



## BREAKING NEW GROUND WITH *maggie's*

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# ONE HUNDRED YEARS YOUNG

Ward 5 at Stirling Community Hospital pushed the boat out to celebrate the 100th birthday of one of their patients. Mary Robertson, grandmother of Scottish crime writer Craig Robertson, held a small family party which was organised by local staff.

She was presented with flowers by NHS Forth Valley Chairman Alex Linkston and a birthday cake was provided

by facilities company Serco. She also received a telegram from The Queen.

Still helping her neighbours when she was in her nineties, Mrs Roberston, who lived in Cambusbarrow, is Mum to two girls and a boy, and has three grandchildren and five great-grandchildren. At a party for her 90th birthday, when she didn't want a fuss and said she would home before 7.00pm, she was still dancing at midnight with her younger sister, to the sound of Mustang Sally!



## GET A HELPING HAND FROM YOUR NHS CREDIT UNION



**When it comes to giving folk a helping hand, the NHS Credit Union is going from strength to strength.**

Not only has the organisation recently celebrated its 16th birthday, but the total of loans issued to members has now soared past the £50m barrier.

The NHS Credit Union, which is open to all NHS staff and their families across Scotland and the north of England, is one of the country's fastest-growing financial institutions. It now offers financial services to more than 11,500 members and looks after savings in excess of £12.6m.

Commenting on the latest landmark, General Manager Robert Kelly said: "It's incredible how we have grown when you think that the organisation began its life operating from a nurse's bedroom in the Southern General Hospital in 1998.

"Since then we have issued more than 41,000 loans to our members, totalling more than £50.2million and we are continuing to grow year-on-year.

"While we pride ourselves on that growth, we are equally proud of the fact that our lending ethos has never changed from day one. We never issue a loan to a member

unless he or she can afford the repayments."

To find out more visit [www.nhscreditunion.com](http://www.nhscreditunion.com) or contact Logan Taylor either by email to [mail@hltmediaservices.com](mailto:mail@hltmediaservices.com) or by telephone on 07790-137222

Already a member? Why not consider joining the volunteer board of directors to help shape future services. The move could also play an important part in your personal development.

For more details [www.nhscreditunion.com](http://www.nhscreditunion.com) and follow the link to About Us.

# LYNN GOES BACK TO SCHOOL

Equality and Diversity Manager Lynn Waddell went back to school recently – to speak to more than 1,000 pupils at Falkirk High School about equality and diversity, and the impact that discrimination can have on people. The session, led by NHS Forth Valley as part of the school's Health Week, reflected the core values of the school – Ready, Respectful and Responsible.

Lynn was joined by PC Mike Parsons from Police Scotland's Forth Valley Division who explained the consequences of hate incidences. The pupils were also given an update on how they can bookmark the NHS Forth Valley website on their smart phones which allows them to quickly access information about local services and advice on how to improve their health, wellbeing and safety.

Around 120 staff at the school subsequently completed a personal development session with



Lynn Waddell.

Lynn said: "The feedback from both sessions was extremely positive and

hopefully we will have helped give pupils the confidence to challenge discrimination and look at their own behaviour."

## WIDESCREEN SUCCESS FOR FORTH VALLEY GIVING WINNER

Janette Allan, a SERCO catering assistant who works in restaurant in Forth Valley Royal Hospital, was the lucky winner of the 1st Prize in the 2014/15 Forth Valley Giving Annual Prize Draw.

She scooped the top prize of a 28 inch widescreen smart SONY Television after her ticket was drawn live on air by Radio Royal presenter Jim Prentice.

The win came as quite a surprise to Janette as she had purchased the ticket only 10 minutes before the draw took place with a pound coin borrowed from a colleague!

She says she intends to share the TV for six months each year with her colleague but we think she was joking!!

The full list of prize draw winners is listed below:

- 1st Prize** Janette Allan – 28 inch Widescreen TV – 0498
- 2nd Prize** Kevin Chase - £100 Homebase vouchers – 1048
- 3rd Prize** Tom Hart - £50 M&S vouchers – 0690
- 4th Prize** Briony Daye - £50 Leisure vouchers – 1036



Forth Valley Giving is NHS Forth Valley's official charity which supports a wide range of projects and initiatives designed to enhance patient care in local hospitals and the community.

The charity's activities are funded from donations, gifts from will and a range of fundraising activities, including the Annual Prize Draw.

Craig Holden, NHS Forth Valley's Fundraising Manager, said: "I'd like to thank all the staff, patients and visitors who purchased tickets for the Annual Prize Draw which helped raise £1,400 which will be used to benefit local patients."

# KEEPING HISTORY ALIVE

Two of our health records staff were invited to take a peep into the past recently when they viewed a different type of record which has now been preserved for posterity. Agnes Provan, Head of Health Records and Fiona Hutchison, Community Health Records Services Manager, visited the University of Stirling to see the archive which has been created for the former Royal Scottish National Hospital (RSNH).

The Hospital, which stood on the site now occupied by Forth Valley Royal, was established in 1862. Revolutionary for its time, it provided care and education for children with learning disabilities. Previously these children could not be looked after by their families and would have been sent to an adult asylum.

In 2012, all of NHS Forth Valley's old patient registers, records and photographs were sent to the Stirling University Archives for preservation and in 2014, thanks to a Wellcome Trust fund, work started to catalogue and conserve some of the records. An exhibition is now available online on those relating to the RSNH.

Agnes Provan said: "It was absolutely fascinating to see these records being



Archivists Liz Yamada and Alison Scott review photos of the former Royal Scottish National Hospital

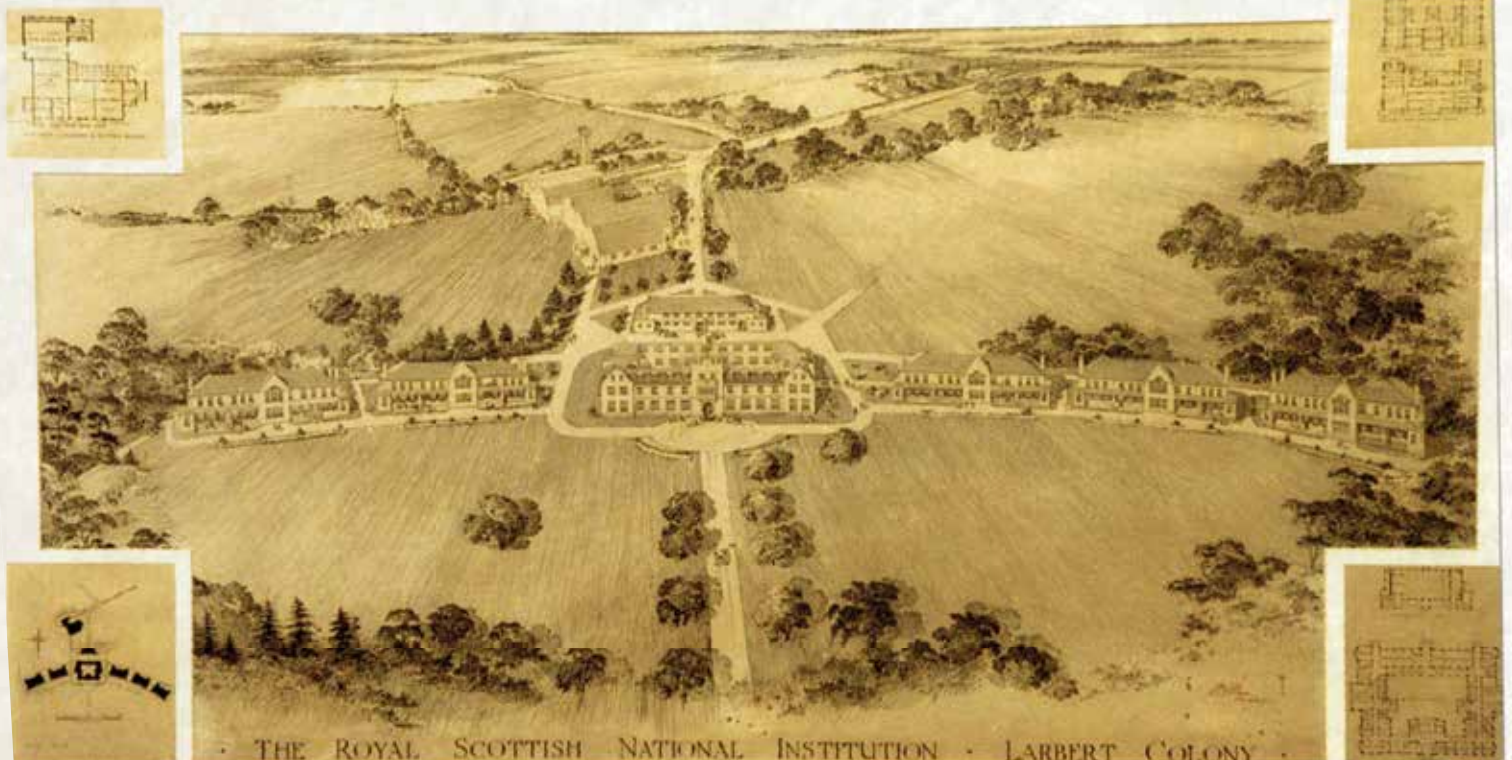
preserved and used and for the really old ones to be made accessible to the public via the University website. The visit reminded us of how important the work of Records staff is and the need to maintain information for the future."

