

Jubilee Life **October**



Issue 29

Welcome to the October 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.

News



NHS Scotland Academy Launch



NHS Scotland Academy

Accelerated training through collaboration



Health Secretary Humza Yousaf visited the Golden Jubilee on Wednesday 20 October to officially launch the NHS Scotland Academy.

The Academy is a partnership between [NHS Golden Jubilee](#) and [NHS Education for Scotland](#), offering accelerated training for a wide range of health and social care roles and professions. Drawing on strengths of both parent organisations, it will use the state-of-the-art clinical and simulation facility here at NHS Golden Jubilee and the educational expertise and technology-enabled learning offered by NHS Education Scotland.

Providing an opportunity for staff to improve their skills in specific areas, using residential, distance and virtual reality learning. The Academy will offer attractive training programmes linked to recruitment and career progression.

Courses will feature a mix of residential, distance and virtual reality learning, with a range of training programmes linked to recruitment, career progression and redesign of roles.

The Academy will support NHSScotland to develop additional capacity and new capabilities. It will add to existing educational programmes and respond to evolving and emerging workforce needs. By addressing recruitment gaps and training needs, it will help ensure the health and social care workforce is prepared for future needs in Scotland.













To see the launch videos, visit our YouTube channel on [this link](#).

To read more about the launch, visit [this link](#).

For more information on the Academy, visit [this link](#).

You can also follow us on Twitter [@NHSScotAcademy](#)

and LinkedIn [@NHS Scotland Academy](#).

Phase 2 Expansion: time-lapse video

Watch: Kier Construction's time-lapse of Phase 2 of our new Surgical Centre.

Due for completion in 2023, the Centre will carry out planned operations and focus on demand in areas such as orthopaedic, diagnostic endoscopy and general surgery.

It's looking great so far!



NHS Golden Jubilee 2021 Staff Awards



We want to say a big thank you to everyone that nominated in this year's staff awards.

With over 153 nominations, our shortlisting team found it very difficult narrowing down our finalists and winners.

The awards ceremony was a great success, really showcasing just some of the incredible work that all of our magnificent staff do day in, day out.

Without further ado, we would like to say congratulations to all of our winners!

| | |
|---|--|
| Support Worker Award | Margaret Young |
| Rising Star Award | Christopher Carlin |
| Volunteer Award | Eye Centre Guides |
| Collaboration Award | Volunteer Vaccinators |
| Unsung Hero Award | Margaret Byrne |
| Green Award | Communications and Marketing |
| Project Recognition Award | Rob White |
| Care and Compassion Award | Lisa Renfrew |
| Leader of the Year | Alison Ross |
| Top Team Award | Theatres Team and Eye Centre |
| Innovation Award | Joe Baines |
| Chief Executive Values Award Nurses | Julie McCann, SNAHFS Specialist Nurses, NSD Doctors and Nurses |
| Special Recognition Awards Donation Teams | Marissa Nowosad, June Rogers, Heart Transplant and Organ |

NHS
Golden Jubilee

Staff Awards 2021

Support Worker Award

Winner



Margaret Young

NHS
Golden Jubilee

Staff Awards 2021

Rising Star Award

Winner



Christopher Carlin

Staff Awards 2021

Volunteer Award

Winner



Eye Centre Guides

Staff Awards 2021

Collaboration Award

Winner



Volunteer Vaccinators

NHS
Golden Jubilee

Staff Awards 2021

Unsung Hero Award

Winner



Margaret Byrne

This graphic features a blue and white design with stars. The text 'Staff Awards 2021' is in a bold, sans-serif font. Below it, 'Unsung Hero Award' is in a smaller, bold font. The word 'Winner' is written in a large, elegant cursive script. A photograph of Margaret Byrne, a woman with short brown hair wearing a blue surgical mask and a dark patterned dress, is positioned to the right of the text. The NHS logo and 'Golden Jubilee' text are in the top right corner.

NHS
Golden Jubilee

Staff Awards 2021

Green Award

Winner



Communications Team

This graphic features a blue and white design with stars. The text 'Staff Awards 2021' is in a bold, sans-serif font. Below it, 'Green Award' is in a smaller, bold font. The word 'Winner' is written in a large, elegant cursive script. A photograph of the Communications Team, consisting of five people standing on a stage in front of a backdrop with the NHS logo and 'Golden Jubilee' text, is positioned to the right of the text. The NHS logo and 'Golden Jubilee' text are in the top right corner.

NHS
Golden Jubilee

Staff Awards 2021

Project Recognition Award

Winner



Rob White

This award certificate features a blue and white design with stars. The text is centered and includes the NHS Golden Jubilee logo in the top right corner. The winner's name, Rob White, is printed below a central portrait photograph.

NHS
Golden Jubilee

Staff Awards 2021

Care and Compassion Award

Winner



Lisa Renfrew

This award certificate features a blue and white design with stars. The text is centered and includes the NHS Golden Jubilee logo in the top right corner. The winner's name, Lisa Renfrew, is printed below a central portrait photograph.

NHS
Golden Jubilee

Staff Awards 2021

Leader of the Year Award

Winner



Alison Ross

NHS
Golden Jubilee

Staff Awards 2021

Top Team Award

Winners



Eye Centre Theatres



Staff Awards 2021

Chair Award for Innovation

Winner



Joseph Baines



Staff Awards 2021

Chief Executive Values Award

Winners



Julie McCann



SNAHFS Specialist Nurses



NSD Nurses and Doctors



Another huge congratulations to all our finalists and winners!

If you missed this year's awards, you can catch it on our [YouTube Channel](#) or click the image.



NHS Golden Jubilee's 'Unsung Heroes'

Our infection control team are celebrating this month after being unveiled as a finalist in this year's Scottish Health Awards.

Members of the Prevention and Control of Infection team were nominated in the Unsung Hero category for their professionalism and dedication to keeping patients and staff safe at the Clydebank facility, particularly during the COVID-19 pandemic.

