

PULSE

For the people in NHS Lanarkshire and health and social care partnerships

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November 2021

Biomedical scientist Christopher Duddy retires after remarkable 41 years' service

November 1, 2021

Categories: Pulse, Pulse - General News, Pulse - People News

Tags: Christopher Duddy, Retirement



Colleagues in the microbiology department at University Hospital Wishaw paid a special farewell to biomedical scientist Christopher Duddy who retired on 31 October after a remarkable 41 years' service.

Christopher began his career with NHS Lanarkshire in April 1979 when he joined the microbiology laboratory at Law Hospital. He quickly became a well-known character in the laboratories and beyond. When Law Hospital closed in 2001, Christopher moved to the microbiology department at University Hospital Wishaw, where he remained until his retirement.

Lynn Guthrie, senior biomedical scientist, said: "Christopher has a charm that is infectious and you cannot help but smile when working alongside him. His cheery demeanour, his awful dad jokes and his ballad singing have got the laboratory staff through the hardest of times. Christopher is not only a fantastic biomedical scientist, but also the laboratory handyman and car expert – if anyone needs any help Christopher is the first port of call.

"We want to thank Christopher for all his hard work, dedication and friendship over the years. Forty-one years of service is an amazing achievement and shows his commitment to the service users of NHS Lanarkshire. An example of this dedication would be in the winter during at Law Hospital, Christopher was on-call during a bad snow storm. He managed to get stuck on



his way home from work and ended up walking – he was stopped by the police at Waterloo where he was stranded and ended up being taken to the local police station for safety where he spent the night in the cells with others who were stranded. He is truly one in a million. The microbiology laboratory will be so quiet without him.”

Everyone in the microbiology department would like to wish Christopher all the happiness and joy his retirement will bring.



Honoured for outstanding support towards the Armed Forces

November 1, 2021

Categories: Pulse, Pulse - General News



NHS Lanarkshire has received the Employer Recognition Scheme Gold Award for outstanding support towards the Armed Forces community.

Representing the highest badge of honour, the Employer Recognition Scheme Gold Awards are awarded to organisations that employ and support those who serve, veterans and their families.

Craig Cunningham, NHS Lanarkshire's Armed Forces and Veteran's Champion said: 'NHS Lanarkshire is fully committed to the Armed Forces Covenant and exhibit this both in terms of delivery of health services for armed forces personnel and veterans as well as support for employment of our Reserves and veterans.

"We support our staff who have signed up as Reserves and have a range of HR policies in place for veterans, Reserves, and Cadet Force Adult Volunteers, as well as spouses and partners of those serving in the Armed Forces.

"Being given this award is an honour for the staff and local veterans who have designed this unique service and recognises the work that we do to support local veterans, Reserves, Cadet Force Adult Volunteers, and their families.

"In relation to provision of health services, NHS Lanarkshire and the two Health & Social Care Partnerships offer a dedicated pathway, Veterans First Point, for veterans and their families living in Lanarkshire who require psychological support/other mental health support. The



service was designed by veterans, for veterans, and their families, and is staffed by psychologists and veterans peer workers and offers advice and support when they need it most.

“Veterans First Point (VFP) is also there for veterans and their families who experience any issues moving from a life in the military to living as a civilian.

“Additionally, we also work with the Defence Medical Welfare Service who provide direct support for veterans in accessing other services which might assist the patient in their lives outwith the hospital environment for example home supports and respite breaks.”

Minister for Defence People and Veterans, Leo Docherty said: “I would like to thank all the organisations who have proven their support for the Defence community during such unprecedented and challenging times.

“The vast range of those recognised this year demonstrates how employing the Armed Forces community makes a truly positive and beneficial impact for all employers, regardless of size, sector or location.”



New primary care occupational therapy service supports future workforce through student placements

November 2, 2021

Categories: Pulse, Pulse - Spotlight

Tags: Occupational Therapy Week, primary care occupational therapy



This week is Occupational Therapy Week (1-7 November). Today, we focus on the work student learning has played in supporting and addressing health equity, the Royal College of Occupational Therapists' new campaign **#OTsForEquity**.

NHS Lanarkshire's primary care occupational therapy (PCOT) service has continued to value the importance of student learning in order to contribute to the future OT workforce and promote the unique role of occupational therapy within primary care.

The students, working along their practice educators, had the opportunity to enhance their occupational therapy assessment and intervention skills, in order to be able to challenge and address the health inequalities that many people in society face.

Jenna Allan, occupational therapist, said: "My role as practice educator in sharing the role of occupational therapy in primary care with student occupational therapists was highly rewarding. It was exciting to see students' confidence, skills and knowledge develop particularly during the challenging times of Covid-19."



Placements were delivered through on-site learning across GP practices and virtual learning organised through NHS Lanarkshire's practice education team. Reflective of current working practices, students were able to gain clinical observation and practical experience through telephone appointments, video consultations via Near Me and home visits. Students were also given the opportunity to spend time learning about the valued role of other professionals within the primary care setting through shadowing and telephone conversations when remote working.

Through ongoing assessment of learning needs and to address arising challenges of Covid-19, a creative and flexible approach was required to enable students to meet their placement learning objectives. Students were given the opportunity to develop their clinical and communication skills through adapted means of working including case studies, mock assessments and reflective writing.

Student Kirsty Allan, who was based at Newarthill medical practice and Macinness medical practice, said: "I had no idea that occupational therapy was a service within the GP and now I would actually like to graduate and hopefully apply for a post within this area as I enjoyed it so much."

Student Caitlin Campbell, who was based at Auchinraith medical practice and Lincluden surgery, said: "Regardless of the restrictions still in place, I was able to gain a full placement experience. All health professionals and staff within the practices that I encountered made me feel at ease and welcomed into their environment, overall contributing to a very enjoyable placement."

For more information on Occupational Therapy Week, please visit:

<https://www.rcot.co.uk/occupational-therapy-week-2021-otsforequity>



'Watch Yer Mouth' for Mouth Cancer Action Month

November 3, 2021

Categories: Pulse, Pulse - Spotlight

Tags: mouth cancer, mouth cancer action, mouth cancer action 2021, mouth cancer awareness 2021



NHS Lanarkshire is supporting the annual Mouth Cancer Action Month, by asking all adults over the age of 16 to 'Watch Yer Mouth!' and regularly check for signs of mouth cancer.

The awareness month is organised by the Oral Health Foundation and works towards individuals:

- Knowing how to spot mouth cancer early and regularly checking for unusual changes in the mouth.
- Understanding what is likely to cause mouth cancer and reducing their risk.
- Acting quickly when seeing something out of the ordinary by visiting their dentist.

Susan Lyttle, senior health promotion officer – Oral Health, NHS Lanarkshire said "It's so important to regularly check your mouth so that you can spot any changes and quickly seek help and advice from your dentist.

"Long lasting ulcers, red or white patches and unusual lumps and bumps are three common warning signs of mouth cancer. A simple check of the roof and floor of the mouth, gums, cheeks, tongue, lips, tonsils as well as our head and neck takes only 45 seconds and could be life-saving.

"Awareness of the risk factors for mouth cancer is important so we can all reduce our chances of developing the disease."



Shelley Percival, clinical director, General Dental Services, NHS Lanarkshire, said “Regular visits to your dental team are so important. This makes it more likely that any problems will be caught as early as possible, including mouth cancer.

“The earlier a problem is caught, the easier it tends to be able to treat. Mouth cancer is no exception. The smaller the affected area, the better the chances are of a full recovery. If in doubt, please get it checked out!”

Albert Yeung, consultant in Dental Public Health, NHS Lanarkshire, said “To reduce our chances of developing mouth cancer, there are lifestyle changes we can make such as stopping smoking, drinking alcohol in moderation, having a healthy diet and if eligible, getting the Human Papilloma Virus (HPV) vaccine.

“If individuals experience any signs of mouth cancer or changes in the mouth, they should contact their dentist. Attending your dentist appointments for advice and a check-up is also important for good overall dental health.”

Shirley Mitchell, programme manager – Quit Your Way, NHS Lanarkshire, added: “Mouth Cancer Action Month is a great opportunity to raise awareness of the dangers of smoking tobacco to our oral health.

“Quit Your Way is a free stop smoking service within NHS Lanarkshire and is available for those who have any queries in regards to stopping smoking.”

