

FORTH VALLEY DOCTOR ON MERCY MISSION IN NEPAL

P13



**NOMINATE A
COLLEAGUE OR
VOLUNTEER P7**



**ROLLING
BACK
THE YEARS P11**



**COMPETITION -
WIN A PAMPER
PACKAGE P16**

A CAREER IN CARING

Pupils at Wallace High School in Stirling were able to hear first hand about a career in the health service thanks to several members of our staff.

John Smith, Professional Adviser for Orthotics, Christopher Mulraney, Community Psychiatric Nurse and

Management Trainee Marjolein Don were involved in organising an NHS careers day. This was arranged in conjunction with NHS Education for Scotland and Skills Development Scotland as part of a Community Challenge following completion of an Emerging Leaders course. Other health professionals attending included

Patrizia Henderson from Radiography at Forth Valley Royal Hospital.

The event was designed to showcase different careers in the NHS, enable young people to make informed decisions about chosen school subjects and make them aware of the opportunities and challenges of working in the health service.



OPEN MORE HOURS

M&S
SIMPLY
FOOD

The Marks and Spencer's store in Forth Valley Royal Hospital is changing its opening hours from Thursday 1st October 2015. The store will now open earlier through the week, perfect for those staff on early shift who want to grab a quick bite before work!

The new hours are;

Monday . .	06:30 to 20:30
Tuesday . . .	06:30 to 20:30
Wednesday	06:30 to 20:30
Thursday . .	06:30 to 20:30
Friday	06:30 to 20:30
Saturday . .	08:00 to 20:00
Sunday . . .	10:00 to 18:00



Keep an eye out for the next edition of Staff News, where we have teamed up with Marks and Spencer for a wonderful Christmas prize!

HELEN HEADS FOR FIFE

One of the best known faces in NHS Forth Valley, Associate Director of Nursing Helen Paterson, is heading to NHS Fife to take up the post of Director of Nursing. Helen started her career as a nursing auxiliary at the Royal Scottish National Hospital – now the site of Forth Valley Royal and began her nurse training at Falkirk and District Royal Infirmary. She attended Callendar Park College of Education and qualified in 1987.

In 1989, she began working in medical intensive care at Falkirk and nine years later moved to Stirling Royal Infirmary to take up her first Sister post. She became a Clinical Coordinator and moved to her current post in 2001.



Helen looks back on her time in NHS Forth Valley years, which span more than 30 years, with affection. She recalls The Queen's Golden Jubilee when wards were decorated with bunting, and a visit by the Princess Royal when patients were taken out in wheelchairs so they could wave flags. Her memories also include a medical unit dance at the same time as a new policy had been introduced on so-called 'attractive' drugs – drugs which people liked to get their hands on and which had to be kept under lock

and key. Helen went to the event dressed as a big tablet – complete with high heels!

Asked how she felt about leaving Forth Valley, Helen replied: **"I've got mixed emotions. I have been here for 31 years and I know everyone and it's like a family. I'll be sad to go but I am going to my extended NHS family in Fife – genuinely that's how I feel."**

CONSULTANT'S APPEAL FOR ORGAN DONOR REGISTER

A consultant at Forth Valley Royal Hospital, whose family have both donated and received organs for transplant, is appealing to people to sign the organ donor register.

Dr Helen Tyler, who works in intensive care, says the death of her cousin helped save the life of an 19 year old. Meanwhile her father-in-law benefitted from two kidney transplants.

Helen's cousin Caroline was in her first year at medical school when Helen was in her final year at the same university. Sadly Caroline stepped out on to the street and was hit by a lorry. She never regained consciousness. Her heart was donated to a student the same age, and both her kidneys and liver were

also given for transplant.

Dr Tyler explained: "It was in line with her wishes and gave her family the knowledge they had done one last thing for her. She had been training to be a doctor and always wanted to help someone and through donating her organs they believed she had achieved that. It gave them some sort of hope that they could take from a really devastating event."

The kidney transplants received by Dr Tyler's father in law helped extend his life. The first gave him ten years free from dialysis and allowed him to return to work and spend time with his family. When he received his second transplant he was very ill and his recovery process was different but every month it gave him precious extra time.

"I think we are very bad at discussing death" explained Helen. "It's amazing that some patients haven't talked about resuscitation or donation when

they are seriously ill. People generally are very superstitious – they think if they talk about death it will happen."

To join the NHS Organ Donor Register, visit www.organdonationscotland.org



HAPPY 10TH BIRTHDAY

Intensive Home Treatment Team Celebrate a Decade of Care



The Forth Valley Intensive Home Treatment Team (IHTT) set up to help people with mental health problems recover in their own home, are celebrating their 10th birthday. Between 2007 and 2014 they responded to more than 6,000 referrals and have been praised by patients for providing an alternative to inpatient psychiatric care.

The Team work extended hours over seven days a week and now offer same day assessments of all patients referred by clinicians in Forth Valley with the majority taking place in the home.

However, should admission become necessary then the team will arrange this. IHTT also have a 'crisis bed' which can be accessed by patients for one night, before being re-assessed the following morning to discuss ongoing care.

During the decade since their inception as a pilot they have maintained the same consultants and all the original charge nurses.

Consultant Psychiatrist Dr Colin Crawford said: "Most of our patients prefer to be treated at home and tend to get better more quickly. It avoids

WHAT PATIENTS SAID

"All the team worked hard to help me"

"Excellent team who are very quick in gaining insight and seeing past the surface of a patient"

"Staff were very caring, punctual and gave good advice on management of illness and medication. Delighted with service. Social care workers were excellent to aid recovery quicker"

"This is a very good service for people who perhaps feel no-one understands them or have nowhere left to turn"

the stress of having to come into hospital and all the upheaval that can cause."

Charge Nurse Gail Walker added: "It gives people a choice but it's not for everyone and the hospital is always there if the risks are too high."

The Team have also been recipients of a top award in the Scottish Health Awards for their pioneering work in treating acute mental illness at home.

STARRING ROLE

Medics and technical staff from NHS Forth Valley played a starring role in a short film and photographic exhibition which has won an award from the Royal Scottish Academy (RSA) and features in their annual exhibition.

