

Jubilee Life **November 2023**



Issue 54

*Welcome to the **November 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



Opening of Outpatients

We are happy to announce as part of the hospital expansion programme the refurbished and extended Orthopaedic Outpatient Department has begun its phased opening.

Initially, this area will comprise of 3 Zones and a large Reception and Patient Waiting Area. This will replace the temporary Reception Area that has been located in the conservatory during the refurbishment.

- **Zone A** will contain the expanded Orthopaedic Pre-op Assessment clinics, including Pharmacy, Occupational Therapy, Physiotherapy and Anaesthetics. This zone includes an additional patient sub-wait area.
- **Zone B** includes 2 Radiology rooms, an additional 4 consultation rooms and will be the location of the Pre/Pre Assessment Clinics. This zone also includes a patient sub-wait area.
- **Zone C** is the existing Orthopaedic consultations rooms, Plaster Room and Arthroplasty Service.

We look forward to working in our new location and wish to extend our thanks and appreciation to all involved, particularly the expansion team, in bringing this next stage of the hospital expansion to completion.

Existing outpatient services from cardiac, thoracic, cardiology, general and our National and Regional Services clinics will continue to be delivered in their existing main outpatients department in Level 2 clinics.



Project CAELUS

This month saw the culmination of years of hard work and dedication, as we were the trial site for the first live drone flight from Glasgow Airport to NHS Golden Jubilee as part of Project CAELUS.

The innovative project is led by a consortium of NHS Scotland, external and aviation industry partners, working to deliver the first ever national drone network for transporting essential medicines, bloods and other medical supplies.

This live trial was the first step in theoretically developing a network in the future, which would be able to deliver essential medicines, bloods and other medical supplies to areas all across Scotland.



“We are delighted to have had a successful flight trial here in the West Coast of Scotland.

“Years of preparation with all our partners have taken us to this point. This work has the potential to greatly improve our services closer to home.”

Karen Bell, join Innovation Lead for CAELUS for the NHS

[Click here to read more](#)

Resources to help boards make improvements to managing safe staffing

From April 2024, all health Boards and care service providers will be required to have fully implemented the Health and Care (Staffing) (Scotland) Act across their clinical services.

The Act, originally passed in 2019, was paused due to the COVID-19 pandemic, and aims to support the delivery of high quality care and improved outcomes for patients by making sure that appropriate staffing and support is available at all times.

To help you understand what this means for you and the impact it may have on your role, the Healthcare Improvement Scotland (HIS) Healthcare Staffing Programme (HSP) have published a range of toolkits and educational resources.

The HSP team works with workforce leads from each Scottish health board. Together we ensure necessary training and support is available for all staff.



New Healthcare Staffing Legislation

Drop-in Sessions

We have arranged drop-in sessions for clinical staff to help raise awareness and understanding of the Healthcare Staffing Legislation which will soon be rolled out across Scotland.

This will help answer any questions you may have on how this will affect NHS Golden Jubilee, duties within the team and how this may impact your role.

The sessions will cover our duties within the legislation and will be held on the following dates:

6 December 23	11pm - 2pm	MS Teams
6 December 23	2.30pm - 3.30pm	MS Teams
13 December 23	12.30pm - 1.30pm	MS Teams
13 December 23	2.30pm - 3.30pm	MS Teams
08 January 24	1.30pm - 3pm	Training Room 4
15 January 24	1.30pm - 3pm	Training Room 4
24 January 24	1.30pm - 3pm	Training Room 4
31 January 24	1.30pm - 3pm	Training Room 4

Scan the QR code to Join the Microsoft Teams meeting.

In-person sessions will be held in the Golden Jubilee Research Institute

For more information, contact: eleanor.lang@gjnh.scot.nhs.uk

You can also request support through the request by contacting Brenda Wilson by emailing [Brenda Wilson](mailto:Brenda.Wilson).

Prepared and ready

The intent of the Health and Care (Staffing) (Scotland) Act isn't a new concept. It builds on existing legislation, policy and local practice. This includes:

- safe levels of staffing
- real time staffing
- providing safe high-quality care
- best outcomes for patients

The outputs from the systems and processes will inform future staffing models. It will encourage service redesign and innovation where appropriate. The legislation does not seek to prescribe a uniform approach to workload or workforce planning. It allows the development of suitable approaches for different professions and care settings.

Monthly Theme

Each month, we will be exploring a different area of the Act, what it means and how this may impact your role here at NHS Golden Jubilee.

This month, we will be expanding on the guiding principles of the Act, which are broadly outlined below. The Act aims to:

- Look after the health, wellbeing and safety of patients and staff.
- Provide safe, high quality health and care services.
- Ensure that appropriate levels of staffing are appropriately arranged and that this actively contributes to improved standards and outcomes for our service users.
- Take into account the views of staff and service users, respecting their contribution and dignity.
- Being transparent and open about decisions made around staffing.
- Making the best use of the individuals, facilities and resources available within the NHS in Scotland.
- Finally, to promote multi-disciplinary services and approaches where appropriate.

All of this combined aims to ensure that we have the right staff, in the right roles, at the right time, providing the most appropriate care for our patients to address their individual needs.

At NHS Golden Jubilee, we are fully committed to this approach, and are taking a proactive approach to workforce planning, placing it at the heart of patient safety and the highest quality of care.

Available support

A range of HSP toolkits and educational resources are available now.

- [Knowledge and skills framework for health and care staffing in Scotland](#) - This framework will help you to develop the knowledge and skills needed.
- [Real Time Staffing resources](#) – Until the National e-Rostering system is rolled out to all staff and services, a suite of resources is available on TURAS. These can provide a consistent mechanism to identify and record real time staffing levels and risk in line with the legislation. This link will give let you view the user guides. To access the resources, contact (insert workforce lead name and email address)
- [Learning and development resources](#) - The HSP provides education for health boards around:
 - staffing level tools
 - the Common Staffing Method
 - the wider obligations of the Health and Care (Staffing) (Scotland) Act 2019 Help and support is also available by contacting Brenda Wilson.

Drop-in sessions for new healthcare staffing legislation

Drop-in sessions have been scheduled to help clinical staff support awareness of the Healthcare Staffing Legislation due to be brought in and the implications for NHS Golden Jubilee.

The sessions will cover our duties within the legislation and will be held on the following dates:

- 6 December 11am –12pm – Microsoft Teams MS Teams
- 6 December 2.30pm –3.30pm - Microsoft Teams
- 13 December 12.30pm –1.30pm - Microsoft Teams
- 13 December 2.30pm –3.30pm - Microsoft Teams

For more information contact [Eleanor Lang](#) or [Brenda Wilson](#).

New system to streamline prescriptions

The Pharmacy team is leading the introduction of the Hospital Electronic Prescription and Medicines Administration (HEPMA) system, which will digitise prescriptions and modernise the service.

Benefits of using the system include reduced need for paper and the nature of the technology makes it easier to spot errors, with a clearer workflow for users.

The introduction of has been approved by the Executive Leadership Team with Pharmacy leading the project over the next 6 months.

We are also excited to announce that we are delighted to welcome Hannah MacLeod as Lead Pharmacist for Digital, and Annette MacLean as Digital Pharmacy Coordinator, who will play a vital role in this project.



“Both bring a wealth of experience and have established valuable relationships over the number of years they have worked here and they are both excited to be part of this long anticipated programme.

“Over the coming weeks Hannah and Annette will be looking to refine the project plan, collaborating with key staff and stakeholders to determine the key milestones and proposed go live dates.”

Laura Fulton



The team held a demonstration day this week in collaboration with the system provider, System C.

New Cultural Humility Resource

The NHS Scotland Academy are excited to launch the new Cultural Humility digital resource. Available to all staff across health and social care, this starter resource provides learners with tools to develop their cultural humility values, attitudes and behaviours.

In collaboration with colleagues at NHS Education for Scotland Equality, Diversity, Human Rights Team, the new Cultural Humility resource has been created to consider how our backgrounds and the backgrounds of others can impact our relationships.

Packed with a range of videos, reflective activities, scenarios, and a resource pack, the resource can be easily accessed via TURAS Learn on any laptop, computer or smart device.

Cultural Humility



Access the resource here [Cultural Humility Digital Resource](#).

You must be logged in to your TURAS Learn account to view and access the eLearning module on this page. If you do not have a TURAS Learn account, you can sign up for one [here](#) sign up for one [TURAS Learn](#).

Golfer and pals chip in with donation to heart unit

A golfer who received a life-threatening heart diagnosis after collapsing on a course in Spain has taken to the fairway to raise money for our team who saved his life.