For more information about Mouth Cancer Action Month and how to check your mouth visit: www.dentalhealth.org/mouthcancer and www.mouthcancerfoundation.org/mouth-cancer-action-month

Call the Quit Your Way helpline on 0800 84 84 84 or visit QuitYourWay.scot.

[Watch our animation](#) on how to spot the signs and lower your risk of mouth cancer.



Heather Knox staff message

November 3, 2021

Categories: Pulse, Pulse - General News



In this week's video (recorded Tuesday 2 November), Heather speaks about the vaccination programme and the Covid-19 cases in our hospitals, communities and care homes.

Heather also speaks about the memorial service in remembrance of Hakim BenYounes, consultant surgeon and chief of medical services at University Hospital Wishaw, who died last year.

The video can be accessed on Vimeo and You Tube using the links below:

o Vimeo – <https://vimeo.com/641892801>

o YouTube – <https://www.youtube.com/watch?v=Spd7nLWxg3g>



Our Big Blether podcast launches

November 4, 2021

Categories: Pulse, Pulse - Spotlight



A new podcast has been developed by two colleagues in NHS Lanarkshire.

The 'Our Big Blether' podcast, hosted by Paul Graham and Maureen Lees, sees the duo make connections across health and social care in Lanarkshire and beyond.

The aim is to encourage connectedness across these large organisations which they believe contributes to an increased sense of resilience and wellbeing. They describe the podcast as a mix between 'Desert Island Disks' and 'Off the Ball'!

In the launch podcast, Paul and Maureen are joined by Peter McCrossan, director of Allied Health Professions.

In the podcast, Peter shares his story, gives an insight into his interests and details his wishes for the future.

Speaking during the podcast, Peter discussed his early life: "My mother and father married later in life, having both come through the forces during the Second World War. Their time in the forces resulted in them having a history of bad health.

"My mum attributed her illness in later life to her experiences during the war.

"My father died when I was nine and I have very scant memories of him. In those days' things like completely different. The diet was completely different. Everything was cooked in fat, but my father also smoked. So obviously that had a big impact on his health and he died at the age of 54, so quite relatively young.



“My mother then developed tuberculosis and was hospitalized actually in Wishaw Hospital which was an old sanatorium for about six months. I was actually a young carer for a significant period of time.”

“I have to say I wasn’t a good scholar at school, I wouldn’t say they were the best years of my life.

“There was a marvellous teacher at school who had a chat with me about the careers that I could look at. Though I didn’t like the sound of them as they were all behind a desk.

“It’s quite ironic now you know that I spend most my life behind the desk.”

Peter’s interest in health and social care was sparked following a conversation with a relative at a family funeral.

He said: “I asked a relative what she was doing now and she mentioned that she was doing chiropody. She explained it all to me and I thought it sounds really good and decided to explore it.

“I applied for chiropody schools and chose Glasgow so that I could be close to my mum and make sure she was ok.”

“Before starting in podiatry I had a role as a nursing assistant. I learned a lot. I found that care wasn’t as person centred as it is now.”

Peter began his career in NHS Lanarkshire before moving to Glasgow Royal Infirmary for five years. When he began his family, he moved back to Lanarkshire to gain a better work life balance.

During the podcast, Peter also highlights his love of being involved in musical theatre.

Peter said: “I was just about to graduate. There was a girl who was a year below me studying Podiatry who was an absolutely fantastic singer.

“We used to travel in the train from Wishaw and she keeps saying to me ‘I want to join this local operatic group, would you come and join with me? You can come for six weeks, then you can go away and I’ll stay.’

“I didn’t think it was my scene, you know. But I went along.

“I ended up loving it. She lasted six weeks and I never saw her again. It just so happens that’s then where I met Mrs McCrossan and the rest as they say is history.”

A new episode of the podcast will be shared every two weeks. To listen, visit:

<https://ourbigblether.buzzsprout.com/>



You can also keep up to date with the podcast by following on Twitter (@OurBigBlether), Facebook (@BiggyBlether) or by emailing ourbigblether@gmail.com.



National Occupational Therapy Week 1-7 November 2021

November 4, 2021

Categories: Pulse, Pulse - Spotlight

Tags: Occupational Therapy Week



Occupational Therapy Week 2021 – which takes place 1-7 November – will see the launch of a new health equity campaign #OTsFor Equity.

The Covid pandemic has increased public awareness of health inequalities and highlighted the relationship and impact of poverty, deprivation, employment and housing on health and mortality. In the course of their work, occupational therapists see health inequalities every day and are uniquely placed to understand the challenges people face in their everyday lives, home environments and work or education.

As we recover and rebuild from the pandemic, NHS Lanarkshire occupational therapists have celebrated some of the amazing work they have been doing to address health equity. Some of the examples are listed below:

- NHS Lanarkshire primary care occupational therapy team has enhanced access to early occupational therapy support in GP practices;
- South Lanarkshire Council occupational therapists have been working with housing planners to shape the design of new care facilities and housing in St Joseph's, Blantyre;
- NHS Lanarkshire children and young people's occupational therapy team has enhanced access to information and support through digital and social media developments;
- Mental health, addictions and learning disability occupational therapists have become trauma informed and focusing on environments, relationships, wellbeing and work.



Janice McClymont, head of profession, occupational therapy services, said: “Health equity is all our business and is one of the priorities for the occupational therapy profession in 2022.



“As the UK recovers from the Covid-19 pandemic, it is increasingly evident that people who have been disadvantaged by social and economic factors have been hit hardest. Occupational therapists can reduce the impact of existing inequalities on people’s health outcomes and life expectancies by increasing their ability to access and participate in meaningful and productive occupations across their lifespan.

“Now more than ever, this is the time for occupational therapists to utilise their unique expertise in mental and physical health and their understanding of environmental and social factors to offer innovative public health solutions and enable people to live life to their fullest potential.”

For further information please email janice.mcclymont@lanarkshire.scot.nhs.uk



Pumpkin spook-tacular illuminates care home creativity and compassion

November 4, 2021

Categories: Pulse, Pulse - General News

Tags: care homes, Halloween



Residents and staff across Lanarkshire's care homes carved out a truly spook-tacular Halloween – shining a light on creativity and compassion.

Pictures have just emerged how various care homes across South and North Lanarkshire celebrated the season, in line with all safety guidance, with a series of events. These included McClymont House in Lanark, David Walker Gardens in Rutherglen and Parksprings care home in Motherwell.

The latter home reflected the overall spirit of the fiendish festivities as residents had spent days preparing pumpkins, with witches, monsters and bats brilliantly carved into the ghoulish gallery.

“It's well publicised that Covid-19 posed very real challenges for care homes over the last year or so. Parksprings has been no different” explained the home's activities co-ordinator, Rosie Brennan.

“But events like this show the unique bond between fellow residents and staff – and put the mutual support into sharp focus. Staff are regularly encouraged and take comfort from the kind words and actions of those in our care. Compassion is very much a two-way street.

“The Halloween season has provided the home a chance to celebrate those links – and add a heady dose of creativity into the potent mix.”

Lanarkshire's multiagency care home staff wellbeing group said that sentiment was reflective of similar events across the care home sector. The group is made up of representatives from c



homes themselves, North and South Lanarkshire Health and Social Care Partnerships, NHS Lanarkshire and Scottish Care. Its aim is to ensure staff are supported, from simple wellbeing provision to those who require mental health assessment and intervention.

Dr Susan Ross, consultant clinical psychologist and co-chair of the group, said: “First and foremost our deepest sympathies and condolences are with all those who have lost loved ones to Covid-19.

“We also know the impact of Covid continues to be deeply felt by our colleagues working in the front line of care homes too.

Dr Ross added: “We have a range of supports in place for care home staff if they need it. But we also know staff being there for each other has been – and is – very effective and powerful. That sentiment also applies to the support the residents provide each other and the staff, as Rosie has outlined.

“Events like this can only consolidate these really important human bonds. On behalf of the wellbeing group, I’d also like to offer my congratulations to all involved for their frighteningly brilliant carving talents.”

More information on the work of the multi-agency care home wellbeing group can be found at:

<https://www.nhslanarkshire.scot.nhs.uk/pulse-special-focus-on-care-home-wellbeing-group/>



Budding green health volunteers win award for transforming hospital sites

November 5, 2021

Categories: Pulse, Pulse - Spotlight

Tags: green health



NHS Lanarkshire's very own green health volunteers have won an award for their contribution to nature.

