

NHS STARS SHINE

PAGES
17-19



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MULTI MILLION POUND INVESTMENT TO HELP CUT WAITING TIMES.

A £17 million investment in additional theatre capacity plus a new MRI scanner will help reduce waiting times at Forth Valley Royal Hospital.

Two new operating theatres will be opened in the next year to focus on general and orthopaedic surgery, enabling around 1,500 extra joint replacement operations to be carried out annually. The new MRI scanner will deliver around 8,000 additional scans each year.

The additional Scottish Government funding, which forms part of a National Waiting Times Improvement Plan, includes £7 million for capital costs and a recurring £10 million for staffing and supplies. Extra operating lists will run in the hospital's existing 14 theatres, including extended sessions over weekends, and a new 32 bed ward will be established for patients

who need inpatient care following surgery.

NHS Forth Valley will also enter into a partnership with the Golden Jubilee National Hospital to improve the training and recruitment of clinical staff across both sites.

Health Secretary Jeane Freeman who visited Forth Valley Royal Hospital to meet staff the day before the Improvement Plan was presented to the Scottish Parliament said: "Whilst investment is important, it's also vital we improve the way the health and social care system operates. The partnership between NHS Forth Valley and the Golden Jubilee is a good example of the kind of innovative collaboration we want to see across the whole of Scotland."

NHS Forth Valley Chief Executive, Cathie Cowan, added: "This investment will not only help reduce



delays for local patients but also provides an opportunity to develop a unique new partnership with the Golden Jubilee National Hospital. This could include the joint recruitment and training of doctors and nurses who could work across both sites to develop and maintain their skills.

Recruitment is already under way for additional weekend surgery sessions which are due to begin in the next few months. The additional theatres and MRI scanner will be commissioned during 2019.

BIG DAY FOR BELLFIELD

The keys to the new Bellfield Centre have been handed over. The ceremonial honour was carried out by Keiran Day, a 21 year old trainee



site manager with builders Robertson, who was one of hundreds of construction staff involved in building the flagship Centre which forms part of the new £37m Stirling Health and Care Village.

The new Centre, which opens in December, will provide short-term care, assessment or rehabilitation for older people who require additional support following an illness or operation. The Centre, which will have the capacity to care for 116 people across four short-stay areas, will also provide support for people with dementia and those who need palliative or end of life care. In addition, it will have a café, hairdresser, retail space, landscaped areas and a multipurpose area which can be used by local community groups and volunteers.

OPEN FOR BUSINESS

It was all hands to the deck for the opening of the new GP and Minor Injuries Centre at Stirling Health and Care Village. The week before the move, staff were busy packing and unpacking multiple boxes. Items being shifted included a van full of crutches, oxygen and Entonox cylinders, plus emergency equipment and dressings.

Helping set up rooms were Emergency Nurse Practitioner Deborah Whyte (left) and Nursing Assistant Kim Forrester (right) who were joined for the day by Emergency Department Senior Charge Nurse Glynis Fotheringham.

The Centre was given the thumbs up by some of the first patients. Comments included that it was a big difference from the previous area, a good thing to have something new back in Stirling, far superior to the previous Minor Injuries Unit and much easier to access.



CLOUDS FORM PART OF NEW DEMENTIA FRIENDLY ARTWORKS

The thoughts of people in Central Scotland who are living with dementia have helped formulate two digital artworks at Forth Valley Royal Hospital – one based on clouds, the other reflecting land through which dreams flow.

The £15,000 project, a commission for an older artist, was secured by Artlink Central through the Baring Foundation's Arts and Older People programme and has been created by Fife-based digital artist Elizabeth Ogilvie who worked with film-maker Rob Page.

Her decision to create a cloudscape in the atrium and a gentle landscape for an inpatient ward was helped with support from a local artist living with dementia. Alzheimers Scotland's 'Brain Gym' in Camelon, which brings together a group of people affected by the disease, also talked about landscapes that were important to them and offered advice on camera shots and movements to help make the film as accessible as possible for people with dementia.

The work was supported by Serco who installed the final projections.

Cloudgate, the digital artwork in the atrium, takes the form of a projected moving image on to a voile theatre screen which will then cast further back onto a second screen.

Artist Elizabeth Ogilvie explained: "The initial thinking for the installation in this location was inspired by my first visit to the Forth Valley Royal Hospital site with its enormous skies. And through research, experimentation and development of the concept, the final work is a more conceptual notion of the whole water cycle - ice crystals,

snow, clouds, rain, mist and distribution as raindrops splash into a river and then the whole cycle starts again - a life cycle, a continuum..."

The ward based work projects three digital screens to create a triptych of slow moving landscape images that are like paintings. They play out slowly and feature someone walking across the scenes providing a connection between each work. The films operate on a loop and feature birdsong.



WATCH THE BIRDIE

Staff, patients and visitors at the Women and Children's Unit at Forth Valley Royal Hospital are able to see a host of 'garden birds' in the courtyard, thanks to the handiwork of pupils at Larbert High School. They have crafted this display from clay, and perched the birds on a log which was donated by the Forestry Commission.

The sculpture, birds of the imagination, is part of the Community Arts curriculum in partnership with NHS Forth Valley.

NHS Forth Valley Charitable Arts and Wellbeing Coordinator Babs McCool said: "I think it's been very well received. The youngsters have enjoyed making the birds and the sculpture is drawing many admiring glances. It's also become something of a new home for real-life wildlife, including ladybirds, spiders and moths!"



TEAM SCORES A WINNER

A Falkirk-based mental health football team, run in partnership with NHS Forth Valley, Caledonia Services and Stenhousemuir Football Club, has won the Best Community Football for All prize at the 2018 Scottish FA Central region's Grassroots Awards

The Team, which includes staff and service users from Woodlands Resource Centre and Bellsdyke Hospital, promotes positive mental health and train at Ochilview, the Stenhousemuir ground, with support from local coach Danny Newbiggings.

The Award gives the team a place in the national final which is being held at Hampden.

Despite the Scottish Government estimating that one in three people per year struggle with mental illness, Occupational Therapist, Julie Cunnell says it remains an issue that many in society are reluctant to discuss.

"Football can provide an opportunity to externalise emotion in an appropriate and healthy way, which traditionally can be something men find difficult," she said.

"Being part of a team can provide people who are traditionally marginalised and socially isolated with a sense of identity and belonging, and wearing team colours on match days brings the team together through a shared interest. The focus of our group is not to win the World Cup but to decrease isolation, provide mental health support, structure, routine and improve fitness levels."

The Team are constantly supported by NHS Forth Valley Occupational Therapists and John McGowan from Caledonia Services.



FOOTBALL AFTER WORK?

Are you interested in playing 5/6 a-side football on a regular basis at the outdoor AstroTurf pitches at The Peak in Stirling? Typically a one hour game, one night a week starting at 5.30pm/6.00pm on either a Wednesday or Thursday.

Not too serious, a bit of fun, exercise and of course banter!

If so, please contact David Cairns, Project Manager, Estates Department on 01786 434145 or 07824 596431.

MORE HOMELY SURROUNDINGS

Mums-to-be can now give birth in more homely surroundings following the development of a new Alongside Midwifery Unit (AMU) at Forth Valley Royal Hospital.

