

Jubilee Life **January 2024**



Issue 56

*Welcome to the **January 2024** edition of your monthly digital staff magazine.*

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

News



Team Jubilee awarded Gold for supporting young people

We are delighted to share that we have maintained our Investors in Young people Gold Status Accreditation thanks to our commitment to providing opportunities such as foundation apprenticeships, mentoring and work experience to young people across the community.

Over the past year we have supported and introduces a number of initiatives including the Newly Qualified Nurse Induction programme, Healthcare Foundation Apprentice scheme, the Young Person's Guarantee Scheme and placements.



Our Director of People and Culture, Laura Smith congratulated all involved in making this accreditation possible:

“The teams across NHS Golden Jubilee are dedicated to providing opportunities and support to young people in the organisation and our community to they can achieve and thrive in their chosen careers.”

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

Finding the right balance

In December 2023, the Scottish Government unveiled the 2024/2025 budget where £19.5 billion has been committed to health and social care – around £3,500 per head of the population.

At this level of funding, the NHS across Scotland is facing a financially challenging situation and will need to make difficult decisions based on what is best for our patients and the people of Scotland.

At NHS Golden Jubilee, the delivery of high quality care is and always has been our top priority. However, the current landscape means that we will need to look across the entire organisation to find ways of helping us find savings, deliver on our efficiency savings targets, and reach a financial break even position. The more efficient we can be, the more patients can benefit from our high quality services.

This means setting priorities and making smarter decisions with the money we do have to help us best direct resources. This is a real opportunity for us to be proactive, embed national transformation and improvement programmes and examine innovative ways forward for workforce and procurement initiatives to ensure best value.

By taking a deep dive into key parts of the organisation we aim to establish what is working well, what is fit for purpose, where we can lower costs, and where we can generate external funding and additional income.

We need the support and help of everyone within our organisation to do this. This might be coming along to information sessions, attending meetings, coming up with suggestions or being actively involved in looking at improvements.

Every suggestion is welcome and can make a real difference: even if this is as simple as looking at the small choices that you can make on a daily basis to help us achieve this.

We will shortly be holding in person and virtual sessions on this topic and all staff are invited to attend. Information on these will be shared through our usual communications channels very soon. In the meantime, if you have any ideas within your department or service, please speak to your line manager in the first instance.

We look forward to involving you in helping us find the right balance. Thanks in advance for your involvement and help.

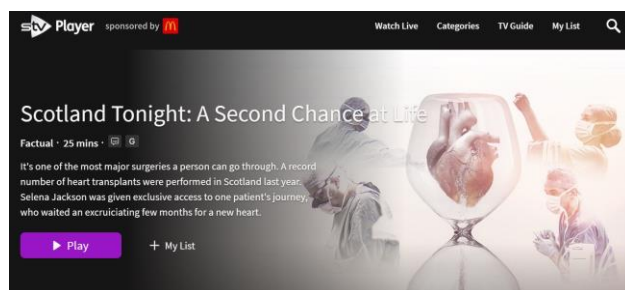
Best wishes,

Carolynne O'Connor

Deputy Chief Executive



Scotland Tonight feature highlights immense skill and emotion of heart transplant operations



Staff from our heart transplant service appeared on a feature-length current affairs programme Scotland Tonight on STV this month.

The programme, called 'A Second Chance at Life', aired on Thursday 11 January after a camera crew was given access to film patient Colin Gray's live heart transplant in October to include in the feature about

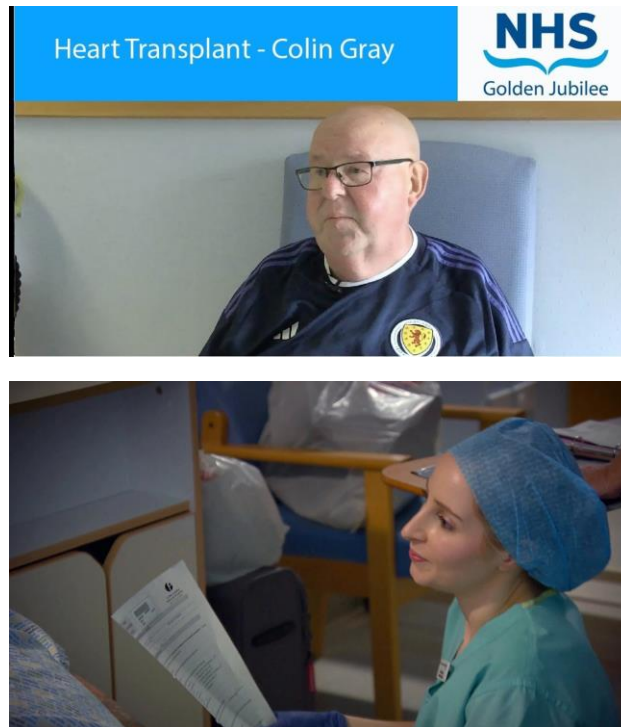
the service and its expansion into an additional ward following a record year for heart transplantation in Scotland - the highest in the UK for 2022-23.

The feature included footage of the operation and interviews from colleagues Simon Messer (Transplant Surgeon) and Jane Lockhart (Coordinator), as well as Colin before and after his procedure.

It was extremely well produced, highlighting the highly emotional aspect of transplantation and the professionalism of the Theatre and Perfusion teams who adapted to a life-threatening situation with immense skill and calm in a pressurised situation that could have been fatal for the patient following a rare malfunction that they were prepared for.

The Communications team would like to say a massive thank you to all the colleagues who helped to make this happen.

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



<https://sway.cloud.microsoft/q7M97pn2kD7tZKnO#content=Y5ImR1tsf8Ow8g>

The full show is available on STV Player until Sunday 11 February.

[Click this link to watch \(free login required\)](#)

Golden Jubilee Board Strategy

Work has recently started in refreshing our Board Strategy and setting our priorities to 2030.

NHS Golden Jubilee has always aimed to support NHS Scotland priorities, as well as deliver on our own aspirations to deliver high quality healthcare and hospitality for the people of Scotland.

It is important that our Board Strategy describes where we want to be by 2030 and beyond, and creates the conditions for our journey towards this.

We are using the Scottish Design Council's 'Double Diamond' approach to refresh our Strategy in an inclusive way.

Working with colleagues, partners, patients and other interested parties, we will undertake 4 distinct phases of work as we 'Discover, Define, Develop and Deliver' our priorities across our full portfolio of services: the Golden Jubilee University National Hospital, Conference Hotel, Research Institute, Centre for Sustainable Delivery, and NHS Scotland Academy.

