



Jubilee Life September 2022

Issue 40

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

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News



Chief Executive announcement from Jann Gardner

I will soon be leaving NHS Golden Jubilee to take on the post of Chief Executive for NHS Lanarkshire.

For nearly 4 years, it has been my honour and privilege to be your Chief Executive and work with you all to lead us through the most challenging time that the NHS has ever known.

I have learned so much during my time here and cannot thank you all enough for your support and tireless efforts to provide the highest standard of care possible for people from all across Scotland.

We have accomplished some incredible things together including becoming NHS Golden Jubilee and being awarded University Hospital status – which reflects our national capability and ambition as part of the broader Scottish landscape.

From navigating the COVID-19 pandemic, rapidly adapting our services to offer vital support to those who needed it most, to the incredible progress which has been made on our expansion projects – the contribution from each and every one of you has been astonishing. In my time here, we have opened our Eye Centre, expanded our Cath Lab capacity and are well on our way with the new surgical centre – all of which have and will enable us to treat thousands more patients across the country every year.

In addition we have launched both the NHS Scotland Academy and the national Centre for Sustainable Delivery – building a portfolio which is a true source of care, innovation and reform – a National Asset.

While it is an incredible opportunity to take on the challenges and opportunities of a large, territorial board, I will miss this wonderfully unique organisation and every single one of my #TeamJubilee Colleagues and look forward to continuing the collaboration from another perspective.

I will still be here for a number of months and will continue to work with you all to make sure that the next Chief Executive finds NHS Golden Jubilee in the best position possible to continue to thrive, expand and succeed for our patients and for you - the heart of everything we do.

With best wishes

Professor Jann Gardner

Chief Executive



Board appoints Interim Chief Executive

Gordon James has been appointed as our Interim Chief Executive, taking over from Professor Jann Gardner.

Gordon, currently NHS Scotland Deputy Chief Operating Officer within the Scottish Government's Health and Social Care Directorate, will join #TeamJubilee on 1 December 2022.

Gordon brings more than 20 years' experience in the private and public sector, senior management and leadership experience to the role.

Prior to joining the Scottish Government, he was Director of Procurement, Commissioning and Facilities at NHS National Services Scotland, Director of Health Facilities Scotland (HFS) and Director of Antimicrobial Resistance and Healthcare Associated Infection Scotland (ARHAI Scotland). He also led on the creation of NHS Scotland Assure.

Gordon was also an integral member of the NHS Louisa Jordan executive management team during the Coronavirus (COVID-19) pandemic.



1 - Gordon James

"I am delighted to announce Gordon James' appointment as Interim Chief Executive of NHS Golden Jubilee and we look forward to working with him over the coming months.

Gordon brings significant expertise and experience from senior roles across the NHS and Scottish Government, making him the ideal choice to help NHS Golden Jubilee move forward, continuing our evolution as a national asset for NHS Scotland.

During Jann's tenure we have accomplished some incredible things that reflect our national capability and ambition as part of the broader Scottish landscape.

I would like to thank Jann for her leadership and commitment and wish her well for the future."

Susan Douglas-Scott CBE, Chair of NHS Golden Jubilee

On his appointment, Gordon James said: "It is a privilege to be appointed Interim Chief Executive at an exciting but challenging time within our health service.

"NHS Golden Jubilee has a great reputation for high quality patient care, and more recently has been supporting NHS Scotland through the NHS Scotland Academy and the national Centre for Sustainable Delivery – building a portfolio which is a true source of care, innovation and reform.

“I look forward to working collaboratively with colleagues and partners to continue NHS Golden Jubilee’s strong track record of successful expansion to support patients across Scotland.”

Outgoing Chief Executive Professor Jann Gardner added: “I will now work with Gordon to make sure that NHS Golden Jubilee continues to be in the best position possible to thrive, expand and succeed for all of our patients, whose care is at the heart of everything we do.”

“I have no doubt that NHS Golden Jubilee will be in safe hands under Gordon’s stewardship over the next few months and wish him every success.”

New Executive appointments

Executive Director of Operations and Deputy Chief Executive

Carolynne O’Connor takes up post as Director of Operations and Deputy Chief Executive on Friday 7 October.

Carolynne joins us from Lancashire & South Cumbria NHS Trust where she is Director of Operations. Having worked in nursing and senior management roles for more than 30 years, Carolynne brings a wealth of experience managing planned care, unplanned care, specialised services, strategic transformation and partnership working.

She is a keen advocate for inclusivity and investment in staff wellbeing.

Executive Director of Finance

Michael Breen joins us on Monday 31 October as Director of Finance.

Michael joins us from Ayrshire College, one of the largest colleges in Scotland, where he is currently a Vice Principal. He has worked in a variety of roles over the past 30 years and brings extensive leadership experience from leading public sector teams across finance, capital and digital.

Since 2019, Michael has also served as a Non-Executive Director on the Board of NHS Ayrshire & Arran, where he chaired the Audit and Risk Committee, held the role of Vice Chair of the Integration Joint Board for Health and Social Care Services and Chair of the Strategic Planning Group.

Deputy Director of Workforce

In addition to Carolynne and Michael, we are also pleased to welcome Jennifer Pope as our new Deputy Director of Workforce on Monday 3 October.