The film, by Alicia Bruce, was made in the Scottish Centre for Simulation and Clinical Human Factors, which is based in Forth Valley Royal Hospital. It portrays the drama of a hospital emergency and shows medics 'performing' a simulated procedure with 'Sam', a 41 year old alcoholic suffering an internal bleed. It also encapsulates the drama felt by medics as they are watched and critiqued by peers in a nearby classroom.

The photographs in the exhibition feature many of the staff and mannequins based at the Forth Valley centre which provides state-of-the-art simulation training to clinical staff from across Scotland.

For more information:

<http://www.aliciabruce.co.uk/rsa-annual-exhibition/>



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VALUING OUR VOLUNTEERS

Chief Executive Jane Grant has paid tribute to the 200 plus volunteers who help staff look after patients. Speaking at a celebration event at Forth Valley Royal Hospital she said the Board wanted to say thank you for the enormous contribution the volunteers make and for their hard work and dedication in a number of areas across the organisation. These include the oncology unit, children's ward, discharge lounge and helping to represent the views of patients and the general public at meetings and events.

Some volunteers have also received training to allow them to repair and clean hearing aids in the audiology department. A number of volunteers are recruited through the Retired and Senior Volunteer Programme (RSVP), Royal Voluntary Service (RVS), Radio Royal,

Friends of Forth Valley Royal Hospital and Friends of Stirling Community Hospital.

Also attending the thank you event was Anne Hislop, Investing in Volunteers Manager at Volunteer Scotland who presented NHS Forth Valley with the Investing in Volunteers Quality Award. The Award was first achieved by NHS Forth Valley in 2011 and is reassessed every three years.

NHS Forth Valley Director of Nursing Professor Angela Wallace added: "We are delighted to receive this award as it recognises our ongoing commitment to developing and supporting the work of volunteers across the organisation."

L-R Helena Buckley Quality Manager NHS Forth Valley, Karen MacLure Person Centred and Patients Relations Manager NHS Forth Valley, Professor Angela Wallace, NHS Forth Valley's Director of Nursing, Chairman of NHS Forth Valley Alex Linkston, Anne Hislop Investing in Volunteers Manager Volunteer Scotland, Jane Grant, Chief Executive NHS Forth Valley, Jessie Anne Malcolm Public Partnership Forum Development Co-ordinator, NHS Forth Valley



PARTY TIME

Among the guests attending The Queen's Garden Party at Buckingham Palace was none other than Nicola Henderson, the NHS Forth Valley AHP Team Lead.

Nicola, a Senior Dietitian, was nominated to attend by the British Dietetic Association (BDA) in her capacity as Chair of the BDA Specialist Group for Older People which won the BDA Specialist Group of the Year Award in 2014.

Nicola said "I was honoured to be invited and I enjoyed every minute of the day. We walked up the red carpet into the Palace and through one of the

rooms which was adorned with fine art and gold cornicing. We were led into the Palace Gardens which were stunning.

"As a dietitian I spend most of my days talking about food and The Queen's Afternoon Tea is definitely worth talking about! From cucumber and mint sandwiches to melt in the mouth lemon tarts, and my favourite Battenburg cake, the food was fabulous. This was shortly followed by ice cream served to us on silver platters. I didn't manage to speak to The Queen but to be wandering around her garden was an amazing experience and I am so grateful for that opportunity."



A TASTE OF SUCCESS

Macaroni cheese, pork stir fry and apple pie and custard were just some of the culinary delights which staff and visitors were able to tuck into as part of food-tasting sessions organised to help celebrate National Dietitians Week.

The dishes, which were selected from the patient menus, were served up opposite the Reception area at Forth Valley Royal Hospital and free bottles of water were distributed throughout the week. The event was a great success and feedback on our patient food was very positive with many people commenting on the quality and wide range of food on offer. Visitors also had the chance to find out more about dietetics through fact sheets, a display of nutritional supplements and the chance to ask a dietitian just what it is they do.

Serco prepare around 3,500 patient meals a day for NHS Forth Valley and use local accredited suppliers. Milk, vegetables, fruit, meat and bakery products used in their recipes all come from within a 37 mile radius of Forth Valley Royal Hospital. In addition, they serve 1200 customers a day in the restaurant and their weekly order for patient meals alone stands at a staggering 1350kg of potatoes and 5,240 pints of milk.

MEET OUR TREND SETTING DIETITIANS

#DietitiansWeek trended on Twitter and our online presence achieved support from AHPs, key partners and supporters with members coming out in force to promote the profession across twitter, facebook, LinkedIn and YouTube.

Also as part of
Dietitians Week

2015, several dietitians from Forth Valley attended a British Dietetic Association (BDA) Board Reception at the Scottish Parliament hosted by Jamie McGrigor, MSP. This was an opportunity to showcase dementia care, examples of innovative projects to support dementia care and highlight other dietetic specialties.

TYPICAL PATIENT MENU

Pea and Vegetable Soup

White Chopped Pork Sandwich

Wholemeal Tuna Mayonnaise and Cucumber Sandwich

Vegetarian Shepherd's Pie

Chicken and Tomato Pasta

Rhubarb and Ginger Crumble

Custard

Strawberry Mousse

Fresh Fruit





DO YOU KNOW A HEALTHCARE HERO?

- NOMINATE A COLLEAGUE, SERVICE OR TEAM FOR A STAFF AWARD



There's been a terrific response already to this year's Staff Awards. Almost 230 nominations have already been received and the closing date isn't until August 13, 2015. And remember the awards are open to all NHS and Serco staff across NHS Forth Valley – including admin and support staff – not just clinical staff. While many of those nominated are based at Forth Valley Royal Hospital, nominations are also encouraged for staff working in

our community hospitals and community teams.

NHS Forth Valley Chief Executive Jane Grant said: "We want to hear about the many wonderful people who work in our organisation who go above and beyond the call of duty every day to deliver excellent care and treatment to patients. This is an opportunity for their colleagues, patients and members of the public to say thanks and show their appreciation. So if you know or work beside someone who deserves to be recognised we want to hear from you."

The NHS Forth Valley Staff Awards aim to highlight the hard work, care and commitment of local NHS staff, Serco staff and volunteers. People can nominate an individual, team, service or department. It could be a secretary, nurse, doctor, receptionist,

physiotherapist or one of the many volunteers who support the work of NHS Forth Valley. They could work in a hospital, health centre or in one of the many community health teams across Forth Valley.

