

GATHER & GIVE FOR *maggie's*

P5



CARING IN CALAIS
P9



**DON'T FORGET TO
REVALIDATE** P3



**WIN A FUN DAY
OUT** P18

A FORTH VALLEY FIRST!



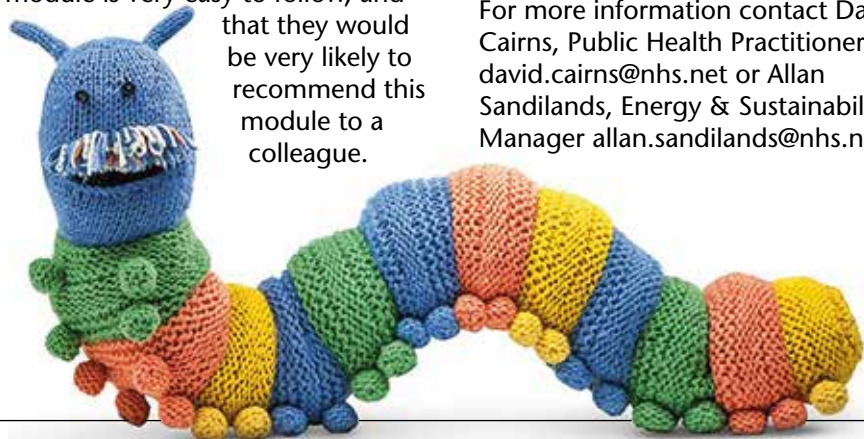
NHS Forth Valley is the first health board in Scotland to introduce a new computer based learning module for all staff which addresses the big issues of climate change, energy efficiency and fuel poverty.

This module will help staff to understand what they can do to reduce energy costs in the home and at work. They can also pass on energy advice to patients. Energy Efficiency in the Home has been developed by Home Energy Scotland with support from the Scottish Government.

Dr Graham Foster, Director of Public Health and Strategic Planning, said: "I recommend this module to all staff as it provides the information you need to start saving cash and make

improvements to your own lives and those of local patients. Ensuring everyone has a warm home, that is affordable to heat, is crucial to preventing illness and this module helps achieve this."

A number of staff have already completed the module, commenting that they found the information and energy saving tips useful, that the module is very easy to follow, and that they would be very likely to recommend this module to a colleague.



The Energy Efficiency in the Home learnPro module can be accessed via the training and events section of the staff intranet and takes around 25 minutes to complete.

<http://staffnet.fv.scot.nhs.uk/index.php/learning-zone/learnpro/>

For more information contact David Cairns, Public Health Practitioner david.cairns@nhs.net or Allan Sandilands, Energy & Sustainability Manager allan.sandilands@nhs.net

THINK FAST

Emergency department staff are working to improve the management of stroke patients in their department. During a locally-organised Stroke Awareness week they provided teaching sessions for medical and nursing staff on how to recognise the symptoms of stroke and highlighted the new stroke thrombolysis protocol. The work is part of a 12 month quality improvement project.



FORTH VALLEY ROYAL HOSPITAL SUMMER CEILIDH

LOCATION: INCHYRA GRANGE HOTEL AND SPA

DATE: 29TH JULY 2016 AT 7:00PM

DRESS: FORMAL WEAR

TICKET PRICES: £30 PER PERSON OR £280 FOR A TABLE OF 10!

TICKET INCLUDES: FIZZ ON ARRIVAL, 2 COURSE DINNER, TEA & COFFEE, LIVE CEILIDH BAND and a DJ

ALL PROCEEDS TO GO TO FORTH VALLEY YOUTH PARKINSONS GROUP

FOR MORE INFO AND TO BUY YOUR TICKETS PLEASE CONTACT SARAH AT FVSUMMERBALL@GMAIL.COM or MARY AT MARYALARKEY@NHS.NET

CARRY ON NURSING – NEW NMC REGISTRATION SYSTEM

Starting in April 2016, nurses and midwives across Forth Valley will maintain their registration with the Nursing and Midwifery Council (NMC) through a new revalidation process. The new rules apply to more than 2,000 nurses and midwives across Forth Valley.

Revalidation is very straight forward and will replace the current PREP requirements. It encourages nurses and midwives to reflect on their new code and helps demonstrate safe and effective practice.

Nurses and midwives pay NMC registration fees every year and will need to revalidate once every 3 years. It is an online application using an NMC online account which most registrants have already. Staff have been reminded that failure to revalidate would mean they would be unable to practise.

The requirements can sound a

bit daunting but can be gradually collected as part of everyday nursing and midwifery practice.

What evidence does a nurse or midwife need to collect?

- **450 practice hours, or 900 if renewing as both a nurse and midwife**
This can be in direct patient care, management, education, policy or research in a wide range of health, social care and independent care settings
- **35 hours of CPD**
20 hours of this must be participatory learning
- **Five pieces of practice-related feedback**
This can be from patients, carers, service users, students, colleagues and annual appraisals
- **Five written reflective accounts**
Helpful forms and guidance can be found on the NMC website <http://revalidation.nmc.org.uk>



- **Reflective discussion**
This needs to be with another NMC registrant
- **Health and character declaration**
- **Professional indemnity arrangement**
- **Confirmation**
This would usually be completed by the line manager

There's lots of help available to make sure nurses and midwives can revalidate successfully. The NMC website has information, guidelines, forms, templates and videos to watch. In Forth Valley we have trainers across all the Directorates who can offer 1:1 or group support.

For more information see the Revalidation section of the staff intranet (under the A – Z section), visit the NMC website <http://revalidation.nmc.org.uk> or contact Mary Barr on 01324 673849/email mary.barr@nhs.net

EVERYDAY EXCELLENCE

NHS Forth Valley nurse and dementia champion, Yvonne Cairns, has appeared in a Royal College of Nursing Scotland (RCN) publication called 'A Positive Choice: Everyday excellence in older people's nursing,' which celebrates nurses and health care support workers who care for our older people.

Yvonne was one of 8 healthcare workers chosen from across Scotland to share their stories due to her commitment to raising awareness of dementia. She was one of the first participants to graduate from Scotland's Dementia Champions programme four years ago.

The aim of the publication is to emphasise the positives of working in

older people's care, which can often be seen by some as menial, repetitive, low-skilled work.

Yvonne said: "As a nurse and Dementia Champion at Forth Valley Royal Hospital, my job is to work with all of the hospital's different teams to provide education and raise awareness of dementia.

"Like many other health professionals, I have made a positive choice to work in older people's care. We are highly skilled, very passionate about what we do and are enjoying rewarding careers, high in job satisfaction. Despite the many pressures we face in caring for older people, I, for one, am proud to work in older people's care."