The midwife-led facility sits within the existing Women and Children's Unit and rooms have been refurbished to create a less clinical atmosphere. New beds have been purchased to support delivery, along with new cube chairs which convert to a double bed for women to sleep on together with their partner. The AMU also has two rooms for water births and one other labour room. In addition, specially commissioned artwork and new light projection equipment have been installed to

provide visual diversions and help create a more calming environment.

Cabinet Secretary for Health, Jeane Freeman attended the opening of the unit and met members of the team and new parents Megan Hawick and Gary Fraser whose daughter Amelie was one of the first babies to be born in the Unit. She also met pupils from Larbert High School who have created a new mural for the AMU corridor which was inspired by nature and the hospital's woodland surroundings.

NHS Forth Valley's Head of Midwifery, Gillian Morton, said: "NHS Forth Valley is one of five NHS Boards in Scotland selected to take forward the early implementation of recommendations in The Best Start, Scotland's

national strategy for maternity and neonatal care.

"As well as the development of an AMU, we will be introducing new working patterns for staff to ensure more women are cared for by a midwife they know during pregnancy, labour and after their baby has

been born. In addition, we are planning to develop new care arrangements for a specific group of babies who require increased nursing and monitoring to enable them to remain with their mother in the post-natal ward rather than having to be transferred to the Neonatal Unit."



WORK STARTS ON DOUNE HEALTH CENTRE

Work is now underway to construct a new health centre for Doune following the signing of the official contract. A ceremonial sod-cutting took place to mark the occasion and the £2.7 million development is expected to be operational in 2019.

The new health centre replaces

a smaller building which has become overcrowded due to the growing population of the village. It will see a wide range of services delivered locally. These include physiotherapy, podiatry, counselling and could include services to support people with long term conditions such as diabetes, dementia and COPD (a common respiratory disease). In addition, there will be more opportunities to help

patients improve their own health by providing extra support and advice on diet, exercise, managing medicines and giving up smoking. Also included are improved facilities for the existing GP Practice as well as accommodation for a range of visiting outpatient and services such as antenatal and child health clinics. Around £200,000 is being invested in new equipment, furniture and fittings.



GETTING BETTER – INCREASE IN PATIENT SATISFACTION

Patient satisfaction with hospital care continues to rise within NHS Forth Valley. The latest national inpatient experience survey, published annually by the Scottish Government, found 82% of patients rated their overall care and treatment as good or excellent. This is an increase of 6% from 2012, and our highest rating since the survey began in 2010.

Big improvements were also reported with care and treatment received in the Emergency Department with 90% of patients having a very positive or positive experience – a 10% increase

from the 2012 survey and 3% above the Scottish average. Another area which recorded impressive results was the overall rating of the hospital or ward environment – 91% had a very positive or positive experience which was up 18% from 2012 and 3% ahead of the national average. The standard of cleanliness in wards or rooms was also excellent, according to 98% of patients questioned.

NHS Forth Valley's Director of Nursing, Professor Angela Wallace, said: "The results are very encouraging and the increase in patient experience would not have been possible without the hard work, commitment and dedication of our staff across NHS Forth Valley.

"We value feedback from patients and relatives and this survey is particularly useful as it gives us an insight into how individual patients viewed their recent stay in hospital. We also recognise that we still have more to do in a number of areas and we will continue to work with patients to take forward further improvements."



NOW WASH YOUR HANDS

These youngsters at Kippen Primary School enjoyed a lesson on the importance of hand washing under the watchful eye of Senior Specialist Health Protection Nurse Victoria McDonald.



The children really enjoyed placing their hands, complete with glitter bug gel, into the ultraviolet machine, which showed up any unwashed areas.

Victoria is planning to visit other schools in the Forth Valley area.

HANDMADE FOR DEMENTIA

Patients in Ward A32 at Forth Valley Royal Hospital have now got something special up their sleeves, with colourful cannula sleeves fashioned by Senior Staff Nurse Donna Marie Marshall. Her knitting and crocheting prowess was inspired after a woman from Chester adapted the NHS pattern for Dementia Twiddle Muffs into colourful cannula sleeves. The sleeves are knitted and the twiddles crocheted to prevent any pieces coming off and causing harm.

The sleeves help prevent patients with delirium or dementia pulling out their cannulas and reduce the stress associated with having to have a cannula re-inserted. Fifty five hospitals across the UK are now using cannula sleeves through the Handmade for Dementia Project, which has also saved the NHS thousands of pounds.



SEE HOW YOUR GARDEN GROWS

A new dementia-friendly garden has been created for patients in Ward 2 at Bo'ness Community Hospital to help them access the outdoors and enjoy some fresh air. The garden provides space for familiar activities such as digging, potting, flowers, walking and even hanging out the washing! The garden has also been stocked with fragrant and vibrantly coloured plants specially selected to help stimulate the senses.

Senior Charge Nurse, Owen Taylor, explained: "Having our beautiful garden will help patients relax and have a positive effect on their mood. Regular access to fresh air and some quiet time should also help people feel



less stressed and we hope it will spark memories of gardening hobbies and encourage conversation.

"So many people have been involved in this project. I would just like to take

this opportunity to thank each and every one of them for all they have done to help open our new garden in this 70th year of our NHS, making it a double celebration."

BIG COFFEE SUCCESS

Staff at Board Headquarters in Carseview House were invited by Managed Clinical Network Project Officer Andrene Keith and Sexual Health/Blood Borne Virus Project Manager Ann McGregor to join them for a cuppa as part of the World's Biggest Coffee Morning for Macmillan Cancer Support.



The magnificent spread of cakes included everything from chocolate gateau, cheesecake and carrot cake to home-made scones and rocky road.

The event, which also included 'Guess the Number of Sweets in a Jar' and a 'Place the Cherry on the Cake Competition' raised £455, and leftover goodies were delivered by Ann and Andrene to Strathcarron Hospice.

Another Macmillan Coffee Morning, which had been arranged at Forth Valley Royal Hospital, raised £687. People attended from all areas of the hospital but in particular staff from the Acute and Clinical Assessment Units. The organisers are hoping the World's Biggest Macmillan Coffee Morning will become an annual event.

WELL DONE LOCH VIEW!



The hard work and efforts of staff, patients and families at Loch View has paid off handsomely after a series of events to raise money for charity.

Over the past two years these have included a garden sale, yellow fun day, bake offs and afternoon teas, which have raised a total of £2,500. Charities to benefit have included Strathcarron Hospice, Save a Staffie Scotland and other local organisations.

With more events planned, Community Learning Disabilities Charge Nurse, Stewart Beveridge, said: "It is always impressive to see how much effort, hard work and thought is put in by staff to ensure they make enjoyable and fun days for all involved. This also brings staff, patients and families together to enjoy these events."

PROTECT YOURSELF AGAINST FLU

Winter may be just around the corner but so is the start of the flu season! This year's the flu vaccine covers four strains of flu, one more than last year, and it has already proven to be very effective in Australia where the flu season begins before the UK.

All staff are encouraged to be immunised as early as possible to give them the best chance of protection although the staff immunisation programme will run until Spring 2019.