Our new Strategy will be relatively short and easy for staff, service users and stakeholders to read and will describe our plans to deliver for our patients, our staff and our partners.

We have already held initial workshops with our Board, Senior Leadership Team and Staff Side colleagues.



In the coming weeks and months you'll have opportunities to tell us what is important to you, and how we can work together to realise our vision and priorities for the years ahead.

For further information please contact [Carole Anderson](#), Director of Transformation, Strategy, Planning and Performance

International recognition for 3D bio-printing research

A research paper exploring the prospect of 3D printing hip and knee joint replacements mixed with a patient's own biological cells into the body has gained international recognition.

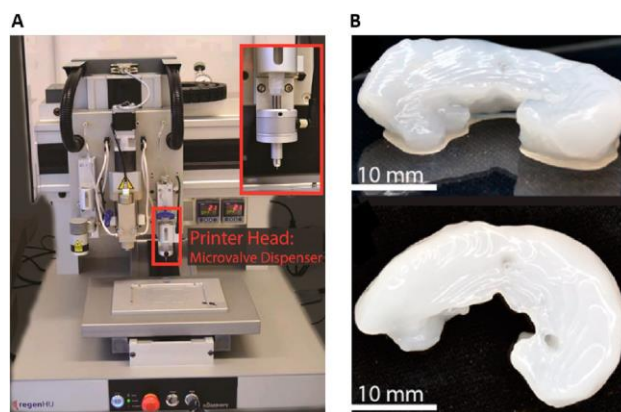
The paper, co-authored by some of our orthopaedic specialists in collaboration with the University of Strathclyde, investigated the use of 3-dimensional biological printing (3D bio-printing) technology with patient stem cells and other substances found in bones like calcium in order to create “scaffolds” that could help regenerate bone defects in the body.



The paper, entitled ‘3D bioactive composite scaffolds for bone tissue engineering’, was published in the influential medical journal *Bioactive Materials* in 2017 and has been awarded Best Paper by KeAi as part of the publisher’s 10-year anniversary celebrations, selected from over 200 papers published over the last decade.

To date, it has received more than 1,100 citations by other orthopaedic specialists and researchers, making it a landmark paper in its field.

Our Orthopaedic team at NHS Golden Jubilee, which currently performs around 30% of all hip and knee replacements in Scotland, is known for leading the way in a number of innovative techniques, including the use of robotics in joint replacements and Enhanced Recovery After Surgery (ERAS) pathways.



“Innovation that benefits patients is always high on our agenda and this award highlights this work.”

“The award and recognition is testament to the strength of the long collaboration that our Orthopaedic team has had with the University of Strathclyde.

“It also highlights the huge potential of our Orthopaedic Research Fellow Programme where aspiring academic trainees, like Gareth, can be nurtured to their full potential in order to produce high impact studies.”

Professor Jon Clarke, co-author and current Orthopaedic Research Lead at NHS Golden Jubilee



1 - Gareth Turnbull

[Read the full story](#)

[**You can find the full research paper at this link**](#)

Safe Staffing - Resources to support health boards

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.

This 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.

Webinars

To help you understand what this means and the potential impact on your role, the Healthcare Staffing Programme (HSP) is hosting a 2 part webinar series on an Introduction to Real Time Staffing Resources (RTSR) for all Healthcare Professionals.

Real Time Staffing Resources, [which can be found by clicking this link](#), are resources designed to help services meet the requirements of the Act when it comes into effect.

A suite of resources specifically tailored for nursing have been developed, and work is ongoing on creating general support materials which can be used by all healthcare professionals. This is set to be completed by approximately the end of February 2024.

The webinar series will give you:

- An overview of what RTSR is
- The duties outlined in the Act
- A demonstration of how RTSR works
- How this will support staff in practice

To attend, or receive the recording, please register via the links below.

Introduction to Real Time Staffing Resources for all Healthcare Professionals – Webinar 1

This webinar will cover the background to RTSRs, what the difference is between staffing level tools and RTSRs, legislative requirements for organisations, and what is possible for the future.

- Tuesday 13 February 2024, 11am -12pm: [Register here](#)

Introduction to Real Time Staffing Resources for all Healthcare Professionals – Webinar 2

This webinar will have a demonstration of an in-use real time staffing resource and staff experience of utilising the tool to support safe staffing and risk escalation in line with legislation.

- Wednesday 21 February, 1pm - 2pm: [Register here](#)

The HSP team works with workforce leads from each Scottish health board. Together we ensure necessary training and support is available for all staff. You can also request support through the request by contacting Brenda Wilson by emailing [Brenda Wilson](#).

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

As we approach the introduction of the legislation, teams are encouraged to arrange a drop in session for their team to help clinical staff improve their awareness and understanding of the legislation. To arrange this, please contact [Brenda Wilson](#).



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

Staffnet page

We now have a dedicated page on Staffnet for updates and useful links on the Health and Care (Staffing) (Scotland) Act as we continue to ramp up to its implementation.

You can find the page by [visiting this link](#).

MCR Pathways information sessions

MCR Pathways is a national, award-winning mentoring programme, supporting young people through career opportunities and life chances.

Mentors supporting MCR Pathways Young Talent programme can make a life-changing difference by simply spending one hour a week listening and being there for their young person.

You can become an MCR mentor, helping to build confidence and nurture self-esteem.

There will be 2 information sessions for those interested in finding out more. Sessions take 30 minutes and provide you the opportunity to ask questions about the MCR Pathways Young Talent programme.



[Click here to register for Tuesday 27 February from 9am - 9.30am](#)

[Click here to register for Thursday 29 February from 4pm - 4.30pm](#)

Head and neck cancer services – National Centre for Sustainable Delivery

Scotland's Head and Neck Optimal Cancer Diagnostic Pathway, designed by clinical experts, sets out a new model for NHS Scotland to deliver an efficient service.

Developed through the Centre for Sustainable Delivery, this will allow resources to be targeted at patients with cancer – removing non-cancer patients from the pathway earlier – and improve the quality, safety, and effectiveness of care.

Head and neck cancers are relatively uncommon although incidence rates have increased gradually in the last 10 years, with around 1,300 cases in Scotland diagnosed each year.

The new pathway sets dedicated timeframes for each step of the diagnostic process to enable diagnosis by day 30 and treatment to start by day 62.