Hugh Galloway, 75, from Dumbarton, suffered a blackout on the Santa Clara golf course in Malaga when playing with friends on their golf holiday in 2022.

Hugh, who is retired from the Ministry of Defence at the HM Naval Base Clyde in Helensburgh, was playing in his friends' annual golf tour 'The Spanish 8' and were on the last day of their trip when he fell ill.

He flew home that night and visited a doctor the next day who sent him to the Vale of Leven Hospital in Alexandria.

From there he went on to spend 5 weeks at the Royal Alexandra and here at the Golden Jubilee, before receiving a vital aortic valve replacement at our Hospital in June 2022.

Hugh has since gone on to make a full recovery and decided to give back to our team who gave him a fresh lease on life by using an annual charity golf event to raise £3,700.



Hugh said: "I'm so grateful to everyone for their support and donations. After everything I went through, I really wanted to thank everyone in the team at the Golden Jubilee for my life-saving treatment, and to all the other staff across the NHS who gave me the best care I could have asked for.

"They will all have a special place in my heart, which is doing much better now thanks to them."

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

The story was also covered in local media:

[Clydebank Post](#)

[Glasgow Times](#)

[Helensburgh Advertiser](#)

Children send us their vision of future healthcare

We asked local children in West Dunbartonshire, and any young relatives of Golden Jubilee staff, to send their best artwork imagining what the "future of healthcare" might look like. They did not disappoint as they delivered some amazing concepts and ideas.

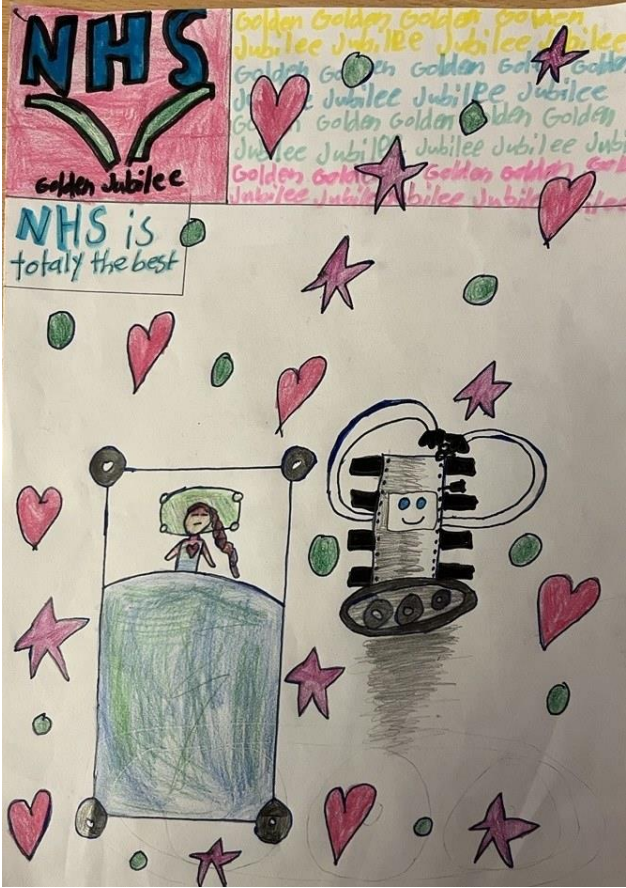
The competition was launched to help us celebrate our soon-to-open Surgical Centre, we launched a fabulous art competition, giving the local community their chance to be a part of history and have their work displayed in the new Centre when we open our doors!

Winners to be announced in the coming weeks.

Thank you to everyone who took part! Here are just some of the amazing entries we received!

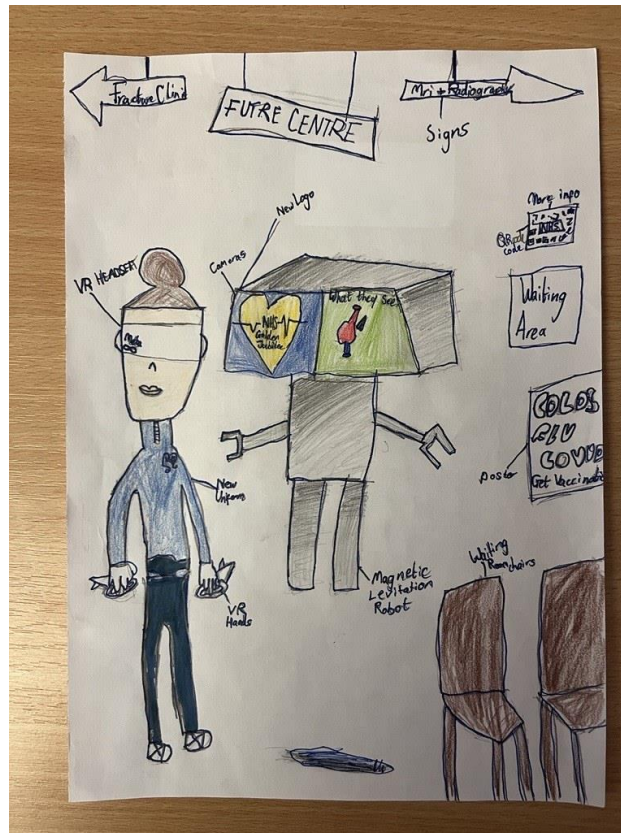












Golden Jubilee Conference Hotel gets top award for sustainability

The Golden Jubilee Conference Hotel has moved one step closer to becoming the most sustainable conference venue in Scotland after receiving the prestigious ECOsmart Gold accreditation.

One of only two Scottish venues awarded the Gold accreditation, our 4-star venue was commended for its responsible business practices, innovative sustainability solutions and ethical values.

The Gold accreditation was achieved after successfully showcasing our dedication to sustainability and environmental stewardship, and commitment to building a greener future.

With a history of providing delegates and guests with sustainable options, including paperless meetings and hybrid events, the hotel is well known for its commitment to social responsibility.

ECOsmart Gold is the latest recognition of the hotel's commitment to social responsibility and sustainability.

They also hold Visit Scotland Green Tourism Business Scheme Gold, International Association of Conference Centres GreenStar Scheme and the Venues of Excellence Committed to Sustainability Awards.



A QUALITY STAMP OF APPROVAL
That's a win-win for the planet and for companies!

“Receiving the ECOsmart Gold award is a milestone on our journey to adopting eco-friendly practices across all aspects of our operations.”

“We strive to lead by example, from conserving water resources, using innovative technology solutions, sourcing sustainable materials and supporting local businesses.”

“Our ECOsmart accreditation demonstrates our commitment to sustainability to our staff, guests and delegates and guarantees we are on the right path to shaping a greener world.”

Denis Flanagan, Commercial and Logistics Director

Events



Experts collaborate in Right Heart symposium

Hosted by our Golden Jubilee Anaesthetics, Perioperative and Critical Care research team led by Professor Ben Shelley and Dr Philip McCall, the second Scottish Right Heart (SRH) Symposium took place on November 10 in the Golden Jubilee Conference Hotel.

The SRH Symposium was conceived to provide a multidisciplinary forum for knowledge exchange, bringing together a range of clinical and academically interested individuals with a view to promoting cross-specialty learning and collaboration.

Right heart function dictates patient outcomes in a wide range of clinical conditions, including congenital heart disease, pulmonary hypertension, pulmonary embolism, chronic obstructive pulmonary disease

(and other respiratory diseases), following cardiac and lung transplantation, in patients receiving mechanical circulatory support and in perioperative and critical care settings.

Expertise in both the assessment and management of RV pathophysiology is found in a range of clinical disciplines.



“The aim is to hold a specialised meeting with a state-of-the-art programme delivered by local, national and international experts with topics including; cutting edge basic science, emerging assessment methods, clinical management, novel therapeutic techniques and clinical challenges.”

“This year, an opening address and ‘welcome to Glasgow’ from our own Research Director Professor Colin Berry was followed by a varied programme of scientific presentations from laboratory science and mathematical modelling to clinical science from a panel of speakers from throughout the UK and as far afield as Minnesota, USA covering these topics and more.”

“This year also afforded the opportunity for junior researchers to present abstracts of their work. Congratulations go to Dr James McErlane who won the ‘Dhruva Prakash memorial prize’, a prize kindly donated in memory of one of the Jubilee’s retired thoracic surgeons who recently passed away.”

Ben Shelley, event co-organiser Honorary Professor and Consultant in Cardiothoracic Anaesthesia and Intensive Care

Planning is already underway for the 3rd Scottish Right Heart Symposium which will be held on 7 November 2024 – save the date!

Antimicrobial Resistance Awareness Week

This month we marked World Antimicrobial Resistance Awareness Week by spreading this year’s theme of ‘Preventing Antimicrobial Resistance Together’.

