

Jubilee Life **June 2022**



Issue 37

Welcome to the June 2022 edition of your monthly digital staff magazine.

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

20th Anniversary



20 years of supporting NHS Scotland

NHS Golden Jubilee is celebrating 20 years of collaboration, innovation and person centred care as a unique national asset for NHS Scotland.

Over the last 2 decades, the Golden Jubilee has carried out close to 1 million procedures, treating patients from every health board area across the country.

Since 2002, our national NHS Board has grown from undertaking 3000 procedures in a small number of specialties to a national asset that has gained university status, its own Research Institute, Conference and Training venue, the NHS Scotland Academy and the national Centre for Sustainable Delivery.

We have also evolved into one of the UKs largest and most successful heart and lung centres, providing regional and national services such as heart transplantation.

Carrying out over 150,000 cardiology, heart and lung surgeries, NHS Golden Jubilee specialists have undertaken 175 heart transplants since services transferred to the Clydebank site in 2008.

As one of Europe's largest elective orthopaedic and cataract centres, patients have benefited from the specialist care that only comes with being a dedicated treatment centre carrying out about 25% of Scotland's procedures in these specialties.

NHS Golden Jubilee is also a major diagnostics imaging service providing vital scan and scope procedures for patients in multiple specialties.

During 2020, we supported NHS Boards by carrying out urgent and critical to life treatment for cancer patients.

In addition to treating Scotland's population, NHS Golden Jubilee has been one of the most innovative organisations within the health sector.



1 - Peter Ralston and Elaine Gallagher from our Catering Team

[Click here to read our 20th anniversary press release](#)

[Click here to read our 20 years at a glance booklet](#)

Anniversary messages

We've been receiving lots of lovely anniversary messages and well wishes from staff, patients and colleagues across Scottish Government, academia and industry.



2 - Message from Jason Leitch



3 - Message from Professor Iain McInness



4 - Message from Health Secretary Humza Yousaf MSP



5 - Message from NHS Scotland Chief Executive Caroline Lamb



6 - Message from Susan Douglas-Scott



7 - Susan Douglas-Scott

20 years films

We have released a documentary as part of our 20th anniversary celebrations.

Staff from across NHS Golden Jubilee share their memories and experiences of working here.



8 - 20-year documentary



9 - 20th anniversary mini timeline

[Click here to watch our 20th anniversary playlist on YouTube](#)

Scottish Parliament congratulates NHS Golden Jubilee

Marie McNair, SNP MSP for Clydebank and Milngavie has used a Parliamentary Motion to congratulate NHS Golden Jubilee on 20 years of treating the patients of Scotland and sends thanks all staff for their brilliant and continuous hard work.

To read more please visit the [Scottish Parliament website](#).

Social media post

As we celebrated 20years as part of the NHSScotland family, we took to our social media channels to share 20 posts in 20 days. Each post highlighted just some post the incredible milestones achieved at #TeamJubilee!

[Click here to view the full post](#)



Teams backgrounds

Our special 20th anniversary logo Teams backgrounds are available on Staffnet and you can also download them below:

[Dark background white logo](#)

[Light background colour logo](#)



News



Thank you Team Jubilee

A message from Chief Executive, Professor Jann Gardner

Your commitment to delivering care through collaboration has never been more evident than during 2021/2022.

NHS Golden Jubilee has rapidly adapted to the changing requirements of NHSScotland, designing and delivering new services as well as investing in existing services to provide additional support across the country.

As you will see from our activity figures, this meant we were able to deliver over 83,400 inpatient and diagnostic examinations – 8.6% more than we planned to carry out.

This is a remarkable achievement in very challenging times and I hope you are all aware of the difference you have made to the thousands of patients across Scotland who needed diagnosis or treatment in Cancer, Cardiac, Orthopaedic, General Surgery or Ophthalmology.



10 - Jann Gardner

Key activity highlights

- 83,459 inpatient and diagnostic imaging procedures (8.6% over plan)
- 24 heart transplants (a record year)
- 8,868 cataract procedures
- 4,550 orthopaedic procedures
- 100 osteosarcoma procedures
- 5,960 endoscopy procedures (300 over plan)
- 248 general/colorectal procedures
- 247 general cancer procedures
- 6,756 cardiology procedures
- 50,562 diagnostic imaging examinations (9% over plan)

- 5 ophthalmology theatres (1.4 more than plan)
- 76% of patients treated within 12 week Treatment Time Guarantee
- 98.7% of diagnostic imaging scans reported within 7 days through the Scottish National Radiology Reporting Service

Progress of national Centre for Sustainable Delivery and NHS Scotland Academy

This year has also seen the good progress of our recent additions to the NHS Golden Jubilee portfolio – the Centre for Sustainable Delivery (CfSD) and the NHS Scotland Academy.

These exciting developments have already started to support NHS Scotland to deliver innovation and best practice to enable a sustainable health and care system for the future.

NHS Scotland Academy

Our work (jointly with NHS Education for Scotland) on the NHS Scotland Academy delivers new, accelerated learning and development modules for key roles aligned to NHS Scotland mobilisation plans. It supports the National Treatment Centres and redesign of roles in both hospital and community settings.

To ensure we continue to have a workforce that is fit for the future, this will include attracting people from different sectors and backgrounds into the workforce who may not have considered a career in the NHS prior to the COVID pandemic.