In recent years, NHS Lanarkshire and the Lanarkshire Green Health Partnership have partnered with Clydesdale Community Initiatives Scotland (CCI Scotland) to develop a popular Green Health Programme.

As a result, a range of green health opportunities are offered to inpatients, outpatients and community volunteers as well as hospital staff and visitors.

Part of the opportunities provided by CCI Scotland are weekly gardening groups across five NHS Lanarkshire sites:

- Kirklands, Bothwell
- Cleland, Motherwell
- Coathill, Coatbridge
- Lady Home, Lanark
- Airbles Road Centre (ARC), Motherwell

These groups help promote health and wellbeing benefits for those who take part and with Clydesdale Foodbank to grow and donate fresh vegetables to residents within



communities. The project has donated almost 1,000kg of healthy vegetables – all of which were grown on NHS Lanarkshire grounds and CCI food network sites.

Recognising their contribution to nature, participants have been awarded the Discovery Award from the John Muir Trust, which is a nationally recognised, individual award scheme.

Marie McKeown, Partnership Manager – Lanarkshire Green Health Partnership, NHS Lanarkshire said: “Our ongoing partnership with CCI Scotland supports patients, hospital visitors and our staff to experience a positive boost to their physical, emotional and mental health. It also results in new and improved hospital grounds which help to boost wellbeing.

“We are delighted to see everyone involved have been given this great award for their amazing work.

“The health benefits of spending time in nature are known to help relieve stress, reduce symptoms of anxiety and depression, and improve sleep, we’re thrilled to be able to offer such a rewarding initiative.”

Jamie Hope, training and project development coordinator, CCI Scotland, said: “Taking part in the John Muir Award enabled us to increase engagement with inpatients, outpatients and volunteers during lockdown, encouraging and supporting them to get outside and explore nature.

“As well as having a significant impact on their mental health and wellbeing, it kept the connection and participation with the project. The enthusiasm shown by the participants and volunteers and support from the staff involved has been fantastic.

“Spending time outdoors with nature and gardening has also helped others as we donate surplus produce grown to the Clydesdale Foodbank to support others in need within the community.

“Being recognised for their connection to nature, conservation and what they have given back is a great achievement.”

Liz Barthram, chairperson, at Clydesdale Foodbank commented: “We are really grateful for the fresh vegetables we receive, it supplements the store cupboard food and reduces cost in purchasing fresh produce.”



Special edition care home wellbeing newsflashes compiled in one-stop webpage

November 8, 2021

Categories: Pulse, Pulse - General News

Tags: care home, staff wellbeing, wellbeing newsletters



A [dedicated webpage](#) has been launched for care home staff following the publication of a series of special edition wellbeing newsletters.

Over the autumn period, eight downloadable newsflashes have been produced focusing on the health and wellbeing of care home staff. The info-updates feature practical support and advice, ranging from managing anxiety, sleeping better to how to create time for yourself.

Caroline Martin, senior nurse, who co-chairs the Lanarkshire's multiagency care home staff wellbeing group, said the launch of the page is a strong addition to a broad raft of support.

"We know the impact of Covid continues to be deeply felt by our colleagues working in the front line of care homes. Through our group's work with care homes, we have listened very carefully. It was highlighted to us that it could be challenging to know where to find wellbeing information.

"Since then, our group has focussed on developing and sharing meaningful help and support information, from wallet cards with helpline support to a series of information videos. The newsletter has been the latest addition to that raft of information.

Caroline added: "Although the feedback has been very positive, we are aware of how busy care home staff are. The collation of this series in one webpage means staff who perhaps missed some of the editions, or would like to revisit the tips and guidance, can find them all in accessible place."



The care home staff wellbeing group is made up of representatives from North and South Lanarkshire Health and Social Care Partnerships, NHS Lanarkshire and Scottish care/care home sector. Its aim is to ensure staff are supported, from simple wellbeing provision to those who require mental health assessment and intervention.

Dr Susan Ross, consultant clinical psychologist and co-chair, also welcomed the web page launch. Dr Ross added: "Staff told us that the support they access and value the most is from each other.

"During the course of these newsletters we issued an appeal to find out more about what was working for staff, in terms of those naturally occurring supports. We've learned that a rich tapestry of innovative peer-to-peer support exists across the sector. This ranges from formal events like staff appreciation weeks, nomination for award ceremonies, to more ad-hoc and creative means, such as a member of staff in one care home creating a superheroes style caricature gallery of her colleagues.

"This underlines that staff being there for each other has been – and is – a very effective and powerful form of support. Creativity abounds – but this is often achieved by staff just simply listening and talking to each other. The power of having someone who 'gets it' cannot be underestimated."

Dr Ross added: "Where necessary, we aim to support staff to continue to be there for each other, sharing ideas and ensuring they have access to information and resources such as our [psychological first aid module](#).

"It's also important they know where to reach out to for help when it's needed. This new web page adds to the support and signposts available."

Care home staff wellbeing group needs you.

If any member of the care home workforce would like to join the wellbeing group, or share their thoughts, please get in touch. We are keen to hear the things that are tricky for staff collectively and individually and to make sense of what they have faced in the past 16 months.

Please email us:

Caroline.Martin@lanarkshire.scot.nhs.uk

Susan.Ross@lanarkshire.scot.nhs.uk



COP26 and Sustainability Podcast

November 9, 2021

Categories: Pulse, Pulse - Spotlight



As we're into the final week of COP26, various staff members of NHS Lanarkshire teamed up to chat through COP26, climate change and sustainability, for an [interesting and engaging podcast](#).

Members of NHS Lanarkshire who took part were:

- Michael Simpson, Acting Head of Sustainability & Environmental Management
- Vicki Trim, Senior Health Improvement Manager
- Dr Johnny Edgar, Consultant Anaesthetist, University Hospital Hairmyres
- Marie Porteous, FM Lead, MRP
- Dr Kalonde Kasengele PhD – Speciality Registrar in Public Health

Michael Simpson, acting head of sustainability & environmental management, NHS Lanarkshire, said: "Getting together with a few other sustainability-focused colleagues within NHS Lanarkshire was a great opportunity to bring together different ideas and initiatives within our workplace that contribute to a greener Lanarkshire.

"Moreover, it also gave us a chance to discuss the rapid action needed for climate change, as the last two years being the warmest two years ever recorded.

"It was fantastic to listen to each person who took part, and I hope other colleagues within NHS Lanarkshire enjoy listening too and even take some inspiration to make everyday sustainable changes."



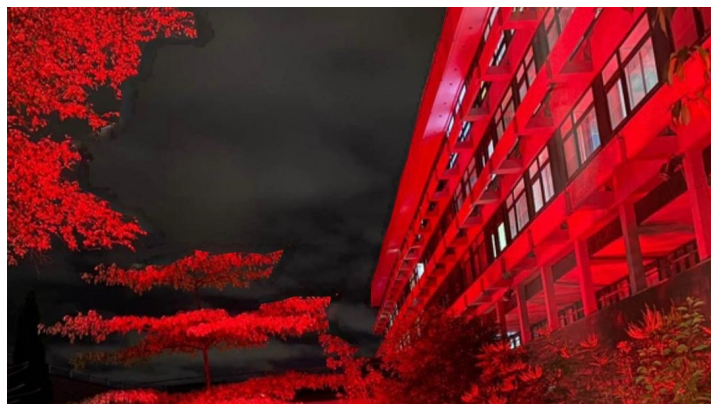
[Listen to the full Podcast.](#)



Light up red in Remembrance

November 10, 2021

Categories: Pulse, Pulse - General News



University Hospital Monklands and University Hospital Wishaw are currently lit-up in red to mark 100 years of the poppy as the national symbol of remembrance.

Poppyscotland asked organisations with a building with external lighting to take part to help commemorate the centenary of the poppy.

Gordon Michie, head of fundraising and learning at Poppyscotland said: "The support of local businesses and national landmarks has been fantastic over many years, joining us in paying tribute to Scotland's Armed Forces community.

"To see the country light up red during the Remembrance period is even more poignant as, 100 years on, the Poppy Appeal remains as important now as it ever has been."

The Scottish Poppy Appeal is the largest annual charity street collection in Scotland and raises more than £2million each year.

The money raised from the Poppy Appeal and year-round fundraising enables Poppyscotland to support members of the armed forces community in Scotland by providing services in advice, employment, housing, mental health and mobility.