Jennifer has worked in Human Resources (HR) and workforce development for over 20 years in a variety of sectors including Health and Social Care and Local Authorities.

For the last 7 years she has worked for NHS National Services Scotland providing strategic HR advice and services across wide range of areas including the Central Legal Office, National Screening Division, NHSS Assure and National Procurement. The remit of role also included responsibility for Strategic planning, workforce planning and wellbeing across these Directorates.

We look forward to working with Jennifer and HR colleagues on making sure our workforce is the best it can be as we work towards expanding our services for patients across Scotland.

Changes to Executive portfolios

Gareth Adkins' portfolio has changed from Executive Director of Quality, Innovation and People to Executive Director of Strategy, Planning and Performance.

Serena Barnatt is now Executive Director of Workforce.

We wish Gareth and Serena well in their roles.



2 - Gareth Adkins



3 - Serena Barnatt

Chair, Susan Douglas-Scott shortlisted for the Scottish Women's Awards 2022

NHS Golden Jubilee Chair of the Board, Susan Douglas-Scott has been shortlisted for this year's Scottish Women's Awards in the 'Inspirational Leaders' category.

These awards recognise and celebrate Scottish female talent, appreciating women power-houses and organisations.

Those shortlisted received nominations from the public across several industries including, business, sport, technology, management and charity.

Since joining us as Chair in April 2018, Susan has been an integral part in bringing organisational change and continues to be a key support as we expand.

The awards will take place on Thursday 28 October in Glasgow's Marriott Hotel. Good luck Susan!



Future generation gets taste of workplace

Staff in our clinics, wards and theatres have enjoyed teaching the future generation about our work thanks to a partnership with West Dunbartonshire Council.

Sixth year pupils from schools in the district were in the Golden Jubilee over a 3-day period this month experiencing a pre-assessment clinic, robotic and laparoscopic theatre cases, colonoscopy and endoscopy simulator, cardiac physiology and visiting the wards and our High Dependency Unit (HDU).



The partnership part of the Chief Registrar Programme. We've had great feedback from the pupils, who said they'd absolutely recommend it to other pupils, and many of them wished for it to be a longer time they could spend here.

Most of the pupils are planning to apply to study medicine so we are delighted this has been such a useful and rewarding placement for them, they were all absolutely brilliant to work with.

Eleanor Massie, Clinical Fellow in General Surgery and Endoscopy

Dining Room treat

Good news for staff and visitors in the Dining Room next month as a development chef will be back in serving some new, exciting dishes on the menu.

John Quinn from Bidfood served up some amazing recipes last month to give staff a taster.

The Catering team has procured his services to serve some of the dishes as part of the menu on Thursday 27 October, with potential for the new food to be sold regularly on the menu.

Dishes on sale in October will be:

- Miso broth
- Yorkshire wrap
- Crispy Korean chicken



4 - Crispy Korean chicken will be on the menu





Her Majesty Queen Elizabeth II

We were deeply saddened at the passing of Her Majesty Queen Elizabeth II.

NHS Golden Jubilee offered sincere condolences to all affected as well as thoughts for the Royal Family and loved ones.

The Golden Jubilee University National Hospital opened in 2022 and named for Her Majesty's Golden Jubilee year, before Her Majesty and His Royal Highness, Prince Phillip, the Duke of Edinburgh visited our site to open our Heart and Lung Centre in 2008.

In June this year, we celebrated the Queen's Platinum Jubilee, marking her 7 decades on the throne.

We appreciate that many of our staff and patients may be affected by this passing. A book of condolence was made available in our Spiritual Care Centre.



Organ Donation Week



Former paratrooper high on life after heart transplant as procedures rise at NHS Golden Jubilee

Scotland's heart transplant unit at NHS Golden Jubilee is seeing a rise in the number of heart transplants, benefiting more patients than ever before. --

Following the change in law on organ donation changed in Scotland to an opt out system in March 2021, the transplant team at NHS Golden Jubilee carried out a record number of 24 procedures from 1 April 2021 to 31 March 2022, a trend that looks to be continuing this year.

NHS Golden Jubilee provides regional and national heart and lung services for patients and health boards all across NHS Scotland, and since the service moved to the site in 2008, the heart transplant team has performed an incredible 189 procedures.

This week (26 September – 2 October) is Organ and Tissue Donation Week, raising awareness of the importance of signing the Organ Donor Register to ensure loved ones know people's decisions in the event of their death where organ donation is possible.

Former Paratrooper from the British Parachute Regiment, Joe Scott, was lucky enough to receive a donor heart within the past year after living with cardiomyopathy for 25 years.

The 61-year-old, from Irvine in Ayrshire, was on the transplant list for 4 years and says jumping out of planes was scarier than the transplant process thanks to the "wonderful" care he received, and his military training.



5 - Former Paratrooper Joe Scott



6 - Joe in his Paratrooper days

[Read the full story](#)

Celebrity chef Tony Singh backs NHS Golden Jubilee organ donation support



7 - Tony Singh's friend and c

Celebrity chef Tony Singh is backing NHS Golden Jubilee's support for Organ and Tissue Donation Week, paying an emotional tribute to a friend who carried the organ donor card since he was the age of 7.