There are six categories to choose from

- Top Team Award
- Inspiration Award
- Outstanding Care Award
- Volunteer Award
- Innovation Award
- Unsung Hero Award

Nominations can be made online at www.nhsforthvalley.com/staffawards. Nomination forms are also available in the main public reception and waiting areas of hospitals across Forth Valley or can be obtained from Liz Walker on 01324 567390. Forms can be returned in the freepost envelopes provided.

WHAT LAST YEAR'S WINNERS HAD TO SAY.....

Last year's inaugural Staff Awards attracted hundreds of entries and the feedback from the first winners and runners up was really positive with many commenting on how good it felt to be recognised and appreciated by colleagues and patients.

The Theatre Team, Winner of the 2014 Innovation Award: "We were absolutely elated that our new and creative

ways of working to enhance and support our patients care was recognised, not only in our own department, but also by the wider organisation."

Jane Kaney, winner of the 2014 Unsung Hero Award said: "I felt very humbled to be nominated and then to win the award was a very pleasant experience. It was and still is a great honour. There are a lot of unsung heroes working within NHS Forth Valley. If you know one or work beside one please nominate them."

SCOTTISH HEALTH AWARDS

Nominations are also open for the 2015 Scottish Health Awards run by the Daily Record in partnership with NHS Scotland and the Scottish Government.

There are sixteen award categories to choose from to recognise the work of doctors, nurses,

therapists, volunteers and unsung heroes. There are also specific awards for mental health, older people and women and children's services as well as staff leading quality and innovation. To nominate a colleague, team, service or department within NHS Forth Valley visit www.scottishhealthawards.com

visit www.scottishhealthawards.com



INTRODUCTION TO LEADERSHIP

These are the latest members of staff who have completed the Introduction to Leadership programme.

The picture shows the delegates together with Morag McLaren, Head of OD, who presented the certificates at the end of the programmes, and the facilitators Darren Patterson and Anne Benton from the OD Team.

L to R: Anne Benton, Elizabeth Murdoch, Jillian Tough, David Seaton, Jemma Smith, Rachael Walsh, Christine Brotherson, Johanna Maloney, Zoe Hector, Janice Baillie, Flip Aveyard, Alison Renton, Darren Patterson, Stuart Flynn, Morag McLaren
 Not pictured: Brendan Sturt and Claire McBeath

The results of the 2014 Staff Survey have been analysed and actions to address some of the key issues raised have been agreed in Partnership with staff representatives.

YOU SAID

66%

of respondents would like more to be done to support young people to get work experience or come to work in NHS Forth Valley.

75%

of respondents would like more to be done to support the changing needs of our mature workers in NHS Forth Valley.

28%

of respondents felt they are always consulted about changes at work.

5%

of respondents have experienced unfair discrimination from their manager in the last 12 months.

27%

of respondents felt that they could meet all the conflicting demands of their time.

WE LISTENED...

We will work with the National Modern Apprentice Network to commence a National Apprentice programme. Our first Modern Apprentice will start working with us in July 2015 with more opportunities to follow.

A workshop will be held on multi-generational workforce to support the mature worker and harness the skills and experience to pass on to younger members of staff.

We will make sure staff are consulted about changes and managers will liaise with local representatives at every appropriate stage of redesign. In addition, there will be enhanced communication with staff.

We will ensure NHS Forth Valley's Values and Behaviours are embedded in leadership and management competencies and in all recruitment processes, policies and procedures.

We will annually review Internal Workforce Plans which are linked with Service Plans to ensure the organisation has the right people, in the right place at the right time. The Clinical Services Review will also be used to develop a new Healthcare Strategy for NHS Forth Valley which will cover all services.

Planning is taking place for the 2015 Staff Survey which will take place during August and September. Look out for the survey which will be sent to your e-mail address with paper copies also available.

IT'S A SILVER FOR NHS FORTH VALLEY!



NHS Forth Valley has achieved the prestigious Investors in People (IIP) Scotland Silver status which is a significant achievement for the organisation itself and for all of the individual staff who contribute to making this organisation what it is.

Following a three year rolling assessment covering all areas of the organisation, our Assessor has deemed that we not only met the basic requirements of the Standard, but that we have achieved Silver status which is a step up from our previous Bronze status. We are now the only NHS Board in Scotland to achieve silver status for the whole organisation.

Feedback from the assessment highlighted the high levels of engagement in relation to the Clinical Services Review and limited evidence of a blame culture which has enhanced a culture of openness and candour. There is evidence of a strong learning culture with development needs being supported and staff being able to explain how this contributes to delivery