[Click here to read more](#)

Commitment to health partnership extended

The Health Innovation and Transformation Partnership, a collaboration between Centre for Sustainable Delivery, NHS Greater Glasgow and Clyde, University of Glasgow, AstraZeneca UK and Lenus Health, has been extended for another 3 years.

The aim is to create transformation in NHS Scotland within both scheduled and unscheduled care through large scale programmes to improve the health of the population and by expanding clinical research.

Interventions will use a variety of novel approaches and technologies focusing upon wide-ranging points in the patient journey and pathways of care and will span early upstream detection, diagnosis and risk-stratification through to chronic disease management.



“The organisations involved in this partnership will bring their individual strengths in this fusion of medical expertise, knowledge and insight focused on innovation to deliver optimal patient outcomes and experiences.”

Professor Dame Anna Dominiczak
Scottish Government’s Chief Scientist for Health



[Click here to read more](#)

SSTS FAQs

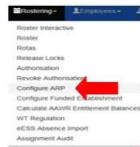
SSTS have set up a Frequently Asked Question document to help answer some recent enquiries regarding ‘How to?’ questions such as:

- My staff don’t normally work the Public Holiday - what do I record on SSTS?
- How do I add Coronavirus Absence? plus many more

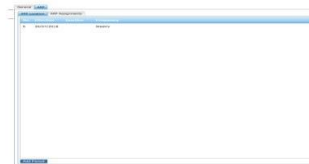


AVERAGE REFERENCE PERIOD (ARP)

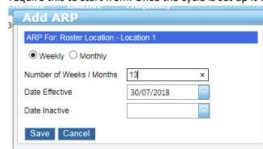
This function allows you to view and monitor the total hours worked against the contracted hours for each employee over a selected period. To set up the Average Reference Period on SSTS you would follow the steps below. On the main SSTS screen select Rostering and Configure ARP.



When the screen below appears click on ARP Tab and select Add Period which will allow you to configure the ARP for your roster. The ARP can be set up for the roster location as a whole or for individual employees with separate reference periods set up.



Set the parameters for your ARP by selecting the number of weeks the Rota covers and the Date you require this to start from. Once the cycle is set up it will continue until an end date is entered.



[Click this link to view the FAQs](#)

Reminder of Social media policy for all staff

The Digital and Social Media Policy applies to all NHS Golden Jubilee employees.

As an NHS Board, we all have a responsibility to upholding and protecting the reputation and values of NHS Golden Jubilee and NHS Scotland as a whole.

All staff are required to comply with the social media policy at all times.

Disciplinary action can be taken in cases where social media platforms are being used inappropriately.

Staff are reminded that there are processes in place to raise issues and concerns they may have.

We would encourage all staff to familiarise themselves with these policies and ensure they are followed appropriately.



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- [To view our social media policy click here](#)
 - [To view our filming and photography policy click here](#)
 - [To find out more about Confidential Contacts, click here](#)
 - [To view all other Policy, Process and Terms and Conditions on HR Connect click here](#)
 - [To view the Whistleblowing hub, click here](#)
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People



Laura Smith

Director of People and Culture

We welcomed our new Director of People and Culture, Laura Smith, to Team Jubilee last month.

Laura has enjoyed a career of varied roles beginning in contact centres, project management, running operations and bringing new products to market.

She has worked for communications companies BT and EE for the past 28 years, moving into HR posts, and has always been passionate about delivering the best service and nurturing positive workplace cultures for staff to thrive in.

Laura said: "I've had a career that's gone in lots of different directions so I haven't always worked in HR, in fact, I'm pretty late to the HR party.

"I started in contact centres, which moved in to project management, transformation, running operations and bringing new products out to the market - all helping me understand what's involved behind the scenes to give customers the most amazing service.

"But it's my roles in HR, starting with Learning and Development then moving more closely in to HR, leadership and culture that I really love. I'm fascinated by people, so this really is my favourite place to be."

Laura is a proud Glaswegian with a warm personality, who has a partner Sam from New Zealand and is a mother-of-2 daughters.

Being a good mum, partner, daughter, friend and balancing work with home life are important to her as a person.

However, the NHS acronyms we all love and use are confusing her at the moment, but she promises to get on top of those very quickly.

"I care about being a good person, doing the right thing, being open, sincere and very friendly," said Laura.

"I also care about putting myself in environments where the people around me are kind, funny and great at what they do.

"I'm super excited to have joined this amazing team. I could tell, even from my first week, how special a place the Golden Jubilee really is.

"I'm working hard to learn the way we do things here, and in the NHS more widely, as quickly as I can. I promise I'm a quick learner, but I may have to ask for help now and again with the many acronyms we all use!

"Please stop me in the corridor, or the canteen, or the car park, or wherever you see me. I'd love to meet you, learn more about what you do and listen to how I, and my team, can help make this the most awesome place to work."



2 - Laura Smith

Please join us in wishing Laura a very warm welcome, and we encourage you all to do everything you can to make sure she feels right at home as part of our team.

Congratulations Professor Clarke

Congratulations to Orthopaedic Consultant Jon Clarke who has been appointed as an Honorary Professor at the University of Strathclyde.

Jon obtained his medical degree from the University of Glasgow in 1999 and remained in the West of Scotland for his orthopaedic training, which he completed in 2014, prior to taking up his consultant post at the Golden Jubilee University National Hospital.

During his training Jon had a strong focus on research and undertook a PhD in Biomedical Engineering at the University of Strathclyde, whilst based here.

Jon is now our Orthopaedic Research Lead and links his department has with the University of Strathclyde helped pave the way for NHS Golden Jubilee to receive University Status through a Strategic Partnership from the respected educational establishment.



Jon said: "At that time there was a general lack of support for trainees in the West of Scotland wishing to pursue research. In contrast, the Golden Jubilee had a strong academic focus, largely due to a number of research-active consultants like Mr Frederic Picard, who became an invaluable mentor."

"Mr Picard is a world-renowned pioneer in the field of computer-assisted orthopaedic surgery and this became the theme of my PhD thesis and a major component of my research since then."

"My PhD also strengthened our partnership with the University of Strathclyde, specifically with Dr Phil Riches, who was my academic supervisor at the time."

"Since then we have collaborated on numerous high impact lab-based and clinical research studies and this relationship continues to grow in conjunction with the overall partnership, which has resulted in the Hospital receiving University status."

As an organisation, we have a well-established and highly supportive research infrastructure which creates an ideal environment for research to flourish.

The R&D Steering Group, led by Professor Colin Berry as Research Director and Dr Catherine Sinclair as Head of Research, is a large collaborative, multidisciplinary body which ensures that research is conducted to the highest possible standards for the ultimate benefit of our patients.