Craig Cunningham, NHS Lanarkshire's Armed Forces and Veteran's Champion said: "NHS Lanarkshire and the two Health & Social Care Partnerships are fully committed to the Armed Forces Covenant and exhibit this both in terms of delivery of health services for armed forces personnel and veterans as well as support for employment of our Reserves and veterans. We are delighted to show our support for this important fundraising event."

Photo courtesy of Liz Robbie, veteran and charge nurse at University Hospital Monklands



NHS Lanarkshire unveils its vision for new net zero hospital

November 10, 2021

Categories: Pulse, Pulse - General News

Tags: design, Monklands, MRP, Wester Moffat



NHS Lanarkshire has unveiled its vision for its new net zero hospital.

As the COP26 climate summit in Glasgow continues, the exciting design concept has been revealed for the state-of-the-art new University Hospital Monklands – just 14 miles from where the UN conference is being held.



The new hospital will be the first in Scotland to be designed from the outset to be fully net zero for both the build and operation phases, meaning it will not contribute to carbon emissions.

Health secretary Humza Yousaf said: “At a time when Glasgow is hosting COP26, this project demonstrates our commitment that all new NHS Scotland buildings and major refurbishments will be designed to have net-zero greenhouse

emissions.

“The new Monklands Hospital is a key priority and will form part of the Scottish Government’s overall ambition of investing £10 billion over the next decade to replace and upgrade health facilities across Scotland.”

The [Monklands Replacement Project](#) (MRP) images show how the hospital could look when it opens around 2028 at the proposed new site at Wester Moffat on the outskirts of Airdrie.



The hospital vision, created by the MRP's architects, Keppie Design, has been expertly tailored to the landscape of the Wester Moffat site, ensuring the picturesque setting provides a healing environment and that the new Monklands Hospital helps champion the nation's commitment to achieving net zero greenhouse gas emissions by 2045.

Keppie Design director David Ross said: "With our experience of designing major hospital projects across the UK and internationally, Keppie are very pleased to be involved in plans to provide this ground-breaking new net zero carbon hospital, at a time when COP26 has prompted a vital and significant focus on the impact of environmental issues on our future."



How the hospital's main entrance could look

MRP director Graeme Reid said: "We're delighted to share this inspirational vision for our new hospital, which is being designed to achieve the Scottish Government's net zero requirements.

"The project team are hugely excited about the opportunity we have to provide a world-class hospital for the communities of Lanarkshire. It will deliver the most modern healthcare, designed to ensure that the huge advances in digital technology are central to an improved experience for patients and will help staff carry out their work.

"This ongoing design work was created with the input of patient and public representatives and staff, who have provided very valuable feedback at a series of workshops. And we'll continue to engage with the community throughout the winter and into next year.



The west approach to the hospital

NHS Lanarkshire is also working with the Scottish Government and NHS Scotland Assure – the new service established to assess the quality and management of healthcare construction projects – as it continues to develop its outline business case, to be submitted to the Scottish Government for approval following sign-off through the new NHS Assure process during the course of 2022.

NHS Scotland Assure is a new service that aims to be recognised across the world as a national centre for reducing risks in the healthcare built environment. The service will ensure safety, fitness for purpose, cost effectiveness and capability to deliver sustainable services.



Julie Critchley, director of NHS Scotland Assure, said: “Supporting the development of the Monklands Replacement Project is a prime example of what NHS Scotland Assure was set up to do.

“In addition to ensuring that new hospital built environments are safe, fit for purpose and cost effective, one of our critical aims is to deliver sustainable services for the future. We will work with the project team throughout the full lifecycle of the build, from strategic assessment through to building operations and ongoing maintenance.

“Working with NHS Lanarkshire to deliver a net zero site will be very rewarding and our team look forward to supporting the development of one of the most significant hospitals in Scotland.”

BACKGROUND INFORMATION

- The MRP is continuing discussions with Zero Waste Scotland on net zero targets
- The design concept is a “reference design”, prepared as part of the business case process and is used by potential contractors to understand the requirements and complete a detailed design for the hospital. The final design may vary depending on feedback from the public, Scottish Government or other stakeholders.
- This reference design supersedes the previous design material released by NHS Lanarkshire in January 2020.
- For full information on the Monklands Replacement Project including larger versions of the design images see monklands.scot.nhs.uk.



Eleanor's care and compassion is rewarded at prestigious awards ceremony

November 11, 2021

Categories: Pulse, Pulse - Spotlight

Tags: Eleanor Grant, nurse award, scottish health awards



Eleanor Grant's care and compassion was put in the spotlight after becoming the winner in the 'Nurse Award' category at this year's Scottish Health Awards ceremony which took place at the Corn Exchange, Edinburgh on 4 November.

Eleanor works as a single-handed palliative care nurse specialist at University Hospital Wishaw. A nurse for 35 years, she worked for many years in St Andrew's Hospice before rejoining the NHS to make sure hospital patients also received good palliative and end-of-life care. Eleanor takes a great interest in patients and staff alike, seeing them in a holistic sense in the context of their lives and their families.

During her career, Eleanor has cared for thousands of patients nearing the end of their lives and supported them and their families.

Catriona Ross, clinical director, specialist palliative care, who nominated Eleanor, said: "Eleanor is an incredible example of humanity – a Lanarkshire woman who treats all men and women the same – with integrity, humour and compassion.

"Eleanor IS palliative care in Wishaw. Consultants rely on her wisdom, ward nurses look to her for decision-making, countless junior doctors have been befriended and instructed and all staff from catering to administration know Eleanor and lean on her.



“Most of her patients are no longer here to express their appreciation but we know how much she meant to them at the end of their lives.”

On winning, Eleanor said: “I’m very privileged to do the job I do and I truly love it. It has been a lovely experience to be awarded this honour. The support shown to me from all at University Hospital Wishaw and the wider specialist palliative care team has been incredible.”

Watch the awards ceremony in full at: <https://www.youtube.com/watch?v=2lYbT9rh1dU>



New programme manager to help improve working lives of staff

November 11, 2021

Categories: Pulse, Pulse - For You



A new programme manager has been appointed to help develop a Lanarkshire-wide health and wellbeing strategy to help improve the working lives of health and social care staff.

Lesley Mackay will work alongside the staff health and wellbeing strategy group, to engage with staff and ask their opinions on how the organisation can help them stay well and live their best lives while working.

Prior to her current role, Lesley was part of the Healthy Working Lives team, promoting services and support pathways to local business for them to further endorse.

Working with businesses, Lesley helped to improve the health, safety and wellbeing outcomes for their workforce with an emphasis on the inequalities agenda within the workplace environment.

Lesley Mackay, programme manager, said: "As programme manager, I will be supporting the development and implementation of the Staff Health and Wellbeing Strategy. I will also be managing the delivery of the associated action plan.

"Staff engagement will be a key element in the success of the strategy. Our aim is to work together with staff at all levels and in all disciplines to ensure staff feel valued and supported in their roles as individuals, team players, managers and as colleagues within the organisation."



Gillian Archibald, Healthy Working Lives and EASY Manager, said: "I am delighted to have Lesley in this important role.

"Across health and social care, we have worked through the toughest time of our lives together. The pandemic isn't over, nor is the impact it's having on our staff.

"Our aim is for NHS Lanarkshire and the partnerships to be among the best workplaces in the local area and across Scotland."

To develop the strategy, engagement teams will be asking staff what is important to your wellbeing at work.

Staff should head to <https://www.nhslanarkshire.scot.nhs.uk/your-health-matters/> for updates on support services

If you would like to submit any comments or opinions on what matters to your health and wellbeing at work, in advance of the engagement exercise, please email staffcare@lanarkshire.scot.nhs.uk



A Veteran 'Remembers'

November 11, 2021

Categories: Pulse, Pulse - General News



The article below was written by Liz Robbie, Veteran and Charge Nurse at University Hospital Monklands, to mark Remembrance Day.

Most people who ask about my military service say “Was it really as bad as they say?”.

Every veteran has a different story to tell and my story brought me to Lanarkshire.

As a very young lassie, I was hungry for adventure, travel and comradeship so I joined up to be a British Army Reservist. I loved it!

I did every single course that I could. Every deployment opportunity I was there, literally with my hand up and ready to volunteer for my next challenge.

My civilian role as a healthcare assistant also rocketed and I was lucky enough to secure a scholarship through NHS Greater Glasgow and Clyde to do my nurse training.

