



# #FUTURE NURSE

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**COLOUR CO-ORDINATED CARE VILLAGE** P3



**COMPETITION: WIN A TRIBUTE NIGHT** P14



**GOING GREEN - SPECIAL FEATURE** P20-23

# BIG HEARTED DONATION

Five new monitors, which can help detect serious heart conditions soon after birth, have been given to Forth Valley Royal Hospital by Tiny Tickers, a charity that supports babies with heart conditions. The monitors are the first the charity have donated in Scotland and will run alongside the existing pulse oximetry machines which are used

as part of the pre-discharge examinations carried out on all babies born in Forth Valley Royal Hospital.

A baby is born with a serious heart condition every two hours in the UK and Tiny Tickers aims to improve early detection, diagnosis and care of babies with heart conditions.

Robbie Duffy, NHS Forth

Valley Service Manager and Senior Midwife, said: "We were already aware of Tiny Tickers because of their work and training within the field of heart defects and were delighted to accept their donation of additional oximeters for use within our local Maternity Unit.

"While we have been carrying out oxygen tests on all newborn babies born at Forth Valley Royal Hospital for some time, the extra machines are much appreciated and provide additional resources which help support the work of our staff."



## SPARKLING RESULT FOR RENAL UNIT

Around £4,000 was raised for the Renal Unit at Forth Valley Royal Hospital, thanks to an event at Stirling Rugby Club, organised by eight staff nurses. Around 250 people attended the Sparkling Afternoon Tea and were treated to a range of entertainment which included live music and a DJ. Tickets were designed and printed by the daughter of Staff Nurse Lynn McDonald.

One of the organisers, Kirstin Mackie, said the event helped celebrate the Renal Unit's 20<sup>th</sup> anniversary and many current and former patients, relatives and staff, including Unit Clinical Manager Jane Rodriguez, were present to show their support. As well as raising funds, using prizes donated by local businesses, the event was also an opportunity to highlight the importance of organ donation.



Just some of the team from the Renal Unit who helped raise this amazing amount of money

Almost 100 patients visit the Renal Unit three times a week for dialysis, some of whom are waiting for a kidney transplant.

# CELEBRATING NURSES DAY



Great fun was had by all at this year's International Nurses Day which was celebrated in the atrium at Forth Valley Royal Hospital. A performance by the Nurses Choir was followed with some spectacular dancing. Forget the Madison or the Paso Doble, the Slosh was a sight to behold and a video clip of the demonstration was shared on Facebook!

A new mini nurses uniform was also unveiled to promote FutureNurse - a new and innovative project aimed at younger children which will be rolled out in NHS Forth Valley to help promote nursing as a career.

International Nurses Day is celebrated around the world to commemorate the birth of Florence Nightingale.

## MAJOR ART PROJECT COMPLETED AT STIRLING HEALTH AND CARE VILLAGE

The finishing strokes have now been applied to a major arts project stretching across the new Stirling Health and Care Village.

The first stage of the project by Leigh Bagley, a contemporary textile and pattern designer, involved the design and installation of nineteen new art walls and three large scale murals in the Bellfield Centre. These high impact and decorative interiors evoke freshness, wellness and familiarity to the corridors, giving a sense of emotional comfort through colour. During the design process Leigh aimed to create environments that are both uplifting and soothing, which in

turn aid in decreasing frustration and boredom in people with dementia.

For the second strand of the project, Leigh curated a contemporary collection of limited edition prints for the GP and Minor Injuries and Outpatient Centres.

Leigh said: "Through a highly contemporary approach I hope I have demonstrated how pattern, print and colour can be transformative and uplifting for both patients and visitors, challenging traditional approaches to art for public healthcare buildings. I directly take influence from everyday surroundings and a love of modernist and abstract aesthetics."



# EYE TO THE FUTURE

The use of technology is delivering quicker treatment for local patients who present with eye problems following an injury or accident. It involves a slit lamp being used with a tablet computer to enable a consultant ophthalmologist to view the magnified eye remotely and advise on the best way forward.

The new system replaces the previous assessment process which sometimes involved a phone conversation between local clinical staff and an ophthalmologist.

The service is being provided in the Emergency Department at Forth Valley Royal Hospital and in the Minor Injuries Unit at Stirling Health and Care Village. It is also being piloted in an Alloa branch of a national chain of opticians.

To date it has been running as a trial and according to Consultant Ophthalmologist, Iain Livingstone,



feedback has been very positive. He said: "Early results show high levels of acceptability from both patients and clinicians. Around 50% of video-enabled consultations have resulted in either same day discharge from the Emergency Department or Minor Injuries Unit or prevented the

need for a follow up review at the Ophthalmology Department in Falkirk Community Hospital. This not only reduces the need for patients to attend additional appointments but has also helped free up capacity and reduce waiting times."

## BIG INCREASE IN RESEARCH

The number of clinical studies and trials taking place in NHS Forth Valley has increased sevenfold in the last 15 years from 32 in 2004 to 210 in 2018. They include input into a number of national research programmes and have covered conditions as diverse as diabetes, Alzheimer's, Crohns colitis and frozen shoulder.

One of the latest studies has been carried out in conjunction with Guys and St Thomas's Hospital in London and NHS Forth Valley was the only Scottish Health Board to be involved. More than 170 local people with ulcerative colitis or Crohns Disease were recruited and asked detailed questions about their diet. The trial ran for a year and is now being evaluated.

NHS Forth Valley has also been part of the DiRECT study, a trial funded

by Diabetes UK and led by experts at Glasgow and Newcastle Universities. It has seen local dieticians helping people with the condition lose weight, initially through an 800 calorie diet, which, in some cases, has led to remission and reduced the need for diabetes medication.

NHS Forth Valley Research and Development Officer Allyson Bailey explained: "Every new medicine and treatment starts with volunteers taking part in clinical trials and studies. We owe our high standards of medical care to the clinicians, scientists, academics and stakeholders who design, develop and carry out research, the participants willing to take part and the diverse teams who analyse the results. Even when researchers do not reach the outcomes they might have expected, the results can still help improve treatment, care and our understanding of the various conditions."



The pioneering work in NHS Forth Valley was celebrated as part of the recent International Clinical Trials Day which commemorates the anniversary of the first clinical trial in 1747 by James Lind into the causes of scurvy on board the HMS Salisbury.

To find out more about clinical trials and research opportunities contact Research and Development Officers [allyson.bailey@nhs.net](mailto:allyson.bailey@nhs.net) or [rosemarywilson@nhs.net](mailto:rosemarywilson@nhs.net)

# NEW GP PRACTICE FOR PLEAN

A new GP practice has opened in Plean, the first time that the village has had its own health centre and not been a satellite clinic of another Practice. With a patient list of just under 3,000 patients, the new Tor Medical Group is a welcome addition to the local community

Dr Stuart Cumming, Associate Medical Director, Primary Care, said: "The ability to re-register patients from

Bannockburn and a number of surrounding GP Practices with the new Tor Medical Group will help free up capacity and improve sustainability across the wider Stirling area."

The two GP partners, Dr Scott Henderson and Dr Ronnie Sydney, who have worked together in the past, say the new Practice has taken 18 months of detailed planning.

Dr Henderson commented: "We are excited to be setting up something fresh. We knew there was a need in the Stirling area for more GPs and we are also aware that there are plans for multiple housing in the area which will increase demand for local health services."