NHS Golden Jubilee in Clydebank is home to Scotland's only heart transplantation unit, which collaborates with the NHS Blood and Transplant service.

The national health board provides regional and national heart and lung services for patients and health boards all across NHS Scotland, and since the service moved to the site in 2008, the heart transplant team has performed an incredible 189 procedures.

Transplantation is only possible thanks to the generosity of organ donors and every year Organ and Tissue Donation Week raises awareness of the importance of making organ donation decision known of the Organ Donation Register, as well as paying tribute to organ donors and families who have given the gift of life to others.

Ben Dodson was just 31-years-old when he died 5 years ago following a motorcycle accident. Originally from Southport, Ben had been living in Edinburgh for 8 years at the time of his death.

He was well known in the hospitality industry in the capital, working in many popular bars and restaurants, including one of celebrity chef and restaurateur Tony Singh's restaurants, Olorosso.

Ben had carried the organ donor card since he was just 7-years-old after becoming intrigued about it on a trip to the GP with his mum Kari.

As the annual campaign draws to a close this weekend, Mr Singh paid an emotional tribute to Ben and is urging people to sign up to the organ donation register to ensure families know the wishes of loved ones who would like to donate their organs.

Ben was a total superstar. Quick to smile and make others laugh, a real force behind the bar. It was a great privilege to have him on my team. When he died, we were absolutely devastated. He was so young and taken far too early yet, he still managed to give life to others.

"That's why I believe organ donation is so important. Even in the darkest of times, life can still be preserved. The compassion Ben had at 7 to decide to be a donor and the strength his family shared in honouring his wishes when he was no longer with us is truly amazing.

"No matter what your background, if you can sign up, do."

Tony Singh

Ben was in ICU in Glasgow's Queen Elizabeth University Hospital for 6 days before his death and the news he wasn't going to make it was devastating for mum Kari and the rest of his family and friends.

Kari took comfort in the fact that Ben's organs would help others live.

"It was thanks to Tony's guidance and example that Ben recognised his own passion for the hospitality industry.

"Ben had carried the organ donor card since he was 7 and we absolutely wanted to honour his wishes because we always knew what his wishes were.

“We had gone to the GP surgery and he saw this box of cards and wanted to know what they were for so I explained it to him and he said, ‘right, can I have one of those mum?’, and that was it! We filled in the form and he carried the card with him ever since. All his life.

“It was obviously a very distressing time as Ben had been in intensive care for 6 days before the doctors told us there was no hope of recovery.

“But then immediately we all started talking about organ donation once we knew Ben wasn’t going to survive. It’s not an easy conversation to have because you know he’s going to die, but it was easy in the respect that we knew exactly what his wishes were. Ben made that decision for us.

“Our whole family is on the Organ Donation Register, we all support it. At a family memorial service for Ben we had a laptop set up for people to sign up to the register at the event and loads of people signed up on the day.”

Specialist Nurse for Organ Donation at NHS Golden Jubilee, Alison Mitchell, has told of her “immense pride” at providing comfort to grieving families, while also helping transform the lives of others who receive life-saving or life-changing organs.

Alison is part of the team at NHS Golden Jubilee, and was the nurse who guided Kari and Ben’s family through the organ donation process.

Alison is responsible for facilitating the organ donation process by making a full and thorough assessment of a patient’s suitability to be a donor to ensure any resulting transplants are as safe as possible.

A very important and definitive part of her role requires Alison to explore and discuss a patient’s end of life decisions around donation with their families – in basic terms, asking families if someone else can have their loved ones’ organs so they can continue to live.

It is a highly emotional and complex situation, which has to be handled with extreme sensitivity, something Alison has been doing for the past 14 years.

“Each family is unique and the circumstances in which their loved one has died will affect them in different ways. Previous experiences, beliefs and other influences may contribute to attitudes and decision making around donation.

“My role is to provide families with information around what steps have to be taken for organ donation to progress and navigate through any fears or concerns they may have by listening and answering questions honestly.

“Families may not know their loved ones’ views, about donation and find themselves at this extremely difficult and emotional time, faced with the added burden of having to make the right decision.”

To donate organs after death, a person needs to die in hospital in specific circumstances – such as in an intensive care unit (ICU) where the process can be swift, organised and monitored at every step.

Because of this, only 1% of people die in circumstances that enable them to be organ donors, so available organs are as precious as the lives they prolong.

“For those families who know their loved one’s decision, they will mostly feel reassured that the decision has already been made and it makes them feel more confident and comfortable in supporting the donation of their loved ones’ organs.

“Many families take great comfort in knowing that their loved one has saved and transformed the life, or lives, of others.

“I feel immensely proud that my work contributes to the life-saving work of transplantation and that not only can I provide the additional comfort to families of organ donors. I am also in a small way responsible for affecting the lives of transplant recipients, their family and friends from health boards all around Scotland.”

*For more information on Organ Donation Week and how to register your decision,
www.organdonation.nhs.uk.*

Family scale highest height to say thanks for ‘gift of life’



Members of a Greenock family scaled the UK’s highest peak to raise money to say thank you for their mother’s care following a heart transplant at NHS Golden Jubilee.