Jon added: "The fact that the Steering Group is chaired by the Medical Director, Dr Mark McGregor, emphasises the huge importance placed on research within the organisation."

"The Golden Jubilee University National Hospital, in conjunction with the University of Strathclyde, has enabled me to fulfil my ambition of pursuing an academic consultant career whilst remaining in the West of Scotland."

“It is an absolute privilege to receive Honorary Professor status from the University of Strathclyde and I look forward to growing this partnership and producing world class research in the years to come.”

Val-You

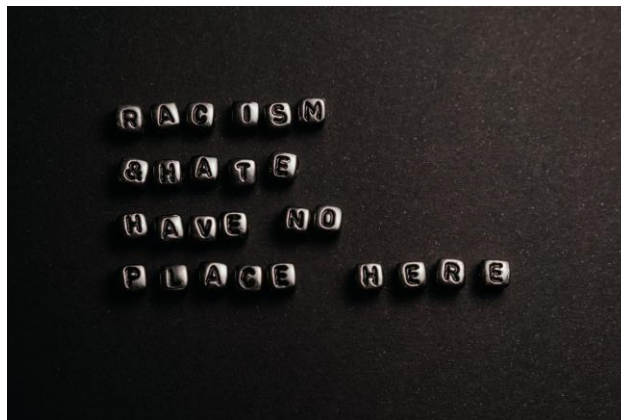


Health and Social Care Workforce – Help Us to Tackle Racism survey

The Coalition for Racial Equality and Rights (CRER) is developing a suite of anti-racism capacity building resources for anyone working within the NHS in Scotland.

You can help make sure the resources meet your needs by completing their survey. The survey has been designed to capture your experience and understanding of racism and its impact.

The survey takes 15 minutes maximum to complete and can be taken as protected development time during working hours.



The survey closes on Friday 9 February. [Click here to access the survey.](#)

Scotland's Chief Scientific Officer's Award

Nominations are now open for Scotland's Chief Scientific Officer's Award, which are celebrating the skills and expertise of our scientific workforce and recognising the positive impact healthcare scientists have on delivery of services and patient outcomes.

Categories are:

- Healthcare Scientist of the Year
- Rising Star
- Healthcare Science Support Worker of the Year
- Transforming Service Delivery
- Improvement in Action
- Inspiring the Future Workforce
- Excellence in Workforce Collaboration

Nominations must be submitted by 5pm on Friday 9 February.

Scotland's Chief Scientific Officer Awards 2024

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Scotland's Chief Scientific Officer Awards 2024



Scottish Government
Riaghaltas na h-Alba

[Click this link to nominate your work, a colleague's or you departments.](#)

New LGBT+ Pride Progress items

This month we launched our new NHS Golden Jubilee Pride Progress lanyards and belt clips for all of our LGBT+ Network members and allies.

At NHS Golden Jubilee, we are proud to be a progressive employer, offering a space where everyone can feel safe and valued.

The NHS Scotland Pride Progress items and Pride Pledge are available for staff who wish to show their commitment to support LGBT+ equality and support service users and colleagues from all backgrounds.

LGBT+ people (and particularly LGBT+ minority ethnic people) still face challenges in relation to accessing healthcare, and negative attitudes towards them.

By signing the pledge and wearing your Pride Progress lanyards, belt clips and badges, you are letting others know that you are an ally to progress, and the associated pledge outlines the responsibilities of being a badge wearer.

If you would like to sign the pledge online, please read the associated [toolkit](#) and then complete the [Pride Badge Pledge Form](#) and return this to GJNH.lgbtstaff@gjnh.scot.nhs.uk



Comments about you!

Liz Taylor - Absolutely brilliant hospital.

Leah D'Souli - My 21 year old baby brother had a heart transplant at the golden jubilee by the same doctors just a couple of months ago! Absolutely amazing team and I'm so grateful I have my little brother home and healthy! Eternally thankful.

Hannah Piteo - Wonderful, my brother Joe works there. What an incredible job this hospital does saving lives every day.

Karianne Behan - Also fantastic hospital I had valve repair here 10 weeks ago couldn't fault it one bit xx

Emma Harley - Amazing hospital, I had a replacement valve back in May and everyone was amazing who looked after me

Kim Mx - Absolutely amazing, best hospital.

Marian Morris - I had heart surgery at the Golden Jubilee National Hospital in 2023. Thank God for these amazing surgeons and all the paramedics & NHS staff at Ayr University Hospital who have saved my life on several occasions. The TV programme also made me very proud of my late brother and father who were both organ donors. May they rest in peace.

Teresa Robertson - Excellent team.

Joanna Van Weegen - Dr Simon Messer...my surgeon back in august...5 months tomorrow...all the heart transplant team are truly amazing.

Catherine Goldie - Fabulous hospital and staff.

Paul Iggy - Golden Jubilee is the best hospital in Scotland in every way I spent 2 spells in there, Second time for a month.

Wendy Shinkfield - I was in the jubilee for 5weeks. The Surgeons, Doctors and nurses - what a great team they have in the jubilee. Well done guys.

“



My husband recently attended cataract surgery at NHS Golden Jubilee.

The whole system is tremendous. Everything in this department runs like clockwork. The staff were absolutely amazing from the front door to leaving the building. My husband said the procedure went without a glitch and that it was totally pain free. The cleanliness of the hospital was also to a high standard.

This is by far one of the most efficient hospitals we have attended in the last few years.

Hendye

Wife of cataract patient

”



Events



Congenital Heart Disease Awareness Week: 7 – 14 February

Congenital Heart Disease (CHD) is the most common birth defect and the Scottish Adult Congenital Cardiac Service (SACCS) offer specialist care for adults living with CHD.

Congenital Heart Disease Awareness Week runs from 7 - 14 February and this year the team will be celebrating and raising awareness of CHD by sharing some of our amazing patients' stories.

On 7 February SACCS colleagues will be doing a trolley dash around the wards to educate staff and promote awareness and then on 14 February the team will be hosting a stall at the West lifts.



If there is anything specific you would like to hear about from SACCS, contact them on saccsnurse@gjnh.scot.nhs.uk.

LGBTQ+ Leadership event

NHS Golden Jubilee and NHS Greater Glasgow and Clyde have teamed up to showcase the first ever LGBTQ+ leadership event, taking place in the Golden Jubilee Conference Hotel on 11 April.