The team's job is to prevent and keep hospital infections under control and prevent onward transmission. This is challenging in normal times, but throughout the pandemic it was an exhausting and demanding task for the dedicated team.

Our Nurse Director, Anne Marie Cavanagh, said: "I wholeheartedly believe the adaptability and resilience of this team, working in collaboration with others, has helped prevent patient and staff harm during this unprecedented pandemic.

"So on behalf of myself, and all of us at NHS Golden Jubilee, I want to say congratulations and wish the team good luck on the night."

The Scottish Health Awards ceremony is being held on Thursday 4 November.



[Click here to read the full story](#)

The Da Vinci Mode

Our pioneering Thoracic team have carried out their landmark 500th robotic lung surgery benefiting patients from across Scotland - as well as offering some surprising benefits to the team itself.

Since first using an Intuitive Da Vinci robot specifically for lung surgery in 2018, the team reached the milestone in August, and are now doing up to 8 robotic procedures every week.

The journey started when the Da Vinci robot was delivered on Good Friday in 2018, with the first case being carried out by one of our Consultant Cardiothoracic surgeons, Mr John Butler, on Tuesday 8 May of that year.

The innovative technology, which helps patients to recover quicker, whilst significantly reducing the potential for complications and nerve damage during surgery, is to form a major part of our lung surgery programme going forward.



I'm quite privileged, actually.

“Since the beginning we have gone from strength to strength. We’ve now done more than 500 cases; we are the busiest unit in thoracic robotics in the north of the UK.

“We’ve gone from 2 surgeons to all 6 using the robot, which is key in terms of equity of access, to ensure all of our patients can benefit from this technology.”

Mr Alan Kirk, Thoracic Surgeon

[Click this link to read the full story](#)

2022/23 Public Holidays

The 8 public holidays for the next annual leave year have been approved at a recent meeting of the Partnership Forum.

- Friday 15 April 2022 – Good Friday
- Monday 18 April 2022 - Easter Monday
- Monday 2 May 2022 - May Day
- Monday 26 September 2022
- Monday 26 December 2022
- Tuesday 27 December 2022
- Monday 2 January 2023
- Tuesday 3 January 2023

Full details, including additional days off for HCI staff, can be found at the link below.

Further information will follow on the Queen’s Platinum Jubilee Holiday arrangements.



[Click this link](#) for information on the Public holidays.

Chair Vlog - October

In this month's Chair vlog, Susan Douglas-Scott talks about the launch of the NHS Scotland Academy by Cabinet Secretary for Health and Social Care Humza Yousaf.

The Academy will provide training for staff and students while ensuring NHS Scotland is future proofed and able to deliver the vital care needed by the people of Scotland.



SSTS training

Following feedback from staff the training packages for SSTS have been made shorter and more specific, giving you the opportunity to book into sessions at times and stages of rostering which suit you and your rostering needs.

The Business Objects (BOXi) Training has also been reinstated – which helps you to report on all the information you are already entering onto your rosters. There will now be 6 SSTS training sessions to pick from.

The Sessions are as follows:

- SSTS New Start Beginner: Basic functions entering shifts/absences
- SSTS Absence Management: How to record planned Absences

- SSTS Average Reference Period (ARP) and Roster Configuration: Configuring rostering functions - ARP, adding skills, contractual working restrictions, shifts requests, rostering rules
- SSTS Rostering: Decide what type of roster you need to set up
- SSTS Time of in Lieu (TOIL): How to record Time of in Lieu once agreed with your manager
- SSTS Business Object reporting: Suite of reports, including Absence reports, Additional hours, Staff in post, Age profile.

As we are currently still working within the COVID-19 restrictions, these sessions will continue to be delivered via MS Teams and can be booked by [clicking this link](#).

Scottish Government



Cervical screening campaign

Those eligible for cervical screening are being urged to go for a smear test when invited as part of a nationwide campaign.

Cervical cancer is largely preventable and screening is the best way to protect against the disease, yet one in three women in Scotland still do not attend their test.



To view this full article, [click here](#).

Wellbeing support for staff in health and social care

Following the announcement of a further £4 million for workforce wellbeing, health board and Health and Social Care Partnerships are being invited to identify the services that would most assist their staff.



To read this full article, [click here](#).

For more information on staff wellbeing, see the [Health and Wellbeing](#) section below.

Over £300 million new winter investment for health and care

A substantial new investment of over £300 million in hospital and community care has been announced to help with the pressure this winter will bring.

The NHS and Care Winter Package of additional funding includes, the recruitment of 1,000 additional NHS staff to support multi-disciplinary working, £28 million of additional funding to support primary care and more.



To view this full article, [click here](#).

People



Claire has always been on the frontline

From the UN Peace Keeping Mission during the Bosnian War to the COVID-19 pandemic – it's safe to say Claire Harrower has seen her fair share of frontlines.

Claire, a Charge Nurse and Clinical Educator for Cardiothoracic Critical Care, joined the Royal Navy on her 18th birthday, which was 30 years ago to the day last Wednesday.

She began her military life as an Aircraft Engineer Mechanic, serving in the Navy and following in the footsteps of family members who encouraged her to join up.

However, there were different attitudes to women in these roles back in 1991.



Claire said: "I always wanted to be an electrician or mechanic and 30 years ago this was not as easy as it is now."

"I served five-and-a-half years in 800 squadron and completed two tours of duty on HMS Invincible as part of the UN Peace Keeping Force during the Bosnian war."

After her service, Claire experienced both excitement and trepidation as she de-mobbed to 'Civvy Street', as they say in military circles.

This can be extremely difficult for some servicewomen and men, who may not have the work or life skills to adjust from military life.

The new NHS Scotland Academy, based at NHS Golden Jubilee in collaboration with NHS Education for Scotland, is looking to tackle this issue by offering appropriate roles to military service leavers and veterans.





