

RECOGNISING LONG SERVICE P20



EXCELLING IN ED
P19



**MEET THE ONCOLOGY
TEAM** P8-9



**WIN A FABULOUS LOCH
SIDE STAY** P10

MODERN APPRENTICE JOB SUCCESS

The second group of Modern Apprentices to work with NHS Forth Valley have now graduated from what has been an extremely successful experience – with 13 out of 14 securing jobs with the health board.

The apprentices, who are between the ages of 16 and 24, were recruited in 2017 to work in business and

administration roles in a number of departments across NHS Forth Valley including Health Records, the Oncology Unit and the Women and Children's Directorate.

The one year opportunity gave them a chance to develop their knowledge and gain experience in the workplace, as well as work towards a SVQ level 2 qualification in Business and Administration, delivered in partnership with Forth Valley College.

One of our apprentices also got the chance to star in a new campaign by Forth Valley College, to celebrate Modern Apprentice Week. Jamie Dickson, who works in the Scottish Clinical Simulation Centre at Forth Valley Royal Hospital, appeared in a series of short videos and posters, alongside NHS Forth Valley's Associate Director of HR, Alison Richmond-Ferns to share his story and highlight why he chose to undertake a Modern Apprenticeship.



REMEMBERING SHEDS GONE BY

Those visiting Ward 4 at Forth Valley Royal Hospital, may be surprised to come across a garden shed complete with potting bench, retro radio and various garden tools, as they make their way down one of the corridors.

The set-up is actually a pop-up scene known as a 'RemPod' or Reminiscence Pod, which has the ability to transform clinical environments and allow patients, particularly those with dementia, to reminisce on days gone by.

The pod has been kindly donated by the Friends of Forth Valley Royal Hospital, and has been purchased for the benefit of all patients in specialist dementia units across NHS Forth Valley, with Ward 4 being the first to try it out. Easy to pack away and transfer between areas, there are plans to buy extra scenes to help broaden the range of discussions.

Reminiscence therapy has been proven to reduce levels of stress and distress, increase dietary and fluid intake as well as enhancing emotional wellbeing for people with



dementia. The pod also helps to support meaningful activity and conversations between patients, carers and staff.

MOVING FORWARD AFTER STROKE

NEW EXERCISE PROGRAMME

Do you have patients affected by stroke who could benefit from a new and exciting exercise programme?

In partnership with Active Stirling, the Stroke Association has launched 'Moving Forward after Stroke' for adults aged 18 and over, at any stage of their stroke journey, living in Forth Valley. They are now calling on health professionals to refer patients who they believe may benefit.

This stroke-specific exercise programme is designed to reduce the risk of secondary stroke and improve physical fitness and function. Participants undergo a free 12 week programme delivered by specialist instructors within Stirling Sports Village, including health education sessions.

Friederike Klinghammer, Moving

Forward after Stroke Programme Co-ordinator, believes the programme is a great opportunity for people who have had a stroke to enhance their recovery process.

He explained: "My colleague Dawn and I are looking forward to working on the programme, supporting stroke survivors on their journey towards the recovery of lost functions and independence. We want to help participants adopt a healthier lifestyle, which will not only result in a better quality of life but will also reduce the risk of a second stroke".

For more information, please contact Friederike at friederike.klinghammer@stroke.org.uk or call 07764 907472.



RAISING AWARENESS ONSCREEN

The lifelong impact of adverse childhood experiences (ACE) on health and behaviour was highlighted at the screening of a short documentary, which was hosted in Stirling by NHS Forth Valley's Health Promotion Service in partnership with NHS Scotland.

The film, Resilience: The Biology of Stress and the Science of Hope shows that when children are exposed to such experiences, it can impact on their ability to think, interact with others and on their learning.

Supporting children and young people is a key priority in A Thriving Forth Valley, NHS Forth Valley's Health Improvement Strategy. More information on ACE can be found at <http://www.healthscotland.scot/population-groups/children/adverse-childhood-experiences>



BEST FOOT FOWARD FOR MACMILLAN.

Anne Benton, from our Organisational Development Team, and her sister Helen Hancock, have teamed up with a group of people who plan to spend the first weekend in May 2018 walking the West Highland Way for Macmillan Cancer Support.



Anyone who knows Anne will appreciate that this is not her normal habitat – stomping through mud, up hills, down dales, battling with midges and dealing with really 'sair feet', BUT, she says she is determined to do it in four days for Macmillan!

If anyone wishes to sponsor a good cause, they can donate in the Learning Centre, FVRH or through Just Giving: <https://www.justgiving.com/fundraising/annebentonandhelenhancock>



LOTS OF LOVE AT LOCH VIEW

Love was in the air on Valentine's Day for patients at Loch View, when staff from the Occupational Therapy department organised a spa day. The event followed several weeks of preparations which saw patients and staff working together to make handmade Valentine's decorations.

Relaxing pamper treatments included manicures, foot spas and hand massages. As well as enjoying some sparkling fruit juice, patients also tucked into sandwiches and chocolate covered strawberries.

QUIT YOUR WAY
with our support

BUDDING RADIO STAR

Smoking cessation adviser Laura Boyle has become a 'radio star' in a new national campaign to re-brand the work of stop smoking services. Laura features as part of the 'Quit Your Way' campaign and her voice was aired on a number of local radio stations about her role in getting people to quit smoking.

range of help and support available.

Laura was happy to help and said of her recording experience: "It was exciting to be on the radio and get the opportunity to encourage people to access our service and quit their way."

The 'Quit Your Way' campaign also includes TV adverts, social media promotions, posters and leaflets.

She was nominated to take part after a call from the Scottish Government seeking real-life stop smoking advisers to be recorded for broadcasts. The aim was to illustrate the friendly supportive staff across NHS Scotland who help smokers through their journey, provide advice on what to expect and emphasise the wide



KENNY'S KINDNESS

A kind-hearted local man has donated £500 to the Oncology Unit at Forth Valley Royal Hospital as a thank you for the care he has received from staff.

Kenny Ferguson, known in the local area for being the 'Alpine Lemonade man', was diagnosed with stage four lung cancer in August 2016, despite never being a smoker. Sadly in December 2017, the cancer was found to have spread to his brain and Kenny is now in the care of Strathcarron Hospice.

Wanting to give something back, he generously reached in to his own pocket to donate to the Unit, to spend however they want.

He explained: "I just wanted to do something to say thank

you. The treatment has been first class and all the staff, from the ladies who hand out teas, to the nurses and consultants, have been fantastic. They really do go the extra mile for you".



Kenny is pictured presenting a cheque to Oncology Unit staff.

SPEECH SUCCESS

Children at a Forth Valley primary school have substantially increased their language skills, thanks to working closely with speech and language therapists from NHS Forth Valley. Figures show that on average, children made 28 months progress in their spoken language in a 12 month period, with one child making exceptional progress of 43 months.

