



Jubilee Life **April 2023**

Issue 47

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

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

News



Record year for heart transplants

On Monday 24 April, we welcomed Health Secretary Michael Matheson to NHS Golden Jubilee as we marked a record number of adult heart transplants.

Specialists at the Scottish National Advanced Heart Failure Service (SNAHFS), carried out 40 life-saving operations in the past 12 months, the highest number ever recorded since the service began.

This incredible accomplishment was thanks not only to innovations in technique and advancements in technology, but the dedication and commitment of our entire transplant team.



"It is a remarkable achievement to perform 40 life-saving operations in a year and my thanks go to all the staff at the heart transplant unit for their skills and dedication in making this happen. – it is truly life-saving for the patients.

"The unit had gone from strength to strength since its launch more than 30 years ago and with today's medical advances it is amazing so many people being given a new lease of life.

"We must also remember the donors, and we thank each and every one of them and their families for their gift of life."

Michael Matheson



“This represents the most transplants the Scottish service has ever done in one year.

“This truly is a landmark year for our service, and to have reached this incredible accomplishment despite being the smallest service in the UK is a direct reflection of the extraordinary teamwork, expertise and dedication of everyone involved.

“I would like to sincerely thank every member of our multidisciplinary team who have worked incredibly hard over the last several years to make this historical landmark a possibility. However, regardless of how hard our multidisciplinary team who care for our patients, without the overwhelming generosity of organ donors and their loved ones transplant would simply not exist as a treatment option – they are the true heroes of transplantation.”

Jonathan Dalzell, Consultant Cardiologist and SNAHFS Clinical Lead



Megan Geddes, 29, from Dalmuir, had a recurring chest infection when she was 13 and was diagnosed with hypertrophic cardiomyopathy. For the next 5 years she underwent constant tests and had a defibrillator fitted aged 17. She was referred to the Scottish National Advanced Heart Failure Service at NHS Golden Jubilee in 2019 for assessment and had a transplant in 2022.

“I’m very grateful to have my transplant so young as I was told that I might not have lived past the age of 35, so I’m extremely grateful for this second chance at life. It’s been a big year for me. I am 100% better and appreciate the little things in life, like just singing in the shower.

“When I came round from surgery and had my first echo scan and heard the sound of my new heart beating I couldn’t stop crying. It was really emotional just listening to it because I had never heard a normal heartbeat before.

“I think about my donor every day and I am so grateful to them, and to their family for respecting their organ donation wishes.”

Megan Geddes, patient



Megan is now looking forward to starting a new career when she begins her training to become a bus driver in May.

[Click here to read more more.](#)

Click here to watch message from Health Secretary, Michael Matheson



Click here to watch interview with Consultant Cardiologist Jonathan Dalzell



Click here to watch interview with transplant patient Megan Geddes



One of our amazing transplant recipients, Megan Geddes, and Cardiothoracic Consultant, Phil Curry, both appeared on Scotland Tonight live on STV earlier this week. [You can watch the full segment by skipping to 14.25 at this link.](#)

[Click here to read STV news article on this incredible milestone.](#)



Another robotic landmark for NHS Golden Jubilee

We are delighted to announce that we have become the first NHS Scotland health Board to carry out more than 100 orthopaedic joint replacements with a pioneering ROSA robot, as they continue their ambitious robotic strategy for patients across Scotland.

This means the Golden Jubilee now has the second highest number of ROSA procedures carried out in the UK, with potentially significant long-term benefits for patients.

This latest milestone comes just a few short months after we celebrated our 1,000th robotic orthopaedic joint replacement overall, as we continue to expand our use of the technology for patients, providing more precise operations, shorter hospital stays and potentially quicker recoveries.



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

Veterans Award – Silver Employer of the Year

We were absolutely delighted to receive the Silver Award in the Employer of the Year category at this month's Scottish Veteran Awards for our work in supporting veterans make the transition from Military to civilian life.

Congratulations to all the winners and finalists on the night!

The annual awards recognise, not only Veterans in the community who are doing great things, but companies and organisations who do everything they can to support the armed forces.

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.

NHS Golden Jubilee regularly engages with the Armed Forces, Erskine Care and Board Military Champions to raise awareness of health and care career opportunities, as well as exploring several areas of work in line with the Scottish Government framework for 'Increasing service leaver and veteran recruitment into health and care in Scotland'.



[Click this link for more information](#)

Cyber awareness

It is everyone's responsibility to ensure cyber security is applied to their home and work online life.

Cyber Security is the term used to describe the controls implemented to protect our digital infrastructure from threats that would compromise the confidentiality, integrity and availability of our digital resources and requires a coordinated effort across the organisation to be effective.

Small changes, made by you, can make a big difference, such as:

- Password management
- How to recognise a suspicious email and what to do
- Learn about Phishing scams on emails and phone calls (this is where a scammer will pretend to be someone you know to gain confidential information)

The National Cyber Security Centre (NCSC) is a fantastic resource to gain a better understanding of cyber security and what you can do to make your online life safer.

Small changes, made by you, can make a big difference to your online security, such as:

- Password management.
- How to recognise a suspicious email and what to do.
- Learn about phishing scams on emails and phone calls (this is where a scammer will pretend to be someone you know to gain confidential information).



[Click this link for more information](#)

Exit interview process

When employees leave NHS Golden Jubilee, they are offered the opportunity to meet with a member of the HR team for an exit interview. Exit interviews are important as it allows the Board to gain more insight into the employees experience of working within NHS Golden Jubilee, to help improve workplace culture, employee engagement and morale.

From Monday 15 May 2023, exit interviews will now be completed through the self-service portal on eESS. If employees would still like to meet with a member of the HR team for more in-depth discussion, they can request this as part of the electronic interview process.

Employees who do not readily have access to systems allowing them to access eESS will still have the opportunity to complete a paper based exit interview. Arrangements have been made locally with department managers.

Managers

When a member of your team is leaving the organisation, it is important you process their leaving details as soon as possible through eESS. This will ensure the employee has the opportunity to complete the exit interview process in advance of leaving but also ensure they are removed from payroll. The employee will then receive an email to their recorded email address, inviting them to complete the exit interview process. Please ensure this is communicated within your teams.



A demonstration of the exit interview process on eESS can be accessed on [this link](#).

If you have any queries please contact a member of the HR team.

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](#).

Please write your questions or comments about the physical and mental health and wellbeing of veterans or their family, friends and carers in the boxes below.