Next year will see work progress in both the NHS Scotland Youth Academy and with military veterans and leavers.

Centre for Sustainable Delivery

Our national Centre for Sustainable Delivery has successfully started (and continued) to implement a number of innovative, life changing programmes of work.

In the last year, we have introduced 3 Early Cancer Diagnostic Centre pilots in NHS Ayrshire & Arran, NHS Fife and NHS Dumfries & Galloway.

We have also started the roll out of the Colon Capsule Endoscopy Programme that allows individuals to undergo less invasive diagnostic assessment for colonoscopy, by swallowing a small pill containing a camera.

This month we will be launching the Accelerated National Innovation Adoption (ANIA) Pathway, which will ensure a faster route to develop and deploy technology and redesign initiatives across our NHS in a once for Scotland approach. This will ensure equity and parity of healthcare treatment across Scotland.

Golden Jubilee Research Institute

Our Research Institute continues to be at the forefront of delivering high quality and world-leading studies that make a real difference to patients across Scotland and beyond.

The ground breaking COVID-RV study led by experts from NHS Golden Jubilee and the University of Glasgow has confirmed that COVID-19 is associated with impaired function of the right side of the heart.

These findings will play a vital role in not only saving the lives of COVID-19 patients, but for the care of potentially fatal heart and lung issues generally, as well as helping prepare for any possible future pandemic.

Research staff at NHS Golden Jubilee will continue to play a pivotal role in the national SIREN Coronavirus (COVID-19) study that looks at the impact of coronavirus on healthcare workers. The dropout rate at NHS Golden Jubilee is 0.8%, compared to 14.5% nationally, which is a tribute to the way the research team have run the study.

Golden Jubilee Conference Hotel

Our Conference Hotel continues to play an integral part of NHS Golden Jubilee's portfolio, providing vital support to public sector and NHS training, conferences and events, most notably for the NHS Scotland Academy.

The Hotel is also a key facility for many patients and their families, offering comfortable accommodation co-located with the Hospital.

With events starting to resume, we are relaunching ourselves to our key NHS and public markets, and in 2022, we will start to look at the new long-term strategy for our hotel as key component of NHS Golden Jubilee.

Looking ahead

There is no doubt NHS Golden Jubilee has financial and operational challenges ahead. Patients are waiting and we need to find solutions to help recovery and help transform services for the future.

As we move in to 2022, our 20th year of NHS ownership and collaboration, we are well-positioned and making progress on a number of fronts.

We have already increased our workforce by 10% during the pandemic period and this is set to continue as we gear up for the opening of our new surgical centre.

We have also invested significantly on our site to ensure we continue to provide high quality care, compassion, and innovation as part of our ambition to always make the greatest possible contribution to Scotland's health.

Similar to last year, resilience and flexibility will be a key feature. As we move further into the pandemic recovery, we will continue to adapt and focus on providing high quality healthcare to our national population.

The aim for this year (2022/23) is to work towards exceeding our activity plan by 10-15%. Whilst this sounds ambitious, we also need to recognise that many changes have happened since we set the activity targets for this year.

For example:

- Activity numbers were calculated before COVID-19 restrictions were relaxed.
- Improvement opportunities in productivity.

- Reduction in DNAs/Cancellations.
- Return to pre-COVID absence levels.
- More collaborative working with NHS Boards.
- Successful recruitment campaigns.
- Accelerated recruitment of staff associated to Phase 2 business case.

This performance and ambition is only possible because of the dedication and can do attitude of every single member of Team Jubilee and for that, I cannot thank you enough.

Team Jubilee's level of commitment, care and compassion for our patients, their families, and indeed for one another, is extraordinary and we are doing all that we can to support your health and wellbeing to enable this great work to continue.

New Centre for Sustainable Delivery (CfSD) website

Our new national CfSD website is the place to find out about our programmes to recover, renew and transform Scotland's health care system through sustainable technological innovation and digital solutions.



[Visit the CfSD website](#)

Hotel helping us collaborate together

The Golden Jubilee Conference Hotel has recently held a number of events, giving delegates the ability to meet up, learn and network in both a face to face and hybrid way.

As the home of NHS and Public Sector training and conference facilities, we have invested in technology to meet the needs of our future event organisers and delegates to ensure that your event experience is great whether you are on site or not.

Special rates are available for NHS and Public sector staff across our range of facilities including conferences, bedrooms and health club.



[Visit the Golden Jubilee Conference Hotel website](#)

NHS Scotland Academy continues to benefit patients

We recently sent out the second edition of the NHS Scotland Academy Newsletter, keeping you up to date on all the latest developments, success stories and upcoming events.

The NHS Scotland Academy continues to support the rollout of the NHS Scotland Recovery Plan, initially by focusing on the accelerated training needs of staff to provide the highest possible standard of care to patients across the country.

As the Academy continues to grow and develop, new programmes and access routes will be rolled out. Take a look at the full newsletter at the following link for just a few examples of the exciting and innovative ways that patients across Scotland are already benefitting from this.



[To view the full newsletter, click here](#)

NHS Scotland Event 2022

NHS Golden Jubilee was front and centre at the NHS Scotland Event 2022 at the P&J Live in Aberdeen this month, with exhibition stalls, parallel sessions, poster displays and the launch of the new Accelerated National Innovation Adoption (ANIA) pathway.