The impressive collection contains items such as applications for admission, cash books and lots of early photographs of the buildings, staff and children. Agnes and Fiona also visited

the bindery and met conservator Liz Yamada who helps restore damaged documents using a combination of Japanese paper and wheat starch.

## Archives & Special Collections:

<http://libguides.stir.ac.uk/archives>  
<http://archives.wordpress.stir.ac.uk/>  
<https://twitter.com/unistirarchives>



# PRECIOUS DONATION FOR MATERNITY UNIT

**Local charity, So Precious, recently donated £9,000 to buy new specialist equipment for the maternity unit at Forth Valley Royal Hospital.**

The funding was used to purchase 30 fetal pillows - silicon devices which can help make caesarean deliveries easier, quicker and less traumatic.

Dr Shahzya Huda, NHS Forth Valley Consultant Gynaecologist said: "We

are very grateful for this fantastic donation from So Precious. The fetal pillows are a welcome addition to the department as they will help us to make deliveries for women undergoing caesarean sections quicker and less traumatic."

Lorna Blue, So Precious Trustee, said: "Having a caesarean section can be very stressful, particularly if it is undertaken as an emergency procedure. Any equipment which

can help make this easier for mothers and babies is really important and we were delighted to be able to raise the funding required to buy these new fetal pillows."

The fetal pillows are the latest in a long line of equipment which has been funded by the local charity which was set up by a group of volunteers in 2011 to raise money for the Women and Children's Unit at Forth Valley Royal Hospital.



*So Precious Trustee Lorna Blue presents fetal pillows to Dr Huda and members of the midwifery team*

## SCOTT DRAWS ON HIS EXPERIENCES

When joiner Scott Russell found himself in the Cardiology Ward at Forth Valley Royal Hospital he embarked on an alternative form of therapy – drawing cartoons! Rather than reading, Scott, who is also an amateur historian, put pen and pencil to paper.

He subsequently had a major operation in Edinburgh where he produced more drawings

and has continued to sketch during his visits to Forth Valley Royal Hospital as an outpatient or visitor.

Charge Nurse Jackie Cappie was so impressed with his work she suggested his cartoons be framed and some now hang in the ward. "Even the poorest of our patients raise a smile when they see Scott's cartoons" she said.



*Scott is pictured with one of his cartoons*

# SILENT STARS SHINE IN FORTH VALLEY ROYAL

The glamorous world of silent movie stars has been showing in the atrium of Forth Valley Royal Hospital in a photographic exhibition featuring greats such as Lilian Gish and Pola Negri.

With the advent of the 'talkies' in the 1930's many of these cinema greats who had only existed on celluloid materialised here in Scotland to be seen in the flesh – and with voices - in the country's theatres.

Photographers from the Glasgow Herald's sister newspapers, the Evening Times and The Bulletin, were there to record their visits. These were well documented but by the late 1940s and early 1950s, even a silent era giant like "The Great Stone Face", Buster Keaton himself, couldn't excite a picture editor.

Only those such as Chaplin, Marlene Dietrich and Laurel & Hardy, who had managed to keep their movie careers and popularity going, continued to attract the newspapers' attention. For the rest, their names and faces were largely forgotten until the great revival of interest in



silent cinema in the 1960s.

The photography exhibition – Silent Stars in Scotland – was a new commission celebrating the 5th birthday of the newly restored Hippodrome Theatre in Bo'ness. It is supported collaboratively by the Arts, Heritage and Libraries teams of Falkirk Community Trust.



Anna May Wong Tivoli Theatre Aberdeen 1933  
(courtesy of Herald and Times Group)

# WORK STARTS ON NEW *Maggie's* CENTRE

## Construction work has now started on the new Maggie's Centre in the grounds of Forth Valley Royal Hospital.

To mark the occasion Jane Grant, Chief Executive of NHS Forth Valley and Jim King, Vice Chair of NHS Forth Valley were joined in a groundbreaking ceremony at the site by Sharon O'Loan, Maggie's Director of Fundraising –Scotland, Nina Barough, founder of Walk the Walk, the principal funder, Gordon Dunne of contractor Dunne Building & Engineering

and Brian McGinlay of NORD Architecture. They were accompanied by Fiona Barrowman who lives in Stenhousemuir and currently travels to Maggie's Edinburgh to access Maggie's programme of support.

James King, Vice Chair of Maggie's Forth Valley, said: "This is an exciting step forward in a development which will make a huge difference to our patients and their families across Forth Valley. A Maggie's Centre will significantly enhance the cancer care and support already offered at Forth Valley Royal Hospital, giving our

patients access to a wider range of therapies and support."

Maggie's Forth Valley, has been funded by a donation of £3m from cancer charity Walk the Walk, who organise The Moonwalk Scotland. It is due to be opened in Spring 2016 and 1500 visits are expected in the first year.

To find out more about Maggie's across the Forth Valley area, the programme of support offered or to get involved with fundraising visit [www.maggiescentres.org/our-centres/maggies-forth-valley](http://www.maggiescentres.org/our-centres/maggies-forth-valley)



## EDINBURGH MOONWALK

To say thank you and show our appreciation we are joining forces with all the Maggie's partners to encourage staff and local people from across Forth Valley to take part in this year's Edinburgh MoonWalk which takes place on 13th June 2015. You can opt for the full moon (26 miles) half moon

(13 miles) or the new moon (6.5 miles) - whatever distance you undertake you will be raising money to support people with cancer and help fund vital new facilities like Maggie's Cancer Caring Centres to register visit <http://www.walkthewalk.org/Challenges/TheMoonWalkScotland>



# NO SMOKING ON NHS GROUNDS

A smoke free policy has been introduced across all NHS grounds in Scotland with patients, visitors and staff being asked to wait until they leave NHS grounds before lighting up. The move, which takes effect from 1 April 2015, is part of a national drive to create a tobacco free generation within Scotland by 2034 and extends to hospitals, health centres and other community facilities, together with NHS offices and other non-patient buildings.