The event is open to all LGBTQ+ staff - we are passionate that leaders exist at all levels of our organisation and within all job families. If you are interested to learn more about how our identity as LGBTQ+ people impacts on us as role models and as leaders, please come along.

The event is free to attend and is in 2 parts - a leadership session followed by a networking opportunity and you are welcome to join us for the learning or social parts or both.

Part 1: Leadership Shaped by our Identity

Where: Golden Jubilee Conference Hotel, 9am - 4pm.

- Join us to explore our individual identities and how these impact on how we lead authentically, reflect on the power of connection, civility and community, and hear from inspirational keynote speakers on their own, very personal leadership journeys.

Part 2: Networking and Social

Where: Golden Jubilee Conference Hotel Bar, 4pm - 6pm

- After the event we will be in the Golden Jubilee Bar with some of our LGBTQ+ leaders within and out with the NHS. Come along to build your LGBTQ+ workplace networks, connections and perspectives.

Key facts about the event

- This is an event for staff who identify as LGBTQ+ (whether “out” at work or not). We are grateful for our LGBT Allies support, but this event is specifically tailored for LGBTQ+ staff.
- Leaders can be at all levels, this is not just for senior roles.
- This event is supported by the NHSGJ senior leadership team and protected time will be granted for those who wish to attend.
- We recognise staff may not be “out” at work and will have the option to request A/L for the event if they do not wish to disclose their plan to attend



[Click this link to book a place](#)

If you would like to discuss in confidence the logistics for attending this event, please contact Equality and Inclusion Lead Rob White directly via email on [Robert White](#).

Health and Wellbeing





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

Spiritual Care: Mindfulness course questionnaire

We have noticed over time that the numbers of people who are participating in the Mindfulness Course have decreased and the previous course advertised had little uptake.

We are keen to know what staff think about the day, time, duration and content and how we can make change and are asking colleagues to take a very quick questionnaire to let us know your preferences and help us plan for future courses.

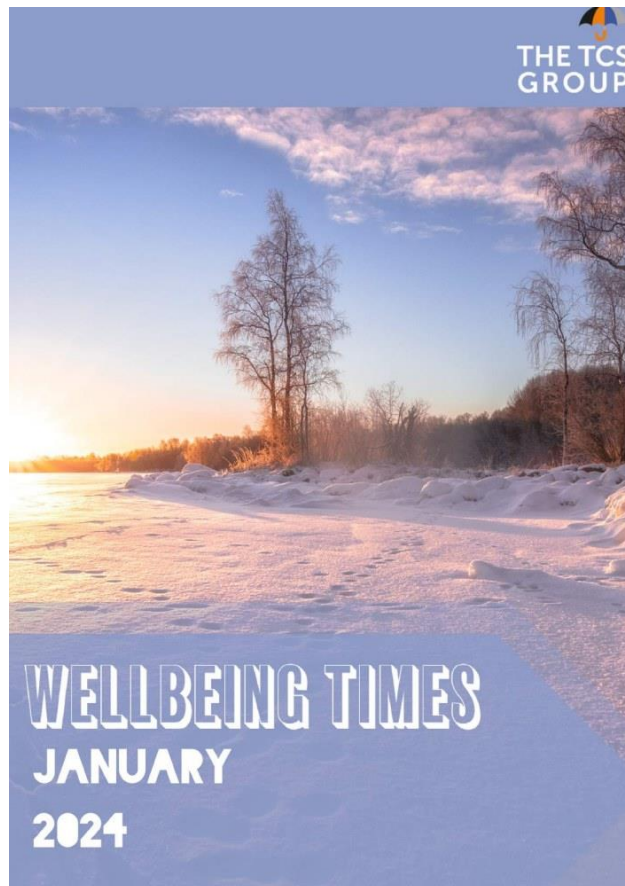


[Click this link to access the questionnaire](#)

Wellbeing Times

This month's TimeforTalking Wellbeing Times newsletter features a range of information and advice for healthy living.

There's a healthy recipe and blog on alcohol and how it affects mental health, as well as awareness days and eco and fitness tips, plus loads more.



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

Step into Christmas Challenge – final totals



Our Health and Wellbeing Group's third annual healthy activity challenge – Step into Christmas – has been another great success with almost 18,000 kilometres clocked up in the month leading up to December 25.

Between 95 colleagues, a collective 17,871.23km were travelled through a mixture of walking, running and cycling in what has been an awesome effort by all the 9 teams and 2 individuals involved.

Targets including walking the North Coast 500, across Lapland, John O' Groats to Land's End and Route 66.

While most of the targets were smashed, there were some ambitious goals that were not realised during the 4 weeks of the challenge, but it certainly wasn't through a lack of trying with teams and individuals racking up thousands of miles to add to the overall total.

Results

- The largest team, Claus We Said So from Radiology, unsurprisingly covered the most mileage doing a total of 4,848.74km, smashing their target of 3,800km walking from Glasgow to the North Pole.
- The TTO Trekkers – 19 colleagues from Pharmacy - managed to do a massive 3,328.48km along America's famous Route 66. Sadly it wasn't enough to do the whole route of 4,023km, but a fantastic effort to be proud of.
- The 15-strong PACU Pacers travelled 2,934.66km, smashing their 1,407km Land's End to John O'Groats challenge. Awesome!
- The 10 members of the L and OD team were Walking Gnome for Christmas and managed 1,257.84km along the way, more than doubling their 500km Lapland challenge.
- The 9 colleagues from the Centre for Sustainable Delivery's (CfSD) Innovation team – the Sweaty Snowballs – also smashed through their 1,407km target of walking from Land's End to John O'Groats by doing 1,858km.
- 3 East's team was all Heart and Sole on their 500-mile North Coast 500 trip, with the 5 of them doing 1,030.26km and easily reaching their challenge target.

- Here Comms the Hot Steppers from Communications managed 948.85km of their 1,407km Land's End to John O'Groats target between the 7 members of the team.
- The 5 Christmas Crackers from the Operational Management Office managed 606.5km of their 805km North Coast 500 challenge, while the Occ Elf Helpers from the Occupational Health Physiotherapy team surpassed their 500km Lapland target doing a total of 745.7km between the 4 participants in that team.
- And last but certainly not least, individual participants Jill Craig and Gillian Cullen managed a total of 312.2km between them.

It was an inspiring and enjoyable adventure, enjoyed by all involved. A massive thanks and well done to everyone who made this a great experience.

"Congratulations to everyone who took part in the challenge, which is now in its 3rd year.