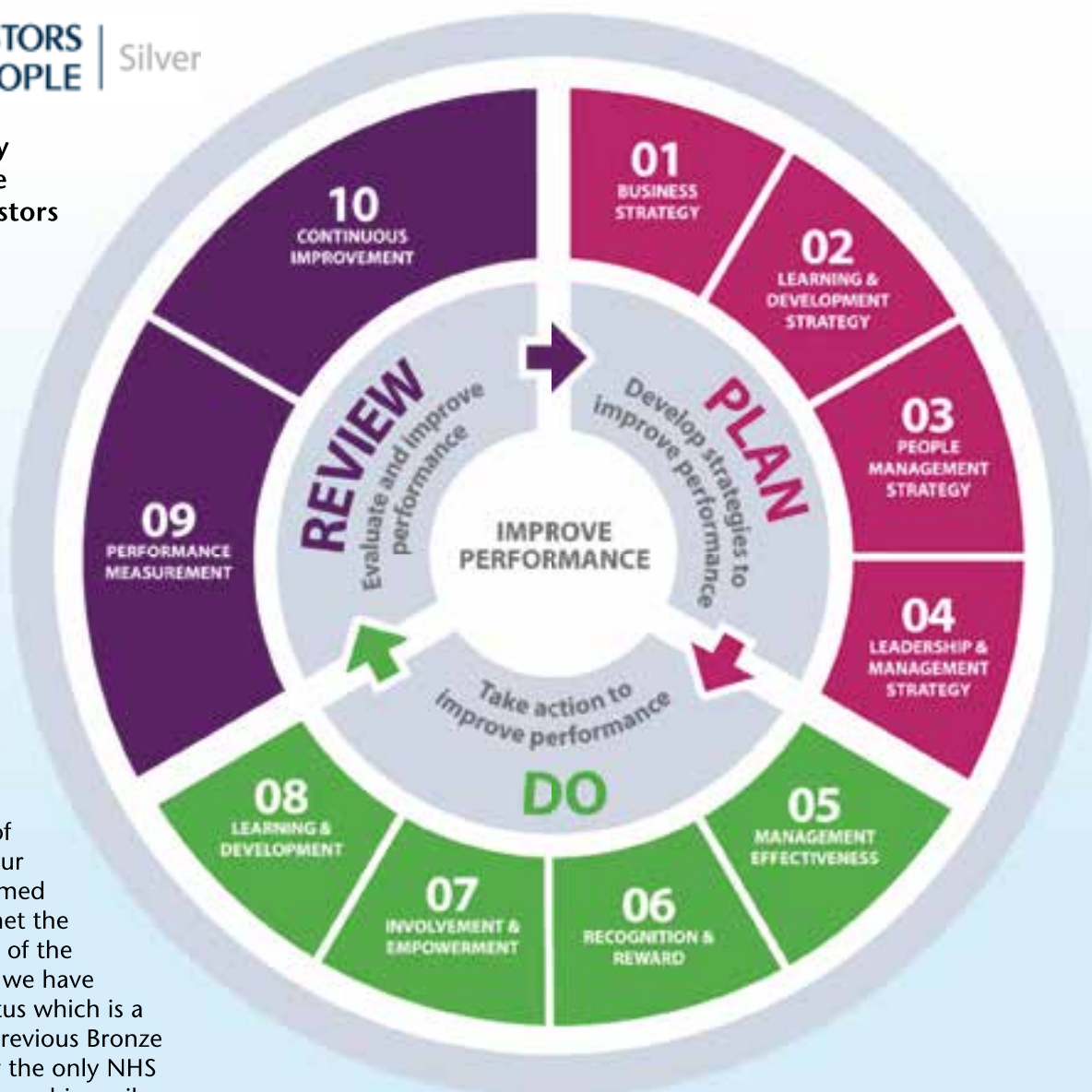
of continuously improving patient care. Coaching is viewed as being very positive and successful and the work around embedding NHS Forth Valley's Values and Behaviours was noted as an area of good practice as was work to recognise the work of local staff through the Staff Award Scheme and Long Service Awards.

The work around our Multigenerational Workforce

was mentioned as an area of strength as was the move towards creating more meaningful Personal Development Reviews.

Areas to be further developed include Succession Planning and developing Leadership Skills at Middle Manager level.

For more information see the IIP page on Learning Zone of Staff Net.



AGNES HANGS UP HER HAT

After 25 years of service and at 72 years of age Agnes Falconer said a fond farewell to all her colleagues at ASDU. Agnes, who worked as a Technical Officer within the Unit, received a Gleneagles voucher, a watch, flowers and a cake decorated to celebrate her various cruises in the past and those booked for the future.



SO LONG SUE!

Susan Milne, Team Leader for NHS Forth Valley's Community Children's Nursing Service has retired following 41 years with the NHS.

Susan started her nursing career in 1974 at Great Ormond Street Hospital, London, and became a paediatric staff nurse on completion of her training in 1978. She then moved to Glasgow to train as a midwife and worked in Yorkhill Hospital in a paediatric staffing post before becoming sister in ITU and Accident and Emergency.

In 1984, she joined the children's ward at Falkirk District and Royal infirmary as a Sister, before taking a short break to have family and returning a year later as a part-time staff nurse.

In 1996, Susan played an integral role in the development of the NHSFV Community Children's Nursing service and completed a community children's nursing qualification in speciality the same year. Since then she has worked as a team lead within the community children's nursing team.

Throughout her 40 years of nursing Susan has witnessed many changes including advances in technology and medical support which have radically improved the outcomes for many premature babies and young children. She has also seen many changes to uniforms and nursing practice.

Susan was kind enough to send us some pictures of her early nursing career, include her first uniform complete with frilly hat that she remembers fondly!



GOODBYE GLYNIS

"An incredible career and one that has made a difference to people, from cradle to grave." That was how colleagues summed up the 40 years plus, spent in the NHS by Lead Nurse for Community Health Services Glynis Gordon, who retired recently.



Glynis began training at St Thomas' in London and then worked as a sister in the Dialysis Unit. In 1975, she became a Public Health Nurse and Health Visitor, working initially in London before moving to Forth Valley in 1984. She held various Health Visitor posts until 2002, when she became a Clinical Lead Nurse and

around three years ago took on the professional nursing role for the combined CHP. Heavily involved in project work, she also tackled new challenges such as complex care, and provided support and leadership in a number of key areas including Clackmannanshire Healthier Lives.

Glynis helped to bring together a single system nursing team and also became something of a

national expert on inspections – both for children and older people!

Paying tribute to her integrity, Director of Nursing Professor Angela Wallace said Glynis's support had been unwavering to colleagues and she will be much missed.

CALL THE FIRE BRIGADE!

With a reputation as having a penchant for firemen (always burning toast so the fire brigade would come to the rescue!) it seemed appropriate to ask two of the Service's finest to present flowers to Senior Sister Anne Vallance, on her recent retirement. The firemen planned to quickly dash across the road from the fire station to Falkirk Stadium where Anne was joined by colleagues for her leaving party. However, duty called and, after having to turn back three times to attend real fires, they decided to abandon the attempt. All was not lost as Anne was presented with a toy Fireman Sam and DVD!

Anne began working as a student nursery nurse in 1972, and then became a fully-fledged nursery nurse in Falkirk and District Royal Infirmary. She subsequently trained to be a nurse and Midwife and eventually became a Sister Midwife. She moved from the neonatal unit in Falkirk to Stirling Royal Infirmary when services were centralised.

As a Senior Sister in neonatal at Forth Valley Royal Hospital, she collected a prestigious national award for the expert care she gave to a baby with a life-threatening blood infection. Anne was nominated by the grateful mother



Anne Vallance (left) enjoying a pre-retirement lunch with colleagues

and collected the Care for Children award at the 2011 Scottish Health Awards.