You can find out more about the Everyday Excellence campaign and read all 8 stories on the RCN website <https://www.rcn.org.uk/scotland>



JOIN THE RECORD BREAKING NHS CREDIT UNION

Staff at NHS Forth Valley are encouraged to take advantage of the NHS Credit Union, which currently offers financial services to more than 13,500 NHS staff and their families across Scotland and the North of England.

The last financial year was the most successful ever for the Credit Union with loans issued during November smashing through the million pound mark. It was the first time in the organisation's 17 year history that loans had topped £1million in any one month.

The previous month saw 360 new members signed up – the highest total for any month since the Credit Union started out in

November 1998 in the nurses' quarters of Glasgow's Southern General Hospital.

Like all credit unions, the NHS Credit Union is run for the benefit of its members, with no profits going to external shareholders.

Another unique advantage of membership is the FREE financial protection scheme for savings and loans to protect families in the event of a member's death (subject to terms and conditions).

In addition, credit unions are regulated in a similar way to banks and building societies, with savings protected by the Financial Services Compensation Scheme up to £75,000 per individual account.

To find out more and join visit www.nhscreditunion.com/2016

A simpler way to keep hold of your finances

That makes sense

So simple, it's genius

Simple savings and affordable loans. Two very good reasons to join the NHS Credit Union payroll scheme. To find out more, log on NOW to www.nhscreditunion.com/2016

Common sense with money from the NHS Credit Union

The NHS Credit Union
the part of our family

SELF MONITOR AND SHED WEIGHT



For those who want to lose weight community dietitians are running a new campaign 'Self monitor for Success' linked to the NHS Forth Valley website 'Choose to Lose'.

The campaign encourages people who want to shed weight to self monitor their progress during their weight loss journey.

Evidence suggests that people who self monitor are more likely to be successful in losing weight and keeping it off – so keeping a diary, keeping a record of your goals and achievements and weighing yourself regularly all play important roles in successful weight management.

Information packs with Choose to Lose resources have been distributed throughout NHS Forth Valley and sent to local GP practices. Motivational tips and suggestions are also being shared via NHS Forth Valley's social media

platforms (www.facebook.com/nhsforthvalley and @NHSForthValley).

If you would like further information or copies of the Self Monitoring Weight Workbook please email pamela.murray1@nhs.net or visit www.nhsforthvalley.com/weight



GATHERING ROUND THE TABLE FOR *maggie's*

Staff from Forth Valley Royal Hospital and colleagues from Maggie's, joined forces to launch a new national fundraising campaign – Maggie's Kitchen Table Day - Gather and Give. The campaign was launched in the restaurant at Forth Valley Royal Hospital with a special Maggie's Kitchen Table shortbread baked specially for the event.

Work on Maggie's Forth Valley is well underway in the grounds of the hospital and the Centre is due to open this summer. Maggie's Kitchen Table Day, which took place on 26th Feb 2016, was designed to encourage friends, families and colleagues across Scotland to 'gather and give' to make a difference for people affected by cancer.

The idea for the new campaign came about as the kitchen table is at the heart of every Maggie's Centre, as a place where people come together



to talk and share their experiences. On Kitchen Table Day, people were invited to come up with their own fundraising event – from a tea party to a simple coffee with a friend, a table-top craft sale or a night of cocktails and card games. Venues were optional; at home, at work, in school or even on a mountain top!

NHS Forth Valley's Chief Executive Jane Grant said: "We are very much looking forward to the opening of the new

Maggie's Forth Valley Centre this year as it will make a big difference to local patients being treated for cancer and their families. Staff are working closely with Maggie's and we were delighted that they chose to launch this major new initiative at one of our hospitals."

To find out more about Maggie's and to see how the Centre supports people with cancer visit www.maggiescentres.org

maggie's FORTH VALLEY APPOINTS NEW CENTRE HEAD



The former Ward Manager for the Oncology Unit at Forth Valley Royal Hospital, Liz MacMillan, has been appointed as Centre Head for the new Maggie's Forth Valley.

Liz is well known in the local community and has valuable links with NHS staff which will help to ensure the ongoing relationship with NHS Forth Valley continues to be a success.

She said: "I was delighted when I originally heard the news that Forth Valley was to have a Maggie's Centre and always hoped that one day I might be part of the

team providing the highest quality support to people with cancer across Forth Valley.

"I am also hugely grateful to everyone who has ever taken part in The MoonWalk Scotland or has even sponsored someone doing The MoonWalk Scotland as it is their determination and goodwill which has made Maggie's Forth Valley a reality."

Based in the grounds of Forth Valley Royal Hospital, Maggie's Forth Valley, which is due to open in summer 2016, will offer a programme of support that has been shown to improve physical and emotional wellbeing.



INTRODUCING OUR NEW BOARD MEMBER

Joanne Chisholm has been appointed as a new Non-Executive member of our Board. Joanne is an experienced HR & Organisational Development professional who has held senior management roles in utilities, financial services and the third sector. She currently works as an independent consultant providing advice and support to local organisations, teams and individuals. Residing in Bridge of Allan with her husband and young family, she is looking forward to using her leadership skills and wider experience on the Board of NHS Forth Valley.

KEEPING A TIGHT CONTROL OF ANTIBIOTICS

Resistance to antibiotics is one of the biggest health threats we are facing, and antimicrobial stewardship is the practice of making sure that antibiotics are used only when necessary. It also helps ensure that the most appropriate medicine is selected at the right dose, frequency and duration to optimise patient outcomes whilst minimising adverse effects.

These principles apply wherever antibiotics are used including acute hospitals, primary care and in community hospitals and care homes.

Clare Colligan is NHS Forth Valley's antimicrobial pharmacist and has recently been involved in developing a specialist national competency framework to support the consistent delivery of antimicrobial stewardship.

Clare explained: "The more we use these drugs, the more resistance to them increases, meaning that there will come a time when simple infections could become life threatening if we don't take



action now. This work clearly demonstrates excellence in pharmacy education and has delivered a fit-for-purpose competency-based educational framework in infection and antimicrobial stewardship for pharmacists in Scotland."

Clare will now be a supervisor for supporting other pharmacists through the framework, and the experience and knowledge she has gained will further enhance the quality of information she can provide to colleagues in hospital and primary care settings, all of which will contribute to improved patient safety and outcomes.

WELCOME BACK SUSAN

After 8 years of working for the Scottish Government, Susan Bishop has returned to work in NHS Forth Valley as Head of Efficiency, Improvement and Innovation.

Susan previously worked as Pharmacy Services Manager for Primary Care in Forth Valley before moving to NHS Tayside and taking up a national secondment. During her time with the Scottish Government she has worked in a number of key roles to support the development and implementation of a wide range of quality, improvement and efficiency initiatives across NHS Scotland.

She explained: "It's nice to see some familiar faces and I'm looking forward to catching up with former colleagues as well as meeting many new ones over the coming weeks and months.



