



# Jubilee Life **March 2023**

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*Issue 46*

*Welcome to the March 2023 edition of your monthly digital staff magazine.*

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

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## News



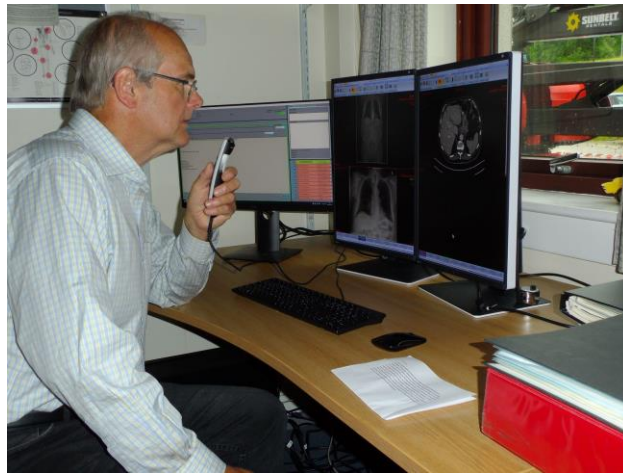
## Thousands of patients benefit from faster radiology reporting

The innovative Scottish National Radiology Reporting Service (SNRRS), based at NHS Golden Jubilee, is supporting NHS Scotland by providing faster access to radiology results for patients, while saving the NHS money.

Since the launch in June 2020, the service has been supporting Health Boards across the country: reporting over 200,000 exams, providing faster diagnosis for patients and saving NHS Scotland more than £1.5 million over the last 18 months.

Providing faster diagnosis for patients means health boards can determine the right course of treatment as early as possible which could lead to significantly improved outcomes.

The first of its kind in Scotland, the SNRRS employs bank NHS consultant radiologists, rather than outsourcing reporting companies, cutting outsourcing costs significantly.



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*“The SNRRS has transformed the way radiology reporting is done across Scottish NHS Boards. It’s really helped improve the way we provide these reporting services for patients.*”

*“By reporting for SNRRS, I can work uninterrupted in my areas of expertise, maximising the support I am able to offer Boards around the country.”*

***Simon McGurk, Consultant Radiologist and bank SNRRS Radiologist***

[Click here to read more](#)

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## NHS Scotland first in the world to 'clean up' anaesthetic gases

A programme, led by the Centre for Sustainable Delivery (CfSD), to reduce the impact of hospital theatres on the environment has resulted in a volatile anaesthetic gas being removed from the NHS Scotland supply chain this month.

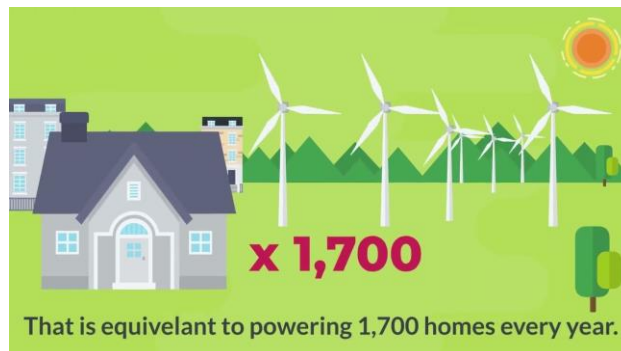
Used to put patients 'to sleep' during surgery, desflurane has a 14-year atmospheric 'lifetime' and a global warming potential 2,500 times greater than carbon dioxide.

Alert to its environmental harms, clinicians across NHS Scotland have already commenced a sustained move away from Desflurane to clinically appropriate and safe alternatives that are also better for the environment.

Stopping the use of Desflurane across NHS Scotland, with use allowed only in exceptional clinical circumstances, has already reduced harmful emissions by around 6.17 kilotonnes of carbon a year – the same as powering 1,700 homes every year.

Over the course of a year, emissions saved through the elimination of Desflurane would be equivalent to driving around the earth 740 times or driving between Glasgow and London 42,500 times.

The 3-year National Green Theatres Programme will provide advice and guidance to support Boards to deliver a range of actions that will reduce the carbon footprint. In addition to the environmental benefits it is hoped the programme will reduce costs that can be repurposed to improve patient experience.



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*“Desflurane was traditionally used for long cases as it has a rapid recovery, meaning patients would ‘wake up’ faster at the end of the operation, compared to previous inhaled agents like Isoflurane.*”

*“Most general anaesthesia at the Golden Jubilee University National Hospital is done exclusively with intravenous drugs, with low fresh gas flow used to minimise the amount of anaesthetic gases used.*”

*“Our priority continues to be providing the highest quality care using the right drugs at the right time and it is right that we do this whilst also considering our impact on the environment.”*

***Roddy Chapman, Consultant Anaesthetist and Deputy Clinical Director for Anaesthetics at the Golden Jubilee University National Hospital***

[Click here to read more](#)

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## **Green Theatres: NHS Scotland Launch Event**

This week we had our NHS Scotland launch of the National Green Theatres Programme, with more than 400 colleagues joining our MS Teams session.

The event was opened by NHS Scotland Chief Executive Caroline Lamb with Scottish Government National Clinical Director Jason Leitch delivering the keynote speech on the NHS Scotland Climate Emergency and Sustainability Strategy and why what we do in healthcare matters.

Attendees also heard presentations about the evolution of the green theatres programme from grassroots change and how we'll be measuring rollout across NHS Scotland.

The national Centre for Sustainable Delivery has been commissioned to lead the Green Theatres Programme and support clinical involvement in environmental matters at Board level.

A key element of the [Scottish Government's Climate Emergency and Sustainability Strategy 2022 – 2026](#), the National Green Theatres Programme aims to reduce the carbon footprint of theatres across NHS Scotland and enable more environmentally sustainable care by:

- Assessing learning from pilot work in NHS Highland and packaging this into bundles of high impact actions.
- Supporting Boards to implement these action bundles.
- Exploring other potential high impact actions and innovations.
- Sharing learning on the wider adoption of actions to other care settings.

We'll be sending out details of the National Green Theatres Programme Actions to NHS Boards soon before we publicly launch the programme.



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[Click here to find out more about our National Green Theatres Programme](#)

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## Golden Jubilee Conference Hotel are Finalists in Prestigious Hotel Awards

The Golden Jubilee Conference Hotel has been recognised for their exceptional facilities and service in the 2023 Scottish Hotel Awards (Prestige).

The Hotel was voted for by the public in the 'Best Conferences and Events Hotel in Scotland' category for their outstanding service provided to guests and delegates from across the world.



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*"We are absolutely thrilled to have been recognised for this award, especially as it is voted for by the public. It's a real testament to the hard work of our staff and quality of our services. We are looking forward to attending the awards in April, good luck to all the finalists!"*

***Denis Flanagan, Commercial and Logistics Director at the Golden Jubilee Conference Hotel***

[Click here to view the Golden Jubilee Conference Hotel website](#)

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## University of Strathclyde Health and Care Futures Showcase

Colleagues from the University of Strathclyde joined us at the Golden Jubilee Conference Hotel this month for the Health and Care Futures Showcase.

The showcase included presentations from both organisations, featuring ongoing collaborations and case studies relevant to NHS Golden Jubilee.

After a warm welcome from our Chief Executive, Gordon James and Vice Chair, Linda Semple, Principal and Vice Chancellor, Sir Jim McDonald, shared the importance of this collaboration.

Watch the video below to see some highlights of Sir Jim McDonald's opening remarks.



Throughout the showcase, speakers shared just some of the ways the University and NHS Golden Jubilee can work together to benefit patients, the workforce and overall health service.

Key topics included:

- Data driven health
- Sustainability
- Mental Health
- Future Medicines and more!

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[Click here to view all presentations from the event.](#)

*For more information, or to put forward ideas for further innovative collaborations, please contact Sandie Scott, Director of Strategic Communications and Stakeholder Relations, by emailing [Sandie Scott](mailto:sandie.scott@ed.ac.uk).*

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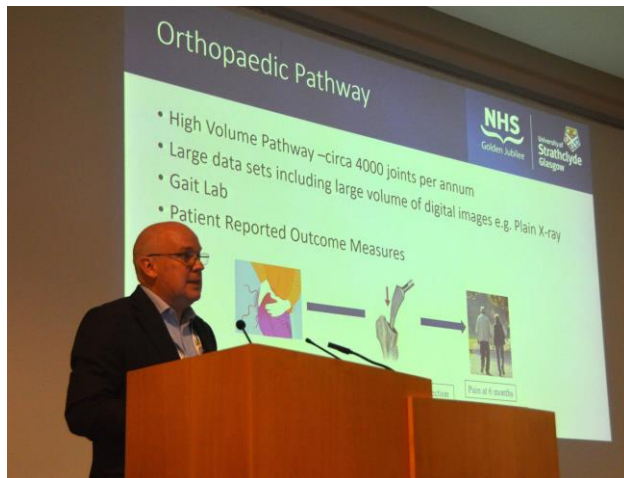












## Jubilee named as Finalists in Scottish Veterans Awards 2023

We're absolutely delighted to have once again been commended for our commitment to supporting the [Armed Forces](#), being named a finalist in the Employer of the Year category of the Scottish Veterans Awards 2023.