My first question or comment is: * *Required*

 [More info](#)

My second question or comment is: *Optional*

My third question or comment is: *Optional*

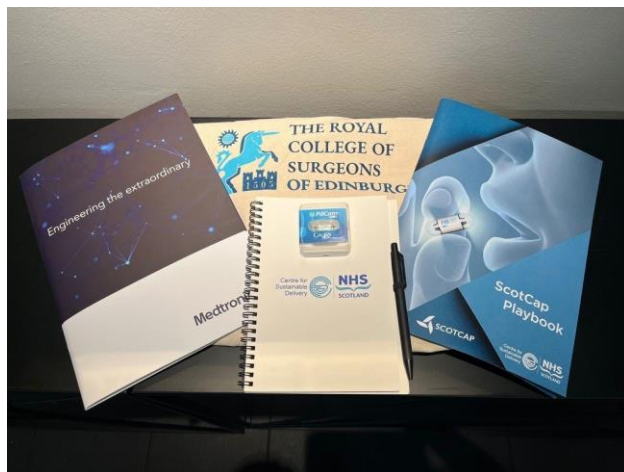
If you'd like to help, please [click this link to fill in the survey](#).

International Colon Capsule Endoscopy Conference

This month the national Centre for Sustainable Delivery were at [The Royal College of Surgeons of Edinburgh](#) for this year's International Colon Capsule Endoscopy Conference. A big thank you to all our speakers, subject matter experts and attendees for your participation, questions, thoughts, and discussions!

From topics such as 'how far has CCE come in the UK?', 'the patient preference', 'how can we improve the environmental impact of endoscopy?' and more, there were lots of insightful conversations and ideas.

Until next year!









Click here to view the programme for the day: [cce-conference-programme-2023.pdf](https://rcsed.ac.uk/cce-conference-programme-2023.pdf) (rcsed.ac.uk)

NHS 75th birthday - Marking the Anniversary

The 75th Anniversary of the NHS in Scotland will be marked on 5 July 2023. Over its 75 years, the NHS has continually adapted and responded in order to meet the health and care needs of the people of Scotland.

Our NHS and social care services are still under pressure and remain extremely busy, but continues to respond in remarkable ways with our staff showing extraordinary commitment and dedication.

Across health and social care in Scotland we have seen extraordinary efforts from individuals and teams delivering services and support to people in Scotland. This has been in the context of one of the most challenging periods the NHS has ever faced.

There has never been a better time to recognise the work of those working in and with our NHS.

We want to say a big thank you.

Our NHS has been responding in ways it has never had to before to deal with the challenges of the Coronavirus (COVID-19) pandemic. As we move beyond the pandemic it continues to respond in remarkable ways with our staff showing extraordinary commitment and dedication.

As we recognise how far we've come in 75 years and how our health and social care system continues to respond to our needs, we will also look to the future where we continue to collaborate and innovate together and to renew and reform our whole health and social care system and to create a healthier Scotland for the future.

We will be looking into ways of celebrating this with staff and will share all the details in the coming months.



New Whistleblowing Resources

At NHS Golden Jubilee, we take pride in creating an environment where you can all raise concerns about patient safety, malpractice and other forms of harm.

To support staff in understanding the process around Whistleblowing and how to raise concerns, the Independent National Whistleblowing Officer (INWO) are delighted to announce that a new range of resources have been created, co-produced by NHS staff and Health Board Representatives.

These resources include:

- [A quick reference guide for managers and people receiving concerns](#)
- [A checklist for managers and people raising concerns](#)
- [A guide for HR teams on the differences between HR issues and whistleblowing](#)
- [A guide to whistleblowing for anyone who wishes to raise a concern](#)
- [A suite of materials to support training sessions for Confidential Contacts \(made up of 5 case studies\)](#) - these are also available on [TURAS learn](#).

You can also access all these materials on the INWO [training, guidance and resources](#) section on their website.

Training Modules

Don't forget, all staff are strongly encouraged to complete the Whistleblowing training Modules on [Turas Learn](#).

These modules are:

- 'Whistleblowing: an overview' – this is aimed at all staff and will provide an overview of the whistleblowing process
- 'Whistleblowing: for line managers' – this is aimed at line managers or those who might receive whistleblowing and will give them the knowledge they need to help and support whistleblowers.
- 'Whistleblowing: for senior managers' – this will equip senior managers with the knowledge they need to help and support whistleblowers and to fulfil all the recording and reporting requirements of the Standards

Please note, you are only required to complete the module relevant to your role.



You can find additional support and information here:

- [INWO Guidance and Resources](#)
 - [STAFFnet](#)
 - [HR Connect](#)
-

Upcoming events



NHS Golden Jubilee National Day for Staff Networks Event

On Wednesday 10 May 2023 from 12pm until 2pm, there will be a National Day for Staff Networks Event held in Inspiration Space 2 and 3.

This day will provide staff across NHS Golden Jubilee a chance to learn more about what staff networks are available and their contribution to the organisation.

Each network will showcase their vision for maximising inclusion within the workplace by creating a platform to elevate the voices of a diverse group of staff with lived experience.

Come along and network with colleagues from across NHS Golden Jubilee!

NHS Golden Jubilee Staff Networks

- Ethnic Minority
- Ability
- LGBT+
- Spiritual Care
- Women's
- Young Person's
- Armed Forces

**An employer
for everyone**



Armed Forces Network

Providing a supportive space for our armed forces veterans, reservists, and families to share lived experience, recognising and honouring the valuable contributions they make on a daily basis.

- Embracing the unique skillset of our armed forces veterans, and reservists, as an enabler to enhance career development and adding value within NHS Golden Jubilee.
- Creating the conditions by fostering a supportive community to enable personal and professional growth.
- Working with other armed forces networks and Health Boards across Scotland to better coordinate and collaborate on national issues.



Scan the QR code to find out more about our Armed Forces Network.

✉ GJNH.armedforces@gjnh.scot.nhs.uk



INVESTORS
IN PEOPLE



disability
confident

HIDDEN
disabilities

GOLD
EMPLOYER



**An employer
for everyone**



Ethnic Minority Network

Creating a working environment and policy framework for ethnic minority staff which is open, supportive and promotes equality of opportunity, employee wellbeing and strengthening the employee voice.

- To encourage and maintain a safe and positive working environment for ethnic minority staff and eliminate racial discrimination for employees and patients.
- To support in developing and maintaining a representative workforce with inclusive leadership, and to raise the visibility and contribution of ethnic minority staff.
- To provide a forum where ethnic minority staff can share experience and issues affecting their work and professional development.



Scan the QR code to find out more about our Ethnic Minority Network.

