

# PULSE

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May 2022

# Infection prevention and control learning session

May 2, 2022



The infection prevention and control (IPC) breakthrough series collaborative will host their first learning session – which will take place remotely – on Wednesday 18 May from 9.30am to 12.30pm (agenda and full details to be confirmed).

The learning session is an opportunity to find out about some of the projects already in progress across approximately 45 teams, encompassing the three acute hospitals and North and South health and social care partnerships. This is a great opportunity to exchange ideas about how local teams can make further improvements to infection rates in their area.

It is understood that there is pressure across all our services and it is very much appreciated the input of all staff, which is invaluable to the success of the collaborative and the sharing of ideas across different teams.

If you would like to attend the session, please email [lqa@lanarkshire.scot.nhs.uk](mailto:lqa@lanarkshire.scot.nhs.uk).

# Free bike loans for all NHS Lanarkshire staff!

May 3, 2022



NHS Lanarkshire has set the wheels in motion to enable its staff to enjoy the benefits of cycling through [free bicycle hire](#).

This low-cost hire scheme of a folding bicycle, in conjunction with Brompton Bike Hire, Getting Better Together (GBT) and Sustrans, is open to all NHS Lanarkshire staff for three months.

**Craig Bridges, strategic lead – Get Active Get Going Programme, Getting Better Together Ltd**, said: “The uptake of folding bikes loans by NHS staff has been brilliant. The bikes provided by Brompton Bike Hire have been great for supporting active travel and increased physical activity and because of the success of the scheme we now have 10 new folding e-bikes for staff to add to the loan scheme for free on a 3-month basis.

“We have a large fleet of 18 e-bikes and 50 Brompton’s available for loan so we hope people will take up on this fabulous scheme especially, moving into the sunnier and brighter weather.”

**Mary Jinks, nurse adviser – Quit Your Way, NHS Lanarkshire and GBT volunteer**, added: “I’ve always enjoyed cycling and I also volunteer for GBT delivering meals to local people via bike as well as free period product to those requesting it in the area.

“I’ve been fortunate to have access to a bike, but with the scheme, I loaned one of the e-bikes which I hadn’t tried before, it was hassle free, straight forward. The staff at GBT also provide any information or advice regarding the bikes or cycling.

“I use the e-bike for mostly exercise, leisure and cycles to the park with my daughters. I am also now trying to incorporate it into my daily life for shorter trips that don’t really need to be done in the car.



“Cycling provides me with a great sense of freedom and fun, I would encourage others to use the scheme as cycling is great for our health and the health of the planet.”

**Andrew Fleming, active outdoors and partnership manager, Health Improvement, NHS Lanarkshire commented:** “We’re delighted to offer such an amazing scheme, in conjunction with our partners.

“Cycling has dramatically increased since the Covid pandemic, and this encouraged us to provide more opportunities for bike hires for staff, who may want to give cycling a try!

By providing top-quality folding bikes, painted in the classic NHS colours, we can keep healthcare workers moving safely, improving their own health and wellbeing, and in style!”

**[Book your bike!](#)**

# Healthy lifestyles programme for North Lanarkshire families

May 3, 2022



NHS Lanarkshire's free family-friendly health and wellbeing programme; 'Full of Beans' has now launched its latest six-week block.

The programme is welcoming families, from across North Lanarkshire, to come along and take part in enjoyable activities while learning handy and easy tips on healthy topics.

There's something for the whole family to enjoy as each week covers a different theme ranging from healthy portion sizes to fussy eating before taking part in some physical activity games.

The programme is run in partnership with North Lanarkshire Council for those with children aged between 18 months and five years old; older brothers/sisters/family members are also welcome to come along too.

Classes take place across various North Lanarkshire venues and run for six weeks, with the latest block running between May and June. Families can book their spot and head to their local centre for lots of fun activities and to learn more about living a healthier lifestyle.

Marc Conroy, health improvement senior, NHS Lanarkshire, said: "Full of Beans is a fantastic programme for families to come along and have fun and be active!

"No class is the same as a new theme is introduced every week for families to learn from such as healthy behaviours, fussy eating and snacks. The class begins with everyone learning and getting involved in the Full of Beans song, before playing exciting games.

"Children really enjoy their time there and the full family can learn more about living a healthier lifestyle."

David Clark, sport development and participation officer, North Lanarkshire Council, commented:  
“At North Lanarkshire Council, we are proud to work in partnership with NHS Lanarkshire to offer the Full of Beans programme.

“It’s great to see families getting involved and enjoying the classes, we love being able to host such a rewarding programme at no cost to those who come along.”

One Full of Beans participant said: “The classes are very friendly, I would 100% recommend to a friend. There are songs and games for the kids to enjoy and lots of running and playing too!”

If you’re interested in registering or finding out more information, contact: David Clark, sport development and participation officer, North Lanarkshire Council – [clarkd@northlan.gov.uk](mailto:clarkd@northlan.gov.uk) or [\*\*book your spot directly!\*\*](#)

# Paediatric nurse urges parents to consider vaccination for their children

May 4, 2022

**We are committed to vaccinating eligible children and young people in the most appropriate setting for their needs.**



A paediatric senior charge nurse at University Hospital Wishaw (UHW) is urging parents and guardians of children between the ages of 5 to 11 to consider booking an appointment for their child to receive the Covid vaccine, particularly those children classed as vulnerable or living with a vulnerable person.

Jane Thomson cares for some of the most vulnerable children in Lanarkshire in the paediatric ward at UHW and in her professional and personal experience the vaccine is safe and offers a level of protection to children who may be more vulnerable if they catch Covid-19.

She said: “We realise that some parents or guardians may be hesitant or have concerns about bringing their children for the Covid-19 vaccination.

“However, like all the other vaccines over the years, these vaccines have been tried and tested and are important to reduce the severity of illness in children.

“I would like to encourage parents and guardians to make that informed decision to have their child vaccinated, especially those kids that are at higher risk.”

The Pfizer vaccine was approved for children aged 5-11 in December 2021 and they will be offered two 10 microgram doses of the Pfizer vaccine eight weeks apart.

The Joint Committee on Vaccination and Immunisation said it was estimated that more than 85 per cent of children aged 5-11 had prior SARS-CoV-2 infection by January 2022, with over half due to the Omicron variety.

In a video message, paediatric nurse Jane Thomson offers her advice to parents and guardians on getting their child vaccinated.

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

<https://youtu.be/ry6cREs52ik>

<https://vimeo.com/704192648>



# New University Hospital Monklands – flash report May 2022

May 5, 2022



Here's an update on the latest developments in some of the workstreams for the [Monklands Replacement Project](#) – our exciting vision for a new University Hospital Monklands at Wester Moffat, Airdrie.

## **Workforce**



Workforce lead Laura Ireland said: “The new workforce planning sub-group met and discussed the terms of reference. The initial focus will be on workforce modelling for the different staff groups to inform the outline business case.

“We’re undertaking a single patient rooms observation study in May to measure the workload across all job roles. This will help review the staffing assumptions for the new hospital’s inpatient wards.”

## **Service planning**

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“We concluded a short-life working group to develop admin & office requirements, specifically for the medical workforce,” said redesign lead Donna McHenry.

“The office needs of other job roles will also be reviewed.

“There will be further development of the workforce model for outpatients, designing a specification for a scheduling system. We are also working towards the start of a trial of electronic check-in kiosks.”



## **Digital**



“The ‘digitising services’ workstream is assessing the current barriers to effective digital working to ensure shared understanding and that future digitisation considers how to remove them,” explained senior project manager Kate Henderson.