First recognised as a Supportive Employer of the Armed Forces Reserves in 2013, NHS Golden Jubilee signed the Armed Forces Covenant with the Ministry of Defence (MOD) in 2016 and first received the Employer Recognition Scheme (ERS) Gold Award in 2017.

As we marked their 20th anniversary in 2022, we once again lived up to our golden reputation, by being revalidated as a Gold Employer.



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*"We are honoured to have been shortlisted as a finalist for this prestigious award."*

*"Our Armed Forces colleagues and their families have made the biggest sacrifices as part of their commitment to serve our country, and since we first opened our doors in 2002 we have been proud to do everything we can to support veterans, reservists and their families."*

*"We have always recognised the value of the transferable skills which these individuals bring to our workforce, and the direct benefit this has for patients from all across Scotland."*

***Gordon James, Chief Executive of NHS Golden Jubilee***

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

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## Cataract Blueprint

This month, the national Centre for Sustainable Delivery published '**Improving the Delivery of Cataract Surgery in Scotland: a Blueprint for Success.**'

This Blueprint builds on existing work that has already been done by the National Eyecare Work Stream to:

- Embed recommendations from Health Board Ophthalmology Peer Reviews.
- Align with the Royal College of Ophthalmologists guidelines for training lists and high volume service lists.
- Acknowledge different models of service delivery from various sites across NHS Scotland.

Our Cataract Sub-Specialty Delivery Group has been established to support Boards to implement the Blueprint. A Toolkit setting out a range of practical actions with accompanying resources will soon be available to help NHS Boards with local implementation. A measurement plan to help monitor progress and offer support is also in development.



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[Click here to find out more about and download the Cataract Blueprint.](#)

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## Today's research leads to tomorrow's care for veterans

The Veterans Priority Setting Partnership is looking for people to answer a short survey to help improve future care for former service personnel, their families and carers.

The survey will influence future research for veterans, family, friends, and other supporters of veterans, as well as the healthcare professionals who work with veterans and families.

It is being done as part of a Priority Setting Partnership led by veterans, family members, charities and healthcare professionals and supported by the [Office for Veterans' Affairs](#).

*If you'd like to help, please [click this link to fill in the survey](#).*

## 2023/2024 pay uplift

A settlement for the 2023-2024 Agenda for Change pay uplift has been negotiated and agreed between the Scottish Government and Scottish Agenda for Change trade unions and staff representative groups.

The uplift will be effective from 1 April 2023 and, under the agreement, most staff will receive a consolidated uplift of 6.5%, with a floor of £1,548 and a cap of £3,755.

### One-Off Non-Consolidated Addition

In addition to the consolidated uplift, staff will also receive a one-off non-consolidated addition ranging between £387 and £939, depending on an individual's place on the Agenda for Change pay matrix. For clarity, the sum is non-superannuable and not included for the calculation of hourly rates. It will be paid pro-rata for part time staff, while also paid based upon the incremental point and contracted hours in place on 1 April 2023.

NHS SCOTLAND AGENDA FOR CHANGE PAY RATES AS AT 1 APRIL 2023

Band	Pt	2022/23 Rates	2023/24 Rates	Consolidated Uplift %	Consolidated Uplift £	One-off Non-Con Addition	Total In-year Addition %	Total In-year Addition £
Band 1	1	£21,692	<b>£23,240</b>	7.14%	£1,548	<b>£387</b>	8.92%	£1,935
Band 2	1	£21,814	<b>£23,362</b>	7.10%	£1,548	<b>£387</b>	8.87%	£1,935
	2	£23,820	<b>£25,368</b>	6.50%	£1,548	<b>£387</b>	8.12%	£1,935
Band 3	1	£23,914	<b>£25,468</b>	6.50%	£1,554	<b>£389</b>	8.12%	£1,943
	2	£25,808	<b>£27,486</b>	6.50%	£1,678	<b>£420</b>	8.13%	£2,098
Band 4	1	£25,914	<b>£27,598</b>	6.50%	£1,684	<b>£421</b>	8.12%	£2,105
	2	£28,187	<b>£30,019</b>	6.50%	£1,832	<b>£458</b>	8.12%	£2,290
Band 5	1	£28,384	<b>£30,229</b>	6.50%	£1,845	<b>£461</b>	8.13%	£2,306
	2	£30,329	<b>£32,300</b>	6.50%	£1,971	<b>£493</b>	8.13%	£2,464
	3	£35,365	<b>£37,664</b>	6.50%	£2,299	<b>£575</b>	8.12%	£2,874
Band 6	1	£35,522	<b>£37,831</b>	6.50%	£2,309	<b>£577</b>	8.13%	£2,886
	2	£37,087	<b>£39,498</b>	6.50%	£2,411	<b>£603</b>	8.13%	£3,014
	3	£43,286	<b>£46,100</b>	6.50%	£2,814	<b>£703</b>	8.12%	£3,517
Band 7	1	£43,422	<b>£46,244</b>	6.50%	£2,822	<b>£706</b>	8.13%	£3,528
	2	£45,080	<b>£48,010</b>	6.50%	£2,930	<b>£733</b>	8.12%	£3,663
	3	£50,506	<b>£53,789</b>	6.50%	£3,283	<b>£821</b>	8.13%	£4,104
Band 8A	1	£53,513	<b>£56,992</b>	6.50%	£3,478	<b>£870</b>	8.12%	£4,348
	2	£57,767	<b>£61,522</b>	6.50%	£3,755	<b>£939</b>	8.12%	£4,694
Band 8B	1	£63,530	<b>£67,285</b>	5.91%	£3,755	<b>£939</b>	7.39%	£4,694
	2	£68,223	<b>£71,978</b>	5.50%	£3,755	<b>£939</b>	6.88%	£4,694
Band 8C	1	£75,711	<b>£79,466</b>	4.96%	£3,755	<b>£939</b>	6.20%	£4,694
	2	£81,426	<b>£85,181</b>	4.61%	£3,755	<b>£939</b>	5.76%	£4,694
Band 8D	1	£90,590	<b>£94,345</b>	4.15%	£3,755	<b>£939</b>	5.18%	£4,694
	2	£94,629	<b>£98,384</b>	3.97%	£3,755	<b>£939</b>	4.96%	£4,694
Band 9	1	£107,840	<b>£111,595</b>	3.48%	£3,755	<b>£939</b>	4.35%	£4,694
	2	£112,673	<b>£116,428</b>	3.33%	£3,755	<b>£939</b>	4.17%	£4,694

[Click this link to view all the details and Band uplifts](#)

## Emergency Alert national test

**On Sunday 23 April 2023, there will be a national test of the UK Emergency Alerts Service.** The national test of the service is to ensure the technology operates as intended and alert messages are received by all compatible handsets.

This service will enable people to be contacted via their mobile phone if their lives are at risk in an emergency. It will be used to send a direct message only where there is a risk to life, either locally or nationally. With the exception of the test message throughout the trial, it is anticipated that the service will only be used in Scotland to warn about a life-threatening emergency caused by severe weather. Messages will provide key information so people can take action to avoid harm.

### What happens when you get an Emergency Alert

Your mobile phone or tablet may:

- Make a loud siren-like noise, even if it's on silent,
- vibrate,
- read out the alert.

The sound and vibration will last for about 10 seconds. If you have a vision or hearing impairment, audio and vibration attention signals will let you know if you have an Emergency Alert.



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## Operational management of the Clinical Skills Training Rooms

From Monday 3 April, the Conference Hotel team will manage the diary and operational delivery of the Clinical Skills Training Rooms.

All booking forms for meetings, training or courses after this date should be directed to the Hotel event planning team. The dedicated Hotel operational team will be on hand to assist on the day delivery.

To streamline the booking process, the Hotel has designed a single booking form compatible with both training rooms and conference meeting space.

To support the critical work of the Research Institute, all staff are asked to access the training rooms from the dining room corridor only, and not via the Research Institute entrance.