Parallel session

Colleagues from the national Centre for Sustainable Delivery ran the parallel session 'Introducing NHS Scotland's Accelerating National Innovation Adoption (ANIA) Pathway through an Innovation Deep-Dive with the ScotCap Programme'.

This session was also the formal launch of ANIA with the ANIA Collaborative - the national Centre for Sustainable Delivery, Digital Health and Care Scotland, Healthcare Improvement Scotland, NHS Education for Scotland, NHS National Services Scotland, Public Health Scotland and the Scottish Health and Industry Partnership.

Posters

We had 13 posters in this year's competition from across all parts of NHS Golden Jubilee.

Congratulations to CfSD for winning the Quality of Care: Infrastructure award for 'Putting the Patient First: An innovative flare card to support self-management and enable a person-centred approach to living with Inflammatory Bowel Disease'

An Inflammatory Bowel Disease Flare Card for Scotland: Centre for Sustainable Delivery NHS SCOTLAND

Helping patients when they need it the most

Background

- Inflammatory Bowel Disease (IBD) is estimated to affect 14,500 people in Scotland.
- With exposures & how each year when inflammations becomes more acute.
- Mortality from flare can reach 10%.
- Having flare means significantly higher costs.

Aim

- Based on an initial concept devised by NHS Greater Glasgow & Clyde, we developed a flare card to help and empower a flare, enabling them to seek appropriate intervention.

"The flare card empowered me to manage my condition myself."

Method

- Over 30 patients and clinicians from across Scotland were involved in a co-design process to develop the flare card.
- COGNIS & COLITIS UK Scotland helped build a team which also leveraged our design and content of the flare card.
- The flare card includes co-design principles, supporting to appropriate support, and reflecting common flare symptoms, symptoms, in Crohn's, Colitis and Crohn's.

"The flare card gives me everything I need during a flare-up. The five-step system guides me through what to do in a situation where you may otherwise be confused and not know the correct way to deal with it."

IMPACT/VALUE FOR MONEY

KEY POINTS

- Reduced hospital admissions
- Reduced GP consultations
- Reduced pharmacy costs
- Reduced patient anxiety
- Reduced patient absence from work
- Reduced patient absence from school
- Reduced patient absence from university
- Reduced patient absence from care home
- Reduced patient absence from residential care
- Reduced patient absence from day care
- Reduced patient absence from respite care
- Reduced patient absence from care home
- Reduced patient absence from residential care
- Reduced patient absence from day care
- Reduced patient absence from respite care

CONCLUSIONS

- The flare card has been adopted for multiple events by Scotland.
- It is a key element of our patient and carer experience, and has been used in many other settings.
- It has been used in many other settings.
- It has been used in many other settings.

References

Logos: NHS Lothian, NHS Borders, NHS Dumfries & Galloway, NHS Forth Valley, NHS Highland, NHS Shetland, NHS Tayside, NHS West of Scotland, NHS West of Isles, NHS Forth Valley, NHS Highland, NHS Shetland, NHS Tayside, NHS West of Scotland, NHS West of Isles.

Exhibition hall

The main NHS Golden Jubilee stand celebrated 20 years of collaboration, innovation and person-centred care as a unique national asset for NHS Scotland.

The NHS Scotland Academy stand showcased the courses already on offer and those coming soon.

The national Centre for Sustainable Delivery showcased the work to recover, renew and transform Scotland's health care system through sustainable technological innovation and digital solutions.

The Golden Jubilee Conference Hotel promoted being back in business for both face to face and hybrid events







Introducing the Accelerated National Innovation Adoption pathway

Patients will benefit from fast-track innovation scheme

A new initiative has been launched to speed up the development, assessment and effective rollout of proven technological innovations into the healthcare frontline.

Launched to healthcare staff at the NHS Scotland Event 2022, the Accelerated National Innovation Adoption (ANIA) pathway is designed to assess, prioritise and scale up high impact innovations in a 'Once for Scotland' approach.

The ANIA pathway will:

- Speed up the process of bringing innovative ideas to patients by connecting and coordinating a value-focused pathway.
- Lead robust value assessment to help prioritise the best innovations that will improve patient outcomes and experience, improve staff experience and which are both financially and environmentally sustainable.
- Make the most of opportunities by ensuring the creation of conditions for success, such as workforce, training, infrastructure and clinical leadership.
- Develop value cases to secure investment for national adoption innovations that meet the evidence threshold, have sufficient clinical support and are ready for service adoption.
- Identify, assess and implement technological innovations on a Once for Scotland basis.
- Use the range of skills available across NHSScotland to quickly and safely roll out these innovations nationally, helping more patients to be seen faster.
- Support ANIA partners to contribute their expertise to move high impact innovations along the ANIA pathway at an accelerated pace.
- Enable joint planning with territorial NHS Boards for accelerated adoption and implementation of innovations and associated service change, providing equal access to patients across Scotland.
- Ensure only the highest impact, evidence-based innovations that align to Scottish Government priorities are adopted nationally.

Innovations currently being evaluated on the ANIA pathway include digital dermatology and heart failure pathways, chest x-ray artificial intelligence and a theatre scheduling tool.