“The ‘digital innovation & lessons learned’ workstream is to hold a series of focused workshops to support ‘future gazing’ to anticipate technology opportunities.”

## **Facilities management (FM)**

FM lead Marie Porteous said: “A FM sub-group workshop was held where the work plan was discussed. A series of mechanical, electrical, plumbing (MEP) workshops was completed.

“There’s continued progress on the collation of evidence for Sustainable Design and Construction, which is a guide/tool for the delivery of Scottish Government sustainability targets.”



## **Equipment**



“Work is ongoing to gather information for completion of the outline business case with regard to the percentage of equipment that could be transferred to the new hospital,” said equipment manager Helen Tomlinson.

“Work will continue to create a contact list of stakeholders in relation to asset managers within University Hospital Monklands – key for future work regarding equipment.”

### **Other news**

- We’re delighted to welcome new team member Lisa Armitage, taking up the role of commissioning & migration manager.
- Team members are looking forward to a visit to the hospital site at Wester Moffat, Airdrie, for a first-hand look at the landscape and topography of the location.

For full information on the Monklands Replacement Project visit the MRP webpage [www.monklands.scot.nhs.uk](http://www.monklands.scot.nhs.uk).

Flash reports are also included as an infographic in the staff briefing and published on the MRP webpage.

# A midwife's blog

May 5, 2022



*On Thursday 5 May midwives across the world will be celebrating International Day of the Midwife 2022. This time of celebration will reflect on progress in midwifery over the past 100 years. Below is a blog from Lorraine Begley, midwife at University Hospital Wishaw.*

My name is Lorraine and I'm a midwife in the antenatal ward in the maternity unit at University Hospital Wishaw.

I started my career as a nurse on May 13 1985 in Glasgow Royal Infirmary. As far as I was concerned, I was going to qualify as a staff nurse and work in the Royal.

One day, not long after I started, my mother said to me "I think you would enjoy being a midwife"....my answer? "Eh...I don't think so". Obviously, she knew something that I didn't.

In August 1989 I duly began my midwifery training at Bellshill Maternity. It was an 18-month course, and I loved every minute of it.

I just found everything about midwifery fascinating. I also made lifelong friends that have shared births, deaths, marriages and now the births of our grandchildren.

There's been many changes in our profession over the years. When I started, it was the doctors who sited cannulas, done ARM for IOL, who gave IV drugs and done paediatric checks of the newborn.

Now the midwife has a very much extended role, we are more autonomous than ever.

Even as an experienced midwife, the responsibility can be scary...but I think that's a good thing. It shows that you want to give the best care you can and be a competent, safe practitioner.

As a midwife, you develop very close relationships with the women under your care. It never ceases to amaze me, when a woman leaves us a thank you card, given what they've just been through.

Like lots of midwives, I've also been a mentor to various student midwives over the years, and it's been really rewarding, watching them blossom from terrified newbies to accomplished and professional midwives. I feel like a mother hen keeping a watchful eye from afar.

There's been lots of challenges within the unit. In 2001 Bellshill and William Smellie became one. The first six months were hard. Getting used to a new way of working and new colleagues, but everyone pulled together and became one big team – team Wishaw!

More recently, we had another massive challenge with Covid-19, and all the restrictions put upon the women with regards to birthing partners. It was heartbreaking to have to see partners leaving the woman at the doors, unable to return until they were in labour. Hopefully we are over the worst of that.

So, to wrap this all up, I thoroughly enjoy my job and have never had a boring day at work ever.

I am proud to say that every wonderful, amazing midwife that I have worked with would fight to the death to give their patient what they wanted.

I'm so glad my mother was right all those years ago in 1985.

# Animation to mark World Hand Hygiene Day

May 5, 2022



Today (Thursday 5 May) is World Hand Hygiene Day and NHS Lanarkshire's infection prevention and control team (IPCT) breakthrough series collaborative is delighted to launch our first animation to mark the day.

The video promotes good hand hygiene for staff to help prevent healthcare associated infection and can be viewed below.

NHS Lanarkshire | Safe in our hands | CCAAnimationStudio

# Chief executive staff message

May 6, 2022



In this week's staff message, Heather gives her regular update on the Covid-19 cases across NHS Lanarkshire.

Heather also speaks about the strategic commend (gold command) decision to reduce the risk status across NHS Lanarkshire from black status to red status.

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

- Vimeo – <https://vimeo.com/706949503>
- YouTube – <https://youtu.be/Vyr9wf9WiiM>

# Candid series unveils everyday superheroes of frontline community service

May 9, 2022



A special series of feature articles has brought the lives, motivations and compassion of frontline community staff into sharp focus.

In a campaign to support ongoing recruitment for South Lanarkshire Health and Social Partnership's Care at Home service, members of the public have been introduced to the 'everyday heroes' behind the uniform.

“What has really resonated is the positive impact our home carers have on people's lives every day – and how fulfilling working in social care can be,” said Soumen Sengutpa, Director of Health and Social Care in South Lanarkshire.

“This series has shone a light on the rich human tapestry, the passion and the characters of our Care at Home workforce.”

From a long-serving, effervescent retail executive and chatty taxi driver who made career shifts, a seasoned home carer of three decades who's risen through the ranks, to a leisure worker who was drafted into the service during Covid – and stayed. The series also featured a 94-year-old service user who describes the input of the Care at Home – along with support of other community health and social care professionals – as 'life changing'.

Mr Sengupta added: “I know from regular correspondence from our service users that very sentiment is typical; as is the good humour and professionalism our staff show.



“The staff featured in this series personify the spirit of the broader health and social care workforce and the magnificent contribution that is made to people’s lives, day in, day out.”

The Care at Home service provides essential support to enable people to live as independently as possible in their own homes, frequently working closely with other health and social care services.

### **The characters behind the uniforms . . .**

Readers of the series met:

- **Annmarie Doherty**, who was prompted to assess her life following the advent of a big birthday. Annemarie had worked in retail for 22 years but, when she turned 50, she realised a new direction was needed – and said becoming a home carer was ‘the best decision I ever made’.

“I work in the Reablement Team, dealing with hospital discharges,” explained Annemarie. “It is hugely rewarding to be able to help people in a situation that in many cases they never thought they’d have to deal with and were not prepared for.”

Read full story [here](#)

- Now 54, **Wendy Murray** started as a home carer with South Lanarkshire Council when she was 18, following her mum’s example. Rising through the ranks, Wendy has served as a Team Leader and is able to bring the experience and understanding she has gained over the years to help others.

“When you are in direct contact with the person, you see instantly the difference you are making – it is such a meaningful job.”

Read full story [here](#)

- **Calum Hoey** was a taxi driver when the pandemic hit and, at the age of 52, he found himself with no work. Successfully applying for a career in homes care. He said: “Just as with the taxi-driving, I love the people I meet.

“They are fascinating to talk to, but it is also wonderful to feel that you are making a difference to their lives. There are practical benefits now, as well, such as the fact that I am now in a pension scheme for the first time in my life, which was a big attraction to me.”

Read full story [here](#)

- **Jill Bell** was working in a sports centre when the pandemic struck and lockdown forced the closure of South Lanarkshire Leisure and Culture’s facilities, with staff being redeployed to help where they were most needed. She’s never looked back: “In the longer term, I’d love to take the

opportunities to further my career while staying in this field . . . In the meantime, though, I'm just so happy to be going out each day to do this job. Because you're assisting people with tasks they struggle to do or can no longer manage themselves at all, the work you are doing puts life in perspective, and the constant gratitude you receive makes you feel like a superhero.”

Read full story [here](#)

Scott McNeil, Service Manager for the Registered Care at Home Services said: “The effort and commitment of our diverse workforce has been nothing short of superhuman throughout the pandemic.