Just as I was settling into my studies, my regiment was being mobilised in 2003. Being exempt from mobilisation on the grounds that I was in full-time education, I cried for weeks. The regiment that I had trained for war with, the lads and lassies that I had trained for war with, were off to war and I wasn't. Gutted!

It's extremely difficult to explain but the relationship that you have with the people that you serve with is undeniable. Sharing fears, worries and anxieties – sometimes in very dangerous situations and often putting your life on the line for them but also sharing a very dark humour meaning that you can find the funniest side of horrible situations. Luckily all of my regiment returned home and there was a party like no other.

Fast forward, and again able to volunteer, I found myself in the back of a Hercules being flown into Camp Bastion in Helmand Province. This time as a Registered Nurse and Nursing Sergeant,



having spent two years preparing the Regiment for military deployment as a military skills weapon handling instructor, battlefield casualty drills trainer and ensuring optimal clinical skillset throughout the hospital wide team.

This is where the part of the remembrance season brings a tear to my eye. Every young soldier with physical injuries, every young soldier with mental injuries, their next of kin, the names on the wall of those who paid the ultimate price, the team who fought so hard to get them home – they have all sacrificed.

This is why we should remember.



Top Sustainability Scores for NHS Lanarkshire

November 11, 2021

Categories: Pulse, Pulse - Spotlight



NHS Lanarkshire is delighted to announce it received the highest scores in five sustainable focus areas in the NHS National Services Scotland toolkit (NSAT).


The NSAT provides NHS Boards with a framework against which they can assess their overall sustainability performance, and is split into focus areas. The results also tie in with NHS Lanarkshire's first Sustainability and Climate Strategy, which sets out the Board's aim to be net-zero by 2045.

Since the toolkits inception in 2018, NHS Lanarkshire's score* has gradually increased due to new and greener initiatives, as it received a bronze status for 20/21:

	2018/19 Score (%)	2019/20 Score (%)	2020/21 Score (%)
NHS Lanarkshire	40%	55%	57%(bronze)

*When NHS Boards achieve a particular percentage score on the NSAT, they are awarded bronze (40 – 64%), silver (65 – 79%), gold (80 – 89%) or platinum (90 – 100%) status.

The focus areas are grouped under:

Our People	Our NHS	Our Planet	
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- | | | |
|--------------------|-------------------------|--------------------------------|
| · Awareness | · Active Travel | · Adaption |
| · Communities | · Nature & Biodiversity | · Environmental Management |
| · Ethical Issues | · Capital Projects | · Greenhouse gases |
| · Sustainable care | · Greenspace | · Procurement and supply chain |
| · Welfare | · Transport | · Waste |

With NSS Lanarkshire scoring the highest in the following five focus areas:

- Welfare (86%)
- Ethics (73%)
- Communities (87%)
- Greenspace (74%)
- Greenhouse Gases (48%)

To ensure the scores were accurate, NHS Lanarkshire is one of only ten Boards who opted for a validated score, where evidence to support scores was submitted to Health Facilities Scotland (HFS) for auditing and validation.

Michael Simpson, acting head of sustainability & environmental management, NHS Lanarkshire said: "We're delighted to be awarded bronze status for our sustainable initiatives, which support a greener and thriving planet.

"We recognise despite coming first in several areas, that we must continue to work towards improving our scores within others, and I'm looking forward to developing more plans with colleagues as we continue to commit to delivering eco-friendlier solutions.

"I'm also thrilled to share NHS Lanarkshire has made the most progress of all Scottish Boards, and since monitoring and reporting of national energy & emissions targets began in 1990, NHS Lanarkshire has reduced emissions by 74% against the Scottish Government target of 75% nine years ahead of the 2030 target date.

"As we now set our sights on a Silver percentage score, we can ensure Lanarkshire is a greener, healthier and happier place which will make a real difference for our NHS, our people and our communities."



planet.”

Marie McKeown, Green Health Partnership manager, NHS Lanarkshire, added: “The Lanarkshire Green Health Partnership promotes “Our Natural Health Service” for physical, mental and social health benefits.

“The importance of nature-based solutions for the health of both people and planet continues to increase as we support patients, hospital visitors and our staff to experience a positive boost to their physical, emotional and mental health, as well as new and improved hospital grounds.

“We’re pleased to be awarded the highest greenspace score out of the Scottish Health Boards, and hope Lanarkshire residents benefit significantly from all that we offer.”



Coatbridge Living Well in the Community team is honoured at this year's Scottish Health Awards

November 11, 2021

Categories: Pulse, Pulse - Spotlight

Tags: Integrated care, Living Well in the Community, scottish health awards



Staff from the Coatbridge Living Well in the Community team at Coathill Hospital were delighted to win in the 'Integrated Care Award' category at this year's Scottish Health Awards ceremony which took place at the Corn Exchange, Edinburgh on 4 November.

The team is a multi-professional cross-sector collaboration and includes supporting staff, community staff from rehabilitation, nursing, health visiting, mental health, Care at Home teams, Equals Advocacy (third sector advocacy organisation), frailty specialists (secondary care), information technology, pharmacy, primary care and Public Health Scotland.

The team was recognised for developing a preventative approach for community dwelling older adults at high risk of deterioration across three Lanarkshire GP practices. This has been done despite the work being paused at the start of the pandemic with an understandable focus largely on emergency work.

On winning, Dr Ana Talbot, consultant older people's services, University Hospital Monklands, said: "This piece of work fell from a small group of like-minded professionals who had prevention at the heart of their work and realised the importance of the patient voice. In particular, we knew people wanted to spend as much time as possible in the homeliest and therefore, where possible, we wanted to support people to remain at home."



“This work links the strategic direction of travel in both social work and health, including the Carers Act, the new University Hospital Monklands, realistic medicine, the integration agenda, strategic commissioning plan, the GMS contract, improved links with primary care, acute and the third sector to name but a few. There is also very strong emerging evidence around the multiple benefits of a more preventative approach to meet the needs of this group of the population.

The overall aim of the approach is to improve outcomes and move away from crisis intervention as the only option. Despite the constraints from the pandemic, 62 older adults at high risk of deterioration have been identified and have had person-centred outcomes, including supported frailty self-assessments.

Liz Kearney, general manager, older people’s service, added: “Relationship building is crucial to the success of this work alongside the strength of the ‘patient’s voice’ being the loudest and the importance of acting on what matters to them – after all, they are the experts of their own life.

“It means a great deal to those who have been involved in this work since its inception and for the population of Lanarkshire that this work has been given the recognition of achieving a finalist place in the Scottish Health Awards.”

Watch the awards ceremony in full at: <https://www.youtube.com/watch?v=2lYbT9rh1dU>

Photograph (L-R) Lisa McHutchison, Equals Advocacy and Liz Kearney



Angela scoops support worker award at Scottish Health Awards ceremony

November 11, 2021

Categories: Pulse, Pulse - Spotlight

Tags: Angela Shaw, scottish health awards, Support Worker



Congratulations go to Angela Shaw who was the winner in the 'Support Worker Award' category at this year's Scottish Health Awards ceremony which took place at the Corn Exchange, Edinburgh on 4 November.

The Scottish Health Awards are the most prestigious and recognised awards for those working across NHS Scotland and its partners to deliver high quality health and social care services to the people of Scotland. Run by the Daily Record, in partnership with NHS Scotland and the Scottish Government, the awards recognise those who go that extra mile to improve the health and wellbeing of others.

Angela, a clinical support worker with the health protection/TB service based at Kirklands Headquarters, was nominated by public health nurse team leader Karen McLennan for going far beyond her role.

Karen said: "I have never met another support worker who is as diligent and exceptional at her job in every aspect in my long nursing career. Angela is someone who is always looking to improve her own contribution but also provides suggestions for the wider team.

"This award is a testament to her dedication, hard work and determination to improve the health outcomes for her patients."



During the pandemic, the public health department was able to rely on Angela to cope with whatever situation she was presented with. She also provides emotional support to help with the wellbeing of colleagues. When the pandemic began, Angela played a key role in setting up the community testing system in Lanarkshire, often putting her family life on hold and working during weekends.

On winning, Angela said: "I didn't expect to win the award given the other two amazing nominees who were in the same category as myself.

"I wouldn't be able to do my job if it wasn't for the support from the wonderful team that are behind me – Karen who nominated me, health protection nurse consultant Caroline Thomson, Dr Nicholas Kennedy, infectious disease physician, and the full public health team in NHS Lanarkshire."

