



Jubilee Life **October 2023**

Issue 53

*Welcome to the **October 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



Scottish patients receiving 'gold standard' robotic colorectal treatment at NHS Golden Jubilee

The robotic programme for colorectal procedures at NHS Golden Jubilee has now treated over 200 patients since it began during the COVID-19 pandemic, giving patients more precise procedures and less time in hospital.

The Colorectal Service started in April 2021 while services at regional boards across Scotland were suspended. During this time the Golden Jubilee University National Hospital in Clydebank supported NHS Boards by carrying out urgent and critical to life treatment for cancer patients.

The service takes referrals from regional health boards all over the country to treat cancer and a range of other colon and bowel problems, and since robotics were introduced in the service in early 2022, there have been 232 cases carried out by a Da Vinci robot.

Traditionally, with an open procedure, patients would expect to be in hospital for 7 to 10 days, but with robotic surgery, patients can be back home in just 3 or 4 days.



1 - Patient Max Wallace

“This is now the gold standard in treatment and we are doing more and more of them here at NHS Golden Jubilee, offering the highest possible quality of care for our patients.”

Andrew Renwick, Consultant Colorectal Surgeon

“The care I received from the staff and surgeons has been just brilliant, and I didn’t really feel any discomfort at all. It was a very worrying time after being diagnosed as you are concerned it might have spread, you just don’t know these things.

“But then I was amazed that the day after the operation a physiotherapist came to see me and got me doing some exercises, then a walk down the corridor, then further, so everything went very well.”

Max Wallace, former Police Chief Superintendent from Aberdeen (200th patient)

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

Calling all budding artists: NHS Golden Jubilee needs you!

NHS Golden Jubilee will soon open our new Surgical Centre to help treat more patients from across Scotland than ever before.

To help us celebrate, we have launched a fabulous art competition for Golden Jubilee families and any school child in West Dunbartonshire or any child of a Golden Jubilee member of staff – with the winning entry being displayed in the new Centre when it opens, a chance for your children to be part of local history!

We want to see your best efforts on the theme of ‘future healthcare’ – so let imaginations run wild!

Competition rules

Create your original artwork by hand in portrait format on A4 or A3 paper/card.

Your artwork can be a drawing, painting or collage using pens, paint, pastels or pencils. Please do not use any 3D materials. Add your name, class and name of Golden Jubilee employee to the back of your artwork.

All entries must be received by Friday 3 November 2023.

Entries can be sent individually or dropped off to:

Communications and Marketing Department, Level 5 East.

Categories

Prizes will be awarded for winners and runners up in Primary and Secondary age groups.

What you'll receive

- Artwork reproduced at A0 size and displayed in the new Surgical Centre for 6 months.
- Winners and runners-up event – see your art on display, receive a winner's certificate and memento, and have a celebratory lunch.
- Invitation for winners to attend the VIP official opening of the Surgical Centre in spring 2024. Good luck and we look forward to seeing all the entries!

**Calling all budding artists:
NHS Golden Jubilee needs you!**

NHS
Golden Jubilee

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This is your chance to be part of local history as we embark on an exciting new phase of NHS Golden Jubilee's story.

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Communications and Marketing Department
NHS Golden Jubilee
Beardmore Street
Clydebank
G81 4HX

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Structural Heart Disease Intervention course

NHS Golden Jubilee hosted its first Structural Heart Disease Intervention course in October, led by our interventional team Dr Angie Ghattas, Dr Stuart Watkins and Dr Mitchell Lindsay.

A comprehensive programme was delivered by distinguished UK and International expert faculty, featuring an interactive forum with experienced delegates of medical staff and allied health professionals contributing to active, lively discussion.

In addition to well-structured and informative lectures, the event included live demonstrations of 3 TAVI cases performed by our local team.





“This was an outstanding opportunity for our Centre of Excellence to share its expertise in the wider UK and international community, while benefitting our patients with advanced innovative techniques and technology. We are hoping that this will be the first of many to follow.”

Professor Hany Eteiba

Scan for Safety Point of Care scanning - in a Cardiac Theatre near you now!



On Monday 30 October, NHS Golden Jubilee became the 2nd health board in Scotland to implement 'Point of Care' scanning as part of the NHS Scotland Scan for Safety (SfS) Programme.

We will also soon become the first Scottish health board to implement this in Cardiac, Orthopaedics and Ophthalmology.

Scan for Safety is a national patient safety programme with the potential to provide significant benefits to teams and health boards across the country.

The programme uses and introduces barcode scanning to touch points across the Point of Care setting, allowing operational colleagues and boards to easily record data from procedures, gaining useful information on patients, practitioners and products being used.



2 - NHS Golden Jubilee Chief Executive Gordon James with members of the Cardiac Theatres team on launch day

Cardiac Theatres

SfS was implemented first within Cardiac Theatres this week. It is a very user-friendly technology and most importantly, from day 1 it will help streamline several of our processes as we benefit from its automation, which includes eliminating some of our current manual recording.

Orthopaedics and Ophthalmology

The planned Go-Live dates for Orthopaedics and Ophthalmology are Monday 14 and Monday 21 November respectively.



Stephen Friel, Head of Medical Physics, is our lead for the implementation of Scan for Safety here at the Golden Jubilee.

He said: "Scan for Safety is a very user-friendly technology and, importantly, it should streamline a number of our processes as we benefit from its automation, eliminating some of our current manual recording, from day 1.

"Those involved in the initial roll out will likely become quickly familiar with the technology as it is akin to the kind of barcode scanning we see in supermarkets in our daily lives.

"Applying this technology into the point of care setting, should result in multiple benefits for our board over time – with some even being realised from the start. The potential is down to all of us in how we make the most of this data capturing technology."



4 - Gordon James, Chief Executive

NHS Golden Jubilee Chief Executive, Gordon James, is the Chief Executive lead on the National Scan for Safety Programme Board.

He said: "At NHS Golden Jubilee we are always looking for new and innovative ways to improve our services for patients and our staff and Scan for Safety will help us, and the NHS as a whole, transform some of services.

"The programme's aim is patient safety and a key element of the work is to improve medical device data, especially in relation to implantable devices and ultimately improve the information available to patients about devices used in their care.

“Results from other health boards around the UK are already showing fantastic benefits such as significantly more hours of staff time saved that are released for patient care, and cost savings, which are win-wins for everyone.”



Electronic data

The electronic data that will be captured is detailed in the image and includes:

- Information on the patient
- Which procedure they had
- The clinical staff involved in the procedure
- Information about the device implanted
- Where the procedure took place

Benefits from Day 1:

- **Patient Safety:** In the event of a product safety alert or recall, any patient who has received a medical device that has been scanned will be identified in seconds and minutes (rather than hours, days and weeks).
- **Reduced admin:** Freeing up time of clinical and non-clinical staff. Less manual admin and more time to care for our patients.
- **Stock management:** End of year stock takes will be reduced to hours rather than days. In addition, this will allow for automated stock re-ordering - once scanned at point of care. This reduces admin and eliminates the risk of being 'out of stock' for a particular procedure.
- **Data:** Know exactly what products have been used on a patient involved in a procedure.
- **Finance:** Detailed visibility of costs involved in a procedure. This will also provide detailed easy access cost information supporting efficiencies for any cross-charging.

Longer term benefits will come from the history and variety of data that is acquired helping support our aims towards longer term financial, environmental and operational sustainability.

The National Scan for Safety Programme recently launched its [first newsletter](#) sharing more information about the overall programme.

Watch

Dr Rory Mackenzie, NHS Lanarkshire Consultant in Critical Care Medicine and National Associate Director, Centre for Sustainable Delivery (CfSD), talks about the Scan for Safety programme:



For more information, contact [Steven Friel](#), Head of Medical Physics or call him on extension 5170.

Further news and information about the national programme can be found on the [Scan for Safety website](#) or at [NHS Inform](#).

Speak up week

This month we marked Speak up Week 2023.

The theme of the week this year was '**Learning from Concerns**' and we encouraged everyone to get involved to help encourage a good speak up culture.

At NHS Golden Jubilee, we take Whistleblowing very seriously, providing a comprehensive policy, procedure, training and support to make sure you have the opportunity and confidence to raise concerns on a wide range of matters and know they will be listened to.

We currently have resources and information about Whistleblowing and how to raise concerns available at our West Lifts.

Confidential Contacts

As part of our team, you have access to support from our Confidential Contacts. These individuals are independent of normal management structures, and will act as an initial point of contact for any staff member who wants to raise a concern.

They will support you by providing a safe space to discuss your concerns, and assist in raising the concern with an appropriate manager where necessary.



You can contact them at any time, and find more information, by visiting: <https://www.nhsgoldenjubilee.co.uk/information/about-us/whistleblowing>

You can also view this short animation, walking you through the Whistleblowing process and the 3-stage process. [Click here to watch the animation.](#)

Training Modules

There are multiple modules which all staff are advised to complete to give you a better understanding 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.