As NHS staff our responsibilities include:

- Adherence to the smokefree policy throughout all NHS grounds
- Not smoking in uniform or when wearing NHS identity

badges outwith NHS grounds

- To help promote smokefree grounds and support patients and colleagues in adhering to the policy
- Recognising that persistent disregard for the policy could result in disciplinary action
- Where appropriate, supporting patients and colleagues who smoke to access smoking cessation advice and support to either help them quit altogether or at least manage their smoking whilst on NHS grounds.

Patients may be referred to the

Stop Smoking Services directly on 01324 566367 where they will get specialist support and advice. Nicotine Replacement therapy can be prescribed for in-patients suffering from withdrawal and is on the Symptomatic Relief policy.

To find out more and watch the new TV advert visit <http://www.smokefreegrounds.org/>





# PROUD TO BE A QUITTER

Big Cig was out and about in Forth Valley on National No Smoking Day to try to persuade people to quit smoking. The life-sized cigarette made an appearance at the Job Centre, Stirling University and various gyms in Falkirk, accompanied by staff from the NHS Forth Valley Stop Smoking team who handed out leaflets and offered advice.

This year's theme was 'Proud to be a Quitter.'

Gillian Bruce, NHS Forth Valley Stop Smoking Co-ordinator said: "Giving up smoking is one of the most important lifestyle decisions leading to better health. By letting people know about services to help

them quit will reduce the number of tobacco-related illnesses across Forth Valley. It is also very important that we try to protect the next generation from starting to smoke and give them the best start in life."

For further information on stopping call Smokeline free on 0800 84 84 48 or visit [www.canstopsmoking.com](http://www.canstopsmoking.com)



## STOP SMOKING WORKPLACE SUCCESS



Staff from our Stop Smoking Service scored success when they were invited to help employees at the Child Maintenance Group (formerly the Child Support Agency) in Falkirk to quit smoking.

A number of participants were identified from a Healthy Working Lives survey and being able to carry out the programme in the workplace was much valued by those taking part, both in terms of convenience and support from colleagues. All who attended had access to free treatment.

Pictured are two of the group members proudly holding their promotional thermal mug displaying this year's No Smoking Day caption – 'I'm proud to be a quitter'

For more information and support to stopping smoking contact Smokeline on 0800 84 84 84. To find out more about the workplace quit programme contact the contacting Health Promotion Department direct on 01786 433293.



# i Matter GOES LIVE IN NHS FORTH VALLEY

It's all systems go in NHS Forth Valley for teams in the first cohort of the iMatter roll out. Staff within Corporate Services and Human Resources will be asked to provide feedback, using an online tool or paper questionnaire, on their experience in the workplace. There will be 29 questions to complete, which are broken down into 3 areas: About Me, My Manager, My Team/Organisation. This should take no more than ten minutes to complete.

As long as a minimum of 60% of team members have completed their



## EVERYONE MATTERS:

confidential questionnaire, a Team Report will be generated and shared with the team, who will be asked to agree and take forward areas for improvement over the following 12 months. This work will focus on continuously improving the experience of all staff when they come to work.

In each cohort of the roll-out there will be a Staff Awareness Session for all staff and a Managers' Orientation Session will also be provided. Details of these sessions will be communicated to the relevant teams in each cohort and full details of this project can be found on the iMatters section of the Staff intranet.

## STAFF SURVEY RESULTS

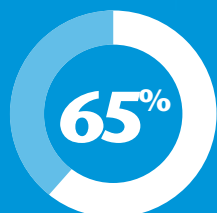
The results of the 2014 NHS Scotland Staff Survey show that 36% of staff in NHS Forth Valley completed the survey, compared with 34% in 2013 –

the national average for the latest survey was 35%.

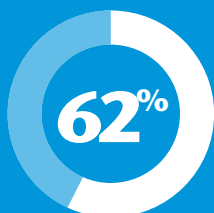
The good news is that we have improved in the majority of areas – but there is still work to be done.



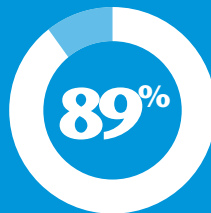
### OVERALL EXPERIENCE/ WELL INFORMED



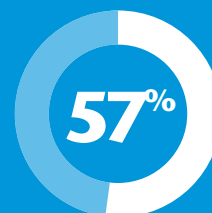
65% of respondents thought care of patients/service users is NHS Forth Valley's top priority – up 16% from 2013



62% of respondents felt they were able to do their job to a standard they are personally please with – up 5% from 2013



89% of respondents are happy to go the 'extra mile' at work when required – up 3% from 2013



57% of respondents felt that they were kept informed about what is happening in the health board – up 11% from 2013

*A higher proportion of positive responses were recorded for all questions in these sections compared to the 2013 results.*

## APPROPRIATELY TRAINED AND DEVELOPED



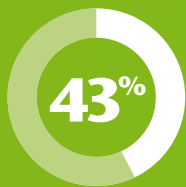
81% of respondents have had KSF development review, performance review, appraisal, Personal Development Plans in the last 12 months – up 28% on 2013.

*A big improvement on the previous year after a major programme was undertaken. Work will continue throughout 2015.*

## INVOLVED IN DECISIONS



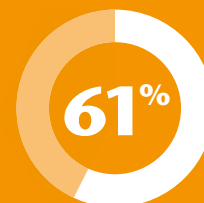
28% of respondents felt they are always consulted about changes at work – up 7% from 2013



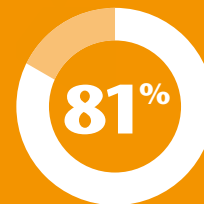
43% of respondents were confident their ideas or suggestions would be listened to – up 6% from 2013

*A slight improvement compared to 2013 but work will continue throughout 2015*

## TREATED FAIRLY AND CONSISTENTLY

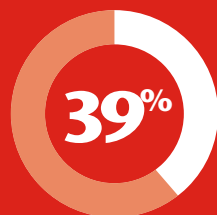


61% of respondents thought their line manager encouraged them at work – up 8% from 2013

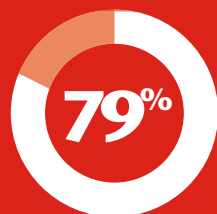


81% of respondents feel they get the help and support they need from colleagues – up 4% from 2013

## PROVIDED WITH A SAFE WORKING ENVIRONMENT



39% of respondents felt that they could meet all the conflicting demands on their time at work – up 6% on 2013



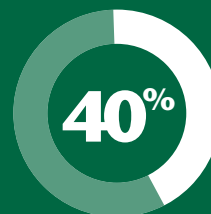
79% of respondents had Health & Safety training paid for or provided by the Board up 3% on 2013.

*From this, a focus on mandatory training has already been agreed and is being taken forward through an audit.*

## BULLYING & HARASSMENT



14% of staff have experienced bullying and harassment from other colleagues – down 1% from 2013