A statement from the Academy said: “The NHS recognises the values and transferable skills of the Armed Forces community and values their potential compatibility within NHS roles.

“NHS Scotland Academy is currently reviewing workforce development opportunities that will support a programme that provides a dedicated pathway into a career in the NHS.”

Claire qualified as a Band 5 Registered Nurse in 2000 and says the NHS has provided great opportunities to progress in her nursing career.

As with her Royal Navy career, there have been many challenges over the years in healthcare, none more so than presently.

However, she says she has enjoyed being part of the NHS team for more than 20 years and is looking forward to continuing her career pathway, wherever it may lead.

“Although the work (in the Navy) at times was challenging, I loved the team work and comradery. The courses that were available to me when leaving were limited and, as you can imagine, there were not many Aircraft Engineering jobs around.

“When I looked at the options available for my next career move, I hadn’t considered the NHS, however, my sister sent me an article relating to various NHS job opportunities.

“I looked at these options and matched them to my qualifications and chose Nursing. So, to me, this was a complete change to my career at that time.

“After discussion with the nursing department, it was clear that many of the skills I had obtained in the Royal Navy were transferable to the NHS.

“I think at the time I did not realise what skills I had developed during my Royal Navy career. Some of these were being able to work as a team, working under pressure, leadership, communications, technical skills and many more.”

Claire Harrower



Organ Donation Specialist Nurses - new style uniform

The specialist nurses from the Scotland Organ Donation team have recently adopted a new style of uniform.

You may have noticed that our own specialist nurse for organ donation, Alison Mitchell has been wearing the new “Caribbean blue” scrubs.

These bespoke scrubs have been embroidered with designation and name of the specialist nurses to assist with identifying the team’s role and presents a consistent, professional image to donor families and Hospital staff.



1 - Alison Mitchell

Liz Rogers' retirement

This week we said a fond farewell to Liz Rogers who has worked in NHS Golden Jubilee for 27 years.

She transferred from Yorkhill Hospital to the Golden Jubilee Hospital in 2005, to take up the post of Senior Project Administrator for the Heart and Lung Project on a 2 year post and in 2007 she was offered the post of PA to the then Nurse Director, Shona Chaib.

In January 2016 Liz was offered the new post of Volunteer Services Manager and embarked on a 5-year Volunteer Strategic Plan to improve and expand the Volunteer Service within NHS Golden Jubilee.



"When you love what you do, work doesn't feel like work."

"I am very proud of the excellent work that the Volunteer Team has accomplished together over the past 5 years. Our work has improved and we have enhanced the patient experience."

"For me it has been incredible how a group of people from such diverse backgrounds came together and worked so closely and well together."

"My thanks go to the dedicated team of volunteers without whom, we don't have a service.

"I am ready to retire gracefully and embark on the next journey of life with my wonderful hubby and family.

"It has been a honour and a privilege to have worked with such special people."

Liz Rogers



2 - Liz Rogers

Happy retirement Joe!

There was a fond farewell for Joe Starkey this week as colleagues turned out to wish him all the best on his last day on Thursday.

Joe worked in the NHS for 38 years and was with the Golden Jubilee for 13 of those as a Senior Charge Nurse in ICU.

If you see a vintage bottle green Volkswagen Beetle driving around the Paisley area, that'll probably be Joe.

He's had the car for 36 years since he was 20 and he's planning to use the spare time he'll now have renovating it again.



"I'll miss a lot of people here that I've made friends with over the years, but I'll not miss 'the books' (coordinating)."

"I want to thank everyone from the teams I've worked so much for all the friendship and support they've given me. It's been amazing."

Val-You



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

Peter Morrison

I've been patient at the Jubilee for 9 years, the staff are incredible, I will always be grateful for everything they have done for me.

Liz Taylor

Absolutely brilliant hospital staff are amazing had both hip done there one last Feb and the other April this year.

Jayne Thomson

Great hospital and staff were amazing. Had a knee replacement 3 weeks ago and doing great x

Neatebox

We have total respect for all nominees but for us Rob White is truly worthy of this title. Wishing you all the best Rob. You inspire us with your engagement and passion for inclusion every day.

On Infection Control being finalists in Scottish Health Awards:

Gerry Kane

Best team in the hospital

Soraya Ibrahim

Well done guys, what an amazing job you all do.

Adele Bishop

I can't praise this department (Eye Centre) enough I got my cataract removed yesterday and they were fantastic with me I was so nervous and they couldn't do enough to help me thank you so much to all of them and to my eye surgeon Dr Kelty my eye one day after surgery can't believe the difference in it thank you so much to this wonderful team will be back to get my other eye done.

Christine Baillie

Fab hospital. Staff are amazing.

Caroline Carlin

Thank you for all you do x

Mary Mill

Having received first class treatment and care from everyone in the Eye Centre I would have no hesitation in recommending them well done to all there and thanks.

On the Thoracic team's 500th robotic case:

Jim McGonigle

Everyone of them deserve a medal Mr Kirk they don't realise the good work they do down to the dietitian bless them all forever grateful.

Jordan Milligan

Well done you guys! You really are a great bunch xx

June Anne McKnight

Fantastic team x x x

Jane Buchanan

Absolutely fantastic work, well done to you all.

Ted Leech

Top class care, superb staff in all areas, clean and comfortable.



iMatter latest

Our iMatter reports are published and available and the focus is now action planning.

Teams have just 4 weeks left*, to meet, share what they think they do well (i.e. the green what we do well box in the action plan) and what they think could be areas for improvement (1 minimum up to 3 maximum). The main focus is keeping it simple and providing the opportunity for everyone in the team to provide their views.

The manager should then add the agreed action plan into the system. To support this stage, the action planning guide, example booklet and blank template can be found on Staffnet by [clicking here](#).