Our Pharmacists at NHS Golden Jubilee were asking our staff and the public to consider becoming Antibiotic Guardians by making 1 simple pledge about how they will make better use of antibiotics.

Lead Antimicrobial Pharmacist, Gordon Adamson continued to spread awareness throughout the week with fun quizzes and information about what it means to be an 'Antibiotic Guardian'.



[Click here for more information and how to become an Antibiotic Guardian.](#)

Atrial Fibrillation Week

Every November we mark Atrial Fibrillation (AF) week. This year our Arrhythmia Nurse Specialists Stephanie Forrest and Claire Ferguson were teaching our staff and visitors about the importance of knowing your pulse to know your heart rhythm by following 4 simple steps.

1. Sit down for 5 minutes. Avoid consuming stimulants (e.g. coffee)
2. Hold your hand out with your palm up while bending your elbow slightly
3. Place 3 fingers between the edge of your wrist and tendon
4. Count your pulse for 30 seconds and multiply by 2 to get your heart rate and BPM



Visit [KnowYourPulse.org](https://www.knowyourpulse.org) to find out more.

International Fraud Awareness Week 13 – 17 November

This month colleagues from Counter Fraud Services (CFS) visited NHS Golden Jubilee for International Fraud Awareness week.

Counter Fraud Services not only fight fraud, but also bribery, corruption and other forms of economic crime against the NHS.

Over the week, CFS shared a number of articles and videos related to the different types of fraud within the NHS. The main topics covered were:

- Understanding the fraud landscape - [Click here to find out more](#)
- Insider threat – property - [Click here to find out more](#)
- Insider threat – data - [Click here to find out more](#)
- Preventing fraud, bribery and corruption - [Click here to find out more](#)

- Bribery and corruption - [Click here to find out more](#)
- Bank mandate fraud - [Click here to find out more](#)
- Phishing - [Click here for more information](#)



If you would like to know more about any of the topics listed above, or to increase your general awareness around fraud in the NHS, visit [Fraud week 2023](#).

Stop the pressure!

This month our Tissue Viability team were raising awareness around pressure ulcer prevention and care for Sop Pressure Ulcer Day.

Pressure ulcers are an injury that breaks down the skin and underlying tissue. They are caused when an area of the skin is placed under pressure.

Pressure ulcers can range in severity from patches of discoloured skin to open wounds that expose the underlying bone or muscle.

Did you know?

1 in 20 people who are admitted to hospital with a sudden illness will develop a pressure ulcer and they cost the NHS over £2 billion every year!

Our teams were out raising awareness of pressure ulcer prevention and treatments through a range of quizzes and activities.

Well done Team Jubilee.



For more information, visit [NHS Inform](#).

Remembrance Sunday

Our Chief Executive Gordon James laid the wreath for Remembrance Day to honour those who have made the ultimate sacrifice for our freedom and to show our eternal gratitude for their service.

Our Chaplain, Joe Keenan also shared some beautiful words with us to mark the day.





World Radiography Day

This month we celebrated World Radiography day by highlighting just some of our incredible multi-disciplinary team!

There are so many staff groups that work in Radiology and deserve recognition of their contribution to Diagnostic Imaging services.

Our team includes Radiographers, Consultant Radiologists, Administrative Staff, Radiology Nurses, Assistant Practitioners, Sonographers, Health Care Support Workers and Reporting Radiographers.





World Radiography Day

NHS
Golden Jubilee

8 November 2023 

Our Cardiac Interventional Radiographers work alongside their Medical, Nursing and Physiology colleagues as part of a team of professionals.

They provide specialist imaging required to carry out many procedures, including the life-saving emergency primary PCI service to the population of the West of Scotland, elective coronary angiography/intervention, as well as providing imaging to National services such as SACCS, SPVU and TAVI programmes.



#worldradiographyday #WRD



World Radiography Day

NHS
Golden Jubilee

8 November 2023



As a Radiographer, you will use cutting-edge technology to produce Radiographic Images, essential for the investigation and clinical management of a patient throughout their time in hospital and in clinic.

Radiographic images aid in the surgical planning of procedures, and in the decision-making process for patients - deciding what technique of intervention may be utilised and is best for the patient. They also help corroborate the clinical examination findings, and narrow down and confirm the differential diagnosis.



#worldradiographyday #WRD

World Radiography Day

NHS
Golden Jubilee

8 November 2023



Computed Tomography (CT) uses X-rays to create cross sectional images that can be reconstructed to give detailed 3D images of vessels and organs.

This is a quick test that can help diagnose or monitor various conditions.



#worldradiographyday #WRD

World Radiography Day

NHS
Golden Jubilee

8 November 2023



On World Radiography Day, it's always a delight to shine a spotlight on the role of the Radiographer and how pivotal they are to providing patient care. Most patients who visit NHS Golden Jubilee will be imaged by a Radiographer at some point, yet many patients and staff still confuse this with a Nursing role.

Radiographers attend University for 4 years to train specifically in Diagnostic Imaging, often going further to gain Post Graduate qualifications. They utilise their expert knowledge of Physics, Physiology and Anatomy, alongside a caring and patient-focused approach, to guide clinicians on the right treatment pathway for patients.

Louise McDade
Site Lead Radiographer



#worldradiographyday #WRD

World Radiography Day

NHS
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8 November 2023



MRI examinations play a vital role in the diagnosis and development of a treatment pathway for patients. It is a non-radiation modality and therefore suitable for children and patients of reproductive capacity.

They must have a methodical approach, accuracy and attention to detail and show a willingness to learn new skills and keep up to date with advances in technology. They will have an interest in science and technology, especially anatomy and physiology.



#worldradiographyday #WRD

World Radiography Day

NHS
Golden Jubilee

8 November 2023



Radiography is a dynamic and progressive profession, with lots of opportunities for keen individuals to extend their role, such as becoming an Advanced Practitioner Reporting Radiographer.

This team is responsible for reporting all of the Orthopaedic imaging that takes place in NHS Golden Jubilee, requiring a high level of subspecialisation expertise.

Advanced Practitioner Radiographers replace roles traditionally performed by Medical staff and provide a quality service of the highest standards, reporting X-rays and now also MRI scans.



#worldradiographyday #WRD

World Radiography Day

NHS
Golden Jubilee

8 November 2023



The RIS/PACS team consists of a Lead and 4 Radiographers. We maintain and look after all aspects of the PACS (Picture Archiving and Communication System) and RIS (Radiology Information System).

This role requires in-depth clinical knowledge as well as technical aptitude. On most days they interact with various departments and staff so everyday can be different and challenging, but also interesting and fun!



#worldradiographyday #WRD

World Radiography Day

NHS
Golden Jubilee

8 November 2023



The diagnostic use of medical ultrasound was pioneered by Professor Ian Donald in Glasgow in the 1960s and the first machine is displayed in the Hunterian Museum at Glasgow University.

Sonographers use high frequency sound waves to image anatomy in the investigation of symptomatic patients.

They are highly trained in the acquisition, interpretation, analysis and reporting of ultrasound examinations.

Ultrasound is used in a wide range of settings, for example, assessing abdominal organs, blood vessels, reproductive organs and superficial structures, but most know of its original use in Obstetrics (baby scanning) in pregnancy to date, assess viability and monitor fetal development.



#worldradiographyday #WRD

“On World Radiography Day, it’s always a delight to shine a spotlight on the role of the Radiographer and how pivotal they are to providing patient care.”

“Most patients who visit NHS Golden Jubilee will be imaged by a Radiographer at some point, yet many patients and staff still confuse this with a Nursing role. Radiographers attend University for 4 years to train specifically in Diagnostic Imaging, often going further to gain Post Graduate qualifications.”

“They utilise their expert knowledge of Physics, Physiology and Anatomy, alongside a caring and patient-focused approach, to guide clinicians on the right treatment pathway for patients.”

“Looking wider, there are so many staff groups that work in Radiology and deserve recognition of their contribution to Diagnostic Imaging services. Our multi-disciplinary team includes Radiographers, Consultant Radiologists, Administrative Staff, Radiology Nurses, Assistant Practitioners, Sonographers, Health Care Support Workers and Reporting Radiographers.”

“Each one plays a valuable role in the excellent service provided to patients on a daily basis and celebrated on this special day.”