Our safety guiding principles

Safety is the result of our actions and decisions. Before you begin a task, ask yourself, 'Have I checked the 3 Ps?' – our guiding principles.

These underpin the delivery and approach to health and safety across our organisation, specifically:

- **Safe Person:** Enabling a competent workforce who understand their health and safety responsibilities.

- Safe Place: Creating an environment that allows employees to do their best work.
- Safe Process: Putting the right processes in place to manage risk (integrated, transparent and accessible to key stakeholders)

Managers are asked to communicate these with their team via managed notice boards, email and staff meetings and briefs.

Safety is the result of our actions and decisions 

Before you begin a task, ask yourself – have I checked the 3 Ps? 

Safe person

-  Am I able to do this task?
-  Is this a job for one person or do I need support?
-  Am I wearing PPE correctly?



Safe place

-  Is my work area free from hazards?
-  Is there enough space and lighting to complete this task?
-  Is my equipment in good working order?

Safe process

-  Is there a safe working practice in place that I should follow?
-  Is there a safer way to do this, even though it may take longer?

Are you safety ready? 

Safety is the responsibility of everyone at NHS Golden Jubilee. Follow our quiz to see if you are safety ready.

This or That: Which one are you? Place a tick next to the answer most relevant to you on each row.

This (1 point for each) <input checked="" type="checkbox"/>	or	That <input checked="" type="checkbox"/>
I have received training in how to use my equipment <input type="checkbox"/>	or	I am unsure how to use all my equipment <input type="checkbox"/>
I check my work area daily and ensure it is tidy and in good condition <input type="checkbox"/>	or	I don't check my own work area <input type="checkbox"/>
I know where to find the risk assessments and SOPs for my role <input type="checkbox"/>	or	I am unsure where the risk assessments and SOPs are located <input type="checkbox"/>
I fully understand the fire procedure for my department <input type="checkbox"/>	or	I am unsure of what to do when I hear the alarm/s <input type="checkbox"/>
I know who to contact for Health and Safety advice <input type="checkbox"/>	or	I don't have anyone to contact for Health and Safety advice <input type="checkbox"/>

5/5 You are safety ready

4/5 You are almost safety ready – speak to your line manager for further support

3/5 You are on track and will thrive with some help – speak to your line manager for further support

2/5 You could do with some help to get yourself safety ready – speak to your line manager for further support

1/5 You need some help to get yourself safety ready – speak to your line manager for further support

[Click this link to download the Are You Safety Ready Quiz?](#)

Global Cyber Security Awareness Month



5 - Cyber Security Compliance Officer Kehinde Omosebi

To support Global Cyber Security Awareness Month, our Digital and Information Governance team packed October with activities to help you become more cyber aware.

Key messages

Do not pass sensitive information via the phone without confirming who is at the other end of the call. Cybercriminals will also use phone calls to get sensitive information from their target.

Follow the protocols for phone calls at all times, which include:

- Identifying the person on the call
- Not divulging sensitive information on the phone, and using previously provided information to identify the person on the call.



Microsoft Teams Scam

There has been a recent, ongoing, scam on Microsoft Teams where scammers are impersonating known persons for malicious purposes, often to try and get you to divulge sensitive information.

Before accepting any invite, you must confirm that the contact is genuine by contacting the sender through another method of communication that you know to be genuine, e.g. email or telephone if you have it, and preview the message if it is safe.

The poster features the NHS logo and "Golden Jubilee" text in the top right corner. On the left, the text reads: "Cyber security is as simple as ABC: Always Be Careful Microsoft Teams scam". Below this, it explains: "There is a type of cyberattack on Microsoft Teams where the attacker may impersonate a member of staff. They may request to chat with you on Teams with a message encouraging you to download an attachment, click on a suspicious link, or provide sensitive data." A diagram shows a message from "Jane Doe (i)" with an "External" marker, a "Preview message" button, and a "Join" button. A red arrow points from the "External" marker to the "Join" button, and another red arrow points from the "Join" button to the "Preview message" button. The diagram is numbered 1, 2, and 3. Below the diagram, "Quick tips:" are listed: 1. Look for the External Marker, this indicates the request is coming from outside the organisation. 2. Click on preview messages to view content safely without accepting the invite. 3. Impersonating a known or trusted person is a simple trick that malicious actors use. This is known as Spoofing. At the bottom, it states: "Do not accept external invites on Teams without prior verification." On the bottom left, there is a "Need help?" section with contact information for the Digital and Information Governance team.

Phishing


Phishing is a form of social engineering and spoofing where a target, or targets, are contacted via email, phone, or text message by a person impersonating a legitimate organisation, or person. This is done in an attempt to trick people into providing sensitive data, such as passwords, personally identifiable information, banking and credit card information.

Hackers do not break into the system; they log in through the weakest link. Do not be the weakest link.

Remember, stay alert for social engineering tactics used by cybercriminals, such as creating a false sense of urgency, a sense of authority, intimidation, and any appeals to your emotions.

The internet is now accessible via phones and tablets, as well as cameras and televisions. Wi-Fi is available on city buses, airports, hotels and on the street, among other places. The internet is accessible

to you as well as the cybercriminals. Be cautious about how you use the internet, what you post online and with whom you disclose sensitive information.



Cyber security is as simple as ABC: Always Be Careful

Spear phishing

Spear phishing is a type of targeted phishing attack in which personalised emails are used to deceive a specific individual or organisation into believing they are real. It frequently makes use of personal information about the target to improve its chances of success.


Whaling

Whaling attacks employ spear phishing techniques to target senior executives and other high-profile individuals with customised information.

Social Engineering Red Flags

FROM

- I don't recognize the sender's email address as someone I ordinarily communicate with.
- This email is from someone outside my organization and it's not related to my job responsibilities.
- This email was sent from someone inside the organization or from a customer, vendor, or partner and it is very unusual or out of character.
- Is the sender's email address from a suspicious domain (like microsoft.support.com)?
- I don't know the sender personally and they were not searched for by someone I trust.
- I don't have a business relationship nor any past communications with the sender.
- This is an unexpected or unusual email with an embedded hyperlink or an attachment from someone I haven't communicated with recently.



DATE

- Did I receive an email that I normally would get during regular business hours, but it was sent at an unusual time (e.g. 2 a.m.)?

SUBJECT

- Did I get an email with a subject line that is irrelevant or does not match the message content?
- Is the email message a reply to something I never sent or requested?

ATTACHMENTS

- The sender included an email attachment that I was not expecting or that makes no sense in relation to the email message. (This sender doesn't ordinarily send me this type of attachment.)
- I see an attachment with a possibly dangerous file type. The only file type that is always safe to click on is a .txt file.

CONTENT

- Is the sender asking me to click on a link or open an attachment to avoid a negative consequence or to gain something of value?
- Is the email out of the ordinary or does it have bad grammar or spelling errors?
- Is the sender asking me to click a link or open up an attachment that seems odd or illogical?
- Do I have an uncomfortable gut feeling about the sender's request to open an attachment or click a link?
- Is the email asking me to look at a compromising or embarrassing picture of myself or someone I know?

TO

- I was told on an email sent to one or more people, but I didn't personally know the other people it was sent to.
- I received an email that was also sent to an unusual mix of people. For instance, I might be sent to a random group of people at my organization whose last names start with the same letter, or a whole list of unrelated addresses.

HYPERLINKS

- I hover my mouse over a hyperlink that's displayed in the email message, but the link to address is for a different website. (This is a big red flag.)
- I received an email that only has long hyperlinks with no further information, and the rest of the email is completely blank.
- I received an email with a hyperlink that is a misspelling of a known web site. For instance, www.bankofamerica.com — the "n" is really two characters — "l" and "n".

Need help?

If you have accidentally clicked on a malicious link or provided your credentials to an unknown site or person, contact the eHealth service desk immediately on extension 5666 or email ehealth.servicedesk@gjnh.scot.nhs.uk

Further information

For further information or advice contact the Digital and Information Governance team on ig@gjnh.scot.nhs.uk

Smishing

SMS phishing - is a type of phishing in which the attacker lures a target through text messages into clicking a link which provides the attacker with sensitive data or downloads harmful software to your device.

Featured article

'Phishing: Don't Take the Bait' – [Click here to view the blog](#) Sway

There are also bespoke face-to-face sessions with the Security, Estates and Project teams in the Level 5 boardroom and we are available to engage your team.

- To book a session, email Kehinde Omosebi.
- Face-to-face session for all staff on Tuesday 31 October from 1.30pm – 2.30pm in the Level 5 East Boardroom. Everyone is welcome to the engaging and informative session.