Here are some reflective questions that may help with focusing on what to bring to the 'action plan' discussion:

- What am I hoping to find or hear in the discussion?
- What assumptions have I made before we met?
- What do I hope to learn from reading the report/participating in the action planning session?
- What needs to change?
- How can I help to change things for the better?

*Deadline for managers to upload onto the system is noon on Monday 29 November. Deadline for the Executive and Board teams is 16 November at noon, and the Doctors and Dentists in Training (DDiT) National cohort is noon on 7 December.

Managers [logging into the system](#) can view their direct report team, directorate and Sub Department reports**.

Staff members opting for electronic/SMS method will have received an email with a link to your team report from noreply-imatter@webropol.com.

For the first time, sub reporting level access/reporting has been introduced. The benefit of this is more meaningful reports for areas, specialities and departments across the organisation. This allows departments and managers with responsibilities of other line managers to have an aggregated iMatter report showing the total response rate, overall EEI, Thermometer score and average score for the questions for the cluster of teams.

For example, this would apply to medical and nursing who have staff across other Directorates - e.g. Perfusion, Quality, Innovation and People, Catering, Housekeeping departments.



The Sub

This provides a Sub Report that includes the aggregated total/cluster of teams that you have overall responsibility for.

Speak to your manager for a copy of the Sub Department report.

Overall, as a board we achieved a response rate of 67%, an Employee Engagement Index of 72 and a thermometer score of 6.5, while 61 teams out of 169 achieved a 100% response rate.

Overall response rates:

| Directorates | Response rates | | | | EEI | Thermometer | Total Teams |
|--|----------------|-------|------|-------|-----|-------------|-------------|
| | Email | Paper | SMS | Total | | | |
| NHS Golden Jubilee (Board) | 71% | 36% | 67% | 67% | 72 | 6.5 | 170 |
| NHS Golden Jubilee SMT (Dir) | 80% | 0% | 0% | 80% | 82 | 7.8 | 2 |
| NHS Golden Jubilee Corporate (Dir) | 76% | 26% | 27% | 66% | 74 | 6.7 | 83 |
| NHS Golden Jubilee Heart Lung and Diagnostics Services (Dir) | 69% | 56% | 100% | 69% | 71 | 6.6 | 48 |
| NHS Golden Jubilee National Elective Services (Dir) | 66% | 34% | 0% | 64% | 70 | 6.2 | 37 |

If you have any queries regarding the questionnaire results, your team report or action planning, contact [Lisa Walsh](mailto:Lisa.Walsh@gjnh.scot.nhs.uk) or [Sandra Hill](mailto:Sandra.Hill@gjnh.scot.nhs.uk) at L&ODInfo@gjnh.scot.nhs.uk.

Watch this space: more communications, resources and support coming your way soon.

Long Service Awards – honouring our NHS Heroes

Time is running out to claim your Long Service recognition, or nominate a valued member of your team, ahead of our first dedicated awards ceremony as we celebrate the commitment and loyalty of team members who have from 10 to 50 years' service in the NHS.

Those who we wish to recognise for their contribution to the organisation will be presented with their award at a at an event to honour the recipients on a quarterly basis by one of our Board members.

Applications for the first ceremony are open until Friday 19 November 2021.

Click on the green 'View' button on the Sway to find out more about how to apply for your Long Service Award.

```
Embed://<iframe width="760px" height="500px"
src="https://sway.office.com/s/y6iqjQp9ysSoYj5E/embed" frameborder="0" marginheight="0"
marginwidth="0" max-width="100%" sandbox="allow-forms allow-modals allow-orientation-lock allow-
popups allow-same-origin allow-scripts" scrolling="no" style="border: none; max-width: 100%; max-
height: 100vh" allowfullscreen mozallowfullscreen msallowfullscreen webkitallowfullscreen></iframe>
```

Workplace Equality Index survey - deadline approaching

The deadline to fill out the survey to ensure our workplace practices are allowing our LGBTQ+ staff to be themselves, feel valued and realise their full potential, is next Friday, 5 November.

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.

The information you provide is anonymous and completely confidential. Stonewall does not report publicly or to your employer on any responses that may be personally identifiable.



"It is important to us that the WEI reflects the real-lived experiences of our staff."

"We also want to see whether staff are empowered to be good allies. Do non-LGBTQ+ staff feel able to support their LGBTQ+ colleagues?"

Brynley Pearlstone, Project Officer

[Click this link to access the survey](#)

Click the link for more information about [Stonewall's Workplace Equality Index](#).

If you have questions about the survey, contact [Brynley Pearlstone](#).

Interfaith Week: 14 – 21 November



<https://sway.office.com/mqgCFRZT16KR4Gfs#content=UYIF9ulYHMCE8B>

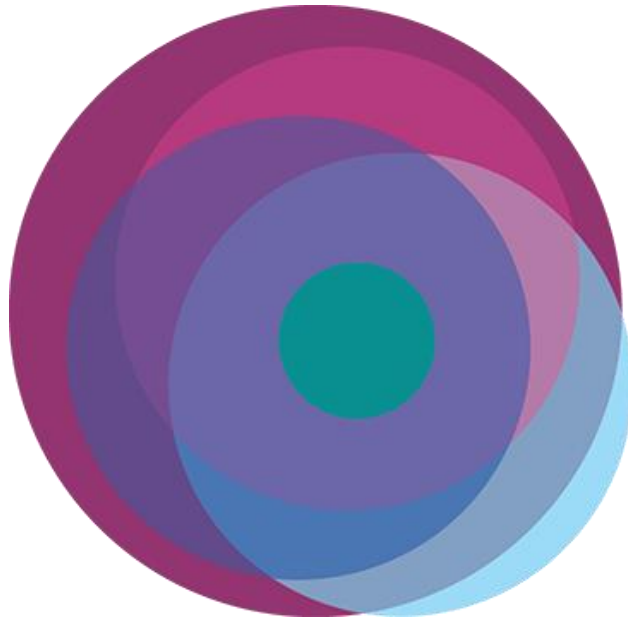
3 - Watch: Spiritual Care Lead Tosh Lynch

From a spiritual care perspective there is a rich tapestry of religion and belief within our Hospital community that inspires us to continue to carry out the wonderful work that we do here - but we don't always talk about it.