✉ GJNH.ethnicminority@gjnh.scot.nhs.uk



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LGBT+ Network

Fostering a diverse inclusive workplace that encourages a culture of respect and equality for everyone, regardless of their sexual orientation, gender expression or trans status - amplifying our voices to be heard.

- Raising awareness and increasing the profile of LGBT+ staff and allies within NHS Golden Jubilee.
- Providing LGBT+ staff, volunteers and allies with a safe, confidential and supportive space for professional and social networking.
- Working with other LGBT+ networks in Health Boards across Scotland to better coordinate on national issues.



**Scan the QR code to
find out more about our
LGBT+ Network.**

✉ GJNH.lgbtstaff@gjnh.scot.nhs.uk



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Spiritual Care Network

**Specialising in the areas of spirituality,
spiritual and religious care.**

- Partnership working to help inform the wider workforce that spiritual care matters.
- To be a lens to promote the spiritual care needs of all NHS Golden Jubilee staff.
- To work in collaboration with the networks and wider organisation to minimise discrimination.



**Scan the QR code to
find out more about our
Spiritual Care Network.**

✉ GJNH.spiritualcare@gjnh.scot.nhs.uk



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Women's Network

There is no limit to what we,
as women, can accomplish.

- To raise awareness of gender issues in the workplace.
- To provide staff with a safe, confidential and supportive space for professional and social networking.
- To provide both formal and informal peer support.



Scan the QR code to
find out more about
our Women's Network.

✉ GJNH.womenshealth@gjnh.scot.nhs.uk



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Young Person's Network

**Giving young people a voice and platform
to grow, shine and make a valuable
contribution to the work of
NHS Golden Jubilee.**

- Providing a safe environment for young people to connect and share ideas.
- Nurturing young people to grow and become our future leaders.
- Embracing and embedding fresh ideas throughout our organisation to foster cultural change.



**Scan the QR code to
find out more about
our Young Person's
Network.**

✉ GJNH.youngpersons@gjnh.scot.nhs.uk



**An employer
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Ability Network

**Empowering staff to be their best selves,
to recognise different abilities in everyone
so that they can succeed in the workplace.**

- At the Ability Network, our mission is to make equality, diversity and inclusion an everyday reality for all staff, to recognise the unique and diverse needs of our employees to create an adaptable and inclusive environment for everyone.
- We seek to promote positive engagement with staff and managers to enable staff with disabilities, impairments, long-term and neurodivergent conditions to be supported through education, positive wellbeing practices and flexible approaches to employment and working practices.
- To act as a panel of experts who have real lived experience of issues relating to disability and accessibility and to contribute to NHS Golden Jubilee's policy and educational documents for disability and equality.



**Scan the QR code to find
out more about our
Ability Network.**

✉ GJNH.abilitynetwork@gjnh.scot.nhs.uk



An employer for everyone



Staff Networks

Led by staff for staff

- Based around protected characteristics and specialist interests.
- Confidential space to support each other and share lived experience.
- Open to Team Jubilee staff, volunteers and allies.
- Protected time to attend meetings and participate in activities.

Scan the QR code to find out more about our Staff Networks.

Ethnic Minority

Ability

Armed Forces

Young Person's

Spiritual Care

LGBT+

Women's

✉ GJNH.staffnetworks@gjnh.scot.nhs.uk



Email [Staff Networks](#) if you have any questions.

Scottish Cardiac Society Spring Hybrid Meeting

Registration is now open for the Scottish Cardiac Society (SCS) event taking place in person and online at the Stirling Court Hotel on Wednesday 3 May 2023.

Topics being discussed at this event include:

- Cardiac Imaging – VHD Imaging and imaging from North America
- Adult Congenital Cardiology
- Case discussions regarding - Percutaneous Coronary Intervention

Registration to attend in person or online is free for all active SCS members. The full programme will be released soon.

[Click this link to register](#)

Save the Date - Scottish Right Heart Symposium

A specialised meeting covering everything Right Heart and pulmonary circulation is being held on Friday 10 November in association with NHS Golden Jubilee and University of Glasgow.

An Advanced RV Echo Masterclass is also being held on Thursday 9 November.

The events, co-chaired by NHS Golden Jubilee's Professor Ben Shelley and Dr Phil McCall, bring together a multi-disciplinary team of experts covering:

- Clinical challenges
- Novel therapeutic techniques
- Clinical management
- Emerging assessment methods
- Cutting-edge basic science

Scottish Right Heart Symposium 2023  

and
Advanced RV Echo Masterclass

Save the Date
Friday 10 November 2023
Echo Masterclass Thursday 9 November 2023

A specialised meeting covering everything Right Heart and pulmonary circulation. Bringing together a multi-disciplinary team of experts covering:

- **clinical challenges;**
- **novel therapeutic techniques;**
- **clinical management;**
- **emerging assessment methods; and**
- **cutting-edge basic science.**



For more information contact Jocelyn Barr:
Jocelyn.Barr@gjnh.scot.nhs.uk or 0141 951 4132
@GJanaeresearch

For more information, contact [Jocelyn Barr](#), or call extension 4132.

Nurses' Day 2023

On 12 May 2023 nurses from across the nation will come together to mark International Nurses' Day. This year the theme is 'the difference you make every day' and we believe it has never been more important to highlight the incredible care and expertise nurses continue to provide to patients.

We are encouraging nurses from across NHS Golden Jubilee to get involved by sharing their stories and pictures.

Ahead of this year's Nurses Day, check out the video we made celebrating the work of our Nurses in 2022.



If you would like to take part, please contact [Gabrielle Ward](#)

Nursing Recruitment



**Make a
difference
every day**

**Eye Centre Nursing
Recruitment Event**

15 May 2023
12.30pm - 5pm
NHS Golden Jubilee Eye Centre

Come along to our Eye Centre Nursing Recruitment Event on With the opportunity to speak with our nursing team, clinical educators and interviews on the day, this is one not to be missed! Register by applying for a 'Recruitment Event' vacancy: <https://www.nhsgoldenjubilee.co.uk/.../join.../current-jobs>

People



Hayley helps colleagues take a deep breath

Working in healthcare is a demanding job, but one Nurse is using her calming and relaxing expertise to help colleagues cope with the mental and physical demands.

In her 'day job' Clinical Educator Hayley Doak passes on her knowledge and expertise to colleagues to ensure processes, protocols and pathways are maintained to the highest standards to help provide the best person-centred care for our patients.

Hayley, from Old Kilpatrick, has worked as a Nurse since 2011, embarking on her healthcare career in a nursing home and then the Victoria Hospital in Glasgow before moving to the Golden Jubilee in 2013 in general surgery and orthopaedics.

