action plan for mental health and be able to put it in place
- Know how to implement a positive mental health culture in the workplace
- Understand a range of mental health disorders, including bipolar, stress and depression as well as the support and therapy provided by professional healthcare providers

The course will give a better understanding of the signs and symptoms of mental health and the initial support that can be provided to someone who is experiencing a mental health problem.

As a First Aider for Mental Health you will contribute to the creation of a positive mental health culture within NHS Golden Jubilee.

### **Dates available:**

- Wednesday 8 September



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*Places can be booked directly via [eESS](#).*

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### **Values Based Reflective Practice (VBRP)**

This is a 1-hour taster session for all staff that will provide an opportunity to explore Values Based Reflective Practice and how it can enhance your role.

The culture of health and social care is one of reflective practice. VBRP offers a space for staff to reflect on their practice. It promotes staff care and wellbeing and promotes the safer staff, safer patient culture.

Staff may bring to a session what is either normative, formative or reflective reflecting on their workplace.

- Monday 13 September - 1pm – 2pm
- Monday 13 September - 2pm – 3pm
- Monday 13 September - 3pm – 4pm
- Monday 13 September - 4pm – 5pm
- Thursday 23 September - 5pm – 6pm
- Thursday 23 September - 6pm – 7pm
- Thursday 30 September - 2pm – 3pm



- Thursday 30 September - 3pm – 4pm
- Thursday 30 September - 4pm – 5pm



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*Places can be booked directly via [eESS](#).*

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## **Microsoft Office 365 Email Migration and Skills Hub**

The NHS Golden Jubilee email system move to Microsoft 365 mail is now complete.

### **Migrations**

If you access your mail from a mobile device, you will now have to download and configure the Microsoft Outlook app. If you already use the Outlook app, this will need to be reconfigured as the method of access will have changed.



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*Instructions on how to set up the app for access to your email via your mobile device can be found on [Staffnet by clicking here](#).*

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At the bottom of the page there are a number of helpful guides, including how to access Outlook on a Mobile device.

Should you experience any issues, please contact the eHealth Service Desk, ensuring that you mention **Mailbox Migration when you log the call so that this is assigned to the appropriate team, to get you back up and running quickly.**

### Launch of the NHSScotland M365 Skills Hub

To help you get the most from Microsoft 365, the NHSScotland M365 Skills Hub has now launched.

This online learning resource combines bite-sized learning content from Microsoft with custom guidance on the use of the tools within the NHSScotland setting.



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*The Hub is available on [Sharepoint](#).*

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You can also access this via a new app which will appear in the main Teams navigation bar over the coming weeks.

### Change to Room Booking

The way you book rooms for meetings has changed as part of the Microsoft Office 365 migration. Please see attached guidance on [how to book a room on O365](#).

Upon feedback from users we have changed the booking of the rooms so that you can now view limited information for any meetings already in place.

This change is in response to requests to view booking information in case of scheduling issues.

For more information, please contact Andrew Jordan by emailing [Andrew.Jordan@gjnh.scot.nhs.uk](mailto:Andrew.Jordan@gjnh.scot.nhs.uk).

**Note:** 'M365' is the same as 'O365' with some extra features.

Content will be updated on a regular basis with both Microsoft and internal resources.

The features of M365 are constantly evolving, so check back regularly, or if you need any help with a new tool or to learn a new skill.

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## The Social side



### What's happening on our social media pages

#### Facebook:

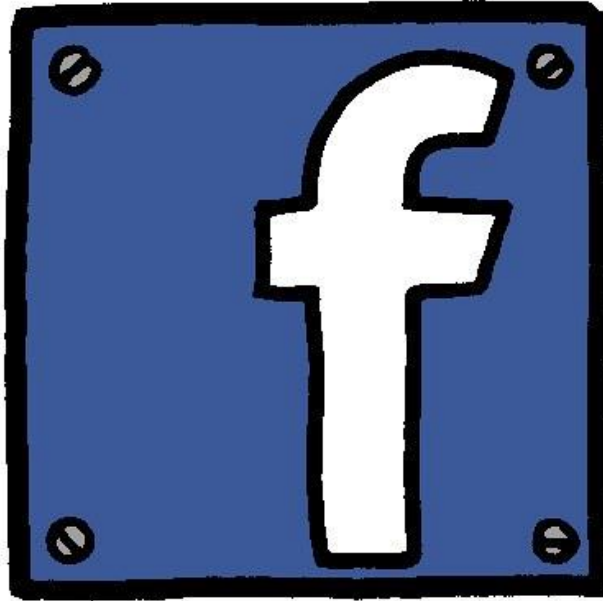
We watched and bid an emotional farewell to [Azamara](#) Quest as it made its way past our site to cheering and waving from all on shore.