Dr Sydney added: "It will be nice for people to come into our bright and modern interior where they will receive 21st century healthcare. Even before we opened lots of people were chapping at our doors to ask about our plans."

Pictured (back left to right) are: GP Dr Scott Henderson, Advanced Nurse Practitioner Yvonne Johnston, Practice Manager Jackie Laird, (front) GP Dr Ronnie Sydney and (reception) Business Manager Claire McEwan.



# WISH YOU WERE HERE?

Forth Valley GP, Dr Lynsay Crawford and her team became stars of the show at a recent recruitment event for GPs. The so-called 'speed dating event' was organised in Glasgow by the BMA and, when a speaker didn't turn up, Dr Crawford, Clinical Lead at Hallpark Medical Practice, used the opportunity to step up to the platform and give an insight into her experience as a salaried GP within a Board-managed Practice.

According to Dr David Herron, GP Clinical Lead for Falkirk Health and Social Care Partnership: "Nearly every person we talked to all said Lynsay had made working in a 2c Practice sound a really good job and her off-the-cuff talk went down really well."

The NHS Forth Valley campaign to

attract GPs was based on a 'Wish You Were Here' theme and included a stall where specially-printed postcards showing some of the scenic highlights of the area also carried the message of who to contact for an informal chat. They were handed out with other

promotional give-aways including jute bags and water bottles.

All those attending said the stall was very busy and generated lots of interest which it is hoped will lead to more newly qualified GPs choosing to work in Forth Valley.



# WE HAVE LIFT-OFF

Patients, staff and visitors to Forth Valley Royal Hospital can't help but notice the latest colourful additions to some of the lift doors.

A total of four are now carrying a range of messages to support a number of local and national health campaigns.



## SWEET MEMORIES AT BO'NESS

Patients in Ward 2 at Bo'ness Hospital can now take a step back in time, thanks to the work of these volunteers from Denny and Bonnybridge Men's Shed. They've converted a summer house at the bottom of the hospital garden into a vintage sweet shop.

Senior Charge Nurse, Carla Crzebien, explained "When you open up the boxes you can still smell the sweets! We hope to get tables and chairs in there as well so that patients can go in with relatives and staff for a bit of reminiscence."



# INTERNATIONAL RECOGNITION

A Falkirk-based mental health football team, run in partnership with NHS Forth Valley Occupational Therapists, Caledonia Services and Stenhousemuir Football Club, was recently featured by FIFA in an article which received worldwide attention and 20 million hits on social media. Players who were interviewed said they felt very proud to be part of the team and the role it played in breaking down the stigma surrounding mental health.

Known as FUSE (Falkirk Users Soccer Experience), the team has won the Scottish Mental Health and Wellbeing Championships in both 2018 and 2019 and, as guests of the SFA, were recently invited to play in a pre-Scottish Cup final mental health tournament at Hampden Park.

The team meet on a weekly basis with coach Danny Newbiggings at Stenhousemuir Football Club. All genders, ages and abilities are welcome. The aim is to increase mental and physical well being for individuals experiencing mental health problems.



According to NHS Forth Valley Mental Health Therapist Julie Cunnell, Government figures estimate that, in any given year, one person in three suffers some form of mental illness. She explained: "Everyone involved in the football programme – without a single exception - has reported an improvement in their mood and a decrease in their levels of anxiety. Some of the people weren't even able to leave the house and now you'll see them travelling round the country for tournaments – and loving it!"

## MONUMENTAL EFFORT OF MENTAL HEALTH TEAM

**Buoyed up by the Proclaimers anthem "I would walk 500 miles and I would walk 500 more" – an NHS Forth Valley mental health team raised more than £2,000 at this year's Glasgow Kilt Walk.**

Known as Team Monumental they completed the 23 miles from Glasgow Green to Balloch. Pictured (left to right) are Ela Hamer, Nathan Graham,

Emma Keay, Jahn Callaghan and Lliisa Michalowski. Also supporting them was Lesley McKay who completed 15 miles.

Another two members of the group who were unable to take part in the walk were Chantell Lees and Rebecca McLeish.

The money collected will be sent to the mental health charity Support in Mind.



## DIRECT SUPPORT FOR DIABETES

**Community dietitian Lesley Slaughter, one of the healthcare professionals involved in a specialist weight management programme for diabetics, has been featured in a quarterly magazine from Diabetes UK.**



Lesley's work in the DiRECT study – a trial funded by Diabetes UK and led by experts at Glasgow and Newcastle Universities – has seen her helping participants through initially introducing local calorie soups and shakes in an 800 calorie diet, providing support to re-introduce normal food and importantly encouraging them to maintain their weight loss.

The latest findings from DiRECT reveal weight loss can put Type 2 diabetes into remission; two thirds of those who lost 10 kilos or more are in remission two years later.

# EXCELLENCE IN ED

**A scheme which recognises good work by Emergency Department staff has been singled out for praise following a recent visit by the Scotland Deanery Quality Management Team. It was among several plaudits which also included praise for the formal teaching programme.**

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 Turas. 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 explained: "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."

Other positive areas highlighted in the Deanery report are:

- The formal teaching programme is well run and time to attend is protected on the rota. This includes regional teaching
- Senior trainees have two sessions a month for 1:1 teaching and portfolio work
- There is a well run and established incidence reporting system where learning from incidents is fed back
- The handover is consultant-led and multidisciplinary. There are learning opportunities including the safety card

The report also noted the lack of Wi-fi and mobile phone reception and said Wi-fi must be provided to support the learning needs of doctors in training. An action plan has been developed to address the issues raised in the report.



## SOMEONE TO TALK TO

Sometimes it can be tough at work, especially in healthcare. And sometimes it can be good to talk things through with someone who will listen and who has an understanding of what it might be like to walk in your shoes. The Medical Peer Support (MPS) network for consultants and career-grade doctors has been established to facilitate and encourage supportive peer to peer conversations. The network is made

up of a group of trained doctors who are available to listen to and talk with colleagues needing informal help. The service is entirely confidential, and there will be no record of any conversations.

NHS Forth Valley Consultant in Emergency Medicine, Dr Elspeth Pitt, said a survey had revealed that more than 75% of those questioned had a reaction to a situation which lasted from one to nine months and around 70% would have welcomed someone to talk to, especially with a colleague.

"Everyone's experience is

their experience but it's the opportunity of sharing with someone who has been in their shoes which is vitally important. It's showing that people care about their colleagues and that they matter."

Fifteen peer supporters are involved in the network and a list is available on the Medical Peer Support section of the intranet. Anyone seeking assistance should send an email to their preferred person to say they would like a peer support conversation.

Once contacted, the medical peer supporter will offer up to three 'listen to connect' one-hour



conversations at times and locations of mutual choice. The process will have a discreet start and end.

Medical peer support is currently open to any non training grade secondary care doctors working in NHS Forth Valley. It is hoped eventually that all staff groups will have their own form of peer support.



## 'ONCE FOR SCOTLAND' WORKFORCE POLICIES CONSULTATION

A major consultation has been taking place across NHS Forth Valley as part of a national move to create single, standardised workplace policies across the whole of NHS Scotland. This means that from the implementation, planned for August 2019, NHS Boards will no longer have the ability to vary any workplace policies.