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### ***Booking a training room Instruction:***

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- *All internal training room forms should be completed in the usual manner, with all relevant details completed.*
    - *Training room forms can be emailed to [conferences](#).*
    - *A confirmation email will be sent to the meeting booker.*
  - *The Hotel will contact the meeting booker prior to their meeting to confirm bookings and meeting requirements. [Click this link for an internal training room booking form](#)*
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### **Reusable cup discount**

As of Monday 3 April, any staff member or visitor to the Golden Bistro using reusable drinks cups will receive a 10% discount when they purchase a tea or coffee.

The initiative is another step in NHS Golden Jubilee cutting down our environmental footprint by using less paper cups and we would encourage all staff to use a reusable cup when buying tea and coffee in the dining room.



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*For any queries, contact [Pamela Mailler](#).*

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## **World Backup Day**

**Friday 31 March 2023 is World Backup Day.**

### **What is a Backup?**

A backup is when a copy is made of all your important files, for example, important documents and emails. Instead of storing it all in one place, like your computer, you keep a copy of everything somewhere safe.

All of the electronic information that we create within the NHS Golden Jubilee Board is backed up regularly as we are also legally required to ensure that we do this.

Accidental data loss is one of the highest areas of data loss.

It is therefore important that all staff ensure that documents and records that are created within their roles are saved to the correct location - this will ensure that the information is correctly backed up and reduces the risk of permanent data loss.

Information held on our Board approved clinical and non-clinical systems, such as eESS and Sci Store, are all backed up regularly. Information that is stored within your Department Network Drive will also be backed up.

Staff should also be aware that they should not use the C:Drive to store Board information. This Drive is not backed up, which increases the risk of permanent data loss if the Drive is compromised. Colleagues should also not store Board information within their personal x:Drive as access to this Drive is limited to the owner.

The use of removable USB Drives should be limited as these drives increase the risk of virus spread, compromising the data held on the drive and compromising the Board network.



# WORLD BACKUP DAY // // // //

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*For further advice or guidance regarding Board data storage, please contact the eHealth Service Desk at [eHealth Service Desk](#) or on extension 5666.*

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## Upcoming events



### **Egyptian Cardiac Society 50th anniversary and International annual conference**

Cardiology Consultants from NHS Golden Jubilee were invited as special guests and speakers at the Egyptian Cardiac Society's 50th anniversary conference.

Around 4,000 delegates from across the globe attended the event, including Dr Stuart Watkins and Professor Hany Eteiba from NHS Golden Jubilee, representing the Royal College of Physicians and Surgeons of Glasgow (RCPSG).

Professor Eteiba delivered RCPSG's key note lecture on 'Cardiovascular Medicine: Lessons, Challenges and Opportunities'.



1 - Professor Hany Eteiba (centre)

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*“We were delighted to meet many surgeons, physicians, ophthalmologists and dental surgeons during a special reception organised by the Royal college of Physicians and Surgeons of Glasgow and GJNH*

*Through the key note lecture I highlighted all of our current and future activities in Egypt, including our engagement with the Egyptian government and President of Egypt.*

*We also shared the world class service delivered by NHS Golden Jubilee, which was hugely appreciated by the international delegates.*

*The feedback received on our joint contribution was impressive. We have received so many requests to visit and also obtain training at the Golden Jubilee.*

*This has undoubtedly further enhanced Scotland’s reputation as a centre of excellence across the world.”*

***Professor Hany Eteiba***

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## **Research Collaboration event**

Last week, several members of our team attended the University of Glasgow – NHS Golden Jubilee Research Collaboration event. This provided an opportunity to learn more about the expertise and research interests, both at the University of Glasgow and at the Golden Jubilee, as well as to identify areas where collaboration might be developed and/or strengthened in the future.

The day covered a range of topics and was a fantastic way to learn of some of the amazing projects which are underway and all the work that is happening to benefit patients both now and in the future.

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## NHS Scotland Global Citizenship Programme and Conference 2023

Registration is now open for the NHSScotland Global Citizenship conference 2023, on 25 April from 9.30am - 1.30pm.

With a theme of Building Equitable Health Partnerships - doing things differently – there is an exciting programme, including 2 keynote speakers: Dr Renzo Guinto MD DrPH, currently part of a Lancet Commission on Racism, Structural Discrimination and Global Health, and Dr Hazel Mumphansha, Head of the MMed anaesthesia programme at the University of Zambia and part of a UK/Zambian Partnership.

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[Click this link to register](#)

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

*The Programme reflects and supports existing international development commitments to partner countries, as set out in the [Scottish Government's International Development Strategy](#), in particular its commitment to support capacity strengthening in the area of health.*

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## International Colon Capsule Conference 2023

Registration is now open for the second annual International Colon Capsule Conference on Wednesday 26 April 2023 at the Royal College of Surgeons of Edinburgh.

The theme of this year's event is "Optimising Outcomes for Patients" with sessions on:

- Optimising outcomes in Colon Capsule Endoscopy (CCE)
- Updates from CCE programmes across the UK and beyond
- CCE and environmental sustainability.

The Conference is relevant to a wide range of individuals with a professional interest in the global application of colon capsule, including:

- CCE clinical leads
- CCE service managers
- Endoscopy and gastrointestinal nurses, gastroenterologists, general and colorectal surgeons, medical and surgical trainees
- Primary care nurses and doctors
- Scottish Government, CFSD and NHS England colleagues

- Industry partners
- Lay public and patient representatives
- International colleagues



**Registration Open**

International Colon Capsule Endoscopy  
Conference 2023

26 April 2023

The Royal College of Surgeons of Edinburgh

To register visit:  
[www.rcsed.ac.uk/CCE2023](http://www.rcsed.ac.uk/CCE2023)

5 CPD points #ScotCap #PillCam

Centre for Sustainable Delivery NHS SCOTLAND Medtronic THE ROYAL COLLEGE OF SURGEONS OF EDINBURGH NHS Golden Jubilee

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Register at [www.rcsed.ac.uk/CCE2023](http://www.rcsed.ac.uk/CCE2023)

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## People



## Thanks for your decades of service Kirsty



We said farewell to Clinical Nurse Manager Kirsty MacLean last week after 47 years of dedicated service in the NHS, 23 years of them at the Golden Jubilee.

Thank you for all you have given Kirsty.

You will be missed, but will always be part of the Team Jubilee family.







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### **Bon voyage Ruth!**

Colleagues of Cardiac Physiologist Ruth Kelly said a fond farewell to her this week as she retired from the Golden Jubilee after 13 years of service here.

Ruth has given 38 years of service to the NHS and is now off to Bermuda to live and work.

We wish you well in your new life in the sun Ruth, you'll always be part of Team Jubilee.



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## Val-You



### Celebrating Team Jubilee

At the start of this month staff from across Team Jubilee were celebrated at the 2022/2023 Our People Awards.

Each year, these awards provide us with a chance to recognise the hard work, dedication, care and attention given by staff members, teams and volunteers.

The ceremony, which was held in person for the first time in 3 years, opened with a message from Chief Executive of NHS Scotland, Caroline Lamb, in which she recognised the incredible part NHS Golden Jubilee has played in supporting NHS Boards and patients from across the country.

This year there were over 90 nominations received across 11 categories highlighting where colleagues went above and beyond what is expected of them during a time where there is great pressure on the NHS.

Click through the pictures to see our winners!