“They continue to play a crucial role going forward as a vital part of our health and social care services. They are our superheroes.”

*The service is recruiting now, and you can find out more: [SLA09253 – Home Carer – | South Lanarkshire | myjobscotland](#)*

Url:

<https://www.myjobscotland.gov.uk/councils/south-lanarkshire/jobs/sla09253-home-carer-269212>

### **‘Medically, practically and emotionally and I cannot thank them enough’**

When Jessie Turner was admitted to hospital last year having suffered a stroke, she feared she might not return to her Cambuslang home.

Having only just recovered from a hip operation, the still active 94-year-old was convinced that her much-prized independence was at risk.

However, thanks to South Lanarkshire Health and Social Care Partnership’s innovative Home First programme she has been able to recover and rehabilitate in the comfort and security of the house she’s lived in for decades.

The programme takes an integrated approach to supporting people in the community who might otherwise have experienced a lengthy stay in hospital and builds on a well-established spirit of partnership working between the key agencies involved in their care – including the Care at Home team.

“I don’t know where I would be without the carers who come in every day, said Jessie.”

“I feel so fortunate. Thanks to Home First, my home carers, the hospital physiotherapists, and occupational health all worked together and planned things so that I could not only get back to my

home but live well there.

“Having this team of people in my life has made more difference than I could ever have imagined, medically, practically and emotionally and I cannot thank them enough.”

Read full story [here](#)

Ends

**Pic caption:** Jessie Turner, who has described the help of health and social care as ‘life changing’.

Full urls:

- Wendy’s story:  
([https://www.slhscp.org.uk/news/article/206/mum\\_s\\_example\\_led\\_wendy\\_into](https://www.slhscp.org.uk/news/article/206/mum_s_example_led_wendy_into)  
)
- Annmarie’s story  
[https://www.slhscp.org.uk/news/article/202/a\\_sharp\\_change\\_of\\_direction\\_took](https://www.slhscp.org.uk/news/article/202/a_sharp_change_of_direction_took)
- Jill’s story:  
[https://www.slhscp.org.uk/news/article/208/when\\_covid\\_stopped\\_the\\_world\\_jill](https://www.slhscp.org.uk/news/article/208/when_covid_stopped_the_world_jill)
- Calum’s story:  
[https://www.slhscp.org.uk/news/article/207/calum\\_took\\_a\\_right\\_turn\\_in\\_his\\_ca](https://www.slhscp.org.uk/news/article/207/calum_took_a_right_turn_in_his_ca)
- Jessie’s story:  
[https://www.slhscp.org.uk/news/article/204/jessie\\_praises\\_care\\_as\\_life\\_changin](https://www.slhscp.org.uk/news/article/204/jessie_praises_care_as_life_changin)  
Jessie

# Walk this May!

May 10, 2022



Research shows that spending time outdoors plays an important role in improving our overall mental health and wellbeing.

As organisations across the country get set to mark Green Health Week (Saturday 14 May – Sunday 22 May), NHS Lanarkshire and Get Outdoors Lanarkshire have partnered together with walking app Go Jauntly, to make spending time outdoors that little bit easier for all walkers.

Residents can find some of their favourite local Lanarkshire walks by downloading the free Go Jauntly app on [iPhones](#) & [Androids](#).

Go Jauntly is a free, community-based walking app to promote walking for leisure and nature connection. It's a fabulous way to discover local walks created by the people who know and love them, the greenest routes for local walking journeys or a place to note down the good things seen in everyday nature, which research shows can help alleviate anxiety.

Residents can both discover new walking routes and add their favourite strolls to the app for others to enjoy, the more the merrier!

To coincide with Green Health Week, May is also National Walking Month, both events backed by NHS Lanarkshire and the Lanarkshire Green Health Partnership to encourage residents to embrace the health benefits of spending time outdoors, some ideas being walking, gardening, cycling, volunteering, outdoor learning and play as well as just enjoying being out in green spaces or looking out the window at nature!

**Vicki Trim, Senior Health Improvement Manager, NHS Lanarkshire**, said: "Green Health Week is a fantastic opportunity to explore the outdoors and the Go Jauntly app provides over ten Lanarkshire walking routes that come recommended!"

“We have also been reviewing local walks beside our hospitals to support able patients, hospital visitors and our staff to experience a boost to their physical, emotional and mental health, should they choose to spend time in nature when they’re visiting or working.

“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 a free resource which can connect people to nature more easily.”

**Sarah Burgess, green health development officer, Get Outdoors Lanarkshire**, said:

“During the winter lockdown, the team at Get Outdoors Lanarkshire started using the app and became aware there were very few routes added to it from the Lanarkshire area.

“We knew from our work around nature connection and walking that not only were there a lot of people out there discovering new routes, there were also people who were desperate to walk somewhere new and different.

“Additionally there are people who aren’t able to get out at all, but the app enables people to connect to nature wherever they are, sending prompts to encourage people to notice nature, even if it’s through a window.

“In recent months, our team of volunteers have been out and about mapping walks across Lanarkshire and getting them uploaded onto the app for anybody to discover them; but it doesn’t have to stop there; if you have a favourite walk then you can become part of the fun and record it on the app yourself.”

**Hana Sutch, CEO, Go Jauntly, added:** “Here at Go Jauntly we’ve been dreaming of escaping to Scotland. For a walk, for a holiday, maybe even forever! So on this note, we’ve made it our mission to launch new walks across this beautiful country. Alongside some new walks in East Lothian, we’re pleased to share that as a result of our partnership with Get Outdoors Lanarkshire we’ve got an incredible selection of walks across Lanarkshire now too.”

Visit <https://www.gojauntly.com/download-1> or search ‘Go Jauntly’ in your [App Store](#) or [Google Play](#), and enjoy exploring local Lanarkshire walking spots!

# #SaferSexLanarkshire awareness week urges more young men to access free services

May 11, 2022



There has been a dramatic decline in the number of young men accessing essential sexual health services across Lanarkshire.

NHS Lanarkshire sexual health experts believe the disruption caused by the on-going Covid 19 pandemic is partly to blame for the 32% fall in the number of male attendance since the beginning of 2020.

So far this year just 8% of all young people clinic appointments were booked by men, down from 18% four years ago.

During **#SaferSexLanarkshire** week, taking place until 15 May, clinicians are making a fresh appeal to young men across the region to access the free, confidential, and discreet services.

Dr Rashmi Ronghe, Lead Consultant in Sexual Health, said: “The pandemic has presented us with challenges, but the proportion of young females accessing services has always been significantly higher than males.

“What we want is for young males to understand what free services are on offer, and how easily they can accessed, and without worrying about being embarrassed.

“Safer sex will help prevent unintended pregnancies and stop the contraction Sexually Transmitted Infections (STIs) and Blood Borne Viruses.

“STIs remain high, particularly among young people in Scotland and can go undiagnosed as they can often be symptomless.”

Between 2018 and the end of 2021 overall attendance at sexual health young people clinics has dropped by 37%, with a 64% drop in males over the same period.

Details of all the free, easy to access and confidential sexual health services on offer across Lanarkshire can be found at [www.lanarkshiresexualhealth.org](http://www.lanarkshiresexualhealth.org). They include:

- How to access free condoms and contraceptive pills by post, including details of the discreet plain packaging when delivered
- Links to online Sexual Health Clinic booking service. It is fully automated and does not require conversations with a call centre
- Downloadable apps that provide information on contraception, pregnancy, sexually transmitted infections, and blood borne viruses
- And myth busting case study videos explaining what really happens while attending a clinic

Karen Stewart, Sexual Health Team Lead, said: “Young men are reluctant to attend a clinic on their own, but if they are aware of a pal who has attended, they are much more likely to visit.