"I also want to listen and learn about the wide range of work already underway in NHS Forth Valley and use some of the experience I've gained over the last few years to help drive forward further improvements."

Susan believes there are lots of opportunities to explore new ways of doing things and is keen to harness local creativity and ideas for innovation across the organisation.

Although she will be out and about meeting lots of people she'd also love to hear from anyone who has ideas or suggestions for improvements that they would like to discuss. You can email Susan direct at susanbishop@nhs.net

PROCURING RETIREMENT

After nine years with NHS Forth Valley, Head of Procurement, Bob Jarvis has placed his final order – for a well-earned and happy retirement.

Before Bob joined the NHS as a Project Manager, his career read like a Who's Who of private business: Consultant at PRTM Ltd, Purchasing Manager at Phillips, General Manager Mailway Packaging, the whisky years at William Grants and Jim Beam (Whyte and McKay) and Global Procurement Director at Service Air Ltd in Manchester.

During his time in NHS Forth Valley, Bob brought about huge change in the procurement world both locally and nationally, helping Forth Valley and seven other Health Boards achieve 'superior status' in the Scottish Government Procurement Capability Assessment. NHS Forth Valley also recently achieved A+, the highest rating on the new Procurement and Commercial Improvement Programme.

In addition, Bob helped introduce a ward stocking system run by logistics staff which has been a huge success, reducing stock levels and wastage.



PUPPY LOVE

Colleagues from across Forth Valley met up to say farewell to James Cassidy, Service Manager for Community Health Services in Falkirk, who recently retired following a long and varied NHS career.

James started working for the NHS in 1975 and quickly rose through the ranks to hold a Senior Nursing Officer post in Lennox Castle Hospital where he was at the forefront of developing new services for people with a learning disability.

In 2006, James came to NHS Forth Valley, originally as Service Manager for Older Peoples Services and Learning Disability Services. James's area of responsibility changed and grew with service changes, resulting in him becoming Service Manager for the Falkirk Community Health Partnership in 2012.

Looking to the future, James has bought a mountain bike and will continue with his theatrical career as a star of local musicals and stage shows. He is also considering buying a puppy for the family.



THUMBS UP FOR DRYMEN DOCTOR

In December 2015, Dr Waqar Cheema rose to the challenge of taking over a single handed GP practice in Drymen, which had been managed by NHS Forth Valley on a temporary basis. His verdict to-date: "It's going good!"

Just off the village square, Drymen Health Centre provides a warm and comfy welcome for the 1400 patients registered with the practice. It's the baby of Dr Cheema, who carried out several stints there last year as a locum GP.

"It's a lovely area to work in" he says. I knew taking over the practice single-handed would be a challenge but I thought it would be a nice thing to do as patients didn't have a permanent GP. It's going good. I'm settling in and getting to know my patients and their families and it's good to be able to give continuity of care."

The health centre may be small, but it provides a wide range of services. In addition to a receptionist, there's a practice manager and a practice nurse. District nurses are on hand for tasks such as ear syringing, wound



dressings, removal of stitches and home visits. There is a podiatry clinic and health visitors also hold clinics in the Centre. A palliative care team from Strathcarron Hospice are available to lend a helping hand, and counsellors who can offer therapy.

Dr Cheema, who worked in a hospital in Paisley and then as a GP in Glasgow, says the workload is manageable and he fits in house calls between morning and afternoon surgeries. When he is on holiday or study leave, he plans to employ a locum doctor to provide cover.

He said: "I have no regrets about taking over this practice. The biggest challenge is doing everything on your own but in a nice way. It's obviously



easier to get time off when there are other doctors in a Practice but it's good to make decisions on your own."

The practice, which formerly had open surgeries in the mornings, now operates on an appointment basis, and receptionist Katherine Macnally says the new system means people are not having to sit around and wait to be seen.

She said: "The feedback from patients has been very good. I've been speaking to the local librarian and they are hearing good things as well. Everyone is so delighted to have a permanent doctor and he is so nice and pleasant."

DROP-IN CLINICS A SUCCESS

Drop-in cervical screening clinics for NHS and Serco staff were declared a 'great success' with 29 women attending during a week-long pilot arranged to coincide with Cervical Cancer Awareness Week. The one-hour clinics were held in the colposcopy department at Forth Valley Royal Hospital and were open to any member of staff aged between 20 and 60 who was due to have a cervical smear test or hadn't had one carried out in the past three years.

Lead Nurse Colposcopist Sister Fiona Mulgrew, who came up with the idea to offer smears to staff, said: "Screening is an important part of preventing cervical cancer and maintaining good health. However,

we know time pressures can make it hard for people to fit in a smear test and these clinics were arranged to make it easier for staff to attend.

"All the women said they thought it was a great idea and were hopeful more clinics could be arranged in the future."

Medical, nursing and clerical staff from the colposcopy department

kindly volunteered their time to run the clinics and the health promotion department helped advertise the service through a poster campaign. Support was also provided by the Public Health and Communications Departments. All women who attended the clinics were given a brief questionnaire to complete and the Public Health Department will be evaluating the feedback.

Cervical screening is an important screening test which is unusual in that it can help prevent the development of cancer, and has been recognised by the World Health Organisation as a 'best buy' for cancer prevention. However the uptake rates for cervical screening have declined in all mainland health boards in Scotland over the last 5 years. The uptake rate for Forth Valley in 2013/14 was 72.7% which is below the national target of 80%.



FRENCH CONNECTION

The plight of Syrian and other refugees fleeing war, and living in camps near Calais, prompted Dr Sonia Allam, a consultant anaesthetist at Forth Valley Royal Hospital, to join a group of 14 volunteers to provide aid and medical treatment.

Together they packed a van with blankets, sleeping bags, medicine and warm clothing, which had been donated by members of the public.

Dr Allam, who only started volunteering at the end of last year, has now travelled twice to the refugee camps in northern France. She first visited Calais last November and her latest trip was to Calais and Dunkirk refugee camps. She was also one of two doctors who were able to provide basic medical care and advice. Her medical 'team' also included another volunteer trained in biomedical science, who is fluent in Arabic, and therefore provided great assistance with interpretation and communication.



She said: "Last time we had only limited equipment and supplies. This time, because we understood what the local needs are we were able to collect more appropriate essential supplies and medication.

"I've always been keen to use my skills to help those who don't have ready access to the excellent healthcare we are fortunate to have here, and so I was grateful for this opportunity to assist in some way.

"Healthcare for the refugees in Calais

and Dunkirk is very limited, with little provision for care of those with chronic medical conditions. One gentleman we met on our first trip had taken no insulin for four days, as he simply didn't have any. He would then have to go to hospital as an emergency when he became very unwell. Conditions were also so cold, damp and unhygienic. It was especially difficult to see families with small children living in such an awful environment."