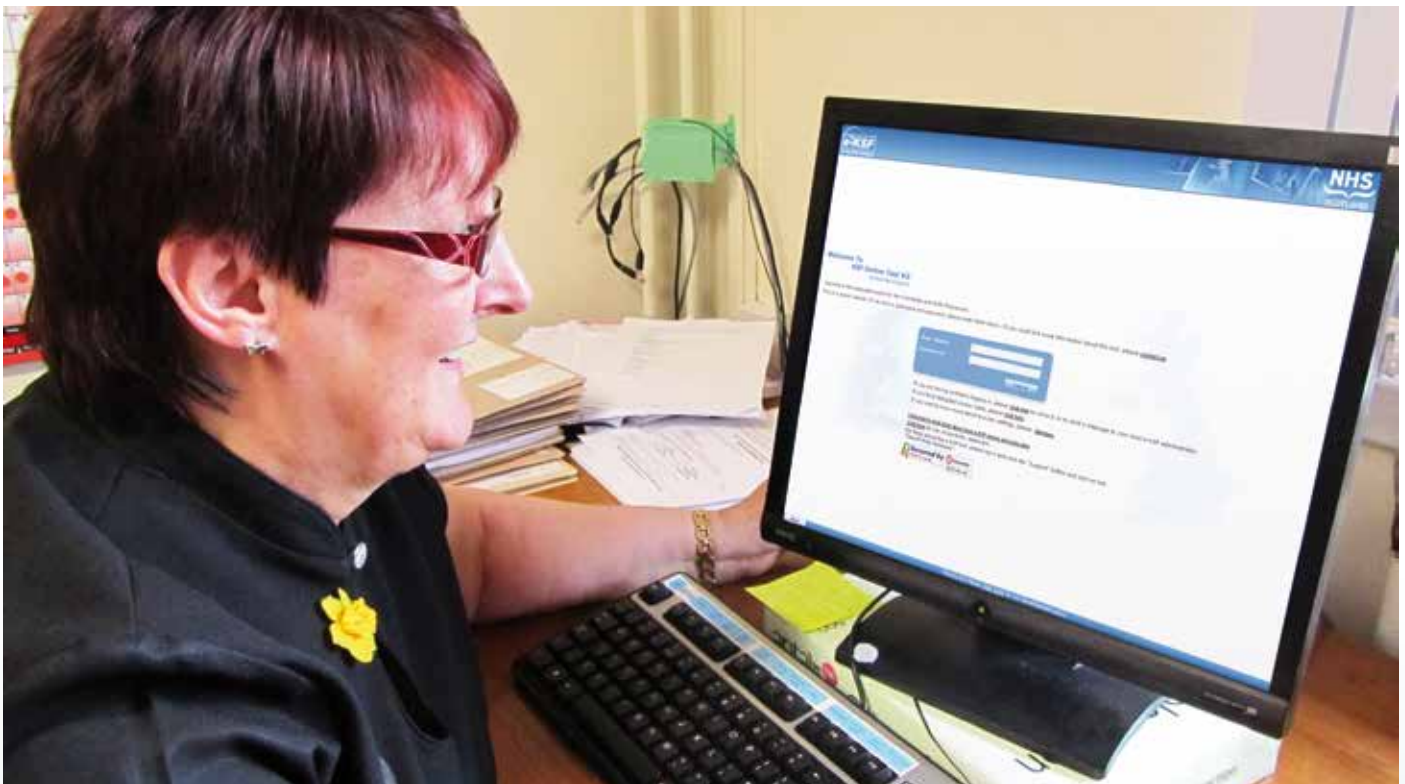


40% of respondents experienced emotional/verbal abuse from patients/service users or other members of the public – down 1% since 2013

*These issues will be supported through both organisational values and Dignity and Respect policy.*

The NHS Forth Valley Staff Survey Steering Group reviewed our local results to help develop a new action plan for 2015. You can find out more about the national results here [www.gov.scot/Publications/2014/12/8893/0](http://www.gov.scot/Publications/2014/12/8893/0)

# 'SOMETHING DIFFERENT'



We asked for feedback on the quality and value of the current process for conducting KSF Personal Development Planning Reviews (PDPs) and the recording of Personal Development Plans (PDPs) on eKSF.

You told us that we needed to 'do something different' and work has been taking place to do just that. A small working group is busy developing a 'simpler' and 'more meaningful' process and we will be piloting this soon. We have called this Development Matters.

## What is 'Development Matters'?

Your development in NHS Forth Valley does matter – to you, your colleagues, your team and your service users, so we want all staff to participate in regular Personal Development conversations and record their development needs on eKSF.

## How does this relate to me?

**Development Matters** links to the Everyone Matters: 2020 Workforce Vision and Implementation Plan. The Staff Governance Standard was created to ensure that all NHS Boards across Scotland can demonstrate that staff are being "appropriately trained and developed" and to ensure that all members of staff:

- keep themselves up to date with developments relevant to their job
- commit to continuous personal and professional development
- adhere to the standards set by their regulatory bodies
- actively participate in discussions on issues that affect them either directly or via their trade union/professional organisation

The best way of doing this is through having regular meaningful meetings set up between individual staff members (Reviewee) and their Line Manager/Team Leader (Reviewer) to have a Development Matters Conversation which will be followed up with a recorded eKSF Personal Development Plan.

## Will this replace KSF and eKSF?

We will still be using the KSF Core Dimensions as the basis of a Development Matters conversation, but we know from your feedback this needs to be different. We will soon to be piloting a new simpler, quality based approach which aims to improve on what's happening, make the process meaningful for both parties and lead to improvements for the Reviewee, their team and the service they deliver.

## Next Steps

We will be identifying a number of pilot teams/areas where we can assess whether or not the 'new look and feel' of Development Matters is easy to understand, and, following an evaluation of this work, we will begin the roll out across the organisation.

# Action Plan Summary

## Short term outcomes Spring 2015 include:

- Process simplified by focusing on Core Dimensions
- Focus will be on having a short 'quality' conversation – past/present/future successes and aspirations
- Evidence requirements to be minimal but meaningful
- Templates to record outcomes and top 3 actions for coming year
- eKSF recording to be simplified and completed as a separate task
- Pilots to be carried out in agreed teams
- Training to be targeted at all Reviewers ( to cover 'soft-skills' and IT recording process)
- Intranet pages and other communication channels used to provide up to date information

## Longer term outcomes from Spring 2015 include:

- Mainstreaming ongoing training for Reviewers
- Including a module in mandatory Induction online training
- Creating simple online 'How to ...' Checklists for Reviewers/Reviewees
- Creating generic basic Personal Development Plans for staff groups which will be further populated locally as agreed during PDPR conversations
- Creating realistic guidance in relation to ratio of Reviewees per Reviewer

For more information in the first instance please contact:

**Morag McLaren**  
morag.mclaren@nhs.net  
01786 457280

**Anne Benton**  
anne.benton@nhs.net  
01324 567384

Watch out for details on the new Development Matters section of the Staff Intranet which will be live very soon.



## CASE STUDY

You asked us "what's the point of annual development reviews?" and we asked a member of staff to tell us what they thought.

Meet Laura Hotchkies, Laura started work in NHS Forth Valley as a Domestic Assistant while completing a HND in Administration and Information Management at Falkirk College and went on to study a BA in Management at Heriot Watt University.

Laura became part of the Agenda for Change Team in March 2006 as a Project Administrator and, due to having the

opportunity to shadow and learn from other members of the team, she was given the opportunity to become more involved in promoting KSF and in particular helping to deliver Forth Valley wide training on e-KSF, which to date has trained approx 2500 staff.

Laura is a keen advocate of ongoing personal development and recently successfully completed an Accredited Programme called Planning and Delivering Learning Sessions to Groups at SVQ level 6.

Laura will put all of this new learning into practice by playing a lead role in developing and delivering a training programme for Development Matters Reviewers – watch out for her coming to a place near you soon!



Sally and baby Tom

# RUNNING IN MEMORY OF TOM

**For the past few months, NHS Forth Valley Consultant Clinical Psychologist Dr Sally Rankine and her son, Alex, have been struggling to spend time with her husband, Sean, who is to training for a gruelling 150 mile race in memory of their tiny son Tom, to raise money for the Children's Hospice Association Scotland (CHAS).**

Tom, Alex's twin, had Spinal Muscular Atrophy (SMA) Type I which was not diagnosed until he was 9 months old. Prior to that it was believed his lack of movement was likely due to the dreadful reflux which he had. It was then thought he was suffering from another neuromuscular condition where he might not walk but would live. The couple were finally told at 9 months it was SMA and Tom went rapidly downhill, requiring tube

feeding, oxygen and morphine. They lost him at 13 months.