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*“Our organisation has an exceptional reputation for high quality patient care, and that is all down to our fantastic staff.*

*“The nominations received from patients, carers and colleagues show just some examples of the dedication and values based practice carried out at NHS Golden Jubilee every day.*

*“The selfless way they all provide not only high quality care, but a better quality of life for patients is exemplary and I am so proud to be celebrating with them all today.*

*“Congratulations and thank you to you all!”*

**Gordon James, NHS Golden Jubilee Chief Executive**

*"I am so delighted to be able to celebrate with the incredible staff at NHS Golden Jubilee in person today.*

*"These last few years have been extremely challenging for us all and despite this everyone has pulled together and continued to provide excellent services. Recognising this is so important and coming together in person with our staff showcasing all they do is a great joy.*

*“Each and every one of our nominees, finalists and winners truly lives our values of providing patients, their families, hotel customers and each other with dignity, respect, and person-centred care and support.*

*“Thank you to all of Team Jubilee for everything you do you for the people*

**Susan Douglas-Scott, Chair of the Board at NHS Golden Jubilee**

[Click here to read more](#)

**NHS Golden Jubilee Our People Awards Winners**

**Care and Collaboration:** Elaine Muirhead: SACCS

**Chair Award for Living our Values:** Fred Picard: Orthopaedics

**Collaboration:** Clinical Educators

**Innovation:** OBERD Team: Orthopaedics

**Leader of the Year:** Lynn Angus: Orthopaedics

**Rising Star:** Nicole Sweeney: Performance and Planning

**Support Worker:** COVID Drive through Team

**Sustainability:** Clinical Educators

*Top Team: Radiology*

*Unsung Hero: David Kelty: Healthcare Records*

*Volunteers: Allan Stewart*

*Chief Executive Excellence: JAG Accreditation team and Scottish National Radiology Reporting Service*

*Special Recognition Award: Orthopaedic, 3 East and Margaret Hart*

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**Continuing to celebrate Team Jubilee, here's what staff, patients and families had to say on social media!**

**Evelyn Smith** - All winners. Well done everyone x

**Wendy McCulloch** - Well done all especially David & Elaine and my work baby Nicole, fantastic achievement guys xxxx

**Fiona Green** - Congratulations to all the winners... and so many from Orthopaedics...well done!

**Alisdair Hillis** - All winners, well done to all at the Jubilee!

**Heather McCormick** - Well done Margaret Hart so deserved xx

**Lisa Renfrew** - Well done everyone.

**Kathleen Chambers** - Congratulations to all winners fantastic hospital xx

**Robert Cameron Murray** - Well done everyone.

**Caroline Carlin** - Congratulations all the winners

**Yvonne Henderson** - Congratulations to everyone x

**Jacqueline McCabe** - Well done Margaret. Well deserved. xxx

**Janice Black** - Well done everyone.

**Marianne McMEnamin** - Well done everyone.

**Lorraine Mays** - Well done to everyone xx

**Shona Williams** - Well done everyone, such an amazing hospital.

**Dorothy McGhee** - Well done to everyone in a wonderful hospital.

**Louise Hoolighan** - Well done.

**Liz Taylor** - Well done everyone absolutely amazing hospital.

**Lourde Mary Dcruz** - Well done Margaret absolutely delighted for you.



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### **Long Service Awards - March**

Congratulations to Fiona Holland (25 years), Sylvia Dell (20) and Carole Anderson (20) who were presented with Long Service Awards at yesterday's Board meeting with over 65 years of dedicated NHS service between them.

Thank for being part of #TeamJubilee



*2 - Fiona Holland*





*3 - Sylvia Dell*



*4 - Carole Anderson*

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## **Healthcare Science Week**

During Healthcare Science week, we got to hear from just some of the incredible healthcare scientists that work across NHS Golden Jubilee.

From Clinical Engineers, Cardiac Physiologists and more, find out more about these fascinating roles!

# Healthcare Science Week

13 - 19 March 2023

**NHS**  
Golden Jubilee



## **What do you do in your role?**

I've been working as a Trainee Cardiac Physiologist at NHS Golden Jubilee since September 2022.

## **What is your favourite thing about your role?**

I am in year 1 of my training through the Scientist Training Programme. I switch between working in the Cardiology department, attending Newcastle University, and doing rotations in Physiology specialties.

## **Why is NHS Golden Jubilee a good place to work?**

I really enjoy rotating round different departments whilst I am training. It's such a great opportunity to see the variety of procedures and tests that our team are involved in.

I love talking to the patients while I'm working. I get to meet so many interesting people. If you're looking to get into Healthcare Science, there are so many different paths. Everyone in our team has taken a different path to get to where they are!



**Hannah Morris**  
Cardiac Physiology Trainee

# Healthcare Science Week

**NHS**  
Golden Jubilee

13 - 19 March 2023



## What do you do in your role?

I work as part of a highly specialised team providing care to help diagnose and treat patients with known or suspected heart disease. Our patients include those who have had heart attacks, blocked arteries and congenital heart problems.

## What is your favourite thing about your role?

My favourite thing is the fact that I can work with patients, providing them with the best care and helping make a difference to their lives.

## Why is NHS Golden Jubilee a good place to work?

It is an absolute dream to work here and I am so glad I had the chance to move here from South Africa. There are amazing people from across the world working here and you can literally feel the passion when walking into the Hospital. It's like a family, always there for you, providing excellent care and treatment for patients.



**Yolandi Pieterse**

Specialist Cardiac Physiologist

# Healthcare Science Week



13 - 19 March 2023



## **What do you do in your role?**

I provide whole lifecycle medical device management including maintenance, repair, replacement and technical guidance on all medical devices used at NHS Golden Jubilee.

We aim to minimise the impact of maintenance activities on clinical workflow. It's really rewarding to see the services run with little to no disruption.

## **Why is NHS Golden Jubilee a good place to work?**

The Golden Jubilee is a great place to work because all departments work together to provide the best care for every patient.

Clinical Engineering is a great role for anyone technically minded that wants to help in a clinical setting. Every day is different and the role is both challenging and rewarding.



## **Martin Blair**

Senior Specialist Clinical Engineer  
and Quality Manager

# Healthcare Science Week

13 - 19 March 2023

**NHS**  
Golden Jubilee



## What do you do in your role?

As part of the Cardiac Rhythm Management team, I work alongside consultants to help diagnose arrhythmias by carrying out Cardiac Electrophysiology Studies. We then treat or control them with ablation procedures or with a pacemaker or implantable defibrillator.

## How do you help patients?

Arrhythmias can result in poor quality of life, both physically and mentally. We can help to improve a patient's quality of life with just one single procedure. We also carry out routine follow up appointments, providing patients with lifestyle and wellness advice.

## Why is NHS Golden Jubilee a good place to work?

We are a close team and look after each other, especially during a 6 hour electrophysiology procedure! As a specialist centre we also get to see and treat some really interesting conditions.



## Phil Matthews

Highly Specialist Cardiac Physiologist

# Healthcare Science Week

13 - 19 March 2023

**NHS**  
Golden Jubilee



## What do you do in your role?

I am part of a small team who provide 24-hour laboratory services 365-days a year! I work within clinical biochemistry, performing biochemistry analysis on patient blood samples from clinics, wards and emergency units like high dependency and intensive care.

## What is your favourite thing about your role?

I really enjoy multi-tasking and the diversity of my day. My shifts are never the same. I also really enjoy working in a friendly environment.

## Why is NHS Golden Jubilee a good place to work?

The Golden Jubilee provides a friendly working environment and staff are consistently encouraged to take part in in-house events such as seminars and webinars.

The laboratory at NHS Golden Jubilee works closely with Glasgow Caledonian University, and some students studying Biomedical Science often get the opportunity to come and work with us for their placement.



**Lindsay Houston**  
Specialist Biomedical Scientist

# Healthcare Science Week

**NHS**  
Golden Jubilee

13 - 19 March 2023



## What do you do in your role?

My Job is to perform the servicing and repair of a wide range of electro-medical devices and I attend calls to theatres to fix equipment needed for surgery.

## What is your favourite thing about your role?

No 2 days are the same and I get to work on a wide range of equipment, using a broad spectrum of engineering principles.

## Why is NHS Golden Jubilee a good place to work?

There is so much high-end equipment here, and I get to gain a lot of experience across it all.

A career in Medical Physics is very rewarding and will suit an engineering graduate who likes to work with their hands and enjoys variety in their job. It is great to quickly see the impact of your work, from ensuring infusion pumps deliver the correct amount of drug to allowing a surgery to continue if there is a problem with a machine mid-case.



**Connor Doherty**  
Specialist Clinical Engineer

# Healthcare Science Week

13 - 19 March 2023

**NHS**  
Golden Jubilee



## What do you do in your role?

Working in microbiology, I identify pathogenic bacteria in patients and provide our clinicians with the antibiotics needed for the specific bacteria. I have also been involved in COVID testing.

## What is your favourite thing about your role?

Knowing that what I do helps the patients recover. I also really enjoy listening to my senior colleagues explain situations to me as they have so much knowledge.

## Why is NHS Golden Jubilee a good place to work?

I worked as a Medical Secretary for over 20 years. I was always curious about how the scientists identified conditions and treatments so I started a science degree through the Open University and looked into working in the laboratories. I now work in my first post as a qualified Biomedical Scientist at the age of 50! You're never too old to get into science.



## Carol Campbell

Biomedical Scientist in microbiology

11 - Carol

## Free entry to Knockhill racing day

Knockhill Racing Circuit near Dunfermline is offering NHS staff free entry to an Armed Forces and NHS Appreciation Day on Saturday 15 and Sunday 16 April.

It's open to all serving NHS and Armed Forces staff throughout the weekend, which includes free parking, 18 races over the 2 days, under-12 free entry, race paddock access and a free grid walk (on the Sunday). All you need is proof of employment (ID badge) to get in.