“The prevailing attitude is young males will only attend if they absolutely have to. But what we want to do is prevent infections in the first place, and then if there is a problem, treat it as quickly as possible.

“All of our services are free, easy to access, and we take great care to ensure they are as discreet and reassuring as possible.

We encourage everyone to access the services on offer during #SaferSexLanarkshire week and beyond.”

# Latest discounts from NHS Staff Benefits

May 12, 2022



Save £££s on some great deals both in-store and online, all especially negotiated for NHS staff. To find out more, or sign up to receive all the latest discounts, visit: [www.nhsstaffbenefits.co.uk](http://www.nhsstaffbenefits.co.uk)

Here are some of the latest deals from some fantastic brands.

- **20 per cent off two-night breaks at the Isles of Glencoe**

Listen to the waves of Loch Leven lapping the shores next to this hotel and stare in awe at the backdrop of mountains and lush landscapes.

For pure escapism, NHS Staff Benefits members can enjoy 20 per cent off at the Isles of Glencoe Hotel when booking a two-night break.

To secure the discount, simply book your stay via the link where the discount is automatically applied. Excludes festive and subject to availability.

The rate is also subject to availability and only available for NHS personnel. It is not available in conjunction with any other offer and gift vouchers cannot be used against this.

For more information, visit: <https://www.nhsstaffbenefits.co.uk/deal/20-off-2-night-breaks-at-the-isles-of-glencoe>

- **50 per cent off your first online delivery order at Dash Water**

Dash Water is delicious sparkling water infused with real, wonky fruit that supermarkets say no to. They have five different flavours available – raspberry, peach, blackcurrant, lemon and cucumber.



NHS Staff Benefits members can save 50 per cent off a one-time order from Dash Water or the first month of a subscription.

To secure the offer, simply copy the exclusive voucher code and apply the code at the checkout stage when placing your first order.

For further information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/50-off-dash-water>

- **15 per cent off outdoor footwear from Cotswold Outdoor**

Cotswold Outdoor is the UK's widest range of outdoor clothing and equipment.

Cotswold Outdoor has been preparing people to discover the great outdoors for over 40 years, offering clothing, equipment and accessories from the very best outdoor brands. Anyone can find you the best kit, but only Cotswold Outdoor can find you the right kit, tried and tested by passionate outdoor experts so you can make the most of every moment spent out there.

Cotswold Outdoor are delighted to offer members of NHS Staff Benefits a 15 per cent discount off outdoor footwear, available both in-store and online.

To secure the discount in-store, simply show your valid NHS ID at the checkout and to secure online, copy the exclusive voucher code and apply it at the checkout stage when ordering.

For further information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/15-off-outdoor-footwear-from-cotswold-outdoor>

Don't want to miss new NHS exclusive deals, limited time offers or competitions? Make sure you are signed up to the NHS Staff Benefits newsletter and follow on Instagram and Facebook. Here, you will find all the new deals – so while you are browsing your feed or watching stories, you can stay in the know about the best of NHS Staff Benefits.

Follow on Instagram at <https://www.instagram.com/nhsstaffbenefits/> or visit Facebook at <https://www.facebook.com/NHSSB/>

# International Day Against Homophobia, Transphobia and Biphobia

May 17, 2022



International Day Against Homophobia, Transphobia and Biphobia (IDAHO) is held annually on 17 May around the world to support equality for members of the lesbian, gay, bisexual and transsexual (LGBT) community.

IDAHO is also an opportunity to expose and discourage the various forms of discrimination against the LGBT community, including the increasing threat of cyber bullying and harassment. According to a US study, twice as many LGBT students report being victimised by cyber-bullying compared with their heterosexual peers, and one-third of youngsters bullied online experience symptoms of depression.

NHS Lanarkshire has actively supported the creation of its own LGBT+ network to support LGBT+ colleagues and is looking forward to holding its third meeting on Tuesday 2 August from 2.30 to 4pm via Microsoft Teams. To join, or for more information, please email [LGBT.staffnetwork@lanarkshire.scot.nhs.uk](mailto:LGBT.staffnetwork@lanarkshire.scot.nhs.uk)

The network was set up with support from the NHS Lanarkshire equalities team following an online discussion forum and questionnaire on the experiences of LGBT employees in 2021.

Key findings from the employee survey were:

- 80 per cent rated their experience of working for NHS Lanarkshire as 'good/excellent';
- 30 per cent of all responders had experienced homophobia/biphobia while working in NHS Lanarkshire;

- only 17 per cent of those who had experienced discrimination had reported it.

Hina Sheikh, equality and diversity manager, said: “Our LGBT+ employee network is a key component in ensuring the voices of our LGBT+ staff are heard and supported.

“As an organisation, NHS Lanarkshire is committed to tackling all forms of inequality. As employers, we want to create a safe working environment for all our staff where they feel empowered and able to fulfil their potential without prejudice or invisible barriers.

“On International Day Against Homophobia, Transphobia and Biphobia, all of us can play a vital role in supporting an environment where diversity is valued and there is fairness and equality of opportunity for all”.

Prior to supporting the creation of the LGBT+ network, the equalities team distributed inclusive Pride badges during the 2021 Pride season and to mark LGBT history month (February 2022).

The NHS Scotland Pride badge promotes inclusion for LGBT+ people and makes a statement that there is no place for discrimination in NHS Scotland. They hope to be able to offer the badge during Pride season this year so keep an eye on the staff briefing and The Pulse for details.

For more information please email Chris Kimber, equality and diversity advisor, at [chris.kimber2@lanarkshire.scot.nhs.uk](mailto:chris.kimber2@lanarkshire.scot.nhs.uk)

# Face Equality Week 2022

May 18, 2022



Face Equality Week takes place 16-20 May. Face Equality Week is an annual event to raise awareness about the prejudice experienced by people with a visible difference or disfigurement.

To mark Face Equality Week Peter Steele, a clerical officer from Salus occupational health, gives a personal account of what it is like to live with a visible difference.

“I am Peter and I have a large port wine stain birthmark. I work with Salus occupational health but I’m also a campaigner for Changing Faces, a charity that aims to help and support those with a scar, mark or any visible difference.

“The theme for this year is ‘Stop The Stare’. I myself have had to deal with many looks from people as I go about my daily life and sometimes the comments can hurt, but I have learned not to let this trouble me. As a campaigner, I want to help others who may struggle to deal with the stares and nasty comments they may receive. A new survey from Changing Faces reveals that, from over one thousand people with a visible difference asked, 43 per cent have experienced hostile behaviour because of their visible difference.

“I have never let my birthmark define who I am but it’s very much a part of me. Those around me, both in my personal life and my colleagues at NHS Lanarkshire, don’t treat me any differently and this is how it should be. At the same time, they will support me whenever an issue around my birthmark does arise.

“My hope for the future is that people with a visible difference are more represented within work places at all levels. The Changing Faces campaign ‘Pledge to be Seen’ calls on organisations to represent more people with visible difference.”

You can read more about what Changing Faces does and the ‘Pledge to be seen’ campaign at

[www.changingfaces.org.uk](http://www.changingfaces.org.uk)

# It's the return of Quality Week!

May 18, 2022



Next week sees the return of Quality Week, when everyone in NHS Lanarkshire has the chance to take part in learning and development sessions and celebrate the improvement work going on throughout the organisation.