Sean, who ran the Inverness Marathon in October 2012, and raised £2440 for CHAS, now wants to go the extra mile (or 124 miles) and is planning to run 150 miles across the Moroccan Sahara in the Marathon Des Sables, ranked by the Discovery Channel as the toughest footrace on earth, in April 2015

Sally explained: "Sean has been training for this since last summer and sometimes it feels like Alex and I hardly him. He trains on hills using heavy weights at least one whole day every weekend. In addition, he either gets up and leaves before anyone else in the house to go to an exercise class before work or gets home late because he goes to a class after work. He is leaving the running training till nearer the time as he has arthritis in his knee so trying to minimise the damage!

"You don't realise the value of a

children's hospice until you need one. They provide respite care for families caring for incredibly sick children as well as providing an environment which is stimulating and wonderful for the children themselves. The staff there are amazing and there is nothing that is too much trouble for them. Being at Robin House allowed us to take Tom and Alex swimming together - something we could not have done in a community pool - which was amazing for the whole family. There was also a room which was full of visual stimulation for Tom which he loved as he was unable to move."

The couple, who have set themselves a target of £10,000, have paid the £4,000 trip themselves, which includes repatriating the cost of your body if you die doing it! This means that all money raised goes directly to CHAS. For more details visit <https://www.justgiving.com/Sean-Rankine1/>

# PALLIATIVE CARE PIONEER RETIRES

Dr Fiona Downs, a pioneering consultant who helped set up the Palliative Care Team in NHS Forth Valley, recently retired from her role at Strathcarron Hospice.

Dr Downs also served on local and national committees, and in recent years was the driving force and played a key role in the development of national guidelines for palliative care.

She said: "It's always been important to me to communicate with patients and their families so they understand what's going on. I think it's important to live for whatever time you have and keep achieving goals, and also help relatives savour that time. Over the years, I have learned so much from patients and their families."

Irene McKie, CEO at Strathcarron Hospice said: "Fiona has been absolutely instrumental in developing specialist palliative care in Forth Valley. She has shown huge commitment and has absolutely embraced everything a hospice should be. She'll be greatly missed."



Fiona was presented with a basket of flowers from Forth Valley Palliative Care Nurse Specialists Evelyn Paterson, Wilma Harley and Mairi Armstrong

## REMEMBERING JIM

Colleagues from across the organisation attended the funeral of one of NHS Forth Valley's most popular staff members Jim Sinclair, the former General Manager for Surgical and Cancer Services.

Jim, who retired in 2011 after 40 years in the health service, trained as a radiographer in the early 1970s and held a number of related posts across several health boards before moving into management with Ayrshire and Arran. Health Board in 1991.

He joined NHS Forth Valley 10 years

later, first leading Clinical Facilities and then extending this role to include the Surgical and Cancer Services Unit.

Speaking at the funeral service, Theatre Manager Diane Keir said: "There are many here today who will be able to look back over their career working alongside Jim, in whatever capacity and for whatever length of time, and know that they are who they are, and where they are, because they were fortunate to have had that opportunity.

"He was hugely supportive of people as individuals, recognising potential and always willing to give them opportunities to develop. Those



individuals knew that if plans didn't go well or mistakes were made he was always there to support and help learn, then move on. He had a positive influence and effect on many people."

# FIGHTING SEPSIS

A whopping £1,500 plus was raised by staff from our Acute Assessment Unit and Clinical Assessment Unit at a charity event to help cut the number of deaths from Sepsis and raise public awareness of the disease. The event was held at Larbert's North Broomage Club and local businesses donated items for a prize draw.

The proceeds have been donated to the Fiona Elizabeth Agnew Trust (FEAT) - a charity which is working to stop sepsis in its tracks through research into better and more effective drugs and testing methods.

The organisers (Debbie Cram, Seona McNaughton, Sonya Kehoe, Sarah Henderson and Kelly Muir) would like to say a huge thank you to everyone who came along and to local businesses for their support.



# MOLLY TACKLES MARATHON

Among those cheering the runners in this year's London Marathon will be Consultant Urological Surgeon Mr James Tweedle. Despite being confined to a wheelchair for several months, his daughter Molly will be covering the 26 miles to raise money for multiple sclerosis research.

Molly, who is 19 and now studying at Aberdeen University, was admitted to Stirling Royal Infirmary when she was 12 years old with a headache and unable to walk. Despite very supportive medical and nursing input no firm diagnosis was ever reached.

Molly began high school in a wheelchair and gradually returned to full health over the next two years. She has since run cross country for Stirling High School and played rugby at Murrayfield for them also, and was invited to trial for Scotland Under 18's!

Currently she plays Lacrosse and does weightlifting as well as building up her running distances towards her first marathon.

For more details:  
Donate: <https://www.justgiving.com/Molly-Tweedle/>  
Training Blog: <http://mollytweedlelondonmarathon2015.wordpress.com/>





# EBOLA - ON THE FRONT LINE

**Staff News interviewed Emergency Consultant Dr Roger Alcock just before he travelled to Sierra Leone to help tackle the Ebola crisis. Now back from his medical mission, he shares his personal thoughts and experiences on his time in Africa.**

Diagnosed with Ebola he is four years old but so malnourished his tiny frame resembles a child just half his age. Alone, and speaking neither English or Creole he lies in a cot in a Port Loko treatment centre, clearly terrified at the sight of medics moving around in suits reminiscent of 'aliens.'

The doctor caring for him observes his fear, hears his crying and then starts to sing softly – the Sky Boat Song. Five minutes later the child is heavy lidded and drifts off to sleep. Eventually he recovers and is discharged back to the care of the local hospital where he

will be treated for malnutrition.

"For me that moment summed up what we were there to do – treat people with Ebola while restoring their dignity and respect" says Dr Alcock, the medic who sang (badly, he says!) the traditional Scottish folk song.

His arrival in Sierra Leone was not perhaps what the first volunteers from the UK expected. The rainy season had gone on longer than normal and the first four or five days were spent sloshing around in mud and water with the treatment centre still not completed.

However, wards were quickly equipped with beds, and patients started arriving from community care centres and Ebola holding centres. Some were sadly so sick that they collapsed and died as they were being helped out of the transport vehicles.

Dr Alcock admits that the risks of contracting Ebola were always on his mind. "You had to be constantly aware all the time. The people who were the biggest risk to you in catching Ebola after the patients were your colleagues so there was a policy of ABC – avoid body contact. You didn't touch anybody, even to shake hands."

"Needlestick injuries were a constant risk and, as we were frequently treating babies and very young children, we got a teddy bear and placed it on a table to practice what we were going to do as a team.

"Reassuring and gaining the trust of local people was also much more difficult when kitted out in protective suits but we wrote our names on the suits and would bring in toys for the children and try to get the patients their favourite food – hot pepper soup!

During their time in Sierra Leone the team helped to significantly reduce the mortality rate and Dr Alcock says his experience there made him appreciate how lucky we are.

"On a professional level I gained a lot of skills in managing tropical and high risk infectious diseases, along with many generic non technical skills which will be very useful."

Would he do it all over again? "Yes I would. If I had children I would look at things differently but I have a very supportive wife who understood the context and relative risk. My friends and colleagues were also fantastic and I appreciate all their practical and emotional support."



# Cook's

BAR & KITCHEN

# WIN A £50 VOUCHER FOR COOK'S BAR AND KITCHEN



Located in the grounds of the Grange Manor Hotel, Grangemouth, Falkirk, this 19th Century coach house offers warm and stylish decor with a relaxed and welcoming atmosphere.

Open from 9am, seven days a week, food is served all day. From home cooked breakfasts to start your day, a

quick coffee and cake or a delicious main meal, you'll find something for all occasions.

Staff News has teamed up with Cook's Bar and Kitchen to offer NHS Forth Valley Staff the chance to win a £50 voucher, redeemable on all food from their main menu.