Daily immunisation clinics are being held in the Occupational Health Department at Forth Valley Royal Hospital and the Occupational Health Service are providing an outreach Service to Falkirk Community Hospital, Stirling Community Hospital, Bo'ness Hospital and Clackmannanshire

Community Health Centre in October and November 2018.

In addition, the Immunisation Team are organising a range of roving outreach clinics at Forth Valley Royal Hospital. Details of all outreach and roving clinics are available on the Staff Intranet.

Remember to let the Occupational Health Department know if you got your flu jab at your local GP Practice or pharmacy so that your vaccination can be included in our overall uptake figures. Just call 01324 566663 or email FV-UHB.OHSadmin@nhs.net

Occupational Health Department drop in clinics (until 31st Dec 2018)

Monday	2.00pm – 4.00pm	Thursday	2.00pm – 4.00pm
Tuesday	9.00am – 12 noon	Friday	6.00am – 12 noon
Wednesday	9.00am – 12 noon		

Outreach Clinics

Date	Time	Site/Venue
30-Oct-18	1.30pm – 3.30pm	CCHC Inpatient Unit Consultation Room 1+2
1-Nov-18	1.30pm – 3.00pm	Bo'Ness Hospital Ward 1 Bay Area 3
5-Nov-18	9.30am – 12.30pm	Falkirk Community Hospital Suite E OPD Treatment Room 1
7-Nov-18	1.30pm – 3.30pm	Carseview Suite 2
9-Nov-18	9.30am – 12.30pm	Stirling Community Hospital OPD Area 2
13-Nov-18	10.00am – 12.00pm	CCHC Inpatient Unit Consultation Room 1+2
15-Nov-18	1.30pm – 3.00pm	Bo'Ness Hospital Ward 1 Bay Area 3

Check the Staff Intranet for details of additional roving clinics at Forth Valley Royal Hospital.

GET BUZZING WITH FLU BEE

This year we are aiming to achieve 60% uptake rate for staff flu vaccinations and a new Flu Bee game is being used to help promote the vaccination programme. This new online game, which takes just five minutes to play, works on computers, smartphones and tablets. It's a fun way to bust those flu myths, such as a flu jab

gives you flu! It also helps staff understand why it is so important to get their flu jab. Please let your teams know about Flu Bee during team meetings, handovers or training sessions.

You can join in and play on the Staff Intranet or visit <http://forth.flubeegame.com/>



BID TO REDUCE SUICIDE

All NHS staff are to receive training to help reduce the number of suicides by 20% over the next four years. The move is part of a new national action plan announced by the Scottish Government which is setting up a National Suicide Prevention Leadership Group supported by a new £3 million innovation fund.

The group will be chaired by former Deputy Chief Constable Rose Fitzpatrick and, in addition to refreshing mental health and suicide prevention training, it will also develop digital technology to try to prevent suicide and launch a major public awareness campaign. All deaths by suicide will be reviewed and lessons shared with partners to act upon. In 2017, there were

680 probable deaths by suicide in Scotland and the action plan has been developed following extensive engagement with mental health and suicide prevention organisations, people affected by suicide and academics.

The aim is to create a Scotland where people at risk of suicide feel able to ask for help and have access to skilled staff and well-coordinated support. The Plan, which is called 'Every Life Matters' also aims to ensure that people affected by suicide are not alone, provide better support for the bereaved and reduce the stigma surrounding suicide.

You can read the report on the Scottish Government website

<https://beta.gov.scot/publications/scotlands-suicide-prevention-action-plan-life-matters/>



NEW JOB OPPORTUNITIES FOR YOUNGSTERS WITH LEARNING DISABILITIES

Job opportunities for 11 young people with learning disabilities are being provided at Forth Valley Royal Hospital as part of a scheme known as Project Search, the first programme of its kind in Forth Valley. The young people, aged between 18 and 24, will gain work experience in a range of roles including portering, domestic, catering and mail room services during a 9 month internship.

The launch was attended by Jamie Hepburn, Minister for Business, Fair Work and Skills, and the scheme is designed to give the youngsters the necessary work experience and skills to help them secure paid employment.

Project Search was developed in Cincinnati Children's Hospital in 1996. It was based on the principle of working with a large employer, with support and tutoring to replicate a real working environment. The model runs over an academic year and the students work in three placements. They start and finish each day in their Project Search classroom on site where they discuss what they have been doing that day, participate in skills training and carry out supported job searches with the support of their Job Coach.

The project team supports NHS Forth Valley's Workforce Strategy and is part of our commitment to supporting a diverse and sustainable workforce. The licence to run Project Search for three years is being funded by Falkirk Council, NHS Forth Valley is providing a classroom in the Learning Centre at the hospital and Forth Valley College is providing a full time lecturer.



LEEANNE IS A SHINING EXAMPLE

New Graduate Trainee programme for disabled people

Leeanne Darrien, who is currently working in the Department of Clinical Health Psychology at Falkirk Community Hospital, is participating in a new Graduate Trainee programme which aims to give disabled people the opportunity to gain valuable work experience and training within the NHS. As Staff News discovered, she is a shining example of a 'can do' attitude, and here she shares her experience of being confined to a wheelchair to give hope and inspiration to others.

Leeanne, Bo'ness born and bred, has Spina bifida. But from the moment you meet this Assistant Psychologist her pluckiness and sense of fun are immediately apparent. She opens the department door, swivels in her chair and heads for her office. Keen to emphasise her disability is purely physical she insists she is not disabled brainwise, and has a Bachelor of Psychology and a Masters in Health Psychology from Stirling University to prove it.

"The only words I can think of working in NHS Forth Valley is gold dust she explains. The fact that I am working in an area of specific interest is just incredible."

Leeanne says the people she works with are very accommodating. It took a little bit of thought on how the office should be set up, for example the height of filing cabinets to bring them within Leeanne's reach. An electronic button has also been installed on her office door so she can open it herself - ideal if she needs to close the door whilst speaking to patients without having to call for help.

Leeanne's condition has also helped her relate to others. She explained: "We work with people with long-term conditions so I have more understanding of the challenges it can bring. I've been able to build a good rapport with patients, my disability is not seen. They look at me as the person and not someone in a wheelchair. One time someone had a patient who was struggling to adapt from being able-bodied to being in a wheelchair. I was able to talk to them



about my life experience and give them hope.

"People ask do they refer to me as disabled, I say call me Leeeanne. Disability should be in the background, they should see me as a person. It's all about the skills I can bring to the job not the barriers that could be in place."

Leeanne helps with any projects which colleagues ask for including carrying out reviews of referral pathways and literature as well as assisting in audits. She also sees some patients with anxiety and health behaviour problems. Her love of sport, basketball in particular, has also opened new doors. She explained: "Over the last couple of years I have done it all. I had never been on a train before, never flown since I was a child, never been away from my parents, I was asked to speak at the Lady Taverners lunch in London – the Lord Taverners charity had provided me with my sports wheelchair. Guests at each table were asked to pledge money to buy pieces for wheelchairs such as wheels. However tables decided to club together to provide a complete chair so with 12 tables a total of £12,500 was raised."

Leeanne's time in NHS Forth Valley was made possible by the Glasgow Centre for Inclusive Living, an equality academy that helps disabled graduates



work in the NHS. Leeanne says her goal in life is to be chartered as a healthy psychologist.