Kicking off on Monday 23 May 2022, there will be a mixture of live Microsoft Teams sessions and pre-recorded sessions for staff to enjoy, offering training on a wide range of topics including Staff-care wellbeing and resilience, Human factors for quality improvement, Writing for wellbeing, Why civility matters in a complex world, Learning from complaints and many more.

Elizabeth Currie, quality programme manager with the quality directorate said: “We have a great programme available this year, with a range of exciting sessions planned throughout the week offering something for everyone. Quality Week helps to spread quality improvement expertise throughout NHS Lanarkshire and gives people a chance to come together for shared learning. To date, there are almost 600 staff registered to take part in sessions, which is a fantastic number of people getting involved”.

For details of the programme and to book a place, click [here](#).

Get involved during Quality Week on social media using the hashtag #LQAWeek2022

# Green Health activities to support patients mental and physical health

May 19, 2022



**Occupational therapist, Mary Lynas and senior health care support worker, Kirsty Neville explain how green health activities support their patients mental and physical health.**

Those with access to a garden have been found to have significantly lower sensitivity to stress than those without (Stigsdotter and Grahn (2004)).

Did you know that many learning disabled adults lack the opportunity to explore and enjoy their natural environments? They may also lack the necessary knowledge and skills required to seek out community activities.

We have been involved in green therapies for several years in NHS Lanarkshire, and for us, it is the most rewarding initiative.

Alongside the health benefits this brings to our patients, they also get to access new opportunities, build therapeutic relationships and develop everyday living skills which is invaluable.

Our health board, NHS Lanarkshire, offers a range of green health opportunities to inpatients, outpatients and community volunteers as well as hospital staff and visitors. NHS Lanarkshire is part of the Green Health Partnership which was formed in April 2018 and all partners involved work to connect health and social care with nature, which is achieved by:

- ensuring outdoor activities are promoted and valued in how we provide health services
- calling for action from many organisations

- shaping work around local health priorities

One of our main green health projects is in partnership with Clydesdale Community Initiatives Scotland (CCI Scotland). Some of the opportunities provided by CCI Scotland are weekly gardening groups across NHS Lanarkshire sites:

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

These groups help promote health and wellbeing benefits for those who take part and work 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 Scotland food network sites. Alongside growing vegetables, CCI facilitates a volunteer opportunity for our inpatients, as well as occupational therapy support for them to attend and be involved in a variety of tasks e.g. planting, weeding and crafting. We also built a hibernaculum for our small wild animals on hospital grounds.

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. The enthusiasm shown by the participants and volunteers and support from the staff involved have been fantastic, we were delighted to see everyone involved have been given this great award for their amazing work.

We held a ceremony for them to receive their well-deserved certificates at our Kirklands Hospital site, which was amazing to see them being recognised for their contributions to nature.

On top of our work with CCI, we have also carried out some great green health work at Kirklands Hospital including wicker sculptures – Benji the Stag and Pat the Coo, as well as our dome for anyone who needs a ‘wee time oot’ as we all do now and again.

We feel the biggest benefit for our patients involved in this work is they have a sense of being a valued contributor to our local community, with the local produce going to local food banks, and being able to grow vegetables from a seed and then use them to prepare meals. Participants love access to the great outdoors and undertake activities whether it rain or shine!

The most rewarding part for us is to see our inpatients every Tuesday at 10.30am ready for action!



# Latest discounts from NHS Staff Benefits

May 19, 2022



Save £££s on some great deals both in-store and online, all especially negotiated for NHS staff. To find out more, or sign up to receive all the latest discounts, visit: [www.nhsstaffbenefits.co.uk](http://www.nhsstaffbenefits.co.uk)

Here are some of the latest deals from some fantastic brands.

- **Free pair of tickets to Ideal Home Show Scotland: 26-29 May SEC, Glasgow**

The Ideal Home Show Scotland, in partnership with Royal Bank of Scotland, is returning to Glasgow's SEC this spring from 26 to 29 May and NHS Staff Benefits are offering two free tickets to the show.

You will enjoy a great day out packed full of inspirational home and garden ideas with live talks from top celebrities, hundreds of brands to shop from, as well as flavoursome street food and drink to treat yourself with.

Join famous faces Danni Menzies, John Amabile, Rosemary Shrager and Martin Roberts over at the theatre stage, as they offer their top tips and expert advice on all things home, garden and interiors.

Whether you are on the hunt for perfect finishing touches or looking for inspiration ahead of renovating or redecorating your home, you will find the latest design trends and home accessories in one place.

Plus, your ticket will also give you access to the Eat and Drink Festival Scotland, sponsored by Thermomix, with live demos from your favourite chefs, the artisan producers market, stupendously good street food and marvellous mixology.



To secure your free pair of tickets, simply click on the 'Get Tickets' button, select your chosen day and your e-tickets will be sent out to you. Tickets must be claimed via the link for the offer to be secured.

The offer will close on 25 May and there will be a maximum of two free adult tickets per household.

For more information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/free-pair-of-tickets-to-the-ideal-home-show-scotland-26th-29th-may-sec-glasgow>

- **25 per cent off selected shows at The King's and Theatre Royal, Glasgow**

NHS Staff Benefits members can save 25 per cent off tickets to selected shows at The King's and Theatre Royal, Glasgow

To secure the discount, click on the 'Get Tickets' button. You will be able to see the selected shows, dates and times when clicking this link and the discount will automatically be applied only when purchasing from the link.

One of Scotland's most historic and significant theatres, King's Theatre Glasgow opened in 1904 and has played host to top stars and shows ever since. Well known for its Christmas pantomimes, the theatre continues to present first class shows today from a wide range of genres.

Opened in 1867, Theatre Royal Glasgow has presented a wide variety of productions covering all genres, including residents Scottish Opera and Scottish Ballet. Featuring a Victorian auditorium, Theatre Royal presents first class entertainment.

For more information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/25-off-selected-shows-at-the-kings-theatre-royal-glasgow>

- **Two months of free magazines and newspapers plus 10 per cent off for additional three months**

Relax. Recharge. Read. Explore thousands of magazines and newspapers with Readly, the magazine and newspaper app.

Enjoy quality reading from over 6,000 titles – accessible anytime, on your smartphone, tablet or desktop – even offline.

Find all your favourite titles – T3, House Beautiful, BBC Good Food, Women's Health, HELLO!, What Car? – or discover something new. Plus, your subscription can be shared on up to five devices, so your family and friends can enjoy too.

NHS Staff Benefits members can get two months of free reading plus 10 per cent off the monthly price for three months, with Readly, the magazine and newspaper app.

No discount code is required. Just follow the link to create your account, enter your payment details (you will not be charged until your trial ends) and download the Readly app to start reading.

For more information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/2-months-of-free-magazines-newspapers-10-off-for-additional-3-months>

Don't want to miss new NHS exclusive deals, limited time offers or competitions? Make sure you are signed up to the NHS Staff Benefits newsletter and follow on Instagram and Facebook. Here, you will find all the new deals – so while you are browsing your feed or watching stories, you can stay in the know about the best of NHS Staff Benefits.

Follow on Instagram at <https://www.instagram.com/nhsstaffbenefits/> or visit Facebook at <https://www.facebook.com/NHSSB/>

# The ‘heroes behind our carers’

May 20, 2022



This year International Human Resources Day is being celebrated on Friday 20 May.

International Human Resources (HR) Day is an opportunity to recognise of all the hardworking HR and recruitment professionals around the world.

Recruitment website, s1jobs.com, paid testament to HR teams across Scotland’s territorial and specialist health boards for their efforts, by awarded them with the Chairman’s Award at the firm’s recent awards ceremony.

Gavin Mochan, managing director of s1jobs.com, described the HR and recruitment teams as ‘the heroes behind our carers’ and thanked the teams for their hard work, putting ‘patients before yourself.’