Louise McDade, Senior Lead Radiographer

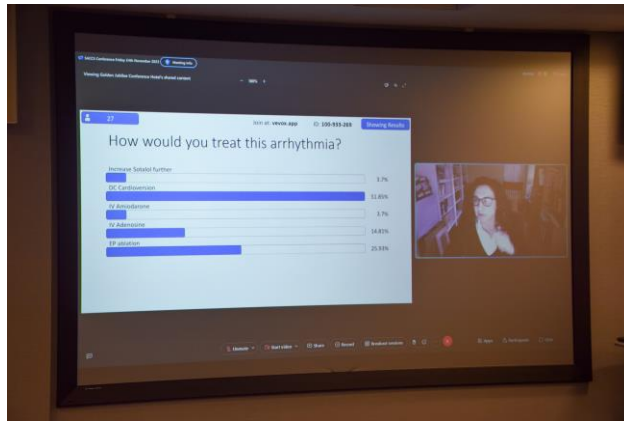


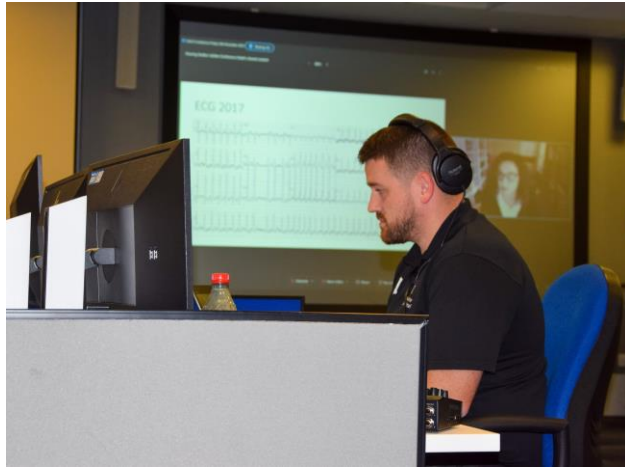
SACCS annual conference

Many thanks to everyone who attended the annual Scottish Adult Congenital Cardiac Service (SACCS) conference last week and took part in a fascinating event.

The team also made it a momentous occasion with a presentation of thanks and appreciation to Dr Niki Walker who has dedicated so much to the service, its success and to the patients of Scotland over the years since its inception.









Research Showcase Event

On Thursday 22 February 2024, the Golden Jubilee Research Institute will be hosting a special Research Showcase, dedicated to presenting the breath, impact and vision of the research undertaken by the team at NHS Golden Jubilee.

The day will begin with a breakfast at 8am with main presentations beginning from 9am with sessions and workshops running throughout the day until 4pm.

This event will be hosted in the Arcoona Room of the Golden Jubilee Conference Hotel, and will feature presentations from our experts and prominent figures in the research community as well as workshop and networking opportunities.



More details will be posted in the coming weeks, but if you would like to attend, please contact Stephen Morrow by emailing [Stephen Morrow](mailto:Stephen.Morrow).

Scottish Hip Fracture Conference

Registration is open for the 2023 Scottish Hip Fracture Conference which taking place on Thursday 7 December next week from 1pm – 4pm.

For more information and to register, visit: <https://book.shsc/hip>

People



Visiting professorship for NHS Scotland Academy, Learning and Innovation Director

This month we congratulated NHS Scotland Academy, Learning and Innovation Director, Kevin Kelman on his visiting professorship at the University of Strathclyde's Business School.

Recognised for his experience in leadership and management in public services, Kevin will be delivering essential teaching and mentoring opportunities for undergraduate and postgraduate students in the University's Employment and Organisation Department.



"I am absolutely honoured to have been awarded this visiting professorship at the University of Strathclyde's Business School.

"This is an extremely exciting time for our organisations and this new position is a great opportunity for us to continue to build on our existing partnerships with the University of Strathclyde to help address key challenges within health and social care across Scotland.

"This opens up even more exciting opportunities to make meaningful changes to the design and delivery of health and social care services. We are particularly excited about the possibilities this offers in the areas of workforce development, workforce innovation and workforce diversification.

"I am really looking forward to supporting the students and working with academic colleagues at the University of Strathclyde."

Kevin Kelman, Professor

[Click here to read the full story](#)

Internationally renowned Cardiologist appointed President Elect of Royal College of Physicians and Surgeons of Glasgow

Our very own Associate Medical Director, Professor Hany Eteiba, has been named as the next President of the Royal College of Physicians and Surgeons of Glasgow.

As a well-respected member of the Cardiology team, Hany has served the College for more than 20 years, as well as holding roles including President of the Scottish Cardiac Society and Honorary Professor at the University of Glasgow.

He is known worldwide for his leading role in developing interventional cardiology service in the west of Scotland, extensive contributions to the research and treatment of cardiovascular diseases.



"It is a great honour to have been elected as the next President of the Royal College of Physicians and Surgeons of Glasgow."

"I look forward to contributing to the unique voice the college has in healthcare and working on critical issues such as the wellbeing of our doctors and other healthcare professionals, as well as the future of the healthcare workforce."

Professor Eteiba

"We are delighted to congratulate and support Professor Hany Eteiba in this honour.

"This appointment recognises Professor Eteiba's dedication and expertise in the field of cardiovascular medicine, training and research.

"His contributions to the field over more than 20 years have changed the lives of countless patients and families not only in Scotland, but all across the globe.

"On behalf of myself and the entire Board at NHS Golden Jubilee, I would like to say congratulations to Professor Eteiba for this very much deserved honour,"

Mark MacGregor, NHS Golden Jubilee Medical Director

Professor Eteiba will take up his role as President-Elect for the next 12 months at the College Annual General Meeting on 1 December before succeeding current President Mike McKirdy in December 2024.

"On behalf of our Fellows and Members, I would like to extend our warmest congratulations to Professor Eteiba and all our newly elected office bearers.

"I am very much looking forward to working together to represent the views of almost 16,000 Fellows and Members in the UK and internationally."

Mike McKirdy, current President

Sandie appointed as Deputy Lieutenant of Dunbartonshire

Our Director of Strategic Communications and Stakeholder Relations Sandie Scott has been appointed as a Deputy Lieutenant of Dunbartonshire.

Sandie is one of 5 new Deputy Lieutenants appointed in the area bringing the number in the Lieutenancy to 21.

Congratulations Sandie!



"I am delighted to appoint our new Deputy Lieutenants to the team. They bring a wealth of experience from their careers and work in the local community and they will be of great service to the Lieutenancy."

Mrs Jill Young MBE, Dunbartonshire's Lord-Lieutenant

More information:

[Five new Deputies join Lieutenancy team - The Lord Lieutenant Dunbartonshire](#)

Cardiothoracic Nurse is the UK Royal Navy's top Reserve recruit HDU3 nurse also doubled for stars on horseback in Outlander TV series

When Sandi Bern has some spare time on her hands, the Cardiothoracic Nurse doesn't like to use it idly - she seeks a bit of adventure in her life.

Her hard-working, pioneering spirit has given her a few "stories to tell" and an impressive claim to fame she can regale guests at the dinner table with.

Sandi began Royal Navy Reserve training in 2021 and within a year she was able to Pass Out. Another year down the line she completed the Leadership Course as a Leading Hand rank because she had a Nursing degree.

Following all of her hard work, Sandi was recently named as the Top Royal Navy Reservist in Initial Training from the 2022 intake, and then after completing her Leadership Course with Distinction, she was named top student on that course too.



1 - Sandi Bern

Award

In recognition of being the Navy's Top Reservist, Sandi was presented with the MacRobert Trust's Boatswain's Call Award from Commodore of the Maritime Reserves, Commodore Jo Adey at the Accelerated Rating Programme Pass out Parade at HMS Raleigh.



Sandi said: "A lot of the skills I've learned as a Reservist I can use in my own job and civilian life. We get really hands-on fire training with gas masks and do damage repair as well in small spaces, as if you are on a ship that is filling up with water."

"There's a lot of different experiences and while you hope you'll never find yourself in that kind of situation, but you're trained to deal with it if you did. It's quite exciting."

“I’ll hopefully be doing ‘donk training’ where I’ll be in a makeshift helicopter which is submerged in water and you have to escape to safety.

“There’s a great social aspect to it as well. You get to meet loads of different people and there’s great camaraderie. Everyone has different skills and backgrounds from the likes of engineers, dentists and nurses to lawyers so there’s such a range of people.”

The 31-year-old from Chryston in Glasgow has worked at the Golden Jubilee since she qualified as a nurse from University of West of Scotland (UWS) 6 years ago, following in the footsteps of her mum and dad who were both nurses. She spent around 18 months in Orthopaedics before moving to critical care.

Outlander

But it was during her training as a nurse back in 2014 where her love of horses landed her a TV adventure in the Scottish hit series Outlander.

“I like to have a story to tell,” added Sandi. “I went into nursing because I like caring for people. When I left school I worked with horses for a few years as a groom and teaching people how to ride and prepare the horses for competitions.