How the ANIA pathway works

The ANIA pathway is delivered by the ANIA Collaborative, which includes the national Centre for Sustainable Delivery, Digital Health and Care Scotland, Healthcare Improvement Scotland, NHS Education for Scotland, NHS National Services Scotland, Public Health Scotland and the Scottish Health and Industry Partnership.

The national Centre for Sustainable Delivery at NHS Golden Jubilee is responsible for overall coordination, governance and programme management of the ANIA pathway.

Following submission of an ANIA referral form, high impact innovations will progress along the ANIA pathway if they meet the ANIA criteria:

- A clear problem statement linked and aligned with national policy and clinical need.
- Clear evidence of impact and value – with significant transformational potential, potentially including previous testing within NHSScotland.
- Agreement from the relevant clinical community that this is a national priority.

Innovation programmes that progress through the various ANIA stage gates will move to the development of a Value Case, which will clearly articulate both the value proposition to NHS Scotland including the associated benefits and costs for national adoption.

Following approval, the innovation will proceed to full-scale national adoption and eventual handover to 'business as usual' clinical services

[Click here to read the ANIA booklet.](#)

[To discuss an innovation idea, contact the CfSD Innovation team](#)

People



Working Time Regulations

A new Working Time Regulations Policy has come into effect following approval by the Partnership Forum.

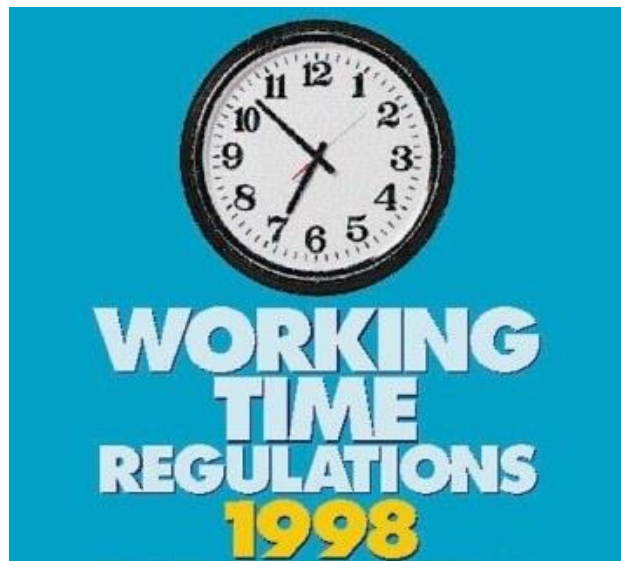
Part of health and safety legislation, Working Time Regulations were first introduced in 1988 to provide workers with basic rights and protections and ensure that they receive appropriate daily and weekly rest breaks.

As an employer, NHS Golden Jubilee has a duty of care under this legislation to monitor working hours and ensure all staff receive appropriate breaks.

We recognise that breaks within the workplace are very often in line with local arrangements and subject to service needs.

While the policy does not seek to change these arrangements, it wishes to ensure that staff are receiving the appropriate breaks.

NHS Golden Jubilee will only offer contracts of employment that meet the Working Time Regulations.



“NHS Golden Jubilee is committed to supporting good health and wellbeing for staff.

“The key purpose of this policy is ensure compliance with the working time regulations.

“This is underpinned by the principles by good workforce planning to ensure that all employees have reasonable working hours to provide for a satisfactory balance between work and personal life.”

Jane Christie-Flight, Employee Director, and Serena Barnatt, Director of Human Resources

Basic rights and protections

Adults (age 18 and up)

- A limit of an average of 48 hours per week.

- A limit of an average of 8 hours work in 24 hours for night workers.
- A right for night workers to receive free health assessments.
- A right to an uninterrupted 11 hours rest a day.
- A right to a day off each week (24 hours, or 48 hours per fortnight).
- A right to a 20 minute in-work rest break if the working day is longer than 6 hours.
- A right to 5.6 weeks (28 days) paid leave per year.
- A right to 90 hours of rest in a week (total of the daily and weekly rest periods).

Young Workers

A young worker is someone who is above school leaving age, but under 18. Basic rights and protections provided by the regulations are:

- A limit of 8 hours a day.
- A limit of 40 hours per week.
- A right to an uninterrupted 12 hours break between shifts.
- A right to 2 consecutive days off per week (48 hours).
- A right to a 30-minute in-work break if they work more than 4.5 hours a day. **The Working Time Regulations Policy, including a list of frequently asked questions, can be found on NHS Golden Jubilee's Policies and Guidelines SharePoint site.**

Hotel Director announcement

I am delighted to announce the appointment of Denis Flanagan as Commercial and Logistics Director.

Denis has been appointed following an intensive competitive recruitment exercise and brings a wealth of experience to the role, having worked in the hospitality industry for more than 20 years.

Denis joined the Golden Jubilee Conference Hotel 6 years ago as Food and Beverage Manager, before being appointed as Hotel Manager and General Manager.

The Executive and Senior Management Team look forward to working with Denis to develop the new Hotel Strategy.

I hope you will join me in wishing Denis every success in his new role.