Kay Sandilands, NHS Lanarkshire director of human resources, said: “We are delighted that Scotland’s NHS human resources and recruitment teams were honoured for their valuable input helping to significantly increase our health workforce to support efforts during the pandemic.

“The coronavirus pandemic has been a challenge like no other and our HR and recruitment teams across Scotland have gone the extra mile to find the right people to support our efforts.”

At points during the pandemic, teams were working seven days per week and it’s estimated that NHS Scotland HR and recruitment teams sifted just under one million applications, dealing at any one time with over 5,000 job vacancies.

Kay added: “Within NHS Lanarkshire specifically, during 2021/22 we recruited an additional 4000 staff. We also introduced a range of additional services to maintain and enhance staff wellbeing to help them through the pandemic.”

# Ruth's reason for running

May 20, 2022



Keen runner and occupational therapy team leader, Ruth Marshall, is running the Edinburgh marathon on Sunday 29 May.

In doing so, Ruth hops to raise some much needed funds for [Scottish Autism](#), an organisation dedicated to enabling autistic people to lead happy, healthy and fulfilling lives.

Ruth said: “I was planning to run the marathon anyway so it makes sense to put the miles to good use.

“I see many examples within my working and personal life of the challenges faced by those with autism and their loved ones.”

Scottish Autism is an organisation dedicated to enabling autistic people to lead happy, healthy and fulfilling lives. They provide specialist services and support for autistic individuals and their families, through our Autism Advice Line, Knowledge Share seminars and online Right Click Programme.

Ruth added: “I hope to be able to make a small contribution to fund some of the work that this charity is able to do for those who need their support. Any contribution however small would be very much appreciated.”

You can help Ruth raise money for this great cause by donating directly to her fundraising page – <https://www.justgiving.com/fundraising/ruth-marshall12>

# Weekly message from Heather Knox, NHS chief executive

May 20, 2022



In this week's staff message, Heather gives her regular update on the Covid-19 cases across NHS Lanarkshire.

Heather also speaks about her plans to retire in November and the work still be done between now and then.

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

o Vimeo – <https://vimeo.com/712016170>

o YouTube – <https://www.youtube.com/watch?v=AGhoyTbYO-4>

# The finish line is in sight

May 23, 2022



There's less than one week left of this year's Walking Challenge, and to date, 74 teams have crossed the Rome finish line having walked, cycled or ran at least 1,160.3 km since the challenge started in April!

The top five teams leading the way, having covered over 14,000 km combined, are currently:

1st **Ortho is the "Hip"est** 3,514.3 km

2nd **No Clucks Given!** 3,250.8 km

3rd **Wishaw Sole sisters** 2,927.5 km

4th **Alive and Kicking** 2,765.9 km

5th **Curly & the CAMHS Crew** 2,256.2 km

But there is still time to get your team into one of the top spots!

**Part of Ortho is the 'Hip'est who are currently in 1st place, Andrew Cruikshank, rotational physiotherapist, University Hospital Wishaw, said:** "Our team are really enjoying the challenge. We are all fairly active at the best of times as we have; a keen dog walker, a runner, a member who is at the gym regularly and 2 keen cyclists.

"The challenge has pushed us to become even more active, as we all now go for walks on our breaks. We are all competitive to and find ourselves competing with each other within the team and not just with the other teams in the challenge."

Although it's not all about coming top, **Evelyn Brand, health improvement senior – Health Improvement** is part of the team Clydesdale & Hamilton Locality Health Improvement Walking Challenge Team and shared what walking has meant to her: "I had a hip replacement last April and



walking was a huge part of my recovery journey.

“The first time I walked outdoors after my operation, I only made it to the first lamp post, and I kept increasing this and building up gradually from there. Like everyone, I have had my ups and downs, but it has all been well worth it.

“The NHS Walking Challenge has actually helped me realise how frequently I walk, I enjoy being outdoors – rain, snow or sunshine!

“I normally walk 3/4 times a week. There are many beautiful walks in Lanarkshire and recently have started exploring and walking in the rest of Scotland which has proved to be incredibly enjoyable.

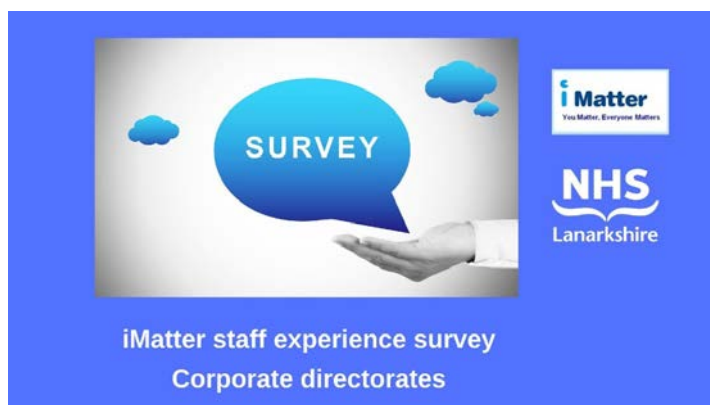
“Walking was part of my recovery routine, but I really can’t imagine not spending most of my free time doing it now – I love it!”

Simon Martin, health improvement senior – Healthy Working Lives, NHS Lanarkshire said: “Well done to everyone taking part and walking their way through Italy, it’s been a great effort from all involved!”



# Corporate services invited to take part in iMatter staff survey

May 23, 2022



After being paused in March 2020 due to the Covid-19 pandemic, the normal iMatter staff experience survey resumed in August 2021.

The full iMatter staff experience measure will enable a meaningful opportunity for staff to express their views, feelings and experiences since the Covid-19 pandemic, at work and beyond. It will help us to reflect on the past year and build back better together as we continue to grow and emerge from the most challenging times.

Look out for details of the dates for your area in the staff briefing. The full timeline of this year's iMatter cycle is provided below:

Directorate	Questionnaire Period
All corporate directorates (including PSSD)	16 May to 6 June 2022
Acute directorate	30 May to 20 June 2022
North and South Health and Social Care Partnerships	13 June to 4 July 2022
Vaccination service	13 June to 4 July 2022

Teams within human resources, information and digital technology, organisational development, Salus, finance, public health, strategic planning (including PSSD), communications, medical and the nursing, midwifery and allied health profession (NMAHP) directorates – along with the corporate management team – have received their iMatter questionnaires and are being asked to complete them by 6 June.

The iMatter continuous improvement model has been designed with the input of staff throughout NHS Scotland to help individuals, teams and health boards understand and improve staff experience – the extent to which employees feel motivated, supported and cared for at work.



iMatter puts the focus at team level – each one has their own iMatter team report.

Staff can take just 10 minutes out of their day to fill in their questionnaire, completed anonymously. The completed questionnaires will then be processed by an external company making it totally confidential.

Heather Knox, chief executive, said: “NHS Lanarkshire recognises the importance of effective employee engagement. Staff who feel engaged, involved and valued provide a strong workforce, which is essential to improve healthcare services.

“Given the pressures that staff have been under – particularly during the current Covid pandemic – it is important for us to engage to understand what is good and what is not so good about how we involve our staff. This will allow us to share the best of what we do and provide help in those areas where a bit more support may be required. This helps promote openness and transparency in our teams about staff experience at work and, over time, supports each team’s development and ultimately patient experience. It recognises that there is already a lot that is good about our teams and our workplace, but we should always be looking to learn and improve.”

Completing the questionnaire – online, on paper or by SMS (text message) – allows staff the chance to give feedback on, and be involved in, influencing change and improvement in their workplace.