In a BBC Scotland interview on their arrival in France, the group leader Assam Mohammad described conditions at the camp as very rough.

"The people don't even have shoes. They don't even have blankets. There are three or four of them getting covered by one blanket.

"We are trying to give them as much as we can. We have jackets, we have some shoes, we have gloves, we have sleeping bags. But really the need is far, far more than what we have got here."

HATS OFF TO LYN AND JUDITH!



A chance conversation at a wedding between Lyn Donnelly, a healthcare assistant at Cornton Vale Prison and Judith Rooney, a manager in the Women and Children's Unit at Forth Valley Royal Hospital, has led to hundreds of hats being knitted to help keep newborn babies warm.

Instead of the usual 'Tubigrip' type hat, babies born at Forth Valley Royal Hospital now receive a beautiful handmade woollen version, thanks to the prison's Knit and Natter group and a number of other local knitting groups and individual knitters across Forth Valley.

Lyn is delighted with the creativity shown by the staff and prisoners. She said: "Getting the girls involved has been great. The Knit and

Natter group was already running with a small group of prisoners during recreation and it was a relaxing and calm environment. I printed off some quick and easy patterns for the girls to follow and even got staff and their families involved. Now knit one purl one for babies is the order of the day!"

Around 3,500 babies a year are born in Forth Valley Royal Hospital, which equates to approximately 290 births per month. Research shows that keeping newborns warm is paramount to the baby's wellbeing, and wool is a far better insulator than any cotton product.

Putting on a hat can also help prevent heat loss and guard against conditions such as hypothermia and the risk of breathing problems. Warmth also helps babies grow and develop.

Lyn Donnelly says the prison is always looking for donations of wool and anyone with spare yarn can get in touch by emailing lyn.donnelly@nhs.net

HERE TO HELP

SPOTLIGHT ON COMMUNICATIONS

In this feature we highlight some of the work of the Communications Department and give an insight into how the team can help you to raise awareness of key service developments and promote the work of local staff and volunteers. If you would like to highlight the work of your service or department in a future issue please get in touch at nhsfvcomms@nhs.net

KATE FAWCETT, Communications Manager

Between forays into newspaper journalism and subsequently radio and television, I dipped my toe into the world of public relations (as it was then known) working for an assortment of employers including a brewery (now there's a cheery job) a major supermarket chain (free turkeys at Christmas) and an overseas tourist board (plenty of sun, sea and sand!)

It all sounds very glamorous and exciting, and at times it was. But in today's world of multi-media communications it seems positively archaic to think that press releases were hammered out on what was known as a 'daisy wheel' electric typewriter, printed using a duplicating machine where carbonated sheets of paper perforated with typewriter keys were wrapped around an electrically-operated drum, and the ink-smudged result had subsequently to be folded and slotted into an envelope for posting!

In reality 'public relations' was a euphemism for marketing. We were always selling something - whether it was holidays, a particular type of beer or even a pot of paint - and any events such as a Barmaid of the Year

competition (cringe) were designed to promote the brand.

Today however, it's a whole new ball game. The role of a Communications Department is to provide professional advice, expertise and leadership for all aspects of internal and external communication.

This means that within NHS Forth Valley we are responsible for leading, developing and managing the organisation's communication activities especially in relation to:

- Media Relations- working with local, national and specialist health media to respond to enquiries and proactively promote the work of NHS Forth Valley
- Digital communications- NHS Forth Valley's website, intranet and social media channels (Facebook and Twitter), video production and photography
- Internal communications - via the Staff Intranet, Staff Brief and Staff Newsletter
- Event management - organising key events, visits and service launches
- Corporate publications and resources - including the quarterly Community Health magazine and Annual Report

- Promotional Campaigns - in-house design and development of a wide range of local health campaigns

We want to raise awareness of key developments and ensure staff and volunteers in Forth Valley get recognised for their achievements, both within the organisation and throughout Scotland. Whether your service or department is piloting a new scheme or you have some good news to share about your work we are here to help and advise. We are always looking for details of new initiatives, events or service developments as well as positive stories involving our staff, patients and volunteers. So if you have any news which you would like to share with your colleagues or the wider world then please get in touch by emailing nhsfvcomms@nhs.net or phone 01786 457243.



HERE TO HELP AND ADVISE

GET ONLINE



David Anderson is our Webmaster who is responsible for designing and developing the NHS Forth Valley website (www.nhsforthvalley.com) and our intranet.

"I arrive in the morning, coffee glued to my hand in order to function! My day starts with checking the dreaded inbox and peeking at my calendar to make sure I haven't forgotten anything. Then it's responding to numerous emails, updating text on the intranet, fixing typos on our website and designing visuals for the latest health campaign.

"Making sure everything is up to date is a constant challenge. Add to this a daily technical check of



all the services that keep our intranet and website running smoothly while squeezing in time to edit the latest video to add to our ever-growing YouTube collection for patients. Sometimes I think there's not enough time in the day and most of the time I'm right ...on to the next big project!"

You can reach me on d.anderson3@nhs.net or call 01786 457252.

Get Social!



Our Communications Assistant Lindsay Hathaway, who provides a wide range of support to the Department, monitors and develops NHS Forth Valley's Facebook and Twitter accounts.

"Over the past year our Facebook 'likes' have more than tripled and continue to rise. Social media is a great way to showcase the work of local staff, volunteers and services, and this little bird is constantly tweeting. I also post a weekly Throwback Thursday picture which is proving very popular, giving staff a glimpse of what healthcare looked like as far back as the Victorian era! If you've anything you'd like to share give me a call on 01786 457243 or email lindsay.hathaway@nhs.net"



Get Organised!

Communications Officer Julie Wilson is our events 'supremo' and has many years experience of organising key events, visits and service launches.



"I can help with your campaigns from beginning to end and work with you to develop a communications plan. Somehow I have also become 'chief photographer' for the Department. If you need a photo to capture a memorable moment, then I'm your girl! Get in touch and I'll be happy to help juliewilson17@nhs.net or 01786 457243."

HEALTH AND SAFETY – EVERYONE'S BUSINESS

In the Autumn issue of Staff News we focused on how health and safety is everyone's business. This time we highlight the role that staff in the health and safety department play in helping us care about ourselves and others in the organisation.

TOM GORMAN – Health and Safety Advisor

Although he joined NHS Forth Valley just a few months ago from Police Scotland, Tom Gorman is no stranger to the NHS. Before joining the Police Service in 2004 as a Health and Safety Advisor, he had previously worked within the NHS for 12 years, as a Biomedical Scientist at Monklands Hospital and as a Health and Safety Advisor within NHS Ayrshire and Arran.

He describes his return to the NHS as 'unfinished business' and is enthusiastically introducing himself to staff working throughout the organisation, believing that 'buy-in' from everyone is crucial to success.