Her passion and dedication to helping and caring for others has stretched to extracurricular training through yoga, and she has now honed her zen-like skills to instructor level.

Hayley qualified as a yoga instructor in 2020 after 200 hours of comprehensive training over a year, just as the pandemic impacted on all of our lives, spending her weekends at Yoga Jo's in Milngavie studying the sacred practice which originated in ancient India more than 6,000 years ago.

Hayley is now putting her yoga techniques to good use by offering sessions in partnership with Tosh Lynch and Joe Keenan from the Spiritual Care team to benefit the health of our staff.



Hayley said: "Looking back it was probably a great time to receive my qualification to help me and others through the really challenging times then, but my plan was always to try and implement my training into the organisation.

"I had learned just how good yoga is for your health and wellbeing, both mentally and physically, and I had done my training while working so doing something for the organisation is a way of giving back for me.

“Once the pandemic started settling down I spoke with Tosh and Joe about stepping up what we were doing for staff from a wellbeing perspective so I pitched the yoga idea to them and they were on board so we took it from there.”

Hayley is currently doing an advanced 300-hour teacher-training course, which is based on the principles of yoga therapy to expand her impressive skills even further.

She added: “When I get graduate from my advanced training I’ll be qualified to support people therapeutically from a yoga perspective who may suffering from the likes of anxiety or depression or chronic illnesses and pain.

“Also, having been given a life changing diagnosis of type 1 Diabetes myself in 2021, I can further vow how these practices can help a person navigate through some really challenging times.

“Once I’ve completed the course we will hopefully look at integrating it into the organisation for the benefit of staff health and wellbeing, which will add further activities and therapies to the Golden Jubilee’s commitment to staff health and wellbeing.”

Hayley’s Breathe into the Weekend sessions are on Fridays at 3pm in the Spiritual Care Centre and are open to all staff.

Other sessions in the Centre include Mindfulness on a Tuesday and Meditation on a Thursday. All are 15-minute activities starting at 3pm.

Spiritual Care Lead Tosh Lynch said: “We are delighted to showcase Breathe in to the Weekend led by our nurse colleague, Hayley, who gives us some of her free time and expertise by leading the Friday sessions.

“The activities were conceived by Spiritual Care team as a way to promote staff wellbeing and a response to the Health and Wellbeing strategy and we are delighted that Hayley adds her expertise.

“There is a steady flow of staff attending the sessions and we hope many more can come along, not only to find some breathing space during their busy day, but to also showcase the Spiritual Care centre when people are seeking some quiet time in their day.”

Big-hearted cardiac team doing Kiltwalk for good cause

Members of the NHS Golden Jubilee Cardiac Physiology team will be pounding the pathways this weekend in the Glasgow Kiltwalk.

The big-hearted bunch are doing the 22.7-mile Mighty Stride from Glasgow Green to Balloch to raise money and awareness for the Motor Neuron Disease Scotland charity as a tribute to colleague, Cardiologist Brian Murphy, who was diagnosed with the disease around 3 years ago.

Lindsay Barr, Douglas Gordon, Nicole Smith, Julia Fedo, Kara Melville and Jennifer Dyet are all eagerly awaiting the start of the challenge on Sunday, joining thousands of people along the famous route.



“We did it last year and really enjoyed it, but there are new members of the team doing it this year and I am planning to do it every year for good causes.

“It’s a younger team, with the exception of me, and we are all looking forward to it.”

Douglas Gordon, Specialist Cardiac Physiologist

If you’d like to help the Golden Hearts raise money you can donate to their effort on their [Just Giving page](#)

Happy birthdays to Christine and Karen

Two long-serving Team Jubilee colleagues celebrated big birthday milestones in recent weeks.

Christine McCann from the Finance department turned 60, while Karen Ackland from the Communications team ‘celebrated’ her 50th birthday with the help of their colleagues who marked the special occasions with gifts and goodies.

We hope you enjoyed your celebrations!





Janette retires

Colleagues recently said farewell to ICU Charge Nurse Janette MacNair, who retired after 37 years of dedicated NHS patient care.

Thank you for your service Janette, you'll always be part of Team Jubilee!



Easter Weekend Jamboree fun

Maintenance Technician, Shane Erasmus and friend, Lee Blackstone, hosted an 'Easter weekend Jamboree' to raise money for NHS Golden Jubilee.

Featuring 12 bands, including Shane's own 'Deadwood', attendees enjoyed a fun filled day of games, music, dancing and prizes.

Thanks to Shane's efforts, the event managed to raise £200 that will be put to good use at the NHS Golden Jubilee.

A big thank you and well done to Shane!



You can attend their next event on 6 August 2023 at the Grand Old Opry.

Email [Shane Erasmus](#) for more information.

Val-You



Lesbian Visibility Week

This month we celebrated Lesbian Visibility Week. Chair of the Board at NHS Golden Jubilee, Susan Douglas-Scott, sat down with us to talk more about this week and our LGBT+ Staff Networks.



Comments about you!

Liz Taylor: Absolutely fantastic place

Gerry Kane: Great place

Angela Wilson: The best team ever I had my heart transplant six years ago . The most amazing , wonderful staff their care , compassion is truly beautiful. Thank you from the bottom of my new wee heart xx

John O'Brien: I had my heart transplant 11 weeks ago and will never forgot the help, support and guidance from every member of the amazing staff

Suzanne MacDonald: Superb hospital and excellent staff. Very grateful for all your care and attention over the last 18 years xx

Emma Anderson: Best team ever

Michelle McDade Smith: My hubby 1 of the 40! Amazing team from Hari Doshi, his transplant surgeon and his team, Frances his transplant Coordinator who is an angel to all the wonderful caring staff on NSD including the physios, the catering staff absolutely everyone! You will never truly know how much you do for your transplant patients and their families. You gave my husband Alan a 2nd chance at life, thank you! Forever in your debt x

Stephen Cotter: Well done team and thanks for my heart transplant in July 2020

Geddes Mclean: My 3rd anniversary today , the most amazing team of people. I have known since 2016 , my 2nd family

Terrie Bell: Amazing team off heart docs.

AnneMarie Lipton: Such an amazing team from nurses, Auxiliaries, physios to surgeons and Consultants. Gave my brother his life back earlier this year

Kathleen Chambers: Best team ever I got my transplant it will be 6years in July I will never be to thank them enough

Stephen Wilson: Had great treatment there and Jonny Delzell was my consultant x

Heather Sweet Squared: The best team

@frasergwilson: Well deserved recognition for a fantastic group of caring professionals.