Cyber security is as simple as ABC:
Always Be Careful

Smishing
SMS phishing, also known as Smishing, is the use of fake mobile text messages by cybercriminals to trick people into downloading malware or sharing sensitive information.

How can you avoid being a victim of smishing?

1. Know the red signals for social engineering, such as urgent messages or quick-money fixes. If it seems too good to be true, it probably is.
2. Texts demanding personal information should always be treated with caution, especially if they appear to be from reputable businesses. Remember, legitimate companies and government organisations would never send you an SMS asking for your account information. If you have any questions, get in touch with that person or group through a trustworthy means.
3. Keep the operating system on your phone updated at all times to guard against malware hidden in smishing links.
4. Never respond to texts from suspicious numbers, even to tell them to stop. Scammers will be notified that your phone number is active as a result, and you risk being added to spam lists and suffering even more harassment.

Need help?
If you have accidentally clicked on a malicious link or provided your credentials to an unknown site or person, contact the eHealth service desk immediately on extension 5666 or email ehealth.servicesdesk@nhs.uk

Further information
For further information or advice contact the Digital and Information Governance team on lig@nhs.uk

NHS
Golden Jubilee

We have information tables at the West Lifts for further engagement and discussion about cyber security.

Our cyber security staff survey continues until the end of the year. We will use the results of this survey to help shape future Cyber security awareness training and guidance for all NHS Golden Jubilee staff.

[Please follow this link to access the staff survey.](#)

Need help?

If you have accidentally clicked on a malicious link or provided your credentials to an unknown site or person, contact the eHealth service desk immediately on extension 5666 or email eHealth Service Desk.

For further information or advice contact the [Digital and Information Governance team](#).

Changes to pay dates

Pay dates are traditionally brought forward at the festive period.

Monthly pay

Monthly paid staff will be paid early in both November and December this year to provide enough time for SSTS, eESS, Expenses and Payroll processes to take place in between pay runs.

The new pay dates are Thursday 23 November and Thursday 21 December.

There is no change to the January 2024 pay date of Thursday 25 January.

Weekly pay

In keeping with previous years, weekly paid substantive staff will receive a “triple weekly pay” on Friday 22 December, and will then receive their next weekly pay on Friday 12 January.

Separate arrangements have been put in place to ensure that weekly paid bank workers receive payment for shortened pay periods during the festive period. These pay dates will be Friday 22 December, Friday 29 December and Friday 5 January.



ePayslip rollout delayed

The planned rollout of ePayslips this month has unfortunately been delayed due to a technical issue.

Paper payslips will be issued as normal for October and further information will be provided as soon as possible.

We apologise for any inconvenience this may cause.



Staff can request a login for ePayslips directly by emailing [GGC Payroll](#) and specifying their payroll or National Insurance Number.

Public Holidays 2024/25

The Partnership Forum has approved the Board public holidays for 2024/25.

- Friday 29 March 2024 – Good Friday
- Monday 1 April 2024 - Easter Monday
- Monday 6 May 2024 – May Day
- Monday 30 September 2024 - Autumn Holiday
- Wednesday 25 December 2024 – Christmas Day
- Thursday 26 December 2024 – Boxing Day
- Wednesday 1 January 2025 – New Year’s Day
- Thursday 2 January 2025 – New Year

As Good Friday falls in the 2023/24 holiday year, 1 public holiday is brought forward from the 2024/25 entitlement and is being used on Friday 29 March 2024.

Local agreement was reached with the Local Negotiating Committee (LNC) in 2018 in relation to medical staff employed by the Board receiving the same 8 public holidays as Agenda for Change staff.

NHS Circular PCS (DD) 2021/01 confirmed that public holiday entitlements would alter for all medical and dental staff from August 2021.

Additional Days for staff with HCI contracts

Staff who have retained HCI contracts will receive an additional 2 public holidays as follows:

- Monday 27 May 2024 – Spring Holiday
- Monday 15 July 2024 – Glasgow Fair



Events



Scottish Public Pensions Agency (SPPA) Ready for Retirement Events

Ready for Retirement webinars are aimed at members planning to retire in the next 12 months where you can find out more about your retirement journey with the SPPA. This online webinar will cover:

- Your journey to retirement and getting your pension
- Closer look at the retirement application form
- Partial retirement and going back to work
- 2015 McCloud Remedy
- Staying in touch after retirement

Available dates and Teams links details:

- [Wednesday 15 November - 10.30am - 11.45am](#)
- [Tuesday 21 November – 2pm - 3.15pm](#)
- [Tuesday 5 December – 2pm - 3.15pm](#)
- [Thursday 14 December - 10.30am - 11.45am](#)



[*Click this link for more information and to reserve a place*](#)

Pensions Made Easy session cancelled

The Pensions Made Easy sessions scheduled for Wednesday 1 November have unfortunately been cancelled due to unforeseen circumstances.

We apologise for any inconvenience this may cause and will notify staff when new dates are confirmed.



NHS Scotland Workforce Policies

Supporting the Work Life Balance Policies Awareness Sessions

Following approval by Scottish Workforce and Staff Governance (SWAG), the next suite of Supporting the Work Life Balance Policies will formally launch on Wednesday 1 November 2023.

In preparation for the launch of the new policies, awareness sessions for staff and managers will be held at the following times:

- Wednesday 1 November, 9am - 9.30am on MS Teams: [Click this link to join the meeting on the day.](#)



For any questions, please contact Employee Director [Jane Christie Flight](#), or Interim Deputy Director of Workforce [Lynne Rapson](#).

Booking is via eESS. Contact Tosh Lynch on extension 5060, or email [Tosh Lynch](#) for further information.

World Diabetes Day event

Our Ability Network is running a special free event for staff to celebrate World Diabetes Day.

Organised by Clinical Educator Hayley Doak, who has Type 1 Diabetes, the session will provide:

- information about diabetes and how activities like yoga can help people living with the condition
- a yoga session suitable for people of all abilities

The event takes place in the Hotel's Centre for Wellbeing on Tuesday 14 November from 6.30pm to 8pm.

Spaces are strictly limited to 20 people and staff are asked to bring their own yoga mats if they can.



world diabetes day

14 November

To book, please email [Christine McGuinness](#).

Scottish Right Heart Symposium and Advanced RV Echo Masterclass

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](mailto:Jocelyn.Barr@gjnh.scot.nhs.uk), or call extension 4132.

Spotlight on Quality Improvement

The Quality, Performance, Planning and Programmes team is hosting a 'Spotlight on Quality Improvement' session at NHS Golden Jubilee. The interactive 90-minute session will introduce you to quality improvement (QI) and our approach to QI, covering:

- Our strategic vision for QI
- Formal launch of NHS Golden Jubilee QI resources
- Hear examples of how QI is helping make improvements
- Seek your ideas for improvement and what we need to do next

This session is open to all staff – please share this opportunity with staff who do not have access to email.



[Click here to join the meeting on Tuesday 14 November at 11am.](#)

Or contact [Jonathan O'Reilly](#) to receive the diary invite. Please share the diary invite once you have received it.

Sunflower Disabilities webinar

We are hosting a webinar on Thursday 16 November with Hidden Disabilities Sunflower from 12pm - 1pm.

The Hidden Disabilities Sunflower is a simple tool allowing wearers to voluntarily share that they have a disability or condition that may not be immediately apparent – and that they may need a helping hand, understanding, or more time in shops, at work, on transport, or in public spaces.

The session: 'Introduction to the Sunflower Training', will include:

- Types of hidden disabilities
- Training
- Sunflower news
- Q and A session



Click the following link to join on the day: [Click here to join the meeting](#)

SACCS Conference – Save the date!

Registration is now open for the 12th Scottish Adult Congenital Cardiac Conference.

The in-person and online event is being hosted by the Scottish Adult Congenital Cardiac Service (SACCS) on Friday 24 November in the Golden Jubilee Conference Hotel.

Save the Date! 

Scottish Adult Congenital Cardiac Conference 2023

Friday 24 November

Golden Jubilee Conference Hotel

In-person and online

 For more information contact saccs.user@gjnh.scot.nhs.uk 

[Click this link to register](#)

For more information contact saccs.user@gjnh.scot.nhs.uk.

People



All the best Alison!

Colleagues said a fond farewell to Corporate Administrator Alison MacKay in October, who left us after 14 years for pastures new with NSH Scotland.

Thanks for your dedicated service Alison, you'll be missed and will always be part of Team Jubilee!



And it's goodnight from Kate

Congratulations to Kate Harkins whose friends and colleagues gave her a great send-off as she retired after 45 years' service in the #NHS.

Kate was with the Golden Jubilee for 28 years, starting here in the HCI days, and was a Charge Nurse in 3 East before becoming a Senior Nurse for Hospital at Night for the past 15 years.

She qualified as Nurse back in 1978 at the age of 21 and has devoted her career to providing the best care for the patients of Scotland.