Representatives from NHS Forth Valley attended a number of national engagement events earlier this year and a one month consultation process recently took place. This included a World Cafe Event in Forth Valley Royal Hospital which captured feedback from 60 staff across the organisation. Some good conversations took place and all of the feedback has been collated and shared with the national workforce group for consideration. A big thank you to all those who participated.

The first phase of the programme, known as Once for Scotland, has been considering 6 core policies

- Workforce Investigatory Process
- Dealing with Employee Grievances
- Management of Employee Conduct
- Management of Employee Capability
- Prevention and Dealing with Bullying & Harassment
- Promoting Attendance

## CATCH THE JOB TRAIN ...more than an ATS

A new national recruitment system, known as Job Train, will be arriving in the autumn, providing a platform which makes recruitment easier for both candidates and hiring managers.

Replacing the current NHS Forth Valley recruitment system, it will help NHS Scotland promote job opportunities through a more dynamic employer profile at local, national and international levels.

Those responsible for hiring will be able to manage their vacancies online, see real time interest in vacancies, draw up a shortlist and process candidates online. Candidates will be able to track their applications through their own portals including responding to interview dates etc.

The system will also be accessible on mobile phones, tablets and iPads and will provide links to social media.

Training and awareness sessions for managers will be arranged as part of the implementation and details will be available on HR Connect.

**For a whistle-stop tour of Job Train watch the following clip <https://www.youtube.com/watch?v=vN-QvzFQBmQ>**

# Well Done!

Meet our latest cohort of leaders who recently completed the Introduction to Leadership Programme.

From left to right are: Kirsten Webster, Viki Kallai, Tracey Archibald, Amy Whyte (back), Kim Aitchison (back), Barbara-Anne Cleaver (back), Marissa Equi, Leanne Fairclough, Kathleen Burns, Samantha Johnstone, Claire Wilkie and Anne Benton.



# RCN REPS GET OUT AND ABOUT

Representatives from the local branch of the Royal College of Nursing (RCN) have been out and about, promoting the work they do and how they support their members. They've been delivering the message at various locations including Falkirk Community Hospital and Forth Valley Royal Hospital and more information days are planned throughout the year.

The Branch Team comprises Secretary Derek Crossan, who also sits on the RCN Scotland Board, Lindsey Orr who is one of the local Stewards and Hilary Nelson who is also a local Steward and branch treasurer.

They have been busy working alongside RCN Scotland to support a range of national campaigns including the Safe Staffing campaign which has now successfully passed through the Scottish Parliament. Local representatives have also highlighted the RCN Rest Refuel Rehydrate campaign to help ensure staff look after themselves in the workplace. Kim Sunley, a national adviser for the RCN,



(left to right) Hilary Nelson, Garry Campbell RCN officer and Carole Murray RCN Officer with Deputy Nurse Director Rita Ciccu Moore and Director of Nursing Professor Angela Wallace celebrate the 2019 International Nurses Day

recently visited NHS Forth Valley to share this work.

One of the most important events in the RCN calendar is the annual congress which is being held in Liverpool this year. This week-long event sees nurses from up and down the country coming together to debate nursing issues and shape the work of the RCN and the local Forth Valley branch is closely involved.

**To find out more about your local RCN**

**branch follow them on:**

**Twitter @RCNForthV**

**Facebook RCN Forth Valley Branch**

**Tel: 0345 772 6100**



## INVESTORS IN PEOPLE UPDATE

NHS Forth Valley is continuing the very successful journey with Investors in People and is now focused on moving from Gold Level to Platinum over the next three years. We are also progressing accreditation of our Investors in Young People Award Gold over the same timeframe and the IIP Assessor will be speaking with staff members across the organisation during August 2019.

Here is a reminder of the Indicators of high performance we are assessed against:

<b>Leading and Inspiring People</b>	<ul style="list-style-type: none"> <li>Leaders make the organisation's objectives clear</li> <li>They inspire and motivate people to deliver against these objectives</li> <li>They are trusted by people in the organisation</li> </ul>
<b>Living the Organisation's Values and Behaviours</b>	<ul style="list-style-type: none"> <li>People and leaders act in line with the organisation's values at all times</li> <li>They have the courage and support to challenge inconsistent behaviours</li> </ul>
<b>Empowering and Involving People</b>	<ul style="list-style-type: none"> <li>There is a culture of trust and ownership in the organisation</li> <li>People feel empowered to make decisions and act on them</li> </ul>
<b>Managing Performance</b>	<ul style="list-style-type: none"> <li>Objectives within the organisation are fully aligned</li> <li>Performance is measured and feedback is used</li> </ul>
<b>Recognising and Rewarding High Performance</b>	<ul style="list-style-type: none"> <li>Recognition and reward is clear and appropriate</li> <li>There is a culture of appreciation</li> <li>People are motivated to perform at their best</li> </ul>
<b>Structuring Work</b>	<ul style="list-style-type: none"> <li>The organisation is structured to deliver the organisation's ambition</li> <li>Roles are designed to deliver organisational objectives and create interesting work</li> <li>Collaboration is encouraged as a way of working</li> </ul>
<b>Building Capability</b>	<ul style="list-style-type: none"> <li>People's capabilities are actively managed and developed</li> <li>People are allowed to realise their full potential</li> <li>The organisation has the right people at the right time, for the right roles</li> </ul>
<b>Delivering Continuous Improvement</b>	<ul style="list-style-type: none"> <li>There is a focus on continuous improvement</li> <li>People use internal and external sources to come up with new ideas</li> <li>The culture encourages innovation</li> </ul>
<b>Creating Sustainable Success</b>	<ul style="list-style-type: none"> <li>The organisation has a focus on the future and is responsive to change</li> <li>Leaders have a clear understanding of the external environment and the impact this has on the organisation</li> </ul>

# NEW ARRANGEMENTS FOR CHILDHOOD VACCINATIONS

Childhood immunisations at specialist vaccination clinics run by NHS Forth Valley's immunisation team are now set to be rolled out across the Stirling area following a successful pilot scheme in Clackmannanshire. This saw babies and young children registered with seven GP practices, receiving their immunisation at two locations, Tillicoltry Medical Practice and Clackmannanshire Community Healthcare Centre.

A survey of patients and carers revealed that most were happy with the new arrangements. Comments included:

- Nurses very nice and helpful, everything perfect
- Friendly atmosphere and staff doing a great job



- Great quick service

The Stirling childhood immunisation programme will focus initially on babies and young children in the city area before moving out to cover more rural locations across Stirlingshire.

Vaccination is one of the most effective public health interventions and NHS Forth Valley has consistently

had excellent uptake, especially in routine childhood immunisations. Between birth and the age of 14, children now receive 20 doses of 11 different vaccines. The new vaccination arrangements have been set up to support the new GP contract and form a key part of NHS Forth Valley's Primary Care Improvement Plan.

## APPLE APPEAL BEARS FRUIT

Kind-hearted folk in Forth Valley responded magnificently after health professionals appealed to the public to donate unused or unwanted Apple iPod shuffles to help with a new project called 'Music with Meaning'. Many offers of equipment were received as people checked their cupboards and drawers.