@Scullabogue: Congratulations. Fantastic lifesaving work by the Surgeons , anaesthetists and nurses in Scotland

@myjamstyling: Without the most precious gift of an organ donation Transplant would never happen. The team at @NHSGoldenJubilee have saved so many lives due to this selfless act. It truly is the gift of life.



“

Thank you to Mr Siddiqui and the team for looking after me so well during my stay for my operation. I appreciate how relaxed you all helped to make me feel.


Staff Nurse Paula was very attentive and reassuring from my admission right through until my discharge. She continually checked on me post-operatively and provided me with everything I could have needed.

Sara from Physio was informative and great at making her instructions very clear.

Thanks to the anaesthetist and his student, they were professional and communicated everything that was going to happen to me very clearly, this helped reassure me a great deal. You have a great team and I felt in very safe hands.

”

Catherine Fraser
Orthopaedics patient



InVOLved



Volunteer Focus - Stuti Doshi

Name: Stuti Doshi

Age: 23

Where do you live?: Glasgow

Employment status:

I am a recent graduate from Newcastle University in Biomedical Sciences, aspiring to have a career in healthcare.

What are your hobbies and interests other than volunteering?

My hobbies include Indian classical dancing and I also enjoy running as well.

Volunteer role:

I am a Welcome/Self check-in Guide in The Eye Centre, where I support patients with the check-in procedure, and help to address any concerns patients have. I also mentor new volunteers and help to ensure the smooth running of the clinic.

What made you decide to volunteer with NHS Golden Jubilee?

I was looking for more experience in a healthcare environment, I came across the volunteering service here at NHS Golden Jubilee and felt motivated to apply to such a well-established volunteering programme.

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

I really enjoy speaking to patients and healthcare staff during my time volunteering, and I feel like this has helped me to build my confidence and strengthen interpersonal skills. I also believe volunteering is a rewarding experience in having the chance to give back to the community.

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

I think that volunteers play an important role in supporting patients, to make sure they are at ease in the hospital environment and help out in busy hospital clinics. Therefore, I would like to believe the role helps in making a difference.

Do you have any memorable, funny, or interesting stories from volunteering here?

Attending the International Volunteer Day event was a really memorable experience for me. I learned about the new volunteer strategy, met, and learned about other volunteers, and was also given the opportunity to speak a bit about my volunteering experience as well. This event gave me the opportunity to really appreciate the efforts put in by the whole volunteering team.

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

I have really enjoyed volunteering here and I believe this is mostly due to how supportive and encouraging the staff are, as well as the welcoming environment of Golden Jubilee. I would recommend such an experience without any hesitation.



Health and Wellbeing





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

Staff Wellbeing Hub

Continuing our commitment to support staff wellbeing NHS Golden Jubilee will be opening a staff wellbeing hub.

This will be a physical space that will be accessible to all staff and volunteers and provide a calming environment for relaxation as well as providing access to a range of resources and services.

We would like to know what resources and services you think should be available from the Wellbeing Hub.



Welcome to our new Health and Wellbeing Web Hub for all NHS Golden Jubilee staff and volunteers.

These pages contain national and local resources and links and support whether you are working from home or on site.

Your welfare is extremely important to us and we are committed to supporting you to maximise your health and wellbeing, both professionally and personally.

To achieve this, we have a holistic approach that supports you to achieve and maintain good physical and mental health. This approach also supports you with managing social and financial aspects of your life, which can impact on physical and mental health, as part of our Health and Wellbeing Strategy.



[Employee Assistance Programme](#)

It is important that the Hub reflects your requirements so please let us know by submitting you feedback at [this link](#).

Health and Wellbeing theme for April - Family

Throughout the year, our Health and Wellbeing Group will be focusing on a different theme for each month.

April's theme is 'Family' and the group has compiled information and support for colleagues and their families, which includes:

- Work-Life Balance policies
- Days out on a budget for Easter
- Support available for staff who are Carers
- Parent Club – advice and support for parents

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The Health and Wellbeing theme for May is Mental Health Awareness for the national awareness week from May 15 - 21.

Stress Awareness Month

Keep stress levels low

During Stress Awareness Month, we are all challenged to keep our stress levels low, and our peace levels high. Here are some great ways to keep your mind clear and de-stress if you find yourself getting too overwhelmed:

- **Exercise:** You've probably heard this one before, and even though it's probably not exactly what you want to do when you're feeling stressed (because laying on the couch and watching movies sounds more appealing), exercising gets endorphins pumping through your brain, which triggers a happy feeling. Exercise lowers your body's stress hormones like cortisol, and releases chemicals that make you feel more at peace.

- **Natural supplements:** Can help you feel more at ease. Natural remedies like lemon balm, omega-3 fatty acids, ashwagandha, green tea and essential oils are very helpful.
- **Light a candle or turn on the oil diffusers:** Put on some soft, soothing music and dim the lights. Take a deep breath and count your blessings.
- **Caffeine intake reduction:** Can help (even though it's tough to kick the coffee) because caffeine tends to make us jittery, which can cause stress and anxiety.
- **Spend time laughing with friends and family:** Let yourself have a good time and get your mind off the busyness of the real world.

Stress Awareness Month is an annual designation observed in April. Have you ever been in a situation that was a little (or a lot) overwhelming, you had deadlines approaching and a mile-long to-do list, and you were just in way over your head?! Well, you're definitely not alone.

Everyone feels stressed from time to time, especially as we get older and the responsibilities really pile onto our plate. The thing about stress is, a little bit of it isn't necessarily a bad thing, but too much of it can be detrimental to our emotional and physical health. Learning to find a healthy balance is the best way to live a productive, happy life.

A small amount of stress once in a while is a good thing because it means you're working hard and you care about what you're doing. If you were never stressed, that would probably mean you're living a lethargic lifestyle without a whole lot of work involved. However, too much stress doesn't allow us to think straight, and is overbearing and counterproductive. Prolonged stress leads to real physical problems and can cause strokes, IBS, ulcers, diabetes, muscle and joint pain, miscarriages, etc.

This month, recognise the difference between good and bad stress and try to find your happy place within the chaos.



Time for Talking - staff mental health support service

All Team Jubilee staff can access a free mental health support service, which provides further support for mental health issues.

The new service – TimeforTalking – has now replaced the previous Employee Assistance Programme by Axa, and is available for online referrals.

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.

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

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

Mental Health First Aiders

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

We are committed to assisting 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.



“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

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.

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](#)

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](#).

Learning and Organisational Development



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

National Perioperative Training Programme: Foundations of Perioperative Practice

The NHS Scotland Academy, Foundations of Perioperative Practice programme has been receiving rave reviews from learners. The programme offers band 5 registered scrub nurses and recovery practitioners the opportunity to take part in a 31 week accelerated training programme.