Evidence shows that the better the experience of staff at work, the better the experience of patients and their families.

iMatter is designed to help line managers understand what it is like for their staff as an individual at work, in their teams and in NHS Lanarkshire.

Please take the time to fill in the iMatter questionnaire by 6 June. If you are in one of the groups above and have not received your questionnaire, please speak to your line manager.

# Carol retires after remarkable 37 years' service

May 23, 2022



We pay a fond farewell to Carol Whitefield, senior nurse, infection prevention and control, who retired on 4 May after a remarkable 37 years' service.

In September 1985, Carol started her nursing training at Glasgow's Victoria Infirmary Hospital. This was the old modular training programme whereby she spent time in other hospitals within the area which had specialised departments.

In September 1988, Carol was successful in being appointed to the role of ophthalmic nurse based in ward nine at Stonehouse hospital where she rotated between ward, theatre and out-patients. After a few years Carol's role within theatre became permanent, covering roles such as recovery, anaesthetic nurse and peri-operative nurse where she trained new staff. Carol's management skills and expertise were very much appreciated by doctors and nurses alike and should problems occur – which they often did – Carol was called upon to resolve.

In 2001, Stonehouse hospital was closed to acute services and Carol was transferred to University Hospital Hairmyres where she was job matched to general theatre recovery. During this time a job vacancy arose for an infection control nurse to which Carol was successfully appointed.

In 2006, Carol was encouraged to apply for the role of senior infection control nurse at University Hospital Wishaw and, again, was successfully appointed. She remained at University Hospital Wishaw until 2019 when she was transferred to University Hospital Hairmyres, originally to cover sick leave for a month, but remained here until her retirement.

Carol is married to Allan and has two daughters, Hazel (30) and Kirsten (26). Allan recently retired from Police Scotland and both Carol and Allan will now enjoy their well-deserved retirement together.

Christina Coulombe, head of infection prevention and control, said: “Carol has been an invaluable member of the infection prevention and control team since she joined in 2001. She has a wealth of knowledge which she has passed onto her colleagues. Carol will be sorely missed and we all wish her well in her retirement.”

# Health Promoting Health Service (HPHS) has expanded its team

May 24, 2022



Image – Left to Right – Angela Donaldson, Sarah Brothers, Jacqueline Martin, Claire McCririck

The Health Promoting Health Service (HPHS) has recently welcomed three new colleagues to their team.

HPHS is a settings based approach, aligned to Realistic Medicine, and has four key outcomes set by the Chief Medical Officer. It is a framework rooted in prevention and health improvement aimed at acute and community hospital settings.

The overall aim is to help reduce health inequalities by looking at the wider determinants of health that are often underpinning ill-health. There is a focus on a holistic, person-centred and shared decision making approach.

To strengthen those aims, the team has expanded to add three new health improvement seniors, to support HPHS work within the three acute sites.

There's also been a number of staff sessions held across the three hospitals that work towards understanding how staff are feeling and what they would like to be developed to support their wellbeing. This will help to shape the forthcoming staff health and wellbeing strategy.

Jacqueline Martin, programme manager, HPHS, said: “We are delighted to welcome Angela Donaldson, Claire McCririck and Sarah Brothers to the team as Health Improvement Seniors for HPHS.

“All three new team members bring a wealth of experience with them from their previous NHS and third sector posts, and their work will focus on the acute hospital settings.

““The team are currently focusing on Staff Health and Wellbeing, which is Outcome 3 of the four key CMO outcomes for HPHS, by supporting the Staff Engagement Sessions following on from the Your Health Matters – Your Opinion Counts, staff health and wellbeing survey, all of which work towards supporting NHSL staff.

“We have developed a new HPHS team video on shared decision making, which will be launched during quality week that staff can look out for too!”

If you would like to arrange a staff engagement session or want to know more about HPHS, please contact the team as they’d love to hear from you. Contact: Jacqueline Martin on

[\*\*jacqueline.martin@lanarkshire.scot.nhs.uk\*\*](mailto:jacqueline.martin@lanarkshire.scot.nhs.uk)

# King of the road

May 25, 2022



A health professional has retired following four decades devoted to the NHS in Scotland.

Karen King's career began in Bellshill, the town where she was born, over 43 years ago when she was just 17.

She then worked her way around the west coast of Scotland and ended in her home county of Lanarkshire.

Karen, who lived in Hamilton before retiring to Girvan, said: "I have had a long and varied career in the NHS – starting and ending in Lanarkshire.

"I have had the pleasure and privilege of providing health services for very different communities across the west of Scotland – from being the only nurse on the island of Colonsay, to being part of a huge team in Lanarkshire who undertook the biggest mass vaccination programme in the history of the NHS."

Karen started in Bellshill maternity unit as an auxiliary nurse in 1979. In 1981, she moved to Monklands District General Hospital to become a student nurse.

After Monklands, Karen undertook training in midwifery in the early 1990s before moving to Islay in 1997 where she spent four years as a ward manager.

From there, Karen spent 10 years in Oban, fulfilling various community and hospital roles including becoming the manager for the local hospice. With her wealth of experience, she also became a clinical skills instructor in the Western Isles.

In 2012, Karen returned to Lanarkshire where she worked for NHS 24 and in palliative care for The Haven for over six years.

Latterly, Karen joined the community vaccination team during the pandemic and was one of the first healthcare professionals to vaccinate NHS Lanarkshire staff.

Karen said: “The pandemic has been a difficult period. However, throughout my career, I have always been fortunate to be part of such lovely teams. Although the last team I worked with, I met hardly any of them in person – it was all online using Microsoft Teams. I wish this technology existed when I was the only nurse on Colonsay.”

Clearly Karen enjoyed working on the coast as she is going to spend her retirement by the sea in Girvan.

As well as spending time with her two sons and three grandchildren, Karen plans to enjoy taking walks along the beach and tending to her garden.

However, true to form, Karen wants to continue to use her vast clinical skills and experience and is hoping to volunteer with a dementia group.

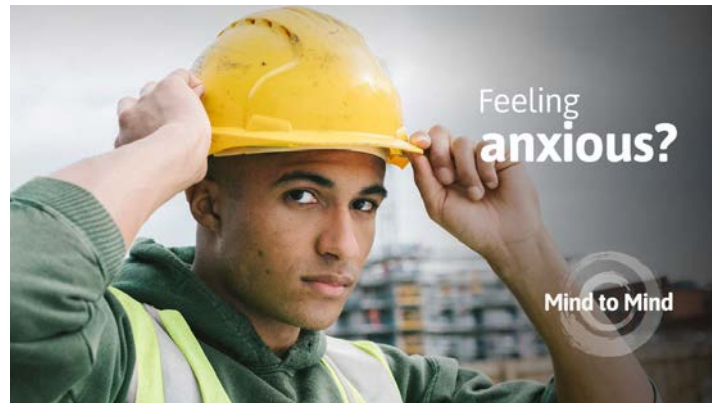
Karen’s last manager in the NHS, Karen McLennan, NHS Lanarkshire public health nurse team leader, said: “This is a tremendous achievement. While I only had the privilege of working with Karen during the latter part of her career, her dedication and commitment to the NHS was obvious. She is a true professional who is committed to her patients and staff.

“While her departure is a huge loss to us, it is heartening to think that people who have dementia and their families will continue to benefit from her wealth of clinical knowledge and experience.

“We wish Karen a long, happy and well-deserved retirement.”

# Mind to Mind launches to help people deal with life's challenges

May 26, 2022



NHS Lanarkshire is backing a new national campaign designed to help people look after their mental wellbeing.