The new project is a collaborative piece of work being undertaken by the Palliative Care Team, National Dementia Champions and Quality Improvement Team. The Palliative Care Team recognised that music can be an important part of someone's care at the end of their life, regardless of diagnosis. By setting up 'Music with Meaning'



they plan to not only gather data on the impact individual music choices can have on comfort and wellbeing of patients who are near the end of their lives, but also for their friends and families who may listen to the music with them, maybe reminiscing about special memories or happy life events.

NHS Forth Valley Palliative Care Team leader, Evelyn Paterson, explained: "In the past Apple iPod shuffles have been the preferred option for both for ease of use and cost but unfortunately these are no longer manufactured, hence our appeal. We will be gifting an iPod with the playlist already compiled and ready to use and hope that this new music initiative is as successful as our existing Playlist for Life project which was set up to support people with dementia and their loved ones."

Any staff member who has an iPod shuffle they want to donate can contact Evelyn Paterson on 01324 566325 or email [evelyn.paterson@nhs.net](mailto:evelyn.paterson@nhs.net) iPods can also be sent to the Palliative Care Team, Oncology Unit, Forth Valley Royal Hospital, Stirling Road, Larbert FK5 4WR.

# ANNUAL PLAN APPROVED

Our Annual Delivery Plan, which sets out plans and priorities for 2019/20 and the savings required over the next three years, was recently approved by the Board. It covers five key areas including improving health and reducing inequalities (with a focus on primary care, mental health, prison healthcare and maternity services) improving care (which deals with improving access to emergency care, cancer care, diagnostic testing, outpatient appointments, inpatient and daycare) and providing safe care, working in partnership, developing our workforce and financial plans.

The financial section highlights the need to deliver £36m of savings over the next three years to address increased costs associated with drugs, wages, supplies as well as rising demand for services.

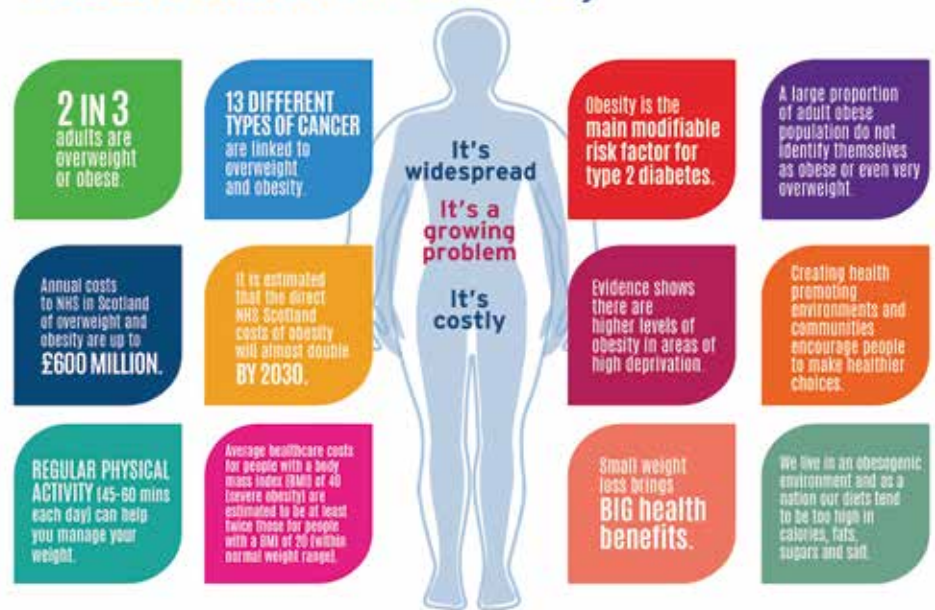
Also contained within the Plan are proposals to develop and support our workforce, with the management of absence and improvement of staff wellbeing as priorities. The iMatter process has generated a lot of feedback with a 62% response and identified several areas for improvement. These include increasing the visibility of senior managers and more employee involvement in decision making.

Talent management and succession planning for critical skills and posts is also being rolled out. This process aims to identify 'hot spots' where roles are likely to become vacant. The aim is to give those with the desire and potential to move to higher or more complex jobs to be given the opportunity to acquire the necessary skills and experience so they will be 'ready' to apply when a vacancy becomes available.

Find out more and read the full Annual Delivery Plan on our website.

# LET'S TALK ABOUT WEIGHT – NEW PACK AVAILABLE FOR STAFF

Here are some facts... about obesity



**Suggesting to a patient that they need to lose weight is never easy. But now community dietitians in NHS Forth Valley have launched a practitioners pack 'Let's talk about weight - Practitioners Pack' for healthcare professionals which helps them raise the issue using the right words and in a positive and consistent manner.**

Based on the popular 'Choose to Lose' weight management programme, the new pack provides prompts, conversation starters, practical advice and signposts individuals to useful weight management resources and local services.

Community Dietitian, Pamela Murray, explained: "Starting a short conversation about weight can support a person to start thinking about making lifestyle changes. Everyone in direct contact with the general public has an opportunity to raise awareness, motivate and signpost people to help them manage and maintain a healthier weight and improve their overall

health and wellbeing. It's also useful for practitioners to use the opportunity at follow up appointments to review weight change progress with their patients."

The new pack can be downloaded from the Choose To Lose website [www.nhsforthvalley.com/weight](http://www.nhsforthvalley.com/weight) which also contains practical information, tools and self monitoring worksheets to support people throughout their weight loss journey. Paper copies can be obtained by emailing Pamela. [murray1@nhs.net](mailto:murray1@nhs.net)

Individuals can also be referred to NHS Forth Valley's Weight Management Service. Current criteria for referral is a person with a BMI  $\geq 35$  who is seeking more intense support and help for their weight and other related comorbidities.

All referrals should be made through SCI Gateway or email [FV-UHB.weight-management-services@nhs.net](mailto:FV-UHB.weight-management-services@nhs.net) with details of current weight, height, Body Mass Index (BMI), any related health problems and, if possible, details of previous attempts to lose weight.

# SIGN UP TO IMPROVE SURVIVAL

Staff are being urged to sign up for resuscitation training in a bid to improve survival from cardiac arrest. Last year attendance at various adult and paediatric courses was only 71% leaving 525 training places unfilled. Now a major campaign is under way, not only to attract more people to undertake training, but also to improve the so-called 'chain of prevention' which seeks to reduce the likelihood of avoidable cardiac arrests through staff education to observe patients, recognise deterioration and respond effectively.

David Williams, Lead Resuscitation Officer, explained: "We know that the best way to improve survival is to prevent avoidable deterioration whilst also recognising that CPR is not always appropriate for some patients."

Over the past three years Forth Valley Royal Hospital has seen a rise in the number of adult cardiac arrests to 1.93 per 1,000 in-patient admissions. However survival to discharge has improved, from 15.9% in 2016 to 23.4% in 2018. The average national figure is around 21%.

Mr Williams added: "Resuscitation training now focuses on swift recognition of cardiac arrest, providing high-quality CPR and prompt defibrillation, skills which any member of staff can provide in an emergency. These skills could also be transferred out to our local communities. I would recommend that staff update their training annually."



The Resuscitation Service has invested in training mannequins, including paediatric models that provide real-time feedback on the quality of compressions and ventilations. The service has two dedicated training rooms on Level 2 at Forth Valley Royal Hospital. Courses are advertised via the Resuscitation Service page on Staffnet and you can sign up by using your eESS Learning Log-in.

