



**INCREASING
CAPACITY**

P11



**IN A CINEMA
NEAR YOU**

P2



**WIN A NIGHT OUT
WITH OOR WULLIE**

P15

A TASTE OF HISTORY

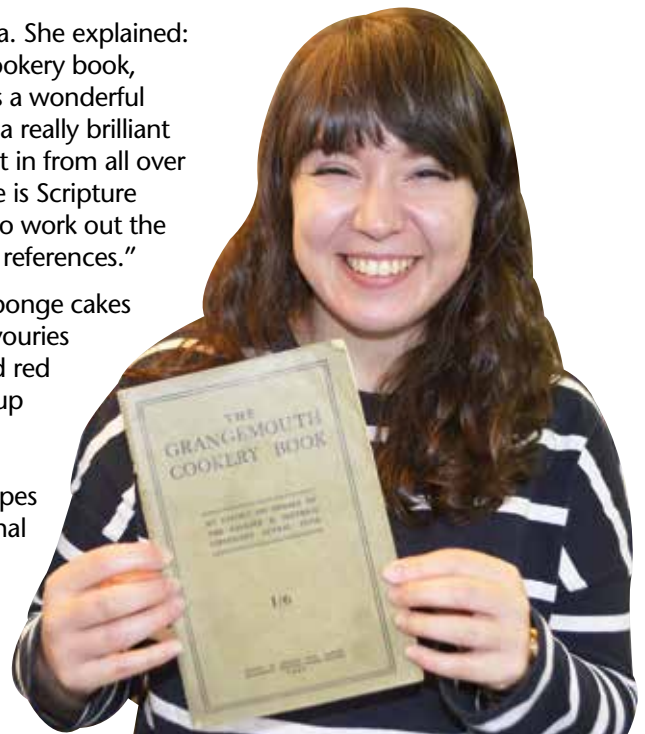
Almost 100 years after it was first published to raise money for the Falkirk and District Royal Infirmary Appeal Fund, people were able to sample some of the delicious cakes featured in the Grangemouth Cookery Book, now in the NHS archives at the University of Stirling.

Thirteen people volunteered to bake 15 recipes for a special coffee and cake event with the proceeds going to help mental health patients in NHS Forth Valley. The event was part of Explore Your Archive - an annual week of activities which aim to showcase the best of archives and archive services in the UK and Ireland.

The idea was cooked up by University of Stirling Archivist and Research Support

Assistant Rosie, Al-Mulla. She explained: "The Grangemouth Cookery book, published in 1925, was a wonderful invite into fundraising, a really brilliant idea. Recipes were sent in from all over the world. My favourite is Scripture Cake where you have to work out the ingredients using Bible references."

Recipes ranged from sponge cakes and gingerbread to savouries like stewed kidneys and red monkey – a tomato soup with grated cheese to spread on toast. Rosie insisted that all the recipes were made using original methods so there was no cheating with added extras such as icing!



LIGHTS, CAMERA, ACTION



LOCAL STAFF FEATURE IN NATIONAL RECRUITMENT CAMPAIGN

A big thank you to local staff who took part in recent filming for a new Scottish Government recruitment advert for TV and cinema, which focussed on a wide range of jobs from nursing staff to healthcare scientists. Cameras zoomed in on the Children's Ward, Laboratories and Radiology at Forth Valley Royal Hospital and several staff also volunteered to appear in short videos which form part of the new campaign. Visit www.careersinhealthcare.scot for more information.





IDEAS WANTED

An original artwork has been commissioned for the atrium at Forth Valley Royal Hospital to publicly recognise the life-changing contribution that local organ donors have made and to raise awareness of the value of organ donation to the people of Forth Valley.

From conversations between the artist, Hans K Clausen, and members of our Organ Donation Committee, themes have emerged including reflection and contemplation, life affirmation, strength and fragility, gratitude and joy and the gift of hope.

The idea is for a mobile, suspended sculpture and the final design outcome will grow from further conversations with patients, relatives, and staff.

If you would like to share your experiences and thoughts, please contact Hans via Artlink Central who are overseeing the project. Tel 01786 450971 or email info@artlinkcentral.org



IN TUNE WITH PATIENTS



We are looking for volunteers, which include members of staff, to play pianos that have just been placed in wards and public areas across our hospitals.

The digital pianos have been installed in Clackmannanshire Community Healthcare Centre, Falkirk Community Hospital, Forth Valley Royal Hospital and the new Neighbourhood Hub in the Bellfield Centre at Stirling Health and Care Village. Funding support has been provided through the NHS Forth Valley Endowment Fund.

NHS Forth Valley Director of Nursing Professor Angela Wallace said: "We hope these pianos will bring music to the ears of our patients and staff. Music is really good for the soul and, in the case of older patients, can help evoke memories of important moments in their lives."



Anyone interested should contact Artlink Central on 01786 450971 and speak to Kevin or Robin during office hours.

WELCOME ABOARD!

A very warm welcome to all our newly qualified nurses, pictured at a recent Induction Day at Forth Valley Royal Hospital.



REDUCE YOUR RISK OF CERVICAL CANCER

Did you know that smoking doesn't only affect your lungs, but in women, it also affects the cells in the cervix? In fact you are twice as likely to develop cervical cancer than those who do not smoke due to the harmful chemicals in tobacco.

In the UK 7% of cervical cancers are linked to smoking and the risk of cervical cancer increases with the number of cigarettes smoked per day.

With this in mind, the Stop Smoking Service and the Colposcopy Team at Forth Valley Royal Hospital have been working on a project to help raise awareness of both the risks of smoking for your cervix and the support available to quit. Cards are being issued direct to patients at the clinic, highlighting the dangers.

For help to quit: Call the Stop Smoking Service on 01786 433293.



Pictured are (back) Dr Oliver Milling-Smith. Front Row (left to right) S/N Samantha Downey, S/N Paula Vasse, Dr Soraya Heroniglesias, Lead Nurse Colposcopist Fiona Mulgrew.

RACE FOR LIFE

Staff from the Children's Ward, together with their families, donned their running shoes to raise money for Race for Life which was held in Callander Park, Falkirk. Their original target of £200 was quickly surpassed and ended up reaching around a whopping £1,500!



LOOK AFTER YOUR LANYARD!

Staff News has been asked by Secretary Karen Campbell to publicise the importance of keeping your lanyard clean. She writes:

"As first point of contact here at Loch View I am often amazed (or should that be horrified?) at the state of some people's lanyard. I routinely wash mine around once a month as lanyards are a magnet for dirt, make up and spilled food.

"I know that lanyards are not worn in clinical areas as they use badge holders with a sky clip. But I'm not sure if people routinely clean these. If I am cleaning my glasses I usually give my cardholder a wee wipe too."

Perhaps you've never thought about washing your lanyard before. It may never have crossed your minds but it's certainly worth a thought after reading this.