Tom is one of three Health and Safety Advisers within NHS Forth Valley and describes his role as being exceptionally varied with no two days being the same. "In the space of a few days I could be in the office writing policies and procedures, or out and about undertaking adverse event investigations, participating in health and safety committees, providing training or discussing health, safety and welfare issues with managers or staff. It's speaking to people face to face that I find most satisfying."

Managing health and safety he admits, is never going to be 'sexy' as people tend to look at the negatives rather than the positives, in many cases believing it a hindrance. "The negative attitude towards health



and safety is also not helped by the public's perception of 'Elf & Safety' as something that bans school ties, or makes concert goers wear ear plugs. These are usually decisions made in the name of health and safety with no basis and are disproportionate or widely inaccurate."

Tom argues that if health and safety is managed properly it makes good business sense, helps with attendance management and saves money. "If staff are off work due to failures in good practice, there could be additional costs in recruiting staff to cover, plus the time managers have to spend investigating an incident.

Tom refers to the winning phrase in a recent health and safety staff competition 'being safety aware

shows you care' which he describes as saying it all. He says good health and safety procedures together with training boost the morale of staff who look at their organisation and say 'yes, they actually care about us.'

He admits that Health & Safety Advisors can sometimes be labelled boring and unapproachable but says this is not the case with himself and his colleagues who enjoy varied hobbies, ranging from coaching local football/rugby clubs, playing cribbage, model building and cycling.

Anyone needing help with health and safety in the workplace can contact any of the Advisors for a chat on 01786 434434.

KAREN EADIE – Manual Handling Trainer

The term manual handling may sound dull and boring. But attend a training session with Karen Eadie and Helen Dolby, and you're guaranteed a fun time.

Their mantra is #Stick Your Bum Out, as they put staff members and students through their paces, showing them how to adopt a stable but mobile base to avoid hurting themselves through stretching and twisting limbs and their spine. "We want people to stick their bum out" says Karen, so they can get down to pick things up without craning over or bending their knees too far. We're trying to get people out of the way of planting their feet firmly on the ground and twisting when moving things.

"We're all going to be working into our late sixties in future and if you have back injuries now, the effects of musculoskeletal conditions in later years could be horrendous. We are also training a lot of student nurses and a back injury could mean having to change their career path."

Three or four manual handling courses take place every week and team members are currently touring



hospitals training staff to use a piece of kit which makes life so much easier when helping patients who have fallen. Called a Hover Matt or Hover Jack, this air lift transfer system slides underneath a patient on the floor and is inflated by a pump, rather like a lilo. When it reaches a certain height the patient can then be gently put back into bed.

It was Karen's involvement with manual handling which prompted her to become a trainer. She

previously worked in oncology as a chemotherapy support worker but was a key worker in manual handling. She explained: "I have always been interested in the legalities of what we do and, although I miss the patient contact, I love this job. It's good to get the grey matter going and good to put the fun aspect into manual handling."

"We also do community training especially for patients who have been in hospital for a long time and need a stand and hoist for when they go home. We teach carers how to use these safely, either in the home or sometimes before a patient leaves the ward."

Perhaps one of their biggest challenges is trying to get staff to forget about some of the manoeuvres which they were taught years ago but are now 'condemned.' These include lifting someone under the arms or by the 'top and tail' method. "It's no longer about climbing over beds" said Karen. "It's about learning new skills and the satisfaction when someone leaves saying I will remember what I have learned and now have a totally different outlook."



EVERYONE CAN WORK

New Graduate Traineeship programme for disabled people

Linda Penn, who is currently working with the Organisational Development Team at Forth Valley Royal Hospital, is one of the first trainees to participate in a new Graduate Traineeship programme which aims to give disabled people the opportunity to gain valuable work experience and training within the NHS.

For the past five years, graduate and former teacher, Linda Penn has been in agonising pain. Born and raised in Cowie she left Scotland to work in Jersey, attended university in Sheffield and then taught A-level English. In her own words she was having a pretty enjoyable life with a good career. Linda then developed what is known as complex regional pain syndrome. It started in her right hand, making marking schoolwork difficult. The pain then spread up her arm to her shoulder. With constantly interrupted sleep and fatigue, standing in front of 25 pupils became impossible. Linda moved back to Scotland and began working as a trainer in Alloa, delivering employability skills to 16-19 year olds.

Now she has had the opportunity to switch from trainer to trainee as one of 22 people with a range of disabilities on a two year national graduate scheme funded jointly by the Scottish Government and NHS Boards and supported by the Glasgow Centre for Inclusive Living. Linda was selected from a large number of applicants for the placements following a rigorous recruitment process.

She explained: "I was so excited

when I saw the advertisement for the scheme which I thought would help and support me to stay in professional employment. I think it's an amazing opportunity.

"I actually had lost hope of working at a professional level because of a condition I had developed, so I would be searching for jobs that would essentially have made me under-employed, bored and unfulfilled."

Linda's varied placement is within the Human Resources Directorate, firstly working with the Organisational Development Team on projects like iMatter and Development Matters.

Under the Access to Work scheme Linda has a sit and stand electronic desk which can be raised and lowered as she cannot sit for long periods of time and needs to keep moving. She uses ergonomic furniture and equipment and has been issued with a 'livescribe pen' with a special paper pad for note taking at meetings. The pen plugs into a computer and converts her written words into

text, taking the strain of typing off her right hand which she is sometimes unable to use.

Linda said: "Because complex regional pain syndrome is an invisible illness, people don't think you have a disability. It's good to raise awareness through schemes like this that there are disabilities that can't be easily seen. I'm really, really enjoying my placement as I'm learning so much about Organisational Development and being occupied does help the pain."

Morag McLaren, NHS Forth Valley's Associate Director of HR, Organisational Development and Learning, added: "These placements are a wonderful opportunity for us to attract more talented graduates into different roles and careers in NHS Scotland. We are delighted to have Linda working with us in the HR Team and hope to give her as good an experience as possible to prepare her for a possible new career."



MANAGER'S VALUES TOOLKIT

NOW AVAILABLE

A new Manager's Values Toolkit has been created to help those who lead and manage staff, demonstrate these values and ensure they are embedded in ways of working. The toolkit contains a wide range of resources including information on:-

- Our values and behaviours for success
- Values-based induction
- Values posters for use in your team/service
- How to give feedback and celebrate behaviours that demonstrate our values in action
- Handling difficult conversations
- Values-based meetings
- Email protocol
- iMatter action plan
- PDPs
- Values prompt cards (to identify one value that you as a team, want to focus on for the day, and then see what difference that makes to your day and that of your service users)
- A case study of how the Community Dental Service has embedded our values in their ways of working, and the impact it has had.