Throughout the last 18 months there has been unprecedented levels of demand on our health and social care services where many staff, as frontline workers, continued to work to meet this challenge.

As a Hospital community we experienced the impact of COVID-19 on a personal and professional level. The pressure continues as well as the challenge to our resilience and the question is - what makes us tick? What keeps us going?

For Interfaith Week, with a theme of 'Together for our Planet' this year to coincide with COP26, our Spiritual Care team would like to interview colleagues about your ideas of service in your traditions, and how your belief inspires you to work in healthcare.



We are looking to build the number case studies of people from different faiths and backgrounds to highlight different cultures within NHS Golden Jubilee.

If you would like to be interviewed on camera by the Communications department to talk about your experiences, email Spiritual Care Lead [Tosh Lynch](#).

NHS Education for Scotland also have a great [multi-faith staff resource](#).

This year's Scottish Interfaith Week has been brought forward from the week of 14 November to start on Sunday 31 October due to the COP26 climate change conference in Glasgow.

More information is also available on these links:

[Scottish Interfaith Week](#)

[Interfaith Scotland](#)

[Interfaith Glasgow](#)

To Absent Friends

From 1 - 7 November it is, To Absent Friends Week. A number of faith traditions remember those who have died during the month of November (in some Christian traditions it is All Souls Day on 2 November).

People who have died remain a part of our lives and they may come in to focus during a special time in the year (e.g. birthday, anniversary, Christmas and New Year). Loss and grief are not easy and the closer we are to someone the more difficult it can be. We can only hope that we can heal over time with the support of family and friends. Sometimes we are not good at talking about loss and grief, but it continues to have a profound effect on our lives. In a strange and curious way, talking about our bereavement can help us to heal.

Asking how someone else is feeling helps us too. But we encourage everyone to remember, to tell stories and to celebrate and reminisce about the people who have died whom we have loved, who made a huge impression on our lives. It cannot be underestimated, the significant impact the pandemic has had on our lives. We speak of 'recovery' plans for NHS Scotland.

However, we also need to make space for another 'recovery' and that is attending to the loss and grief we experience during the pandemic and at other points in our lives. For more information, visit [To Absent Friends](#).

Spiritual Care Centre Tree of Remembrance

During this remembrance week, we would like to invite you to come to the Spiritual Care Centre and add a name or names to one of our cards and place it on the Tree of remembrance. Come to this quiet space, sit and take a breath, remember and celebrate the life of the person who is no longer with us. Of course, you can do this before or after this week.



Remember, we are here to support your wellbeing and if you would like to talk at any time regards a bereavement or on loss and grief, please do not hesitate to contact Spiritual Care Lead Tosh Lynch on extension 5060 or send an [email](#).

Black History Month

October marks Black History Month in the UK, which recognises the contribution and achievements of those with African or Caribbean heritage.

It's also an opportunity for people to learn more about the effects of racism and how to challenge negative stereotypes.

At NHS Golden Jubilee we value diversity and the rich heritage of our staff from different backgrounds and cultures. We are passionately active in creating an inclusive workplace for all of our valued members of staff, as well as supporting anti-racist agendas which have no place in this organisation, or society as a whole.

Steps we have taken include:

- Established a Black and Minority Ethnic (BME) network this year, which will be a crucial part of consulting on policy, strategy and practice in relevant matters.
- We are attempting to deconstruct racism, by bringing in training from industry specialist Gillian Neish.
- Starting in 2022, in addition to our gender pay gap reporting, we will begin publishing ethnicity pay gap reporting, so that we can be accountable deconstructing systemic disadvantages.
- Our BME network will be circulating a survey to all staff, to understand key issues for the network to focus on.



For further information on our Diversity and Inclusion Strategy and staff networks, email [Rob White](#), Service Design and Equalities Lead.

International Disability Awareness Day

International disability awareness day was on 25 October. We value the importance of ensuring that additional accessibility measures are in place to make sure those with disabilities coming to, or working in, the Golden Jubilee have the best experience possible.

Our Ability Network is a group for all staff members that have a disability, impairment or long term health condition. The network offers a safe space for all members to freely discuss matters they deem important and to offer an additional support system.



If you would like to know more about NHSGJ's Ability network, email [GJNH Ability Network](#), or call Brynley Pearlstone on extension 5515.

Health and Wellbeing





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

Employee Assistance Programme – supporting you when the everyday doesn't go to plan

We are delighted to announce the launch of an Employee Assistance Programme (EAP) for NHS Golden Jubilee colleagues, to provide further support for mental health issues.

The programme will work alongside the current support available within the organisation both internally and externally.

The EAP, which will be provided by AXA Health, will provide support and assistance for you via the telephone, online or through face-to-face counselling to offer confidential help when you are not sure where to turn.

Daily life can be full of challenges - some might be little things and some might seem too much to cope with. However big or small the worries are, having someone to talk to and share your concerns with can really help. The EAP gives you completely confidential support and reliable information to help tackle problems. As well as offering expert guidance on everyday matters, the service can help you through more serious health problems.

The mental health practitioners who are accessible via the EAP can also refer you for scheduled counselling sessions either by phone, face-to-face or online. Significant events in our lives can have an impact on our wellbeing (e.g. financial, personal or professional issues) and the 24-hour EAP service is here for you, offering guidance, information and support.

We appreciate that you lead busy lives and the EAP will provide an online portal that is available 24/7, all year round, and accessible on all smart devices and computers. It is a simple, fast and confidential way to access information and resources on a wide range of work-related and domestic issues both at home and at work.