Louise, the new Administrator, is also able to help with bookings or enquiries and can be contacted between 8.30 and 12.00 noon Monday to Friday on 01324 567417 or email: [FV-UHB.Resuscitation-training@nhs.net](mailto:FV-UHB.Resuscitation-training@nhs.net)

## TISSUE DONATION SUCCESS

**Cornea donation in Forth Valley has doubled over the past year, thanks to an innovative scheme devised by an NHS Forth Valley Emergency Department doctor. Each member of staff in the Department has now been issued with a prompt card, which acts as an aide memoire of the process of approaching a family, and the criteria for tissue donation.**

The size of a credit card, it tucks into the back of staff identification badges and was devised by NHS Forth Valley Clinical Development Fellow, Dr Susan Macmillan, as part of a Quality Improvement Project to increase the rate of tissue donation from the Emergency Department at Forth Valley Royal Hospital.

Tissues that can be donated after death include corneas, heart valves, skin and tendons. The gift of sight is life changing for recipients and donated heart valves, which are often transplanted into children, can be lifesaving. Skin is used to dress the wounds of patients who have been severely burned and donated tendons can be used to restore function and improve the quality of life for patients.

The increase in tissue donation is the result of a two year project which has also included Forth Valley Royal

Hospital Emergency Department's first ever Tissue Donation Week with daily facts read out at handovers, specialist guest speakers, an information display in the staff room, teaching sessions with all levels of medical and nursing staff and themed baking. Dr Macmillan is also working with the Scottish National Blood Transfusion Service to develop materials which can be used in other Emergency Departments across Scotland.

Dr Macmillan (front) is pictured with (left to right) Charge Nurse Kirsty Meikle, Alison Reed, Tissue Donation Co-ordinator and Staff Nurse, Ashleigh McAllister



# PAY TRIBUTE TO YOUR SINGING HERO

Raise your glass with a brilliant tribute to Pink, or turn back time with a Cher Tribute Night at the Macdonald Inchyra Hotel and Spa. Fifteen tribute nights from now to Christmas are booked in to enjoy nights out with friends.

The hotel is offering one lucky winner a complimentary evening for two people at a tribute night of your choice (subject to availability) inclusive of a three course meal, entertainment and disco until 1.00 am.

Macdonald Inchyra Hotel and Spa is an impressive traditional Scottish Manor House set in 44 natural acres in the heart of central Scotland, five minutes from the M9 Junction 5. With the exciting new events calendar underway, an ultra-modern gymnasium and spa, a Scottish steakhouse, great facilities for weddings and conference, the hotel has something for everyone to enjoy.



To win, just answer the following question:

**Immediately prior to starting Macdonald Hotels and Resorts in 1990, who did founder Donald Macdonald work for?**

Send your answer along with your name, job title and base to [nhsfvcomms@nhs.net](mailto:nhsfvcomms@nhs.net) (subject Staff News Competition) or by mail to NHS Forth Valley, Communications Department, Staff News Competition, Carseview House, Castle Business Park, Stirling, FK9 4SW. Deadline for entries is Friday 16th August 2019.

The winner of our last competition, a taster session with a personal trainer, is Lynne Brown, Immunisation Team Co-ordinator, based in Carseview House. The correct answer was Maximus Gluteus. Many congratulations Lynne.

# ROYAL RECOGNITION FOR RITA

One of the recipients of this year's Queen's Birthday Honours is NHS Forth Valley's Deputy Nurse Director, Rita Ciccù Moore, who has been awarded an MBE for services to nursing and the NHS Forth Valley Nurses Choir.

Rita has worked for the health service for more than 40 years and founded the Nurses Choir. Once a musical director was in place, the number of members expanded from 12 to the current 27. The decision to wear uniforms was taken to represent nursing as a profession and the choir, which has performed in community hospitals, churches and care homes, the Scottish Parliament, RCN Congress as well as in Forth Valley Royal Hospital, has raised in excess of £10,000 to date

for charities and good causes. The choir were also surprise guests on the Michael MacIntyre Show and took part in BBC Children in Need.

Rita's other hat – her nursing career – began in Stirling Royal Infirmary. After an intensive care course in Glasgow, which took in the Cardiac Intensive Care Unit, Coronary Care and Orthopaedics, it was back to Stirling Royal and the Queen Elizabeth Wing to a promoted post. In 1994, she became a charge nurse in Theatre Recovery and a pain specialist nurse. A subsequent move to management in intensive care, ostensibly for a two week stint, led to Rita's current career path. Moving to Falkirk and District Royal Infirmary she oversaw the merger of the intensive care departments into one department at Stirling, and undertook other



professional leadership posts before being appointed to her current role as Deputy Nurse Director.

Rita says she is both overwhelmed and humbled by news of her award.

## MEDICAL HONOUR FOR FORTH VALLEY HAEMATOLOGIST

Consultant Haematologist, Dr Roddy Neilson, has been appointed a Queen's Honorary Physician (QHP) by the Army. He's believed to be the first haematologist to be appointed to this role. His appointment is in recognition of his work in haematology for the military along with over 25 years service with the Reserve Forces.

Dr Neilson, who is a Colonel in the Reserve Army Medical Services said: "Since joining the Reserves I have been on deployed operations in Kosovo, Bosnia, Iraq twice and Afghanistan. My role has been as a physician and haematologist supporting clinical services in the front line hospitals. Our aim is to provide the best medical care



possible to deployed personnel and the Reserve Forces provide over 50% of that capability."

Although his appointment as a Queen's Honorary Physician is largely ceremonial, Dr Neilson believes it reflects well on NHS Forth Valley, which has supported his employment in the Reserves over the years.

## TOP CLASS SCHOOL NURSES

Congratulations to five newly qualified school nurses in NHS Forth Valley. Maddie Fergus, Louise Lindsay, Carrie Pearcy, Linda Rickard and Maggie Tyson have all completed the Master's Level Specialist School Nursing Post Graduate Diploma at the University of the West of Scotland.



# NEW FACES



Andrea Fyfe has joined us as Director of Acute Services after moving from Monklands Hospital in Lanarkshire

where she was Director of Hospital Services.

Andrea began her career in nursing in Forth Valley and was part of the team behind the development of Forth Valley Royal Hospital. She has also worked as a General Manager in Luton and Dunstable Foundation Trust and in NHS Fife where she was responsible for Emergency Care and Medicine.



Michael Wilson has been appointed as Clinical Lead for Forth Valley Royal Hospital's Trauma Unit.

A Consultant in General and Upper GI Surgery, Michael brings a wealth of experience gained as a Fellow in Major Trauma at St Mary's Hospital in London where he worked within the pan London Major Trauma Network.

Michael is also a commissioned officer in the Royal Navy Reserves (Medical Branch) attached to HMS Scotia. He is currently officer in charge of Tay Division (HMS Scotia).



Paul Matthews has joined NHS Forth Valley as Head of Health and Safety. Paul has a wide range of

experience in the Health and Safety arena and joins us from The Walden Centre NHS Foundation Trust in Merseyside. Paul will be linking in with colleagues across the organisation over the coming weeks and months. He is based in Room 47, Top Floor, Administration Building, Stirling Health and Care Village and can be contacted on paul.matthews15@nhs.net or 01786 434175.