Watch the awards ceremony in full at: <https://www.youtube.com/watch?v=2lYbT9rh1dU>



Video message from Heather Knox, NHS Lanarkshire Chief Executive

November 12, 2021

Categories: Pulse, Pulse - General News



In this week's staff message, Heather speaks about hospital occupancy and the impact of COVID-19.

Heather also congratulates, and thanks, the three NHS Lanarkshire winners at the recent Scottish Health Awards.

The video can be accessed on Vimeo and You Tube using the links below:

- Vimeo – <https://vimeo.com/645162377>
- YouTube – <https://www.youtube.com/watch?v=LRECAT2HdaE>

Colleagues pay a fond 'arriverderci' to senior charge nurse Stephen McGeeney

November 15, 2021

Categories: Pulse, Pulse - Spotlight

Tags: forensic CMHT, Retirement, Stevie McGeeney



After 35 years' service with the NHS, senior charge nurse Stephen (Stevie) McGeeney retired from his post with the forensic community mental health team (CMHT) at Caird House, Beckford Lodge, Hamilton on 9 November.

Stevie held a variety of positions with NHS Greater Glasgow and Clyde before moving to NHS Lanarkshire in 2001 where he took up the position of senior charge nurse with the forensic CMHT. Stevie played a pivotal role in helping to establish what was a new and innovative service at that time.

Stevie was born and brought up in the Bellshill area with his sister Annie who was a senior social worker in Lanarkshire and who was also well known within NHS Lanarkshire.

Michael Hughes, team leader, forensic CMHT, said: "Stevie will be remembered fondly by all who worked with him over the years as a true gentleman who always had a consistently warm welcome and constant smile whenever he met anyone and he made everyone smile with him.

"With over 35 years of nursing experience, he had a wealth of knowledge and expertise and his warmth and approachability enabled many others to benefit from this experience and his willingness to share his support.

"He spent the early stages of his nursing training and career in Glasgow before transferring to NHS Lanarkshire forensic services as one of the original founders of the forensic CMHT. He was



his credit that the team has flourished thereafter to its current level.

“First up for a karaoke – and consistently first to say hello and last to say ‘arriverderci’ to everyone on a daily basis – he will be missed as a genuine person and much valued colleague by all.”



More than £30m in financial support secured for North Lanarkshire residents

November 16, 2021

Categories: Pulse, Pulse - General News

Tags: benefits, financial support, North Lanarkshire



People across North Lanarkshire benefitted from more than £30 million in additional benefit income during 2020/21.

Part-financed by Health and Social Care North Lanarkshire (HSCNL), the financial inclusion team (FIT) ensured the money went in to the pockets of residents who often were not aware they were entitled to the benefits.

The team is geared up to provide support and assistance regarding the range of benefits available as well as helping service users claim all benefits they are entitled to.

The results for North Lanarkshire residents, and the local economy as a whole, are exceptional. For every £1 invested in income maximisation in the last year, £23.72 was generated in return for local people.

Between April 2020 and March 2021 the team worked with:

- Health and social care to perform 21,767 benefit checks which raised £14,118,042 for local residents;
- Housing services to secure £12,931,116 in benefits for 5,452 new and existing tenants;
- The MacMillan Lanarkshire Advice Service, provided by North Lanarkshire Council, to secure £2,026,447 in income for residents affected by cancer;



- Charities and energy suppliers to claim £1,105,362.

Councillor Paul Kelly, chair of North Lanarkshire Integration Joint Board's performance, finance and audit committee, said: "The financial inclusion team is making a significant, and hugely welcome, impact in tackling inequality across North Lanarkshire.

"The Covid-19 pandemic has brought inequality into an even sharper focus, highlighting the impact of low paid and insecure work in particular.

"Due to the size and complexity of the benefits system, general and specialist welfare rights services such as North Lanarkshire's are crucial to individuals and families dependent on benefits.

"Successful welfare rights intervention, where individuals are awarded extra benefit, frequently means that, as a result of increased income, they are better able to manage their own affairs and often do not require further social work services. One other important aspect of the team's work is the overall success rate of 73 per cent of all social security appeal tribunals.

"The team's work has meant that many people are now receiving welfare benefits they were unaware they were entitled to. Debts have been written off and sanctions appealed successfully. Families have had access to grants and assistance in dealing with several factors which contribute towards poverty.

"This is a hugely important, and impressive, piece of ongoing work which is helping to empower our residents and tackle inequality."



Marie features in second Big Blether podcast

November 17, 2021

Categories: Pulse, Pulse - For You



The second instalment of the 'Our Big Blether' podcast has now been released.

The podcast, hosted by Paul Graham and Maureen Lees, sees the duo make connections across health and social care in Lanarkshire and beyond.

The aim is to encourage connectedness across these large organisations which they believe contributes to an increased sense of resilience and wellbeing. They describe the podcast as a mix between 'Desert Island Disks' and 'Off the Ball'!

The second podcast, which was released during COP26, sees Paul and Maureen being joined by Marie Porteous, head of sustainability and environment manager for NHS Lanarkshire.

During the podcast, Marie gives an insight into her life growing up: "I am Lanarkshire born and bred in the 60s. I'm the oldest of three girls. I did have a little brother, but he sadly didn't make it. I'm from a large Lanarkshire family with lots of cousins.

"At school I was interested in science and numbers and asked to do technical drawing. But I was made to do home economics.

"After school I went to college then university to study engineering. I was the first girl to have ever studied that course. I still remember walking in and the lecturer saying 'excuse me dear this is an engineering course'.

"I was also the first woman working as a graduate engineer in Glasgow City Council."



Marie lived in Aberdeen, Glasgow and London before returning home to work within NHS Lanarkshire, which she believes happened for a reason.

“I thought I’d love to work in the NHS. Shortly after I came back, mum was diagnosed with motor neurone disease. So the timing of me coming back to Lanarkshire was right. I got to be with my mum when she needed me most.”

Speaking of her current role, Marie said: “I feel like I’m the luckiest person in the world because I get up and go to a job that I love every day.

“For example, we need to keep our buildings heated every day. So it’s about getting to know the management of the contracts and all of the engineering ‘techie’ side.

“At the moment we are at 74% of the 75% target set by Scottish Government to reduce emissions by 2030. We’ve made enormous strides, but we have got so much more left to do. It’s exciting, we are looking at technology and working across all aspects of the organisation.

“There are emissions generated from nearly everything that we do and we are looking at our whole fleet. 56% of our footprint is from procurement, so we are looking at our supply chains.

“Our catering teams are also moving away from single use products, which are difficult to recycle. There is a move towards more real crockery and cutlery over plastic.

“I think technology will continue to bring massive advancements. For example, eight years ago our electric cars were getting about 60 miles from a charge. Some of these vehicles in our fleet are not doing over 200 miles before they need charged.”

A new episode of the podcast will be shared every two weeks. To listen, visit:

<https://ourbigblether.buzzsprout.com/>

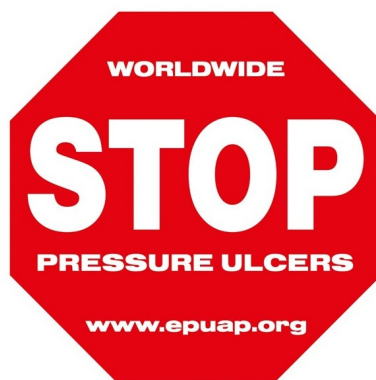
You can also keep up to date with the podcast by following on Twitter (@OurBigBlether), Facebook (@BiggyBlether) or by emailing ourbigblether@gmail.com.



Worldwide STOP Pressure Ulcers Day

November 17, 2021

Categories: Pulse, Pulse - General News



Pressure ulcers are a wide issue affecting many people.

“A pressure ulcer is localised injury to the skin and/or underlying tissue usually over a bony prominence, as a result of pressure, or pressure in combination with shear.” (2014, EPUAP)

It comes at a great cost to the NHS.

“Treating pressure ulcers costs the NHS more than £1.4 million every day (Guest et al. 2017).”

Most importantly, the cost to the patient is even greater. Pressure ulcers can cause pain, reduced mobility, social isolation, increased stay in hospitals, sepsis and even death.

By using the simple SSKINS acronym, pressure ulcers can be prevented and managed effectively.

Skin Inspection

Surface

KeeP Moving

Incontinence

Nutrition

Self-Management

This year to raise awareness University Hospital Monklands and University Hospital Wishaw will glow in red light on the Thursday 18 November – Worldwide STOP Pressure Ulcers Day.