**KNOCKHILL**  
Racing Circuit

**NHS**  
THANK YOU!

**BEST OF SCOTTISH MOTORSPORT**  
**ARMED FORCES AND NHS APPRECIATION WEEKEND**

**ARMY**  
BE THE BEST

**ROYAL NAVY**

**ROYAL AIR FORCE**

**15TH - 16TH OF APRIL**

TWO DAYS OF FREE ENTRY TO ALL SERVING VETERANS OF THE ARMED FORCES AND WORKING IN THE NHS (JUST BRING PROOF OF SERVICE OR EMPLOYMENT)

TRACK ACTION 9AM - 5PM FREE PARKING

18 RACES OVER 2 DAYS UNDER 12'S GO FREE

FREE GRID WALK (SUN ONLY) FREE RACE PADDOCK ACCESS

SEE [WWW.KNOCKHILL.COM/EVENTS](http://WWW.KNOCKHILL.COM/EVENTS) FOR FULL EVENT  
KNOCKHILL RACING CIRCUIT, BY DUNFERMLINE, FIFE KY12 9TF

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Visit [Knockhill.com](http://Knockhill.com) for all the details.

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## World Autism Acceptance Week

World Autism Acceptance Week takes place from 27 March – 2 April 2023.

With 22% of autistic adults in employment in the UK and more than 1 in 100 people having autism in Scotland, NHS Golden Jubilee is committed to ensuring a fair and equitable workplace for both staff, volunteers and service users.

We have worked with the National Autistic Society (NAS) to deliver 3 workshops to upskill our staff around the topic of autism in the workplace, including:

- Building awareness of strategies to work effectively
- Increase understanding of practical management strategies and how to implement them

We will be rolling out additional sessions throughout 2023 to provide an opportunity to more staff to broaden their knowledge of neurodiversity. Please keep an eye out for more information in future eDigests.

Here's an insight into what colleagues have gained from the sessions:

- **Carole Anderson:** The training was very interesting and well delivered. It gave valuable insight into autism and potential challenges that our working environment could pose.
- **Judith Ross:** I found the session very enlightening and thought provoking. It has definitely enhanced my awareness of autism in the workplace.
- **Nyree Anderson:** Really insightful session with practical take-aways from a professional and personal perspective. Highly recommend this course to colleagues!
- **Laurence Keenan:** The National Autistic Society delivered a really informative and enjoyable course, I'd highly recommend it.
- **Murray Jummun:** I found this course very informative and gave me an insight into the difficulties experienced by Autistic people in daily life.



**NHS**  
Golden Jubilee

World  
Autism  
Acceptance  
Week

“  
The training was very  
interesting and well-  
delivered.

It gave valuable insight  
into autism and potential  
challenges that our  
working environment  
could pose.

”  
#AutismAcceptanceWeek

**Carole  
Anderson**

**Deputy Director**  
Quality, Performance,  
Planning and Programming

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



**NHS**  
Golden Jubilee

World  
Autism  
Acceptance  
Week

■ ■

I found this course very informative, which gave me an insight into the difficulties experienced by Autistic people in daily life.

■ ■

#AutismAcceptanceWeek

**Murray Jummun**

**Cardiac Physiology Manager**

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



**NHS**  
Golden Jubilee

World  
Autism  
Acceptance  
Week

■ ■

Really insightful session with practical take-aways from a professional and personal perspective. Highly recommend this course to colleagues!

■ ■

#AutismAcceptanceWeek

**Nyree Anderson**

**Corporate Learning and Education Lead**

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

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*For more information, please contact [Robyn McGhee](#).*

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## Comments about you!

**Jennifer Gilchrist** - Great Team.

**Clare O'Donoghue** - Every member of your amazing staff deserve an award, superb.

**Karen Duffy** - All staff deserve awards best hospital and staff go beyond their duties my husband been in cardiology and ICU 2 fantastic care that saved his Life best team.

**Gordon Munro** - An amazing team every one of you deserve a gold medal.

**Liz Taylor** - Every one deserves a medal best hospital 2 new hips.

**Maggie New** - The nurse at the top was fabulous with me after my hip replacement. Credit to your hospital. X

**David Mannion** - Exactly 3 years ago, 4 March 2020, I was in the Golden Jubilee Hospital in Clydebank. I was to receive open heart surgery to have my Aortic valve replaced with a prosthetic one. The fact I'm able to write this today is down purely to the expertise of the entire team of Clinicians, Consultants and Surgeons as well as the recovery staff who looked after cranky old me in the ward for the next week.

I will be forever grateful to everyone involved throughout this treatment. I don't want to mention names as I can't remember them all. The exception is of course the Surgeon. His name is Mr Yasser Hegazy. Mr Hegazy is Egyptian and a nicest gentleman you'll never meet. I'm sure he would be the first to say it was a team effort. What a team it was/is.

Now I couldn't have had this operation were it not for our amazing NHS. The cost would have been well beyond what I could afford. Probably more than 99% of people could afford, so lets do everything we can to make sure that the NHS is safe for good.

**Patricia Crane** - Amazing Team of Staff in this Hospital. Had a new Knee in here in COVID everyone from. All departments I was in was totally fantastic.

**Richard Morgan** - 3 East I was I there for a couple weeks just over 5 years ago brilliant staff was in ICU before that again staff were brilliant keep up the good work.

**Shona Williams** - Brilliant hospital and staff. Xx

**Sarah Tilbury** - Fabulous hospital had my hip replaced just over a year ago. Outstanding care xx

**Anne Smith Thornhill** - Amazing hospital and staff. Had hip replacement September 2022.

**Joe Henderson** - Top class hospital I have just left ward 4.

**Colin Burns** - World class hospital, world class staff! X

**Karen Luke** - Had surgery last year at the jubilee with a 4 day stay as a inpatient cannot fault the staff, they went the extra mile, highly recommend this hospital.

## InVOLved



### **Volunteer Focus**

**Name:** Daniel McLean.

**Age:** 26.

**Where do you live?:** Hyndland, Glasgow.

**Employment status (retired, student, looking for employment):**

Looking for employment. I'm also involved in The Princes' Trust and volunteer in a British Heart Foundation shop.

**What are your hobbies and interests other than volunteering?**

Playing football for Duntocher Black Stars and going out with friends. I also enjoy running.

**Volunteer role details – role title; department; duties:**

I work as an Outpatient Support Volunteer in the Orthopaedic Department where I escort patients to consultant rooms and to x-ray on level 2.

**What made you decide to volunteer with NHS Golden Jubilee?**

I had heard good things about the Golden Jubilee and I know someone who works here through volunteering elsewhere.

**What gives you the most pleasure from volunteering at NHS Golden Jubilee?**

Getting to know and talking to patients as well as meeting new people. I enjoy working alongside Anne Marie Ure on a Tuesday morning and Mark and all the staff in the department are nice.

**Do you think you make a difference for patients and staff in your role?**

Yes, I do, because I am polite, kind, hardworking and reliable. Patients sometimes say thanks and they are happy that I helped them.

**What would you say to anyone who is thinking of volunteering with us?**

Probably that it is a good place to volunteer because I enjoy coming in every week. I have been volunteering for some time in different departments and the staff are getting to know me, which is good.



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## Health and Wellbeing



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

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## Time for Talking - launch of new staff mental health support service

We are delighted to launch a new, free mental health support service for all NHS Golden Jubilee staff to provide further support for mental health issues.

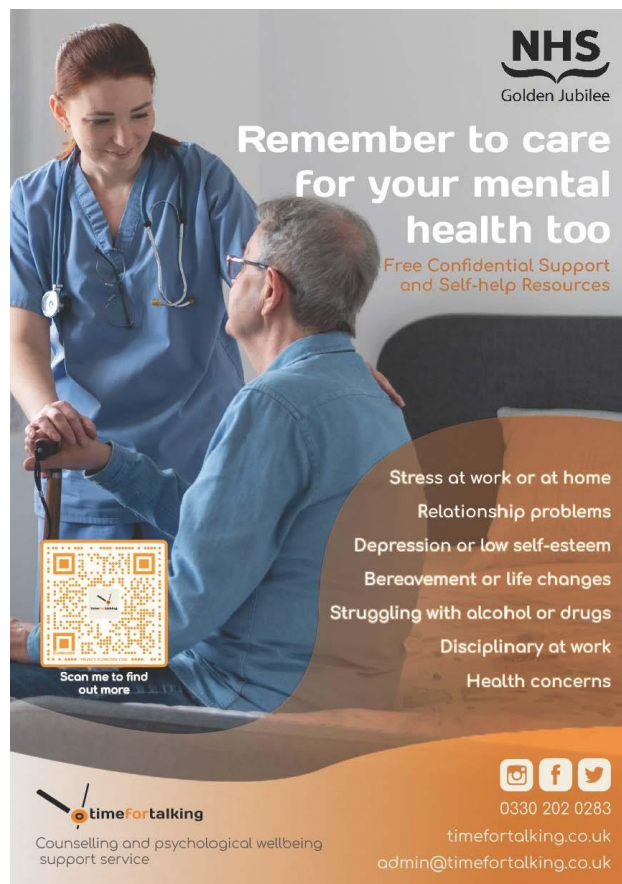
The new service – TimeforTalking – will replace the previous Employee Assistance Programme by Axa, and will be available to make online referrals to all staff from Saturday 1 April.