FAMILY SAY THANK YOU FOR THE OUTSTANDING LEVEL OF CARE

A Larbert family who have all worked for the NHS presented gifts to two wards in NHS Forth Valley as a thank you for the care of their mother Kitty.

Sisters Amanda Murray and Lorraine Donnelly popped into Unit 1 at Falkirk Community Hospital where they handed over £600 for a turner – a piece of equipment which makes it easier for patients with reduced mobility to transfer from their bed to a chair or wheelchair. The same amount of money was donated to Ward A22 at Forth Valley Royal Hospital.

Amanda, who works as a personal carer at Loch View in Larbert and Lorraine, a Clinical Shift Co-ordinator at Forth Valley Royal Hospital, raised the money through a friend holding a psychic night and a sponsored walk of Conic Hill near Balmaha which they undertook with an aunt.

Amanda said: "When Mum took ill she has been looked after well since the day she came into hospital and we wanted to give something back."

Amanda and Lorraine's parents, who are now retired, both worked as Nursing Officers at the former Royal Scottish National Hospital in Larbert.



RECOGNISING KINDNESS IN WARD A32

The kindness shown by staff in Ward A32 at Forth Valley Royal Hospital has been recognised by a local family who popped in recently to deliver some gifts. The husband and son of Margaret Cooper, who sadly passed away in the ward, presented a variety of equipment as a mark of their appreciation.

The family handed over a buddy chair to support John's Campaign – a national initiative to help people caring for patients with dementia stay overnight with them in hospital. They also gifted a piece of moving and handling equipment (called a

Sara Steady) plus a 12 piece tea set to help patients socialise with the help of a ward volunteer.



THAT'S WHAT FRIENDS ARE FOR

Around a dozen friends rallied together to organise an Afternoon Tea after one of their group successfully completed chemotherapy for the third time since a lymphoma diagnosis in 2010. They raised a staggering £2,300 for the Oncology Unit following a successful fundraising event at a local pub in Redding.

The women said everyone from the chip shop, ice-cream parlour, nail bars and local companies had been extremely generous, and many of those attending had had connections with local cancer services.



FOCUS ON SUPPORT

Difficulties at work or life changing events at home such as bereavement and breakups can leave you struggling to cope and could affect your health, wellbeing, your relationships and your work.

The good news is that two staff support services

delivered through Occupational Health – staff counselling and staff psychology, are there to help and support you. If you're interested in learning more and discovering the difference between the two then please read on.

Staff Counselling Service

We can all find ourselves struggling in times of stress and major upset in our lives. At times like these your usual coping strategies may no longer work and you may find it more difficult to cope and understand your feelings.

People attend counselling for many different reasons including **depression, relationship issues and divorce, stress at work, bereavement, abuse, gender and sexuality issues and family difficulties**. Sometimes these issues have been around a long time or they could be the result of something sudden which has happened in your life.

Counselling is a confidential, therapeutic service which offers space to discuss with a counsellor what is worrying you and to work with them to find ways to help you cope. Counselling can be emotional work and it doesn't provide an instant fix for problems or concerns as it requires an openness to explore difficulties and motivation to attend and commit to sessions. It is important to take into account the following when considering counselling:

- Why are you considering counselling at this time?
- What would be helpful to you during the counselling process?
- Are you motivated to discuss and explore what is worrying you?

- Are you open to self exploration?
- Do you have support during the counselling process?

How do I access the counselling service?

Staff Counselling is based within the Occupational Health Department and held on Mondays and Tuesdays 8.15am to 4.45pm and on Wednesdays 8.30 am to 1.15pm.

You can refer yourself online via the Occupational Health portal on the staff intranet or by completing a form available from Occupational Health reception.

Once a referral has been received a letter will be sent with an initial assessment appointment. At this appointment the counsellor will explore the reason you have sought counselling and what you would like to gain from attending sessions. At the end of this assessment you and the counsellor will discuss a way forward which could mean attending more sessions or you could be signposted to a different service. Sessions last 50 minutes and up to six can be arranged during working hours, with the agreement of your line manager.

Meet our Staff Counsellor

Ciara Torbet originally trained as a mental health nurse in Newcastle which she feels gives her a good understanding of mental health issues in her counselling work. She then went on to obtain an MA in Counselling at Durham University and has worked as a counsellor for 22 years in schools, hospitals, voluntary organisations and counselling agencies.

"My work as a counsellor has given me a positive view of people and their capacity to cope and change."



STAFF SERVICES

Staff Psychology Service

Staff come to psychological therapy for a variety of reasons but to be seen within the service there **must be an impact of difficulties at or on work**. For example, there could be a pattern of recurrent or long term sickness absence or an impact on functioning whilst at work.

Psychological therapy can help with symptoms such as **anxiety, depression or trauma**, lead to a better understanding of the factors which influence how we feel and help people develop effective coping strategies to manage these conditions. Therapy can help improve skills such as self-care or assertiveness. It can also help people to develop a more compassionate approach to how they view themselves or consider how their career choices

and job roles impact on them emotionally.

How do I access the psychology service?

You can only be referred to the service by a member of the Occupational Health Department (there is no option to self-refer as the service has limited capacity). They will review all potential referrals to ensure they are appropriate and individuals will then be offered an assessment appointment with the staff psychologist.

As there is a wait for therapy the assessment provides an opportunity to discuss and reflect on the difficulties being faced. It also provides a space to consider whether therapy would be suitable and whether the staff member

can commit to being fully engaged in the process and is willing to work on issues and situations they wish to change.

Therapy involves regular appointments, usually fortnightly, for a specific period of time. Information remains confidential within the service and there is no correspondence with managers, other health professionals or agencies unless someone gives **written** consent for this.

Additional support programmes

Two support programmes are being offered to staff to try to target the impact of exposure to trauma at work. Staying Well is a 2.5 hour workshop which covers typical signs of anxiety and trauma, and focuses on how to spot these both in yourself and in colleagues. It advocates positive ways to manage these.

Supporting Your Colleagues is a one day workshop designed to encourage peer support. It covers reactions to trauma, anxiety and depression as well as how to recognise and start conversations with colleagues who may be struggling. It aims to help staff think about how they can offer social support to their peers. Again this is ideally offered to teams or services more likely to be exposed to trauma.

To find out more Contact Occupational Health on 01324 566663 or email FV-UHB. ohsadmin@nhs.net

Meet our Staff Psychologist

Dr Susan Ramsay is a Consultant Clinical Psychologist who has worked in NHS Forth Valley since qualifying in 1995.

She has worked with adults in primary and secondary care within the Psychological Therapies Service in Forth Valley and with local staff since she joined the Occupational Health Department in 2008. She is also the Psychological Therapies Training Co-ordinator for NHS Forth Valley, a NES-funded post.