**To be in with the chance of winning, all you need to do is solve the following anagrams (Hint all these items can be found on the Cook's Bar and Kitchen Menu! [www.cooksbarandkitchen.co.uk](http://www.cooksbarandkitchen.co.uk))**

1. SEAL SKIN RIOT

2. BALD HELM SOUR

3. BE CHUCK RINGER

4. BACKACHE INJECTS RUN

5. DEPICTED STUFF YOKING

6. LEAF MILLS NOT

7. CASH FIND SHIP

8. FENCERS PERCH

Send your answers to FV-UHB. StaffNewsCompetition@nhs.net or by post to NHS Forth Valley, Communications Department, Carseview House, Castle Business Park, Stirling FK9 4SW.

Closing Date for entries is **Thursday 15<sup>th</sup> May 2015.**

Cook's Bar and Kitchen also have a **buy one get one free** offer on all main meals for NHS Staff. For full terms and conditions visit the NHS Staff Benefits website [www.nhsstaffbenefits.co.uk](http://www.nhsstaffbenefits.co.uk)

## LUCKY WINNERS

Three members of staff were the lucky winners following our Marks and Spencer hamper competition in the Winter 2014 edition of Staff News.

Marie Lynagh, a Podiatrist based at Camelon clinic, won first place and was presented a hamper filled with treats worth £100 by Graeme Young, who is the store manager for the Marks

and Spencer shop in Forth Valley Royal Hospital. Jane Shearer, an Associate Specialist in Oral & Maxillofacial Surgery at Forth Valley Royal Hospital and Angela Dunne, a District Nurse based at Clackmannanshire Community Healthcare Centre won 2<sup>nd</sup> and 3<sup>rd</sup> place respectively and each received a £50 hamper.

The correct answer was 'Kirkgate Market'.

***Congratulations to our winners!***



L-R Jane Shearer, Graeme Young, Marie Lynagh and Angela Dunne

# TECHNOLOGY ENABLED CARE – THE SHAPE OF THINGS TO COME

Staff from across Forth Valley gathered at a recent event to hear about a wide range of technological developments which are improving the care of patients across Scotland and beyond.

Technology Enabled Care, previously referred to as Telehealth, covers a wide range of initiatives designed to help patients manage and monitor their own health, enable people to live safely at home and improve access to services and support. This includes equipment which allows patients to measure things like their blood pressure, blood glucose levels, lung function and weight, sensors and alarms which can be fitted to the body or installed in homes and telecommunication systems which allow patients to speak to health professionals remotely via video link ups.

A number of local developments in NHS Forth Valley were highlighted. These included the launch of the 'Living it Up' portal ([www.livingitup.org.uk](http://www.livingitup.org.uk)) - an online portal which aims to help people to improve their

health and wellbeing by finding out more about local health services, community activities and volunteering opportunities.

Staff also saw demonstrations of a new online questionnaire which patients now complete on an iPad before and after hip or knee surgery to chart their recovery.

Members of the e-Health team highlighted how a Clinical Portal is being used to make it easier for staff to access patient information and test results. The portal pulls in information from a wide range of electronic systems and allows staff to access this using a single username and password rather than having to log on to lots of different accounts.

Ann Alison, Telehealthcare Lead, helped organise the successful event and is instrumental in driving forward the telehealthcare agenda in NHS Forth Valley, working closely with local partners.

Staff heard about developments in NHS Lanarkshire where they have been trialing the use of new technology to help patients with heart failure monitor their condition using a range of devices



as part of the wider United4Health programme. NHS Highland showcased how they are using video link ups to provide support to patients with mental illness living in remote areas. Alistair Hodgson from the Scottish Centre for Telehealth and Telecare gave an overview of work underway across Scotland and staff also heard about developments from as far afield as Sweden.

Jonathan Procter, Director of IM&T and e-Health lead, said: "The event was a great opportunity to bring staff together to hear about some of the recent developments locally, nationally and internationally as well as see first hand how some of these technologies are already making a difference to patients and staff."



# DEVELOPING HEALTHCARE FOR THE FUTURE

## UPDATE ON OUR CLINICAL SERVICES REVIEW

At the end of last year we launched a major review of health services across Forth Valley to help develop a new healthcare strategy for the next five years. We have established eight clinical workstreams which are now working hard to review the wide range of clinical services we currently provide and are looking at ways we could improve these services in the future.

As part of this work we have been asking staff, patients, and the general public what they think about existing health services and how they would like to see them developed in the future as we work to deliver the Scottish Government's 2020 Vision for Health and Social Care.

Hundreds of patients and staff have



completed an online survey, attended a public meeting or returned a short leaflet questionnaire which was widely distributed across the organisation. Thanks to everyone who took the time to share their views, ideas and suggestions.

All the feedback will now be carefully

considered and used to help identify key themes, priorities and recommendations.

These will then be combined with the recommendations from the clinical workstreams to help us to develop a draft healthcare strategy which will be widely consulted on over the summer.

# NEW ALFY SERVICE HELPS PATIENTS REMAIN WELL AT HOME

Staff from NHS Forth Valley have been working with colleagues at Falkirk Council to develop a new service in Bo'ness to help support people to remain well at home.

The service consists of a round the clock advice line known as ALFY – Advice Line For You - and is available to anyone aged 65 or over as well as family members and other people who may care for them.

The dedicated phone line 01324 567247 is operated by experienced nurses

who will listen to callers' concerns, and make sure they receive the right help and support. This could range from offering general re-assurance and advice, to signposting callers to relevant emergency social work, voluntary or locality based services. They will even be able to book appointments to attend a rapid access frailty clinic for a specialist review or arrange for a nurse to visit day or night.

Alongside ALFY, people are being encouraged to develop a personal care plan known as Your Plan and share this with their family and those people closest



to them as well as health and care professionals. In addition, monthly education sessions are being held in the Bo'ness area for anyone wanting to learn more about the service and speak directly with health and care professionals.

If successful, the aim is to extend the service across the entire Falkirk Council area and into Stirling and Clackmannanshire. For more information [www.nhsforthvalley.com/alfy](http://www.nhsforthvalley.com/alfy)



# GETTING IT RIGHT FOR PATIENTS

How to achieve the best care possible for patients was the theme of a two day event attended by more than 100 staff and representatives from patient groups. Professor Craig White, Divisional Clinical Lead in the Scottish Government's Quality Unit, urged his audience to stop seeing the patient and start seeing the person, and to listen to what service users have to say.



Delegates were asked to write down two commitments to person-centred care that they would implement in 2015. These included encouraging family members to be involved in goal setting, providing increased opportunities for patients to be regularly walking in the ward and treating the patient holistically, not just the illness and the symptoms.

Organiser Arlian Mallis, the NHS Forth Valley Person-Centred Health and Care Programme Co-ordinator, said the event had been very well received with the general consensus that this type of programme will help us all lead longer, healthier and fulfilling lives.



## HEAR HEAR FOR IMPROVED AUDIOLOGY SERVICE

Staff in our Audiology Department have been working hard to find solutions to reduce waiting lists and patients are now seen at a one stop open access clinic for all existing hearing aid users. This has meant most procedures, as well as three yearly reassessments, can be carried out without the need to come back for a further appointment.

Just over a year ago patients, many of whom are elderly, had to make repeated journeys to have difficulties resolved. To manage this, a waiting list had been developed, which led to some patients having to wait over a year for all hearing aid work to be completed.

Since the start of the new approach there are no patients on a waiting list for reassessments. This has resulted in less administrative work and phone calls to the department, and allows staff to develop skills elsewhere in the service.