The service will work alongside the current range of health and wellbeing support available through NHS Golden Jubilee, both internally and externally.

TimeforTalking will provide support and assistance for you via the telephone, online or through face-to-face counselling to offer confidential help when you are not sure where to turn.

It's simple to create an account to get started on the TimeforTalking app or website. Once on the homepage, click Log In and enter some details and it's done.

The app and website also have great resources through tips and advice, a blog, videos and podcasts as well as additional resources to improve and maintain good health and wellbeing.



The poster features a photograph of a female nurse in blue scrubs with a stethoscope around her neck, smiling and holding the hand of an elderly male patient who is seated and leaning on a cane. The background is a soft, out-of-focus clinical setting.

**NHS**  
Golden Jubilee

### Remember to care for your mental health too

Free Confidential Support  
and Self-help Resources

- Stress at work or at home
- Relationship problems
- Depression or low self-esteem
- Bereavement or life changes
- Struggling with alcohol or drugs
- Disciplinary at work
- Health concerns

Scan me to find out more

**timefortalking**  
Counselling and psychological wellbeing support service

0330 202 0283  
timefortalking.co.uk  
admin@timefortalking.co.uk

Social media icons for Instagram, Facebook, and Twitter are located at the bottom right of the poster.

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[Click this link for all the details](#)

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## **Our staff pantry – a communal food store created for you, by you**

Members of Team Jubilee have a history of charitable giving to the local community through clothing, food and other donations.

At NHS Golden Jubilee our staff have always looked after their colleagues, and in uncertain times have relied on each other for support.

Therefore, we are delighted to support the launch of a staff pantry, an idea that has stemmed from colleagues in our Health and Wellbeing Group's Financial and Social Wellbeing Sub Group.

The Staff Pantry is a communal food store created for you, by you, and is available to all staff who need it.

This initiative is fully supported by the Board of NHS Golden Jubilee and is part of our commitment to staff health and wellbeing.



### **Where is it and who is it for?**

The Staff Pantry is for all Team Jubilee colleagues and volunteers.

It is located next to the Staff Side office on Level 1 (behind the shop) and is accessible 24 hours a day.

There are many reasons why you might use it. This includes, but is not limited to:

- Unexpected change in working day
- Left cash/card at home
- Run out of something at home and not able to get to the shops
- Run out of money until pay day

### **What types of items are in the Staff Pantry?**

The Staff Pantry only contains non-perishable food and essential items such as:

- Tinned soup, meat, fish, vegetables and fruit



- Tinned or dried lentils, beans and pulses
- Dried pasta, rice and soup
- Biscuits
- Long life milk and juice
- Toilet paper
- Toothpaste
- Shower gel
- Shampoo
- Deodorant

**Do I need to pay for anything I take?**

No. But if you are able to do so, please feel free to donate at a later date.

**Who is funding it and how can I support it?**

The initial pantry stock has been purchased by the NHS Golden Jubilee Branch of Unite the Union. Members of the NHS Golden Jubilee Board, Health and Wellbeing Group and other Team Jubilee colleagues have also donated some supplies for the launch of this initiative.

Anyone can donate non-perishable items from the list above by placing them in the donation boxes in the pantry.

**What will happen to any unused items?**

The pilot will run for 6 months and, if it is regularly used with a genuine benefit to staff, the pantry will become a permanent resource for all colleagues. Any surplus items would be donated to West Dunbartonshire Food Bank if required following the pilot.

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height: 100vh" allowfullscreen mozallowfullscreen msallowfullscreen webkitallowfullscreen></iframe>

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*For more information contact Employee Director [Jane Chrisite-Flight](#).*

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## Nutrition and Hydration Week

Nutrition and Hydration Week ran from 13 – 19 March and the Health and Wellbeing Group organised 'mini health checks' for staff throughout the week as part of the group's monthly theme of 'Eat Good, Feel Good' for March.

There were 40 staff who took advantage of the free health check, which featured:

- Height check
- Weight
- BMI
- Blood Pressure
- Resources on health BP and nutrition

Around 260 Getting the Balance Right nutrition booklets were given out, 240 free bottles of water and 100 BDA fluid fact sheets issued to colleagues throughout the week, so thanks to everyone who helped make it such a successful week.



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*[View the links below for more information:](#)*

*[Eating and drinking well at work](#)*

*[Breakfast muffins recipe](#)*

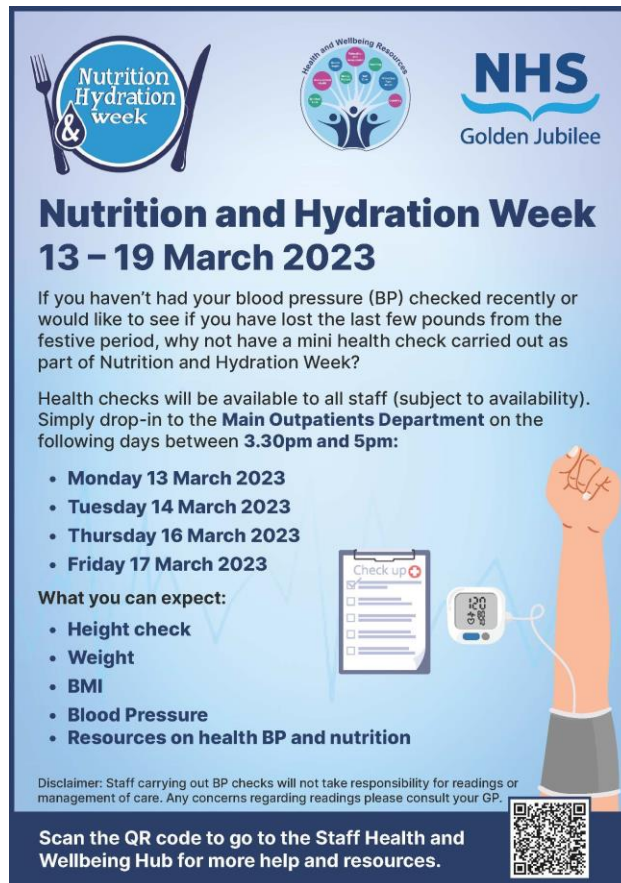
*[Cocoa 'Bircher' overnight oats recipe](#)*

*[The importance of hydration in the organisation](#)*

*For more information on activities and advice for Nutrition and Hydration Week, please contact [Christina MacLean](#).*

For more information, advice and support for health matters, visit your [Staff Health and Wellbeing Hub](#) on our website.

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The poster features the following elements:

- Logos:** Nutrition Hydration & week (with a fork and knife), Health and Wellbeing Resources (with a tree of icons), and NHS Golden Jubilee.
- Title:** Nutrition and Hydration Week 13 – 19 March 2023
- Text:** "If you haven't had your blood pressure (BP) checked recently or would like to see if you have lost the last few pounds from the festive period, why not have a mini health check carried out as part of Nutrition and Hydration Week?"
- Text:** "Health checks will be available to all staff (subject to availability). Simply drop-in to the **Main Outpatients Department** on the following days between **3.30pm and 5pm**:"
- Check-in Days:**
  - Monday 13 March 2023
  - Tuesday 14 March 2023
  - Thursday 16 March 2023
  - Friday 17 March 2023
- Section:** "What you can expect:"
- Checklist:**
  - Height check
  - Weight
  - BMI
  - Blood Pressure
  - Resources on health BP and nutrition
- Illustration:** A hand holding a blood pressure cuff on a wrist, next to a clipboard labeled "Check up" and a digital blood pressure monitor showing 120/80.
- Disclaimer:** "Staff carrying out BP checks will not take responsibility for readings or management of care. Any concerns regarding readings please consult your GP."
- QR Code:** "Scan the QR code to go to the Staff Health and Wellbeing Hub for more help and resources."