The new programme at Bankier Primary in Banknock, called 'Closing the Spoken Language and Attainment Gap', encourages

nursery children and children in P1 to P3 to make up fun spoken and written sentences using coloured cards and symbols.

Speech and language therapists also deliver a short talk to parents to highlight the importance of spoken language and some key approaches to support their children's language and learning development.

Speech and Language Therapy Team Leader, Communication Support in Education Team, Glenn Carter said, "Most people associate speech and language therapy with conditions such as stammering, lisps and speech sound difficulties. But this programme is designed to give all children greater skills

with words and communication which are linked with improved learning, mental health, behaviour, employment and future life chances".

The initiative is now being extended to some schools in Stirling and Clackmannanshire.



MEETING THE CHALLENGE... IN RECORD TIME!

Congratulations to everyone who took part in the Creating Capacity to Care outpatient challenge, to save 10,000 face-to-face outpatient appointments in the year ending March 2018. The target was reached two months ahead of schedule and staff taking part will be rewarded with a framed certificate and a small gift.

Specialties who signed up redesigned services so patients and their carers could avoid travelling to hospital and have their consultation by phone. Others made changes which allowed people to be seen closer to home by another professional.

The challenge provided staff with the opportunity to streamline services and think about more efficient ways of delivering care. The initiative has also saved valuable appointment time, which has been redirected to provide

care where and when it is needed most.

One of the success stories has been in ophthalmology, where patients who have had cataract surgery no longer need to be seen after their operation by hospital staff in a clinic setting. Instead, they can be checked at a standard community optician appointment. This shift in care has saved 184 hours of clinic time.

Not only has the Creating Capacity to Care Challenge meant less time patients, carers and relatives spend



Urology and Ophthalmology were just two of the areas which participated in the Creating Capacity to Care Outpatient Challenge

travelling to hospital, but it has also reduced the need for people to take time off work and helped employers avoid loss of working time.

Work continues to drive forward improvement and innovations via the Modernising Outpatient Services Programme. To find out more about the initiatives involved in this Creating Capacity to Care Challenge, visit the Modernising Outpatient page on the staff intranet <http://staffnet.fv.scot.nhs.uk/a-z/modernising-outpatients/>





A VISIT FROM MALTA

NHS Forth Valley recently welcomed some visitors from Malta. A team from Sir Anthony Mamo Oncology Centre paid a visit to Forth Valley Royal Hospital to find out more about the cancer services within the hospital.

As part of the four day visit, the four nurses, and fast track coordinator, shadowed the Colorectal Team and visited the Beatson Centre in Glasgow. They also attended the Scottish Parliament Palliative Care Cross Party Group at Holyrood.

Pictured with members of the NHS Forth Valley cancer team are Patrick Camilleri, Staff Nurse Cancer Care Pathways, Sylvana Mifsud, Colorectal Nurse Navigator, Kenneth Grima, Colorectal Nurse Navigator, Chantelle Agius, Lung Nurse Navigator and Robert Falzon, Fast Track Co-ordinator.



WATCH OUT FOR SEPSIS

Every four hours someone in Scotland dies of Sepsis. Despite this, knowledge

- 1 VERY HIGH OR LOW TEMPERATURE
- 2 UNCONTROLLED SHIVERING
- 3 CONFUSION
- 4 COLD OR BLOTCHY HANDS AND FEET
- 5 NOT PASSING AS MUCH URINE AS NORMAL

of what Sepsis is, who is at risk and how it affects people is notoriously low. To help increase awareness of the signs and symptoms, the Scottish Government has launched a new public awareness campaign to encourage immediate action from anyone who suspects they, or someone they know, may be suffering from Sepsis.

Posters and leaflets are on display in 1,200 pharmacies across Scotland as well as local GP surgeries. The campaign also includes radio, local press and social media advertising.

MUSICAL MONEYRAISER



A cheque for £1,500 was presented to the Oral and Maxillofacial Team at Forth Valley Royal Hospital by Andrew Purdie from Bo'ness to thank local staff for the care he received after surgery. The money was raised at an event at Tryst Golf Club featuring local band The Chappelles, in which two of his sons play.

Andrew is pictured (3rd left) with wife Barbara (centre) alongside hospital staff and friends Peter and Elaine McAteer (far left) who were instrumental in organising the night.

NATURE WALKS FOR WELLBEING

Thanks to an unusual partnership between NHS Forth Valley and Scottish Canals, mental health patients have been able to enjoy a range of activities including yoga in the woods, a canal bird walk, building a mini beast hotel and a boat trip.

The Catalyst for Change pilot is being funded through The Queen's Nursing Institute for Scotland (QNIS) and enables nurses to involve groups or communities considered excluded or marginalised. It is also seen as a way of reducing inequalities in health and wellbeing.

Aileen Schofield, Senior Health Promotion Officer, NHS Forth Valley, explained: "Nature Walks for Wellbeing aim to benefit health by encouraging people to be more active and improve their knowledge of local history. Two participants from the first block have asked to come back for the



second series of ten outings and we anticipate that learning from the QNIS pilot will help us with applications for external funding from other potential partners to allow us to work with a broader range of participants".

Nature Walks for Wellbeing is based around the Falkirk Wheel and surrounding canal area. Fifteen people and patients attend weekly, accompanied by local NHS staff. The second block is due to start shortly and representatives from the seven projects selected across Scotland will be meeting to exchange views and feedback.

For further information call Aileen Schofield on 01324 673523 or email aschofield@nhs.net

FIRSTS FOR FLU JABS



The NHS Forth Valley flu immunisation team have been extremely successful, with their campaign in schools, recording the highest vaccination figure for primary children in Scotland of over 78% against a national average of 71%.

Their achievement is just one of the areas where NHS Forth Valley has recorded exceptional results. The Board was also tops in Scotland for people over 65, and carers – the latter with the help of Falkirk Council. In mainland Scotland, Forth Valley also currently has the highest uptake for pregnant women with risk factors.

In the under 65 'at risk' group Forth Valley was second highest in mainland Scotland with 48% vaccinated against a Scottish average of 44%. At risk groups include those with existing long-term medical conditions such as asthma, diabetes, cystic fibrosis and multiple sclerosis, heart and other lung and liver diseases.

Commenting on the success rates, NHS Forth Valley Consultant in Public Health Medicine, Dr Henry Prempeh said: "These excellent figures are a fine example of multidisciplinary working within NHS Forth Valley. Our campaign this year has involved GP practices, NHS Forth Valley staff, a specially-designated Health Board immunisation team and Falkirk Council. The results we have achieved prove that joint working is the key to success".