Happy retirement Kate, and thank you for all your years of service. You'll be missed and will always be part of #TeamJubilee







Foundation Apprentices

Staff in our Finance department have welcomed Bryce Goldie and Ryan Scullion from St Peter the Apostle High School in Clydebank as Foundation Apprentices.

They will be with us every Friday for 14 weeks to experience working within busy finance teams in the NHS, and the valuable work experience will support part of their school curriculum.



Colleagues serve up ace goodbye for Debbie

Colleagues served up an ace farewell for Wimbledon fan and Nurse of over 40 years, Debbie Forbes as she marks the start of her well-earned retirement.

After starting her nursing career in 1983, Debbie has dedicated her profession to caring for patients from across Scotland.

As well as being a fantastic nurse, Debbie has been a great mentor, colleague and friend to the whole cardiothoracic team here at NHS Golden Jubilee.

Good luck and enjoy your retirement Debbie from all here at Team Jubilee!.



6 - Nurse Debbie Forbes leaves the NHs after over 40 years' service

"You will be greatly missed by the whole team, but we will remember your love of Wimbledon, quirky sense of humour and commitment to the profession."

Debbie's colleagues

Happy retirement Thelma

Colleagues in our Eye Centre said a warm goodbye to Nurse Thelma Mullen this month, who retired after 18 years' service with us.

Happy retirement Thelma, and thanks for your years of dedicated to the #NHS. You'll always be part of #TeamJubilee



Val-You



Celebrating the work of our AHPs

We celebrated (Allied Health Professionals) AHP Day on 14 October, highlighting the invaluable work of this highly talented and skilled group of healthcare professionals

This year's theme was AHPs in the right place, at the right time, with the right skills as they are critical to people's ongoing assessment, treatment and rehabilitation throughout their journeys.

Here's some comments from AHPs on their work, and why they love what they do!

Allied Health Professions Day 2023



A big part of my job is getting people back to independence, from first day post operatively to discharge home.



Eireann Murray
Physiotherapist

Celebrate Appreciate Inspire Connect

Allied Health Professions Day 2023



Passing on knowledge and expertise

Learning new skills



#AHPsDay
#AHPsDayScot
#AHPScot

Celebrate Appreciate Inspire Connect

Allied Health Professions Day 2023



“

In my role as an Occupational Health Physio, I enjoy getting the opportunity to have a positive impact on our staff's physical health and wellbeing.



Kris Robertson
Occupational Health Physiotherapist

”

Celebrate Appreciate Inspire Connect

Allied Health Professions Day 2023



“

I have had a great time here at NHS Golden Jubilee. The staff have been very welcoming and accommodating to my learning needs. I am looking forward to the rest of my placement to learn as much as possible from the experienced members of staff.



Kurtis Campbell
Student Physiotherapist

”

Celebrate Appreciate Inspire Connect

Allied Health Professions Day 2023



AHPs making a difference to patients from prehab to rehab, and beyond.

@Katie Lyon
@Natalie Lambie



Celebrate Appreciate Inspire Connect

Allied Health Professions Day 2023



“

Today is Allied Health Professionals Day! As a career-long Research Allied Health Professional, I would like to reflect upon the work and remarkable difference everyone in the field makes in improving patient outcomes. From developing and advancing new rehabilitation technologies, to monitoring and assessment of surgical outcomes in high-tech labs. The attention to detail and dedication to evidence based practice emboldens fellow professionals and ultimately improves patients' quality of life. I am proud to be an Allied Health Professional.

”



Celebrate Appreciate Inspire Connect

Allied Health Professions Day 2023



I'm delighted to take this opportunity to give a big shout out to all our AHP colleagues and thank them for their impactful contribution and influence here at NHS Golden Jubilee.

They continue to enable our patients and staff to optimise their own health, recovery and wellness.



Anne Marie Cavangh
Executive Nurse Director



Celebrate Appreciate Inspire Connect

Allied Health Professions Day 2023



Advanced Practice Physiotherapy



In our advanced practice roles we have fantastic opportunities to push the boundaries of traditional physiotherapy and provide highly specialised diagnosis and treatment for orthopaedic hand and foot patients. We are able to enhance and influence orthopaedic pathways and offer specialist training for other professionals.



David Longhurst and Kathryn Wales
Physiotherapists



Celebrate Appreciate Inspire Connect

Allied Health Professions Day 2023



Dietitians

Dietitians assist patients with educational on nutrition for conditions like diabetes and heart disease. Within the hospital setting we provide nutrition to a range of patients, from those with reduced appetites; patients who require therapeutic diets to treat disease; to those who rely on complex nutrition methods to meet their nutritional needs such as patients on intensive care who may need tube or intravenous feeding.



Celebrate Appreciate Inspire Connect

Allied Health Professions Day 2023



“ One of the most satisfying parts of my job is working with such a wide range of people, getting to know patients and their families. ”

Eireann Murray
Physiotherapist



Celebrate Appreciate Inspire Connect

Allied Health Professions Day 2023



Being able to make a real difference to peoples lives and see them thrive to their full potential is one of the reason I became a physiotherapist. Here at the GJNH it is my pleasure to empower these patient's to find their feet again after their joint replacement.



Gemma McCrea
Physiotherapist

Celebrate Appreciate Inspire Connect

Allied Health Professions Day 2023



The Arthroplasty Outcomes Team

Physiotherapists and Nurses in a combined extended role, working together to optimise patient care and outcomes, following hip or knee joint replacement surgery.



Celebrate Appreciate Inspire Connect

Allied Health Professions Day 2023



Occupational Therapists can use games to assess your vision, cognition and dexterity.



You'll often see these activities in @GJCriticalCare as the Occupational Therapists try to engage patients as early as possible in rehabilitation.



Celebrate Appreciate Inspire Connect

Allied Health Professions Day 2023



Occupational Therapists

Occupational Therapists are like everyday superheroes, empowering individuals to conquer daily tasks with confidence and grace.

From dressing and cooking to self-care routines, they're the guiding hands for people to gain independence and enhance their quality of life.



Celebrate Appreciate Inspire Connect

Occupational Health Physiotherapist – Kris Robertson

"In my role as an Occupational Health Physio, I enjoy getting the opportunity to have a positive impact on our staff's physical health and wellbeing."

Advanced Practice Physiotherapy - Kathryn Wales and David Longhurst

"In our advanced practice roles we have fantastic opportunities to push the boundaries of traditional physiotherapy and provide highly specialised diagnosis and treatment for orthopaedic hand and foot

patients. We are able to enhance and influence orthopaedic pathways and offer specialist training for other professionals."

AHP Day 2023 Occupational Therapist

This may look like a simple enough game. Occupational Therapists can use games like these to assess your vision, cognition (e.g. memory, problem solving & concentration) as well as how you physically manage to pick up the counters and lift them into place.

You'll often see these activities in @GJCriticalCare as the Occupational Therapists try to engage patients as early as possible in rehabilitation.

Physiotherapist - Gemma McCrea

"Being able to make a real difference to peoples' lives and see them thrive to their full potential is one of the reason I became a physiotherapist. Here at NHS Golden Jubilee it is my pleasure to empower these patients to find their feet again after their joint replacement."

Physiotherapist - Eireann Murray

"One of the most satisfying parts of my job is working with such a wide range of people, getting to know patients and their families. A big part of my job is getting people back to independence, from first day post operatively to discharge home."

Student Physiotherapist – Kurtis Campbell

"I have had a great time here at NHSGJ. The staff have been very welcoming and accommodating to my learning needs. I am looking forward to the rest of my placement to learn as much as possible from the experienced members of staff."

Dietician

A 'Dietitian' is a protected title and the only nutrition professionals regulated by law. To understand what this means please [click here](#).

Dietitians assist patients with educational on nutrition for conditions like diabetes and heart disease.

Within the hospital setting we provide nutrition to a range of patients, from those with reduced appetites; patients who require therapeutic diets to treat disease; to those who rely on complex nutrition methods to meet their nutritional needs such as patients on intensive care who may need tube or intravenous feeding.

Arthroplasty Outcomes Team

Physiotherapists and Nurses in a combined extended role, working together to optimise patient care and outcomes, following hip or knee joint replacement surgery.

Anne Marie Cavanagh, Executive Nurse Director

“I’m delighted to take this opportunity to give a big shout out to all our AHP colleagues and thank them for their impactful contribution and influence here at NHS Golden Jubilee.

“They continue to enable our patients and staff to optimise their own health, recovery and wellness.”

Follow the hashtags #AHPsDay #AHPsDayScot #AHPScot on social media for more information.

Gleneagles Hotel stay prize winners

Congratulations to Clinical Perfusionist Kate Deeley and Hotel Technical Coordinator James Perrie who were the 2 winners in our staff prize draw for an overnight stay with breakfast for 2 at the luxury Gleneagles Hotel.