This is a completely confidential service and AXA won't disclose that you have accessed the service to anyone within NHS Golden Jubilee – the very rare exception to this is if the practitioner thinks someone may be a serious risk to themselves or others.

The following overview details the services provided:

- 24/7 counsellor answered Support Line, directing you to the most appropriate form of help and support.
- 24/7 medical information telephone helpline from the Health's Health at Hand team if you are unsure about medication, nagging health worries or a loved one is unwell. Nurses, pharmacists and midwives can help via the EAP.
- LifeManagement™ telephone helpline providing information on a range of everyday matters, such as financial, legal, consumer, family care and housing issues.
- 24/7 access to mobile responsive portal 'be supported' online. Simple, fast and confidential access to information on wide range of work related and domestic topics.
- Online counselling support is provided through 'be supported' portal.
- Structured counselling, up to 5 telephonic, online or face-to-face sessions, including psychological assessment where clinically required. This provides a flexible way to work through feelings and thoughts whenever you are ready, at home or at work.
- Line manager support assisting managers when they are dealing with mental health in their teams including guidance on how to encourage them to call the EAP for support. and
- Services are available to you and your immediate family members (aged 16 or over).

It is importance to access support at an early point whether that's for ourselves, a colleague, friend or family member.

Whether it is a little thing or a life-changing event, there is always someone to talk to no matter what life throws at you, 24 hours a day, 365 days a year.



Contacts and login details

- *Call: 0800 072 7 072*
 - *Textphone: 18001 0800 072 7 072*
 - *Visit: www.axabesupported.co.uk*
 - *Login: nhsgoldenjubilee*
 - *Password: supported*
-

Click on the following link for more information (open in Chrome):

[Getting to know your Employee Assistance Programme \(vimeo.com\)](#)

We have also arranged an awareness session on the range of services available within the Employee Assistance Programme on the following link via MS Teams:

-
- *Tuesday 2 November: 12.30 pm – 1.30 pm - [Click here to join the meeting](#)*
-

For any further details, please contact [Laura Liddle](#), Associate Director of HR or [Sharon Docherty](#), Occupational Health Clinical Lead.

Clock change and sleeping pattern

The upcoming clock change this Sunday (31 October) might mean an extra hour in bed, but it may also result in a disruption to the sleep pattern you've worked hard to achieve.

Digital sleep-improvement program Sleepio, a partner with the National Wellbeing Hub, has some great tips to help you keep your sleep on track in this 1 Min Read.



[Click here to read](#)

Health and Wellbeing National Hub

Self-care

The National Wellbeing Hub has a range of sections covering issues and topics that affect us all in healthcare.

The Self-Care section looks at: Staying Mentally, and Physically Well; Staying Connected; Living with a Disability; and Student Wellbeing.

There's blogs on [newly qualified staff – looking after your wellbeing](#) and a [one-hour Scottish Ballet training session video](#), among many more brilliant resources.

[Click this link to check out all the resources.](#)



Game of stones

A new research weight loss trial for men is searching for volunteers to take part.

Game of Stones uses text messages to help men lose some weight and keep it off.

Participants receive regular text messages over 12 months which reduces the need for appointments.



For more information [click here](#), email [Game of Stones](#) or call 01786 467491.

This trial is funded by the National Institute for Health Research PHR Programme (Ref: NIHR129703).

Menopause policy

Use of the word 'menopause' can instantly cause sniggering with jokes made about hot flushes and of the need for fans, but we know it's not a laughing matter for many women.

For some women it can also have a major impact on all aspects of their life, both working and personal, with symptoms including:

- Hot flushes
- Palpitations
- Fatigue
- Sleep disturbance
- Night sweats
- Skin irritation
- Irritability
- Mood disturbances

- Poor concentration
- The need for more toilet breaks

The average age for women to experience the menopause in the UK is 51. However, it typically can occur between the ages of 45 and 58 and, in rare cases, the menopause can happen before the age of 40.

Scotland is the first country in the UK to have a Women’s Health Plan, which outlines ambitious improvement and change in areas including menopause, heart health, menstrual health including endometriosis, and sexual health.

In NHS Golden Jubilee we know that 75% of our workforce is female, and of that, approximately 33% are over the age of 45, so the menopause may well be impacting the lives of a larger number of staff.



With that in mind, the Board has recently developed and approved a Menopause Policy which you can access by [clicking here](#).

Stress in the workplace policy

A new policy was approved at the September Partnership Forum which sets out our commitment to a healthy workforce by placing value on both physical and mental health.

Stress has many contributory factors in and out of the workplace and we can offer support via a range of resources to address these and support staff who are at risk of stress. This new policy will enable managers, staff and staff-side representatives to proactively and re-actively manage and support stress, aiming to minimise the impact of stress related issues in the organisation.

The policy aims to:

- encourage staff wellbeing
- raise awareness of ill health associated with stress
- educate staff in techniques for coping with stress

- raise awareness of the support mechanisms for staff and managers

We are committed to ensuring that support is in place to tackle stress and manage health problems associated with stress by recognising the adverse effects of stress early, providing access to support which may include counselling and ensuring managers are proactive in undertaking Stress Risk Assessments.

We have been using Stress Risk Assessments for a number of years and this assessment form has been updated in the policy. The risk assessment will support managers and staff to seek support for staff at an early stage and guidance on undertaking individual stress risk assessments is provided within the policy.

The [Stress in the Workplace Policy](#) and [Additional Guidance](#) will encourage staff wellbeing, raise awareness of ill health associated with stress, its causes and associated factors, supporting managers and staff to work together to put support in place at an early point and make any adjustments. Early intervention is key to supporting physical and mental health issues.



Further support for managers and staff on managing stress in the workplace is available through Occupational Health, Human Resources, Health and Safety and Staff Side Representatives.