Jann



12 - Denis Flanagan

Interim Structure Operational Management Structure for Clinical Divisions

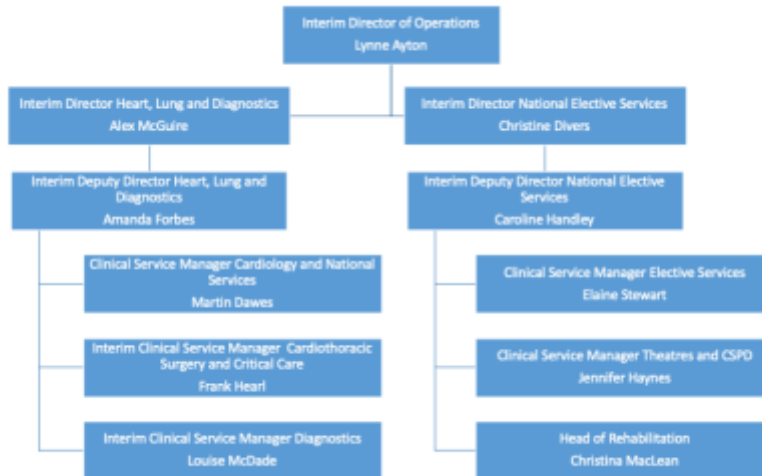
Following recent announcements of some changes to key roles our Operational Management Structure for Clinical Divisions, we are delighted to announce that we have now agreed an interim structure which will be in place until October 2022.

We are also pleased to announce the following interim appointments to our team:

- Interim Deputy Director Heart, Lung and Diagnostics: Amanda Forbes
- Interim Deputy Director National Elective Services: Caroline Hanley
- Interim Clinical Service Manager Diagnostics: Louise McDade
- Interim Clinical Service Manager Cardiothoracic Surgery and Critical Care: Frank Hearl

You can view the full updated Operational Management Structure in the graphic below.

Please join us in congratulating Amanda, Caroline, Louise and Frank on taking on these new roles, as we wish them all the best going forward.



Val-You



iMatter 2022

This 2022 iMatter national questionnaire runs from Monday 27 June until Monday 18 July.

The questionnaire is your opportunity to tell us how you feel about working at NHS Golden Jubilee.

The questionnaire is voluntary and anonymous, no matter how you complete it.

Please take 5 minutes to complete and have your voice heard.

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NHS Scotland Pride Badge survey

It is one year since the launch of the **NHS Pride Badge**. This initiative seeks to encourage staff to learn more about LGBT+ issues and to become allies to both colleagues and patients.

The Scottish Government has launched a survey to help Health Boards evaluate the success of the NHS Scotland Pride Badge project and the effectiveness of resources.



[You can find the survey here.](#) This survey will close on 22 July 2022.

Comments about you!

A dark blue graphic celebrating NHS's 20th Golden Jubilee. It features three testimonials in white speech bubbles and an illustration of two hospital staff members in green scrubs. The NHS logo and "20 YEARS Golden Jubilee 1948-2018" are in the top right, with "30 years of collaboration" below. The testimonials are:

I had a heart ablation in October 2020 and the care I received was fantastic.
Samantha Douglas

I recieved a heart transplant 3 years ago next month. I was number 394th to recieve my gift in the 20 years the transplant unit, NSD, has been open. Wishing the service many more years.
Caroline Carlin

Had a heart valve replaced in July 2014. Great Hospital and great staff. If I ever need to go into hospital again, I would want to go there. All the best for a successful future.
Dorothy McGhee

Had a heart transplant here a year ago - outstanding staff and care. The Golden Jubilee, especially NSD Ward and all the transplant team are truly amazing.

Marie Coyle Robertson



Had a quadruple bypass in 2012, this place saved my life, no doubt. I remember when they brought the menu for my lunch, I thought they had given me the doctor's menu by mistake, but no, the food there is out of this world. Great place, thank you for giving me my life back.

Jim Robertson

I had a heart transplant in September 2019. I can't thank the staff on NSD enough.

Thomas Glass



I had a hip replacement in December 2019 and haven't looked back. I did the Glasgow Kiltwalk (23 miles) this year, can't thank everyone enough... fantastic hospital and staff.

Kirsty Kuzmak



I had a knee replacement in 2021 and it has changed my life, I am now pain free and leading an active life. I received excellent care in the Golden Jubilee, so thank you so much.

Eileen Tonner

2 hip replacements. Most amazing hospital and the staff are excellent. The care was beyond belief. Superstars! Oh and a big thank you to the tea lady, an unsung hero.

Fiona Gibson





Partial knee replacement surgery in April 2015 and it changed my life. Pain free and able to work as normal, thanks to Mr Roberts and his team and the staff in the ward.
Alistair Bone

Both my husband and I have had knee replacements, my husband was admitted urgently after a serious heart attack and had stents. I also had an angiogram, and only a couple of weeks ago had an injection under fluoroscopy into my hip. What can I say, we have far more than enough to thank you for, you have enabled us to enjoy a great quality of life in our 70's.
Carol Ross

My husband has never looked back since his full knee replacement in January. Thanks to Mr Allen and his team.
Carol Agnew