More information on prevention and management of pressure ulcers is available on the Tissue Viability Service section of Firstport.

Many Thanks

The Tissue Viability Service



Special focus on copyright – first instalment

November 18, 2021

Categories: Pulse, Pulse - General News

Tags: Copyright, Creative Commons



Copyright: Creative Commons

This article is the first in a series from NHS Lanarkshire's Knowledge Services team on issues relating to copyright, to help promote good copyright practices within NHS Lanarkshire. The article will cover the topic of 'Creative Commons' (CC) licenses, explaining what they are and how to use them.

What?

Creative Commons licenses provide a standardised way for creators to give people permission to lawfully use their work and have been developed to make it easier to share, find, and reuse creative content online.

If you are looking for images to use in any of your work, for example, using images with Creative Commons licences is a good way to ensure you are using free images legally.

There are six different licenses, which come with a range of permissions:

CC BY

- Allows people to distribute, remix, adapt and build upon the material in any medium/format;
- Allows for commercial use;
- Credit must be given to the creator.



CC BY-SA

- Allows people to distribute, remix, adapt and build upon the material in any medium/format;
- Allows for commercial use;
- Credit must be given to the creator;
- Adaptations must be shared under the same terms.

CC BY-NC

- Allows people to distribute, remix, adapt and build upon the material in any medium/format;
- Credit must be given to the creator;
- Only allows for non-commercial use.

CC BY-NC-SA

- Allows people to distribute, remix, adapt and build upon the material in any medium/format;
- Credit must be given to the creator;
- Only allows for non-commercial use;
- Adaptations must be shared under the same terms.

CC BY-ND

- Allows people to copy and distribute the material in any medium/format in unadapted form only, no adaptations are permitted;
- Allows for commercial use;
- Credit must be given to the creator.

CC BY-NC-ND

- Allows people to copy and distribute the material in any medium/format in unadapted form only, no adaptations are permitted;
- Credit must be given to the creator;
- Only allows for non-commercial use.



There is also the Creative Commons public domain dedication – CC0. This allows the creators of creative content to give up their copyright and put their works into the worldwide public domain. CC0 allows people to distribute, remix, adapt and build upon the material in any medium/format, with none of the above conditions.

You can read more about CC licenses and their conditions on the Creative Commons website at: <https://creativecommons.org/about/clicenses/>

How?

When using works with Creative Commons licenses, it is essential that you follow licence conditions and give credit to the creator.

The main image in this article is a good example of how to correctly attribute an image. It tells you:

- The title of the work with a link to the source of the image;
- The creator's name and a link to their Flickr profile;
- A link to the licence details.

You may need to include more details in your attribution if you have adapted the work in some way. Further information is available on the Creative Commons website at:

<https://creativecommons.org/use-remix/>

Why?

Creative Commons was created to make it easier for people to share their creative works and to encourage collaboration. The licences give creators a clear way to demonstrate what others are allowed to do with their work and helps to provide free images, videos, music and written works in a global standardised way.

If you are looking to make use of others' works in any way, searching for content with a Creative Commons licence can save you both time and money. CC licensed material is available for free and there is no need to contact the creators for permission. Just make sure you are following the terms of the permissions.

Amanda Minns, head of evidence, said: "Creative Commons provides a standardised way for creators to give people permission to re-use their work. It has been developed to make it easier to share, find and reuse creative content online. If anyone is looking to re-use creative works they have found online, make sure you are doing so legally."



The next article in this series will discuss using images found online, where to find Creative Commons images, paid for images and how to seek permission to use them.

If you have any questions regarding copyright please email libraries@lanarkshire.scot.nhs.uk or log a request on ServiceNow. To find how to do this, visit the copyright page on FirstPort at <http://firstport2/staff-support/knowledge-services/copyright/default.aspx>



Hospital pressures highlighted in the media

November 24, 2021

Categories: Pulse, Pulse - General News



University Hospital Monklunds featured across the BBC on TV and radio in a hard-hitting report on the NHS pressures.

Staff at the hospital highlighted the unprecedented pressures and demands on beds and staff and how the public can help this winter by getting vaccinated.

You can access the coverage in the video below.

University Hospital Wishaw also recently featured on STV current affairs programme Scotland Tonight.

Issues covered included the pressure on A&E and lack of inpatient bed capacity, the importance of military support, the challenges of delayed patient discharges and concerns over the postponement of many planned surgical procedures. Highlighting work on a busy Covid ward, staff stressed that the virus is still with us and the public need to get vaccinated.

Discussing staff wellbeing, colleagues talked about their current concerns over service pressures, staff sickness and burnout, worries about the winter period and the unacceptable

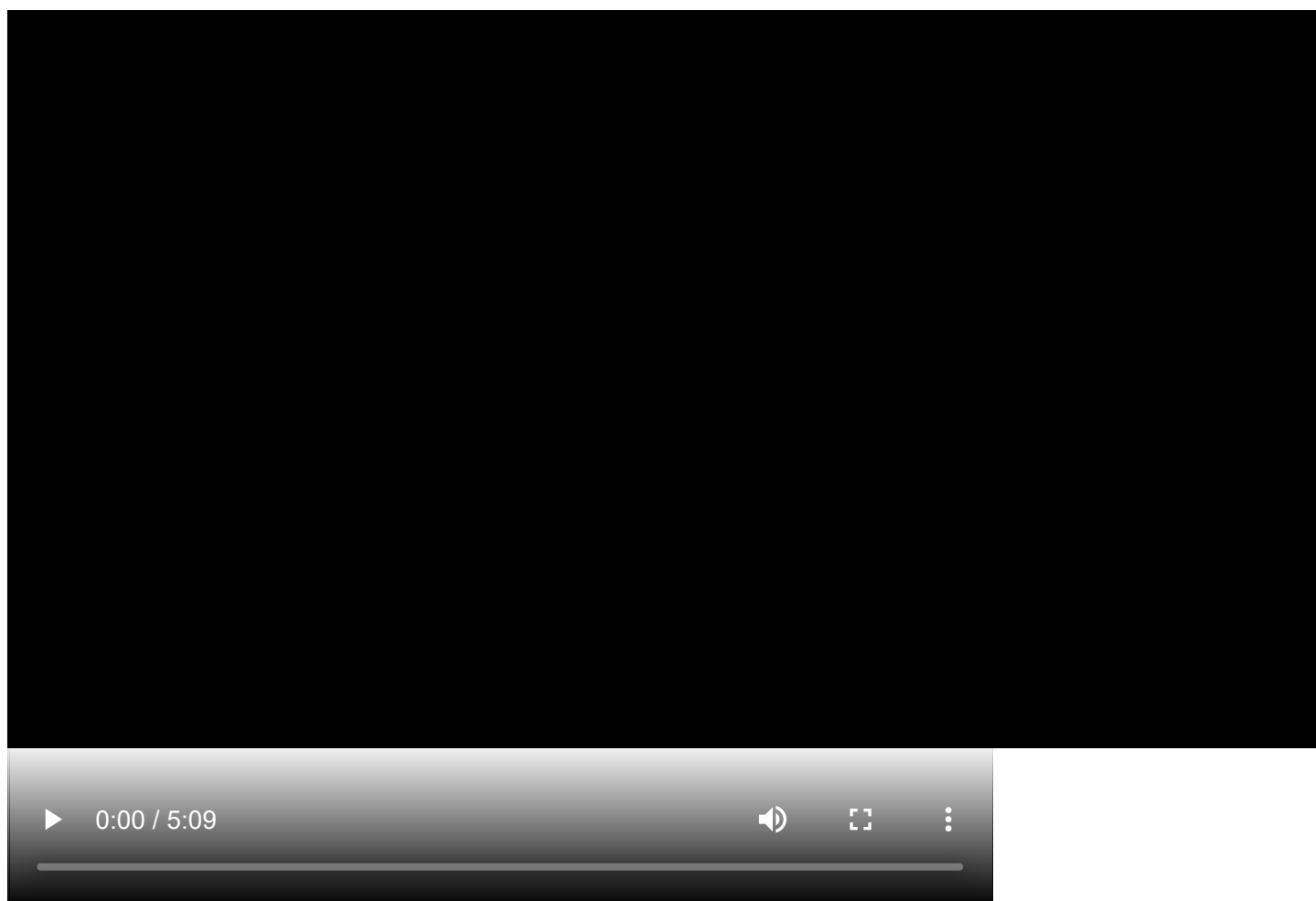


abusive behaviour targeted at some staff by patients and visitors.