---

## Mental Health First Aiders

We are delighted to introduce our Mental Health First Aiders (MHFAs) who are a point of contact for staff who may feel stressed, overwhelmed or have other mental health issues.

NHS Golden Jubilee is committed to assist all staff who may be experiencing mental health issues, however big or small, and providing the right support and advice whenever it is needed.

The aims of the MHFA role are:

- To promote recovery of good mental health by signposting and obtaining professional support.
- To prevent a condition from developing into a more serious problem.
- To preserve life with a person who could be a danger to themselves or others.



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*“Within their roles MHFAs are a point of contact for anyone experiencing a mental health problem, which can help identify the early signs and symptoms of mental health, start supportive conversations in a non-judgemental way and provide reassurance to staff.*”

*“The health and wellbeing of staff is very important to us and we have excellent resources in place which support staff to achieve and maintain good physical and mental health.*”

*“So if any member of staff is experiencing problems that affect their mental health, please contact one of our Mental Health First Aiders who will be able to help, either providing a confidential ear to listen, or use their knowledge to put you on the right path to help and support.”*

***Sharon Docherty - Occupational Health Specialist Adviser***

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**Other MHFA responsibilities include:**

- To maintain confidentiality and provide an ongoing supportive working environment.
- To signpost and encourage appropriate professional support.
- To reduce the stigma attached to mental health and promote awareness.
- To assess the risk of self-harm and suicide.
- To summon the appropriate emergency services if necessary.

MHFAs learn a range of skills and knowledge they can use to help colleagues when faced with challenging times, whether it be at work at home or work, social, financial or physical difficulties that affect your mental health.

**Learning outcomes and skills:**

- To know what mental health is, why people develop mental health conditions and the role of a First Aider for mental health.
- To know how to provide advice and practical support for a person presenting a suspected mental health condition.
- To know how to recognise and manage stress.
- To understand the impact of substance abuse on mental health.
- To understand the First Aid action plan for mental health and be able to put it into place.
- To know how to implement a positive mental health culture in the workplace.
- To understand a range of mental health disorders and the support or therapy provided by professional healthcare providers.

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*For more information on Mental Health First Aiders, contact [Sharon Docherty](#).*

*Click on the links below for a list of our Mental Health First Aiders and which departments they work in:*

[Staffnet](#)

[Staff Health and Wellbeing Web Hub](#)

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## **Jubilee Active Blog**

The March Jubilee Active Blog by Occupational Physiotherapist David Longhurst is all about having a healthy weight and the difference between this and weight loss on a diet, with some great advice and tips.



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[Click this link to read now](#)

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## Coaching for Wellbeing

Coaching for wellbeing was initially created to support colleagues facing challenges resulting from the pandemic.

As the winter pressures continue to impact people across the system, NHS Education for Scotland in partnership with Know You More, are inviting colleagues to focus on their own wellbeing through **free** coaching support. Sometimes, after all, you need to slow down to speed up.

Is Coaching for you? For more information, visit the Sway for details.

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[Click this link to go to the Staff Health and Wellbeing Hub.](#)

[Click this link to visit the Wellbeing Hub.](#)

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## Learning and Organisational Development



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

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## Quality Improvement Skills Programme

We are delighted to be recruiting the first cohort of the Golden Jubilee Quality Improvement Skills Programme.

## What is the Golden Jubilee Quality Improvement Skills?

The Golden Jubilee Quality Improvement Skills (GJ-QIS) is a hybrid learning programme delivered by the NHS Golden Jubilee QI Faculty. We aim to support individuals to develop the skills, knowledge, and confidence to participate as members of improvement teams and contribute to testing, measuring and reporting on changes made.

## Who can apply?

The programme is aimed at all NHS Golden Jubilee staff who wish to learn about QI methodology and tools to help support or undertake quality improvement initiatives within your teams. You can apply as a team, which may help your shared learning or as an individual. You will work through a project while on GJ-QIS.

## Programme Outline

Following the programme participants will be able to:

- Explain what quality improvement is and why it is important.
- Describe commonly used improvement science concepts and tools for understanding systems, developing aims, changes & measures and reporting improvements.
- Gain experience in practically applying key quality improvement concepts to a small local project.
- Develop the confidence to apply concepts and tools to contribute to improvement team initiatives.



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*For an informal discussion about the programme, please contact [Jonathan O'Reilly](#), Head of Quality Improvement.*

*All completed forms should be returned to: [Jonathan O'Reilly](#) by 21 April 2023.*

[Click this link for more information](#)

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## Tips, Tools and Techniques for Successful Applications and Interviews

The prospect of an interview can be a daunting experience for some. You only get one chance to make a first impression and you want to make it count.

NHS Education for Scotland (NES) is hosting a virtual event for all supporter worker staff in business and admin, estates and facilities, nursing and allied health roles to provide tools and techniques to support each aspect of the application and interview process.



### What you will learn:

- Practical advice and guidance to support you prepare applications for jobs and courses
- Tips, tools and techniques for interview preparation to ensure you give your best performance and manage your nerves
- Interview do's and don'ts
- Why post interview feedback is so important and the lessons you can learn for the future

**When:** Thursday 4 May 2023, 1.30pm – 3pm, on MS Teams



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**How to book:** Complete the [online booking form](#) by 17 April to secure your space.

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## Health, Safety and Security Monthly Matters



### Your monthly focus on what matters to you

Each month the Health, Safety and Security (HSS) team brings you a monthly update, focusing on a specific work place requirement, with the aim of providing a healthy working environment, promoting a positive safety culture and ensuring legal compliance in all areas of NHS Golden Jubilee.

This March the focus is on Display Screen Equipment (DSE) and home working.

Whilst using DSE is a fundamentally safe activity, incorrect use of equipment, or poorly designed workstations or work environments can lead to pain in the neck, shoulders, back, arms, wrists and hands, as well as fatigue and eye strain. The causes may not always be obvious and can develop slowly.

Example: Think of a dripping tap - a very small defect over time can lead to significant damage. The same applies to DSE.

### What is DSE?

DSE means any alphanumeric or graphic display screen and includes conventional display screens and touch screens. Smaller screens that are increasingly used to edit text, view images or connect to the internet for prolonged use are also subject to the regulations (NB: mobile phones used only for spoken conversation are excluded). Medical equipment such as cardiac monitors and oscilloscopes are also excluded.

### Who is a display screen user?

Anyone who regularly uses DSE as part of their work, for example, someone who:

- Uses DSE for continuous or near-continuous spells of an hour or more at a time.
- Uses DSE in this way more or less daily.
- Has to transfer information quickly to or from the DSE.
- Needs to apply high levels of attention and concentration.
- Someone who is highly dependent on DSE.
- Has little choice about using it.
- Needs special training or skills to use the DSE.

### If you are a line manager

- Identify those staff who qualify as a DSE user.

- Ensure DSE users carry out a DSE self-assessment.
- Nominate a DSE Assessor within their team to review the self-assessments .
- Implement any necessary remedial action arising from the DSE assessments.
- Ensure workstations meet the minimum requirements.
- Plan work so that there are periodic breaks from the DSE or changes of activity.
- Enable Users to have eye health and eye sight tests.
- Ensure staff working from home have completed a Home Working Assessment.

### Call to action

**Local Managers should provide confirmation that all staff identified as a DSE user have completed a self-assessment and all staff working from home have completed a Home Working Assessment by 31 March 2023.**

**If no DSE/Homeworkers are in situ, please reply as not applicable.**

### More information

[Policies and Guidelines](#)

[Display Screen Equipment Policy](#)

[Homeworking Policy](#)

[HSE video](#)

[DSE Assessment Template](#)

[Homeworking \(Appendix 1\) Assessment Template](#)

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## The Social side



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

**Facebook:**

**Employee Appreciation Day**

This month our Facebook followers loved the celebration of our staff on Employee Appreciation Day. From the Wards, office workers, housekeepers and more, followers took to the comments section to praise our wonderful staff.