NHS Forth Valley Audiology Services Manager Jennifer Pow said: "The one stop clinics are available both in Stirling and Falkirk and the new way of working is giving patients a much better deal. At one stage we had more than 1,000 people on a waiting list for hearing aid re-assessments and our staff have worked hard to come up with an effective



solution. Our Falkirk clinic is only open for three days a week so people may have to wait a little longer to be seen, due to the numbers who turn up. However we hope to address this over the next few months and will continue to review arrangements regularly."

Before the redesign was introduced, patients were consulted, and another patient satisfaction questionnaire will be repeated this summer to identify any additional actions required.

RESEARCH AND DEVELOPMENT • RESEARCH AND DEVELOPMENT • RESEARCH AND DEVELOPMENT • RESEARCH AND DEVELOPMENT • RESEARCH AND DEVELOPMENT • RESEARCH AND DEVELOPMENT • RESEARCH AND DEVELOPMENT • RESEARCH AND DEVELOPMENT

# YOUR GUIDE TO RESEARCH



**Review, Approve & Monitor Research Proposals**



**Support & Advise Researchers**



**Develop Processes and Procedures**



**Links with other organisations, such as Universities**

The Research & Development Team comprises Dr Rosemary Wilson, R&D Officer, Ashley Gray, Research Governance Administrator and Kirsty Blair, R&D Clerical Support. Our office is based in the Administration Building at Falkirk Community Hospital but our work covers the whole of Forth Valley.

We are here to help researchers with every aspect of Health Services Research from designing the protocol, to disseminating results and exploiting inventions. It is our role to promote Patient Centre Health Research and ensure that this is carried out safely and appropriately within the organisation.

**The R&D office can provide help, advice, information and support on:**

- Funding and training opportunities
- Networking with other individuals/organisations in your field

- Designing/writing protocols, grant applications and other documents
- Completing application forms and applying for approvals
- Developing and marketing new ideas and inventions
- Publishing and disseminating results

For more information on Research & Development and services which we provide please visit <http://staffnet.fv.scot.nhs.uk/index.php/a-z/research-and-development>. The R&D office can be contacted directly at FV-UHB.RandD-depart@nhs.net or by telephoning 01324 677564.



## FOCUS ON OESOPHAGEAL CANCER

Two major studies into oesophageal cancer – the fastest rising cancer in the developed world – are taking place in NHS Forth Valley, and both are meeting with considerable success.

They're being carried out by Dr Stuart Paterson, Research Nurse Maggie Hughes and the gastroenterology team.

The aim of the BOSS study is to establish whether the benefits of two-yearly endoscopic surveillance

in Barrett's oesophagus patients outweighs the risks compared with endoscopy at need only.

Thirty years ago oesophageal adenocarcinoma was a rare malignancy but there are now more than 5,000 cases a year in the UK. The relentless rise in this malignancy is likely to continue unless the underlying causes are identified and appropriate prevention strategies are put in place.

The other research programme known as ChOPin is being funded

by Cancer Research UK. This is looking into whether genetic factors may increase the risk of oesophageal cancer and NHS Forth Valley is the highest recruiter in Scotland and the second highest recruiter in the UK.

The team is also participating to help the treatment and counselling of oesophageal cancer patients and their families. It's hoped that increased understanding of why the condition develops could possibly provide new medical tests or treatment.

# RESEARCH AND DEVELOPMENT

## RESEARCH FUNDING SUPPORT

The Research and Development Committee receives an annual allocation of funding from the Endowment committee and any employee who wants to conduct research can apply for funding support. Although formal applications are invited two or three times a year, applications will be considered at any time.

The types of projects funded are:

- small scale research projects
- pilot studies leading to application for larger funding
- extended literature reviews prior to application for funding
- dissemination of completed projects through conference presentations or by other means

The amount of funding per project is up to £5,000.

Application forms can be requested from the R&D office or via the intranet.

## TRIALS SUCCESS



NHS Forth Valley has been one of the top recruiting sites for cancer trials both within Scotland and the UK. The initial target of increasing recruitment was quickly achieved, and more than 700 patients are now taking part in a portfolio covering haematology, breast, urology, lung and

colorectal trials. Of the 56 trials established, 16 are open to recruitment, 34 are closed to national recruitment but remain in active follow-up and 6 are in set up. This excellent recruitment within cancer trials has only been possible through the close working relationships which have been developed across the multidisciplinary teams, and it is recognised that participation in clinical trials improves patient

outcomes.

The Cancer Trials Team is based in office 1 within the oncology department of Forth Valley Royal Hospital. For any further information relating to cancer trials please contact Lynn Prentice (Cancer Trials Practitioner) / Sally Young (Cancer Trials Practitioner) / Anne Todd (Research nurse) on 01 324 566316 or email: FV-UHB.cancer-trials@nhs.net.

## JOIN THE CLUB!

The Research Club takes place twice a year and is normally held in the Learning Centre at Forth Valley Royal Hospital. This relaxed and informal event is open to anyone and provides an opportunity for researchers to bring along their work to display to colleagues. The next Research Club meeting will take place on 29th May 2015 and Dr Robert Rhea from

Scottish Health Innovations Ltd will be giving a short talk. Posters and publications from previous events can be accessed here <http://staffnet.fv.scot.nhs.uk/index.php/a-z/research-and-development/publications/>



## INTERESTED IN RESEARCH?

Generic Research has developed a successful portfolio of research across a variety of specialties within Forth Valley. There are currently 10 active studies and a number of these are within Gastroenterology. The Generic Research team is based in Stirling Community Hospital

within the Admin Building. They provide support to staff in NHS Forth Valley undertaking research studies. This includes:-

- Preparing paperwork for Ethics and R&D approval
- Identification of new suitable studies in which NHS Forth Valley can participate

- Co-ordinating and assisting in clinical trials procedures and patient visits

Contact the Generic Research team on 01786 434102 or Maggie Hughes [m.hughes1@nhs.net](mailto:m.hughes1@nhs.net) 078185884321 Anne Todd [annetodd1@nhs.net](mailto:annetodd1@nhs.net) 07768033743.



# 2700 YEARS OF NHS SERVICE

A total of 131 staff from NHS Forth Valley, who had notched up 2,670 years of service between them, attended the second of two special award ceremonies. They included seven employees who each had 40 years NHS service.

All were presented with a specially-designed certificate and a pin badge.

Alex Linkston, Chairman of NHS Forth Valley, said: "It was a great pleasure and a privilege to present these awards to staff and to have the opportunity to personally thank them for the contribution they have made to the NHS during their long and dedicated service."

Jane Grant, Chief Executive of NHS Forth Valley added: "The staff who attended the award ceremony came from many different professions and it was fascinating to hear about their careers and some of the changes they had witnessed in the NHS over the last 40 years."



20 year awards



*Pictured left receiving their 40 year service awards are:*

*Back Row (Left to Right) Annette Gilmour (Clinical Nurse Manager), Tom Horne (Staff Bank Receptionist), Susan Milne (Team Leader, Community Children's Nursing Team), Linda Condie (Clinical Pharmacy Technician), Jane Grant (Chief Executive, NHS Forth Valley)*

*Front Row (Left to Right) James Easson (Biomedical Scientist), Alex Linkston (Chairman, NHS Forth Valley) Margaret Shanks (Health Visitor), Elizabeth Bennett (Staff Nurse)*





# STEPPING UP TO LEADERSHIP



'Positive' and 'enlightening' that's how the latest graduates who took part in the Introduction to Leadership Programme summed up their experience. Other comments included:

**"I really found the Introduction to Leadership course very useful and enjoyed it very much."**

**"The advice and inspiration I gained**

**from the course has been very motivating. I have been putting various tools to good use ever since."**

**"This has has been a very useful, educational & empowering course. I shall take the skills back to my team and make good use of these."**

The programme is continuing so please watch out for details of new dates.