Jenna Cochrane, her partner Shannon Morrison, brother Ian and friends John McAllister, Lisa Boyle and Stuart Mullen climbed Ben Nevis in Fort William and raised £1,645 from their adventure.

The money will go to our heart failure service where mum Pearl (Margaret) Thompson received her heart transplant.

[Read the full story](#)

Pedal power for Race for Recipients

Staff from NHS Golden Jubilee are taking part in this year's #RaceforRecipients challenge as part of Organ and Tissue Donation Week (26 September – 2 October). It's held each year in honour of organ donors, their recipients and those waiting for a life-saving transplant.

As Scotland's only heart transplant centre we want to help make a difference by raising awareness of organ donation and encourage people to make their decision and sign up to the organ donation register.

This year, staff from the heart transplant service, Health and Wellbeing Group and the Hotel's Centre for Health and Wellbeing organised a 10km cycle and a Bike-a-thon with static bikes in the Hotel's fitness studio, and you can still take part to help us drive up the miles.

The distance can be accumulated through any kind of activity that involves travelling a measurable distance. Your level of fitness is not important - every kilometre counts! Activities can be as simple, or energetic, as:

- Walking the dog
- Doing the school run
- Walking to the shops
- Hillwalk or ramble
- Daily or weekly run
- Rowing or canoeing
- Swimming
- Gym activity (treadmill, cross trainer, static bike)



Use any distance-based healthy activity as an opportunity to add miles to our campaign and raise awareness of life-saving organ donation.

No matter how you achieve your personal distance, make sure you log it with our team so we can achieve our goal. A limited number of Race for Recipient t-shirts will be available for participants to 'wear and share' the message and your involvement on social media with the hashtag - #RaceforRecipients - and encourage everyone to get involved!

Email Christina.MacLean@gjh.scot.nhs.uk or Stephen.McGeever@gjh.scot.nhs.uk to log your distance(s).

You can choose to be an organ and tissue donor or opt out. If you do nothing, it is assumed you agree to be a donor if you die in circumstances where donation is possible.





Find out more about Scotland's opt out system, and your choices at www.organdonation.scot

People



Laura is top of the class – in Scotland!

Laura Divers from our Finance department didn't just pass her latest exam with flying colours – she totally aced it and got the top mark for the whole of the country.

Laura, who is a Trainee Assistant Financial Accountant, this month received notification from the Chartered Institute of Public Finance and Accountancy (CIPFA) that she “achieved the highest mark in Scotland in the past year for the subject of Company Financial Reporting”.

Laura, who has worked at NHS Golden Jubilee since 2018, is near the end of the second year of a 3-year course, and will be a qualified accountant once it's complete.



"I was really chuffed about getting the top mark in Scotland for my first year exam.

I put in a lot of hard work and I'm glad it paid off as this was the one that caused me the most stress. I'm looking forward to completing my training and the experience I'll get working here will certainly help me do that."

Laura Divers, Trainee Assistant Financial Accountant

Laura will be presented with an award for her achievement by CIPFA President, Jayne Owen, at a graduation ceremony on Friday 28 October.

Bon voyage Jan!

This week we said farewell to long-serving Senior Charge Nurse Jan Drain, who was with us for 20 years. Jan has also worked in the NHS for a total of 38 years and was one of the first nurses here when the Orthopaedics service began.

Jan said: "I've loved working here with great colleagues and friends and I'll miss them all."

If you're wondering what the suitcase in the picture is for it's because Jan is heading off Down Under soon so have a wonderful extended holiday Jan, you deserve it!

#TeamJubilee



Brynley Pearlstone

This month we said farewell and good luck to Project Officer Brynley Pearlstone.

Bryn joined us in November 2020 as part of the Glasgow Centre for Inclusive Living graduate programme, working to help deliver the Diversity and Inclusion portfolio, including delivering the Valuing Diversity part 2 training

Whilst we are sorry to see him go we are delighted Bryn has secured a full time post as EQUA Manager at the Scottish Qualifications Authority.



"I've had a fabulous time working with Team Jubilee, and I hope you've had a fabulous time working with me! I came in with no formal experience of working in diversity and inclusion and never having worked in the NHS. I am leaving with heaps of experience, a cup overflowing with memories and so many strong connections!"

Thanks for your service Josephine

We say a fond farewell to Procurement Team Manager Josephine Hughes

Josephine last week, who had been with us for 15 years and will be missed by, not just all of her team, but colleagues across NHS Golden Jubilee.

Josephine was a valued colleague who helped many others in her role procuring vital goods and equipment for staff teams in all departments.

We'd like to wish Josephine a very happy and long retirement.



Cardiac Physiology Walkthrough

Catch a glimpse of how our Cardiac Physiology department works as staff take you through their daily work in our latest walkthrough video.



We also do a lot of imaging, so we use

Feedback

Employee Director, Jane Christie-Flight shared her feedback for our Cardiac Physiology walkthrough, which covered just some of the incredible work this team does for patients across Scotland.



with recruiting

Staff collection for local food parcel charity

Patient Coordination Centre Manager Margaret McKenna wishes to thank all staff who donated goods for her local charity appeal.

Margaret, who is one of our longest-serving staff members, handed in a collection of goods to Old Kilpatrick Food Parcels (OKFP) for people less fortunate than others and are struggling even more in the current cost of living crisis.