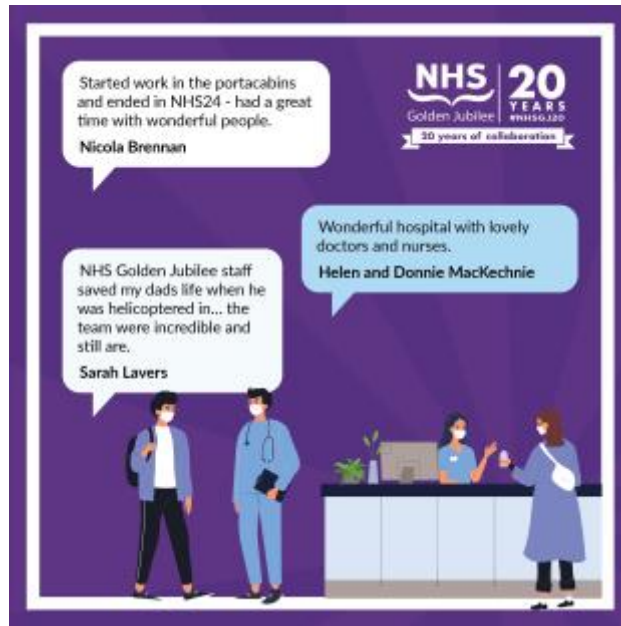


One of the best in the world!
Catherine Ormond

It has been 20 years since I joined you as a newly qualified nurse, after being one of the first student nurses placed in ICU. Things have changed a lot since then!
Catherine Duda

Life Savers!
John Rodgers





Health and Wellbeing



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

Jubilee Active Blog

This month's Jubilee Active by Occupational Health Physiotherapist David Longhurst is part of June's Health and Wellbeing theme of 'Focus on Men's Health'.

The blog features excellent advice and tips on dealing with issues affecting men – even the dreaded 'man flu' – so worth a read a just for that! The blog also includes information on support provided by NHS Golden Jubilee and other organisations.



[Click this link to read the blog](#)

As always, if you have any questions or are just looking for advice, please do not hesitate to get in touch with us using the details below.

Together, let's all get #JubileeActive

Kathryn Wales and David Longhurst - Occupational Health Physiotherapy Team

Rehabilitation department, Level Two

Extension 5121.

Look out for cyclists

All staff using the car parks are asked to be bicycle aware as staff have reported almost being knocked off their bikes by drivers leaving work.

Cycling has become increasingly popular over the years and now that summer is here, people are making longer trips.

Cycling is an excellent way to stay fit and commute short distances and it is better for the environment than most other forms of transport.

However, cyclists are also one of the most vulnerable groups of people on our roads, and despite efforts to improve safety; the number of cyclists killed or injured remains shockingly high.



For more information on keeping cyclists safe and being bike aware please visit [Think! Brake](#)

Uniform Tax Rebates

Do you know that if you wear a uniform and you have to wash, repair or replace it yourself that you may be eligible to claim a tax rebate?

The standard flat-rate expense allowance for uniform maintenance is £60. By claiming a uniform tax refund, you'll get back the amount of tax you would otherwise have paid on that £60. So if you're a basic-rate taxpayer, you'll get 20% of £60 as a rebate – which is £12. Higher-rate taxpayers will get back £24.

Since the £60 is a flat rate, you don't need to record and report the individual amounts you actually spend.

In addition to the current year's allowance, you can backdate your claim by up to four tax years too (currently 2018/19, 2019/20, 2020/21, and 2021/2022) – so five years in total. If you were a basic-rate taxpayer who wore a uniform in each of those tax years, you could claim:

- 2022/23 – £12

- 2021/22 – £12
- 2020/21 – £12
- 2019/20 – £12
- 2018/19 – £12

In all, a successful claim backdated all the way to 2018/19 would be worth £60 to a basic-rate taxpayer. Yet **you've only until 5 April 2023 to claim the relief for 2018/19** - if you miss the deadline, you'll lose the ability to backdate for that year.

In addition to their standard allowance (£125), nurses and midwives can also claim for shoes, socks and tights.

Check the [full list of occupations to see if yours is listed](#).



Claiming for the first time?

You can apply online or by post. Simply fill in the P87 form [online](#) or print it out and send to Pay As You Earn, HM Revenue & Customs, BX9 1AS. Write 'Repayment Claim' on the envelope to speed things up. If applying by post, you'll need to fill in one form for each year you're claiming for.

If you need the form in an alternative format, contact HM Revenue & Customs (HMRC) on 0300 200 3310.

You'll be asked for information on:

- Employer's name and address.
 - Your occupation, job title and industry sector.
 - Your details, including your national insurance number and your pay-as-you-earn (PAYE) reference.
 - Whether you're claiming flat-rate expenses (usually you will be, if not, you'll need detailed records of costs). See [flat-rate expenses allowed for different occupations](#).
 - How you want to be paid – into your bank account or by cheque.
-

Trade Unions – So much more than industrial relations

When people think about trade unions they usually think that they are there to protect your rights in the workplace, to enforce health and safety, for negotiating pay with employers, or to represent you when required.

But trade unions can offer so much more.

Did you know that unions will offer financial and legal services such as help with personal injury claims, employment rights matters, wills, conveyancing; that they can provide financial assistance through benevolent funds or support lifelong learning, either through the union itself or in collaboration with other parties i.e. STUC/TUC/ employers.

The union websites will contain information on the member services that they provide. So if you're in a union already, have a look online at the services they provide.

- [Chartered Society of Physiotherapists](#)
- [GMB](#)
- [RCN](#)
- [Society of Radiographers](#)
- [Unison](#)
- [Unite the Union](#)
- [TUC unionlearn](#)



Financial update

Parent Club - Advice and Support for Parents

Becoming a parent can be challenging and it can be like going into the unknown. You want to support your child to develop confidence, skills and independence but are not always sure how to do this.