In 2013, Anne, a keen advocate for infection control, was invited to fly the flag in Canada. A sample of the innovative work undertaken in the neonatal unit at Forth Valley Royal Hospital was showcased at a national conference in Montreal. The presentation was given by Anne and Sister Midwife Cathy Brown, and featured the extensive measures carried out by the team to reduce hospital acquired infections. (Her hosts thought she was part of a religious order as her name was Sister Vallance!)

In addition, a poster presentation highlighted efforts which are being used in the Unit to relieve pain in new born babies. This includes putting a drop of breast milk or sucrose

onto the tip of a baby's tongue two minutes before a potentially painful procedure, such as inserting a cannula. The sweet taste causes the release of natural endorphins making baby more at peace and the effect is further enhanced by the sucking process.

During her long career Anne has delivered thousands of babies and cared for many who needed intensive care. She said: "It's been an honour and a privilege to serve the community and to do a job you love."

"Although I will miss my colleagues I'm looking forward to having some more free time to spend doing other things I enjoy such as sewing."

Newborns will never be far from Anne's thoughts, however, as one of the items she's planning to make more of is blankets for baby's cots!



Anne Vallance (front row, second from left) is pictured with colleagues receiving a Scottish Health Award



FORTH VALLEY DOCTOR HELPS QUAKE VICTIMS IN NEPAL



Teddies belonging to a Dunblane family were handed over to victims of the Nepal earthquake, during a mercy mission to the Katmandhu area by a Forth Valley doctor.

Dr Paul Holmes, an Obstetrician and Gynaecologist at Forth Valley Royal Hospital, took the fluffy toys with him after he volunteered to help after the first earthquake struck earlier this year, leading to the deaths of 88,000 people and injuring 23,000.

He explained: "My family were very supportive and when my kids heard I was flying out there they gave me their teddies and asked me to pass them on.

There were a couple of women with babies who had no teddies because they had lost everything, so I was able to hand them over. I am proud of my children for being so thoughtful."

Dr Holmes, a father of four and member of the Ochils Mountain Rescue, put his name forward for the UK International Emergency Trauma Register after chatting with a hospital colleague. When he arrived in an area one hour east of Kathmandu he said the majority of buildings were still standing and supermarkets were open. However, you would turn a corner and see several buildings collapsed; there was no pattern to the damage.

To help prepare for working overseas Dr Holmes went on a number of training courses and in March this year he spent a weekend under canvas in a field in Northampton setting up a field hospital – a bit like 'Mash'.

In Nepal he was directed to Dhulikhel Hospital, which, like Forth Valley Royal Hospital, has around 3,000 births a year but just three labour rooms. Here he witnessed some of the effects of the earthquake on Mums giving birth. One woman who had received a fractured femur ended up with a stillbirth, as did another patient with a pelvic fracture.

Looking back on his experiences Dr Holmes said he wouldn't hesitate to volunteer again. He explained: "As a doctor I have always been interested in helping out in emergencies and felt I had something to offer. I would

certainly volunteer for another deployment and would say to anyone that if you want to do something like this you should do it. I found it very rewarding and it was a privilege to go out there and hopefully do some good."

Dr Holmes also said he appreciated the support from his colleagues and department managers in NHS Forth Valley. Chatting unofficially to other medics employed he felt they had been particularly good at smoothing the path for him to undertake this mercy mission. He had also had the backing of his wife and three girls and one son, although he admitted that the question of life insurance had been aired during discussions!



HELPING STRATHCARRON

A fund raising night held at Larbert Bowling Club raised an incredible amount of £1746.78p.

This was donated to Strathcarron Hospice on behalf of Douglas McLauchlan Staff Nurse in Ward B21/22, who has been supported by services there.

The organisers Meared Allan, Morag Craig along with Douglas and Laurene McLauchlan (pictured left) want to say a huge thank you to family, friends and colleagues for all donations and prizes received and for making it such a hugely successful night.



IN AID OF EVE

Kind-hearted colleagues of Scott Jaffray, Head of ICT/eHealth, have raised nearly £2,000 for Ronald McDonald Houses following specialist medical treatment in America for his daughter Eve.

Early in 2012 Eve, who was only 11 at the time, was diagnosed with a brain tumour. Sadly in December 2014 the family were given the news no parent wants to hear – the

tumour had grown considerably. After more major surgery it was agreed that Eve's best option was proton therapy in Jacksonville, Florida.

While in the States Eve and her mum Elaine stayed at a local Ronald McDonald house designed to provide a 'home away from home.' Families are encouraged to embrace life and healing with a sense of hope, enthusiasm, courage and joy,

and also participate in activities and outings, all of which helped make Eve's day a little brighter.

Eve is now back home in Scotland and is doing well. A team of 26 people from the ICT/eHealth Department took part in the Color Me Rad 5K run in Edinburgh, and money raised will be split between the house in Jacksonville, Florida where Eve stayed and also the new house that is being built at the South Glasgow Hospital in Glasgow.

Donations are still being accepted on: <http://uk.virginmoneygiving.com/team/jaffersminions>



LONG DISTANCE RUNNERS

Two health promotion staff have been pounding the streets of two capital cities to raise money for charity. Ann McLaughlin, Health Promotion Lead Officer, was spurred to run the Rome Marathon whilst watching the London Marathon on TV during a Sunday morning ironing session.

Together with friends, training began in earnest – the longest run before Italy being 22.5 miles in Glasgow on a cold and rainy Saturday. Ann said: “Running the Rome Marathon was a fantastic experience. I found the first half harder than the second half and if any of you know the streets of Rome you will know there are a lot of cobbles – running on cobbles is not comfortable! A highlight has to be running through St Peter’s Square at around 23 miles – apparently the Pope mentioned ‘the marathoners’ during his morning Mass.”

Ann raised £925 for Mary’s Meals and Shelter Scotland.

The other marathon runner is Fiona Macfarlane, Health Promotion Officer, who secured a charity place in the London event. Accepted to run for Phab kids, she pledged to raise £1,650. Fiona almost doubled her target and donated £2,860 to Phab Kids and £350 to Falkirk Autistic Bairs. She said: “It took 15 minutes to get over the start line with the thousands of runners in front of me. The crowds on the course were amazing and it was emotional running past with people shouting your name and encouraging you.