"I am passionate about helping people stay well at work, and the psychological benefits to people of being at work."



A TIMELY REMINDER

Staff across NHS Forth Valley are being reminded of the importance of ensuring patients with Parkinson's disease get their medication on time, thanks to a generous donation.

When Jim and Nessie Cowie from Airth celebrated their diamond wedding anniversary earlier this year they asked for donations to help local people with Parkinson's rather than presents. Their kind gesture resulted in a cheque for £400 being handed over to NHS Forth Valley's Parkinson's Nurse Specialist, Kay Mair, who used it to buy pill timers, clocks and prompt posters to support Parkinson's UK's 'Get it on Time' campaign.

Kay said: "For the vast majority of people with Parkinson's medication is the only means of controlling their symptoms. If people don't get their medication on time their symptoms

can get out of control quickly as it can affect their ability to swallow, speak or move. It could also delay discharge from hospital and affect rehabilitation."

To find out more about the 'Get it on Time' campaign visit <https://www.parkinsons.org.uk/get-involved/get-it-time>



NHS Forth Valley's Parkinson's Nurse Specialist, Kay Mair (far right), is pictured with Jim and Nessie Cowie and their daughter Jacqueline Lyons, a former midwife at Forth Valley Royal Hospital

CELEBRATING ONE YEAR OF OPAT

A new service which administers intravenous antibiotics to patients with infections on an outpatient basis so they don't have to be admitted to hospital, has chalked up considerable success in its first year of operation. Hospital admissions have been reduced with improved patient flow.

The Outpatient Parenteral Antimicrobial Treatment (OPAT) service treated 108 patients in its first 12 months and freed up almost 2000 bed days. This represents an average of 5.5 inpatient hospital beds saved every day. And with plans to continue to expand the service, the number of patients is expected to grow over the coming years.



The OPAT Team received a runners up award for Innovation in the 2019 NHS Forth Valley Staff Awards

EYE OPENING WORLD FIRST



In what's believed to be a world first, a system pioneered by NHS Forth Valley in conjunction with the University of Strathclyde has led to an eye examination being streamed live between Edinburgh and London using 5G broadband.

The link meant that Peter Thomas, Consultant Ophthalmologist at Moorfields Eye Hospital in London, was able to examine the eye of NHS Forth Valley's Dr Iain Livingstone, who was attending a conference in Edinburgh. They used a 5G connected smartphone attached to a portable slit lamp which demonstrated that an eye image of high enough quality to be used in clinic can be streamed in real time, opening up great potential for telemedicine in the future.

Dr Livingstone said: "I was excited to see the first ultra-high resolution tele-ophthalmology call via the 5G network. Keeping pace with these technological advancements means we can send and receive remarkably high definition video referrals which are particularly useful for relaying fine detail during a remote eye examination.

NHS Forth Valley has pioneered the use of virtual eye examinations which enables ophthalmologists to remotely examine patients with eye problems or injuries who have attended the Emergency Department, Minor Injuries Unit or local opticians. A number of other NHS Boards are now planning to introduce similar systems.

GETTING CONNECTED

A wide range of work is underway to improve WiFi and connectivity for staff, patients and the general public. These include:



Forth Valley Royal Hospital

New guest networks will be introduced by Summer 2020 to enable patients, visitors and staff with personal phones and mobile devices to self-register for WiFi access (rather than having to obtain a temporary password from reception). Staff using work phones and devices will continue to access the Maroon network.

Stirling Health and Care Village

The ICT/eHealth department are in the final stages of testing public WiFi access at Stirling Health and Care Village. This will allow both patients and visitors to automatically access the internet via their own phones and mobile devices and will be available by December 2019.

Community and GP Practice WiFi Rollout

A new community system called Morse is being introduced to enable community staff to access data during visits, make changes and sync to the main system when they have a secure internet connection. A number of Health Centres/GP Practices already benefit from WiFi access and the aim is to complete roll out by December 2019. There are also plans to improve WiFi access for health and social care partners across Forth Valley to make

it easier for staff to move and work between different sites.

Student Internet Access

Forth Valley Royal Hospital is now a hotspot for EDUROAM - a WiFi solution provided by Universities which allows students and researchers to obtain a WiFi connection simply by opening their laptop or mobile device. Students should contact their University for further details about how to login.



IMPROVING HIP FRACTURE CARE

The orthopaedic team at NHS Forth Valley has gained the accolade of the most improved unit in Scotland for treating patients with hip fractures. The award was presented at the national hip fracture meeting in Glasgow following a national audit.

A report entitled 'Hip Fracture Care Pathway 2019' revealed that Forth Valley Royal Hospital was the sixth busiest in the country for this type of operation and the hospital scored well in a number of areas. These included returning patients to their homes at 30 days, bone health assessments to minimise subsequent fractures, getting people mobile again and assessing inpatients. The mortality rate at 30 days from when the incident occurred has also halved over the past seven years from 12% to 6%.

NHS Forth Valley Consultant Anaesthetist and Clinical Lead for Theatres, Dr Ewan Jack, said: "Patients who break their hips within Forth Valley can be reassured they are getting some of the best care in the UK and over the next 12 months we will be focusing on further improving access to theatres for early surgical repair."

In addition to the award for the most improved unit, Kirstie Stenhouse, Fracture Liaison Specialist for NHS Forth Valley, also won the individual prize for the best project at the national meeting. This highlighted how the use of rehabilitation assistants, who have been employed to increase mobility and independence in patients who have experienced a hip fracture, has enabled patients to be discharged more quickly without any increase in re-admission rates and helped free up beds.





GET ON BOARD TO REDUCE WASTE

A major waste mapping exercise has begun across hospital sites in NHS Forth Valley and your department may be included in the survey. You may also be asked during the survey if you have any waste disposal issues within your department or to provide details about the challenges and barriers faced when trying to reduce or segregate waste in your work area.

The mapping, which is being carried out by consultants Ricardo Energy and Environment at Forth Valley Royal Hospital, our four Community Hospitals, plus Bellsdyke and Loch View, will look at a variety of clinical and non-clinical waste streams, including food waste.

It will involve a walk-round of a sample of departments observing waste disposal practices, speaking to frontline staff and shadowing a porter during a clinical and domestic waste collection. The aim is to identify hotspots, find out more about the composition of waste and identify any opportunities for improvement. These will be captured in a report which will inform the development of business case and action plan in early 2020.

If you have any comments or suggestions on how we can reduce waste or would like to volunteer to get involved in local projects please contact Derek Jarvie, Environmental and Sustainability Manager by email derek.jarvie@nhs.net or phone 01786 477507.

THEATRE STAFF SAVE THOUSANDS

Tens of thousands of pounds have been saved following a three year campaign by NHS Forth Valley theatre staff at Forth Valley Royal Hospital to reduce their carbon footprint and help save the planet.