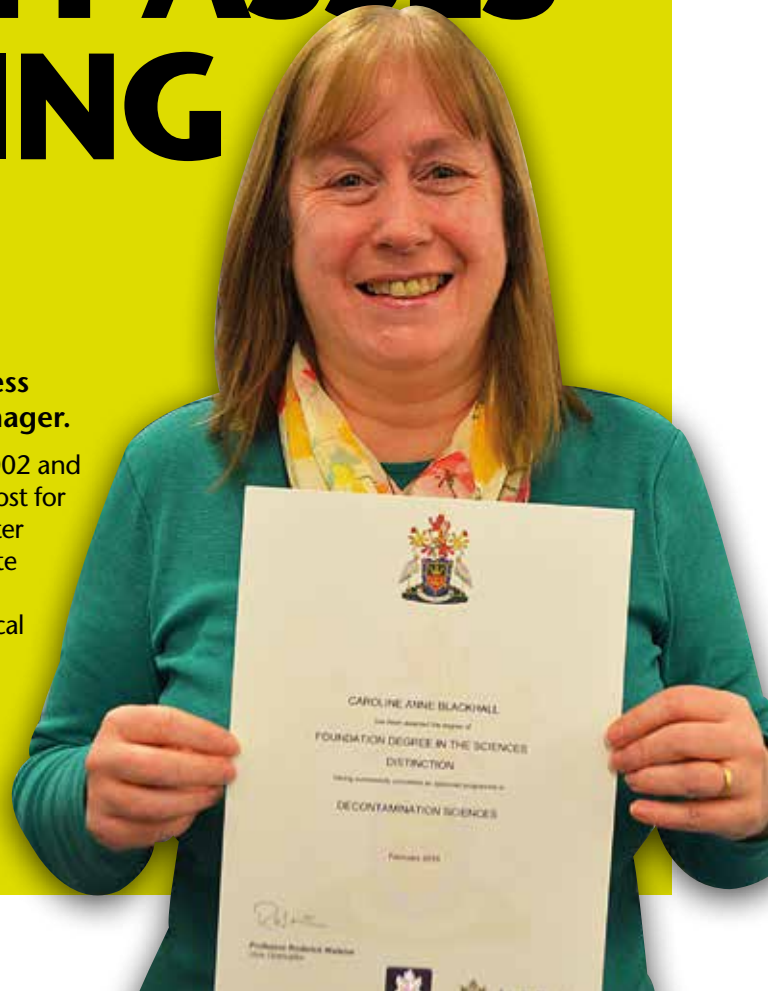
## CAROLINE PASSES WITH FLYING COLOURS

Caroline Blackhall, who works in the sterilisation unit in Falkirk (ASDU), has become one of the first sterile services staff in Scotland to gain a degree in decontamination sciences. Caroline achieved a distinction and completed the degree on a distance learning basis with Anglia Ruskin University, whilst continuing her full time role in the unit as Quality,

### Training and Process Improvement Manager.

She joined ASDU in 2002 and has held her current post for the past three years after completing the Institute Decontamination Sciences (IDSc) technical certificate.

Unit Manager, Michelle Holburn, described Caroline's success as "a brilliant achievement."





# BUBBLES BOWS OUT

Staff who attended Ian Aitken's retirement learned a few things about him which he had managed to keep under wraps during his 42 year NHS career.

Most people were aware that his first role was a nursing assistant at the former Royal Scottish National Hospital at the tender age of 17. This was meant to be a summer job but ended up in a move to full time nursing.

Some people present were also aware that Ian gained several additional qualifications, including a Diploma in Behavioural Psychotherapy, and had chaired many key national advisory groups and forums.

But what most people (apart from maybe his wife!) were unaware of was that Ian's nickname was Bubbles and that he used to sport a perm which Derek Johnstone would have been proud of.

Ian, who is pictured with senior colleagues, spoke about his early days in the NHS, recalling with fondness the challenges but also the fun he and his colleagues had. He



also paid tribute to his committed and dedicated team, many of whom had worked with him since he became a General Manager in 2003.

Although he acknowledged he had mixed feelings about retiring, he is looking forward to spending more time with his family, including his brother who is due to visit from Australia and his baby granddaughter Sophia.

## WHAT A DIFFERENCE A DAVE MADE

**When David McPherson left NHS Forth Valley colleagues commented on his detailed knowledge, his ability to spot things quicker than anyone else and of course his legendary wit.**

Dave's creative use of language, humour and observational skills were described as a "black belt in linguistic mechanics." He used these to great effect throughout this time in Forth Valley often to deal with very challenging and difficult issues. His ability to take people with him and get things done were praised by those who worked with him closely over the last 17 years. Colleagues described Dave as the person you would want by your side in a crisis, a great team player and someone who could turn their hand to anything and everything. Whether it be dealing with the thorny issue of helipads, preparing for the move to Forth Valley Royal Hospital or managing services during the 'Beast from the East', Dave's leadership abilities and people skills always came to the fore.

When asked what words they would use to describe Dave, colleagues came up with sharp, funny, quick witted, articulate, bright and could be opinionated! A life-long Rangers fan and lover of a good night out, Dave also enjoyed the social side of work and was noted for his sharp suits, nice manners and great listening skills.

Paying tribute to his colleagues, Dave also thanked his wife Anne and son Scott who he said had put up with a lot to support his NHS career. He also said that, while he will miss his colleagues, he won't miss the late night phone calls and teleconferences!



# LYNN'S LEGACY

**Nurse of the Year, media personality, national award winner and equality and diversity champion are just a handful of the accolades associated with Lynn Waddell, who retired recently after 40 years working within the NHS.**

Lynn left on a high note, following the opening of a project she masterminded – the Meadows, a centre which offers support to victims of rape and sexual abuse – a fitting end to a career which began with her working as an auxiliary nurse at Bellsdyke Hospital and ended with her post as Equality and Diversity Manager.

Lynn originally wanted to be a police officer but her eyesight let her down (in those days glasses were not permitted!). After qualifying as a nurse, Lynn was seconded in 1993 to a project working with the deaf. This post became permanent and NHS Forth Valley was the first health board in Scotland to have a Disability Adviser.

In 2001, Lynn was awarded the Queen's Nursing Institute Award for Partnership Working and, in



2004, was seconded to the Scottish Government's Health Department as a Senior Practice Development Officer to help prepare NHS Boards in Scotland for the Disability Equality Duty 2005. For the last 7 years of her career Lynn worked as NHS Forth Valley's Gender Based Violence Lead and Equality and Diversity Manager.

Lynn's work has featured in a number of journals and books, including national guidance she developed on the care of deaf pregnant women, as well as TV and radio. She was also filmed by the BBC when she won a Nurse of the Year award.

Lynn's career has encompassed some extraordinary moments. Involved in the design of Bo'ness

Hospital, Lynn attended the official opening and while the foyer was being vacuumed she politely stood back and ended up sitting on top of the ceremonial cake!

Lynn also sang with the NHS Forth Valley Nurses Choir and when the choir appeared on the Michael McIntyre Christmas Show in 2017 she impersonated a gorilla. She was then accused of stealing presents from under the Christmas tree, when in actual fact she had left her bottle of water on stage and had darted back to try to retrieve it!

Lynn is pictured with some of her Police Scotland colleagues with whom she worked closely. They presented her with a plaque and flowers to mark her retirement.