We had the 2 vouchers to give away courtesy of the company’s ‘Our Turn to Care’ voucher offer for healthcare workers as a thank-you for our work during the COVID-19 pandemic.

The 2 winners were chosen at random from our entire workforce.

The prize includes:

- 1 night’s stay for 2 in a Manor double or twin room with full Scottish breakfast
- Complimentary transfers from Gleneagles Station on request
- Unlimited use of the leisure facilities – swimming pools, sauna, outdoor hot pool, gym, croquet, putting greens, pitch and putt, snooker and tennis

We would like to thank the Gleneagles Hotel for this most generous gift, which will be a well-deserved break for the lucky winners.



Coming Out Day

Chair of NHS Golden Jubilee Susan Douglas-Scott knows the challenges of coming out as a gay person and recalls the “fantastic feeling” of finally being herself and receiving the support she needed.

Coming out is a unique experience for each LGBTQ+ person. It’s not a one-time event; many LGBTQ+ individuals who come out to their closest friends and family may later come out at work or school, to their extended family, or to casual acquaintances.

For some, coming out is no longer a big deal – it can be a simple matter of correcting someone’s assumptions about you, or introducing your partner. For others, coming out is still a huge challenge. The very real fear of facing discrimination, bullying, or judgement can cause LGBTQ+ people to stay ‘in the closet’, struggling with anxiety while they strive to be themselves.



International Pharmacy Technician Day - 17 October

Pharmacy Technicians provide essential services on wards, in Pharmacy departments and out in the community to ensure patients receive a safe and accurate supply of medication with the support to maximise the effect of their treatment.

If you see a Pharmacy Technician, please take a moment to thank them for their contribution to high quality patient care.



Stonewall Workplace Equality Index

To ensure our workplace practices are allowing our LGBTQ+ staff to be themselves, feel valued and realise their full potential, we are issuing a questionnaire.

As part of our Workplace Equality Index (WEI) in partnership with rights charity Stonewall, all staff are asked to submit feedback on their experiences.

This is to determine whether our WEI reflects the real lived experiences of our staff, as well as whether staff are empowered to be good allies.

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



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

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

[For any queries, contact Robert White.](#)

Comments about you!

Patricia Tricia Hughes - Unbelievable care and wonderful staff Had my heart surgery in 2017 Forever grateful x

Lyndsay Campbell - Incredible staff at the Jubilee, particularly the team in HDU 2 , forever grateful for their care and support. xx

Kathleen Boyle - Such caring, professional and supportive staff. So grateful to all particularly HDU 2 . Thank you.x

June Mccabe - A brilliant team xx

Helen Johnston - My mum had amazing care in the Jubilee recently. Thank you

Jean Beardsley - Well done fabulous hospital

Billy Shaw - Excellent staff in this hospital everyone is very helpful and accommodating 5 star NHS Hospital.

Michal Wozniak - This is me 5 months after a heart transplant in ICU therapy ward. Many thanks for your support. A big thanks to the NHS Golden Jubilee Hospital!

Alex R - Great staff and great service. A total credit to the NHS.

Debbie Burns – Spotless everywhere. Had 2 appointments on the 1 day and got taken early with both. Staff are so pleasant and helpful and had a nice lunch in the dining room, plenty choice and great prices.

“

I found all staff to be attentive, polite and very respectful throughout. All the teams from the cleaners, ward assistants, nurses, consultants, physiotherapists, etc were first class and a credit to NHS Scotland.

I am two weeks post op and cannot believe the progress I have made. I was told that by using the robot the procedure would be more accurate, less evasive and would aid a quicker recovery. I have got to say that this is certainly the case so far. The advanced recovery program the hospital facilitates has had a real positive impact on my experience and recovery.


This hospital has a hotel as part of the complex and this allowed my wife to stay in the area to assist me accordingly.


I am extremely grateful to NHS Tayside for referring me to NHS Golden Jubilee Hospital. Anyone having reservations about attending at the Jubilee, please don't. Yes you may have to travel out with your regional area, but it is well worth it. The service and support I have received has been very much appreciated and I now look forward to getting back to some normality, hopefully pain free and able to enjoy life better after my surgery.

”

NHS
Golden Jubilee

Alan
Hip surgery patient



“ ‘Team Oncology/Urology support’ 

I would like to express my sincere appreciation to the staff members of the above group (I call them Team Oncology/Urology) for the devoted service that they have delivered to me. As a patient you can feel vulnerable, and must rely on the above support for consistent before/after care on my Prostate cancer journey.


And so, without much of a rehearsal, I suddenly entered a whole new world of waiting rooms, neon-lit corridors, prodding, poking, pills, and operating tables; months of visiting specialists who dealt with parts of the body I didn't know existed.

Today, last years journey feels like a surreal dream (after my first PSA test, post treatment and surgery) showing below 0.1. Apart from scars on my abdomen and the nerve-related side affects, life seems pretty normal, thanks to whole team from diagnosis to recovery.

Thank you to staff at Queen Elizabeth University Hospital Glasgow, New Victoria Hospital Glasgow, Forth Valley Royal Hospital and Golden Jubilee Hospital. In particular, Ann, Maureen, Claire (the stenny burd), Holly (physiotherapist), Dr McIlhenny, Mr McKay and many more that I cant remember their names, but whom have helped me on this Prostate Cancer journey.

Finally, can you please make sure this this esteemed, respect and acknowledgment is cascaded to all individuals on my gig.

Thank you very much indeed.

Gerard234
Patient 

InVOLved



Volunteer Spotlight

Name: Carolyn Boyle.

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

Semi-retired.

What are your hobbies and interests other than volunteering?:

Photography is my passion and I am honoured to have 2 of my images on display in the Spiritual Care Sanctuary.

Volunteer role details – role title; department; duties:

I'm an Orthopaedic Outpatients Volunteer, showing patients to the X-Ray department, or for their appointments with their consultants.

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

I saw an advert in a newspaper in early 2019 and then applied for a Pastoral Care Volunteer position. I did that for 8 months before the COVID-19 pandemic meant volunteers could no longer visit patients in person.

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

Interacting with, and helping patients who need help to get to where they need to be when they come in. They really do appreciate our input in making their hospital experience a more calming one.

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

Yes, they definitely appreciate the help and support we provide, knowing we are with them whenever they need assistance.

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

One memorable moment was when one of photographs was put on display in the Sanctuary. When I come in on a Monday I always leave with a smile as this is such a brilliant place to volunteer.

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

Don't hesitate to do it. You will feel that you can make such a difference to the patients who are visiting and also to the staff, who are very grateful.



Well done Jack!

Congratulations to Patient Peer Support Volunteer, Jack Morrison, who was shortlisted in this year's Scottish Health Awards for his dedication to supporting patients throughout NHS Golden Jubilee.

After receiving a heart transplant himself over 7 years ago, Jack wanted to give back to those who had treated and cared for him.



"I was very honoured to be nominated in the first place for my work.

"I started volunteering back in 2018 as I wanted to try and give something back to the NHS, and this hospital especially.

"I can never repay what the team have done for me, the care I've received here is second to none."

Jack Morrison

"We are all so delighted for Jack and so proud that he made it all the way to the final 6 for this work. Huge congratulations!"

Maureen Franks, Volunteer Services Manager

Health and Wellbeing



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

Breast Cancer Awareness Month

Employee Director Jane Christie-Flight was on hand with information at a stall for Breast Cancer Awareness Month.

Breast cancer is the most common cancer in the UK with around 55,000 women and 370 men being diagnosed annually in the UK.

It can affect anyone who has a small amount of breast tissue, including cis women, cis men, trans women, trans men, non-binary and gender diverse individuals.

The signs and symptoms present similarly to those in cis women. The most common symptom is a lump across the chest or the armpit. If a person has had top surgery (also called gender affirming mastectomies) the signs and symptoms may present more like those in cis men.

If you find a lump or notice any other changes to chest tissue, it's important to get checked by your GP as soon as possible.







Many symptoms of breast cancer, including breast lumps are non-cancerous and caused by normal tissue changes, but it is important that you pay attention to your body and seek advice if you notice anything that is abnormal for you.



Did you know that men can develop breast cancer too?

prevent breast cancer

Signs & Symptoms.

Swelling or a lump on the chest or armpit	A tender or drawn in / inverted nipple	Nipple discharge which is often bloodstained, or nipple sores
		
A rash (similar to eczema) on the nipple	Ulceration or swelling of the chest area	Swollen lymph nodes under the arm
		

Scan the QR code to find out more about breast cancer in men.

The earlier breast cancer is found, the better the chance of beating it. Speak to your GP if you notice anything unusual.

info@preventbreastcancer.org.uk 0161 291 4400

Prevent Breast Cancer Limited. Registered in England No. 4831397 | Registered Charity No. 1109839

Do you know the...