"It's been great watching the progress of everyone, week in, week out over the month and the time of year was a perfect time to do it as we all know we can over-indulge and do less exercise around the festive period.

"The members of the Health and Wellbeing Group are working hard to help improve health and wellbeing conditions for NHS Golden Jubilee colleagues and I'm sure we will have more activities like this in the near future.

"Hopefully we'll see everyone again, plus a few more, for next year's challenge."

Christina MacLean, Head of Rehabilitation and Health and Wellbeing Group Lead

Jubilee Active Blog

The first Jubilee Active Blog of the year focuses on exercise and diet after the festive period, with some great advice for anyone looking to get back into, or continue, a healthier lifestyle.

Occupational Health Physiotherapy Team Lead, Kris Robertson, has also listed a range of apps that can help you track and monitor your health goals and progress.



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

Staff Health and Wellbeing hubs

The screenshot shows the NHS Golden Jubilee Staff Health and Wellbeing Hub website. The header includes the NHS logo, the tagline "Delivering care through collaboration", a search icon, a user profile icon, and a "MENU" button. The main content area features a large image of a healthcare worker with the text "Staff Health and Wellbeing Hub" overlaid. Below the image is a breadcrumb trail: "Home > Working for us > Supporting our Staff > Staff Health and Wellbeing Hub". The main text reads: "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." To the right of the text is a circular logo for "Health and Wellbeing Resources" and a link for "Employee Assistance Programme".

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

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.

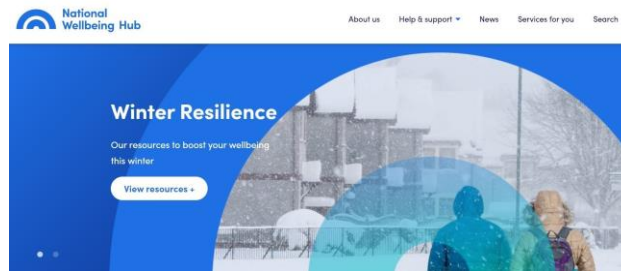
Take care of yourself while you care for others.

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

Staff also have access to the National Wellbeing Hub, which is 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.

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 National Wellbeing Hub.](#)



Learning and Organisational Development



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

Skin Health Surveillance course

A training course for individuals who will be responsible for carrying out visual skin inspection within their local area as part the Skin Health surveillance programme is now available.

The training will provide information on:

- The Skin at Work procedure
- Reasons and requirements for skin health surveillance and the paperwork required
- What is normal skin and when there is a need to refer for further advice
- Information on simple advice that can be given to those they see to minimise any skin issues/concerns

The Skin Health Surveillance Responsible Person Training course is on Tuesday 6 February from 2pm – 4pm and can be booked via eESS.



Public Health Scotland – Learning is limitless

Learning is limitless - prepare today for tomorrow, working together and contributing to a Scotland where everybody thrives.

The Public Health Scotland Learning Zone (formally known as the Virtual Learning Environment) offers NHS staff the opportunity to expand your knowledge, skills and behaviours with a range of learning resources through film clips, animations, face-to-face events, podcasts and more enhancing your capability to tackle public health issues, and address health inequalities.

The Learning Zone is updated with new, engaging content regularly designed to support your professional and personal growth.



[Click this link to access the resources on the zone](#)

Near Me eLearning resources

Near Me eLearning resources is providing training for staff new to the web-based video call system and those who need a reminder course, or would like learn more.

Near Me aims to provide the people of Scotland with the choice to attend health, care and other appointments via video call where appropriate and the eLearning resources are a great way for you to learn about Near Me video calls.

Module 1 - New to Near Me Video Calls?

This module is designed for people who are new to using Near Me or who require a refresher. It covers: why, where and when to use Near Me and also introduce the concept of 'Digital Rapport'.

Learning Outcomes:

- Understand the role of Near Me in providing choices for accessing a service
- Understand the importance of people's preferences for appointments
- Understand some of the benefits
- Know where to gain technical support for using various features
- Identify which features are most helpful for you

[Click this link to go to the module](#)

Module 2 - Video Consultation Skills

This module is designed for providers who are familiar with using Near Me and want to learn more, covering communication and preparation skills.

Learning Outcomes:

- Identify the different communication skills required for successful video consultations
- Know how to create digital rapport quickly and effectively
- Know when to apply the different skills required for a video consultation
- Know what safety and risk considerations may be required for video consultations

[Click this link to go to the module](#)



Digital Health and Care Leadership Programme (DLP)

The application process for Cohort 23 of the Digital Health and Care Leadership Programme (DLP) starting in May 2024 is now open.

The course is designed for anyone who is interested in digital health and care, keen to explore how technology can benefit people and would like to develop their leadership skills.

As part of the programme, participants will develop and lead a digital improvement project in their organisation, with an opportunity to develop project ideas in the early stages of the programme.

Course details

- Fully funded
- Team applications welcome
- Expert led learning sessions
- Networking opportunities
- Peer support sessions

[Click this link for more information, including application guidance](#)

[Click this link to apply](#)



DIGITAL HEALTH & CARE LEADERSHIP PROGRAMME (DLP)

Cohort 23 - May 2024

About the programme

- ✓ 9 x Interactive virtual learning sessions with expert speakers
- ✓ 4 x virtual peer support sessions
- ✓ 10 x hours of guided self-learning
- ✓ Access to experts in digital
- ✓ Networking opportunities
- ✓ Fully funded
- ✓ Team applications welcome



Could you be a digital leader?

Led by NHS Education for Scotland and sponsored by Scottish Government, the DLP programme supports professionals across health and social care to develop their leadership skills and influence digital solutions within their organisation.

This programme is designed for anyone who is:

- Interested in digital health and care
- Keen to explore how technology can benefit people
- Would like to develop their leadership skills
- Are able to implement changes within their organisation

The application form and guidance can be found [here](#) where you can also find out more about the programme as well as a range of resources and projects from previous applicants.

Applications welcome from employees and teams within health, social work, social care, housing, the third sector and charity organisations.

✉ nes.dlp@nhs.scot

🐦 [@nes_dlp](https://twitter.com/nes_dlp)

APPLICATION DEADLINE
Midday on Monday 04 March 2024



DIGITALLY ENABLED WORKFORCE
NHS EDUCATION FOR SCOTLAND

Contact nes.dlp@nhs.scot for any queries.

Scottish Quality and Safety Fellowship: Cohort 16 Recruitment

The 16th Cohort of the Scottish Quality and Safety Fellowship (SQSF) is open for recruitment from Friday 2 February to Friday 22 March (10am).