Measures taken have included discontinuing the use of one of three anaesthetic gases which stays in the atmosphere longer than similar substances and has a higher contribution to global warming, reducing the amount of waste which requires to be incinerated or heat treated and segregating cardboard waste. The bid to reduce the carbon footprint has been achieved without impacting on patient care or the efficient running of the department.

NHS Forth Valley, Consultant Anaesthetist, Ewan Jack, Clinical Lead for Theatres, said: "The recycling doesn't stop within the operating

theatres, it has spread to the coffee room and administration offices in the theatre department. All recyclable waste is now being segregated and we'd encourage other departments to try a similar approach."



A number of changes are also taking place across the organisation to increase energy efficiency and cut carbon emissions.

- » 2,000 lights have been replaced with LED fittings in 18 health centres and hospital buildings
- » External lighting has been upgraded to LED at 9 health centres and hospital sites
- » Older, less energy efficient boilers and heating systems have been replaced with highly efficient equipment at six sites across Forth Valley.

These changes will deliver savings of more than £40,000 a year and reduce Co2 emissions by around 160 tonnes annually. Another lighting project currently underway will see around 1400 internal and external light fittings replaced with LED equivalents saving almost £30,000 a year and reducing carbon emissions by a further 75 tonnes annually.

WE ARE EXPANDING!



MRI Radiographer, Gareth Locke, puts the second state-of-the-art MRI scanner through its paces at Forth Valley Royal Hospital. The £1million specialist 3Tesla scanner was carefully craned into position outside the hospital before being wheeled along a corridor into its new home within the Radiology Department. Patients are now able to gaze at a backlit panel in the ceiling depicting a summer sky, which has been designed to make the surroundings less clinical and help them to relax.

The scanner is part of a wider plan to increase diagnostic, theatre, inpatient and day surgery capacity at Forth Valley Royal Hospital and it will enable thousands of additional patients to be scanned every year. Six additional MRI radiographers have been recruited to support the expansion plan with scanning taking place 12 hours a day, seven days a week.



The scanner was delivered a few weeks after the first of two additional operating theatres opened at Forth Valley Royal Hospital. The second theatre is due to open next year and a new inpatient ward is being built to support the increased theatre activity and enable additional orthopaedic procedures to be carried out, including

more hip and knee replacements. In addition, the existing Day Surgery Unit is also expanding and additional nurses and clinical support workers have already been recruited. Three additional overnight (23hr) and 12 extra day case beds are also being introduced to increase capacity for a wide range of day procedures.



Day Surgery Team

LEADING THE WAY IN GROUNDBREAKING RESEARCH

Forth Valley Royal Hospital has been ranked one of the top 20 hospitals in the UK for recruiting patients for groundbreaking research into treatment for early mouth cancer. Findings show that patients with mouth cancer do benefit from additional surgery, a procedure which could save 21,000 lives a year worldwide.

The results of the study, published in the British Journal of Cancer, provides clarity on an issue which has vexed surgeons for more than 20 years about how best to treat patients with small cancers who may have tiny undetectable deposits in their neck glands. Results show that removing

the lymph glands at the same time as the mouth tumour almost halves the chances of the cancer recurring or the patient dying.

The study involved 68 surgeons and more than 600 patients across the UK. NHS Forth Consultant Oral and Maxillofacial Surgeon, Mr Joseph McManners, said: "Mouth cancer is the 11th most common cancer and the number of cases in the UK have increased by 30% over the last 10 years. Despite this mouth cancer is often neglected when it comes to research but studies like this are vital as the disease and its treatment can dramatically affect a patient's appearance and their ability to eat or speak."

Forth Valley Royal Hospital is also the



first hospital in Scotland to be involved in the Sunflower Study which aims to improve the experience of patients who require gallbladder surgery. Gallstones sometimes pass from the gallbladder into the nearby bile duct causing problems such as jaundice and severe inflammation of the pancreas. The Sunflower study aims to find out whether testing for bile duct stones is worthwhile or not in patients with a low to moderate risk, as removal of bile duct stones prior to surgery can lead to a delay in the gallbladder operation itself and increased pain and problems whilst waiting.

MORE TIME TO VISIT

A new visiting programme has been launched at Falkirk Community Hospital to allow families and carers to see their loved ones outwith normal visiting times as part of a national Patient-Centred Visiting initiative.

The launch was celebrated with tea and cakes baked by local staff and student nurses brought patients without visitors to the ground floor of the hospital to join them for a welcome cuppa. Around 75 members of the public attended and Senior Charge Nurse, Irene Martin, said she was delighted with the response.

She explained: "This event has been really successful and the patients have thoroughly enjoyed it. Relatives and carers have been eager to offer their views. Some of our patients are in for a couple of weeks, some for a couple



of months, so we want to make it as homely as possible for them. Some for example, may have been early risers all their lives and it would be good for their wellbeing if a visitor could join them at breakfast time to have a cup of coffee."

The 'welcome at any time' approach now includes the Bellfield Centre at Stirling Health and Care Village and Clackmannanshire Community Healthcare Centre.

PRECIOUS AWARD FOR SAUCHIE NURSERY

Sauchie Nursery has become the first nursery in Forth Valley to receive a prestigious Diamond Award for improving the language skills of children attending the nursery through a project known as LIFT (Language is Fun Together)

Delivered with the help of NHS Forth Valley speech and language therapists, the programme has seen a huge improvement in the way children at Sauchie speak and communicate. Seventy five per cent of youngsters taking part in LIFT language groups now having the language skills expected of their age group. This compares with a figure in January 2018 which showed that on average, 34% of three year olds in LIFT nurseries achieved this.

Sauchie is one of ten Clackmannanshire nurseries involved in LIFT which is helping to build children's language and communication skills through everyday play and talk and some small group work where appropriate. The project shows that small changes in the way adults communicate with children can make a huge difference to their language development.

According to NHS Forth Valley Speech and Language Therapist Louise Illingworth: "Good communication skills are essential for children's learning, friendships and wellbeing. Spoken language is the main way children learn



so it is really concerning that increasing numbers of children are coming to school without good spoken language skills to help them learn and develop.

"If a child has difficulties with listening and talking, this can have a really big impact on their development in lots of areas. If a child does not get the right support when they are young, these difficulties can affect their behaviour, mental health, employability and success in the future."

The Diamond Award recognises the efforts of nursery staff and the way they interact with little ones. When the group were recently observed an amazing 81% of their interactions were of the high quality needed for language building and the development of early literacy skills.

GRADUATION DAY FOR SCHOOL NURSES

Here are two of the five successful NHS Forth Valley School Nurses who have graduated from the University of the West of Scotland with a Postgraduate Diploma in Specialist Community Public Health Nursing (School Nursing) qualification.