Parent Club is a Scottish Government website that provides information and resources for parents, carers or parents-to-be from pregnancy through the teenage age years

The topics covered include, health and wellbeing, finance and educational information and advice.

[For more information, visit the Parent Club website.](#)

Home Energy Saving Behaviours

By being conscious of the ways we use energy within our homes we will not only make CO2 savings, which helps the planet, but will reduce our energy costs at a time when these have been spiraling.

You will be amazed by the financial savings that can be made by making simple changes, like turning lights off when they aren't needed (average saving of £19/yr), and as you can see below the savings can start to mount up.

Behaviour changes	CO2 Saving	Cost Saving per year*
Turn down thermostat by 1 degree	300 kg	£105
Line dry clothes instead of using tumble-dryer	50kg	£60
Avoiding standby and turning appliances off	50kg	£55
Using a washing bowl instead of running hot water	140kg	£30
Draught-proof your windows and doors	105kg	£45
Install reflective radiator panels on external walls	75kg	£25
Choose a Laptop over a Desktop	30kg	£35
Replace inefficient bulbs with LEDs	65kg	£55
1 minute less in shower	40kg	£35
Only fill kettle with as much water as needed	10kg	£11
Total	865kg	£456

* average yearly savings

In addition to changing some of your behaviours, you can save money by ensuring that your home is insulated and again these options will reduce CO2 and your bills

Insulation	CO2 Saving	Cost Saving*
Cavity Wall Insulation	660kg	£285
Loft Insulation 0mm – 270mm	580kg	£255
Loft Insulation 120mm – 270mm	55kg	£25
Solid Wall Insulation – External	890kg	£390
Solid wall Insulation – Internal	890kg	£390
Suspended Timber Floor Insulation	175kg	£75
Room in Roof Insulation	30kg	£245
Hot Water Cylinder 0mm – 80mm	485kg	£155

* average yearly savings

For more information:

[Home Energy Scotland](https://www.homeenergyscotland.org) 0808 808 2282

[Energysavingtrust.org.uk/scotland](https://energysavingtrust.org.uk/scotland)

Events



Tommy's Talk – Kindness and What Matters To You

As part of the 'Creating Connections' theme for July, the Health and Wellbeing Group is excited to have Tommy Whitelaw from Alliance visit NHS Golden Jubilee to deliver his 1-hour talk on 'Kindness and What Matters to you'.

There is no need to book, you can turn up on the day to hear this emotional journey, which helps give healthcare workers perspective and value to the work you do.



All staff are welcome to attend the sessions on:

- *Thursday 7 July 2022, 8.30am/12pm/3pm * - Training room 4, Research Institute*

- *Friday 8 July 2022, 12pm/3pm/6pm * - Training room 4, Research Institute*
 - *Monday 11 July 2022, 10am/1pm/4pm * - Training room 4, Research Institute*
 - *Thursday 21 July 2022, 10am/2pm - Virtual via MS Teams*
-

****Staff are invited to drop in and chat, grab a drink and a biscuit throughout the day (out with the 1-hour talk slots).***

For more information on Tommy's Talk, please visit our [Health and Wellbeing Section on Staffnet at this link.](#)

National Innovation Event, 'Scotland's innovation-led future - accelerating the health and social care of tomorrow'



Thursday 7 July

9am to 4pm

Murrayfield Stadium and via MS Teams

First Minister Nicola Sturgeon MSP will open the National Innovation Event delivered by Scotland's Life Sciences Industry Leadership Group, with industry, academic and NHS leaders.

The first session of the day focuses on NHS recovery.

- Professor Nicola Steedman, Deputy Chief Medical Officer, Scottish Government will give a speech: 'Remobilise, recover and redesign - post-COVID priorities for NHS Scotland.'
- Professor David Lowe, Clinical Lead, Scottish Health and Industry Partnership, will moderate a panel discussion with:
 - Professor Nicola Steedman, Deputy Chief Medical Officer, Scottish Government
 - Professor Dame Anna Dominiczak, Chief Scientist – Health, Scottish Government

- Professor Jann Gardner, Chief Executive, NHS Golden Jubilee
- Mark Cook, Chair of the Industry Leadership Group. The panel discussion will be N

[For more information, or to book a free place, visit the dedicated event web page.](#)

Scottish Health Awards 2022

Nominations for the Scottish Health Awards 2022 are now open!

These awards give you the chance to celebrate the achievements of the unsung heroes working in health and social care.

There are 16 categories to choose from and the award ceremony will be held on 3 November 2022 at the O2 Academy in Edinburgh.

Nominations close on the 21 August so be sure to get yours in!

To find out more and to nominate, visit [Scottish Health Awards](#)

Learning and Organisational Development



Learning and Organisational Development update

The latest [Learning and Organisational Development update](#) has details of current training opportunities.