“There’s a caring element to that as well, but nursing was what I wanted to do in the end.

“The horses for Outlander were stabled at the yard where I worked, so I would finish up work and training then go to work on Outlander, mainly as a groom, but I did some double work for them too, doubling some of the actors when they were doing scenes on horseback.

“If they thought the scene was too unsafe for the actors I would do it so that’s my claim to fame.”

Support

As a Navy Reservist, Sandi is asked to commit to 28 days per year and is supported in her duties at NHS Golden Jubilee, which has Gold Award status in the Defence Employer Recognition Scheme (ERS).

Sandi said: “You need to keep your training up to date also, much like our Learnpro.

“I get great support from the Golden Jubilee to do this, such as 2 weeks’ special leave every year to do courses, but I normally work everything around my shifts and days off.

“I’m hoping to get some sea time over the next year, that would be amazing and top the year off for me.”

Catering worker fulfils dream of being a nurse

During Scottish Careers Week this month, a High Dependency Nurse at NHS Golden Jubilee shared his story of being supported to progress from working in catering to caring for critically ill patients.

Chris O'Meara, 38, from Dumbarton, started working at the Golden Jubilee as a Catering Team Leader before setting off to fulfil his dream role of being a nurse.

We have been a Scottish Qualifications Authority (SQA) Approved Centre since 2017, delivering Scottish Vocational Qualifications (SVQs) to clinical Healthcare Support Workers, supporting a range of staff to develop through flexible career pathways in the NHS.

Through the Open University (OU) First Steps to Nursing course, students can stay in their jobs and 'earn as they learn' while they gain new skills.

Chris's catering role meant he had a lot of face-to-face interactions with patients on the wards.

It wasn't long before his chirpy, outgoing nature and rapport with patients was noticed by a ward manager who encouraged him to apply to become a Healthcare Support Worker.

From there he was supported through a Senior Nursing Assistant role before beginning the First Steps to Nursing night course for 6 months.



Chris said: "My manager was incredibly supportive, and helped me understand the options available and how I could continue to progress towards my ambition.

"After I had completed the First Steps to Nursing course, my manager continued to encourage me and pointed me towards the SVQ Level 3 course.

"With help from the Clinical Educators, I worked through that for about 18 months before moving on to the Open University course in 2019."

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

Chris's story also made headlines locally:

- [Clydebank Post](#)
 - [Dumbarton and Vale of Leven Reporter](#)
 - [Glasgow Live](#)
-

Amanda reaches Occupational Health Nurse goal

Congratulations to Amanda Johnston who passed her final exams to become an Occupational Health Nurse.

Amanda, from Clydebank, has been part of Team Jubilee for 6 years and worked in the Occupational Health team for the past 2 years.

She liked it so much that after beginning in the department during the height of the COVID-19 pandemic to help with vaccinations, she wanted to study to become a Specialist Occupational Health Nurse.

And she made this happen by completing a 2-year part-time course at University of West of Scotland (UWS).



"I'm so happy it's all done now. I transferred my skills from Nursing into Occupational Health Nursing so I can help people with their health at work, advise and recommend adjustments for people to stay healthy at work."

Amanda Johnston

“Amanda has been a fantastic addition to our expanding team and her knowledge, skills and experience have helped us through a difficult period for us all and will be a valued member of the team in the future.”

Sharon Docherty, Occupational Health Clinical Lead

Occupational Health provide staff with independent and objective advice on physical, mental and social wellbeing and safety and welfare matters.

Occupational Health provide staff with independent and objective advice on physical, mental and social wellbeing and safety and welfare matters.

The team operates from Monday to Friday, from 9am - 4pm, and provides a wide range of services, including:

- pre-employment medicals
- immunisations
- guidance and support
- absence management
- first aid
- health promotion
- surveillance
- lifestyle screening

You can also self-refer to the department about any health issues you may wish to discuss, whether related to work or not. Your manager or our Human Resources Department can also refer you for advice on attendance at work, rehabilitation when you have been off sick or injured, or for any matter that may affect your ability to work to your full potential.

Occupational Health can be contacted directly and in confidence.

Contacting Occupational Health

If you need to contact Occupational Health, please do so by:

- *Phoning extension 5435 and leaving a message including your name and contact number; or*
 - *emailing [Occupational Health](#).*
-

Happy retirement Alison

Friends and colleagues said farewell to Alison Brown this month, following an NHS career spanning over a remarkable 47 years.

Alison started her career in 1976 as a Student Nurse and over the decades has worked in a variety of roles, dedicating the last 22 years to the Golden Jubilee. During this time she has worked in our Cath Labs before becoming the Clinical Educator for Cardiology.

All the best and thank you for your years of wonderful service Alison, you'll always be part of Team Jubilee!





"Alison, you have dedicated a huge number of years to caring for your patients and staff, enjoy your retirement, but we will all miss you!"

Jacqui Brown, colleague

Shining a light during Scottish Careers Week

During Scottish Careers Week staff helped us show the interesting and important roles our colleagues carry put as we all make a difference every day to the patients of Scotland.

Great career support helps people find their passion and thrive. With cost-of-living pressures, the climate emergency, an ageing population, and advancing technologies all changing how we work and the type of work we do – it's never been more important to help people of all ages access and understand the opportunities in the NHS and the support available to them.

And through some of our staff, we were able to shine a light on the careers available here at NHS Golden Jubilee.

Nurse Sophie Huntly talks about why she loves her job in this video.