## TRAVELLING TIMES FOR MONICA

**Former Head of Clinical Governance, Monica Inglis received a helping hand to travel during her retirement, when she was presented with euros as one of her leaving gifts. Others included a specialty gin and matching glass as well as chocolates and flowers.**

Monica held a number of managerial posts in NHS Forth Valley, including Clinical Midwifery Manager, Quality and Professional Development Co-ordinator and Associate Director of Nursing.

Director of Nursing, Professor Angela Wallace, said Monica had achieved national and local recognition for her work, which encompassed clinical governance and audit, the Scottish Patient Safety Programme and Quality

Improvement. She described Monica as the golden thread holding everything together, caring for patients first and always keeping everyone safe.



# DEREK RETIRES WITH A



A man whose work to reduce dental decay has led to thousands of local children being spared unnecessary anaesthetics and extractions over the years has retired from NHS Forth Valley. Consultant in Dental Health, Derek Richards, who enjoys a worldwide reputation as an expert in evidence-based dentistry, has been described by Director of Public Health, Dr Graham Foster, as "a real asset for Forth Valley."

After qualifying from Cardiff Dental School in 1977 Derek worked in hospital, general and community dental practice. While undertaking dental public health training in the Anglia and Oxford region he developed an interest in evidence-based healthcare and, in 1995, helped to establish the Centre for Evidence-based Dentistry. He has been involved with teaching and a wide range of evidence-based initiatives, both nationally and internationally, since then. In 1998, he was instrumental in founding the journal EBD (Evidence Based Dentistry) which he has edited since then, overseeing the production of 19 volumes and over 70 issues.

Derek loves his garden by the silvery Tay and hopes to spend much more time there working towards becoming self sufficient. Over the years colleagues have enjoyed everything from his lettuce to his rhubarb. He is also a dab hand in the kitchen so his produce is well utilised! He is currently constructing a new greenhouse and was presented with gardening vouchers as part of his retirement gift.

# 'MUM' KATHY WAVES GOODBYE

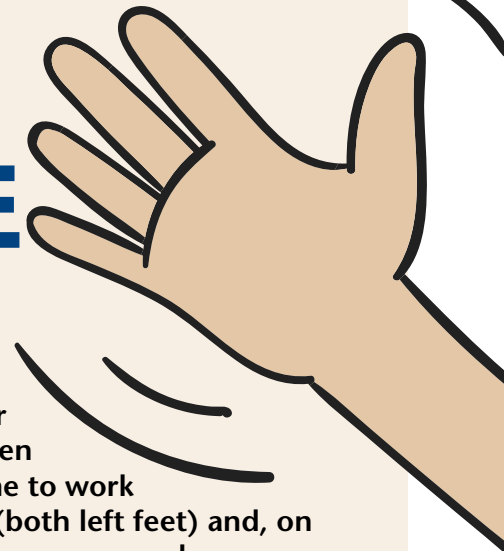
Diabetes Specialist Nurse, Kathy Devlin, who has been 'Mum' to many of our patients, has retired after 25 years with NHS Forth Valley and almost 40 years with the health service. At a celebratory tea to mark her retirement colleagues heard about a number of Kathy's distinctive traits that will be missed. Always



late, she never went anywhere with one set of clothes when two or three could have been worn. She once came to work wearing odd shoes (both left feet) and, on one occasion, she became angry because a phone was constantly engaged and it turned out she was dialling her own number!

Kathy trained as a nurse in Stobhill in Glasgow where she initially worked in cardiology before moving to Luton where she was employed in a hospital Emergency Department. She then decided to train as a midwife. In the mid 1990's she joined the Diabetes Team in Falkirk and District Royal Infirmary and has been an integral part of that team ever since.

Kathy was also a 'weel kent' face in the Women and Children's Unit where she has delivered education and training to midwives.





# WASTE NO

Make no mistake. Little changes can make a big difference. Switching off lights when it's bright outside, putting the right stuff in the right bin, thinking twice about whether you really need to travel to work by car and focusing on what can be recycled. Just a few suggested behaviour changes which could not only save money, but in the long term help save the planet.



## All sound a bit worthy?

Research has shown that many NHS Staff don't really know what sustainability is, and means. In short it's about our role in ensuring the health service is financially and environmentally sustainable – so that we are able to meet the needs of today's patients and future generations.

It is time now for everyone to take stock and think about the price our children and future generations will have to pay for two or three carbon-happy generations.



Derek Jarvie, NHS Forth Valley's Environmental & Sustainability Manager, joined us in December 2017 and has been working since then to help get the Board's 'house in order' from a sustainability perspective.

He explained: "I would like to see everyone working for NHS Forth Valley pulling together to minimise the environmental impacts within their control both at work and at home.

"There are no one-size-fits-all solutions, but we can all make small changes to ensure we are managing resources more efficiently so that our children, our grandchildren and future

generations have a planet that they are able to live on."

This is the core message of Sustainability Action, a new national brand developed for NHS Scotland which we'll be seeing a lot more of in future. As an organisation we have an important role to play in protecting the environment for residents, patients, staff and visitors. We are also a major employer and purchaser of goods and services.

What we do and how we do it can have an adverse impact on the environment and on the health and wellbeing of local people.

## So what have we done so far?



### Energy Efficiency

Our Estates Department already has a rolling programme of work underway to deliver the energy and carbon targets set out in the new Sustainability Action Plan. In 2018/19 we delivered several energy efficiency projects – 2000 lights were replaced with LED fittings in 18 health centre

and hospital buildings, external lighting was upgraded to LED at 9 health centre and hospital sites and older, less energy efficient boilers and heating systems have been replaced with highly efficient equipment at six sites across NHS Forth Valley. Moving forward, these changes will not only help save energy and reduce our impact on the environment, but

# DO NOT WANT NOT

will also deliver savings in excess of £40,000 each year.

Other notable energy efficiency projects delivered recently by the Estates Department include: installation of LED lighting within buildings at Stirling and Falkirk Community Hospitals and 'street'/car park lighting upgrades to LED at Bellsdyke, Bo'ness and Loch View Hospitals.

Further lighting and heating upgrades will be delivered by the Estates Department over the next 12 months.

A range of energy improvements have also been delivered through the development of the new Stirling



Health and Care Village. These include the decommissioning of large steam boilers, the replacement of a number of older buildings across the site

with two new highly energy-efficient buildings (the GP and Minor Injuries Unit and the Bellfield Centre).

## Forth Valley Royal Hospital

At Forth Valley Royal Hospital, whilst maintaining safe levels of lighting, every second light has been switched off effectively reducing cost by 50% within the main areas. In addition, stairwell lighting has been replaced with LED with auto dim and motion sensor capabilities. Similarly en-suite bathroom lighting has also been replaced with LED fittings throughout the hospital.

Other energy saving schemes which have been introduced are more energy efficient chillers and replacement of ward pantry dishwashers with new energy efficient models.

Forth Valley Royal Hospital and Larbert Woods have also been accredited with a Keep Scotland Beautiful Award and a new Building with Nature Excellence Award. These recognise the site as an exemplar in design, delivery and maintenance of high quality green infrastructure that benefits people and wildlife.



## So what next?

NHS Forth Valley's Sustainability Strategy was approved by the Senior Leadership Team earlier this year and a Sustainability Action Plan has been developed to help reduce the Board's environmental impacts between now and 2024. Over the same period the aim is to reduce energy consumption in our buildings by 25% and reduce our overall carbon footprint by 30%.