WITH GRATEFUL THANKS



The Provincial Grand Master of Stirlingshire, Alistair T. Marshall recently presented a cheque for £400 to Mr Gavin Lamb, Consultant at the Urology Unit at Forth Valley Royal Hospital. Also pictured are his team and Dougie Barclay, a member of the Provincial Grand Lodge, who had recently been treated by them.

The money was raised by a collection from the Office Bearers of the Provincial Grand Lodge of Stirlingshire.

ALL ABOUT

Nearly 2,000 new cases of cancer are diagnosed every year in Forth Valley, and 15,000 people in this area are living with cancer. The Oncology Unit at Forth Valley Royal Hospital is a specialised service providing high quality, holistic care. Staff News has been taking a look at what patients can expect when they attend an appointment.



Administration team



Colorectal and Stoma team



Volunteers



Chemotherapy team



Lung Cancer Nurse Specialists



Clinical Trial nurses

The **Administration Team** plays a frontline role in providing face-to-face contact with patients. Reception staff are the first to meet and greet people at what can be a very distressing time, and use their skills to put patients at ease and manage any concerns around appointments. They are adept at spotting people who may need more support than they can offer, referring them to the nursing team who may be better placed to help. Secretaries sit within the unit, a huge advantage not only in terms of team support, but also in dealing with the many enquiries from local GPs.

Chemotherapy is delivered daily Monday to Friday for five of the most common cancer groups – haematology, breast, urology,

lung and colorectal. Some of the **Chemotherapy Team** are non-medical prescribers and are also trained to insert PICC lines for patients with poor venous access. All nurses in the Oncology Unit are equipped with advanced communication skills and, with increased demand for chemotherapy coupled with the latest treatments, there is an emphasis on keeping practice safe combined with a good care experience. This requires continual evaluation and change. The delivery of chemotherapy is supported by oncology pharmacists and medical cover is provided by a group of visiting consultants from the Beatson Oncology Centre in Glasgow, apart from haematology which is delivered by Forth Valley consultants.

Uniquely within Scotland, our team of **Clinical Nurse Specialists** are based within the Unit, working in partnership and alongside the Chemotherapy Team. The Clinical Nurse Specialists support patients with haematology, breast, urology, lung, colorectal, head and neck and upper GI cancers. They also manage patients with stomas and lymphoedema. There are plans to introduce a clinical nurse specialist for skin in the near future.

The Palliative Care Team supports ward staff looking after patients with advanced disease. This can involve managing complex issues around symptom management and end of life care. All nurse specialists provide support to patients and families at various points throughout their cancer

ONCOLOGY

journey and work closely with staff at Strathcarron Hospice.

For many years the Oncology Unit has had the privilege of having a group of **Volunteers** who help in the waiting area. Waiting for news or results of treatment can be a very anxious time, but volunteers make a huge difference to patients offering a welcome cup of tea, simply listening, or just by being there. Their invaluable support also includes helping patients pick scarves to combat temporary hair loss.

Forth Valley is now one of the top recruiting sites for cancer trials both within Scotland and the UK. **Clinical Trials Nurses** have developed close

working relationships across the multidisciplinary teams to make this possible. Trials taking place are what is known as phase three, comparing new treatments with the best currently available.

The Oncology Unit works in partnership with the wider West of Scotland Cancer Network (WOSCAN) to develop services and the Macmillan One-to-One Service which provides a range of support to patients before, during and after treatment. There is also close liaison with charities such as Breast Cancer Care and Maggie's Forth Valley.

According to Unit Manager Susan

Davidson, the key to success is multidisciplinary working, sharing knowledge and keeping practice up-to-date and at the forefront of technology. Each team meets on a weekly basis to ensure safe and effective practice and recognise that good peer support and friendship are vital when working in such a sensitive area.

Susan says she is ever mindful of the need to put patients at the heart of everything they do, especially when people are not only dealing with the physical aspects of a disease but can also be faced with many practical, emotional and financial issues.

ART FOR ONCOLOGY



Two illustrators with very different styles, Liz Myhill and Adrian McMurchie, have had their rough sketches (seen here) put before patients, visitors and staff in the Oncology Unit at Forth Valley Royal Hospital to ask what they think should go up on the walls of waiting areas, treatment rooms and

corridors. The choices were between a flowing natural look with local flora and fauna and art work which illustrated Forth Valley's history industrial heritage and architecture, or a mixture of both.

After much debate and feedback it was agreed that both styles should be incorporated in different areas

of the Unit. The overall aim is to help make the unit look and feel more welcoming, and create a more interesting place for patients who often spend fairly lengthy periods of time undergoing treatment.

Many patients and families are keen to see the improvements, and NHS Forth Valley's Oncology team hopes to have the works completed before the end of 2018.



WIN!

A FANASTIC LOCH SIDE LODGE STAY FOR FOUR AT LOCH KATRINE

NHS Forth Valley's Staff News has teamed up with Loch Katrine Camping to offer one lucky staff member a chance to win a 'Stay and Sail' package for four, which includes a two night stay in one of their luxury eco-lodges and a cruise on the classic steamship Sir Walter Scott.*

Loch Katrine is steeped in history, natural beauty and is the gateway to the Great Trossachs Forest National Nature Reserve in the Heart of the National Park. The stunning and ever changing scenery is absolutely breath-taking and is a must see visit. Loch Katrine is a great day out for all the family, with something for everyone, from walking the nearby Great Trossachs Forest Footpath, cycling, fishing or just taking it easy and enjoying the view.

When your day exploring nature's wonderland is over – relax and let Loch Katrine be your home for the night! There are 8 loch side lodges available, overlooking Loch Katrine and Ben Venue.

The Steamship Sir Walter Scott, is a stalwart on Loch Katrine and still has many of its original features, including the original engine. The one hour cruise is a great way to spend the afternoon, giving you the chance to admire the spectacular landscape as you sail past landmarks such as Ben A'an and Ben Venue before returning to the pier.

For more information head to www.lochkatrine.com.

Loch Katrine also offer a 20% discount on all sailings for NHS Forth Valley staff, when a valid ID is presented at their booking office.



To be in with a chance of winning, all you need to do is tell us which year did the Sir Walter Scott arrive at Loch Katrine?

a) 1899 b) 1905 c) 1912

Send your answer to FV-UHB. StaffNewsCompetition@nhs.net or by post to NHS Forth Valley's Communications Department, Carseview House, Castle Business Park, Stirling FK9 4SW by Friday 25th May 2018. Good luck!

The winner of our Winter 2017/18 Staff News competition was Anne Galbraith, clerical assistant, Ophthalmology who won the handcrafted pendant. The answer was Diamond. Congratulations Anne!

*Subject to availability, booking is essential.

TURAS IS LIVE

What is Turas?