The Fellowship is open to healthcare staff who currently undertake clinical practice and have a direct influence on improving the delivery of safe patient care, as well as staff in clinical professions (e.g. medical, nursing, pharmacy, AHP, healthcare scientists, ambulance) who do not currently deliver hands-on care, but do have a role in improving patient care or safety.

There are 2 places available for operational service managers who do not have a clinical background. This is a highly regarded programme with training that would otherwise be costly to access.

[Click this link for more information](#)

Interested staff should submit applications quickly, as they require a 200-word supporting statement from line managers, with signatures from Head of Quality Improvement Jonathan O'Reilly and Chief Executive Gordon James.



The Scottish Quality & Safety Fellowship is a world leading learning initiative for healthcare professionals not only within Scotland but, on an international basis. Combining both the science of quality improvement with practical skills to enable you to make real improvements to your own clinical practice and that of your wider service. As a former Fellow, I would thoroughly recommend it to anyone interested in making care better.

Professor Sir Gregor Smith
Chief Medical Officer for Scotland



For more information contact Jonathan O'Reilly.

Quality Improvement Project Register

The Quality, Performance, Planning and Programmes (QPPP) team is delighted to share the Quality Improvement (QI) Project Register, which will allow you to:

- Formally register your QI project
- Allow NHS Golden Jubilee to align your activity to organisational goals
- Access coaching and support from QPPP
- Join our growing network of improvers

[Click this link to access the register](#) - you may be prompted to 'sign in' to your Microsoft account.





These details are the username and password you use to sign onto your computer.

Quality Improvement Project Register



The Quality, Performance, Planning and Programmes (QPPP) team are delighted to share the Quality Improvement (QI) project register.

The QI project register will allow you to:

-  Formally register your QI project.
-  Allow Golden Jubilee University National Hospital to align your activity to organisational goals.
-  Access coaching and support from QPPP.
-  Join our growing network of improvers.



You can access the QI project register by scanning the QR code below.



[Click this link to learn more about QI at the Golden Jubilee and access resources](#)

InVOLved



Volunteer Focus

Name: Gerry O'Hara

Employment status:

Semi-retired.

What are your hobbies and interests other than volunteering?

I've always been interested in music. I watch most sports and try to keep fit by swimming and walking the dog. I also get a lot of pleasure from the achievement of DIY goals.

Volunteer role details – role title; department; duties:

I am a Meet and Greet Volunteer on Level 1, welcoming and guiding patients, families and visitors to the appropriate department or person. I also give support, information and record statistics to help us improve our service.

What made you decide to volunteer with NHS Golden Jubilee?

I first came to the Jubilee with family members to the MRI suite and the Eye Centre and was helped by volunteers, so it was then that I saw that the role was very worthwhile and decided I wanted to do it.

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

To give patients and families the interaction of a friendly face that can have a positive input at their appointment.

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

Yes, the people I interact with, help appreciate the need for a Volunteer's support, sometimes in in tricky situations for them and their feedback is very good.

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

A mother and daughter were having a disagreement over the route they took coming in to the Jubilee, but I diffused the situation by pointing out they still had 50 minutes until the appointment and that they could go to the café and get a coffee while they waited. They left very happy!

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

There's a reward in making a difference to a patient's experience. Do it!



The Social side

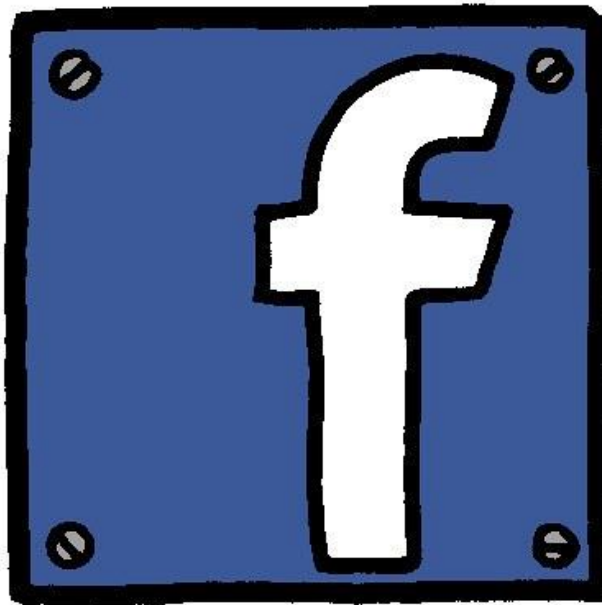


What's happening on our social media pages

Facebook:

This month we celebrated reaching over 10,000 likes on Facebook! Our social media channels give us the opportunity to share the latest news and updates from Team Jubilee.

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



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

X (Twitter):

The NHS Scotland Academy, a collaboration between NHS Golden Jubilee and NHS Education for Scotland, has been delivering the successful Foundations of Perioperative Practice to learners from across Scotland.

The training provides a bespoke interactive digital learning package, introducing learners to concepts before expanding on these in a face-to-face setting.

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



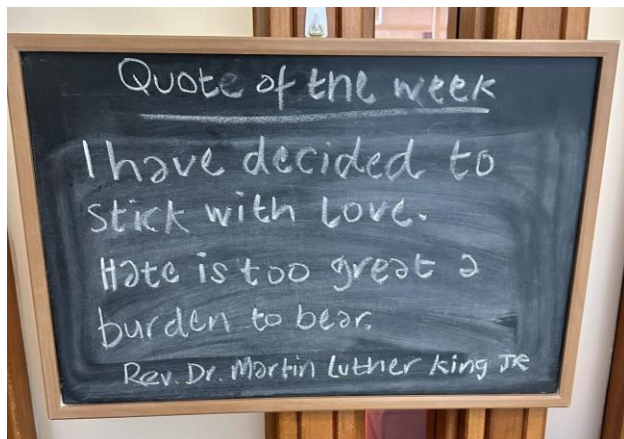
4 - [Click here to access our X page](#)

LinkedIn:

Every Sunday we share our latest message from our Spiritual Care team.

These messages are always a hit with our followers across our social media channels!