Apple Day

We said happy Apple Day to staff this month with our Catering department giving colleagues a free apple as part of our Health and Wellbeing strategy to support our amazing staff in leading healthier lives and providing support for all forms of wellbeing.



Long COVID

Over the last 6 months, the Scottish Government consistently heard from people working in health and social work/social care about the challenges they have faced in coping with the prolonged after-effects of COVID (long COVID), living with uncertainty, and their anxieties about returning to work and/or preparing to do so.

Also, those in line management positions have shared similar concerns about how best to support colleagues who are fit to return but experiencing varying degrees of long COVID.

In response, a series of resources for the National Wellbeing Hub has been compiled to help everyone better understand and manage Long COVID. These include two evidence-informed articles, [one aimed at managers](#) providing advice on how to support staff returning to work with Long COVID, and [aimed at people experiencing Long COVID](#). These are supplemented by a [‘Top Tip’ sheet](#) with brief guidance for managing recovery from Long COVID.

In addition to the written materials, there’s a series of three short videos, case studies of two professionals who have both experienced Long COVID. In one, we hear about [Janine’s path to recovery](#), while the other charts [Grace’s return to work](#) and how she is managing the ongoing challenges associated with this.

The other video is with [Dr John Harden, Deputy National Clinical Director](#) at the Scottish Government, who talks through what Long COVID is, what to do if you're experiencing Long COVID, and how to manage some of the more common symptoms.



[This is the link to the post on the hub](#) (requires scrolling down the page a little).

Learning and Organisational Development



Learning and Development Directory

The new Learning and Organisational Development Directory is now available.

The directory details the training courses, eLearning modules and other resources available to support your development.

The document is designed so that you can read it end to end or click on the category you're interested in and go straight there. It's also a living document – we'll regularly update it with the latest offerings so be sure to check it regularly!



The directory can be found in the Golden Jubilee section on [HR Connect](#) or you can access it directly from [this link](#).

If you'd like a hard copy of the directory, please contact GJNHAndODInfo@gjnh.scot.nhs.uk.

Challenging Conversations

Occasionally we face conversations in the workplace that we'd rather not have. While it's tempting to avoid these in fear that we don't have the right skills or they won't go to plan, having the discussion can improve the situation for all involved and make for a more harmonious workplace.

We are offering 2 courses to increase your confidence and skills in dealing with difficult conversations:

Courage to Manage is aimed at people managers and supervisors and focuses on:

- Developing the essential skills needed to hold courageous conversations
- Preparing for and structuring conversations
- Building confidence and skills for when things don't go as planned
- Approaches for the 'real life' scenarios you face

The course is available on the following dates:

- **25 November:** 9am – 4.30pm – Classroom
- **3 February:** 9am – 4.30pm - MS Teams

These sessions can be booked on [eESS](#).



The Social side

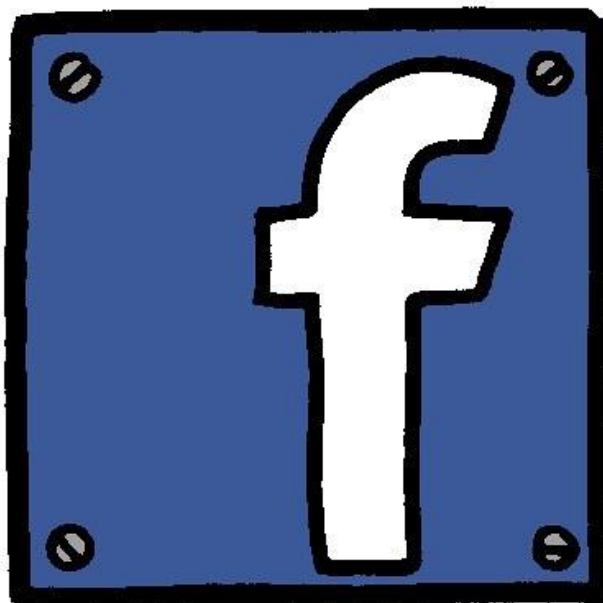


What's happening on our social media pages

Facebook:

A cruise ferry called Romantika passing us on the #RiverClyde on her way in to Glasgow for the #COP26 world conference was one our most popular Facebook posts in October.

[Read the full post here](#)

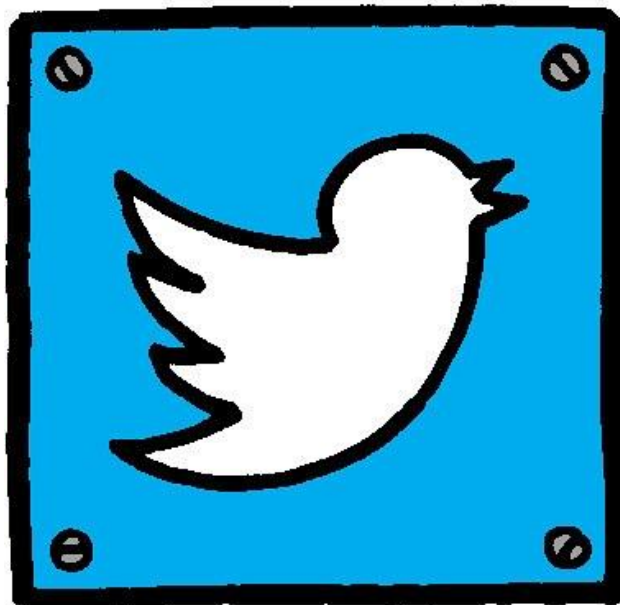


4 - [Click here to access our Facebook page](#)

Twitter:

Pharmacy Technician Day was well received on Twitter this month. The day is to celebrate and appreciate the fantastic contribution our Pharmacy Technician professionals make to patient care and the wider NHS. You are an outstanding team of professionals and we're glad you're part of #TeamJubilee. #RxTechDay

[Read the full post here](#)



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

YouTube:

The video about our pioneering thoracic team carrying out their 500th D Vinci robot procedure was popular on our YouTube channel. Since using an Intuitive Da Vinci robot specifically for lung surgery in

2018, Thoracic surgeons at the Clydebank Hospital reached the milestone in August, and are now doing up to 8 robotic procedures every week.