Thursday's Scotland Tonight programme is on the STV Player (available until Thursday 25 November 8pm).

<https://player.stv.tv/summary/scotland-tonight>

Story and clip on the STV News website <https://news.stv.tv/west-central/it-feels-like-everything-is-broken-and-tumbling-down>



Vaccinator Maureen Gordon becomes powerlifting champion

November 24, 2021

Categories: Pulse, Pulse - Spotlight

Tags: Maureen Gordon, powerlifting



Vaccinator Maureen Gordon has used her formidable strength to become a world champion powerlifter.

In December 2017 Maureen won the Scottish Championships. In June 2021 she won the British Championships followed shortly thereafter by winning the World Full Power Championship for her age group in Romania and, most recently, won the World Bench Press Championships in Lithuania.

Maureen retired as a mental health nurse in 2019 from NHS Greater Glasgow and Clyde after 33 years' service. In January 2021 she joined NHS Lanarkshire's staff bank where she took on the role as vaccinator to assist with the roll-out of the vaccination programme, working in various vaccination centres across Lanarkshire.



Maureen has spent most of her life doing karate and got into powerlifting by chance when she met a fellow powerlifter. With support from a special powerlifting coach and nutritionist, Maureen's fitness level has gone from strength to strength. When she is not protecting the people of Lanarkshire against Covid-19, she is spending any spare time training at her local gym in Cumbernauld.

Maureen said: "It's been a great feeling, a great sense of achievement. It's definitely been a team effort – everything came together at the right time.

"At first I couldn't believe it and took a while for it to sink in.

"Working as part of the staff bank has given me the opportunity to work when I can. I feel privileged that I've been able to come back and do the work I do".

Maureen's hidden talent received national recognition when she recently featured in the Daily Record. To read the article, visit: <https://www.dailyrecord.co.uk/in-your-area/lanarkshire/retired-lanarkshire-nurse-picks-up-25458480>

Maureen's next challenge is to compete in the British Championships in January 2022.

We wish Maureen all the luck in her endeavour.



Video message from Heather Knox, NHS Lanarkshire chief executive

November 25, 2021

Categories: Pulse, Pulse - General News

Tags: 25 November 2021, Heather Knox, video message



In this week's staff message, Heather speaks about the Covid-19 numbers and vaccination progress across NHS Lanarkshire and Disability History Month.

The video can be accessed on Vimeo and YouTube using the links below:

- Vimeo – <https://vimeo.com/649903101>
- YouTube – <https://www.youtube.com/watch?v=LCdOJYGPbZA>

Special focus on copyright – second instalment

November 29, 2021

Categories: Pulse, Pulse - General News

Tags: Copyright, images



Copyright: images

This article is the second in a series from the Knowledge Services team on issues relating to copyright, to help promote good copyright practices within NHS Lanarkshire. This article will cover how to use images correctly, where to find freely available images and images that require payment to use.

Not all images found online can be reused freely. The creators of creative content own the copyright to their work and may have restrictions on the ways in which they would allow their content to be reused by others. Not complying with copyright licenses can result in legal action being taken.

The NHS must therefore ensure that all the digital/print media it uses within documents, presentations, posters or leaflets are used correctly and with permission.



Amanda Minns, head of evidence, said: "If you are re-using images you have found online, it's important to make sure you are doing so legally. This article includes some tips on where to find copyright free images and when you might have to pay."

Where can I find images I can use for free?

If you are looking for images you can use freely without cost, there are a number of places you can look. Some of the most popular sources are:

- **NHS Scotland Photo Library** (<https://nhsscotlandphotolibrary.org/>)

The photo library provides access to free images of staff and patients in clinical settings. To access the library, register with your NHS Lanarkshire email address and you will be sent log-in details. You will then be able to search for images and download them to use free of charge.

- **Creative Commons** (<https://search.creativecommons.org/>)



You can find freely available images on the Creative Commons website. Just use the search box to browse images. You can use the options on the left to filter your results depending on how you wish to use the image, the image licence or type of image.

Although the images on Creative Commons are free to use, they have certain conditions attached to them. You must always acknowledge the creator and some licences will carry restrictions. Read the previous Pulse article on Creative Commons as a reminder on the different licences and what they mean here: <https://www.nhslanarkshire.scot.nhs.uk/pulse-special-focus-on-copyright-first-instalment/>

Google Images

As previously stated, not all images found online are freely available to use. You can, however, also use Google Images to find images with Creative Commons licenses. Once you have entered your search, click on 'Tools' then 'Usage Rights' and select 'Creative Commons licenses'.





Again, make sure to abide by any restrictions mention in the license.

Other sites

Other useful sites where you can search for free images are:

- Pixabay: <https://pixabay.com/>
- Wikimedia Commons: https://commons.wikimedia.org/wiki/Main_Page

Paid images

If you are unable to find any suitable free images for your work, there is usually a greater choice on sites that charge you for use of their images. The cost of images from these sites can vary depending on the size of the image and the license you choose. The license will determine how you can use the image – some sites allow for one-off usage while others allow unlimited use. Some licenses might charge a different amount for print or online usage. When using images that you have paid for, always make sure you are following the terms of the license.

Some popular image sites are:

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Lanarkshire learning disability nurse honoured with Queen's Nurse award

November 30, 2021

Categories: Pulse, Pulse - Spotlight

Tags: Carole Morrow, Learning Disabilities, Queen's Nurse award



Congratulations are being offered to an NHS Lanarkshire learning disability nurse who has successfully completed this year's Queen's Nurse development programme and who was awarded the Queen's Nurse award at a special ceremony in Edinburgh this week.

Carole Morrow, a senior nurse in learning disabilities, was nominated by colleagues for demonstrating high quality and compassionate care. She was chosen to go forward for the programme after attending an online selection event where she impressed a panel of nursing leaders.

The Queen's Nursing Institute Scotland (QNIS) is a charitable organisation promoting excellence in community nursing to improve the health and wellbeing of the people of Scotland. Its purpose is to enable nurses who work in Scotland's communities to be the very best th



be. The development programme involves 29 community nurses from across Scotland coming together for a nine-month transformational development journey to becoming Queen's Nurses.

Carole is based in Netherton House at University Hospital Wishaw and has been working with the NHS Lanarkshire adult learning disability service for 13 years.

She said: "I've had to come out my comfort zone, taken responsibility and ownership of my career to get where I am today. I adopt a proactive approach and have taken every opportunity for personal and professional development.

"My gratitude towards my role as a nurse has always been sincere. I am passionate and committed and believe that if you have faith in your ideas and a desire to implement them then you will make a positive change.

"I always concentrate on what drives me and makes me happy as an individual. This has helped with my career growth and I'm currently in a senior nurse seconded post with mental health and learning disability services."

The programme, now in its fifth year, consists of three workshops (two online) involving masterclasses, action learning and conversations with inspirational leaders, as well as individual coaching sessions. Throughout the programme, there is an emphasis on self-care, deep reflection and connecting participants with their creativity.

Each nurse commits to developing an issue which will have an impact on their practice and benefit their community, which they work on over the programme and beyond. The learning disability cohort is working together on a joint issue for development to support those with a learning disability who find themselves involved with the criminal justice system.

Carole added: "I love to promote kindness by sharing compliments, including positive affirmation and I find every opportunity to recognise and thank staff for their great work. I try to encourage and empower others at every chance, as I believe that if you find work you love, you will put your heart and soul into it. I always create a supportive ethos to empower others which helps contribute to the delivery of high standards of care.

"I am a true believer in life-long learning as when you are up-to-date on new policies and procedures, research and evidence-based practice it will improve patient outcomes. As a leader, I promote and encourage continuous professional development and training opportunities. I love the phrase 'listen to learn, learn to listen'. This is something I practice daily and encourage others to do the same. It's really amazing what you can learn when you listen. I also truly believe you learn something new every day."



Karen McCaffrey, associate nurse director, mental health and learning disability services, said: "I am absolutely delighted that Carole has successfully achieved the Queen's Nurse award. I appreciate all the hard work and dedication that has gone into this especially in the current climate.

"Carole has really embraced this opportunity and has used this not only to improve service delivery but her own development as a nurse lead. Congratulations Carole, we are all very proud of you".