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

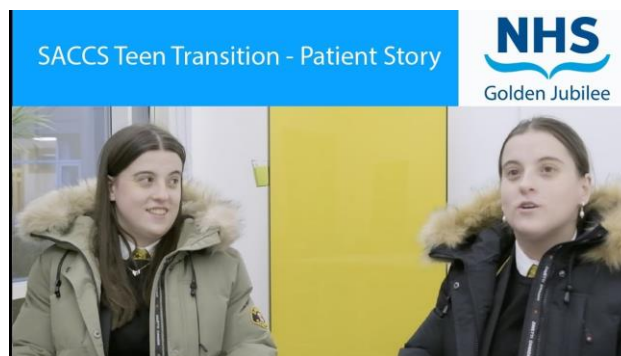




YouTube:

We sat down with two teenage sisters as they shared their experience transitioning from a child patient to an adult patient here at NHS Golden Jubilee.

[Click here to watch the full video](#)





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

Instagram:

Have you followed us on Instagram yet?

Packed with the latest news, patient feedback, staff stories and more, our Instagram is a great place to stay up to date with all the latest from Team Jubilee.

[View our Instagram page here](#)

nhsgoldenjubilee Edit profile View archive Ad tools

238 posts 186 followers 23 following

NHS Golden Jubilee
@nhsgoldenjubilee

Delivering care through collaboration, NHS Golden Jubilee provides high quality specialist and elective care for patients across Scotland

nhsgoldenjubilee.co.uk + 4

1.1K accounts reached in the last 30 days. View insights

Press releases TeamJubilee Events New

POSTS REELS SAVED TAGGED

QUOTE OF THE WEEK
So many people are looking to be the parent of next year's first-year students. You can't be that parent...
- Mrs. [Name]

Clinical Professional
Band 8A (55k-522.851.522) Full time Permanent

Make a difference every day

Scotrail Engineering Works
NHS Golden Jubilee
Scotrail has announced significant disruption to rail services in the Central Belt starting on Monday 29 January for safety engineering works.
The works will be carried out on the main Glasgow-Edinburgh rail line and Thurston, Ferryhill and Gifford is advised to only travel on the following routes if your journey is essential:
• Glasgow-Edinburgh via Falkirk High. There will be no train service between Edinburgh Waverley and Leith.
• Glasgow-Edinburgh. There will be no train service between Edinburgh Waverley and Falkirk Gifford.
• Edinburgh-EdinburghGifford. There will be no train service between Edinburgh Gifford and Edinburgh Waverley.



6 - [Click here to access our Instagram page](#)

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



Chat. Sign. Protect.

The national campaign 'Chat. Sign. Protect.' aims to raise awareness and encourage uptake of the vaccines offered to young people in secondary school.

All young people in S1 and S3 are offered the HPV, MenACWY and DTP vaccines which protect them against serious diseases, such as meningitis and different cancers.

The campaign encourages parents/carers and their young people to chat about the free vaccines offered, before signing and returning their consent form to school.



For more information visit www.nhsinform.scot/chat-sign-protect

Mental health support – for you and your teen

With January being a difficult time for many, it's important to encourage everyone to look after both themselves and their family's physical and mental health.

Post-Christmas blues and cold dark nights can have an impact on everyone's mental health. For those going through a difficult patch, feeling stressed, anxious or low, the Scottish Government's **Mind to Mind campaign** and Parent Club's **Teen Mental Health campaign** offers practical tips to help with life's ups and downs.

The **Mind to Mind campaign** aims to ensure people can think about their mental health alongside their physical health and have the information and support they need.

Raising a teenager isn't easy and the **Teen Mental Health 'Parenting Teens'** campaign looks to help parents navigate the ever changing and sometimes challenging relationships with their teenagers.



[Click this link for more information about Mind to Mind](#)

[Click this link for more information about Teenage Mental Health](#)

Mental health support for children and young people

A programme supporting young people with complex social issues attending A&E is to be expanded.

The Youth Navigators programme, delivered by Medics Against Violence, supports young people aged 12-16 arriving at Emergency Departments who are in distress. The service provides trained youth workers (Youth Navigators) to identify the help young people need and provide practical support so they can access relevant longer-term support.

The initiative has supported more than 600 young people since 2021 – most had experienced issues with their mental health and wellbeing; some on a chronic basis related to issues at home, with friend groups or bullying, and some more acutely experiencing suicidal thoughts and feelings and who may have caused harm to themselves.



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

Fitness to drive

Road Safety Scotland and The Scottish Government have launched a new Fitness to Drive campaign to inform the public about the links between health and driving, and to encourage drivers aged 60 and over to get regular eye examinations to continue driving safely.

As we get older our eyesight changes, which can affect our driving. The best way to make sure your eyes are fit to drive is to have them tested regularly, or to visit an optician as soon as you notice a change in your eyesight.

Recent statistics show 29% of car driver casualties killed or seriously injured in road collisions in 2022, were aged over 60.

The Fitness to Drive campaign will ask 60+ drivers to reassess whether other health related issues are affecting the way they drive, and will also encourage family and friends who may have some influence on older drivers to initiate discussions about driving – which can be a sensitive topic.



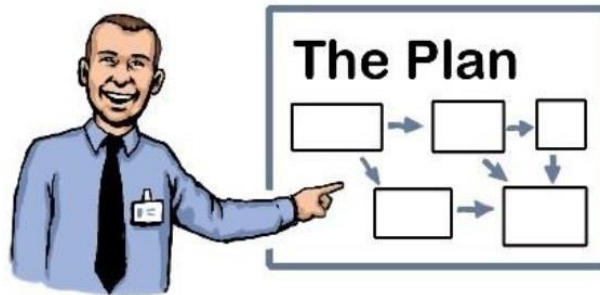
[Visit the Fitness to Drive campaign page on the Road Safety Scotland website](#)

Good Food Nation plans published

Proposals to improve access to healthy, locally produced food have been set out by the Scottish Government.

The Good Food Nation Plan will involve work with businesses and organisations across society to help connect people to locally produced, high-quality food.

The Plan will cover everything from farm to fork and beyond, and draw together a range of different policies. It will also require key public bodies, particularly local authorities and health boards, to set out their plans.



[Click here to read more](#)

Jubilee Life copy deadline



If you'd like an article or information in the next edition of Jubilee Life, please submit your copy by Friday 16 February 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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Embed://<iframe width="640px" height="480px" src="https://forms.office.com/Pages/ResponsePage.aspx?id=veDvEDCgykuAnLXmdF5JmpDbFJS0Eo5KlnCfG5ho_1lUNjRFVVMYtUsyWVBOMkJGSFFZMUZNRkNCSiQlQCN0PWcu&embed=true" frameborder="0" marginwidth="0" marginheight="0" style="border:none;max-width:100%;max-height:100vh" allowfullscreen webkitallowfullscreen mozallowfullscreen msallowfullscreen> </iframe>
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