Signs & Symptoms

prevent breast cancer

A lump in the breast



Swelling of all or part of breast



Dimpled or depressed skin



Nipple changes inversion



Bloody discharge



Skin irritation or texture change



Redness & heat



Visible lump on armpit



The earlier breast cancer is found, the better the chance of beating it.

Speak to your GP if you notice anything unusual.



More info & how to check yourself video



SCAN ME

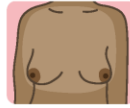
Prevent Breast Cancer Limited. Registered in England No. 483197 | Registered Charity No. 1109829

www.preventbreastcancer.org.uk

TOUCH YOUR BREASTS Can you feel anything new or unusual?

LOOK FOR CHANGES Does anything look different?

CHECK ANY CHANGES WITH YOUR GP



Check all parts of your breasts, your armpits and up to your collarbone (upper chest) for changes.

No matter what size or shape your breasts are, **check them regularly.**

Some of these signs and symptoms may appear differently on various skin tones.

COMMON SIGNS OF BREAST CANCER INCLUDE...



A **lump or swelling** in the breast, upper chest or armpit



A **change to the skin**, such as puckering or dimpling



A change in the **colour** of the breast – the breast may look red or inflamed



A **nipple change**, for example it has become pulled in (inverted)



Rash or crusting around the nipple



Unusual liquid (discharge) from either nipple



Changes in size or shape of the breast

BREAST PAIN
On its own pain in your breasts is not usually a sign of cancer. But look out for pain in your breast or armpit that's there all or almost all the time.

These illustrations are meant as a guide. Check anything that looks or feels different for you with a GP.



Breast Cancer Now is a company limited by guarantee registered in England (9547808) and a charity registered in England and Wales (160558), Scotland (SC045584) and Isle of Man (1200). Registered Office: Fifth Floor, Two House, 42-47 Millers, London EC3N 1DP.

Breast cancer can affect men of any age, ethnicity or sexuality

- Any man can develop breast cancer, but there are some factors that may increase your risk of developing it, including:
 - Getting older. Breast cancer can affect men of any age, but more cases are diagnosed in the age group 65-79.
 - High oestrogen levels, which can be due to obesity or having liver disease.
 - Klinefelter's syndrome, where men are born with an extra X chromosome.
 - Previous radiation exposure, especially in the chest and neck area.
 - Testicular events such as undescended testicles, surgical removal or having mumps as an adult.
 - A family history of breast cancer. About 20% of male breast cancer cases have a close family member who has had breast cancer. Inherited mutations in the BRCA2 gene may cause up to 10% of breast cancer cases in men and may also increase the risk of other cancers such as prostate cancer.

Chest/Pain/Nipples/Breasts – however you refer to it, it's still Breast Cancer



Here to support you

Remember you are not alone. There are resources available that offer practical and emotional advice and support, including online groups for men that have had breast cancer, e.g.:

- Against Breast Cancer's men only Facebook group for men affected by breast cancer (<https://www.facebook.com/groups/abcmembers>)
- The Men's VMU: a monthly virtual meet-up group run by and for men that have/had breast cancer. (Twitter: @TheMensVMU, Email: doug.barper@themensvnu.org)
- Breast Cancer Now's 'Someone Like Me' service, putting you in touch with men with breast cancer experience
- Macmillan: A cancer support charity, including cancer community forums (www.macmillan.org.uk/community)

Meet David and Doug. Read about David and Doug's breast cancer experiences by scanning the QR code.



Against Breast Cancer funds groundbreaking research to improve detection, treatment and survival after breast cancer diagnosis. The focus of our research is preventing secondary spread, the main cause of breast cancer-related deaths.

Against Breast Cancer, Leatham House, 18 Maple Court, Broomfield, Essex, Saffron Walden, CO10 2PT
T: 0203 534233
E: info@againstbreastcancer.org.uk
www.againstbreastcancer.org.uk
Registered Charity No. 1101824

September 2021



**FELLAS
LADS
MEN
BLOKES
GENTS
get breast cancer**

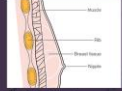
This leaflet has been produced by Against Breast Cancer in collaboration with Dr Kerry Illingworth, Doug Barber and David McCullin on behalf of the Men's VMU.

AGAINST
breast cancer

www.againstbreastcancer.org.uk


Men have breast tissue

Many people are unaware that men can develop breast cancer because they don't consider men to have breasts. In fact, all men naturally have a small amount of breast tissue behind the nipple area. This contains small ducts (tubes) which is where breast cancer can potentially develop. Approximately 1% of all breast cancer cases in the UK occur in men.



The diagram shows the male breast anatomy, including the nipple, areola, ducts, and underlying breast tissue.

Up to 90% of breast cancer cases in men are invasive cancer (invasive ductal carcinoma), where cancer cells grow beyond the ducts into the surrounding tissues. It may go on to spread to other areas of the body if not detected and treated early.



The diagram compares invasive cancer cells, which spread beyond the ducts, and non-invasive cancer cells, which remain within the ducts.

Non-invasive cancer (ductal carcinoma in situ/DCIS) is rare in men accounting for less than 10% of cases. Here, cancer cells are contained within the duct and do not spread.

What to look out for

Although breast cancer is rare in men, it is important to be aware of the symptoms. Symptoms of breast cancer can include:

- A usually painless lump
- Inverted/retracted nipple
- Drooping/bleeding from nipple
- Itch on nipple area
- Skin ulcer on the chest
- Lump/swelling in armpit
- Changes in size/shape of chest

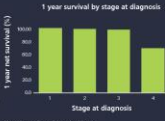
70% of breast cancer cases in men are primarily detected by self-examination and seeing the GP, so it is important to check your body regularly. If you notice any changes that are unusual for you, see a GP as soon as possible. Symptoms may not always be due to breast cancer but it is essential to get them checked.

Diagnosing cancer early gives you the best chance of survival

Breast cancer can be categorised into stages and grades which helps clinicians decide on the best treatment options.

The stage (1,2,3 or 4) describes the size of the tumour and how far the cancer has spread. Stage 1 is the most treatable whereas stage 4, also called advanced, secondary or metastatic cancer, is the most difficult to treat and is when cancer cells have spread around the body.

Getting symptoms checked quickly means you are more likely to be diagnosed at an earlier stage of cancer. Survival rates are best when breast cancer is diagnosed in the early stages. Currently 20-25% of men are diagnosed at later stages of breast cancer.



The bar chart shows that 1-year survival rates are highest for Stage 1 (around 90%) and decrease significantly for Stage 2 (around 70%), Stage 3 (around 40%), and Stage 4 (around 20%).

It's rare, but it's there...
Approximately 420 men in the UK are diagnosed with breast cancer every year. That's just over 1 man diagnosed every day.

Source: NHS Public Health England, 2019

The early bird can have better news to tell their family.

Cancer. Get checked early.



The advertisement features a group of flamingos in a pond. The NHS Scotland and Healthier Scotland logos are visible in the bottom corners.

Click the links for more information on the signs and symptoms:

- [Female Signs and Symptoms](#)
- [Male Signs and Symptoms](#)

Our Staff Pantry – a communal food store created for you, by you – needs you!

The new Staff Pantry, launched by our Health and Wellbeing Group's Financial and Social Wellbeing Sub Group, 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.

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

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

The pantry is being well utilised, which is great, however, to function sustainably it needs regular donations and we asking staff for help in maintaining such a good resource for colleagues when it's needed most.

If you would like to donate to the Pantry, food donations would be preferred, however, all kinds of donations are most welcome.

Even 1 item from your weekly shop would be a welcome donation and would help us keep a good stock for everyone who needs it.

You don't need to pay for anything you take, but if you are able to do so, please donate at a later date.

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.

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

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



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

World Mental Health Day

Occupational Health staff were highlighting the free support available to all Team Jubilee colleagues through Time for Talking - EAP for World Mental Health Day this month.

The service provides early intervention for people with ill mental health symptoms and can save a person from stress, more serious symptoms from developing and reduce the likelihood of further problems.

And a big thanks to Asda Clydebank for providing free healthy fruit snacks and water!

How can I access mental health support?

TimeforTalking service is an additional service to the current range of health and wellbeing support available through NHS Golden Jubilee, both internally and externally.

The service 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.

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.





[Click this link for more information](#)

World Menopause Day

World Menopause Day is held every year on 18 October, with the aim of raising awareness of the menopause and the support options available for improving health and wellbeing.