After more than a year at King George V dock near Braehead it was time for the ship to head back out to sea.

We wished all aboard bon voyage.

To view the post, [click here](#).





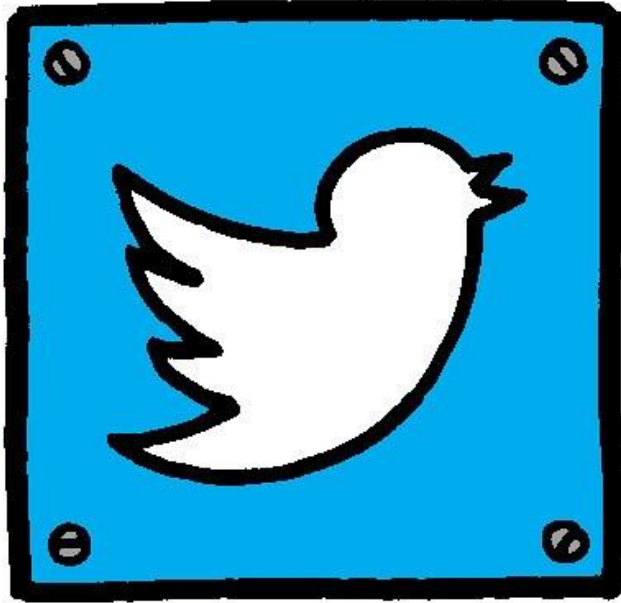
20 - [Click here to access our Facebook page](#)

**Twitter:**

One of our top tweets this month was the visit of sisters Morag and Phyllis who generously raised money in memory of their late mother who a patient in our SPVU department last year.

To view the post, [click here](#).





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

**YouTube:**

Excitement is building (pardon the pun) as our new Surgical Centre expansion takes shape. Watch Andy McTavish, Operations Manager at Kier Construction, discuss the new way of working as he gives us an update on the building works.







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

**LinkedIn:**

Our job vacancies are posted on LinkedIn, which is a great platform for recruiting new and talented staff to #TeamJubilee and one of the latest is for a new member for the Centre for Sustainability Delivery.

Like, Share and Comment on our vacancies to spread the word and help your team fill vacant roles.

To view the post, [click here](#).

To view a list of current vacancies, please [click here](#).





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## Social Media Posts

### Clear Your Head

As restrictions continue to ease, it's natural to feel nervous and even overwhelmed, but there are things you can try to help you cope. For tips on how to clear your head and connect with others

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*For more information please visit [clearyourhead.scot](https://clearyourhead.scot)*

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## International Youth Day

On International Youth Day we celebrated the young people that help make up our NHS workforce can cause some to worry about their future, but there is no wrong path to a role within NHSScotland.



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*To find out more about how we are supporting Scotland's youth, visit [here](#).*

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## No Wrong Path

While on work experience in a hospital, Heather Gourly became passionate about nursing and it inspired her to choose a nursing career. Having worked in many different roles within healthcare, Heather is now Head of Prevention and Control of Infection at #TeamJubilee.



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*There's [No Wrong Path](#) to career success!*

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## Spiritual Care message

Here's one of our regular Spiritual Care messages we post on Sundays –and it's excellent advice. Look after yourself and give yourself a break sometimes, you deserve it!

“We often wait  
for kindness...  
but being kind  
to yourself can  
start now.”

## Events



### Annual golf tournament

The Golden Jubilee Annual Cardiology Golf Competition for the Professor Stewart Hillis Memorial Trophy is on Sunday 12 September this year.

The venue is Haggs Castle Golf Club in Glasgow and all NHS Golden Jubilee are welcome to enter.

Prizes for: Winners trophy; Runner-up; Nearest the hole; Longest drive.

The cost, including prizes and a 2-course meal following the game, is £40.

The format is Stableford with full handicap allowance.



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*If you are interested in entering, please email [Alison Forbes](mailto:Alison.Forbes).*

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### **Civility Saves Lives – online event**

A national virtual event is being hosted by NHS Greater Glasgow & Clyde for colleagues across NHS Scotland who are interested in civility at work, which can improve working relationships and benefit patient experiences.

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*Civility Saves Lives Scotland is a growing movement and founder Dr Chris Turner will speak at the event on:*

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- **Friday 5 November, 10am – 3pm.**
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*Information with booking arrangements will be issued in the coming days.*

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**CIVILITY SAVES LIVES**  
Calling It Out With Compassion In Scotland  
Civil work environments matter because they reduce errors, reduce stress, and improve patient outcomes.

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### Scottish Cardiac Society AGM

Registrations are open for the Scottish Cardiac Society's 30th Annual General Meeting, which will be a virtual event online.