She said: "I love my job. Absolutely adore it. If I thought I could do my qualification here I would love that. But come the end of my placement, I'll just have to fly."

Consultant Clinical Psychologist, Susie Porteous, added: "We are delighted to have Leeanne working with us. She has become a valued member of the team and helped us to develop resources and systems which will be sustained after her placement ends. She has also used her skills to work empathically with patients to help them achieve better health outcomes. We hope we have given Leeanne as good an experience as possible to prepare her for the next steps in her career."

iMatter UPDATE 2018

Well done to all the staff who took part in our first whole organisation run of iMatter in 2018. Here is a quick summary of how we did -

Year	2017	2018	Improvement
Total number of Teams confirmed	477	486	n/a
Response Rate	65%	62%	↓
EEL (Employee Engagement Index)	75	75	→
Teams who received a Team Report	341	337	↓
*Teams who did not receive a Team Report	136	149	↑
% of Teams with Action Plan/Storyboard completed by due date	26%	80%	↑



*Teams who did not reach the required Response Rate of 60% for teams of 5 or more and teams of 4 or less who did not achieve a required Response Rate of 100%

iMatter Manager Refresher Sessions coming soon!

Please watch out for details of iMatter Manager Refresher Sessions which are being planned to support managers and their teams to get the most out of iMatter. iMatter is a continuous improvement cycle and the iMatter Team will be offering short topic specific sessions to help you and your team continue your iMatter journey with increasing success.

What else is new?

Check out the new national iMatter website <https://www.imatter.scot/> which has a lot of support material on it. NHS Forth Valley has an iMatter team story on the site so please go and have a look at this and we would like to hear from you if you have an iMatter success story to share.

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

or contact Anne Benton anne.benton@nhs.net, Tel 01324 567384 or Ann Dalglish ann.dalglish@nhs.net Tel 01324 567383.

WOULD YOU CREDIT IT?

The NHS Credit Union which offers a secure home for savings and access to affordable loans for around 17,500 staff from Shetland to Sheffield, celebrates its 20th birthday in November 2018. New records continue to be set; for example In May 2018, the Credit Union lent £1.2 million to members – the largest total in any month since the organisation began in 1998. At the start of 2018/19, the organisation had issued loans to members totalling more than £76 million.

Commenting on the figures, NHS Credit Union Chief Executive Officer, Robert Kelly, said he was "proud and delighted" with the record total.

He added: "It's very satisfying to know that we helped more than 1,100 members with their finances in a single month."

The Credit Union office is situated in Dava Street in Govan where 16 full time staff provide a wide range of financial services to NHS employees and their families across the whole of Scotland and the North of England.

To find out more and join visit <https://www.nhscreditunion.com>

Open your eyes to the NHS Credit Union ...



You're a person, not an account number

You own a piece of the business

Access secure savings and ethical loans

... and open the door to a brighter future



FULL STEAM AHEAD – WITH TRAKCARE

TrakCare, the new patient information system which will replace three key systems within our organisation - Topas, eWARD and eDIS - is now moving into a more intense phase with the focus shifting to system build, training and testing.

The TrakCare team is working hard to engage with specialities and departments across the organisation to build a system which fits their needs. The clinic and letter build stage is now underway. This requires all services to review their

current information and return it as soon as possible. If you have been provided with a 'clinic validation' folder then please ensure it is sent back promptly as this is critical to allow time for the build and, more importantly, testing.

In addition, eHealth trainers are currently preparing for 'Super User' training which will provide those acting in this role a first chance to see the system, ask questions and input to the final end user training modules. If you would like to act as a Super User for your area, please get in touch with the team fv-uhb.trakcare@nhs.net. Super User



training is due to start in November 2018 and end user training from January 2019.

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

LET'S TALK ABOUT SX – NEW PROJECT TO PROMOTE SEXUAL HEALTH

A new project, funded by NHS Forth Valley, aims to challenge the health inequalities facing gay and bisexual men.

Delivered by Waverley Care, Scotland's HIV and Hepatitis C charity, the SX project will complement the work of the Central Sexual Health Service promoting access to regular STI testing and free condoms. It will also offer training to healthcare professionals and provide one-to-one support to men in the community including those who are living with HIV.

SX Manager, Alistair Rose, said: "Scotland gets a lot of things right when it comes to LGBT issues but gay and bisexual men continue to face real health and social inequalities.

"Discrimination is still a big issue that puts many guys off looking for support. This can lead to issues around mental health and self-confidence that leave men open to making choices that may not be in the best interests of their health.

"SX gives guys a place within the community where they can come to talk about anything they've got going on in their lives. We won't preach or judge, it's about listening, understanding and giving men the confidence to live life their way.

NHS Forth Valley HIV Consultant, Dr Kirsty Abu-Rajab,



added: "All of the evidence we have points to the continuing challenges facing gay and bisexual men, and tackling this remains a priority for the Health Board.

"Our partnership with SX will build on the sexual health services available in Forth Valley by providing support which is more directly tailored to the needs of local men who have sex with men. This includes good access to preventative interventions such as PrEP (pre exposure prophylaxis) and HPV vaccines as well as the continued promotion of good sexual wellbeing."



Getting Forth *Right*

The current challenges in unscheduled care and efforts to try to resolve them were discussed at a staff engagement event to mark the launch of 'Getting It ForthRight' - a new improvement programme. The event was introduced by NHS Forth Valley Chief Executive Cathie Cowan and Medical Director Andrew Murray who highlighted the current difficulties and the importance of working together to drive forward improvements.

The event was an opportunity to raise awareness of the 12 month improvement programme and colleagues from Hairmyres Hospital, NHS Lanarkshire came along to share some of the ways in which they have overcome similar issues.

Senior Charge Nurses Graham Hunter and Nicola Doonan, along with Clinical Manager Donna Clark, spoke about the difference that Dynamic Daily Discharge had made on acute and community wards. Clinical Manager Ricky Bell shared learning from a recent discharge mapping exercise, including the development of a personal patient care plan to increase patient and carer involvement in the discharge process.

Following presentations, staff moved into five workshops aligned to the new workstreams that will drive the unscheduled care improvement plan. These workstreams, Community and Whole System, Emergency Department, Receiving Units, Downstream Wards and Specialty Pathways, aim to bring staff together across different disciplines to improve patient and staff experience. Staff then had the opportunity to put forward



ideas for improvement and the top three were fed back during the final plenary session.

Leads for each workstream are currently being agreed and staff keen to support a particular workstream should contact Chris Bernthal, Unscheduled Care Programme Manager (chris.bernthal@nhs.net) or Lynsey McCloy, Improvement Advisor (lynsey.mccloy@nhs.net) who will provide further information. Drop in sessions will be held on Thursday mornings for staff to gain support from each other and the Improvement Team when necessary. Further information on these sessions will be circulated to staff in due course.

RESEARCH SUCCESS

The NHS Forth Valley Research and Development Committee hosted a very successful Research Day in the Learning Centre at Forth Valley Royal Hospital. Speakers included Ricky Verrall, Head of the Chief Scientist Office, and Raymond Hamill, R&D Manager from NHS Lanarkshire. Delegates learned about the national and local research landscape and practical sessions focused on developing projects, research governance,

intellectual property and the role of the research nurse. A number of excellent posters were submitted and were subsequently displayed in Forth Valley Royal. The day concluded with a session for local senior school students, who came along to learn about health service career opportunities involving research.