Pictured: L- R Louise Lindsay (graduated with Distinction) and Linda Rickard. Other successful colleagues were Carrie Percy, Maddie Fergus and Margaret Tyson.



RECOGNITION FOR TRICIA

Colleagues of Patricia Burke, NHS Forth Valley lead haematology oncology nurse, have praised the work she carried out to organise a haematology study day in the Lecture Theatre at Forth Valley Royal Hospital. Around 100 people attended, both

hospital and community staff, and feedback from evaluation forms was very positive.

Trisha worked extra hours before and after her shifts to ensure this day went well. She liaised with all the haematologists and found outside speakers who were willing to give their time to present talks in what as

a very educational and informative meeting. She also involved the haematology secretaries to help with the practicalities of the day, such as attendance sheets and information packs.

Fellow nurses say they are keen she is recognised for her efforts.



TOUGH AT THE TOP FOR MARIANNE

The most difficult and challenging physical effort she had ever undertaken was how Marianne Stewart described her recent climb to the summit of Kilimanjaro. Marianne, a Practice Education Co-ordinator based in ITU, was part of a 19-strong team who raised more than £115,000 for Strathcarron Hospice – their biggest single fundraiser ever.

Marianne said the extreme altitude meant many of the team suffered severe headaches, nausea and vomiting, fatigue, diarrhoea and breathing difficulties. In addition, low temperatures (around -15c) meant painfully numb hands and feet. It was so cold on summit night that water bottles, camera batteries and phones actually froze.

For seven days, the team attempted to clean with an inch of warm water in a bowl or with wet wipes, kept hydrated with sterilised stream water flavoured with electrolyte tablets or squashes to hide the taste, layered up with dust-covered clothes to keep warm and used some of most basic toilet facilities they had ever encountered!

Despite this, 17 of the 19 strong Strathcarron team, including Marianne, reached the roof of Africa, the highest freestanding mountain in the world, after a gruelling nine and a half hour trek.

NEUROLOGY TEAM SCALES NEW HEIGHTS FOR CHARITY

The Neurology Team's annual fundraising event saw them, together with their families, climb to the top of Dumyat. More than £600 was raised for Neurocentral, a local charity that supports people with a variety of neurological conditions.



TEEING OFF FOR SCOTLAND

Whilst not exactly in the same ranking as the likes of Rory McIlroy, Graeme Watson, a physiotherapist attached to the Orthopaedic Department at Forth Valley Royal Hospital, was a proud Team Scotland member in the 2019 NHS 4 Nations Golf Finals in which Scotland finished third. Graeme played the last nine holes in his kilt and is pictured with Vince Smith, a consultant surgeon in Team England.

Graeme, who turned 40 this year, first began teeing off with his grandpa at the age of five and in April went to the Masters in America as a spectator. He says his wife Nicola maintains he has spent a 100 per cent of his time on the golf course to celebrate his 40th – a fact he disputes! He says he would highly recommend the NHS Scotland golf tournament as a fun day and it could lead to a place in Team Scotland for the 4 Nations finals.



WIN TICKETS TO SEE...



OOR WULLIE!

Jings, crivvens, help ma boab! Scotland's cheekiest, spiky-haired scamp is back at a fabulous new show! Only question is - where's his bucket?

Join Wullie, Fat Boab, Soapy Soutar, Wee Eck, and the rest of the Sunday Post gang at the Macrobert Arts Centre in Stirling from 26-29 Feb 2020, for a fantastic new musical adventure celebrating their 80th anniversary as Scotland's most beloved comic strip.

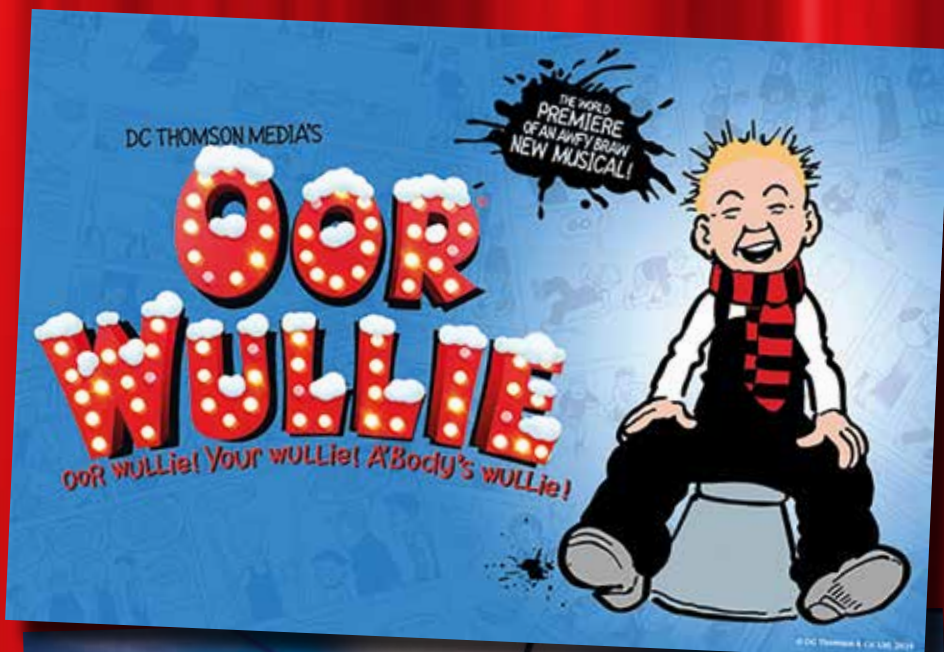
**To win two free tickets
answer the following
question:**

**What is the link between
Oor Wullie and the
V&A Dundee?**

Send your answer along with your name, job title and base to fv-uhb.staffnewscompetition@nhs.net or by internal mail to NHS Forth Valley, Communications Department, Staff News Competition, Carseview House, Castle Business Park, Stirling, FK9 4SW. Deadline for entries is Friday Jan 24 2020.

The Macrobert Arts Centre is a cultural hub for Forth Valley with a vision to promote and develop participation in and enjoyment of the arts. On offer is a huge variety of activities with over 400 live performances – comedy, dance, drama, music, opera – plus art exhibitions, a range of family friendly opportunities to become involved in, and a year round cinema programme.

A fantastic range of programmes for all ages are already booked for 2020 with upcoming shows including Craig Hill in 'Bottoms Up' on Saturday 1st February - a fun mixer guaranteed to provide plenty of fizz. For details of what's on visit <https://macrobertartscentre.org/>



The winner of our last competition, a tribute night at the Macdonald Inchyra hotel & spa, was Evelyn Anderson, a Clinical Support Worker. The correct answer was Stakis Hotels. Many congratulations Evelyn.