Turas (Gaelic for 'Journey') is a single digital platform developed by NHS Education for Scotland (NES) which hosts Turas Appraisal, replacing e-KSF, which is now no longer available. During the development and testing of Turas Appraisal, feedback suggested this application is simpler to use to record your Personal Development Planning (PDP) and Reviews.



has been moved to Turas Appraisal and the process for accessing historical information is still a work in progress. Please check the Turas Appraisal intranet pages for up to date information.

Will I need training?

As it's very simple, no training is needed. Details of how to use the various screens are embedded in the pages and our local page will provide support information.

Will I still have regular meeting with my KSF Reviewer?

Yes, this is a very important conversation. The good news is that this too will be a much simpler

process, it will be based on a 'quality conversation' between a Reviewee and their Reviewer taking place and agreeing any personal development needs. A record of the conversation and PDP activity will go into Turas Appraisal.

Where can I find out more about Turas Appraisal?

Anne Benton 01324 567384
anne.benton@nhs.net

Laura Hotchkies 01324 567970
laura.hotchkies@nhs.net

Morag McLaren 01324 567384
morag.mclaren@nhs.net

Staff Net
<http://staffnet.fv.scot.nhs.uk/a-z/turas-appraisal/>

Where is my historical e-KSF information?

Your current existing information

OAK TREES FROM LITTLE ACORNS GROW

From a core group of ten mandatory training modules, launched in 2014, e-learning is currently available through 101 modules with 93 external online courses. All staff have the opportunity to access learning at a time and place to suit them and feedback suggests this approach works really well. As

a result the number of future modules is predicted to grow with more staff logging on.

How modules are developed/ approved:

All NHS Forth Valley e-learning modules, mainly hosted on LearnPro, are initially created by a 'Subject Matter Expert' who works with a Rapid

Author to convert the information into an online module. The 'Expert' is responsible for making sure the module content is regularly checked for accuracy.

For further information please see the staff intranet;
<http://staffnet.fv.scot.nhs.uk/learning-zone/learnpro/develop-learnpro-content/>



i Matter

iMatter is live in all Directorates in NHS Forth Valley and across almost 500 individual teams. Some dates for your diary. Please get involved.



NHS Forth Valley iMatter Roll Out Timeline 2018

Questionnaire send date - electronically. Paper copies to be printed by managers and distributed to individual team members.	Questionnaire end date - 21 days after this has gone live.	Last day for Webropol to receive paper surveys.	Paper input end date by Webropol.	Team Reports published, emailed to those who completed electronic survey. Managers to send to others.	Action Plan reminder sent from Webropol to Managers (4 weeks after reports received).	Action Plan reminder (12 weeks after reports and 8 weeks after 1st reminder).	Date Action Plan to be Recorded on iMatter Portal.	Anniversary cycle new distribution date
09/04/18	30/04/18	07/05/18	11/05/18	14/05/18	11/06/18	06/08/18	03/08/18	11/03/19

NHS Forth Valley's eHealth Training Team have created a short storyboard about how iMatter is being used in their team and would love to hear your story, so please get in touch.

MY TEAM WORKS WELL TOGETHER

The team have a good working relationship and work through difficult conversations respecting each other's point of view

Area for Improvement: Understanding What Others In The Team Are Working On

Desired Outcome: All team members aware of what others are working on.

Actions: Use Sharepoint to make a contact list with details of staff involvement in projects and BAU training.

Area for Improvement: Enhanced Communication

Desired Outcome: An atmosphere within the department that allows team members to question to enable understanding of what is being discussed.

Actions: All responsible for own understanding. To be raised at next team meeting to ensure everyone understands discussion topics.

Area for Improvement: Giving and Receiving Feedback

Desired Outcome: A better understanding of how to give and receive appropriate feedback.

Actions: Contact the Learning and Education team to arrange a training session on feedback and all staff complete training.

Further information is available on the iMatter pages on Staff Net:
<http://staffnet.fv.scot.nhs.uk/a-z/staff-experience-project/>

or contact:
morag.mclaren@nhs.net Tel: 01786 457280
anne.benton@nhs.net Tel: 01324 567384
ann.dalgleish@nhs.net Tel: 01324 567383

INVESTING IN YOUNG PEOPLE



In NHS Forth Valley we recognise that recruiting and developing young people is a great way to develop a more dynamic and productive workforce and can help tackle issues such as an ageing workforce, skills gaps and shortages, talent development and succession planning. Last year we began the process of applying for the Investors in Young People Standard and we aim to achieve this during assessment, which will take place from 30 April – 4 May 2018.

Investors in Young People is a good practice framework that supports organisations looking to recruit, retain and develop young people and offers recognition for those that are already doing this. It focuses on three key elements of Youth Employment:

- Attraction and Recruitment
- Support and Development
- Retention

Further information is available on the staff intranet;

<http://staffnet.fv.scot.nhs.uk/learning-zone/investors-in-young-people/>



ALL EYES ON GOLD



All eyes are set on 'gold' as NHS Forth Valley aims to achieve this prestigious Investors in People Award (IIP) following re-assessment later this year.

The IIP Assessor will visit for five days (April 30-May 4) and meet with a number of staff who have been randomly selected to take part. They will be asked how they feel the organisation invests in the development of our people. Feedback is then assessed against the IIP standard, a level of quality and attainment, to consider whether we currently meet, or exceed, the 9 Indicators and 3 principles of the performance model contained in the Standard below. If you are invited to participate please do so as your feedback is really important in ensuring that we continue to develop areas which can be improved upon.



Investors in People (IIP) standard

NHS Forth Valley has already achieved Silver status and more information is available on the Investors in People pages on the staff intranet;

<http://staffnet.fv.scot.nhs.uk/learning-zone/general-information/investors-in-people/>

or please contact:

Morag McLaren
morag.mclaren@nhs.net

Anne Benton
anne.benton@nhs.net

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HELP THROUGH COACHING



Elaine Macdonald, HR Manager, talks about her experience working as a coach within NHS Forth Valley.

"I was delighted to be asked by the OD Department to join NHS Forth Valley's Coaching Team. One of the principal reasons I trained as a professional coach was that I enjoy working with people, supporting and encouraging them to achieve something they didn't think was possible.

Professional coaching enables individuals to set goals, take action and make meaningful decisions to fully maximise their natural strengths. It is so rewarding to watch them develop strategies to transform their limiting beliefs and produce the results they hope for.

One employee I worked with had been through a pretty tough time personally and this had led to them no longer believing in their ability to do their job. After a few sessions and plenty of encouragement, I saw a different person who was excellent in their post and had just lost their spark.

I consider it a real privilege to guide, encourage and challenge staff to reach their best potential. Delivered in a professional and confidential setting, coaching enhances both the personal performance of employees and the organisation as a whole".

PERSONAL COACHING

Are you facing a difficult situation at work? Do you want to feel more in control and more able to manage your workload? Perhaps you want to chat things over with someone neutral who can lend a sympathetic and unbiased ear?