Using a hybrid approach to learning through work based, online and face-to-face activities, learners complete a competency portfolio, covering pre-surgical, surgical and post-surgical activities.

Take a look at just some of the learner reviews!

Testimonials

NHS Education for Scotland | **NHS Scotland Academy** Accelerated training through collaboration | **NHS** Golden Jubilee

BB

I am a newly qualified band 5 nurse working within the perioperative environment. I feel this course has given me the opportunity to learn theatre skills in a safe environment and has helped to build my knowledge through simulation and hands on practice.

Hannah Gorman
Staff Nurse
NHS Greater Glasgow & Clyde,
Royal Hospital for Children



Testimonials

NHS Education for Scotland | **NHS Scotland Academy** Accelerated training through collaboration | **NHS** Golden Jubilee

BB

This programme has supported my practical and theoretical learning as a newly qualified practitioner. I have had an excellent opportunity to learn in a safe environment with help and support from the learning facilitators. I have enjoyed meeting newly qualified practitioners from across Scotland and I can't wait to apply what I have learned about scrub, anaesthetics and recovery in my practice.

Niamh Robertson
Staff Nurse
NHS Tayside,
Ninewells Hospital



Testimonials

NHS Education for Scotland | **NHS Scotland Academy** Accelerated training through collaboration | **NHS** Golden Jubilee

BB

I am a newly qualified staff nurse working within theatres at the Royal Hospital for Children. This programme has helped build my confidence within the theatre environment and given me further knowledge surrounding the different disciplines working within the department. Participating in simulation training has given me an idea of scenarios that may come up on a daily basis and made me realise how much I had learned.

Seonaidh Munro
Staff Nurse
NHS Greater Glasgow & Clyde,
Royal Hospital for Children



Testimonials



NHS Scotland Academy
Accelerated training through collaboration



Without the Foundations of Perioperative Practice programme, I wouldn't have the foundation of knowledge and skills that I do now. It has provided me with a safe space to learn and share experiences with others who are also new to working in the theatre environment. I believe this will help me to become a more competent and confident theatre/scrub nurse.



Stephanie Ball
Staff Nurse

NHS Highland, Raigmore Hospital

Testimonials



NHS Scotland Academy
Accelerated training through collaboration



Being new in the world of scrub, this course has helped me develop the skills and understanding needed to become more confident within the theatre environment. The team are amazing and help to build your knowledge whilst making it an enjoyable experience.

The course has also given me a greater insight into how other parts of the theatre team work and how I can contribute.



Tigean Colligan
Staff Nurse

NHS Greater Glasgow & Clyde,
Royal Hospital for Children

Testimonials



NHS Scotland Academy
Accelerated training through collaboration



I work as a newly qualified band 5 nurse in a busy theatre. The training I have received on the Foundations of Perioperative Practice programme has allowed me to broaden my knowledge in areas I was unfamiliar with. It has improved my practice and how I control my standards whilst scrubbed or circulating on the theatre floor.

The educators have been outstanding with the guidance and knowledge they bring to the course and I am really grateful for that.



Tom Draycott
Staff Nurse

NHS Grampian, Elgin Hospital

Testimonials



NHS Scotland Academy
Accelerated training through collaboration




 I'm a band 5 scrub nurse currently participating in the Foundations of Perioperative Practice programme. This course is a great learning experience. It provides a safe space to acquire important skills that I can then implement into my practice.

Aimee Baird
Staff Nurse
NHS Greater Glasgow & Clyde,
Institute of Neurological Sciences



Testimonials



NHS Scotland Academy
Accelerated training through collaboration





 This course is perfect for newly qualified nurses entering scrub. The realistic simulation training has really helped to push my skills and knowledge. A huge benefit of this programme was this unique environment created by the facilitators which allowed me to ask questions, as this is not always possible in practice.


Amy Hall
Staff Nurse
NHS Greater Glasgow & Clyde,
Royal Alexandra Hospital




Testimonials




NHS Scotland Academy
Accelerated training through collaboration




 I am a newly qualified nurse working in theatres at the Royal Hospital for Children. Before starting this programme, I had limited theatre experience. The programme has given me a greater insight into the perioperative environment and helped to boost my confidence. I've really enjoyed working with learners from different health boards. We learn from each other whilst being guided with the Association for Perioperative Practice (AFPP) Standards.

Cat Pewett
Staff Nurse
NHS Greater Glasgow & Clyde,
Royal Hospital for Children



University of Strathclyde Healthcare Learning Survey

Our educational partners at University of Strathclyde would like to understand what learning would be useful to support your career through a survey. The University wants to inform our staff on what is currently on offer at the institution and together is looking to co-design the next generation of health and social care education.

Your views and answers will help shape the university's and NHS Golden Jubilee's future healthcare learning.



[Click this link to fill in the survey](#)

Health, Safety and Security Monthly Matters



Your monthly focus on what matters to you

Why am I seeing this?

Each month the Health, Safety and Security (HSS) team bring you a monthly update which focuses on a specific work place requirement. This aims to provide a healthy working environment, promote a positive safety culture and ensure legal compliance in all areas of NHS Golden Jubilee.

This May the focus is on Safety and Security

The primary objective for the Security Team is to keep everyone on our site free from harm and the threat of harm. We do this through ensuring we have sufficient resources to be able to react quickly when responding to calls for help, and also by being able to provide pro-active advice and reassurance to staff, patients and visitors, when needed.

Security on our site takes a number of forms. There is 24 hour cover by security officers with electronic systems at their disposal operated from our Control Centre, such as CCTV, access card control system, as well as fire and intruder detection alarms.

Alongside our electronic allies, the team tactically employ high-visibility patrolling, inside and outside, with effective communication, in attempt to deny, detect and deter the opportunities to commit crime on site at the Golden Jubilee site to achieve the combined goal of safety and security for all.

The security team cannot do this alone. We know that effectively working together is a vital part of our values at the Golden Jubilee and we work closely with all departments and individuals so they can act on sound and simple advice to protect themselves and their property, such as 'The Power of a Hello' if you

come across anyone you think to be acting oddly or suspicious. These combined forces enables our officers to respond in the most appropriate way to each isolated incident.

You can minimise risks by adopting a few simple precautions.

Inside the building:

- Protect your belongings by locking your office/room door every time you leave.
- Office windows should be closed when you leave your office, particularly on ground level.
- Don't leave purses, phones, laptops and other valuables unattended.
- Do not hold open or prop open doors which are linked to swipe access system.