The toolkit can be accessed on the Everyone Matters section of the staff intranet <http://staffnet.fv.scot.nhs.uk/index.php/a-z/everyone-matters/>

Where to use these values cards

Use them for:

- 1-2-1 meetings
- During your iMatter team sessions
- To support 'courageous conversations'
- In team briefs
- Handovers
- Supervision
- For reflection

Have Integrity

How do you deal with conflict?
What would work better to stop conflict escalating?

Values Cards

Ways of using the cards to help you bring our values alive.

These cards are for individual and team use. Use them to have conversations about the strengths team members have in demonstrating our values in everyday actions and how to build on these for the wellbeing of our service users and staff alike.

Use the cards to enhance how you work together and demonstrate our values in your ways of working

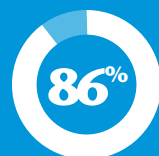
NHS SCOTLAND STAFF SURVEY RESULTS

The results of the 2015 NHS Scotland Staff Survey show that 42% of staff in NHS Forth Valley completed the survey, compared with 36% in 2014. The national average for the latest survey was 38%.

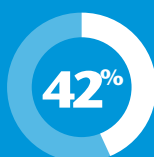
More good news, is that we have improved in the majority of areas but there is still work to be done. Some of the key findings are outlined below.



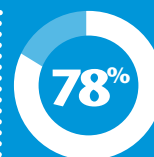
WELL INFORMED



86% of respondents felt they were clear what their duties and responsibilities are - compared to 85% in 2014



42% of respondents felt that when changes are made at work, they are clear how they will work out in practice – compared with 41% in 2014



78% of respondents understand how their work fits into the overall aims of NHS Forth Valley - up 3% from 2014

APPROPRIATELY TRAINED AND DEVELOPED



85% of respondents have had a KSF development review, performance review, appraisal, or Personal Development Plan in the last 12 months – up 4% from 2014

INVOLVED IN DECISIONS



55% of respondents feel they have sufficient opportunities to put forward new ideas or suggestions for improvement in the workplace



42% of respondents were confident their ideas or suggestions would be listened to

TREATED FAIRLY AND CONSISTENTLY



63% of respondents felt their line manager encourages them at work – up 2% from 2014



62% of respondents felt that NHS Forth Valley acts fairly and offers equality of opportunity with regard to career progression/promotion – up 5% from 2014



79% of respondents get the help and support they need from colleagues

OVERALL EXPERIENCE OF WORKING FOR NHS FORTH VALLEY



68% of respondents said that care of patients/service users is NHS Forth Valley's top priority - compared with 65% in 2014



64% of respondents said they felt able to do their job to a standard they were personally pleased with - compared with 62% in 2014



88% of respondents said they were happy to go the 'extra mile' at work when required - compared with 89% in 2014

'I have confidence and trust in my direct line manager' was one of the most positive perceptions with 80% of staff agreeing with the statement in the latest survey

PROVIDED WITH A SAFE WORKING ENVIRONMENT



43% of respondents felt they can meet all the conflicting demands at work – up 4% from 2014



30% of respondents said there are enough staff for them to do their job properly – up 3% from 2014



80% of respondents have had health and safety training paid for or provided by NHS Forth Valley - compared to 79% in 2014



39% of respondents experienced emotional/verbal abuse from patients/service users or other members of the public – down 1% since 2014

ADDITIONAL QUESTIONS

NHS Forth Valley had two additional questions in the 2015 staff survey to find out what one thing staff felt could be improved and to identify what they think is good about working for NHS Forth Valley.

The most common things staff said were good about working for NHS Forth Valley are:

- Job Satisfaction
- Feeling Valued/Supported
- Job Security

The most common things staff said could be improved at NHS Forth Valley are:

- Patient/Service User Satisfaction
- Communication

The NHS Forth Valley Staff Survey Steering Group is currently reviewing our local results to help develop a new action plan to address some of the key issues raised.



NHS Forth Valley iMatter roll out continues with some teams now being invited to participate in their Year 2 Anniversary Cycle. Here is the current roll out timeline:

iMatter Year 1 - roll out timeline

April 2015	August 2015	October 2015	January 2016	May 2016	September 2016	February 2017
Chairman, Chief Executive's Team, Human Resources	Surgical Directorate, Public Health and Planning	Medical Directorate	Medical Director	Women & Children's Directorate, Director of Nursing	Community Health Directorate, Health and Social Care, Estates, Facilities	IM&T, Finance

iMatter Year 2 - roll out timeline

April 2016	August 2016	October 2016	January 2017	May 2017	September 2017	February 2018
Chairman, Chief Executive's Team, Human Resources	Surgical Directorate, Public Health and Planning	Medical Directorate	Medical Director	Women & Children's Directorate, Director of Nursing	Community Health Directorate, Health and Social Care, Estates, Facilities	IM&T, Finance

We will be asking for your ongoing feedback on how you think we could improve participation in iMatter in NHS Forth Valley. We are not able to change the questions in the survey but we may be able to make changes to the training etc. that might make a difference. Tell us what you think so far! Here is what some others have said....



"It was a good opportunity for the team to reflect on what we do well, and what requires attention"

"easy to complete"

"nice to be included"

"felt able to raise issues and do something about them as a team"

If you want to find out more about this initiative please see details on our iMatter section of the staff intranet: <http://staffnet.fv.scot.nhs.uk/index.php/a-z/staff-experience-project/> or contact the iMatter Team on 01324 567383 / 567384.

WIN A FAMILY DAY OUT TO BRIARLANDS FARM

Staff News has teamed up with Briarlands Farm to offer one lucky staff member a chance to win a family day out for two adults and two children.

Briarlands Farm is located next to Blair Drummond Safari Park in Stirling and has been open to the public since 2006, offering a fun day out in fresh air.

There are lots of activities to choose from, including tractor go karts, jumping pillows, feeding the animals and you can even pick your own strawberries!

The farm also has an indoor craft centre for rainy days and a tearoom selling delicious homemade produce.



Further information on can be found at www.briarlandsfarm.co.uk

To be in with a chance of winning, all you need to do is **find the highland cow** that has been hidden somewhere in Staff News and tell us the page number.



Example

Send your answer to FV-UHB. StaffNewsCompetition@nhs.net or by post to NHS Forth Valley Communications Department, Carseview House, Castle Business Park, Stirling FK9 4SW. The closing date for entries is Monday 16th May 2016.

The winner of our Winter Caledonian Sleeper competition was Nicola Anthony, Pharmacy Support Worker at Forth Valley Royal Hospital. The correct answer was 1837, congratulations Nicola!



STAFF APPEAR ON THE BIG SCREEN

Members of staff leaving Forth Valley Royal Hospital after dark have sometimes been able to spot themselves or colleagues on a giant 'cinema screen' alongside the main entrance. The 40ft by 30ft space on an exterior wall has been used to promote a wide range of health messages and showcase recent art projects involving patients and staff. Known as the 'Wall of Wellbeing', the series of short films include video clips of interviews with some of the 2015 NHS Forth Valley Staff Awards winners.