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KXRZVCAfKd&amp;list=PLZeCzyCuo2tGDNU-UcbOZvHQMa6AftSkW" title="YouTube video player"
frameborder="0" allow="accelerometer; autoplay; clipboard-write; encrypted-media; gyroscope;
picture-in-picture; web-share" allowfullscreen></iframe>
```

Visit our YouTube channel for more staff stories:

<https://www.youtube.com/playlist?list=PLZeCzyCuo2tGDNU-UcbOZvHQMa6AftSkW>

Follow the #ScotCareersWeek23 hashtag online for more information

Festive news



Help spread the “Spirit of Christmas” to local children

Continuing a tradition in Team Jubilee over the past few years of giving back to the local community during the festive season, we are encouraging staff from across the organisation to get into the Spirit of Christmas and help gather gifts for Glasgow’s annual Spirit of Christmas campaign.

The charity organises the Greater Glasgow-wide campaign where individuals and organisations can become 'Secret Santas' by donating gifts for children across the region affected by hardship or poverty, who may not wake up on Christmas morning to presents.

Everything donated to our collection will go to the West Dunbartonshire Community Foodshare, which helps hundreds of families across the district.

The charity is looking to provide gift packs, called 'pledges', for more than 300 children this year. Pledges are packages made up of several gifts from the following categories:

- **Christmas festive treat:** selection box, chocolate Santa/reindeer, chocolate coins, candy canes, box of chocolates or festive biscuits.
- **Something to love:** teddy bear, soft plush toy, doll.
- **Toys to play with:** Age appropriate board game, puzzle, Rubik's cube, football, activity set.
- **Items for art/creative play:** Painting kit, drawing kit and pad, colouring in book and pens, building kits, bracelet/jewellery making kits, sand kit.
- **Something to wear:** Pyjamas, t-shirt, underwear, warm socks or tights, gloves, scarf, beanie/hat, jumper, trousers, top, dress, slippers, winter jacket.
- **Something to read:** Book relevant to age, Guinness World Records book, annual, comic, puzzle book, sports book.
- **Accessories:** Watch, fleece covered hot water bottle, fleecy blanket, headphones, earphones, water bottle, bag pack, wallet, earrings, necklace, bangles, handbag, toiletries bag, hairdryer, hair straighteners.
- **Personal Care:** Deodorant spray or gift set, shower gel, fragrance, hairbrush, scrunches, lip gloss, make up kit, nail enamel.
- **Voucher:** cinema voucher, restaurant voucher, experience voucher.



Donation details

Programme Support Officer Laura Morrison is organising the NHS Golden Jubilee collection. If you wish to join us in collecting for this charity please follow the steps below to sign up.

- Click on the following link: <https://glasgowsspiritofchristmas.org.uk/pledge> (you may need to sign up on your mobile or own device)
- Select 'I'd like to donate a gift'
- Click on 'select a charity' and choose 'West Dunbartonshire Community Foodshare' followed by 'continue'
- Find the age group you wish to pledge for and select 'add' – you can add more than one for multiple pledges
- Select 'continue'
- Complete the relevant details and select 'submit pledge'
- You will receive email confirmation of your pledge

NHS
Golden Jubilee

Spirit of Christmas 2023

Staff Christmas gift collection for children in our local communities

Become 'Secret Santas' by donating gifts as part of Glasgow's Spirit of Christmas campaign for children across the region affected by hardship or poverty, who may not wake up to presents on Christmas morning.

Everything donated to our collection will go to the West Dunbartonshire Community Foodshare, which helps hundreds of families across the district. The charity is looking to provide gift packs, called 'pledges', for more than 300 children this year.

Donating
For more details or to make a donation, scan the QR code or visit:
glasgowsspiritofchristmas.org.uk

Contact Laura.Morrison@ginh.scot.nhs.uk for more information.
All donations are welcome and must be received by Thursday 7 December.

If you, or your department, would like to donate a pledge, or single donations of gifts, toys, clothing or money, or need help with the steps above, please contact: [Laura Morrison](#) with the details of your pledge and to arrange drop-off once they are ready.

All donations are welcome and must be received by Thursday 7 December.

Please only pledge if you are able to fulfil this as the result will be a child not receiving a gift. Also, please only give if it is affordable, this is not mandatory.

For more information on the Glasgow's Spirit of Christmas campaign and West Dunbartonshire Community Foodshare visit:

<https://glasgowsspiritofchristmas.org.uk/>

<https://westdunbartonshirecommunityfoodshare.co.uk/>

Our staff pantry appeal

Every year colleagues at NHS Golden Jubilee demonstrate how compassionate they are by the large volume of donations that they make to local charities, ensuring that those less fortunate are considered at Christmas.

Our Staff Pantry is a communal food store created for you, by you, and is available to all staff who need it, and this year we need your support to ensure that any of our colleagues who need to access this resource are able to.

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
- Tea, coffee and sugar
- Long life milk and juice
- Toilet paper
- Toothpaste
- Shower gel
- Shampoo
- Deodorant

Where is it and who is it for?

Donations can be left in the pantry and it 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

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.



Step into Christmas Challenge 2023

The Step Into Christmas Challenge 2023 has already begun, but there is still time to join in and get involved in this fun, healthy challenge.

This will run the full 4 weeks up to Christmas, from now until Friday 22 December.

You can still sign for it at any time and it could not be easier to take part.

All you need is a way of measuring your step count, the number of stairs you have climbed, or distance you have covered by walking, running, swimming or cycling.

You can take part as an individual, or as part of a larger team with colleagues from your own department or get together with friends from other teams, it's up to you! Once you have decided, you can then set your goal or just start counting your steps.

Aiming to get your overall step count as high as possible, you and your team could strive for the peaks of Ben Nevis, Mount Everest, the famous Route 66 or the North Coast 500, it's up to you when you choose your challenge!

We will help you to keep track of your daily and weekly progress by providing charts for recording your daily activity on.

Step this way!







[Click this link to register and make the first step](#)

Festive pay dates

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

The new pay date is Thursday 21 December. Payroll closes on Friday 8 December for the December payroll run.

There is no change to the January 2024 pay date of Thursday 25, with Payroll closing on Friday 12 January 2024.

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.

Weekly paid bank workers will 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.



Carol singing

Staff, patients and visitors are in for a treat this Christmas as local schoolchildren are coming in to sing some carols and spread some festive spirit around NHS Golden Jubilee.

Children from Clydemuir Primary School will be in on Tuesday 19 December from 1.30pm, and pupils from Our Lady of Loretto Primary will come in the next day, Wednesday 20 December, also at 1.30pm.

Carols and songs will be sung in Main Street near the Conservatory on Level 1 for around 1 hour.

We look forward to welcoming the pupils and hope colleagues can make it along for the festive entertainment.



Reflection and resolution!

December's Jubilee Active Blog is all about reflecting your health over the past year and finding those little wins that are bigger than you think which help your personal growth

It's also about looking forward and seeing how you can progress your health in a sustainable way.



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

Christmas Together at the Golden Jubilee Conference Hotel

With Christmas just around the corner, now is the perfect time to purchase those last minute stocking fillers and gifts!

Treat your loved ones to a Golden Jubilee Conference Hotel Voucher.

From a delicious meal or a pampering spa treatment and luxurious stay, there's something for everyone.



Winter Spa packages 2023

Golden Jubilee Conference Hotel

Vouchers available to purchase until 31 December 2023. All vouchers valid for 6 months from purchase date.

30-minute massage £35

- 30-minute Aromatherapy or Swedish massage

60-minute massage £55

- 60-minute Aromatherapy, Swedish or Hot Stone massage

Purely Pamper £85

- 30-minute Aromatherapy or Swedish massage
- Scalp massage
- Express facial
- Gel nails

Twice as Nice £100

- 2 30-minute Aromatherapy or Swedish massages
- 2 express facials
- 2 refreshments

Mini and Me £65

- Adult 30-minute Aromatherapy or Swedish massage
- Child 15-minute back, neck and shoulders massage and 15-minute facial