On our external grounds:

- Report any inappropriate parking as this affects everyone that comes to the Golden Jubilee, staff and visitors.
- Do not leave your personal belongings where they can be seen through the window of your car.
- Make sure your bike is securely locked up in the bike shed. **Across the site as a whole:**
- Only use the designated site access and egress points: the Main Hospital Entrance and the Main Hotel Entrance.
- Ensure you wear your ID badge across the site and make sure it is visible.
- Items found on site should be reported to security and treated with vigilance and high confidentiality.
- Do not allow unauthorised people to enter restricted areas, for example do not use your swipe card to open a swipe access door and allow an unknown person to enter behind you.
- If you lose your staff ID access badge, or door/locker keys report it to Security immediately. A Datix should be submitted.
- Ensure doors with swipe access are secure after you go through.
- Be aware of any strange looking bags, items or packages. Is it **hidden** or concealed from view? Is it **obviously suspicious** with wires, tape or putty like substances? Is it **typical** and what you would expect to see in this location?
- In the event of an incident occurring and you wish to view CCTV, a subject access request form must be submitted to security to be authorised by the Head of Health and Safety or the Director of Estates before footage can be viewed. This form can be picked up from the Security Office.

If you see anyone acting suspiciously/committing a crime, report it as an emergency to Security via page on 0026 or via reception, or report it to the police by calling 101 / 999.

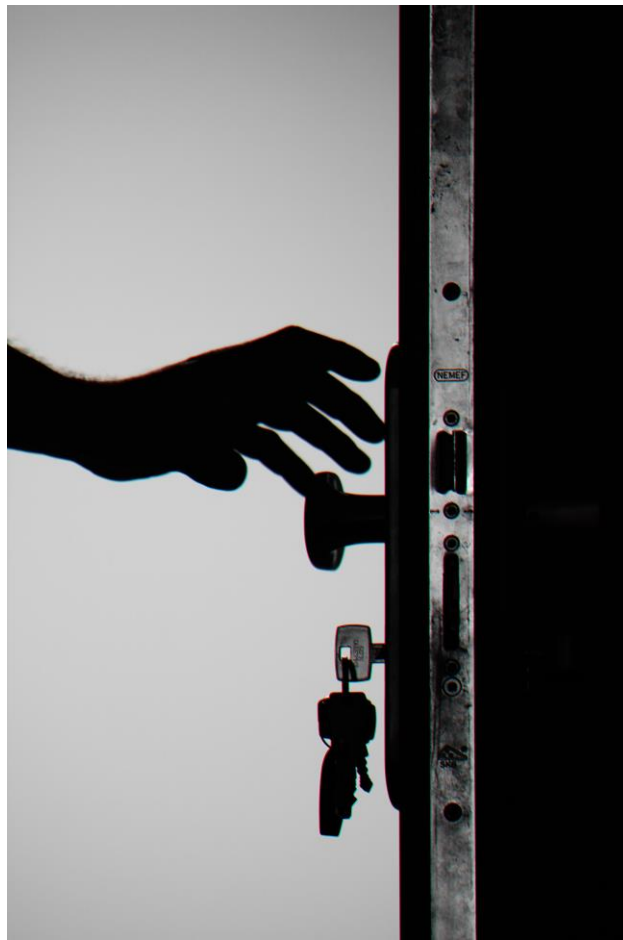
Effective security requires people to act in a security conscious manner and to be vigilant in order for the team to provide exceptional productive service for all.

If you are a line manager

- Ensure any keys kept on person or in your department are secure and accounted for.
- You have a responsibility to instruct staff to return ID badges, office and locker keys if they leave their job post.
- Remain up to date with procedures and instructions on what to do in the event of a security incident, especially those unique to your staff and area of work.
- When requesting an ID badge for a staff member, an email must be sent to GJNH.Security@gjnh.scot.nhs.uk and a current staff member must accompany the new staff member to the security office where badges are provided from Monday to Friday between 7 - 10am.

Call to action

To inform security if the key code on a door or key barrel is changed for your office or from within your department. – As soon as possible



Policies and Guidelines: <http://nwtc-sharepoint/sites/huddle/default.aspx>

Policy: [CCTV Policy](#)

Policy: [Security Policy](#)

Policy: [Hotel Security and Incident Policy](#)

Learning: LearnPro: [Reducing Risks of Violence and Aggression](#)

Learning: [ACT Awareness \(Counter Terrorism E-Learning\)](#)

Health and Safety email: GJNH.Health&Safety@gjnh.scot.nhs.uk

Security email: GJNH.Security@gjnh.scot.nhs.uk

Deadline reminder: [As soon as practicably possible](#)

The Social side



What's happening on our social media pages

Facebook:

Autism Awareness Day and Autism Acceptance Week

This month we supported autism awareness day by speaking with members of our staff who have taken part in the autism training course provided by the National Autistic Society.

Check out what Murray and Nyree had to say!

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



NHS
Golden Jubilee

World
Autism
Acceptance
Week

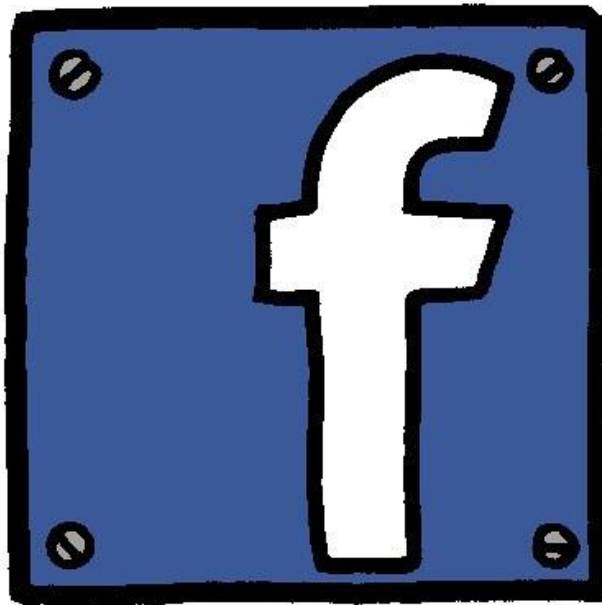
“
Really insightful
session with practical
take-aways from a
professional and
personal perspective.
Highly recommend
this course to
colleagues!
”