STAR STAFF

UNSUNG HERO AWARD

Winner: Alec Souter, Porter, Forth Valley Royal Hospital

Alec, a keen piper, received a family's thanks for giving an old soldier a 'fitting send off' when he played at the bedside of a former Sergeant in the Scots Guards who died the following morning. After the rendition the two men saluted each other. Alec regularly forfeits his work breaks to strike up a tune in the wards and makes sure he is on duty on Christmas Day to spread an extra drop of festive cheer.

1st Runner Up: Hilary Hunter, Specialist Nurse, Care Home Liaison Psychiatry
2nd Runner Up: Anne Coelho, Clerical Officer, Clinical Health Psychology



OUTSTANDING CARE AWARD

Winner: Loch View Nursing Team

Care 'in the spirit of Florence Nightingale' and a moving description of how staff helped a youngster under 16 who was extremely distressed were just two of the plaudits received for the team at Loch View. Nominations referred to their endless commitment to people with severe learning difficulties and for making a very difficult job look easy and fun.

1st Runner Up: Malcolm Macleod, Professor of Neurology and Translational Neuroscience
2nd Runner Up: Neonatal Unit



INNOVATION AWARD

Winner: Lower Limb 'Best in Class' Service Redesign Team

Making a difference for patients with hip and knee problems earned this multi-disciplinary team the Innovation Award. Working together with GP practices the new 'Best in Class' initiative has resulted in more than a 10% reduction in referrals to orthopaedic services. A special exercise class in Clackmannanshire where the initiative began was filmed by the BBC after it was highlighted as an example of best practice in an Audit Scotland report on primary care.

1st Runner Up: Ophthalmology Team
2nd Runner Up: Outpatient Parenteral Antibiotic Therapy (OPAT) Team



INSPIRATION AWARD

Winner: Wendy Handley, Community Food Development Worker, Department of Nutrition and Dietetics/Prison Healthcare Services

Wendy, a dietetics and nutrition professional has supported nearly 200 prisoners to achieve a formal qualification through her programme of practical cooking skills, eating well on a budget and health and nutrition training. Her work with people in prisons across Forth Valley was described as outstanding. Wendy also won the Healthier Lifestyle Award in the 2019 prestigious Scottish Health Awards, for her work with young people in custody.

1st Runner Up: Douglas High, Senior Charge Nurse Ward A11, Forth Valley Royal Hospital
2nd Runner Up: Norma Turvill, Extended Scope Practitioner, Back Pain Service



A star-studded night at the Albert Halls in Stirling saw staff collect a series of awards reflecting both their care for patients and their willingness to go the extra mile. This year's local Staff Awards also had a special category in memory of former NHS Forth Valley HR Director Helen Kelly.



TOP TEAM AWARD

Winner: (Clinical Services): Children's Speech and Language Therapy Team

The team have received national recognition for helping children with language skills. A project to improve spoken language in a number of local communities revealed that many children had made 16 months progress in vocabulary in just over eight months, closing the gap for some of the most vulnerable youngsters.

Runner Up: (Clinical Services): Mental Health Acute Assessment and Treatment Service (MHAATS)



Winner: (Support Services): Human Resources Recruitment Team

During the year the team have supported a number of important projects including the introduction of a new national HR recruitment service and the ongoing development of a new local HR helpdesk and online Hub.

Runner up: (Support Services) : Central Specimen Reception Team, Forth Valley Royal Hospital



VOLUNTEER AWARD

Winner: RSVP Audiology Volunteers

The volunteers, who support patients with hearing aids, run sessions in Falkirk, Stirling and Clackmannanshire, and at times see up to 90 patients in three hours. Their open sessions are the only ones of their kind in Scotland and provide urgent help for hearing aid issues thus avoiding unnecessary waits for appointments. The team also deliver training in basic hearing aid maintenance and care to nursing and support staff.

1st Runner Up: RSVP Discharge Lounge Volunteers, Forth Valley Royal Hospital

2nd Runner Up: Millie, the therapist and Owner Anne Thomson



CHAIRMAN'S AWARD

Winner: HMP Glenochil Primary Care Team

This award was received for the drive and leadership shown by the team in developing palliative and end of life care within the prison. Increasingly prisoners with terminal conditions are asking to stay in prison for end of life care and staff have developed new ways to support this. Only recently a gentleman was able to die where he wished, in his cell.



HELEN KELLY MEMORIAL AWARD

Winner: Theresa Connor, Team Leader, Community Learning Disabilities

Theresa showed a personal kindness in helping a 42 year old man with aggressive cancer to fulfil an item on his 'bucket list' which was to sing in a choir. A member of the Nurses Choir she arranged for him to sing with them in the atrium at Forth Valley Royal Hospital in front of his friends and family – an event he described as one of the best experiences in his life.



STAFF NURSE IS TOP LEGAL EAGLE

A staff nurse in the Emergency Department at Forth Valley Royal Hospital, who switched to a legal career specialising in medical negligence, has scooped two major awards. Sarah Fairley, who worked full time for NHS Forth Valley between 2010 and 2017 and still undertakes bank shifts, graduated earlier this year with a law degree from the University of Strathclyde.

She is pictured at a recent ceremony in the University's Barony Hall in Glasgow receiving awards for Top Graduate LLB Student and Best Student in Commercial Law. They were presented by Lord Clark, Court of Session and High Court of Judiciary Judge.

Sarah is now undertaking the Diploma in Professional Legal Practice at the University of Edinburgh and, from September 2020, will be working as a trainee solicitor with Levy and McRae in Glasgow.



NICOLA'S WINNING YEAR

It's been a winning year for Nicola Henderson, Senior Dietitian and AHP eHealth lead who has chalked up two major awards. The first saw her crowned Future Digital Leader of the Year at the 2019 Digital Health Awards which aim to recognise and celebrate the achievements of the leaders making the biggest contributions to UK healthcare IT. She then went on to receive an Outstanding Achievement Award from CN (Complete Nutrition) magazine.

Nicola said: "The use of digital technology is crucial for the transformation of the NHS and I am thrilled to receive this Outstanding Achievement Award in recognition of digital-related work I have undertaken for both dietetics and other AHP services. I have been an avid reader of CN magazine for many years and I am so grateful to everyone who has voted for me."

Nicola has completed the Scottish Nursing, Midwifery and Allied Health Professions eHealth leadership programme and is currently undertaking the NHS Digital Academy Digital Health Leadership post graduate diploma.



MEET OUR WILLIAM CULLEN PRIZE WINNER

An infectious diseases consultant who has revolutionised treatment options for patients in Forth Valley has been awarded the prestigious William Cullen Prize by the Royal College of Physicians of Edinburgh (RCPE). By the time of his death in 1790 Dr William Cullen was regarded throughout the world as the most influential physician of his generation, popular university lecturer, and the author of a number of much-reprinted medical textbooks. The Prize was established to recognise excellence in teaching and/or service innovation and recipients receive a unique print of a William Cullen letter from the archive of his medical consultation letters.