For more information on any aspect of R&D in Forth Valley, please contact us: FV-UHB.RandD-depart@nhs.net



KNEES UP

More help could be on the way for people with knee problems, thanks



to a £75,000 award from the Health Foundation, which has been given to NHS Forth Valley, working in partnership with Clackmannanshire and Stirling Health and Social Care Partnership and the University of Stirling.

The project, the only one in Scotland to receive funding from the Health Foundation, will focus on research and involve information analysts, healthcare professionals and service users. This will help the Partnership review data, redesign referral pathways and look at new ways to prevent and manage knee problems more effectively.

The aim is to assist people deal with knee problems at an early stage to prevent their condition from worsening and improve the way services are organised so care and



treatment can be accessed as quickly as possible. It also aims to ensure that when people do require surgery they are well informed.

The Health Foundation is an independent charity committed to bringing about better health and health care for people in the UK.

RESPECTUSFV

Every year there are thousands of assaults on NHS staff. Respect Us is a new campaign to highlight that by working together and respecting each other's diverse backgrounds, we can prevent this type of behaviour and keep both staff and patients safe.

In NHS Forth Valley we aim to provide the best possible care for our patients and understand that people who come into contact with our services are there because they are unwell and need help. We are also aware that undergoing treatment can be stressful and worrying for patients but abusing staff who are looking after them is never acceptable. Our bid to reduce the number of assaults will include new resources and social media updates. Watch out for further information.

WORKING TOGETHER WE CAN MAKE THINGS BETTER!



BRUSH UP ON CHILDREN'S RIGHTS

Health and social care staff who work with children and young people can now access a new e-learning resource to support their daily practice.

Produced by Children's Health Scotland (CHS), the online course aims to promote greater understanding of the health rights and needs of children and young people and their families and raise awareness of the Children and Young People (Scotland) Act 2014 in relation to health and well being.

To access the course, which should take around 40 minutes to complete, visit www.enetlearn.com/childhealthscot

For further information email

a.wilson@childrenshealthscotland.org



GLITTERING ACHIEVEMENT...

NHS Forth Valley's Equality and Diversity Manager, Lynn Waddell, was presented with a Lifetime Achievement Award at the Scottish Diversity Awards. Attended by 400 guests, the glittering event organised by The Herald and GenAnalytics, showcased companies, organisations and individuals across Scotland who are making a real difference by putting diversity and inclusion at the heart of their organisation.

Lynn has spent over 40 years working in the NHS. Throughout her career she has been a champion of diversity and inclusion, acting as an advisor to Health Boards and government. Her work has featured in journals, including guidance on the care of pregnant deaf women and she has written articles on

the importance of equality for the Nursing Times and Nursing Standard. She has worked to support young carers and helped to set out legislation on disability equality duties within the NHS.

Lynn has won many awards in recognition of her work and currently

sits on the NHS Leads network for Equality and Diversity. Lynn has a passion for diversity but at the same time has a track record of delivering practical initiatives to support this agenda and to help change people's lives.



THE BIG SWITCH

The giant task of switching from paper health records to electronic in our outpatients departments earned local staff an invitation to the UK Public Sector Paperless Awards where they were finalists in the Paperlite Project of the Year Category.

This huge project is already paying dividends. In 2017, electronic records saved 84,519 paper records being transferred from a central storage site to various clinics, and in December 2017 almost 70% of patients (in scope for the project) were seen without a paper health record.

In addition, nearly half the 1,100 patients who visit clinics every month have benefited from their GP having easier access to medication recommendations following their appointment. Historically these recommendations were issued on a triplicate form with the patient responsible for taking it to their GP for review. Now it is completed via an e-Form which is sent to the GP Practice electronically.

Feedback has been incredibly positive with many noting that clinical areas are now much cleaner and brighter without all the paperwork and the develop also enables clinicians to prepare for an outpatient clinic remotely.



CARED FOR BY CARRIANNE



Among the finalists at this year's Butterfly Awards, which aims to recognise those who provide support following the loss of a baby, was NHS Forth Valley midwife Carrienne McPherson. Carrienne was nominated for the Midwife of the Year category by Siobhan

Heanue who had a stillborn baby boy.

Siobhan Heanue said: "Carrienne was with us throughout the darkest, saddest and most difficult time in our whole lives and she made it that bit less hard. When my son was born at first I was afraid to hold him, she told me how

beautiful he was and placed him on me. She then took photos of myself, my partner and my family holding our son then later on while I was sleeping she took little Oliver and made moulds of his hands and feet so that we could cherish them forever. Even after leaving the hospital Carrienne and one of the other midwives who looked after me attended my son's funeral and cried with us. She truly was amazing throughout it all and I will never forget her."

Carrienne switched to midwifery after a career in event management and customer service. Describing her nursing role as a dream come true she said the nomination had given her the opportunity to talk more about bereavement care and made her realise that, although she tends to work quietly in the background, she must have made a difference at a devastating time.

GOLDEN FIRST FOR FORTH VALLEY ROYAL

The environmental charity, Keep Scotland Beautiful, has presented Forth Valley Royal Hospital with a Gold level National Award for Environmental Excellence® - the first hospital to receive the highest possible accreditation. The accolade recognises the continued commitment of NHS Forth Valley and Serco staff to making the hospital safe, clean and welcoming for patients, staff and visitors.

In particular, the award highlights the ongoing commitment to engage

with community and patients, from development of an arts programme in the hospital and working with local schools, to effectively clearing outdoor areas of litter and well-managed waste management practices.

To celebrate, Forth Valley Royal Hospital welcomed Pete Leonard, Keep Scotland Beautiful's Operations Director, to officially present the new award.

NHS Forth Valley Director of Facilities and Infrastructure Jonathan Procter, said: "We are delighted that Forth Valley Royal Hospital is the first hospital in Scotland to achieve gold

in this national award. Our staff are passionate about maintaining high standards and its brilliant to see their hard work being recognised with this prestigious award."

For more information: www.keeptoscotlandbeautiful.org/environmentalexcellenceaward



JENNY IS NEW DIABETES UK CLINICAL CHAMPION

Dietitian Jenny Hynes has been selected as a Diabetes UK Clinical Champion to help transform care for people living with diabetes in Scotland.

Jenny leads Structured Education for people living with Type 2 Diabetes in Forth Valley and was selected for her passion and commitment to excellence in diabetes care. She is particularly keen to empower newly diagnosed patients to achieve the best possible health outcomes and identify any barriers to attendance.

As a Clinical Champion, Jenny will join a two-year leadership development programme supported by Diabetes UK. She is among 20 UK healthcare professionals, including consultants, nurses, GPs, dietitians, podiatrists, pharmacists and psychologists to be appointed as a Clinical Champion in 2018.

If you are interested in becoming a Diabetes UK Clinical Champion for the 2019-2021 intake please contact clinicalchampions@diabetes.org.uk or call 020 7424 1892.



CONGRATULATIONS AND CELEBRATIONS

It's been a bumper year for nominations in the NHS Forth Valley Staff Awards. A grand total of 560 were received, up by more than 20 per cent on last year and 2018 has seen a special Chairman's Platinum Award to celebrate the 70th anniversary of the NHS.