The move follows a successful test run which included promoting World Stroke Day and a film 'one Hundred Blinks' where staff and visitors were able to watch 100 faces progressing through the ages from a newborn baby to the blink of a centenarian.

Announcing the decision to project a new range of films, NHS Forth Valley's Charitable Arts and Wellbeing Coordinator, Babs McCool said: "One Hundred Blinks was something of a test piece for NHS Forth Valley. This wall space has tremendous potential for all kinds of digital projects and messages. It's great that we are able to deliver health information in a novel way to local staff, visitors and patients. It really is the start of something exciting."

The initiative is a partnership between NHS Forth Valley's Arts and Wellbeing Programme, Health Promotion team and Artlink Central.

The projections will end this spring and if proved successful, are likely to be re-started this forthcoming winter.



SINGING SELWYNS FEATURE ON *the Voice*

Regular readers of Staff News may remember our feature on NHS Forth Valley's very own singing doctor, consultant physician Dr Jey Selwyn, who performs with his family as the Sunbeam Singers.

Now the Selwyn family are back in the limelight again after son Colet became a contestant in the latest series of BBC's *The Voice*.

Colet, a 21 year old student, performed a rendition of country song 'This Ole House' surprising the judges with his deep voice. Despite getting the crowd and most of the judges on their feet, he didn't quite manage to get any of the judges to turn round, a move required to put him through to the next stage in the competition.

Dr Selwyn said seeing his son on stage at *The Voice* was a wonderful feeling.

He said: "It was a thrill to hear



from him about the various trips to different studios and it was great to see Colet 'in his element' as he went through an assortment of different preliminary stages.

"I was so proud of his singing and the way he carried himself on the televised audition. I enjoyed the whole experience, especially the reaction from the audience and the judges as soon as he started singing and after they saw who was singing. I'm looking forward to seeing him utilising his gift more and more in the future!"

ON TRACK FOR SUCCESS

A system to track moveable medical equipment in Forth Valley Royal Hospital has been shortlisted for the Scottish Government's 'Driving Improvements, Delivering Results' category in this year's UK Advancing Healthcare Awards.

Problems locating certain items which had been 'borrowed' or tucked away in cupboards have been solved by the Head of Medical Physics Bryan Hynd, and his team of 14 staff, who are responsible for managing around 14,000 devices. This includes buying new



equipment, carrying out planned maintenance and repairing faults.

Initially a thousand medical devices were fitted with radio frequency identification tags and five fixed readers were installed in key areas of the hospital. In addition, eight hand-held mobile readers are used by the medical physics team when auditing wards. The benefits experienced in finding 'lost' equipment have

allowed Bryan to justify further investment to expand the successful tracking system.

The Awards, which are open to allied health professionals, healthcare scientists and those who work alongside them in support roles, aim to recognise and reward innovation, creativity, leadership and compassion. Winners will be announced on 16th April 2016.

TOPS FOR TRAINING

NHS Forth Valley has been named as one of the top places to be in the UK for trainee doctors. This comes following the results of a national trainee survey conducted by the General Medical Council (GMC).

NHS Forth Valley features in the 'top ten' in seven categories, taking first place in the UK for 'Induction for new Foundation doctors' and second place for 'Educational Supervision.'

Foundation Year doctors Peggy Chua and Tom Aitken explained why they rated their experience of training so highly at Forth Valley Royal Hospital.

Tom said: "Part of the reason why I wanted to come to NHS Forth Valley is down to recommendations from friends. Everyone I've worked with has been supportive and approachable. We get weekly teaching sessions that are never cancelled. They are always informative and give you an option to provide your own feedback."

Peggy added: "We get a good deal here with a lot of support. The teaching sessions are great as they are protected. This means we get our pagers taken off us to allow us to focus without interruption."

Dr David McQueen, Director of Medical Education for NHS Forth Valley added: "A large number of staff have contributed to this success, which helps to demonstrate that quality training can be maintained within a busy service.

"It is gratifying that recent training was so well thought of and I hope that these standards can be maintained in the future."



BMJ HOPEFULS

thebmjawards Two teams in NHS Forth Valley have been shortlisted for this year's BMJ Awards.

A team led by Professor Malcolm Macleod, Professor of Neurology and Translational Neuroscience, has been selected in the Neurology Team category and the Scottish Centre for Simulation and Clinical Human Factors, which is based at Forth Valley Royal Hospital, has been selected as a finalist in the Education Team category.

Professor Macleod's nomination is for a referral system for neurology input, known as the Neurology Liaison Service. It includes a dedicated email

address for referrals, automatic alerts sent to the Smartphone of a neurology consultant and a lunchtime review of the Combined Assessment and Acute Admissions Units to identify patients not yet referred.

The team believe they were the first to set up this kind of service which has resulted in 95% of patients being seen by a neurology consultant within 24 hours of referral compared with a national target of 80%. Patients are also spending less time in hospital and it is estimated that the reduction in bed stays at the regional neurology centre in Edinburgh has also resulted in considerable savings.

The Emergency Medicine Team who provide training at the Clinical Simulation Centre have been shortlisted for the Educational Team award. The Team comprises simulation technicians and administration staff as well as the medical and nursing faculty and is led by the two Educational Co-ordinators for Emergency Medicine - Dr Laura McGregor (Consultant in Emergency Medicine at Monklands Hospital) and Dr Roger Alcock (Consultant in Emergency Medicine and Paediatric Emergency Medicine at NHS Forth Valley). They have worked together with a wide range of colleagues to design and deliver new courses for Emergency Medicine Teams.

The winners of the BMJ Awards will be announced on 5th May 2016.

LYNDSAY'S SIGNIFICANT ACHIEVEMENT

Many congratulations to Lyndsay Knowles, who took up a health visitor post in Grangemouth when she completed her training. Lindsay has been awarded the Queen Margaret University 'James Thomson' Award for significant achievement. She was presented with a plate and a cheque for £50.



PARTNERSHIP PAYS OFF

A partnership between NHS Forth Valley and Forth Valley College involving 14 Business and Administration Modern Apprentices (MAs) has been so successful that the health board is planning to recruit a new intake for the year long programme. The Board is also exploring opportunities to develop a new programme with the college for Engineering and Joinery apprentices.

Since September 2015, the college has been delivering training to the modern apprentices, and at a special event to celebrate the partnership, staff from both organisations praised the scheme and encouraged other organisations to look at how a similar model could work for them.

Helen Kelly, NHS Forth Valley's Director of Human Resources, said: "Supporting young people into employment is one of the Health Board's key priorities. This important new partnership is helping young people from across Forth Valley gain valuable skills and work experience and providing valuable administrative support to a wide range of departments.