The event will feature case presentations from across Scotland by Dr Caroline Coats, Dr Sowmya Venkatasubramanian and Dr Andrew Morrow, scientific abstracts from both medical students and trainees and the keynote lecture will be delivered by Professor Tom MacDonald, University of Dundee, on 'Hypertension'.

The event is free for all active Scottish Cardiac Society members, with a fee for all other delegates.



ROYAL  
COLLEGE of  
PHYSICIANS of  
EDINBURGH

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*For more information, to book and to see the full programme, please visit [here](#).*

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### Registration open for SACCS conference

Registration to attend the 10th annual Scottish Adult Congenital Cardiac Conference (SACCS) conference is now open.

The hybrid event will feature an update on adult congenital heart disease (ACHD) guidelines, the launch of ACHD protocols for Scotland and case-based discussions to support guidance into practice.

Click the links below to register:

- [Virtual attendance](#)
- [In-person attendance via Eventbrite](#)

A limited number of spaces are available for in-person attendance at the event in the Golden Jubilee Conference Hotel.



## Scottish Government news



### Senior Health Appointments

The new Chief Pharmaceutical Officer and Deputy Chief Medical Officers have been announced.

Professor Alison Strath has been confirmed as the Scottish Government's new Chief Pharmaceutical Officer (CPO), while Professors Graham Ellis and Nicola Steedman have been appointed Deputy Chief Medical Officers (DCMOs).

The Chief Pharmaceutical Officer is the professional lead for NHS pharmaceutical care and medicines policy in Scotland, providing advice to the First Minister, the Health Secretary, the wider Ministerial team and strategic leadership to the pharmacy profession in Scotland.

The DCMOs support and deputise for the Chief Medical Officer (CMO) and work closely with the Chief Scientist (Health), a number of doctors within the Civil Service seconded from the NHS, and administrative colleagues.



# The Scottish Government

## Riaghaltas na h-Alba

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*For full information on the appointments, please [click here](#).*

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### **NHS medical and dental staff awarded 3% pay rise**

The Scottish Government has announced a 3% uplift for NHS medical and dental staff, in recognition of their efforts during the pandemic.

This is in line with the recommendation of the independent UK Review Body on Doctors' and Dentists' Remuneration.

The pay uplift will be backdated to 1 April 2021.



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*For more information [click here](#).*

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### **National Care Service consultation**

The Scottish Government has launched a consultation ahead of the creation of a National Care Service – part of the ‘biggest public sector reform for decades’.

The National Care Service will deliver person-centred care that supports people in a way that suits their needs, providing real benefits for those who are being cared for and the people who care for them.

It will introduce ethical commissioning, based on fair work principles, for the benefit of everyone involved.

The consultation sets out some of the options for delivering social care in a way which changes the system from one that supports people to survive to one that empowers them to thrive.

It recognises that this will involve significant cultural and system change that will need to be supported by new laws, and new ways of working.

A number of consultation events will be held throughout August, September and October.



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*Click here to [submit your views](#).*

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### **Future pandemic expert group established**

An expert group of leading scientists and medical specialists have been set up to advise the Scottish Government on preparing for the threat of future pandemics.

The Standing Committee on Pandemics will work to ensure that the country is as prepared as possible for any future risks from novel pathogens.

The existing COVID-19 advisory group will continue to sit and advise ministers on the current pandemic. The new committee will focus on preparedness for future emerging threats.



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*To find out more, please [click here](#).*

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Looking ahead...



### **Long Service Awards**

To recognise the commitment and loyalty of our colleagues we will be launching a Long Service Award scheme next month.

The scheme will celebrate staff who have career service milestones of 10 years and above in 5-year increments for those who have made their career within the NHS here and other parts of the NHS in the UK.

Eligible staff will be presented with a certificate and badge marking their years of service to the healthcare profession at special presentation ceremonies.





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*Details of the scheme will be sent to all staff on 1 September and nominations can be accepted immediately after that date.*

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### **Stonewall survey**

To ensure our workplace practices are allowing our LGBTQ+ staff to be themselves, feel valued and realise their full potential, we will be issuing a questionnaire next month.

As part of our Workplace Equality Index (WEI) in partnership with rights charity Stonewall, all staff will be asked to submit feedback on their experiences.

This is to determine whether our WEI reflects the real lived experiences of our staff, as well as whether staff are empowered to be good allies.



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### **Organ Donation Week**

As Scotland's only heart transplant centre we will be raising awareness of Organ Donation Week next month.

The awareness campaign runs from 20-26 September with the theme of 'Leave Them Certain'. It aims to encourage people to talk to their loved ones about organ donation through highlighting that families are always involved before organ donation goes ahead.

Our Communications team is already planning content for the campaign and will be speaking to patients and staff about their experiences and work to highlight information and issues around the complex and emotional subject through media and social media.



## Contact



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

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

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