The winner was Kathy O'Neill, General Manager for the Community Services Directorate. Kathy is described as quiet yet assertive in her approach to new ways of working, and is extremely successful at inspiring others to be curious and to test out new ideas.

Colleagues described Kathy as an incredibly supportive manager, consistent in her managerial approach and fair, honest and trustworthy. She puts the needs of the service first, ensuring patient care is never compromised. As well as being an inspiring leader, Kathy was praised for being an unsung hero who supports her staff and encourages professional development and succession planning. She has been a huge part of the many changes

in NHS Forth Valley over the years she has worked here including the creation of Community Health Partnerships and, more recently, Health and Social Care Partnerships and Integration Joint Boards. On a personal level, she was applauded for a wide range of qualities including her ability to remain calm, positive and professional, her sense of humour, wisdom and courage to do things differently. Nominees also wrote that Kathy is a health hero worthy of being acknowledged.

Presenting the Award, NHS Forth Valley Chairman, Alex Linkston, said: "Kathy is an incredibly supportive manager and this is a fitting accolade to someone who has dedicated her career to NHS Forth Valley."



THE 2017 STAFF AWARD WINNERS ARE:

Of the 560 nominations received, the biggest number of entries for one category was that of Top Team, which attracted 166 nominations. The next most popular was Unsung Hero with 127 followed by Outstanding Care 108.

The AWARD WINNERS are:

Outstanding Care Award

Winner: Linda Boyle, Community Staff Nurse, Bonnybridge Health Centre

One family member said: "This lady is a credit to the name nurse. Her care of my wife when diagnosed with cancer was second to none. She went above and beyond and would often be here after her shift had finished." Another family member said Linda "always had an ear to listen and a compassionate, friendly demeanour which shows that she loves her job."

Others said that simply knowing Linda was just a phone call away gave them peace of mind.

1st Runner Up: Intensive Care Unit, Forth Valley Royal Hospital

Nominees said the care had delivered was unbelievable and they were described as being "a truly special team of people, dedicated, effective, professional and caring."

2nd Runner Up: Alison McBride, Senior Midwife/Team leader, Forth Valley Royal Hospital

Alison was described as being a hero and one nominee commented that the care she provided was something which would stay with her for the rest of her life.



INNOVATION AWARD

Winner: Julie Macdonald, Senior Clinical Nurse, Cardiology

Julie designed a structured education programme, supervision and competency framework to allow nurse-led insertion of loop readers (also known as cardiac monitors). Patient implants have increased by 143% since the service became nurse-led.



Insertion is no longer carried out in theatres which has freed up valuable theatre time, reduced waiting times and length of stay. The approach has also been shared successfully with other NHS Boards

1st Runner Up: David MacKenzie Specialist Physiotherapist

Dementia Champion David's idea, enthusiasm, perseverance and dedication to the introduction of red zimmer frames has seen an increase in mobility amongst patients. David was praised for having the courage to explore a new idea.

2nd Runner Up: Dr Joanne Mitchell, Emergency Doctor, Forth Valley Royal Hospital

To improve the care of trauma patients in the Emergency Department, Dr Mitchell created a new triage tool to help identify high risk patient groups with suspected major trauma. This is being considered for adoption by the South East of Scotland Trauma Network.

VOLUNTEER AWARD

Winner: Caroline Harrower, Polmont Breastfeeding Group

Caroline, who received more than 50 individual nominations, was described as a 'powerhouse' for the incredible job she does to support women to breastfeed.



One Mum said: "Without Caroline my breastfeeding journey would have ended when my little boy was a few weeks old. Caroline sat with me even after the group finished and ensured she helped me latch my little boy on. Her empathy, time and approach left me feeling I could do this."

Another commented: "Caroline is so passionate about mothers and babies and the care they receive. She is a truly genuine person who cares deeply for others."

1st Runner Up: David Davies, Children's Ward

David was described as an excellent example of what a volunteer can achieve and those who nominated him said that they hope he continues to volunteer for a long time as he is irreplaceable.

2nd Runner Up: Anne Adam, Day Medicine

Nominees praised Anne for being a fantastic volunteer who goes out of her way to make sure everybody is comfortable and provides endless cups of tea and coffee. Patients love to blather with her and she even came into work on her usual Wednesday even though it was her 80th birthday!



INSPIRATION AWARD

Winner: Dr Anna Barton, Doctor in Training, Cardiology

Dr Barton was praised for being an inspiration to junior and senior colleagues of all disciplines. One nurse described her as being 'one of the best doctors she had worked with in 15 years of nursing'. Her colleagues said she was always aware of how nursing staff were coping and willingly stepped in to help with patients who required assistance. She was also described as "professional but with the most caring attitude to both patients and colleagues." and "a true team player." One nominee summed it up perfectly by saying "It seems right in the 70th year of the NHS to celebrate a doctor in training who lives and models the values of the NHS so clearly."

1st Runner Up: George Kerr, Principal Podiatrist, Community Services

George was described by those who nominated him as a supportive colleague for whom nothing is too much bother. He is always at the end of a phone for help and if it wasn't for him the nail and electro surgery services would not run smoothly or have developed as much as they have locally.

2nd Runner Up: Douglas High, Senior Charge Nurse, Ward 11, Forth Valley Royal Hospital

Challenging weather in February 2018 saw Douglas walk from home for over two hours in deep snow to ensure he was at the hospital to support staff who made it to work. He also arranged for a friend with a 4 x 4 vehicle to collect local staff and was praised for bringing a breath of fresh air to the role of Senior Charge Nurse.



TOP TEAM AWARD

Winner: Ward A11, Forth Valley Royal Hospital

'I have received the most amazing care from all staff in Ward A11. Nothing is too much trouble. Can't praise this team any more than to say they are gems.'

'The team received an e mail from the First Minister for excellence in patient-centred approach. They had assisted a very unwell gentleman up and into a wheelchair and taken him across the hospital to see his dying wife every day and even supported them having meals together when both were inpatients at different sides of the hospital. The patient's family were so impressed they contacted the Scottish Government'.

'The team work closely with the dementia team to ensure the best possible care for a very complex group of patients.'

'There is evidence of strong leadership within this area which shines through'

1st Runner Up: Day Medicine, Forth Valley Royal Hospital

'Sadly Dad passed away in November last year. He referred to this team as John's Angels. They all made a fuss of him, were never too busy to talk to him and their nursing skills were second to none.'

2nd Runner Up: Ward B31, Forth Valley Royal Hospital

'I work in the care industry and know only too well what commitment to your job means and feel that the team in this case have got it right. Well done and thanks for caring.'

Unsung Hero Award

Winner: Dougie Smith, Nursing Assistant, Hope House (Bellsdyke Hospital)

Dougie was praised for his caring attitude towards patients and the support he provides to colleagues and new members of staff. One patient said: 'I have been in hospital for 17 years and Dougie Smith is the most caring, approachable, friendly and genuinely nice staff member that has ever nursed me.' A colleague also praised Dougie for always remaining calm and collected, even during periods of intense emotion in what can be a busy and stressful environment. Others commented that he always knows exactly what to say and do to make patients smile and forget their worries for a while and that he has the ability to make all staff and patients feel safe.