All vouchers include access to the swimming pool with robes and slippers provided. To purchase, pop into the Centre for Health and Wellbeing, or contact us on:

0141 951 5151

healthandwellbeing@goldenjubilee.scot.nhs.uk

Give the team a call on 0141 951 6000.

Val-You



Long Service Awards

Our Chief Executive, Gordon James and Board Chair, Susan Douglas-Scott said a huge congratulations and thanks to our Long Service Award recipients Derek Tennant, Jaqueline Sweeny, Karen Walker, Margaret McKenna and Stephen Moir.

Congratulations to you all and thank you for your dedication to Team Jubilee!



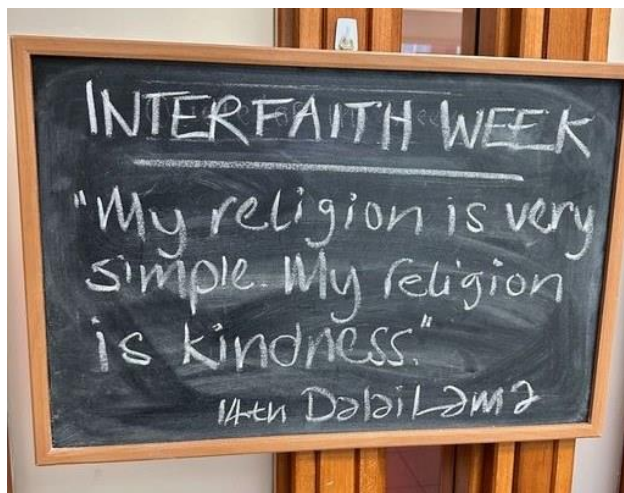




Interfaith Week

This month our Spiritual Care team marked Interfaith Week by sharing with us a range of information booklets on faith and belief groups.

Interfaith week helps to raise awareness of the different faith and belief groups that we may encounter as staff in the hospital. It also reminds us of the opportunities our Spiritual Care Network provides to us as staff and to our service users.



The Spiritual Care team are here for you throughout the year if you would like a listening ear by contacting them via the pager 0318, extension 5060 or emailing [Spiritual Care](#).

Celebrating Diversity Symposium

Thanks to everyone who attended the Celebrating Diversity Symposium on 15 November, highlighting our commitment to diversity and fostering an inclusive workplace culture.

The event focused on promoting inclusivity and attendees also heard from a range of speakers about overcoming adversity.

Attendees gained valuable insights into the importance of diversity, learned how to be effective allies, heard from inspirational speakers who have overcome adversity, and acquired practical strategies for promoting diversity and inclusion in the workplace.

Speakers were:

- Widening participation : Dr MaryAnn Ferreux - Medical Director, Kent, Surrey, Sussex Academic Health Science Network; Chair of the Equality Diversity and Inclusivity Committee, RCPE
- Leadership and role-modelling, incorporating intersectional identities: Professor Chloe Orkin - Professor of HIV Medicine at Queen Mary University of London, Consultant Physician Barts Health NHS Trust, London; Professor of Infection and Inequalities; Director, SHARE Collaborative for health equity, Queen Mary University of London; President of Medical Women's Federation
- Overcoming adversity: David Martindale - Manager of the Scottish Premier League team Livingston FC

The symposium was an important conversation as we come together to celebrate the richness of our diverse workforce and work towards building a more inclusive and harmonious environment at NHS Golden Jubilee. Together, we can make a positive difference and ensure that everyone feels valued and respected.



Comments about you!

Steve Lumpit Walker: Best care I have ever had the staff are absolutely second to none.

Pammie Hannan: So blessed and grateful I have this amazing team looking after me

Terrie Bell: Amazing team off people

Ali McNair: Amazing team

Gary Doyle: Awesome team!!!

Jackie Tait: Best team ever

Heart rhythm charity Social media: Well done to everyone at the Golden Jubilee for getting involved and supporting GFAW by hosting your own 'Know Your Pulse ' Event

Pat Kempster: I feel very honoured and humbled to have had an Aortic valve replaced by a Porcine valve. I am so grateful to Mr. Ma mood and his team for their expertise. All the caring staff in the Golden Jubilee Hospital, I will always remember their dedication and support. Thank you all so much.

Linda Barnes: Top facilities and top team of dedicated caring specialists. Wouldn't be here without them.

Rhona Gibson: We can't thank Dr Nikki Walker enough along with all the SACCS team for the care our son Ross has received since he transitioned over from Yorkhill. 3rd OHS was in December.

Kelly Shona: Amazing team

Alana Miller Ferns: Amazing teamxx

Lynn Crawford: A truly amazing Team

Elaine Stone: They are amazing

Yvonne Henderson: An amazing team. I had a heart operation this year and all the SACCS Team, surgeon and staff that were involved in my care just outstanding. Will be forever grateful xx

John Murtagh: Great job you're doing

Linda McStay: Fantastic hospital with great staff

Pearl Foo: Best job I ever had was at HCI & GJNH. A brilliant, caring, supportive team of people. Made a great bunch of friends for life and we still meet up regularly.

'I'd like to pass on my thanks to the amazing Dr Niki Walker who helped me through my operation and recent hospital stay, also Dr Gruschen Veldtman. All the nurses in Intensive Care Unit and High Dependency Units 2 and 3. Progressor Mark Danton and his surgical team. I just can't thank everyone enough.'

Sean Marshall

Cardiology patient



Health and Wellbeing



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

TimeforTalking newsletter

The November edition of the TimeforTalking Wellbeing Times newsletter features:

- Monthly Tip: Buy and Gift Local
- Fitness motivation
- List of awareness days
- Details about Diwali with a recipe
- Advice about stress, and
- Understanding financial wellbeing and its link to mental health



[*Click this link to view the newsletter*](#)

Click one of the following links to access free TimeforTalking mental health support:

- [*Staffnet*](#) – NHS Golden Jubilee network connection required to access.
 - [*Website*](#) – no network connection needed.
-

Healthy food days

The Health and Wellbeing Group has organised a series of healthy food days in the Golden Bistro dining room.

Free food will be available to all staff (subject to availability) on the specially organised days, with the first promotional day taking place today, Thursday 30 November.

A free small soup and a roll was on offer for staff, with a choice of either broccoli crisps, apples and tangerines. Healthy recipe cards will also be given out.

Staff must show ID badges to receive the offer.



The next Health and Wellbeing food day is on Wednesday 13 December for 'street food with a festive twist'.

Staff Health and Wellbeing Hub

Our Staff Health and Wellbeing Web Hub on our [NHS Golden Jubilee website](#) brings resources together in one easily accessible place for colleagues, whether you are at work or at home, when you need it.

We have a range of sources of help and advice in place that you can access for your physical, mental or financial and social health.

Take care of yourself while you care for others.



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](#)

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

National Wellbeing Hub

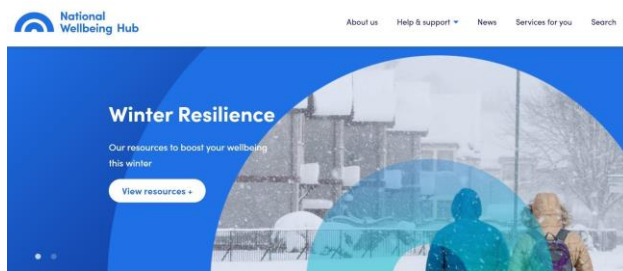
We spend our days caring for others but sometimes we're not good at asking for help ourselves.

The National Wellbeing Hub is a place full of ideas on how to stay well with advice, lived experiences, information and expert guidance to help healthcare workers manage when you need help.

The Hub has brilliant resources to help relieve stress and other mental health issues, including blogs and podcasts on exhaustion, low mood and tips on how to improve sleep.

Eat well, exercise, socialise, sleep well – we all know what we should be doing to maintain our wellbeing. We also know it's rarely that easy – we all have challenges to overcome when it comes to staying well.

On the hub you'll find resources aimed at helping you boost your wellbeing, as well as a few that might help you manage some of the challenges along the way.



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

Learning and Organisational Development



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

Become a Registered Nurse

Are you a Healthcare Support worker in NHS Golden Jubilee? If so, you could become a Registered Nurse with an Open University BSc (Hons) in Adult, Learning Disability, Children and Young People, or Mental Health Nursing Qualification.

BSc (Hons) Nursing

- 4-year part-time nursing programme
- Blend of online and practice-based learning
- 50% theory, 50% practice leading to registration with the Nursing and Midwifery Council (NMC) as a fully qualified nurse

What do I need to apply?

- Work 26+ hours a week in a permanent post in one of our partner Health Boards/Employers in Scotland
- Have 12 years in full -time education including school years
- Numeracy & core communication skills at SCQF level 5 or equivalent
- Be of good character and good health
- Have your line manager's support

Information sessions on MS Teams are being held on the following dates:

- Monday 11 December, 2pm – 3.30pm. [Click here to join the meeting](#)
- Tuesday 12 December, 2pm – 3.30pm. [Click here to join the meeting](#)
- Wednesday 17 January, 2pm – 3.30pm. [Click here to join the meeting](#)
- Thursday 18 January, 2pm – 3.30pm. [Click here to join the meeting](#)



Not eligible to apply at the moment?

Email scotland-nursing-applications@open.ac.uk for further information.

Quality Improvement Skills Programme Cohort 3

Recruitment for the third cohort of the Golden Jubilee Quality Improvement Skills Programme (GJ-QIS) is now open.

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

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

Cohort 3 will run from February to May 2024 and you can apply online at:

[Quality Improvement Skills Cohort 3 Application \(office.com\)](#)

[Click this link for more information](#)

[Click this link to watch the information animation](#)

Monthly matters - monthly focus on what matters to you



December 2023

Why am I seeing this?

Each month (including Christmas), Health, Safety and Security (HSS) focus on a specific workplace requirement. The aim is to provide a healthy working environment, promote a positive safety culture and ensure legal compliance. In **December**, the focus is on **Christmas Safety**.

What is Christmas safety?

Simply enjoying the Christmas spirit year after year in a joyful and controlled environment.

What does the Grinch say at Christmas?

Lights

Battery operated lights are permitted and must conform to BS EN 60598 (check the packaging).

Battery operated lights generate low heat but should still be placed away from combustible materials and surfaces.

If you have used the lights before, check for wear and tear (exposed wires, damaged bulbs) before installing.

Ensure the cable does not present a trip hazard.

Lights must be switched off when not in use.

Grinch says: Mains operated lights are only permitted:

1. with a local risk assessment
2. when LED in nature
3. with either annual PAT testing - or
4. checked and tagged by Estates for new purchases
5. have weekly documented checks for blown bulbs
6. are never plugged into a socket labelled EP

Check out the video to see how quickly a fire can start from Christmas lights.



Trees

Artificial trees are allowed and must be labelled as fire retardant.

If you have used the tree before, check the warranty. Many trees are only guaranteed to be fire resistant for a maximum of 10 years.

Trees must be planted on a stable base without the risk of falling.

Grinch says trees must never:

- 1) block any form of escape;
- 2) within stairwells or lobbies; or
- 3) obstruct fire safety equipment .

Displays and decorations

Decorations are permitted and must be kept to a minimum.

Grinch says decorations must never:

- 1) be positioned across any form of escape, stairwells or lobbies
- 2) be hung above heating appliances or across electrical equipment
- 3) touch lighting (of any kind)

Prohibited items

Grinch says Candles and naked flames are prohibited at Christmas and every other day of the year.

If you are a Line Manager?

You must ensure a local risk assessment is in place for temporary Christmas decorations.

This must include assessing working at height, albeit short term; the need for access equipment and the provision of staff training and supervision.

Where mains operated equipment is in use, ensure that power sockets are not overloaded (multi-block adapters are prohibited) and cables are positioned to avoid trips. Check bulbs weekly and replace any blown bulbs to avoid overheating.

Ensure Christmas decorations are included on your closedown procedure (as applicable).

If you wish to display any decorations this Christmas, a temporary Christmas decoration risk assessment should be submitted to GJNH.Health&Safety@gjnh.scot.nhs.uk.

Grinch says: Where there is an inadequate control of the risk of fire, Christmas decorations will be removed.

Links:

[Fire Safety Policy on Home - Policies and Guidelines](#)

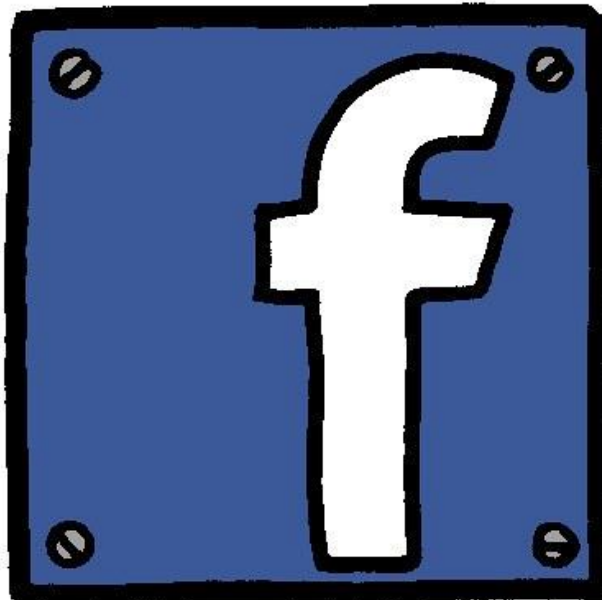
<https://www.rospa.com/policy/home-safety/advice/christmas-safety>

[Closedown procedure](#)

The Social side



What's happening on our social media pages



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

Facebook:

This month we marked Purple Tuesday by pledging to offer sign language training to our staff.

Purple Tuesday is a social movement and change initiative to help improve experiences for disabled people and their families.

Through sign language training, Team Jubilee can effectively communicate with those who are deaf and hard of hearing.

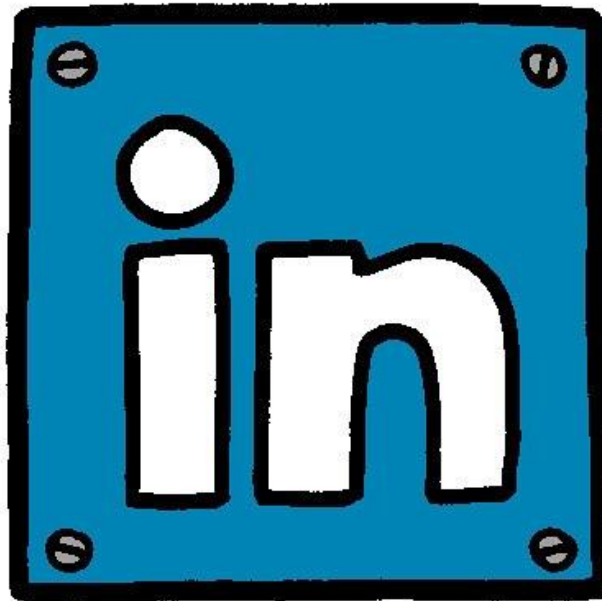


[3 - Click here to access our X page](#)

X:

This month colleagues from the Golden Jubilee Conference Hotel were at the EVENTIT and Catch The MICE Roadshow, networking with new and potential clients and stakeholders.

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

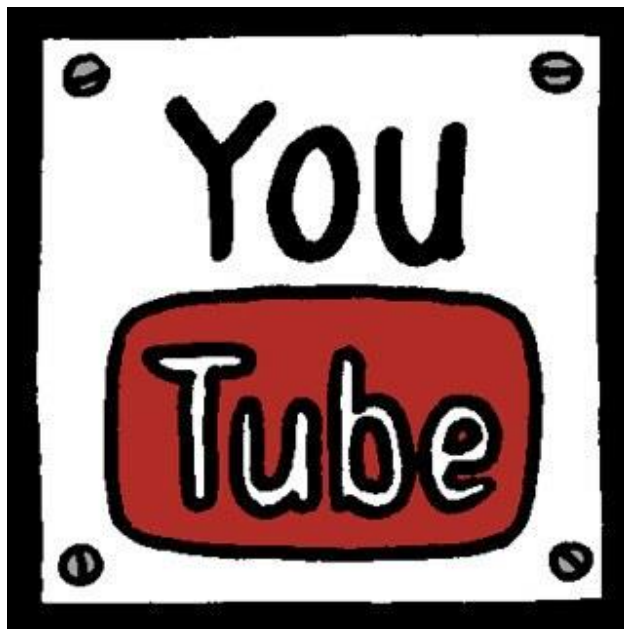


LinkedIn:

Do you know the NHS Scotland Academy is on X and LinkedIn!

Every week we share information on upcoming programmes, new resources and more. Follow us by searching NHS Scotland Academy on LinkedIn and NHSScotAcademy on X.

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



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

YouTube:

We love when our patients sit down with us to share their experience.

Lung surgery patient, Martin Spooner came to NHS Golden Jubilee from Inverness for treatment.

He kindly took the time to tell us all about it, including how he had been looked after by our amazing team.

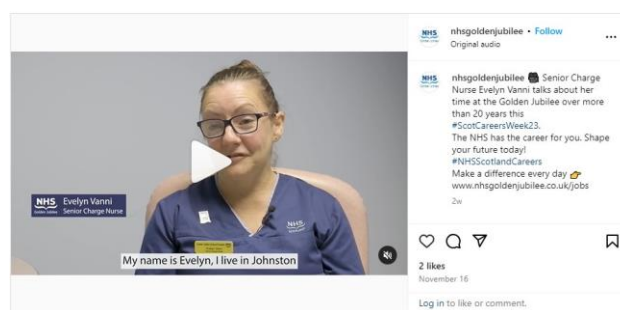


5 - Click here to access our Instagram page

Instagram:

We had more staff stories to share this month with Senior Charge Nurse, Evelyn Vanni talking about her career here at NHS Golden Jubilee which has spanned over more than 20 years!

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



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

Scottish Government News



Your Safety Matters - #NotPartOfTheJob

NHS Scotland have joined the multi-agency campaign, Your Safety Matters (YSM), led by Police Scotland in November 2022. All NHS Chief Executives have signed up alongside others.

The group are developing an integrated approach to investigating issues of violence against staff and determine any appropriate preventative measures that can be undertaken by all members of the organisation.

We are committed to ensuring the safety of all our employees at work.

Physical, verbal and near misses all require reporting. Line managers are there to provide support following any incidents.



NHS Dentistry – Brush up on the NHS dental treatment you're entitled to

A reform has been introduced by the Scottish Government to support the oral health needs of every patient in Scotland. A comprehensive range of care and treatment continues to be available on the NHS but codes for care and treatment, how often or when they can be provided, and how much it will cost, have changed

What isn't changing is that you can still get a comprehensive range of dental care through the NHS. And for some people, treatment could be completely free.

Patients will notice the following changes to dental treatment and care:

- Following independent best-practice guidelines, General Dental Service check-ups will change from every six months to every 12 months for many patients. However, some patients will be able to be seen more than at present, as dentists can tailor recalls based on patients' individual oral health needs.
- The maximum amount that will be charged to an individual per treatment plan will remain capped at £384 or 80% of costs, whichever is lower.
- All patients who are eligible to receive free dental care or help towards healthcare costs, will still be able to do so.

Patients' rights:

- If you're on a low income you could be entitled to free NHS dental treatment.
- Everyone in Scotland aged 25 and under gets free NHS dental treatment.
- Pregnant women and new mums get free NHS dental treatment.
- Ask your dental team about your treatment plan.



To find out more visit: <https://www.nhsinform.scot/dentist>

Chat.Sign.Protect

All young people in secondary school are offered vaccines to protect them against serious diseases.

In S1 they are offered the HPV vaccine and in S3 the MenACWY and DTP vaccines which protect them against serious and, in some cases, life-threatening diseases such as meningitis and different cancers.

NHS Scotland is encouraging parents/carers and their young people to chat about the free vaccines offered, before signing and returning their consent forms to school. For most young people, the vaccines offered in secondary school are the last routine vaccinations they'll receive.



To find out more visit: www.nhsinform.scot/chat-sign-protect

A first Self-Harm Strategy for Scotland and the world

A new strategy focused on supporting people who self-harm is being launched, backed by new investment from the Scottish Government of £1.5 million.

The strategy - developed jointly with the Convention of Scottish Local Authorities (COSLA) and informed by people with lived experience - is believed to be the first of its kind in the world. It includes a three-year action plan which will prioritise tackling stigma and discrimination and improving support for people who have self-harmed – particularly those known to be at higher risk.

As part of the strategy, the Scottish Government funding supports a national webchat service offering people help out-of-hours. The webchat service is part of Self Harm Network Scotland, run by Penumbra, which also provides up-to-date, reliable and accessible advice for anyone affected by self-harm. It also offers free training sessions – either in-person or online - which have been completed by 1000 people since the start of the year.



[Click here to find out 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 15 December 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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