All this is possible with internal coaching which is now available to staff in NHS Forth Valley.

Internal coaching is the opportunity to meet confidentially with a qualified coach and focus on the goals you want to achieve. We recently carried out an evaluation by interviewing coaches, staff who had received coaching and their managers.

What we discovered was that the service not only made a huge difference to individuals but also to their team. Sometimes people were concerned about what they might be getting themselves into. But once they had

embarked on the programme they said they found it a supportive, helpful and sometimes transformational experience.

Find out more on the Staff Intranet - <http://staffnet.fv.scot.nhs.uk/a-z/organisational-development/coaching/>



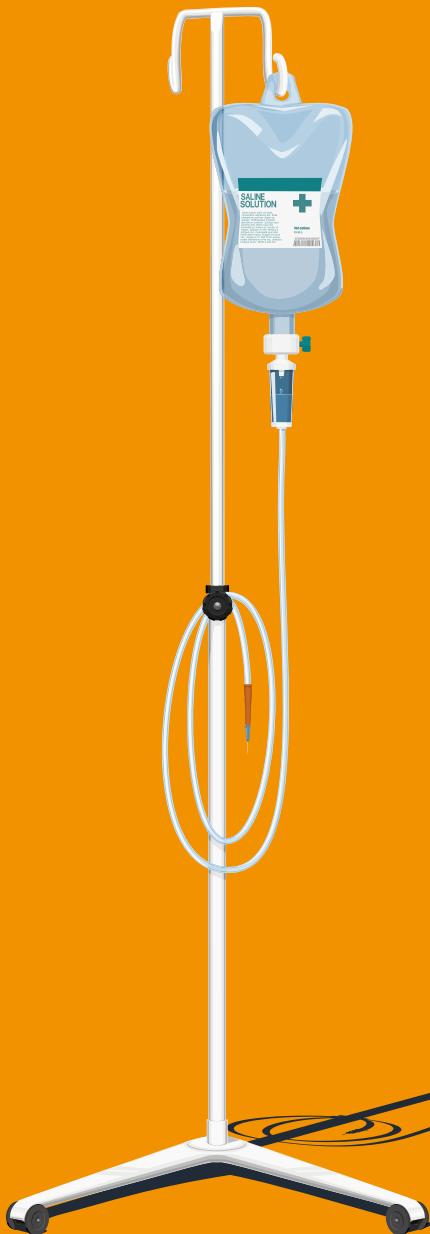
A LOOK BACK AT LAST YEAR...

COACHING ACTIVITY - 2017

Number of staff receiving coaching	58
360 degree feedback for Senior Leaders	8
360 degree feedback for Leaders	27
Number of managers trained in coaching skills for managers (2 day programme)	9
Number of staff who attended the Introduction to Coaching skills (1 day programme)	17

Staff Wellbeing

Nursing staff in the Occupational Health Department are increasingly aware that coaching may be useful to some staff, who are experiencing stress due to communication issues at work, managing conflict or having problems prioritising their workload, or getting their work life balance right. They are happy to discuss the usefulness of coaching with any employee and suggest they self refer for coaching. Seven of the 2017 applications came through this route which has helped some people stay at work rather than taking sick leave. Others have found new strategies to deal with any difficulties when they return to work.



NEW OUTPATIENT ANTIBIOTIC SERVICE INTRODUCED

More people who need regular intravenous antibiotics are to be treated at home or in outpatient departments, as part of a pilot project to help them avoid having to stay in hospital. The scheme, known as OPAT, can be used for patients with severe or deep-seated infections who require this type of therapy but are otherwise stable and well.

Plans are now in place to develop an outpatient antimicrobial therapy (OPAT) service over the next 24 months, which will be delivered in three distinct phases. The first stage will involve a pilot of 45 patients over 60 days.

This will be followed by the establishment of a hospital based outpatient service moving to treatment at home or in

the community for the last part of the project.

The OPAT service, which was first developed in the United States for the treatment of children with cystic fibrosis, is predicted to free up beds and avoid people having to be admitted to hospital from the Emergency Department. It is most widely used for patients with soft tissue sepsis, mainly cellulitis, as well as bone and joint infections.

A project team has been established including an infectious diseases physician, head of nursing, clinical lead pharmacist and finance manager to take forward the service development which aims to improve patient satisfaction and quality of care.

In addition, there will be a focus on developing nursing staff into lead specialist roles and the creation of OPAT champions within both acute and community sites.

TRAKCARE REACHES MAJOR MILESTONE



The TrakCare Programme has reached a major milestone with the signing of the contract. The programme has now formally launched and a number of workshops are being run to review our 'as is' processes, identify key questions and decide on how the new system should be built and configured which will inform the 'to be' processes.

Trakcare, the new patient information system, will replace three key systems within our organisation – Topas, eWARD and eDIS and will therefore

impact right across all staff and service areas.

The programme plan indicates that the go live date will be the first quarter of 2019.

At a recent TrakCare Clinical Advisory and User Group meeting there was discussion about how best to communicate effectively with users and services. This was a positive discussion and included the suggestion of building a network of Programme Champions. This role will focus on helping to promote the programme, communicating at an operational level updates and re-enforcing the necessary changes in working

practice. Cascading on a peer to peer basis will help to ensure we build a system which suits the organisation's requirements and realises benefits. As a Champion the key purpose will be to act as a single point of contact within services to collate questions and escalate problems or benefits to the programme.

Work is planned to provide information regarding the Champions and areas they cover via the staff intranet.

If you have any questions or require further information please contact the Programme team on fv-uhb.trakcare@nhs.net

AUTISM IN ADULTS

A HELPING HAND AFTER DIAGNOSIS

Charge Nurse Alison Hall has recently taken up a new role as Autism Project Manager to help people newly diagnosed with autism within secondary care feel better informed and to know what support and services are available. The one year post, funded from the Primary Care Transformation Fund, also aims to increase staff knowledge about autism and will include online training through LearnPro and a staff survey to assess need.

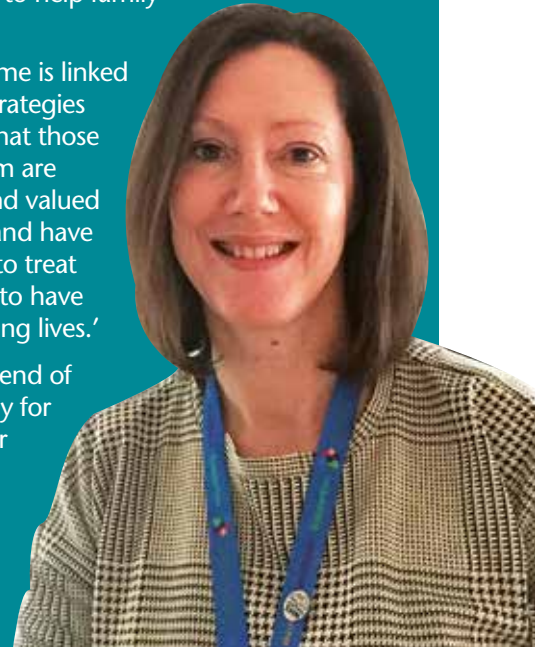
Although information on autism is widely available, the consultation process for the Falkirk and Stirling and Clackmannanshire autism strategies revealed a gap in post-diagnosis support. The project has several objectives including improved post-diagnostic support within secondary care, including signposting to third sector partners and a model for staff education.