Running in Rome – Ann McLaughlin (left)

“The Cutty Sark and Tower Bridge are known for the mass volume of spectators and the wall of sound hits you as you make your way. Turning into the Mall with the finishing line in sight was the best feeling, knowing that in a few hundred yards I would have completed my first marathon. I finished in 4:13:49 with only a small blister and some aching legs!”



London calling – Fiona Macfarlane

“THANK YOU”

Betty Wright, known as ‘wee Betty’, who has worked with NHS Forth Valley for an impressive 48 years would like to say a huge thank you

to all the staff and managers from the different wards who sent her flowers and cards to offer condolences following the passing of her husband

earlier this year.

78 year old Betty is a nursing auxiliary with the staff bank and works mainly in Wards A31 and 32 but sometimes in the B wards at Forth Valley Royal Hospital. On her recent bereavement she received no less than eight bouquets of flowers.

PAMPER YOURSELF THIS SUMMER... WIN A FANTASTIC TREATMENT PACKAGE



Staff News has teamed up with One Allan Park to offer one lucky staff member the chance to win their choice of treatment from the following: -

- Swedish, Sports/Remedial or Aromatherapy Massage
- Full Holistic Facial (using Neal's Yard Organic skin care)

- Combination of Mini Facial and a back, neck and shoulder massage
- Combination of Reflexology and a back, neck and shoulders massage
- Kinetic Chain Release Therapy

Based in the heart of Stirling, in an old Georgian townhouse, One Allan Park Wellbeing Clinic opened its doors in late 2013 and was official opened by Judy Murray.

The Clinic offers a wide range of treatment and therapies, delivered by an experienced team of health and wellbeing professionals. For further information and details of the full list of treatments available visit www.oneallanpark.co.uk or call 01786 359188.



To have a chance of winning all you have to do is answer the following question;

Q: In Hot Stone Massage, what type of stone is commonly used?

a) Granite b) Basalt c) Marble

Send your answers to FV-UHB.

StaffNewsCompetition@nhs.net or by post to NHS Forth Valley, Communications Department, Carseview House, Castle Business Park, Stirling FK9 4SW. Closing Date for entries is Monday 10th August 2015 at 5pm.

PREVIOUS COMPETITION WINNER:

The winner of our Spring Edition's 'Win a £50 Voucher for Cook's Bar and Kitchen' competition was Gillian Wright, Nursery Nurse at Forth Valley Royal Hospital. The answer to the anagrams were:

1. SIRLOIN STEAK
 2. LAMB SHOULDER
 3. CHICKEN BURGER
 4. CAJUN CHICKEN BREAST
 5. STICKY TOFFEE PUDDING
 6. SALMON FILLET
 7. FISH AND CHIPS
 8. FRENCH CREPES
- Congratulations Gillian!



ANNUAL REPORT LAUNCH – HEALTH PROMOTION

Want to learn more about the work of the health promotion service over the past year? Read their annual report which is available in the annual reports section of the NHS Forth Valley website: www.nhsforthvalley.com

Pictured at the launch (left to right) NHS Forth Valley Chairman, Alex Linkston, Ann McLaughlin (Lead Officer Health Promotion) Theresa Campbell (Lead Officer Health Promotion) Johnny Keenan (Head of Health Improvement NHS Forth Valley)

SURVIVING PUBERTY - A NEW GUIDE

Community Sexual Health Educator Joanne Barrie has collated new guidance for parents and carers on how to prepare for – and survive – puberty in young people with a learning disability.

Puberty can be a difficult time for many youngsters; add in the factor of a learning disability and a difficult situation can seem almost impossible to manage.

The new booklet is for parents, carers or anyone involved in supporting a child or young person with additional support needs through growing up. Topics included are based on common questions and concerns raised by local parents/carers and the information has come from a range of sources - local and international research, credible websites, good practice by parents, teachers and professionals in Forth Valley.

The guidance is available to download from our website at <http://www.centralexualhealth.org/professionals/asn-learning-disabilities/>



EX-IT THE KARDEX

The days of using paper to manage and record what medicines patients take during their stay in hospital are coming to an end.

The hospital prescription charts (known as Kardex), which are marked up by staff throughout the day to record when patients have received their medication, will be replaced by an electronic system known as HEPMA (Hospital Electronic Prescribing and Medicines Administration).

Originally developed in 1960s, the Kardex is a simple card designed to document which medicines a patient should receive along with the dose and frequency they should be given. It normally sits at the foot of a patient's bed, and is regularly updated by staff who record and sign the card each time the patient receives medication.

Whilst the Kardex has served the NHS well it does have its limitations as Gail Caldwell, NHS Forth Valley's Director of Pharmacy, explained. "The main drawback is that the Kardex is still a handwritten document and as we all know some peoples' hand writing can

be easier to read than others! This can cause delays and potential errors.

"The Kardex is also used and updated by a number of different staff throughout the day which means it can be moved around a lot and it's not unusual for staff to have to spend time on the wards tracking it down before they can update it."

A new electronic system would remove any problems with deciphering handwriting and also ensure that information could be easily accessed and updated by all relevant staff. It also makes it easier and quicker to order medicines by removing the need for duplicate paperwork and reducing

the number of steps in the ordering process.

HEPMA can also build in additional checks and safeguards. For example, it can reduce the risk of staff entering certain drugs if a patient is allergic to them as well as flagging up potential interactions or side effects which can happen if certain drugs are used together.

Work is currently underway to make significant changes to our existing pharmacy systems in preparation for

electronic prescribing. This should be completed by September 2015 to allow the new system to be piloted in a small number of wards before it is rolled out wider across all of our hospitals.

Gail Caldwell, is confident the new electronic system will bring real benefits but is careful not to undermine the scale of the challenge. She explained: "It will require new ways of working as well as comprehensive training and support. However, we can learn a lot from colleagues in other parts of Scotland who have already made this transition and I'm really excited about introducing this new system in Forth Valley."

JOINING UP HEALTH AND SOCIAL CARE SERVICES - UPDATE ON INTEGRATION

A lot of progress has been made in the last few months on plans to integrate a wide range of health and social care services across Forth Valley.