A new Sustainability Working Group has been established to help coordinate and drive this important work forward. The Group is made up of a cross section of staff including

dieticians, theatre, public health, nursing, transport, occupational health and estates staff. They meet regularly throughout the year to discuss and prioritise the delivery of projects.

Key opportunities where we can reduce impacts and potentially deliver financial savings include active travel and transport, green space, nature and biodiversity, reduction of waste, more efficient use of resources and the purchase of more sustainable, environmentally friendly and energy efficient equipment and supplies.

Options and opportunities in each of



## SUSTAINABILITY ACTION

Our NHS Our People Our Planet

these areas will be developed in the coming weeks. We are also working closely with our facilities partners SERCO.

# So what can you do to help?

## Heating



**If your department, ward or office is COLD check that:**

Windows are closed and draft free.

External doors are kept closed.

Make sure radiators are not blocked by equipment or furniture.

Please avoid the use of portable electric heaters if possible. They are expensive to run, result in about three times more carbon dioxide emissions than gas and can affect the settings on a heating control system.



**If your workplace is too HOT:**

Use the thermostats on the radiator (if fitted) to control the temperature or shut off some of the radiators.

DO NOT regulate the temperature in the room by opening windows as the heating may still be on.

Don't have air conditioning/cooling on at the same time as the room heating is on.



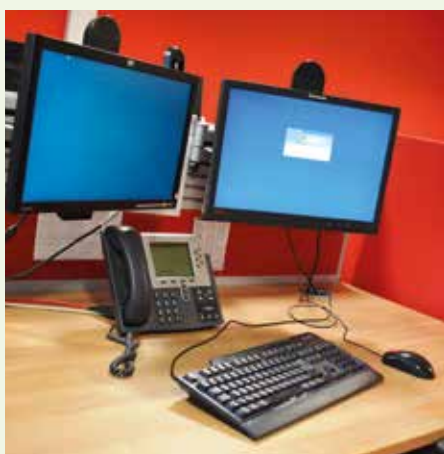
## Lighting

Make sure that lights are turned off in changing rooms, stores cupboards and toilets when they are not in use.

Turn off the lights when you leave a room unoccupied, even for a short period.

On bright days try turning off the artificial lighting; most people find natural daylight provides a better working environment.

Remember that the safety of patients, staff and visitors is of paramount importance so only turn off lights if appropriate and safe to do so.



## Electrical Equipment

Set up your PC so that it switches to power-save mode if it is not being used. Screen savers do not save energy.

Make sure that the power-save mode on photocopiers is switched on.

Switch off as much electrical equipment as possible at weekends and overnight (where safe and appropriate to do so).

Avoid leaving equipment on stand-by if possible. The stand-by mode can use as much as half the energy required when the machine is working.

Don't place fridges or vending machines close to heaters or in areas where there is strong sunlight.

Unplug chargers for mobile phones when not in use as they still use energy when plugged in.



# Reducing waste and recycling

In the coming months there will also be a focus on minimising waste and maximising recycling. This will include looking at ways of reducing food waste, clinical waste and theatre waste as well as looking at how we use and dispose of 'single use' plastic items and other waste.

A survey at Crosshouse Hospital in Kilmarnock on disposable cups discovered general uncertainty over which items were recyclable, little in the way of recycling information and a lack of specific bins for cups and to drain fluids. Researchers concluded that staff on the tills had a huge role to play in education and suggestions included more signage, new bins specifically for cups which could be recycled and re-usable cups to be issued free to all staff. Work will be undertaken to look at how the learning from this work could be replicated at our own sites to help boost recycling rates.

NHS Forth Valley has also signed up to use WARPIT – the Waste, Action,



Re-use website – which is designed to allow organisations to give away, reuse or loan office furniture, equipment and other resources internally or with other organisations to help reduce waste. To find out more, add items which you want to get rid of or search for items you want visit [www.warp-it.co.uk](http://www.warp-it.co.uk) Using this website has saved around £4,258 in the last year in NHS Forth Valley and helped avoided waste charges. Some of the larger NHS Boards have saved more than half a million pounds since they joined so there is still some way to go but lots of potential to reduce waste and recycle items which you no longer want.

Everyone has an opportunity now to 'step up' and be part of the solution - it's often the little things that help most and add up to making a real difference.

# IN THE SPOTLIGHT



## Specialist Health Protection Nurse, Joanna Johnstone

### Tell us a little about your current job

I am one of two Specialist Health Protection Nurses in the Public Health Department. We work locally, nationally, and, at times, internationally, with a big variety of acute and primary multidisciplinary teams, to prevent harm and hazards developing or spreading to the public and staff. It is an interesting, challenging and really enjoyable role, which I love.

### How did you arrive in NHS Forth Valley?

I came here via Saudi Arabia where I worked for three years as a Staff Nurse in Family Medicine for the King Faisal Specialist Hospital in Riyadh. I was part of a team who rotated across seven departments in this US-run hospital, looking after the 10,000 staff and their dependents and working in occupational health, outpatients, minor ailments, paediatrics, travel clinics and medication refill.

### Well travelled or a homebody?

I love to travel. I have been moving around all my adult life. I've worked for the British Armed Forces based in Germany and the only UK country I have yet to work in is Northern Ireland. My best holiday ever was an African safari. And, if I hadn't bought a house this year, I would have planned and trained to trek up to the base camp of Mount Everest, but I'm sad to learn that China has now stopped lay persons doing this. So my next plan is the Rio Carnival in Brazil!



### What makes you laugh?

Victoria my work colleague - she is a breath of fresh air with her bright and bubbly personality, a real pleasure to be around.

### Pizza parlour or posh nosh?

You have to spoil yourself. I love to dress up, pamper myself and go all girly with heels and a fabulous dress and of course it wouldn't be the same if you didn't have good company to top it all off. The best of both worlds I'd say is when I dressed up and ate pizza at the British Embassy in Riyadh to see the Red Hot Chilli Pipers on St Andrews Night in 2017.

### Bookworm or TV addict?

I used to be more of a book worm, but now I'm too much of a TV addict. However I've recently combined the two and I am currently listening to an audio book read by Stephen Fry on You Tube; he sure can bring 'The Hitchhiker's Guide to the Galaxy' to life much better than my imagination.

### Worst nightmare?

Being stuck on a desert island with only 10 discs. I would be bored silly. I am more of a city bird and hate it being too quiet and not having enough to interest me. That's why I stayed for 9 years in central London and loved Sydney and New York, they are my kind of towns.

### Burning ambition?

I wanted to be a pilot and I even took one lesson at Dundee Airport school after my friends bought me training vouchers for my 21st birthday. It was amazing but at the time too costly. However, as I've aged, although I love flying, I hate heights more and more, so that wouldn't have been a great attribute for a pilot.

### Your philosophy on life?

If you can, face your fears. I used to be afraid of deep dark water until I learned to scuba dive in Malta. I now have my open water and advanced open water PADI courses and prefer to be under the water rather than swim along the top. But in saying this, I'm still scared of spiders.

### What people might not know about you?

I did a part time evening class degree at Birkbeck College in London in 2000, studying Roman History and Archaeology. I did my first dig at a Roman City near Cluj-Napoca in Transylvania and loved Romania. I would definitely go back, but this time I would visit Draculas castle!

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