Information packs will be developed to give to people

when they receive a diagnosis together with an education programme to help family and carers.

The one year programme is linked to national and local strategies which aim to ensure 'that those on the autistic spectrum are respected, accepted and valued by their communities and have confidence in services to treat them fairly so they are to have meaningful and satisfying lives.'

It is hoped that by the end of the project the pathway for assessment will be clear and that people newly diagnosed will feel better informed about their condition.



MEETING PATIENT NEEDS

Eighteen GP practices within three general practice clusters in Forth Valley are being supported to take part in a ground-breaking programme which aims to develop the skills and role of practice administration teams.

The Braes and Slamannan, Clackmannanshire and North West Stirling GP clusters will draw upon the vast expertise of the wider care primary workforce supporting GPs, and be involved in a series of learning sessions and webinars at local and national level.

The aim of this project is to support the development of practice administrative teams, improve GP practice processes and ensure that patients are directed to the most appropriate source of help or advice

so they and their families receive the right care at the right time. The programme will also focus on promoting closer communication across practice teams and with other care providers, and an improvement in document management.

The clusters were selected after

Clackmannanshire and Stirling and Falkirk Health and Social Care Partnerships were successful in being chosen to participate in the improvement journey through the Practice Administrative Staff Collaborative. The programme runs until March next year.



EXTRA SUPPORT FOR PEOPLE WITH ARTHRITIS

Clackmannanshire and Stirling Health and Social Care Partnership has been awarded funding to help improve the lives of people with arthritis.

The £74,520 grant from Healthcare Improvement Scotland's ihub Improvement Fund will be used to help local people access support such as weight loss, exercise and stress management. The overall aim is to improve the health and wellbeing of people living with the condition and reduce the demand for services such as GP appointments and physiotherapy.



MAKE SURE YOU HAVE THE RIGHT W.WALLACE!



A round-the-clock service to make sure every patient in Forth Valley Royal Hospital is identifiable by their CHI (Community Health Index) number has just been introduced. It could save staff valuable time and reduces the need to chase results and order repeat tests because of incomplete and/or ambiguous details.

All patients born in Scotland or resident here, have a CHI number issued by NHS Scotland. But visitors may not have one, and often names such as William Wallace are commonplace.

The CHI team can step in to try to locate a number at any time, but do expect staff to have checked CHI24, Topas, Sci Store, Clinical Portal and EDMS before giving them a call.

The new service means people can be identified quickly and easily, ensuring Positive Patient Identification. This in turn will provide a more complete picture of the patient's health, which will help staff to make informed decisions about the patient's healthcare and treatment. It also benefits patients by reducing the need to ask the same questions again and again, leading to more effective care.

The CHI system is also used as a fully integrated part of population screening and immunisation programmes, including: breast, cervical, bowel and abdominal aortic aneurysm screening and child health surveillance systems.

Claire Kerr, Patient Registration Co-ordinator says the new service means safer, quicker and better healthcare. So play your part, make sure you use a CHI number on every request, report and letter.

Community Health Index

Staff will be asked a series of questions to ensure Positive Patient Identification:

- Patient Details
- Name and any previous name(s)
- Date of Birth
- Address (temporary or permanent resident)
- GP details
- Case Record Number
- Caller Details
- Your Name and Contact Details
- Ward/department

This information will be used to perform additional checks and to provide the requestor with an update. The Health Records Team will endeavour to update staff the same day

Once all relevant systems have been checked and you cannot locate a CHI number please contact: 01324 566289 at any time, day or night.



NEW STATE-OF-THE-ART SCANNER

A new state-of-the-art MRI scanner was recently delivered to Forth Valley Royal Hospital. The one million pound piece of equipment was carefully craned into position outside the hospital before being wheeled along a corridor into its new home within the hospital's radiology department.

It is set up in a specially refurbished room with a new back-lit picture wall and ambient lighting to help patients relax in calming and less clinical surroundings.

MRI scanners are used to take images of all parts of the body including the brain, spinal cord, heart and blood vessels and internal organs such as the liver, womb, prostate gland and gall bladder. Around 160 patients from across Forth Valley require MRI scans every week.

Every year NHS Forth Valley is required to invest millions of pounds to replace and upgrade a wide range of medical equipment. MRI scanners normally have to be replaced every 7 – 10 years.

SPEAK UP AGAINST WASTED MEDICINE

A new campaign has been launched to help tackle the amount of wasted medicines. The initiative, known as 'Speak Up!' is now being rolled out by NHS Boards across the West of Scotland, supported by local pharmacy leads.

The aim is to increase staff awareness about the contribution they can make to the more effective use of medicines, encourage them to act on this and support their families and friends to take action too.

The campaign has several key messages linked to repeat prescriptions, the use of generic medicines (which are around 80% cheaper than branded options) and the cost of prescribing medicines like paracetamol which can be bought at low cost from local supermarkets.

NHS Scotland spends £1 billion a year on prescriptions, with £20 million of this going to waste. Staff are also being asked

Speak up! It's our money. Our service.

My mum seems to have lots of unused medication in her cabinet. Maybe she doesn't need everything on her repeat prescription anymore?

Have you or a family member stopped taking a medicine which is still being prescribed?

Once you collect your medicines from the pharmacy, they can't be recycled or reused by someone else. If you take it but don't use it, it goes to waste.

If you don't think you need it, please speak to your Pharmacist or GP practice. If you have any concerns or questions, they can help. Speak up! It's our money. Our service.

NHS Forth Valley

if they have any ideas which could help save money and reduce medicines waste.

The campaign was developed and tested in NHS Greater Glasgow and Clyde after they discovered that staff were unaware of various issues surrounding prescribed medicines. These include patients not wanting to upset GPs by challenging their prescription, people not willing to take advice from healthcare professionals such as nurses and pharmacists and concerns that not everyone can afford to buy over the counter drugs and that we shouldn't be asking them to.

RESPONDING TO RECOMMENDATIONS

A raft of measures designed to reinforce key infection control messages have been introduced into the Theatre Suite at Forth Valley Royal Hospital. They include, posters depicting the correct way to wear protective clothing, extra hand gels, pocket hand gels for recovery area staff and new theatre mattresses. Updated cleaning guidelines have also been posted in the 14 operating theatres which are used almost every day.