I'd like to thank everyone, from Rehabilitation, staff on Level 5 and the Orthopaedic Secretaries who all gave so generously for this small appeal.

Maureen Cummings who runs the charity is such an inspiration for the work she does and her dedication to it and I know our collection will go towards helping others.

Margaret McKenna, Patient Co-ordination Centre Manager

The charity was set up to help people struggling following the onset of COVID-19 and between May 2020 and October 2021, OKFP provided emergency food and toiletries to more than 12,000 people in the local community, assisted by almost 100 volunteers.

In a post thanking Margaret and her NHS Golden Jubilee colleagues, the charity said: "Thank you so much to the teams at Level 5 East and West, Rehabilitation and Orthopaedic Medical Secretaries for the amazing collection of toiletries donated to us last week and a big thank you to Margaret for dropping them off.

"We are very grateful for your support."

For more information on Old Kilpatrick Food Parcels, visit <https://okfp.org.uk/>

Val-You



Speak Up Week

Next week, 3–7 October is the launch of Speak Up Week – a campaign to help engage with staff about the benefits of speaking up and the difference it can make within the NHS in Scotland. Importantly, it is also a fantastic way to raise awareness about the local arrangements for speaking up in your health board and to promote the role of Confidential Contacts who are doing important work to support and advise whistleblowers.

The Independent National Whistleblowing Officer (INWO) team is hosting events during the week NHS Golden Jubilee staff can access to find out more about whistleblowing, the available support and to raise the profile of the key people involved in each board, like Confidential Contacts.



More information is on the [INWO website](#) and their [e-bulletins](#).

Events

Monday 3 October: INWO will be posting a video discussion between Dr Jayne Chidgey-Clark, the National Guardian in England, and Rosemary Agnew, the Independent National Whistleblowing Officer in Scotland. Topics for discussion will include the benefits of speaking up, making speaking up work for everyone, and changing culture in the NHS. The discussion will be pre-recorded and will be available on the [Speak Up Week page](#).

Thursday 6 October, 3 - 4pm: INWO will be hosting an online panel discussion on the theme of building trust and transparency, hosted by Niki McLean, the Director of the Scottish Public Services Ombudsman (SPSO), with speakers from Healthcare Improvement Scotland, SSE (previously Scottish and Southern Energy) and the Civil Aviation Authority.

To register for this live event, email INWO@sps.gov.scot. Please note that spaces are limited.

Raising Concerns in NHS Golden Jubilee

Callum Blackburn is our Board's Whistleblowing Champion and NHS Golden Jubilee encourages staff to raise concerns when you have them.

There are various ways to do this, depending on the type of concern that you have. By using the most appropriate process, you will find that your concerns will be addressed quicker and the investigators will be able to feedback on progress to you.

Whilst anonymous, concerns will be reviewed and may be investigated, particularly where they raise issues that are deemed to meet the definitions below, there will be no way to gather more details if required or provide feedback, which is why we encourage using this route.

The types of concerns are:

- Whistleblowing – The Standard describes whistleblowing as “when a person who delivers services or used to deliver services on behalf of a health service body, family health service provider or independent provider raises a concern that relates to speaking up, in the public interest, about an NHS service, where an act or omission has created, or may create, a risk of harm or wrong doing” and this includes:
 - Patient safety issues
 - Patient care issues
 - Poor practice
 - Changing or falsifying information
 - Fraud
 - Unsafe working conditions
 - Breaking a legal obligation
 - People abusing their authority
 - Covering up any of these issues
- Grievance – ACAS describes a grievance as “concerns, problems or complaints that employees raise with their employers” and this includes:
 - Unfair treatment and discrimination
 - Terms of employment
 - Pay and working conditions
 - Working relationships
 - Health and safety

It is not uncommon for there to be overlap, but this will be addressed as the concern progresses through process.



How to raise whistleblowing concerns

Policies which address raising concerns include [Whistleblowing](#), [Grievance](#) and [Bullying and Harassment](#) and are all available on [HR Connect](#) or [NHS Scotland Workforce Policies](#).

Comments about you!



9 - What patients and the public have been saying online.

Mazza Hamilton: Amazing Hospital and staff! Dr Collinson and Dr McIntyre fantastic

Gordon Munro: Best Nurses

@OLovekill: Out of surgery and sipping my first coffee of the day. Lovely jubbly, NHS and @jubileehospital. Absolute stars.

Went like clockwork, consultant's a top bloke.

@malcdaniel: Well that's 6 weeks in healthcare I'll never forget and remain forever grateful for. Too many to thank in 1 tweet – collectively National Advance Heart Failure Unit, Interventional Cardiology, Cardiac Surgery, Anaesthesia and ICU, 3 East

Veetron7: Total confidence in the wonderful staff on 2 West and everyone who cared for me at a very distressing time. A massive thank you to the nurse who took my dirty clothes and washed them as I had an extended stay. This was above and beyond exceptional. A great team.

Gratx49: I would just like to thank all the staff at the Golden Jubilee. From the surgeon, appointment staff, nurses auxiliaries and domestics for the wonderful care my father received as an inpatient.