1st Runner Up: Caroline Mooney, Domestic, Ward 1, Forth Valley Royal Hospital

Caroline, who is employed by Serco, was described as "Working like a Trojan." She regularly comes in to work early to complete cleaning jobs and buys treats for patients out of her own pocket. Nothing is too much trouble and she always has a smile and a cheery face.

2nd Runner Up: Maria Giordano, Porter, Forth Valley Royal Hospital

Maria goes above and beyond her role as a porter within the hospital. She offers to make tea and get sandwiches when staff are busy and was described as a lovely person and a pleasure to work beside.



THE WHITE IVY CLUB
Stirling

WIN A DELICIOUS AFTERNOON TEA FOR 4

We've teamed up with Stirling's White Ivy Club to offer one lucky reader the chance to share a delicious afternoon treat with friends or family. Choose from a selection of finger sandwiches including salmon and cream cheese and roast beef and horseradish, the choice of four handmade cakes, scones, and a tea, coffee or a glass of fizz. A gluten free option is available.

The White Ivy Club at 7 Viewfield Place is a perfect environment to enjoy special occasions, events, business lunches, and family celebrations in elegant surroundings. Exquisite attention to detail and immaculate presentation delivers intense flavours for all palates, using only premium brands and ingredients.

The Club has a 125 cover lounge set over two levels, including outside seating and is set within a modern, contemporary but relaxed environment.

Special offers for NHS staff are available every Friday and there are discounts for party and event bookings. At the weekend the White Ivy Club becomes Stirling's only over-21 venue, attracting professionals and clients locally and from further afield.

With highlights and influences from London, Paris and New York, there's nowhere better to be.

To win this fantastic prize, just tell us what professional hair company recently visited the White Ivy Club for a national product launch.

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 Friday 14th December 2018.



The winner of our Summer Staff News competition for a set of walking poles from Trespass, Falkirk, was Hugh Davidson, a Staff Nurse in Ward 3, at Forth Valley Royal Hospital. The correct answer was 61 due to an Ordnance Survey reclassification in 2012 which revised the number of Munros to 282 and Corbetts to 221. Congratulations Hugh!

BEATING EATING DISORDERS

Consultant psychiatrist Stephen Anderson went on the run through Glencoe recently to raise money for the charity BEAT which puts eating disorders into the spotlight. The tough Glencoe Marathon is an off-road trail with a total climb of 1608 metres and it was cold, wet and windy for most of the race!

Stephen's target was £1,500 which he has now exceeded with money still coming in.

Speaking about his challenge, Dr Anderson, who works in the eating disorders service, said: "Eating disorders are complex mental and physical disorders and can be very difficult to recover from. There is often a perception that these disorders are all about weight and that the person has somehow chosen to be like this, and that is not the case at all.



"It is a genuine privilege being able to work with people in their recovery from these horrible illnesses but they generally need more support than we can provide within our eating disorder service.

"I am keen to help increase awareness of the support offered by BEAT and to

raise money to help BEAT continue to deliver this support locally."

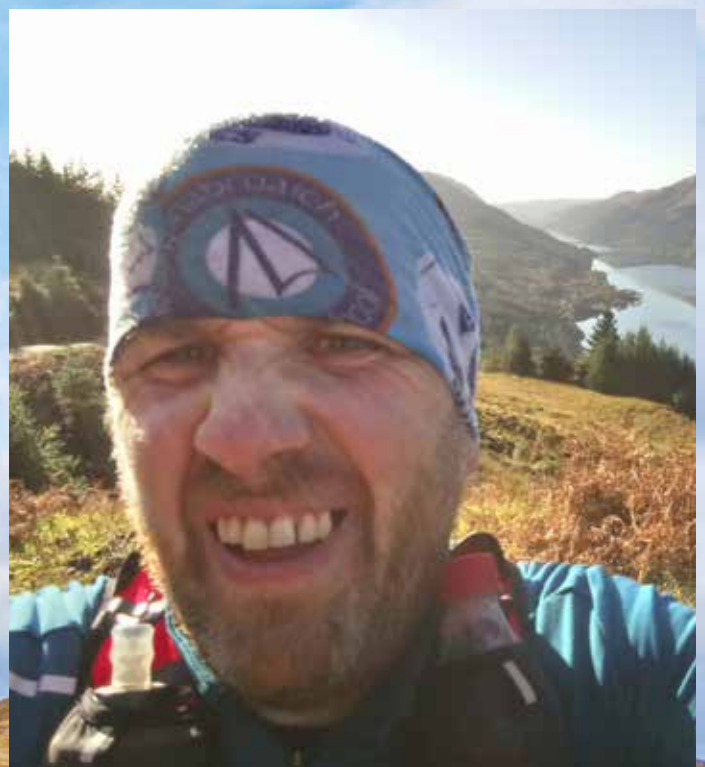
An estimated 1.25 million people in the UK suffer from an eating disorder, serious mental illnesses that include binge eating disorder, anorexia, bulimia and other types.

NEW PERSONAL BEST IN ULTIMATE CHALLENGE

Violence and aggression trainer Bryan Grome clocked up a new personal best in the 55k Dunoon Ultra Marathon, crossing the finishing line in 6hrs, 38mins and 8secs. His time saw him placed 66th out of a field of 200 runners.

The course took him through Pukks Glen then around Loch Eck before coming down through the hills and back into Dunoon, running along the shoreline to finish at the pier.

Bryan said the sunshine made it a great day for running but more importantly he raised more than £200 for NHS Forth Valley's Dementia Activity Fund to buy equipment for people with dementia to help them cope better during their time in hospital. He explained: "Being admitted to hospital is a traumatic experience most times but for someone with a cognitive impairment it can be even more difficult and cause confusion and distress. By having activities to help the person and their family it is hoped to make this experience as positive as possible."



CRUISING TOWARDS RETIREMENT



Secretarial supervisor in orthopaedics, Beth Swan, has waved goodbye to an NHS career lasting 43 years and is embarking on a new journey in her retirement, going on cruises with her husband Jack.

Beth began working in Bellsdyke Hospital and also spent time in Falkirk and Stirling Royal Infirmarys before moving to Forth Valley Royal Hospital. She received flowers from her colleagues plus money which she has put towards designing a new sapphire ring.

ELIZABETH SAYS FAREWELL TO WARD B12

There was a huge turnout to celebrate the retirement of Elizabeth Ramage, Senior Charge Nurse in Ward B12 at Forth Valley Royal Hospital, who, over her 38 years with the NHS, has cared for thousands of patients.



Elizabeth began her training at Forth Valley College of Nursing and worked in both Stirling Royal Infirmary and Falkirk and District Royal Infirmary before moving to Forth Valley Royal Hospital in 2011.

Presenting her with flowers Respiratory Consultant Dr Douglas Morrison said: "Elizabeth has nursed and cared for thousands of patients over her career, treating them all with the same care, compassion and respect."

Charge Nurses gave her a gift of jewellery and treated her to afternoon tea with fizz and staff from the Ward gave her a watch.

Elizabeth plans to spend her retirement looking after her granddaughter and already has a couple of trips abroad in the pipeline. Colleagues describe her as an extensive holidaymaker complete with permanent tan!