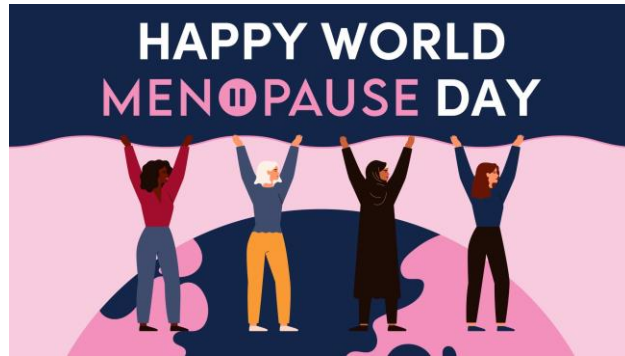
This year's theme was 'Cardiovascular Disease: What Women Need to Know'.

Hormonal changes associated with menopause can have wide-ranging impacts on cardiovascular health.

From our equality monitoring data, we know that we have a predominately-female workforce and that half of the workforce is aged between 40 and 60, so it is important that we understand the impact that the menopause can have on some of our colleagues and how we can support them.

We have a number of supports available including:

- a [Menopause policy](#)
- established a Womens Network - womensnetwork@gjnh.scot.nhs.uk
- established Menopause Cafes



For more information about this year's theme, click [here](#).

To Absent Loved Ones

November is seen as a time to remember those who have died and to celebrate their lives. In some religious cultures 1 November has special meaning (e.g. All Souls Day).

The Scottish organisation, To Absent Friends, encourages us to celebrate and reminisce about people who have died in the first week of November: <https://www.toabsentfriends.org.uk>.

At NHS Golden Jubilee, we want to honour those traditions by remembering those who have died through our own ritual. In the Spiritual Care Centre we have a memory tree and we invite you to come along, take a name tag and add the name of the loved one who has died.



Bereavement support

Throughout November through to Christmas and New Year can be a difficult time for people who have experienced a bereavement. Please know that we are here for you, to offer bereavement support at any time of the year.

For help and support, contact:

- [Tosh Lynch](#)
 - [Joe Keenan](#)
-

Jubilee Active Blog – Back Care Awareness

This month's blog focuses on Back Care Awareness Week, which runs from 3 – 7 October, with Occupational Health Physiotherapist Kathryn Wales talking about back pain, the most common musculoskeletal (MSK) problem globally.

Almost everyone will experience back pain at one point in their lives, from the most sedentary of us to the most active.

Kathryn dispels some myths about back pain. After all, back pain itself is not a disease, it is not an illness. It is a symptom of a MSK problem, which usually gets better through natural healing, without treatment.

Around 90% of people who have back pain will recover within 6 weeks.



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Learning and Organisational Development

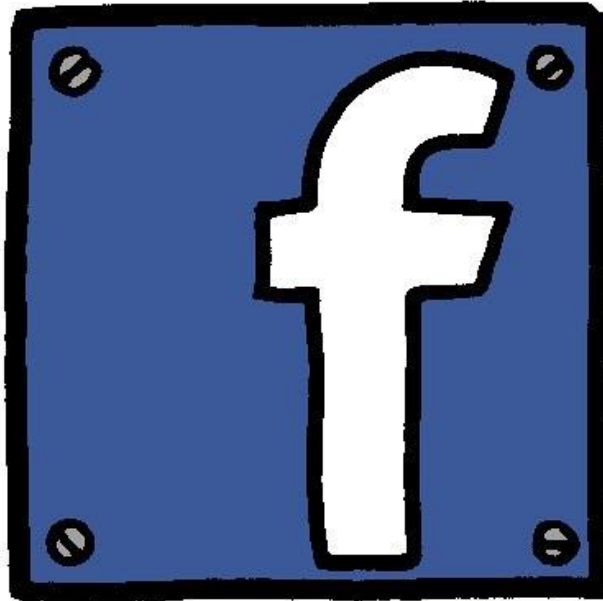


The latest [Learning and Organisational Development update](#) has details of current training opportunities.

The Social side



What's happening on our social media pages



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

Facebook:

Patients, staff, visitors and our social media followers love to see the wonderful view we have from our hospital.

Check out this shot taken from a level 5 East window.

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



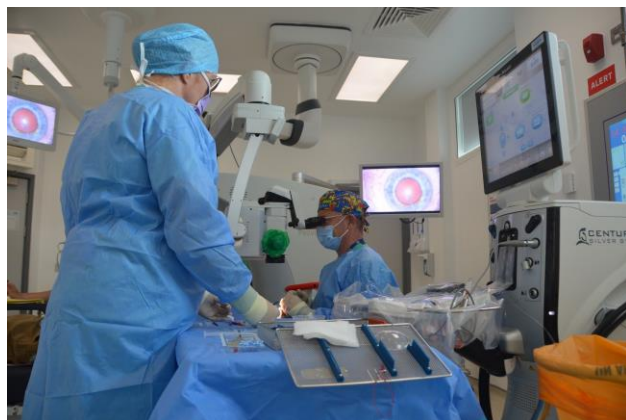


8 - [Click here to access our X page](#)

X:

This month we marked world sight day by recognising the incredible work our colleagues carry out in the Eye Centre.

The team are carrying out a record number of treatments for Scottish patients, with more than 11,000 cataract surgeries last year.

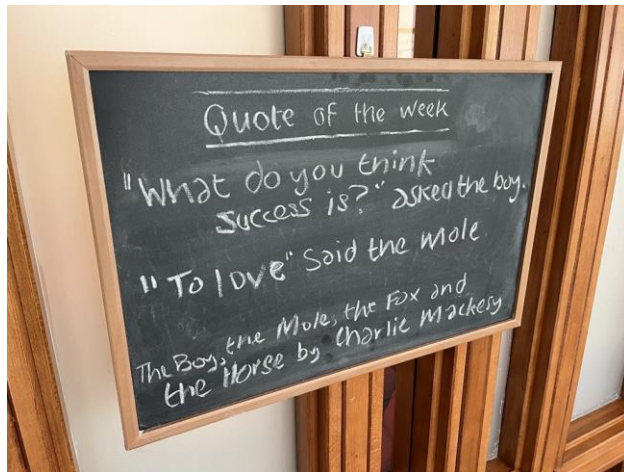


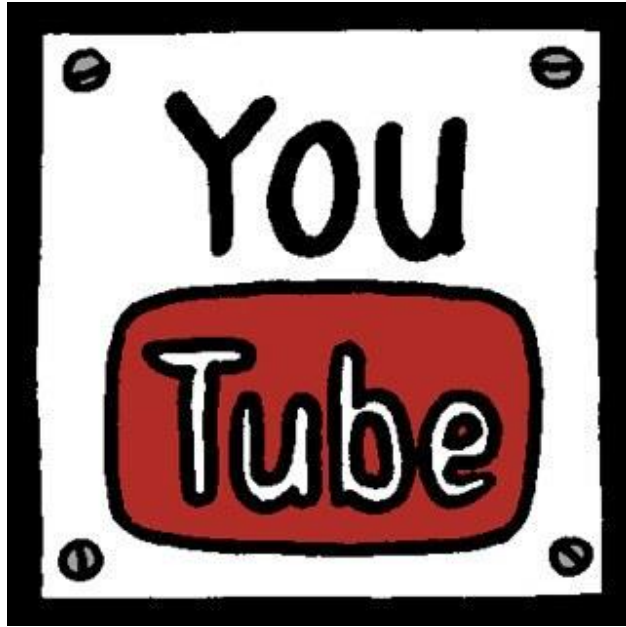


LinkedIn:

Every Sunday we share the quote of the week from our Spiritual Care department.

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



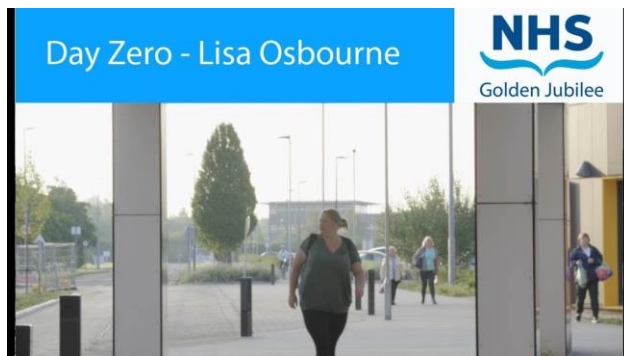


9 - [Click here to access our YouTube page](#)

YouTube:

More and more patients receiving hip replacements are now getting home on the same day of their operation thanks to our 'Day Zero' pathway.

Lisa Osbourne called her treatment "life-changing!" in this video of her journey.





10 - Click here to access our Instagram page

Instagram:

Cardiac Physiology Manager, Murray Jummun, captured this wonderful sight of a rainbow curving perfectly over the Golden Jubilee on his way into work one morning.

Thanks for the happy vibes Murray!



If you have any interesting photos you'd like to share with colleagues, or on our social media pages, send them to [Comms](#).



Remember, remember... the impact of fireworks

While fireworks can be great fun, they can be dangerous if not used properly. During the bonfire season, most firework injuries treated at emergency departments happen at informal private displays. Over half of those requiring treatment are children.