A number of public engagement events have been held to update local people on the work underway, gather feedback and answer questions. Staff briefing sessions have also been taking place to help ensure staff are kept updated and involved as plans progress.

Draft integration schemes, which set out how the two new Health and Social Care Partnerships (HSCPs) in Forth Valley will be created and managed, have been finalised and will now be submitted to the Scottish Government for

approval. Shiona Strachan, the new Chief Officer for the Clackmannanshire and Stirling HSCP takes up her role on 1 July 2015 and Tracey McKigan, who has been appointed as the interim Chief Officer for the Falkirk HSCP, starts on 20th July 2015.

New Transitional Joint Boards have been established for both the new Falkirk and Clackmannanshire and Stirling HSCPs and work has now started to identify the more detailed plans and priorities.

You can find out more, including details of the agreed Vision and Outcomes, on the NHS Forth Valley website www.nhsforthvalley.com/hsci

ONLINE SUPPORT HELPS YOU KEEP WEIGHT OFF

The theory that people wanting to shed weight should keep a diary has proved a winner with staff. More than 700 of you searched for more information on the Staff Intranet, joining the three and a half thousand people who recorded hits on the public website.

As part of the 'Choose to Lose' campaign, an Information Day was held in the atrium at Forth Valley Royal Hospital and staff were invited to test their weight management knowledge and take part in a competition. The three

winners were:

Carolynn MacDonald,
Department Secretary,
Medical Directorate, Forth
Valley Royal Hospital

Yvonne McDonald,
Practice Manager, Leny
Practice, Callander.

Roslyn Cooke, Specialist
Healthcare Scientist,
Clinical Chemistry, Forth
Valley Royal Hospital

Feedback has been great. Carolynn MacDonald wrote: "I found the "Choose to Lose" website extremely informative with a wealth of really useful tools, links and information. I particularly like the Change4Life meal mixer which gives you recipes for healthy meals



Carolynn MacDonald and Roslyn Cooke

from breakfast to dinner. I would encourage anyone who is thinking of or trying to lose weight to visit the site as you are sure to find useful hints and tips to keep you on track."

And from a Staff Nurse in Occupational Health:

"Personally I found the 'Choose to Lose' display in the atrium fascinating. Great visuals with the sugar in everyday drinks and snacks as well as the 1lb and 5lb "fat" lumps. They were all real eye openers!"

Anyone accessing the site can either download the free diary or explore some of the mobile apps that can help track food intake on the go!

Yvonne McDonald



weight
management
website



Diet Diaries Go Digital!



Choose To Lose...

and keep weight off for good!

Go to:

www.nhsforthvalley.com/weight



- Keep a diary - it's one of the first steps to successful weight loss.
- Download a free food diary and other useful self monitoring tools.
- Access food diaries via mobile apps.



For more information visit:
www.nhsforthvalley.com/weight
or email pamela.murray1@nhs.net
Public Health Dietitian.

JOIN THE CITY CAR CLUB



Join the City Car Club, and you could book this car, one of two which staff at Forth Valley Royal Hospital will be able to use during and out-with working hours. The move is part of the hospital's travel plan to encourage more people to travel to work by bus or car share, and will be particularly beneficial to staff who have to travel to the occasional business meeting.

The Car Club pilot will run for 24

months with two cars being based at the front of the hospital. During the weekday the cars are block booked (corporate booking) to NHS Forth Valley for use by staff. At the weekends and out-of-hours the cars can be booked by NHS staff but they are also available for use by local people who are members of the City Car Club.

The pilot is being supported by the City Car Club and Carplus. The City Car Club manages a fleet of 800 vehicles across 17 locations in the UK, including Edinburgh and Glasgow. The City Car Club has recently been

bought by Enterprise car rental. Carplus is an environmental transport NGO and manages the Transport Scotland funded Developing Car Clubs in Scotland (DCCS) programme.

Staff who meet the eligibility criteria (driving licence, check of driving endorsements etc) are able to apply to join the Car Club as a 'Corporate Member'. Their application will need to be supported by their Line Manager as there will be a recharge cost to the service for the use of the car.

To sign up please email mark.craske2@nhs.net

(left to right) Keith Stark, City Car Club, Alison Brown NHS Forth Valley Clinical Liaison Manager and David Kerton City Car Club.



AWARD IS CHILD'S PLAY FOR SHONA



The creative work of graphic designer Shona Storer has received a top award from Creative Exchange, an association of graphic designers who work in the public sector. Shona's contribution for workbooks and

messbooks for the Play Mentor programme were voted tops in the 'best cost-effective design' category. Her designs included a logo and a T-shirt design.

The Play Mentor programme provides young women with the opportunity to learn and experience how important play is in human development. It enables them to develop skills to play with and lead play with children between the ages of 3 and 11.



FORTH VALLEY ROYAL HOSPITAL TEAM WIN PRESTIGIOUS AWARD

Serco colleagues at Forth Valley Royal Hospital have been awarded the Facilities Management (FM) Team of the Year Award by the British Institute of Facilities Management (BIFM) Scotland.

A team from the hospital accepted the commendation during the inaugural Recognition Awards Gala Ball in Glasgow and produced the loudest cheer of the night when they found out they had won!

Marlene Boyd, Serco Contract Director for Forth Valley Royal Hospital, said: "I am immensely proud of this fantastic achievement. Our Facilities Management team are hugely committed to delivering the best service to NHS Forth Valley and its patients, and we are delighted the BIFM have recognised their dedication by awarding the team

this prestigious accolade."

The awards aim to recognise and reward outstanding achievements, projects and those teams and individuals who have made a significant contribution to the

development of the FM industry in Scotland and further afield. Serco provide a wide range of support services at Forth Valley Royal Hospital including catering, cleaning, security and portering services.



SAFETY CONSCIOUS

Many congratulations to members of staff who have recently passed the Institute of Occupational Health and Safety (IOSH) Managing Safely course. Staff Nurse Elaine Macdonald is pictured receiving her certificate from Medical Directorate General Manager Ian Aitken and Head of Nursing Sarah Dickie.

According to Elaine the course was not what she expected. She explained: "It has changed my perspective on how to manage health and safety and although it was hard work at times, there was lots of interaction and dare I say thisit was fun!"