Everything went like clockwork, from the PCR test to discharge. The nurse in charge should be very proud of their staff in 2 West. Thanks again

cubegs95: I wanted to share my experience and pass on my gratitude to the surgeon Dr Bains and all the staff involved in my care and recovery for my Bi lateral hip operation.

Throughout my journey with this hospital I can only describe as positive. I feel tge treatment I received has given me my life back

Ozbarbiegirl: My dad had a mild heart attack and was in a different hospital for several weeks before being transferred to the Jubilee. The level of care he received from the minute he was taken was second to none and we firmly believe that they saved his life! Within an hour of being there the staff were all over his condition and had him booked in for an emergency heart bypass operation the following day. The staff from nurses to cleaners have only had my dad's best interest at heart and we can't thank them enough.

Health and Wellbeing



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

New Garden of Reflection

Board Chair Susan Douglas-Scott has cut the ribbon to officially open our new Garden of Reflection.

A new dedicated quiet space, the garden continues NHS Golden Jubilee's commitment to support the health and wellbeing of #TeamJubilee staff, patients and visitors.

Located opposite the Spiritual Care Centre, the garden has been designed specifically to create a peaceful and rejuvenating spot where you can sit, contemplate and take a break from the everyday hustle and bustle.

The garden was partially funded through donations to Captain Sir Tom Moore's NHS Charities Together fundraiser, with support from Kier Construction, our expansion Principal Supply Chain Partner.

Opening hours will be 8am to 7pm, but there will be seasonal adjustments.

As we have dedicated picnic benches and other seating by the riverside, the garden is not to be used by staff as a lunch area. Therefore, no food and drink is allowed within the garden area.



Jubilee Active Blog

Occupational Physiotherapist David Longhurst talks about 'Free Exercise' in September's Jubilee Active Blog, with great advice on how to stay active during this cost of living crisis without the need to spend.

This features links to websites for ideas and free workouts, as well as locations you can enjoy activities for free.



[Click here 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 2, extension 5121.



Pension Awareness

Pension Awareness Day took place on 15 September – a campaign that takes place annually to promote the importance of pensions, saving for the future and alert the nation that it is not saving enough for retirement.

People are living for longer than ever, with many people's retirement lasting for 30 years or more. Yet, a recent government report highlighted that as many as 12 million people are simply not saving enough for their future.

So planning ahead and understanding the provisions that you have are important.



The State Pension

The State Pension age is the earliest you can claim your State Pension. Your State Pension age depends on when you were born.

The current State Pension age is 66 but this is planned to rise with those born after 5 April 1960, there will be a phased increase in State Pension age to 67, and eventually 68.

So it is important to know what this means for you.

The full level of the State Pension is £185.15 a week in the 2022/23 tax year, which produces an annual income of £9,627.80.

The amount you get might be lower, as your entitlement to State Pension depends on your National Insurance record. You need a minimum of ten years' contributions or credits to get any State Pension, and at least 35 years on your record to get the full amount.

As well as checking your State Pension age, you can check your entitlement by getting a State Pension forecast.

A State Pension forecast can tell you:

- how much State Pension you could get
- when you can get it
- how to increase it, if you can.

The amount you're forecast to get assumes you make, or are credited with, the maximum number of National Insurance credits in the years up to your State Pension age.

You can check the level of your State Pension entitlement in various ways:

Online, using a Government Gateway account. Find out more at [GOV.UK](https://www.gov.uk)

By completing form BR19 and sending it in the post. The address is on the front of the form. [The form is at GOV.UK](https://www.gov.uk)

More [contact details are at GOV.UK](https://www.gov.uk)

NHS Pensions in Scotland

There are currently two pension schemes in operation for NHS employees in Scotland and some members have benefits in more than one of these schemes. Both arrangements are defined benefit, statutory occupational pension schemes.

NHS Superannuation Scheme (Scotland)

The NHS Superannuation Scheme (Scotland) closed to new members on 31 March 2015 and has two sections known as the 1995 Section and the 2008 Section.

Benefits in the scheme are worked out on a final salary basis and members receive a pension based on their membership and final pensionable pay.

NHS Pension Scheme (Scotland) 2015

The NHS Pension Scheme (Scotland) 2015 came into effect on 1 April 2015 and all new NHS employees (and staff who move to Scotland having previously been a member of an NHS scheme elsewhere in the UK) now join this scheme.

While most members of the NHS Superannuation Scheme (Scotland) automatically joined NHS 2015 on 1 April 2015, some were granted protections that allow them either to stay in the earlier scheme until retirement or to join the new scheme at a later date.

Benefits are worked out on a Career Average Revalued Earnings (CARE) basis, using earnings in each year and revaluing them to take account of inflation. The normal retirement age is the member's State Pension age.

The Scottish Public Pensions Agency publishes pension statements annually for all members and these can be accessed at [SPPA's My Pension Online Member Service](#).

More information about NHS Pensions is available [here](#).

Where to Access Advice

There are a number of sources where you can get more information:

- [*Money & Pensions Service*](#) - *The Money and Pensions Service (MaPS) replaces the 3 existing providers of government-sponsored financial guidance – the Money Advice Service, the Pensions Advisory Service and Pension Wise.*
 - [*Delivering for Scotland*](#)
 - [*Employee Assistance Programme*](#)
-

Social Health section

A new Social Health section has been created on the Staff Health and Wellbeing Hub on our website.