The move follows an unannounced inspection by the Healthcare Environment Inspectorate which made several recommendations. Theatre Co-ordinator, Paula Oldman,

said "We saw the HEI inspection as a positive way to make changes and this helps make sure we are doing things at the right time and in the right place.



The Theatre Suite is a constantly changing environment where you are multi-tasking, especially in the recovery area which has a high turnover of patients. All our staff have been willing to embrace these positive changes and management have also been very supportive".



(left to right) Kirsteen Ronald (Healthcare Support Worker) Louise Callaghan (Anaesthetic Nurse) Aimee McLernon (Recovery Nurse) Oliver Milling Smith (Surgeon) Ewan Jack (Consultant Anaesthetist) Pauline Goldie (Team Leader)

EXCELLING IN ED

Good work by Emergency Department staff at Forth Valley Royal Hospital is now achieving extra recognition, thanks to an innovative scheme which not only recognises excellent practice, but also encourages learning, improves patient safety and helps boost staff morale.

Known as Excell-ED, the programme began in Summer 2017 and is currently being evaluated.

Based on an idea from a senior clinician from Birmingham, Excell-ED is a simple way of saying thank you for great practice and capturing the details so they can be repeated in the future. Examples such as overhearing good interaction between a junior doctor and an elderly confused patient could be submitted via a simple form which is handed in to the Department's administration office. Details are recorded and the staff member receives a letter of appreciation that can be used for their portfolio or eKSF. The letter is also copied to their educational supervisor or line manager.

Consultant in Emergency Medicine, Dr Elspeth Pitt said reports are compiled monthly and shared at quality of care meetings, clinical governance meetings and daily safety briefings. They are also posted in the seminar room for staff to learn from. All plaudits are anonymous.

She said: "What is coming out of these reports time and time again is that good team work is improving patient care and patient safety. It's defining what aspects make team work great such as keeping calm in a fraught situation, showing compassion and care and gaining a patient's trust in difficult situations".

Those who have already received an Excell-Ed award said it made them feel surprised, proud and appreciated and all said they would use the recognition in their Turas appraisal and portfolio.

GORDON WINS A DOUBLE

Porter Gordon Smith has twice received an Excell-ED award. Gordon, who is employed by Serco, was recognised for his contribution during a major trauma incident which involved a cardiac arrest after a high-speed car crash.



He was also praised for his positive attitude whilst transferring a young patient to the Children's Ward. His commendation described how he talked to her about Santa's elves and magic doors to help distract her. Both the patient and her Mum were extremely complimentary about his care.

On both occasions Gordon was also nominated for a Serco Star Award and won the monthly award after he received his second commendation.

"THANK YOU" FOR YOUR LONG SERVICE



Around 90 of our staff with a total of 2590 years service between them, received a Long Service Award after achieving 20, 30 or 40 years service. They were invited to attend a special award ceremony at Forth Valley Royal Hospital to celebrate their long careers working for the NHS. The event was hosted by NHS Forth Valley Vice Chairman, Julia Swan and Chief Executive Cathie Cowan and each member of staff received a specially designed certificate and pin badge.

A series of short videos were made to give examples of staff with 40, 30 and 20 years service which are available on the multimedia section of the NHS Forth Valley website www.nhsforthvalley.com



The 40 year award videos feature Morag McLaren, Head of Organisational Development and Anne Moylan, Advanced Neonatal Nurse Practitioner. The 30 year award video focuses on Angela McGregor, Administration Manager in the Women and Children's Unit and the 20 year award video features Fiona Struthers, Dietetic Co-ordinator at Forth Valley Royal Hospital.

Julia Swan, Vice-Chair of NHS Forth Valley, said, "It was a pleasure to present these awards to staff and gave me the opportunity to say a personal thank you for their long and dedicated service to the NHS. The staff who attended this year's award ceremony came from many different backgrounds and it was fascinating to listen to their personal stories and hear about some of the changes they had witnessed during their long NHS careers".

A total of 92 staff received long service awards - 11 for 40 years service, 53 for 30 years service and 28 for 20 years service.



A SWIMMING ACHIEVEMENT



Well done to Lead Data Protection Officer, Linda Allen who has received an award for the work she does with Stirling Swimming Club, coaching children and adults with physical disabilities.

Linda was the winner of the Community Coach Participation Award at the Forth Valley Disability Sport Awards, which recognise the commitment, achievement and contribution that athletes, coaches, volunteers and clubs have made to the local community in Forth Valley in the last year. She has been coaching for three years and prior to this worked as a coach assistant.

Linda works coaching competitive swimmers aged 14 – 23 years with a variety of physical disabilities, including cerebral palsy and visual impairments, on a voluntary basis five days a week.

Alongside her coaching duties, Linda also assists with the Forth Valley Regional Disability Swimming Squad, of which all her swimmers are members, and attends various swimming galas which involve learning disabilities as well as physical disabilities.

STAFF NEWS IS A WINNER

NHS Forth Valley's staff magazine picked up the award for Best Internal Communications at the NHS Scotland Communications Awards 2018.

The Communications Department also made the final in three other categories for Graphic Design, Best Use of Digital and Best In-house Campaign.



EXPERT WOMAN

The expertise of NHS Forth Valley's Head of Family Child Psychology could soon be aired in the world of broadcast after she was selected to take part in the BBC Academy's Expert Women Scotland day.

Dr Lorraine Johnstone, who is based at the University of Strathclyde, has already received a Butler Trust award for setting up the Ivy Project, a ground-breaking programme working with some of the most difficult and troubled young people in the country. Now her selection for Expert Women means she could be following in the footsteps of Prof Mary Beard and historian Lucy Worsley!

Dr Johnstone won one of 24 places, whittled down from 400 applicants, which she regards as 'probably quite cool' and says her success in getting selected is linked to her forensic adolescent work.

The Expert Women events are part of a campaign to increase the number of women presenters and contributors appearing on TV and radio in under-represented areas including science, history, politics, business and technology. The project is a collaboration between the BBC Academy



and Broadcast Magazine, with support from BBC Diversity, Creative Skillset and the wider broadcast industry.

The inaugural event last year included presenter training, candid advice from women already in the industry and face-to-face sessions with commissioners. It was a huge success, bringing female experts in their field to the forefront of industry consciousness and opening a gateway into areas previously occupied mostly by men. Dr Johnstone says she is looking forward to benefitting from such a positive result.

COLIN CALLS IT A DAY

After a long and varied career including GP practice and a stint in Australia, Dr Colin Crawford has retired from his post as Consultant Psychiatrist with the Intensive Home Treatment Team and the Perinatal Mental Health Service.