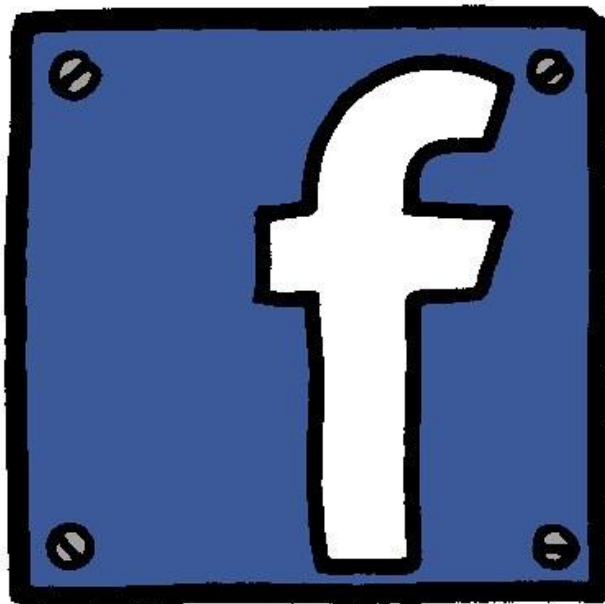
[Click here to view just one of these posts!](#)











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

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**Twitter:**

**Scottish Apprenticeship Week**

On Scottish Apprenticeship Week we heard from Programme Support Officer for the NHS Scotland Academy, Cheryl Prentice about undertaking the Graduate Apprenticeship in Business Management at the University of Strathclyde all whilst working full time.

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

**NHS**  
Golden Jubilee

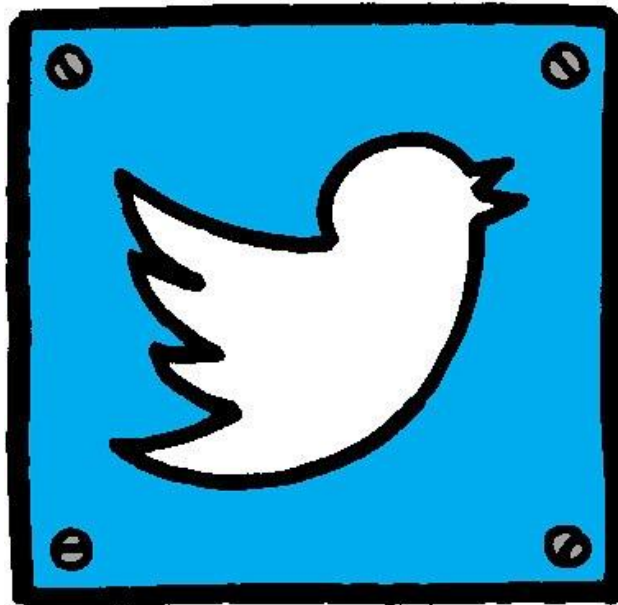
University of  
**Strathclyde**  
Glasgow

“  
I am currently undertaking a Graduate Apprenticeship in Business Management at the University of Strathclyde. With the support and mentorship provided by the team at NHS Golden Jubilee, I can complete my apprenticeship alongside my full-time role!  
”

**Cheryl Prentice**  
Programme Support Officer  
for the NHS Scotland Academy



**#ScotAppWeek23 #UnlockingPotential**



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

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## LinkedIn:

### International Women's Day

This month we celebrated International Women's Day! Did you know that approximately 75% of our staff are female? The Women's Network provides a space for staff who identify as female to speak on issues that impact their lives in the workplace.

The first ever Menopause Café was held on #InternationalWomensDay for network members and staff.



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

**International Women's Day 2023**

NHS  
Golden Jubilee

#IWD2023 #EmbraceEquity #TeamJubilee

The theme this International Women's Day is #EmbraceEquity. Ensuring everyone has equal opportunities isn't enough, we need to ensure that everyone has equity of opportunity. Within NHS Golden Jubilee, we are committed to ensuring we provide equity of opportunity to all and have policies and practices in place to support this.

**Jane Christie-Flight**  
NHS Golden Jubilee Employee Director



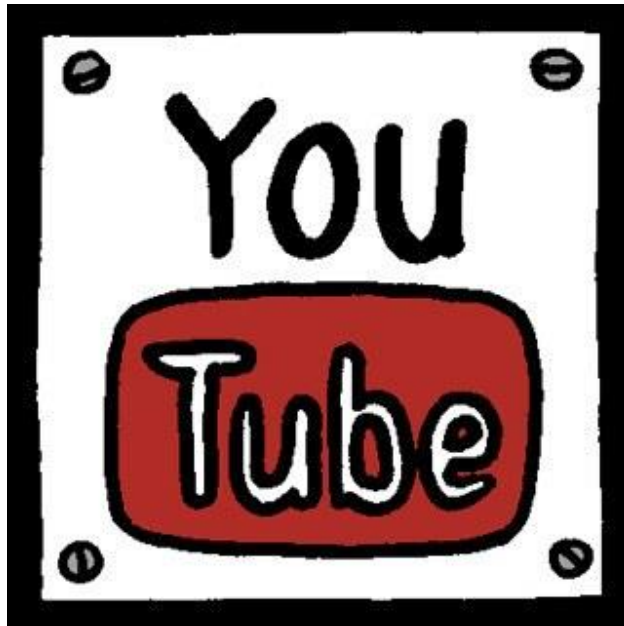
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**YouTube:**

With all the hard work that goes on at NHS Golden Jubilee, we don't always get time to appreciate how our work impacts the lives of those we treat.

We got to hear from just some of the grateful patients that have come through our doors.

Take a look!



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

## Scottish Government News



### Raising awareness of Inflammatory Bowel Disease

A campaign to raise awareness of the bowel conditions Crohn's and Colitis has been launched as study shows cases are rising.

Crohn's disease and Ulcerative Colitis - commonly referred to as Inflammatory Bowel Disease (IBD) - are long-term conditions which inflame the gut.

The campaign comes as research from Crohn's & Colitis UK shows the rates of IBD are higher than previously thought, with Scotland found to have the highest rates in the UK.

Symptoms include a sore stomach, recurring diarrhoea, weight loss and extreme tiredness, which if not treated can lead to complications.

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[Click here to read more](#)

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### **Fife National Treatment Centre**

A new state-of-the-art healthcare facility which will significantly increase national capacity for orthopaedic surgery was opened by the former First Minister.

Fife National Treatment Centre (NTC) will provide additional capacity for more than 700 orthopaedic procedures a year including hip and knee surgery, by 2025-26. The new facility at Victoria Hospital in Kirkcaldy includes an orthopaedic outpatients department, 3 surgical theatres and a ward and short stay unit.

The £33 million centre is the first of 4 NTCs to open this year which will help address the backlog of planned care exacerbated by the pandemic. Further facilities are due to open at NHS Highland, NHS Forth Valley and NHS Golden Jubilee

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### **Minimum Unit Pricing reducing alcohol deaths**

Research which estimates 156 deaths were averted each year following the implementation of Minimum Unit Pricing (MUP) has been welcomed by the Public Health Minister Maree Todd.

A Public Health Scotland and University of Glasgow study indicates a 13.4% reduction in deaths, and a 4.1% reduction in hospital admissions wholly attributable to alcohol consumption in the first 2 and a half years after MUP was introduced in May 2018. The report also concludes the policy had reduced deaths and hospital admissions where alcohol consumption may have been a factor.

Researchers say they are confident there is a link between the introduction of MUP and the reduction in alcohol health harms. They also noted there had been significant reductions in deaths in areas of deprivation, suggesting MUP has helped reduce inequalities in alcohol-attributable deaths in Scotland.

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[Click here to read more](#)

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## Health inequalities statistics released

The report includes a range of indicators selected in order to monitor health inequalities over time.

These indicators include: healthy life expectancy, premature mortality, all-cause mortality, baby birthweight and a range of morbidity and mortality indicators relating to alcohol, cancer, coronary heart disease and drug use.

The relative index of inequality (RII) indicates the extent to which health outcomes are worse in the most deprived areas compared to the average throughout Scotland. Absolute inequalities are measured by looking at changes in the gap between those living in most and least deprived areas in Scotland. It is possible for absolute inequalities to improve, but relative inequalities to worsen.

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[Click here to read more](#)

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## Improved patient care and safety

A cross-border trial has improved care for patients prescribed multiple medicines.

The iSIMPATY project, funded by the European Union's INTERREG VA Programme, worked with professionals in Scotland, the Republic of Ireland and Northern Ireland to comprehensively review patient medication.

Taking multiple medicines can be problematic if the increased risk of harm from interactions between drugs, or between drugs and diseases, outweighs the intended benefits.

Interim findings showed these interventions potentially prevented major organ failure, adverse drug reactions, avoided hospital admissions and saw patients moved to more appropriate medication.

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[Click here to read more](#)

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## Jubilee Life copy deadline



If you'd like an article or information in the next edition of Jubilee Life, please submit your copy by Friday 14 April to be included in our next edition.

While consideration will be given to late submissions due to timings of events, if copy is received after the deadline date, articles may not be included.

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*Please send your Jubilee Life submissions to [Comms](#).*

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## Contact us

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

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

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