Sarah Dickie added: "Well done Elaine! What an asset to the organisation to have operational staff trained on the practical aspects to manage health and safety at ward level."

Also successful were John McEwan, Caroline Hogg, Christine Marshall and Sam Longstaff who are pictured below at the start of their course.

Accredited by IOSH, 'Managing Safely' includes health and safety law, risk assessment management, accident investigation, and environmental pollution and is designed for all operational line managers, supervisors and others with health and safety duties.

The next course, which is delivered in house, is scheduled for September 2015 so to avoid disappointment enrol now via the Risk Management section of the Staff Intranet.

<http://staffnet.fv.scot.nhs.uk/index.php/a-z/risk-management/our-teams-functions/health-and-safety/>



PERFECT PARTNERS

NHS Forth Valley and the University of Stirling were judged Partnership of the Year at the 2015 Student Nursing Times Awards.

The Awards celebrate the very best in nurse education, and the two institutions – sole Scottish winners - came top for their Psychological Trauma-informed Care Partnership.

Linking Stirling's School of Health Sciences Mental Health team and NHS Forth Valley's Mental Health Services, it has led to the development of ground-breaking care within Scotland.

Judges described it as: "An innovative approach with a clear impact on service users and the students. It demonstrates real collaboration and cites how a partnership can be used to improve curriculum and experience."

Professor Angela Wallace, NHS Forth Valley Nurse Director, said: "This is a great achievement and one of which both NHS Forth Valley and the University of Stirling can be justifiably proud.

"Psychological trauma is a condition which requires greater understanding and the excellent working relationship between the two organisations is providing a top class standard of education which in turn is leading to improved patient care. We are absolutely delighted to receive this award."

Stirling's School of Health was shortlisted for six categories in the Awards with special mention to Kyle West who reached the last four in the category for Most Inspirational Student Nurse of the Year.

More information on the Student Nursing Times Awards is available at <http://studentawards.nursingtimes.net/>



L-R: Rebecca Kidman, online editor Student Nursing Times; Tony Banach, Professionals Learning and Development Manager at Macmillan Cancer Support, Partnership Award sponsors; Student Nurse Eve Flockhart; Teaching Fellow Jennie Young; Professor Jayne Donaldson, Head of Stirling's School of Health Sciences; Professor Angela Wallace, NHS Forth Valley Nurse Director; Jenni Middleton, Editor of the Nursing Times.

SUPPORTING LEARNING DISABILITIES

Three members of staff from NHS Forth Valley were amongst the first graduates of a scheme designed to support workers who care for people with a learning disability who also present with challenging behaviours.

Senior nurse Caroline Gill (centre) and Personal Carers Coreen Irvine and Jane Blair are pictured receiving their awards from NHS Education for Scotland. They will now help implement the roll-out of an educational resource known as 'Improving Practice.'

The difficulties of caring for people with challenging behaviours is seen as a major issue and it is important to recognise that serious consequences can arise for those who need support. These include a risk of placement breakdown, neglect, abuse and social deprivation.

Training programme manager, Elaine Kwiatek, explained. "We had developed

an earlier programme in Positive Behavioural Support for staff whose day-to-day job sees them working with people with various types of learning disability.

"Those who took part in the course found it invaluable and we decided to roll out the programme by training experienced learning disability nurses

in NHSScotland to deliver it within their own board area, in hospitals and in community settings."

Recruitment to Cohort Two will begin in Autumn 2015. For more information visit the education and training section of the NHS Education for Scotland website www.nes.scot.nhs.uk.



IN THE SPOTLIGHT

How did you arrive at your current job?

I started my NHS career in 1979 as a nursing auxiliary at Bangour Hospital, Broxburn which has since been demolished. I thoroughly enjoyed my Registered General Nurse training at Falkirk & District Royal Infirmary; a chunk of it has now been demolished. After qualifying as a midwife, I worked at Stirling Royal Infirmary; part of which has now been demolished.....there's a definite theme developing here. Let's all hope Forth Valley Royal Hospital, where I currently work as a midwife in Ward 7, outlives me!

How would you describe your job as a midwife?

My job is extremely diverse. From celebrating birth, dealing with obstetric emergencies, to the devastating contrast of pregnancy loss, never are two days the same. It's physically and emotionally demanding, with a high level of responsibility. It's about empowering women and supporting them in their birthing choices and making what can be one of their most painful, stressful and life-changing experiences as positive as possible. It's not just a job, it's a privilege.

What makes you happy?

Life! I'm a 'glass half full' person. Spending time with my husband, family and friends, and 'girlie' days out with my daughter Kimberley (she is a Staff Nurse in ITU, FVRH)

What annoys you?

People who slate the NHS without considering all the good stuff. Every 'industry' has its flaws.

Favourite food?

If you ask my colleagues they will chorus "bananas", I have at least one every shift! Dark chocolate gingers come a close second.

Bookworm or TV addict?

I don't follow a lot of TV but the recorder is always set for Coronation Street. I've watched it since the days of Ena Sharples and Annie Walker. I've even been to Manchester and walked on those famous cobbles.

Worst nightmare?

My husband remembering his PIN and getting access to our joint bank account!

Holiday of your dreams?

I love the sun. I've never been a cruise so the combo of the two would fit the bill just nicely. Favourite holiday destination so far would most likely be Orlando in Florida – Minnie Mouse is very much an It Girl!

What might people not know about you?

I proposed to my husband on a leap year (31 years ago).



ANNE BEGG,
Senior Sister Midwife

Hobbies?

I enjoy walking. Rod Stewart (and a few others) accompany me regularly. I like pottering in the garden although I'm not very good at remembering the names of flowers or shrubs. Throughout the years I have been involved in various activities to raise money for different causes which have ranged from pushing a hospital bed through the High Street dressed as a punk rocker, pulling a Land Rover up a hill, wandering the streets of Edinburgh in the moonlight in a pink frilly bra alongside 8000 other likeminded people and I have quite a collection of Midnight tiaras.

Your philosophy?

Don't judge a book by its cover.

What is your favourite quote?

People will forget what you said, people will forget what you did, but people will never forget how you made them feel –Maya Angelou.