The Social side



What's happening on our social media pages

Facebook:

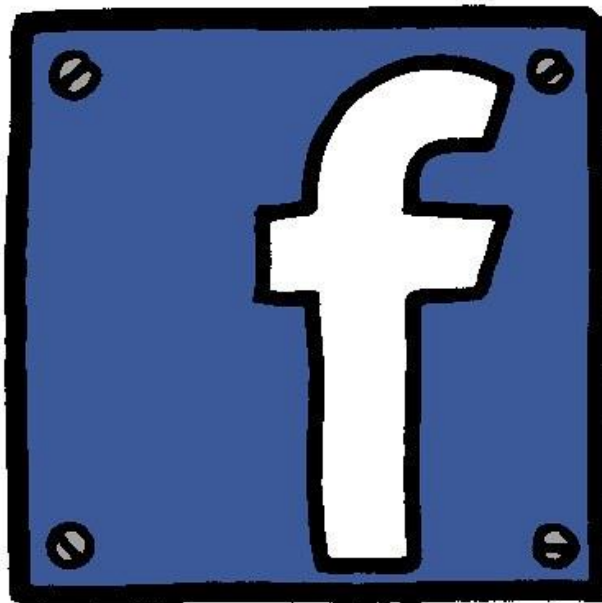
NHS Golden Jubilee Research staff continue to raise awareness about the importance of research.

The learned legacy from COVID-19 research continues to build into the daily work of our research teams.

Research does not happen without people getting involved.

Our Research staff wore red marks in thanks of the people who make research possible.

[Click here to view the full post](#)



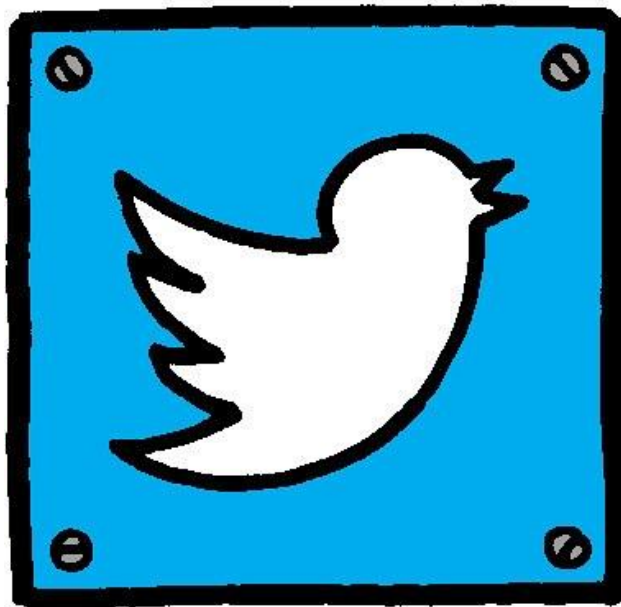
13 - [Click here to access our Facebook page](#)

Twitter:

Our Realistic Medicine team have been raising awareness amongst NHS Golden Jubilee Staff about the 6 pillars of Realistic Medicine!

Realistic Medicine encourages shared decision making about patient care which leads to a better understand about what matters to patients personally and what their goals are.

[Click here to view the full post](#)



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

YouTube:

This month we welcomed the Permanent Secretary of the Scottish Government, John-Paul Marks and Deputy Chief Operating Officers to the Golden Jubilee for a tour of our breakthrough services and innovations.

[Click here to watch](#)



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

LinkedIn:

We celebrated our wonderful Biomedical Scientists this month to mark Biomedical Science Day! Thank you all for your hard work, determination and support for all of our patients.

[Click here to view the full post](#)



Social Media Posts

World Humanist Day:

This month we celebrated World Humanist Day with our own Chair of the Board, Susan Douglass-Scott and our Spiritual Care lead, Tosh Lynch to share their own story of Humanism.

[Click here to view the full post](#)



Reserves Day:

Here at NHS Golden Jubilee, we are dedicated to supporting the Regular and Reserve Forces.

This Reserves Day we took to our social media channels to show our support and recognise the value personnel, Reservists, and Veterans can bring to NHS roles.

[Click here to view the full post](#)



Scottish Government News



Urgent and Unscheduled Care Collaborative

The Scottish Government will provide £50 million of funding this year (2022-23) to health boards to support The Urgent and Unscheduled Care Collaborative.

This national integrated approach will see health boards adopt a number of measures to reduce A&E waiting times and improve patient experience, including offering alternatives to hospital-based treatment.

People will also be offered scheduled urgent appointments to avoid long waits, the approach will help to determine how the discharge process can be simplified to ensure patients don't face unnecessary delays in leaving hospital.

[Click here to read more](#)

New Chief Scientist (health) appointed

Professor Dame Anna Dominiczak, has been appointed as new Chief Scientist (Health) for the Scottish Government and will take up post on 1 July.

[Click here to read more](#)

Medical trainee recruitment success

95% of medical trainee posts for 2023 have now been filled.

This is the highest percentage at this stage in the recruitment process in the last 5 years.

Of the 1,018 posts already advertised for next year's intake, 964 trainees have been places across all specialities.

[Click here to read more](#)

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=veDvEDCgykuAnLXmdF5JmpDbFJSoEo5KlnCfG5ho_1lUNjRFVVMYtUsyWVBOMkJGSFFZMUZNRkNCSiQIQCN0PWcu&embed=true" frameborder="0" marginwidth="0" marginheight="0" style="border: none; max-width:100%; max-height:100vh" allowfullscreen webkitallowfullscreen mozallowfullscreen msallowfullscreen></iframe>