Dr Amy Baggott, who has a special interest in HIV infection and the challenge of antimicrobial resistance, has been in post for less than two years

but has already, working with another Consultant, Dr Manjul Medhi, set up a new service. This includes outpatient clinics for infectious diseases referral which means patients no longer have to travel to Glasgow for treatment and developing a service which allows patients requiring intravenous antibiotics who are well enough to be discharged from hospital to continue treatment as an outpatient. In its first year this benefitted more than 100 people.

Dr Baggott has also worked closely with orthopaedic surgeons, maxillofacial surgeons, cardiologists and vascular surgeons in particular, to provide shared care for a range of patients with complex conditions and helped set up infection training for trainees in Ward A31.

On receiving the William Cullen

prize Dr Baggott said: "It really has been a very unexpected honour to be put forward for this prize. I owe a huge amount to Forth Valley for supporting me as a new consultant and providing me with the team and resources to take on the challenge of developing a novel service here. I love being able to do this work and could not do the job without the support of all my colleagues. It is great to work for an organisation that is committed to improving the patient experience and developing a new specialty service in this way."



Dr Baggott is pictured with (left) Consultant Acute Physician Dan Beckett and Medical Director Andrew Murray

ACCOLADE FOR LIVILANDS RESOURCE CENTRE

The work carried out by the Livilands Resource Centre in Stirling has been highlighted as an example of best practice in a new report produced by the Royal College of Nursing called 'Parity of Esteem' - delivering physical health equality for those with serious mental health needs.

The report describes the range of services the Centre provides for a "forgotten and vulnerable group" including physical health monitoring, increased physical activity, education regarding diet, exercise, smoking and misuse of alcohol and substances. It also outlines the work undertaken with younger people, looking at employability and meaningful activity.

Heather Tainsh, Senior Charge Nurse at Livilands Resource Centre says that the success of the service is due to the enthusiasm and passion of the staff and the commitment and participation from service users. "This vulnerable group of patients can be difficult to engage in and sustain



meaningful activity. However this is not an issue at Livilands as we actually have issues with groups being full and people who are keen to participate."

POSITIVE FEEDBACK FOR PSYCHIATRY TRAINING

Significant improvements in training for medical staff working in psychiatry have been recorded following a quality management visit by the Scotland Deanery. The senior team were described as supportive and accessible, and the department has been issued with a good practice letter.

In their report the assessors remarked on approachable and readily available consultant and nursing staff who provide regular high-quality feedback to trainees. They noted a strong focus on training and a constructive learning environment and regular valued local teaching which all can attend. The team culture was positive and learning from adverse incidents was embraced. They commented on the re-developed induction programme which now includes involvement from experienced trainees and a handbook.

The report also mentioned a suggestion from the GMC that a colour-coded badge system and posters could be implemented to ensure that all staff can identify the level of trainee and are aware of their competencies and supervision requirements.

PRESCRIBING FIRST FOR LOCAL DIETITIANS

Two Forth Valley dietitians are among only six dietitians in Scotland to achieve a prescribing qualification, one of them being the first in the country to become a non-medical prescriber in an acute setting.



It was only recently that the dietetic profession has been able to work towards an advanced qualification in prescribing and Julie Frazer based at Forth Valley Royal Hospital and Laura Troiano based at Stirling Community Hospital have recently completed their courses.

The non-medical prescribing course includes the education and practical experience to become safe prescribers within their clinical remit. It means as well as prescribing nutritional supplements and tube feeds they can prescribe parenteral nutrition and medication to support dietetic care such as motility drugs, pancreatic enzymes, vitamins and minerals and diabetes medications.

ANNE'S COOKING ON GAS

Award-winning Catering Manager Anne Davidson has exchanged life in the kitchen for travelling in a camper van, following her retirement after 34 years with NHS Forth Valley and Serco.

Anne started in 1985 at Falkirk Royal Infirmary as an Assistant Head Cook and then went on to work at Bellsdyke Hospital as a Kitchen Superintendent. This was followed by a move to Stirling Royal Infirmary as Assistant Catering Manager and then Catering Manager. In 2010, Anne transferred to work as part of the Serco team at Forth Valley Royal Hospital.

Anne has received a number of awards over the years. In 2012 she was highly commended for Catering Team of the Year and the following year won the Catering Team of the Year Award from the Healthcare Catering Association with Anne being credited for her inspirational leadership, drive and enthusiasm to make a difference.



In 2016 she was named Facilities Management Professional of the Year by the British Institute of Facilities Management (BIFM) Scotland. She also won a joint Serco Pulse Award with Lynn Jack for her

work in supporting contracts during transitions.

An avid hill walker, Anne's retirement plans also include lots of fresh air and exercise.

HIGH FLYER FINALLY LANDS



Staff said a fond farewell to a member of the HR Department, Val Marshall, who retired recently after 31 years with NHS Forth Valley following a former career in the Royal Air Force.

Val originally joined the Princess Mary's RAF Nursing Service and trained as a nurse at RAF Halton in Buckinghamshire which specialises in plastic surgery and burns.

After leaving the RAF Val worked in several hospitals across Forth Valley and spent two years at the Armed Forces Hospital in Muscat before deciding to retrain for a career in HR.

She secured her first HR role at Stirling Royal Infirmary in July 1998 which was followed by posts in Operational HR, Staff Governance and latterly as the lead for Job Evaluation and Terms and Conditions. Val also played a key role in taking forward Dignity and Respect at work training and managed staff in the Library and Medical Education Service.

IRENE STEPS BACK IN TIME

Medical directors past and present delivered personal messages of appreciation to PA Irene Graham at her recent retirement presentation. Dr Iain Wallace, who attended in person, praised Irene for putting up with constant redrafting and said she was a great PA. Dr Gareth Davies, in a recorded tribute from his home in sunny Spain, described her as the Queen of PAs who had brought organisation to his chaos, and, as an honorary member of his family, extended an invitation to visit at any time. Miss Tracey Gillies, now Medical Director at NHS Lothian, sent a recorded message thanking Irene for all the support she had provided and hoping she has a wonderful time in retirement, getting to do everything she wants with her husband and family.

There was also a glowing tribute from current Medical Director, Andrew Murray, who said Irene was a consummate professional, who was focused, organised and kept him right!



Responding, Irene said the video messages were quite humbling and she was taken aback by the turnout and support. She added she would always think of NHS Forth Valley as her extended family and her only regret was that she had not left her previous local authority job to join the NHS sooner!

Irene, who had worked with NHS Forth Valley for more than 20 years, left Carseview House loaded with gifts, including two Radley bags, flowers, champagne and jewellery.

KEREN “ALWAYS LATE BUT WELL WORTH THE WAIT!”