**Nyree
Anderson**

**Corporate Learning
and Education
Lead**

www.nhsgoldenjubilee.co.uk

#AutismAcceptanceWeek



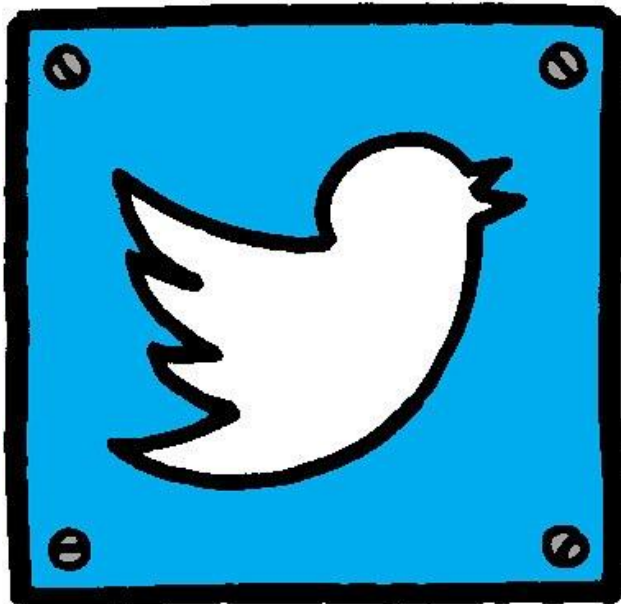
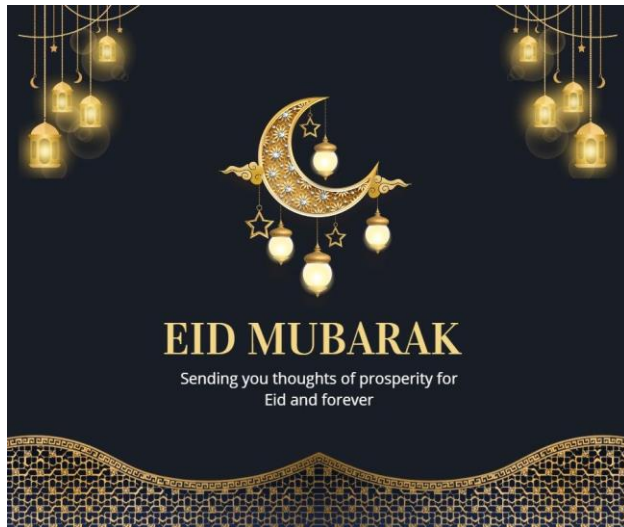
1 - [Click here to access our Facebook page](#)

Twitter:

Eid Mubarak

This month we wished all staff, patients, family and friends marking the end of Ramadan a happy Eid Mubarak. We wish you all happiness and health.

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



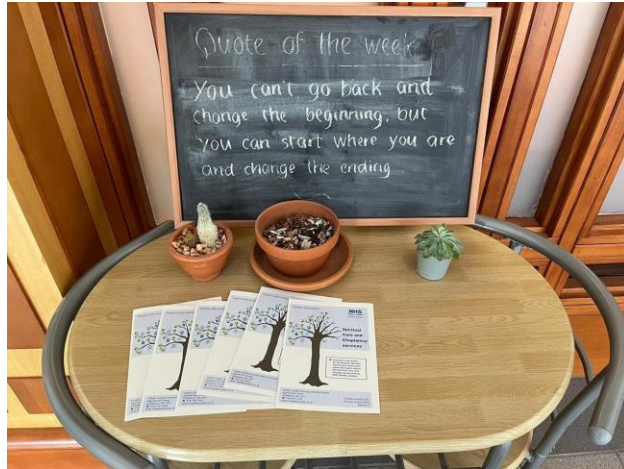
2 - [Click here to access our Twitter page](#)

LinkedIn:

Spiritual Care Messaging

Each week our Spiritual Care Team share a new 'quote of the week', these quotes are often one of our most engaged with posts that we share across social media. Check out this one posted to our LinkedIn page. Thank you to our Spiritual Care team for taking the time to share these thoughtful messages.

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

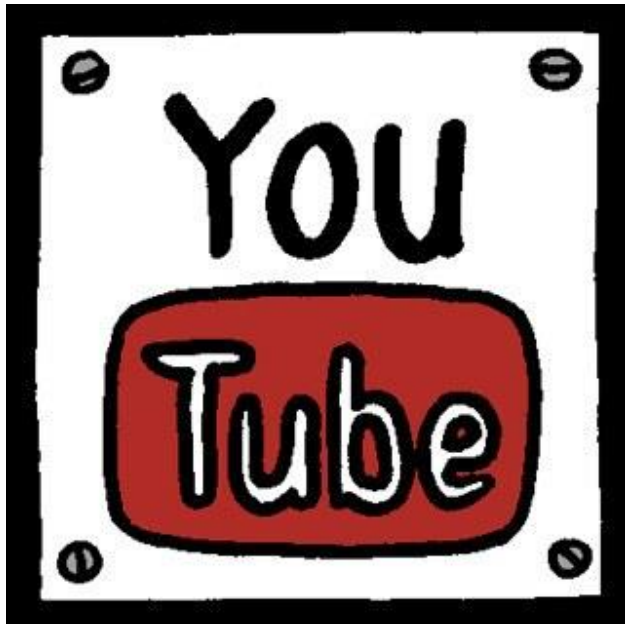


YouTube:

Patient Information Videos

Each month we get more than 1,000 impressions on our patient information videos. From pre and post-operation exercises to 'what to expect' videos, patients find these informative tutorials and walkthroughs helpful and reassuring before and after their procedures.

Check out some of them in the video!



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

Scottish Government News



£15 million for mental health funding

Projects to support mental health and address social isolation and loneliness in adults will share a further £15 million this year.

The Communities Mental Health and Wellbeing Fund for adults had now provided around 3,300 grants to community organisations delivering mental health and wellbeing support.

Improved mental health and wellbeing support is one of the commitments in the Scottish Government's Policy Prospectus.

[Click here to read more](#)

Launch of NHS Community Glaucoma Service

Thousands of patients will be cared for at their local community optometry practice rather than in hospital as part of a new NHS community glaucoma service.

The flagship eyecare service is being rolled out in NHS Greater Glasgow and Clyde and will expand across Scotland over the next 2 years and is expected to register an estimated 20,000 patients once complete.

[Click here to read more](#)

Tackling health inequalities

People living in some of Scotland's most deprived communities will benefit from an additional £1 million of funding to help tackle health inequalities.

The Inclusion Health Action in General Practice programme provides targeted funding for support to patients whose social circumstances have a negative impact on their health.

The funding is allocated directly to practices in the NHS Greater Glasgow and Clyde Health Board area and feature on the list of 100 most deprived practices in Scotland.

[Click here to read more](#)

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 19 May 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.

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

Contact us

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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