I'm quite privileged, actually.



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

LinkedIn:

LinkedIn is a brilliant platform for promoting job roles at NHS Golden Jubilee, so help us fill vacancies in your team or department by Liking, Sharing and Commenting on the posts.

[Read the full post here](#)

Visit the job page on our website by clicking [this link](#).



Social Media Posts

COP26 travel information

As we approach the start of COP26, there will be disruption and travel restrictions in and around Glasgow.

We are advising patients, visitors and staff to please ensure you plan ahead and check travel arrangements for when travelling to NHS Golden Jubilee .

For travel details visit [Get ready Glasgow](#).



COP26 Travel advice **NHS** Golden Jubilee

COP26 is expected to have an impact on travel across Central Scotland, with several major roads closed between 23 October and 21 November.

Please plan ahead if you live in Glasgow or need to travel through the city to attend NHS Golden Jubilee on any of these dates.

To access up to date traffic and travel information, visit the www.getreadyglasgow.com website.

If you are concerned about being able to attend your appointment or procedure, please let us know as soon as possible by calling the number on your appointment letter.

Leave the car at home and use public transport, or walk or cycle where possible.

Pharmacy Technician Day

#PharmacyTechnicianDay is a chance to celebrate and appreciate the fantastic contribution our pharmacy technician professionals make to patient care and the wider NHS. You are an outstanding team of professionals and we're glad you're part of



Restart a Heart Day

Restart a Heart Day is an opportunity to raise awareness of how to save a life. When someone collapses and stops breathing normally, it is important to quickly call 999, perform hands-only CPR and use a defibrillator.

For step-by-step guide on how to perform hands-only CPR visit [How to save a life](#).



Allied Health Professionals (AHP) Day

We said Happy AHPs day 2021 to all of our wonderful Allied Health Professionals at the Golden Jubilee, and all fellow AHPs throughout the healthcare profession.

Celebrate making a difference.







World Mental Health Day

Mental Health wellbeing is an important focus for health and social care workers, and the [Wellbeing hub](#) has top tips to help manage your wellbeing with advice on working from home, low mood, sleep and financial wellbeing.

It is also a chance to talk about mental health in general, how we need to look after it, and how important it is to talk about things and get help if you are struggling.

Research has shown that, since the start of the COVID pandemic, the people struggling the most are those who were already facing considerable challenges – those with long term health conditions, or facing discrimination, or parenting on their own.

[Clear your head](#) has great advice and help available.

Remember, take care of yourself as you take care of others.



World Sight Day

On World Sight Day 2021, we reminded people to take time away from work screens, spend more time outside in natural light and, of course, get eyes tested.

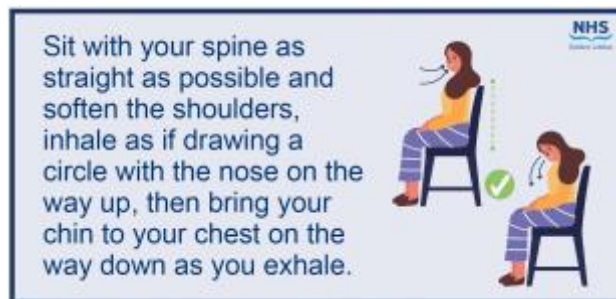
Take a look inside NHS Golden Jubilee's Eye Centre in this video.



Back Care Week

During Back Care Awareness Week Julie McCann, a Fitness instructor at [Golden Jubilee Conference Hotel](#), suggested a light chair exercise that is ideal for those stuck at a desk.

Why not give it a try!



'Eye-opening experience'

Staff in our Eye Centre got the chance to carry out cataract surgery in a 'wet lab', by Alcon, to give them knowledge of how it's done.

It was a very 'eye-opening' experience for some.







Events



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.

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

- *Friday 5 November, 10am – 3pm.*
-

[Click this link to book the event](#)



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

Virtual Event: NHSScotland Sustainability Conference 2021

Registration for the NHS Scotland Sustainability Conference 2021 'Delivering a Green, Just, Resilient Recovery' is now live.

This year's Conference has been scheduled to take place on Wednesday 10 November 2021 to coincide with the UN Climate Change Conference of the Parties (COP26), which will bring parties together in

Glasgow to accelerate action towards the goals of the Paris Agreement and the UN Framework Convention on Climate Change.



The Conference is free to attend and open to all, though priority will be given to NHS staff. For further information and to register please, [click here](#).

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 for the event on 26 November:

-
- [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.

Looking ahead...



Launch of Health and Wellbeing Hub

NHS Golden Jubilee promotes and maintains a healthy workplace by providing support for you which maximises your health and wellbeing.

And we are delighted to announce that November will see the launch of our Staff Health and Wellbeing Hub, which will be a one-stop shop for resources when you need them.

We're also planning an activity challenge that all staff can easily participate in to improve health and departments can compete against each other in weekly goals.

We'll be in touch about all this in the next couple of weeks!



Contact



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](#).

Embed://<iframe width="640px" height="480px" src="https://forms.office.com/Pages/ResponsePage.aspx?id=veDvEDCgykuAnLXmdF5JmpDbFJSoEo5KInCfG5ho_1lUNjRFVVMYtUsyWVBOMkJGSFFZMUZNRkNCSiQIQCN0PWcu&embed=true" frameborder="0" marginwidth="0" marginheight="0" style="border: none; max-width:100%; max-height:100vh" allowfullscreen webkitallowfullscreen mozallowfullscreen msallowfullscreen></iframe>