The section features advice and support for:

- Relationships
- Parent Club – advice and support for parents
- Volunteering
- Domestic abuse



[Click this link to view the new section](#)

Confidential Contacts

The Role of the Confidential Contact

The role of Confidential Contacts within NHS Golden Jubilee is to provide informal signposting and support to staff who feel that they are being bullied, harassed or victimised at work, have been accused of demonstrating bullying and harassing behaviours or have a whistleblowing concern.

They provide a listening ear, information about the bullying and harassment or whistleblowing policy and procedures, and signposting to other more formal sources of support such as the [Employee Assistance Programme \(EAP\)](#) or trade unions.

The Confidential Contacts have received training to enable them to support staff appropriately so they know the possible ways forward and are able to outline options without telling the member of staff what to do or making a decision for them. The role of a Confidential Contact is in addition to their substantive role.

Confidential Contacts will not make judgements about anyone who accesses them.



Maintaining confidentiality

The nature and content of discussions with a confidential contact are private and personal to the member of staff and as such will not be discussed with anyone else, without the express permission of the individual involved.

There are limits to this confidentiality, for example, if the member of staff or others are being subjected to unlawful behaviours or harm, the Confidential Contact has a duty of care to report this.

If you speak to a Confidential Contact, your name and contact details are only known to the Contact who is providing support, unless you request or give your approval for this information to be shared.

Any notes from discussions with employees will be destroyed once the monitoring process is complete.

Accessing a confidential contact

The names and contact details of Confidential Contacts are available on the [Confidential Contacts](#) section of Staffnet.

Staff who have concerns about bullying and harassing behaviours or whistleblowing concerns are encouraged to make contact with the person on the list who they feel is most appropriate for them. Often the selection is random, but staff seeking support can approach a contact in another division for confidentiality reasons or if they feel more comfortable with this.

Initial contact can be by telephone or email. Discussions take place either face to face or over the telephone, depending on the preference of the individual seeking support.

The contact will usually spend some time listening before exploring the nature of the complaint. Typically, the contact will determine the staff member's preferred course of action and provide them with information about appropriate workforce policies.

If appropriate, the member of staff will be encouraged to approach other sources of more formal support such as the [EAP](#), their manager or their trade union representative.

In most cases the staff member will be supported by the contact for 1 or 2 meetings, but sometimes the support may continue over a longer period, depending on the circumstances and the wishes of the staff.

Confidential contacts do not represent or provide advice to staff, and will not act as intermediaries in disputes, and do not provide any counselling or therapy services. They also do not accompany individuals in hearings or meetings about their complaint.

They will outline the extent of support they are able to offer over the discussion with the member of staff who contacted them.

Additional Resources

- [Staff guides – HR Connect](#)
 - [Health and Wellbeing Hub](#)
 - [Whistleblowing Hub](#)
 - [Independent National Whistleblowing Officer](#)
-

Menopause webinar

The Health and Social Care Alliance Scotland (the ALLIANCE) in partnership with the Scottish Government, hosted a webinar on menopause and the workplace in August.

This webinar is available to view in a full recording video, including slides and subtitles.



[Click this link to watch](#)

Events



National Research Scotland (NRS) Cardiovascular Research Showcase Event

NRS Cardiovascular Research Network are hosting a research showcase event on Wednesday 5 October 2022.

This event will provide a platform for cardiovascular research conducted by researchers and research teams across NHSScotland.



[Click here to register](#)

Scottish Right Heart Symposium

The Scottish Right Heart Symposium will take place on Tuesday 8 November 2022 in the Golden Jubilee Conference Hotel.

This will be a specialised meeting covering all things Right Heart and pulmonary circulation, bringing together a multi-disciplinary team of experts.



Call 0141 951 4132 to find out more, or email [Jocelyn Barr](mailto:Jocelyn.Barr@gjh.scot.nhs.uk).

Learning and Organisational Development



Learning and Organisational Development update

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

Full details of courses and many more in the coming months can be found by logging onto [eESS](#).

The Social side



What's happening on our social media pages

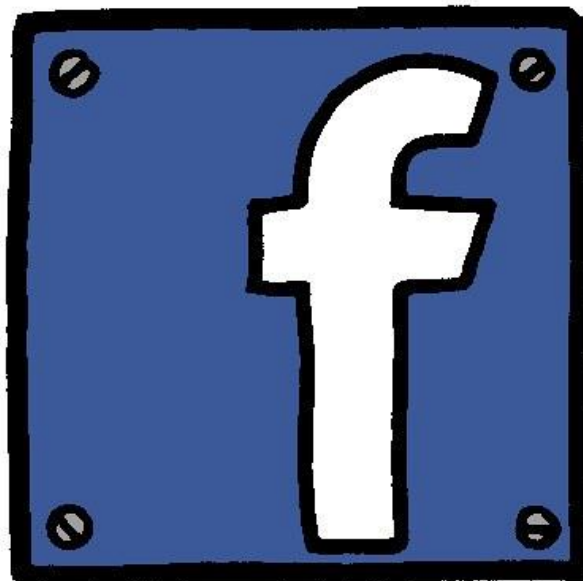
Facebook:

This month we marked Know Your Numbers Week, a week dedicated to raising awareness about the importance of checking your blood pressure.