Jamie Gorman, Laura Walker, Louise Hunter, Gillian Bruce, Yvonne Pringle, Elaine Macdonald, Mandy Crawford, Victoria McDonald, Karen McKay, Louise Doyle, Susan McMillan, Fiona Robertson, Joan Benson and Louise Munro (not in picture) along with facilitators. (Sue Storrar, Darren Paterson and Anne Benton) Certificates were presented by Morag McLaren, Head of Organisational Development.



Margaret Marshall, Terence Wong, William Ennis, Mark Livingstone, Shirley Higgins, Rosemary Shaw, Deirdre Gaillie, Caroline Stewart, Kirsty Barnes, Mark Gean Hughes, Kirsten Pettigrew. Certificates were presented by Ms Tracey Gillies, NHS Forth Valley Medical Director.

## INSTRUMENTAL SUCCESS

It's a mammoth task – sterilising around 2.8 million instruments a year! But the excellent work carried out at the central decontamination unit at Falkirk Community Hospital has earned them a plaudit from their accreditation body (LRQA).

In a recent audit the ASDU (area sterilisation and disinfection unit) was praised for its continued high standards in staff training and purchasing protocols and evidence of continual improvement through internal audit,

staff meetings, quality objectives and the use of key performance indicators.

In the last 12 months the unit has processed 53,416 theatre trays, 35,741 instrument packs and 146,861 supplementary items. Staff involved in the latest audit included Michelle Holburn (ASDU Deputy Manager), Alison Sneddon, (Quality Manager) and Lynne Henderson (Dept Administrator).

Thanking her staff, ASDU Manager Lynsay Gracie said: "This accreditation is a measure of good practice and signifies our ongoing commitment



to provide the patients of NHS Forth Valley with safe, sterile and fit-for-purpose medical devices used in theatres and clinics throughout the board area."

# SUPER SUPPORT

Huge congratulations are in order for NHS Forth Valley's Carol Whitfield, winner of the Royal College of Midwives (RCM) Maternity Support Worker of the Year award.

Carol, who works in the Women and Children's Department at Forth Valley Royal Hospital attended the awards ceremony in London along with Val Arbuckle, Midwifery Sister, who nominated her for the award. Carol admits she had no idea she had been nominated until Val asked her what she was doing on the 9<sup>th</sup> of December – the day the interviews were taking place as part of the selection process.

"It was a complete surprise, as I didn't know Val had put me forward for the award. Some of the student midwives had seen it on the RCM website and mentioned it to me. It was a further shock when I found out I'd won, I went down to London not thinking I'd win - I didn't believe it when they called out my name!"

Carol, who is originally from Stirling but now lives in Falkirk, started her career with NHS Forth Valley nearly 30 years ago, initially starting out as a Domestic Assistant. She became a Nursing Auxiliary in 1994 and worked her way up to the post of Clinical Support Worker in 2007. In 2009 she undertook a Maternity Care Assistant's course at Robert Gordon University in Aberdeen which she successfully



completed to lead her to her current role.

Carol has since been an integral part of NHS Forth Valley's maternity team helping to improve the care provided to vulnerable women and their families living in the area. She has received excellent feedback from the families who have commented on her "down to earth approach" and easy to

comprehend communication skills. On any given day she might be out in the community or in a ward environment where she is proactive in encouraging partners to take a lead role in helping to care for the new arrival.

Carol said: "I've received lots of gifts and cards from different team members. It's a great team and everyone has been really kind."

## NEW DEMENTIA CHAMPIONS

Five members of staff from NHS Forth Valley were among the latest 100 health and social services professionals to graduate as Dementia Champions. The national programme, which is funded by the Scottish Government, has been developed by the University of the West of Scotland and Alzheimer Scotland to improve care for older people in hospital, including those with dementia.



Gillian Lamb (Staff Nurse), Amber Lang (Staff Nurse), Prisca Makusha (Staff Nurse), Lorna Robertson (Staff Nurse), Valerie Taylor (Enrolled Nurse)

# OUTSTANDING MENTORS

Final semester nursing students at the University of Stirling have been able to say thank you to NHS Forth Valley staff for helping them with their future careers.

The students were invited to look back over their time on placement with the Health Board and asked to nominate the people who helped

them learn and supported them during this time. Nominations were also put forward for mentors from NHS Forth Valley's Practice Education Facilitators. Altogether a total of 114 people received awards for exceptional mentoring.

Fiona Doherty, Practice Placement Co-ordinator for the University of Stirling, said: "Having a good mentor makes or breaks a placement for the students.

If you have been nominated I hope you will take this as a very high praise indeed."

The certificates were then presented by Professor Angela Wallace, Director of Nursing who added her thanks and congratulations. She said: "These contributions help ensure a love of nursing and help make a successful journey for each student."



2700 YEARS OF SERVICE TO THE NHS

*maggie's*

**NHS**  
Forth Valley

## Charity Summer Ball

JOIN US FOR DINNER AND DANCING

STIRLING COURT HOTEL, UNIVERSITY OF STIRLING

FRIDAY 31ST JULY 2015 — 7PM FOR 7.30PM

*All Proceeds to Maggie's Forth Valley*

*Tickets £25 each*

Contact: [marymalarkey@nhs.net](mailto:marymalarkey@nhs.net)

Tel: 01324 566797

*Dress: Smart*

# IN THE SPOTLIGHT



Miss Tracey Gillies, Medical Director,  
NHS Forth Valley

## How did you arrive in your present job?

I trained as a general surgeon and, after I became a consultant, I had the opportunity to get involved in some national improvement work. I then went into medical management which requires a good understanding of how the whole organisation works.

## Why did you decide to train as a surgeon?

I decided to become a surgeon in my third year at medical school. I enjoyed the immediacy of the results and team work. Surgery involves learning to assess a situation and then make decisions that you have to stand by. Most surgeons have a plan B though (and sometimes a plan C, D and E!) which is useful in medical management. I also love the diagnostic challenges of the acute abdomen- it's a bit like being a detective putting all the clues together.

## What makes you laugh - and cry?

I have four children and two cats so there is always a lot of noise and laughter in the house. I do cry quite a lot and find it hard to think about loss. But I have learnt as I get older to accept this and I'm not afraid of showing emotion when talking to patients or families in difficult situations.

## Favourite food?

Has to be chocolate.

## Bookworm or telly addict?

No question, books every time. I don't watch any television really. About 25 years ago, I shared a flat with a friend and we didn't have a television- I lost the habit then and have never really got it back. What is strange is that for major news events, you have fewer visual memories. All my children are big readers too and we are regular visitors to the local charity bookshops at weekends.

## Funniest experience?

When I was younger, before I had contact lenses, I was walking home from school one day and a car pulled up and stopped beside me. I presumed it was someone I knew so I hopped in only to discover the driver was a complete stranger who looked rather shocked. Definitely a 'Should have gone to Specsavers moment!'

## Worst nightmare?

Not having access to mascara.

## Holiday of your dreams?

A mixture of some gentle culture, sun and relaxation- so maybe Italy. I also would love to start riding again and do a coast to coast ride - although sadly this is not likely to happen any time soon.

## What might people not know about you?



I used to have a semi-photographic memory, but sadly it has faded with time. It was very useful for exams though!

## What do you normally do on a Sunday?

I normally go swimming with my 14 year old daughter Anna (she swims around 2½ km and I manage to swim about ½ km in the same time) then catch up on some domestic chores and go for a walk if the weather is nice. On a Sunday we try to have a family meal together to catch up on what has been happening and plan for the week ahead.

## If you had one wish.....

I would be able to time travel- I would love to live in other historical periods and experience first-hand things I can only read about.

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[www.nhsforthvalley.com](http://www.nhsforthvalley.com)

Staff News is produced by NHS Forth Valley's Communications Department. If you have a story or suggestions for a future issue please contact Kate Fawcett, Communications Manager on 01786 457236.