Rockets are responsible for the majority of serious eye and hand injuries, however sparklers, fountains and firecrackers are also frequent sources of injury.



“Unfortunately we see a rise in burn injuries around Bonfire Night, in both adults and children. We carry out an annual audit of firework injuries across Scotland, and last year there were 41 injuries recorded over the four-week period around Guy Fawkes’ Night.

“The majority of these occurred at private properties. Injuries reported ranged from minor, such as burns to the fingers, to severe including loss of fingers and complex eye injuries with loss of vision.

“Children are frequently burned with sparklers. There’s a misunderstanding of how hot they can get. They can cause severe burns to fingers and hands, or catch clothing alight. Sparklers should never be given to children under the age of five.

“Great care should be taken around fireworks, especially when children are near. To minimise the risks to you and your family, a publicly arranged event would be by far the safest way to view fireworks.”

David McGill, Lead Clinician for the Care of Burns in Scotland (COBIS) network and Consultant Plastic Surgeon at Scotland’s Burn Hub

This Bonfire Night make sure you know the law and rules around the use of fireworks, which are in place to reduce incidents and injury:

- It is illegal to set off fireworks in public places, including streets and parks.
- It is illegal to buy, attempt to buy, give or in any way make a firework available to someone under the age of 18, other than category F1 fireworks.
- It is illegal to set fireworks off before 6pm and after 11pm. This extends to midnight on 5th November and 1am on Hogmanay, Chinese New Year and Diwali.
- It's safer to celebrate at an organised event if there's one in your area, but if you're planning a private display at home, make sure you know how to keep you and your loved ones safe:
- Keep a safe distance.
- Follow the [Firework Code](#) and read instructions before use.
- Not all fireworks are suitable for private use. It depends on the size of your garden. Visit firescotland.gov.uk for more safety advice and to download our leaflet.
- It's important to think of others and be aware of the impact fireworks can have on those around you. The loud and sudden noises can be distressing for those with sensory impairment, and pet owners know only too well the distress they can cause animals. If you are worried about an animal call 03000 999 999.

Enjoy fireworks safely. For more advice visit firescotland.gov.uk

To report the misuse of fireworks anonymously call Crimestoppers on 0800 555 111.

SG Winter vaccines

Flu and COVID-19 can be serious and can result in hospitalisation – even for healthy people.

Most people who are eligible for the winter vaccines should have been contacted by NHS Scotland with an invite or a prompt to book an appointment. Depending on your selected communication preferences, this will have been by email, text, or by letter in a white, NHS Scotland-branded envelope in place of the blue envelopes used previously.

If you're given an appointment that doesn't suit, you can rearrange it online. You can book or rearrange your winter vaccines appointment at nhsinform.scot/wintervaccines.

There will be enough winter vaccine appointments for everyone who is eligible. If you're having difficulty getting an appointment on the booking portal, please wait a few days and try again.

Evening and weekend vaccination clinics are available and if it's more convenient, you can book or rearrange your appointment at a vaccination clinic closer to where you work or somewhere you visit regularly.

Getting vaccinated is the safest and most effective way to protect yourself against the viruses circulating this winter.

The flu virus changes every year and protection from the COVID-19 vaccine fades over time, so it's important you get the winter vaccines when offered. For the majority of groups who are eligible for both the flu and COVID-19 vaccines, vaccinations have started, so please come forward when called to provide the best possible protection over the winter months.

Scotland's vaccination programme has always offered vaccinations in the safest and most effective way possible. Evidence shows that administration of the flu and COVID-19 vaccines together is a safe and efficient way to deliver maximum protection over winter months.

Last winter, over 89% of flu and COVID-19 vaccines were co-administered. Decision-making on eligibility for Scotland's vaccination programme is guided by the independent, expert advice of the Joint Committee on Vaccination and Immunisation (JCVI). In line with JCVI advice, 50 to 64-year-olds who don't have an underlying condition that puts them at higher risk of COVID-19 are not being offered the COVID-19 vaccine this winter.

They are being offered the flu vaccine only.

Vaccines are the most effective way to prevent infectious diseases and taking up all of the vaccinations offered throughout life is the most important thing we can do to protect ourselves and our children against ill health.



To find out if you're eligible for any vaccines this winter, visit www.nhsinform.scot/wintervaccines

Support to leave an abusive relationship

Women experiencing domestic abuse will be able to receive up to £1,000 from a new pilot fund to pay for the essentials they need when leaving a relationship with an abusive partner.

The £500,000 Fund to Leave will be delivered by Women's Aid groups in the five local authority areas with the most women's homelessness applications due to domestic abuse.

In 2022-23 almost a quarter of all homelessness presentations by women and their children were due to a violent or abusive dispute in their household.

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

Funded childcare delivering for low-income families

More parents have been able to start work or progress their careers thanks to an initiative to expand access to school-age childcare, according to a new report.

Eight childcare providers across Scotland received a share of almost £600,000 from the Scottish Government to help 650 children from low-income families access school-age childcare.

The funding helped to make school-age childcare more accessible, affordable and flexible for parents and carers from low-income families, or those most at risk of experiencing poverty.

Healthcare awareness campaign launched

An awareness campaign has been launched to make sure people know the best place to go for healthcare over the winter.

Right Care Right Place has been rolled out earlier than in previous years to help Scots know which health setting is best for their medical concerns, and in turn to help alleviate pressures on the NHS and social care ahead of an expected increase in demand.

[*Click this link for more details*](#)

£100 million to reduce waiting times

Plans to cut inpatient/day-case waiting lists by 100,000.

New annual funding of £100 million to help reduce inpatient and day-case waiting lists by an estimated 100,000 patients over 3 years has been announced by the First Minister.

Subject to the outcome of the Scottish Budget process, the recurring annual revenue investment will run to the end of this Parliamentary session and help inform NHS Boards' multi-year planning to create capacity and accelerate treatment for patients.

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

Extra support for NHS for winter

£50 million to build Scottish Ambulance Service capacity.

A £50 million funding boost for Scottish Ambulance Service (SAS) recruitment and up to £12 million to expand Hospital at Home are among measures to support the health and care system this winter.

The Scottish Government and COSLA's joint Winter Plan, published today, identifies new funding for SAS to support work already underway to recruit a further 317 frontline staff to help increase capacity to emergency response. It will also see 18 additional clinicians working in the call centre hub who, through additional triage, can offer patients alternative treatment routes in cases which are not time-critical, reducing the number of hospital admissions.

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

Changes to dental care in Scotland

You may have heard about changes to NHS dental care in Scotland. What isn't changing is that you can still get a comprehensive range of treatments through the NHS. And for some people, it could be completely free.

25 and under

Maintaining oral health is especially important in our younger years, that's why NHS dental treatment is free in Scotland to everyone aged 25 and under.

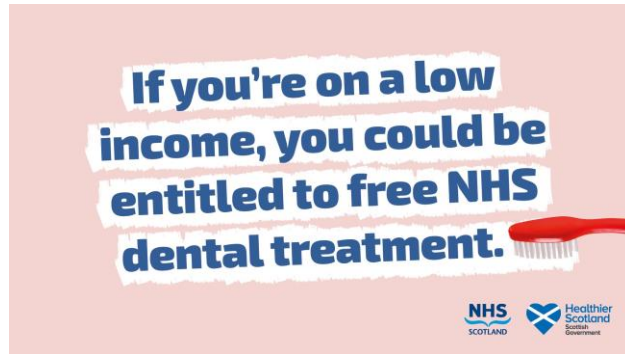
Pregnancy

Pregnancy can affect oral health and that's why all dental treatment is free in Scotland on the NHS during your pregnancy and for one year after giving birth.

Low Income

We know the cost of dental treatment can be a worry and that's why all treatment is free in Scotland on the NHS for those on certain benefits.

Your NHS dental practice will be happy to discuss your treatment plan and costs with you before any work is carried out.



Brush up on NHS dental treatment you're entitled to at www.nhsinform.scot/dentist

Parent Club – Wellbeing for wee ones

It has been a particularly tough time for everyone over the last year, whether you are a new parent or one with a growing family.

Either way, it can be difficult to know whether you're doing the best thing for your baby.

The new campaign from Parent Club aims to reassure parents that from day 1 simple things like singing and chatting help their babies feel happy, loved, and emotionally supported, now and into the future.

The Parent Club 'Wellbeing for Wee Ones' campaign hub provides expert advice on easy ways for caregivers to support their baby's brain development and emotional wellbeing as part of everyday activities, such as:

- Read or tell your little one a story.
- Smile at your baby while keeping eye contact.
- Have fun making silly noises.



To find out more about the Wellbeing for Wee Ones campaign and how it can help parents support their wee one's motional and social health, visit: parentclub.scot/wellbeing

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 17 November 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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