Colin joined NHS Forth Valley in the early 1990s, taking up a consultant post at Clackmannan County Hospital in general psychiatry. From there he moved to the Stirling Mental Health Team, before taking a lead role in setting up the Intensive Home Treatment Team in 2006. He developed an interest in perinatal mental health, taking on the role of Consultant Psychiatrist for this team on a part-time basis, in addition to his Intensive Home Treatment Team role.

Colin will be greatly missed by colleagues and patients alike.



HELLO ROBERT – GOODBYE TOM

NHS Forth Valley has a new Employee Director, Robert Clarke, who has taken over from Tom Hart who retired recently.

Robert began his career in NHS Forth Valley in 1985 working as a relief plaster technician before moving to Theatres as a theatre orderly. He then undertook the Operating Department Practitioner course, qualified in 1989, and has worked in Theatres since then.

His involvement with the trade union movement began in 1985 and he became a Unison steward in 1990. He has also served as Branch Secretary for the Stirling Royal Infirmary and latterly the Forth Valley Health branches of Unison.

Robert, who is a strong supporter of

the NHS and a passionate believer in partnership working, fairness and equality, has served on NHS Forth Valley's Acute Services Partnership Forum and the Area Partnership Forum for many years.

He began his new role following the departure of Tom Hart, a 'weel-kent' face throughout the organisation. Tom, a registered nurse for learning disabilities, had worked in NHS Forth Valley for more than 40 years. He joined COHSE, the Confederation of Health Service Employees, in 1972 and over the years undertook a variety of roles. When Unison came into being in 1994 he was elected Branch Secretary of what was then Primary Care. He was elected to the post of Employee Director in 2004 and became known by staff as an 'all-round nice guy'.



FIONA IS BUSIER THAN EVER!

There'll be no carpet slippers and putting her feet up for former Director of Finance, Fiona Ramsay, who retired recently. Her schedule is going to be even busier than a day in the office with Italian lessons, walking football, golf, holidays, reading, photography, and of course continuing to support her beloved St Johnstone football team.

For over 30 years Fiona has handled the finances of NHS Forth Valley, always managing to break even, and the organisation owes a great deal to her.

She has not just been a Director of Finance but has led the elective programme, Information Management and Technology and anything else she was asked to tackle, always rising to the challenge. The last 9 months of her NHS career as Interim Chief Executive is testament to that!

Fiona graduated from the University of Edinburgh in 1984 with a BSc (Hons) in Mathematics and Statistics and became a National Finance Trainee attached to Lanarkshire Health Board. Three years later she joined Forth Valley as Principal Accountancy Assistant, subsequently being promoted to Senior Principal



Accountancy Assistant, Assistant Treasurer Financial Management and, in 1994, Director of Finance and Contracts.

Fiona's devotion to the Saints is legendary and the senior team in Forth Valley always kept an eye on the weekend results to gauge whether Monday would be a good time to go to ask for cash! Her latest hobby, Walking Football, takes place on Thursday evenings. No prizes for guessing where – McDiarmid Park of course!

Fiona was presented with an Espresso machine, a book voucher and scented candles as well as a day's cooking course with Nick Nairn and jewellery.

PARTNERS IN PRACTICE

In what is seen as a key breakthrough for the nursing profession, the latest partnership at Dr Whitelaw and Partners within Meadowbank Health Centre in Polmont has been taken up by an Advanced Nurse Practitioner (ANP). The appointment of Paul Leishman is believed to be the first of its kind in Forth Valley, and one of only a few in Scotland as a whole.

Paul said he jumped at the chance to apply for the post when he saw it advertised with a view to a potential partnership. "This was an opportunity I couldn't turn down" he explained, "The biggest challenge was thinking wow, is this for real, a nurse getting involved in ground-floor decision making."

Paul has been nursing for almost 30 years. His career includes posts at the former Sauchie and Bonnybridge Hospitals, A & E at Stirling Royal Infirmary, the Hospital at Night team and Kersiebank Medical Practice in Grangemouth.

"I think a partnership like this gives you a voice" he said, "I am not only involved in managing the care of patients but I am also involved in the day-to-day running of the Practice as well as all other aspects".



Dr Whitelaw's Practice, with 11,500 patients, is one of the largest in Forth Valley. Dr Ronnie Sydney, one of the partners, said they had discussed the possibility of appointing an experienced ANP as a partner due to the difficulties in recruiting GPs and the scope for greater nurse involvement to help develop local services.

Paul is keen to encourage others to take on new roles and responsibilities. He said: "My appointment is an example of how far you can go as a nurse. Nursing truly is an aspirational career, anything is achievable, and if you have a goal, then reach for it".

IN THE SPOTLIGHT



Liz Macleod, Service Manager, Theatres

Tell us a little about your job

I manage the theatre department which includes a suite of operating theatres at Forth Valley Royal Hospital and two theatres at Falkirk Community Hospital. It's an interesting job and the work and the variety means that no two days are the same.

What has been your career path to date?

After training at Edinburgh Royal Infirmary, I began working in theatres at Falkirk and District Royal Infirmary in 1991 as a scrub nurse. I then went to work in the private sector to fit around childcare arrangements for my young son Ross. In 2009, I was approached by an orthopaedic implant company to work as a clinical specialist. Two years later, after missing my clinical work, I was successful in being appointed Theatre Manager with a private provider and then Director of Nursing.

How do you feel a mix of public and private sector posts has added to your experience?

Working with the orthopaedic implant company was a fabulous learning opportunity and opened my eyes to the commercial side of the healthcare world. It also led to an interest in inspection

methodology and I became a Hospital Inspector with Healthcare Improvement Scotland. During this time I was approached by Nuffield Health to apply for the post of matron in their Glasgow hospital which gave me managerial experience for clinical services and governance.

When not working in theatres, how do you fill your time?

I love to keep fit, look after my dogs and spend time with my family. I have two Jack Russell terriers, Tawser and Baxter, and a chocolate labrador Rosie, who sadly is now blind.



Best book you have ever read and why?

I don't have a particular favourite but love crime novels and especially Tess Gerritson books.

Funniest memory?

Whist on holiday at Christmas time in New York, I literally bumped into Morgan Freeman apologising as I was so focussed on getting to a chocolate shop. Afterwards my husband said to me, did you know who that was!

Most treasured possession?

It has to be a Doune-faced grandfather clock that my father gave me even though it's a little temperamental. I am also originally from Doune.

What would you tell yourself at 18?

Be more adventurous!

What might people not know about you?

I am a total chocoholic and could eat a family sized chocolate bar in one sitting!

If you could change the world?

I would make sure that Scotland was always sunny and warm in the summer!

What would you do with a million pound windfall?

I would retire and travel for at least 6 months of the year.

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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 or Julie Wilson/Lindsay Hathaway on 01786 457243.