BUSY TIMES AHEAD

There are busy times ahead for Valerie Taylor, a staff nurse in Unit 2 at Falkirk Community Hospital, who has retired after 31 years service.

Valerie worked in the old Windsor Hospital in Falkirk, then transferred to Bellsdyke before moving to Ward 12 in Falkirk and District Royal Infirmary subsequent to her most recent post.

Valerie spends her time looking after her horses and plans to continue taking part in equestrian events up and down the country. Colleagues presented her with vouchers, money, flowers and a retirement cake at a farewell tea in Unit 2.



MAKING THE MOST OF FREE TIME

A 'weel kent' face in NHS Forth Valley, Staff Bank Service Manager Carol-Anne Cook, has taken early retirement after 39 years service with the NHS. Carol-Anne joined the health service as a nursing assistant, was a student nurse and qualified as a registered nurse for learning disabilities in 1984. She also gained her health visiting qualification and has worked as staff nurse, sister and care manager.

Since retiring Carol-Anne has already been on a couple of holidays and has more planned to help ensure she makes the most of her free time.



MAN OF ACTION

Described by colleagues as 'a man of action and many interests' Consultant Paediatrician John Schulga celebrated his retirement after 20 years with NHS Forth Valley. He is pictured with his retirement cake, decorated with tools of the trade including scissors and stethoscope.

Aside from his duties in General Paediatrics and Neonatal medicine,

John has led children's services for Diabetes and Endocrinology through rapidly changing times and growing demands. He developed a team of specialist doctors, nurses and dieticians, establishing the insulin pump service and growth clinics. He was Clinical Lead for paediatrics for several years and recently the President of the Scottish Paediatric Endocrine Group.

John always had a project on the go. For many years he travelled to Mozambique to provide supplies



and training to a remote hospital in Pebane and undertook several long distance cycle rides to raise money for this charitable venture.

DANCE ON ALISON

James Taylor, the Rolling Stones and the Eagles - just a few of Alison Richmond-Ferns 'Favourite Things' And it was to the sound of "Brown Sugar" that pictures of Alison's career with NHS Forth Valley were shown on the big screen in the Board Boom at Carseview House to mark her early retirement.

Alison joined NHS Forth Valley from NHS Lothian and progressed through the career ladder, holding a variety of posts including Personnel Adviser, Training Manager, HR manager before becoming Assistant Director of HR in 2010. She also shared a joint role as acting HR Director from 2016.

Alison, who wants to spend her early retirement with her family and friends, received an array of gifts including a jewellery voucher, designer handbag and flowers.



NOT QUITE GOODBYE TO PIONEERING SURGEON

Consultant General Surgeon, Aijaz Jabbar, known for his pioneering ideas and practice, has retired as a consultant but is returning to NHS Forth Valley to help with waiting times.



Dr Henry Robb, Associate Medical Director for the Surgical Directorate and Consultant in Anaesthesia, Critical Care and Pain Medicine, said: "Aijaz was appointed as a Consultant to Stirling Royal Infirmary in 1994 having previously worked in Falkirk and District Royal Infirmary. It didn't take long for Aijaz to start making his mark as a laparoscopic surgeon. While colleagues across Scotland were starting to remove gallbladders laparoscopically, Aijaz was developing these techniques and undertaking funduplications, colonic resections and adrenalectomies.

"His contributions didn't stop there. When Stirling and Falkirk came together, prior to Forth Valley Royal Hospital, Aijaz was one of the consultants who helped introduce 'day of surgery' admission for major cases."

Following a trip to Kehlet's unit in Denmark, Aijaz introduced an 'Enhanced Recovery After Surgery' programme long before this became a national priority. Our lengths of stay remain best in class! He also arranged a meeting in Ireland with both clinical and managerial colleagues to discuss day case gallbladder surgery which has since become a key component of the service in NHS Forth Valley. He then started to look at one-stop hernia surgery, under local anaesthetic. Patients received prompt service, clinic time was saved and theatre lists no longer required anaesthetic support! Somewhere amongst all this work Aijaz became clinical lead and assisted in developing the pooled list concept and Surgical Admission Unit which has helped modernise the surgical front door. He is quite simply a great colleague."

IN THE SPOTLIGHT



Cathie Cowan, Chief Executive

Tell us a little about your career path

Growing up on the south side of Glasgow I followed my sister into nursing and trained at the Southern General Hospital. At first I worked in a variety of specialities including intensive care then I became a Sister (now called Senior Charge Nurse) of a busy medical ward. During this post I was encouraged to do something different, the consultants I worked with wanted me to take up medicine and I did apply but at 25 I soon realised that life was for living (not too long married) and being a nurse was my burning passion, coupled with a desire to improve patient care.

How did you get onto the management ladder?

I am not sure I planned it. Does anyone? My first taste of management was when I took up post as a Clinical Nurse Manager in Perth and to be honest I loved this post as it still had a clinical element which allowed me to get into uniform and care for patients. Clinical Directorate was the new buzz word and I took on the role of Service Manager before moving to Fife as Director of Nursing, and later Director of Service Development/Planning at Fife Health Board. I then returned to Glasgow to take up a post with



Glasgow City Council as Director of one of the Community Health and Social Care Partnerships with a significant change agenda. Then the Chief Executive of NHS Orkney post came up and I was successful.

What do you see as your biggest challenge?

For the staff at NHS Forth Valley to believe that they have the permission to try new things; all too often we get stuck and spend more time convincing ourselves why we can't do things! People will hear me say when they ask me if they can do a test of change or try out something new - 'what's the worst that could happen?'

Not exactly close to central Scotland so what were your first impressions of Orkney?

I saw the islands for the first time after a very wet and difficult crossing, probably the worst one I've ever had. But it didn't put me off. Orkney's lovely. Just gorgeous. There was nothing nicer than coming back, getting off the plane and feeling that wind in my face, however cold. I loved going for long walks at Yesnaby or Birsay equipped with wellies and a hat and not a care in the world.

Animal lover?

Orkney demanded people to be animal lovers. We had no choice having settled into a house on a farm in Sandwick and surrounded by caa (animals) we invested in chickens and two cats (Millie and Styx). My dad,

when he was able to visit, found the chickens entertaining but made the mistake on a wet day of inviting them into the sun room to keep dry - I will leave you to imagine the mess. We also made the mistake of letting one broody hen sit on eggs and thought we would get some more chickens. What arrived were three cockerels! Say no more.

What's the best thing that has ever happened to you?

Meeting David who became my husband! We both worked at the local Co-op during weekends and holiday times. He was in the fruit and vegetable section and I was in the delicatessen! It was on a works night that he offered me a lift home which I thought was a bit presumptuous as I didn't really know him... the rest is history. David is my best friend (well most days!) and someone I constantly rely on.

Happiest memories?

Having Chris our son! Learning to play golf (I am still learning!), holidays at Glen Brittle on Skye surrounded by the Black Cuillins and a beautiful Loch Brittle Beach. The walks to Coire Lagan or the fairy pools not so far away - yes Skye is a place of fond memories, despite the midges.

What is your motto for a happy and fulfilling life?

My family come first (at least it's a work in progress - just in case David or Chris get to read this). Seriously, I love them.

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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 on 01786 457236, Julie Wilson on 01786 457243 or email nhsfvcomms@nhs.net