Many living with high blood pressure don't show any symptoms, if left untreated this can lead to serious health conditions. That's why it's important for us to know our numbers!

[Click here to find out more about how to check your blood pressure at home](#)

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



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

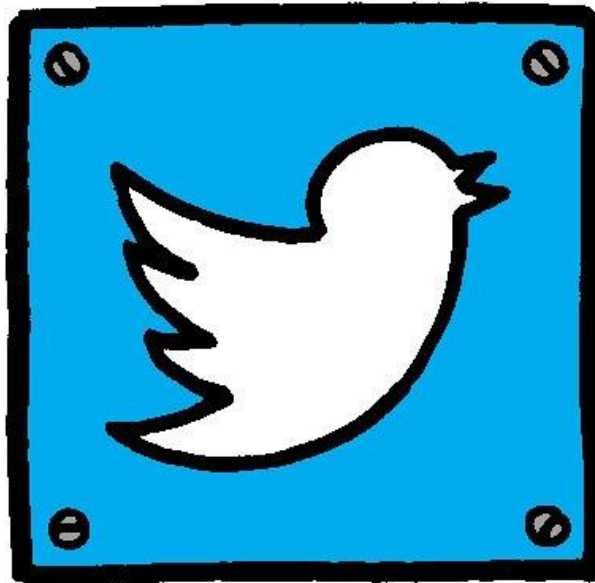
Twitter:

Our Learning and Organisational Development team marks International Literacy Day 2022 by sharing just some of the fantastic resources available to all of us to help improve our literacy.

In Scotland, it is estimated that 25 percent of the adult population face occasional challenges in their everyday life due to literacy challenges, but there are many things we can do to help.

If you would like to learn more about staff support available, contact L&ODinfo@gjnh.scot.nhs.uk

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



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

YouTube:

Many of our patients turn to the helpful videos on our YouTube channel to get some more advice on what to do before and after their stay at NHS Golden Jubilee.

In September one of our most viewed videos was our 'ACL pre-operation exercises', which helpfully shows patients a range of easy and practical exercises they can do in the comfort of their in home during the lead up to their operation.



12 - https://www.youtube.com/watch?v=77aD_0t45z4



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

LinkedIn:

Our recruitment events continued this month with the Orthopaedic Nursing Recruitment Event that took place in the Golden Jubilee Conference Hotel.

Attendees had the chance to speak with our dedicated Nursing Teams, Clinical Educators and expansion team to learn more about current roles, opportunities for professional development and more about the exciting expansion.

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



Social Media Posts

World Pharmacists Day

In September we celebrated World Pharmacists Day! Our incredible pharmacists work throughout our Hospital to ensure patients across Scotland receive the care they need 🇪🇺

Check out what some of our Pharmacists get up to in their roles 🇪🇺



World Pharmacist Day 2022 

“
The bulk of my patients come through interventional cardiology and my job is to make sure patients get the right medication at the right time. I'll check how new medicines interact with their existing medication and condition and work with the nurse practitioners and doctors to ensure patients get the best outcome.
”

Gordon Adamson
Specialist Clinical Pharmacist (Cardiac Services)

#WorldPharmacistsDay2022



World Pharmacist Day 2022 

“
I work mostly on the Scottish National Advanced Heart failure unit with patients who are being treated for heart failure and those who go on to have heart transplantation. Many of our patients, particularly those who have had a heart transplant, are on complex medication regimens and so it is essential that we have a pharmacist working as part of the multi-disciplinary team (MDT) to ensure the safe and effective use of medicines for our patients.
”

Patricia Nicholas
Lead Pharmacist (Critical Care/Transplant Services)

#WorldPharmacistsDay2022



World Pharmacist Day 2022 

“
I've just finished my Pharmacy degree and I'm completing my final year of training at the Golden Jubilee before I become a fully qualified Pharmacist. Day-to-day I'll take part in medication reviews, patient counselling (on their newly prescribed medications) and answer any queries or concerns patients have to help put them at ease.
”

Gabrielle McBride
Pre-Registration Pharmacist

#WorldPharmacistsDay2022

Scottish Government News



Facemasks no longer recommended in social care

As of 7 September, social care staff and visitors no longer have to wear facemasks.

The recommendation was lifted due to a sharp drop in coronavirus infections and a reduction in severity of illness.

[Click here to read more](#)

Outpatient Antimicrobial Therapy service saves 45,000 hospital admission bed days

The innovative scheme is being further rolled out over the coming months.

The Outpatient Antimicrobial Therapy (OPAT) service allows people to be treated at home or in out-patient settings – reducing the need for hospital admission or long stays.

Patients are able to receive intravenous antimicrobial therapy or other complex antibiotic treatment in out-patient clinic at a time convenient to them, and in some areas even at home rather than as an inpatient.

The service is part of the right care in the right place initiative.

[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_1lUNjRFVVMYtUyWVBOMkJGSFFZMUZNRkNCSiQIQCN0PWcu&embed=true" frameborder="0" marginwidth="0" marginheight="0" style="border: none; max-width:100%; max-height:100vh" allowfullscreen webkitallowfullscreen mozallowfullscreen msallowfullscreen></iframe>