"I am delighted that one of our apprentices has already gained permanent full-time employment within our Health Records Department and I hope that the training and work experience provided will help all of the apprentices secure jobs over the coming months."

Forth Valley College Principal Dr Ken Thomson, added: "We are delighted to be working so closely with NHS Forth Valley and providing training for their Business and Administration MAs. We all know what a wonderful job the NHS does and we are proud the partnership has been such a success."

BACK TO NATURE



Have you visited outpatient area 3 at Stirling Community Hospital recently? The walls are now sporting new artwork showing leaves, trees and branches, designed to help children and young people relax whilst waiting to be seen.

The idea to surround them with 'nature' was created by visual artists Sharon Quigley and Lindsay Perth and developed through workshops with staff, patients and Stirling Young Carers groups.

Some of the illustrations echo the designs in the children's ward and outpatient's area at

Forth Valley Royal Hospital, and a local businessman, who has a long association with the Stirling Hospital and who has supported improvements for patients young and old through the Friends of the Hospital charity since its Infirmary days, has generously donated the entire cost of the project.

FLEET GETS 'BLACK BOXES'

'Black box' technology has been fitted to almost 50 vans and lorries in the NHS Forth Valley fleet in a bid to encourage safer driving and greater fuel efficiency.

The units are able to read information about driving speeds, braking and cornering which it is hoped will also cut down fuel usage.

Gerald Ferrie, NHS Forth Valley's Transport and Waste Manager said: "This is one of a number of ways we are trying to be green as well as increasing safety for our staff whilst they are out on the road. It's also one of a number of initiatives by the Transport Department to encourage better driving by offering fuel efficient driver training courses."



HEPMA GOES LIVE

JAC is the new Hospital electronic Prescribing and Medicines Administration (HePMA) system, which is replacing paper in inpatient services across NHS Forth Valley. HePMA is now live in Wards 2 and 3 in the Mental Health Unit at Forth Valley Royal Hospital and will be rolled out in the Children's Ward in April 2016.

HePMA will remove any problems with deciphering handwriting and also ensure that information can be easily accessed and updated by all relevant staff. It also makes it easier and quicker to order medicines by removing the need for duplicate paperwork and reducing the number of steps in the ordering process.



The early wards using HePMA will make sure it safely interfaces with other systems and processes in the hospital and will develop the training and support provided in advance of HePMA going live across all inpatient wards.

Training resources, including LearnPro

packages, have been developed for the clinical teams who will use the new electronic system and staff in Mental Health have recently undergone training to help prepare for the new system.

Ross Cheape, Senior Charge Nurse, Ward 2, Forth Valley Royal Hospital, said: "This is a very important new development which will transform the way we issue and record medication.

"We are very pleased to be one of the very first wards to use the new system and we look forward to testing HePMA and sharing our learning with colleagues across NHS Forth Valley."

For more information visit the HePMA intranet page which can be accessed under H in the A-Z services section or email the HePMA Project Team (FV-UHB.HePMAProjectTeam@nhs.net).

HELPING BRING CANCER DOWN TO SIZE

NHS Forth Valley has been highlighting the ways in which staff are helping turn Scotland's Big C into the wee c. As part of World Cancer Day, we reflected on the strides we are taking to bring cancer down to size.

This includes our health promotion team who have been delivering bowel cancer training across Forth Valley, resulting in increased knowledge and awareness of the signs and symptoms of bowel cancer and the importance of seeking help early. Participants said they are more likely to do the bowel screening test.

All of those who attended the training sessions also stated they would discuss bowel cancer with family and friends of all age groups.

The wee c campaign, which was launched by the Scottish Government, aims to change the way cancer is viewed in Scotland, in a bid to reduce fear around the disease and boost survival rates.

NHS Forth Valley Medical Director Miss Tracey Gillies said: "We're proud to be contributing to Scotland's wee c vision, with our clinicians, researchers, nurses, screening teams, porters and many more working every day to help bring cancer down to size.

"Everyone has a role to play in improving our cancer survival rates. Remember that the sooner cancer is found, the easier it is to treat so, if you notice any persistent or unusual changes, see your doctor sooner rather than later."

The average ten year survival rate for cancer has doubled over the past 30 years – now two in four people survive, compared to one in four in the 1970s, and today half of men and women in Scotland survive cancer (48 per cent of males, and 54 per cent of females.)



IN THE SPOTLIGHT



Carol Scott, Nursery Nurse, Neonatal Unit, Forth Valley Royal Hospital

How long have you been in your current job and what does it involve?

I have been in my current post for 38 years. My job involves looking after babies who are admitted to the neonatal unit and helping to teach parents how to care for their pre-term little ones. I liaise with multidisciplinary teams and I have devised some of the charts used within the Unit and show new staff the ropes. I have also designed posters and assisted senior staff with the patient safety programme.

What made you decide to make a career caring for children?

I have always loved working with babies and children and during my training the class was given an orientation day in the neonatal unit in Falkirk. I fell in love with the small babies and there was an Irish midwife on duty at the time and I thought I want to be like her, and so the story began. When the maternity units at Falkirk and Stirling merged I then began to work with this lovely Irish midwife. Spooky!

Lazy lie in, or up with the lark?

Mmmmm.....Lazy lie in.

Fry-up or a bowl of muesli?

Guilty fry-up.

Greatest achievement?

Every time a parent says thank you for your help. I also received a beautiful engraved diamond-shaped award for the work which I did with the patient safety programme, which was organised by my then line manager, Anne Vallance. It was presented to me by Gillian Morton in a brilliant and unusual way - she announced the award then got everyone in the room to stand and one by one got them to sit down again until only myself and Mags, another nursery nurse, were left. Then Mags started to take pictures. I was speechless and had no idea that I was the recipient. It was a very proud moment.

How do you spend a Sunday?

If I'm not working, I like to have a PJ day watching movies.

Best holiday ever - and worst?

All holidays have been good, but I had a brilliant weekend away in Dublin with my colleagues. A quote from that holiday sums it up "we started out as colleagues and ended up as friends!" We now have a few days away (the lodges at Denny are our favourite) at least twice a year and have become the greatest of friends.

My worst experience was when I had to fly home from Cyprus the day after 9/11.

Favourite piece of jewellery?

A necklace which was given to me on my birthday by my adoptive daughter (close friend) which is in the shape of a handbag (I love handbags and shoes) and decorated with some rubies which she chose as I had lost my mum two years previously and her name was Ruby.

Funniest moment?

Had a few but don't think I can share them on this forum!

Worst nightmare?

Not being able to buy shoes and handbags.

What would you do if you won the lottery?

I have to say that having the friends, colleagues and family I have is like winning the lottery. So if I won money I would have to take them all away on a fabulous holiday.



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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.