Known for her failure to keep to time and her legendary computer skills (or not!) Consultant Psychiatrist Dr Keren King recently retired from NHS Forth Valley.

Her farewell cake iced with the words ‘Always Late but Worth the Wait’ was one of many gifts showered upon her by colleagues who described her as a caring professional consultant, valued by patients and staff alike.

Dr King joined NHS Forth Valley in 2002 and worked at Westbank in Falkirk then in Stirling. She also spent time at the Royal Scottish National Hospital in Larbert during her training.

Kathy O’Neill, General Manager for Primary Care and Mental Health services, who gave a presentation at



Keren’s retirement tea, said care and compassion had always been central to the way Dr King had worked and she would be missed for her kindness and support.

She was also someone with a keen interest in holistic person-centred care and was known for a playful, wicked sense of humour.

MARGARET MOVES FROM COMPUTERS TO CRAFTS

One of the main eHealth trainers for a number of systems including TrakCare, has retired from the organisation and is looking forward to working in two different specialist areas – gardening and crafts.

Margaret McKechnie started her career in the NHS as a student nurse in 1976 and worked in ENT and Ophthalmology at Falkirk and District Royal Infirmary before retraining as a midwife. She worked in the Special Care Baby Unit before taking a career break to raise her family.

After attending a Women's Technology Course in 1999, Margaret re-joined the NHS in 2001 as part of the PiMs team,



initially based at RSNH, before that team became part of the newly formed eHealth Programme Office. Margaret was the main eHealth trainer for a number of systems

including PiMs, FACE/CarePartner, Topas, MiDIS and latterly TrakCare.

Colleagues presented her with vouchers to follow her two 'retirement passions'.

NO JOKING AS DAVID BOWS OUT OF NEUROLOGY



Staff in the Neurology Department at Forth Valley Royal Hospital have said goodbye to David Thomson, who has retired after working 33 years with NHS Forth Valley.

Colleagues described him as a great team member, exceptional nurse but say unfortunately he never mastered the art of funny jokes!

David started his career in 1986 as a staff nurse in short stay in Falkirk and District Royal Infirmary and later

became a Charge Nurse in the Planned Investigation Treatment Unit being appointed Clinical Coordinator for Ambulatory Medicine.

In 2014 David had a change of career to become a Neurology nurse working in Forth Valley Royal Hospital where he supported new ways of working which benefited patients and always put people at the heart of his practice.

The Day Medicine and Neurology teams wish him all the best in his retirement.



LEAVING TOGETHER – ED BIDS FAREWELL TO FOUR COLLEAGUES



Derek Lees (back row) Christine Brotherson (middle row - 2nd left)
Heather Hutchison (middle row - 4th left), Anne Finlay (front row - first left)



Derek Lees with nursing colleagues

It has been a busy time for retirements in the Emergency Department at Forth Valley Royal Hospital with four members of staff leaving after a total of almost 100 years of service.

Derek Lees worked in the department as a nurse for 20 years, first at Stirling Royal Infirmary before moving across to Forth Valley Royal Hospital. At school he planned to become an archaeologist but decided to study horticulture at college. He worked in botanical gardens, a tree nursery and the University of Stirling before switching to a career in nursing where his first post was in stroke rehabilitation. Derek was nominated as an exceptional mentor by students on numerous occasions.

Heather Hutchison worked in Stirling Royal Infirmary as a staff nurse before deciding to train as an Emergency Nurse Practitioner. Throughout her whole time within ED she had no sick leave and was a consummate professional who quietly beavered away to provide expert care for people with minor injuries. Her colleagues hope she will continue to support the Department in the future via the Staff Bank.

Christine Brotherson started in X-ray at Falkirk and District Royal Infirmary and then became a staff nurse in Falkirk before training to work as an Emergency Nurse Practitioner. She then decided to focus her remaining career on being a Team lead within ED ensuring her shifts were run with military precision. All who worked with her appreciated her direct manner and were in no doubt as to who was in charge!

Anne Finlay started out working in Falkirk and District Royal Infirmary before moving to Forth Valley Royal Hospital. Fondly referred to as 'wee Anne,' she was one of the hardest working healthcare support workers within ED always ensuring the place was ship shape. She also had a knack of being able to placate and de-escalate patients under the influence of alcohol with good natured banter, and had a caring and supportive way with children and their families.

We will miss them all but would like to wish them long and happy retirements.



LIZ'S ISLAND DREAM

After 18 years working in NHS Forth Valley, Elizabeth McNicol has left for pastures new, moving to South Uist to enjoy her retirement. For the past seven years Liz worked within the general surgical team and colleagues say she will be much missed.

IN THE SPOTLIGHT

Carla Grzebien, Senior Charge Nurse, Bo'ness Community Hospital

Tell us a little about your current job

I am Senior Charge Nurse in Ward 2 at Bo'ness Community Hospital. It is a lovely 16-bedded specialist dementia unit. We have a fantastic garden, a sweet shop, a 'hippodrome' and we are in the middle of creating a living room. We also have a learning area to support the team with professional development. Being a nurse-led ward is great for the nursing team – they have so much skills and knowledge.

What shaped your decision to choose nursing as a career?

When my gran was dying at Stirling Royal infirmary I was 17 and at the moment she passed away a nurse placed a caring hand on my shoulder. I remember just how nice that felt and that I probably needed it that moment without even realising it. Since then I wanted to be able to reassure and comfort people in their time of need.

What do you think are your biggest challenges?

Having too many ideas and not enough funding for them. The nursing staff in Bo'ness have organised lots fundraising events and I don't tell them often enough just how much I appreciate all their help. We have managed to buy two new TVs, our sweet shop is always full and we have managed to get a Moses basket for our therapy doll as well as a stroller. We also have very generous relatives too who keep the ward well stocked with treats.

Your foodie weakness?

Fresh cream cakes, chocolate, biscuits – in fact anything with sugar really!

The place you feel happiest?

At home with my family as we have a beautiful baby boy called Robbie who just turned one. He has amazing red hair and an infectious smile.

Your best holiday ever?

When I went to Fuerteventura with my best friend Lesley Ann and her Mum and Dad. It was my first holiday abroad and I loved it. Lesley Ann went in the sea no problem but I was too scared of all the fish so I just watched from the beach. We also got a glass of sangria for the first time and were slightly tipsy. My freckles came out and we got braids in our hair.

Your favourite TV series or book?

Game of Thrones – I watched it all on TV and then started reading the books. I am currently watching The Handmaids Tale and I have the books ready for when I finish that one too.

Burning ambition?

To learn as much as there is to know about dementia, dementia care and treatment.



If you could change one thing what would you do?



Provide free continuing care for those who need it and ensure that long term care homes are more than adequately staffed with people who are appropriately trained.

Where do you see yourself in five years time?

Working as a Clinical Nurse Manager.

If you had one wish what would it be?

To improve my baby brain!

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