Mind to Mind, a new website hosted on NHS Inform, features over 30 videos of people talking about their own mental wellbeing challenges in order to help others who may be going through the same.

Covering topics including dealing with anxiety and panic, handling stress, improving sleep, lifting mood and moving through grief, each contributor shares practical advice on what has worked for them.

The website also features commentary from a range of professionals and signposts where people can access further help and support.

Dr Simon Stuart, consultant clinical psychologist and digital lead for NHS Lanarkshire psychological services, said: “Thousands of people in Lanarkshire every month already visit our own pioneering website, Lanarkshire Mind Matters, to help improve their wellbeing.

“This new national resource is a valuable addition to what we offer. It features inspiring stories from people who have successfully dealt with mental-wellbeing challenges, and has some great advice from professionals too.

“We are always growing and developing Lanarkshire Mind Matters, and the national Mind To Mind site will be a vital complement to our work.”

Kevin Stewart, minister for mental wellbeing and social care, said:



“Mind to Mind has been created by people who have experienced mental wellbeing challenges for people who may be going through the same thing.

“If you’re finding things difficult, it’s important to remember support is available. Hearing about the experiences of others can help to navigate life’s daily stresses, and alongside practical advice, the website signposts where people can access further help.

“We’re hugely grateful to everyone who has contributed their advice on what has worked for them. Being so open about the challenges they’ve faced will hopefully help many others look after and improve their own mental wellbeing.”

Stephanie Phillips, director of service delivery at NHS 24, said:

“Mind to Mind and the video stories that have been so generously shared with us are a valuable addition to our online mental health resources at NHS Inform.

“If you’re feeling anxious, stressed, or low, or having problems sleeping or dealing with grief this site can help you by hearing from others. You can also explore a range of guides, podcasts and organisations that can help.

“We are committed to offering a range of services to support people in the ways they find best for them when mental wellbeing challenges come along, as they do for everyone. Your GP, our phone lines and the emergency services are available for anyone that needs urgent help.”

The new national site is at [www.nhsinform.scot/mindtomind](http://www.nhsinform.scot/mindtomind). Lanarkshire Mind Matters is at [lanarkshiremindmatters.scot.nhs.uk](http://lanarkshiremindmatters.scot.nhs.uk).

# Latest discounts from NHS Staff Benefits

May 26, 2022



Save £££s on some great deals both in-store and online, all especially negotiated for NHS staff. To find out more, or sign up to receive all the latest discounts, visit: [www.nhsstaffbenefits.co.uk](http://www.nhsstaffbenefits.co.uk)

Here are some of the latest deals from some fantastic brands.

- **£25 off holiday bookings with Jet2**

Jet2holidays are offering £25 off per booking for NHS Staff Benefits members (for minimum of two people).

As the UK's second largest holiday operator, Jet2holidays begins with a low £60 per person deposit, making it much easier to secure your getaway and then spread the cost.

It also offers unrivalled flexibility on flying dates and times from Edinburgh and Glasgow Airports, thanks to the close connection to its sister company, the award-winning airline Jet2.com.

Jet2holidays offers passengers a 22kg baggage allowance, free child places, no credit card fees and transfers included. Its ATOL protection ensures that you and your money are safe, while 24-hour in-resort support means you can always rely on friendly advice even when you are away.

To access the offer, please use the exclusive Jet2 NHS discount code.

For more information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/jet2-holidays-nhs-discount>

- **25 per cent NHS discount from Cox & Cox**

Cox & Cox arose from a desire to create a unique collection of homeware products that could not be found elsewhere, with customers encouraged to find their own style and to love every corner of their home.

The design-led collections are inspired by tradition and trend to offer new ways to transform the homes and gardens of every interior enthusiast. From inspirational furniture, lighting, storage and accessories, Cox & Cox captures the season with a timeless aesthetic and effortless style.

NHS Staff Benefits members can save 25 per cent off full price items when shopping online with Cox & Cox.

To access the offer, simply copy the exclusive code and apply it at the checkout stage when placing your order.

For more information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/25-nhs-discount-from-cox-cox>

- **Up to 60 per cent off ESPA outlet plus free gift**

ESPA's aim is to help you look and feel your best every day, for you to have naturally beautiful skin and a renewed sense of inner calm.

NHS Staff Benefits members can save up to 60 per cent off ESPA's outlet, plus receive a free gift when using the code.

To secure the offer, simply copy the exclusive discount code and click through to the ESPA website.

Please also note that the discount code is only available via the links on this website. You will need to create an account on ESPA website to access the offer.

For more information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/up-to-60-off-espa-outlet-a-free-gift>

Don't want to miss new NHS exclusive deals, limited time offers or competitions? Make sure you are signed up to the NHS Staff Benefits newsletter and follow on Instagram and Facebook. Here, you will find all the new deals – so while you are browsing your feed or watching stories, you can stay in the know about the best of NHS Staff Benefits.

Follow on Instagram at <https://www.instagram.com/nhsstaffbenefits/> or visit Facebook at <https://www.facebook.com/NHSSB/>

# Give Nature a Go – learning disability service occupational therapy team event

May 26, 2022



During National Green Health Week (14-22 May), NHS Lanarkshire’s occupational therapy adult learning disabilities team held an open day in the woodland area within Kirklands Headquarters to showcase some of the successful work their patients have been doing as part of their occupational therapy green health treatment programmes.

The theme of this year’s event was ‘Give Nature a Go’ and visitors were able to sample some of the outdoor activities patients have enjoyed such as toasting marshmallows, ‘Kelly Kettle’ tea tasting, making apple bird feeders as well as getting creative making ‘green men’ tree sculptures.

A photographic exhibition featured a variety of work patients have accomplished which included the creation of a hibernaculum (bug hotel), environmental art, the ancient tradition of apple wassailing, bush-craft skills and examples of the four challenges achieved as part of the John Muir Award ~ discover, explore, conserve and share. Occupational therapy has offered this nationally recognised award for patients over the past two years in co-operation with the Cumbernauld Living Landscapes Wild Ways Well programme.

The event was facilitated by Jacqueline Evans, occupational therapy assistant practitioner with the adult learning disabilities service, with support from Kirsty Neville, senior healthcare support worker and Fiona Ramsay, occupational therapist.

Jacqueline said: “Green Health activities play a substantial role in the delivery of occupational therapy treatment programmes. This was particularly relevant during recent times when restrictions brought on by the pandemic affected our ability to carry out routine indoor home visits. The benefits

of getting outside and connecting with nature are limitless and can improve physical health, mental health and offer the opportunity for socialisation, team work and learning skills which are transferable to everyday life. Sharing the experience of cooking on a campfire, working together to build a shelter, exploring the woodland and 'giving back' to nature is valuable and rewarding for staff and patients alike.

“Myself and two colleagues are currently training with the John Muir Trust to complete trainer training which will enable us to deliver the John Muir Award independently. In addition to this, we are also undertaking a competency certificate in bush-craft skills with the Tom Gold Bush-craft school. This two-day course will concentrate on ensuring staff are proficiently skilled in activities such as safe practice preparing fires and survival skills whilst being respectful of environmental welfare.”

“These two courses will be advantageous within our service in order to further develop our occupational therapy treatment programmes and enable us to provide a bespoke range of green health activities for patients with complex learning disabilities who are unable to access mainstream services.”

# We say farewell to sexual health lead consultant Dr Anne McLellan

May 27, 2022



Congratulations goes to Dr Anne McLellan, sexual health lead consultant, who retired in March after a remarkable 36 years' service.

Anne, who was based at Coathill Hospital, first began her career at Stirling Royal Infirmary and thereafter went on to work in multiple hospitals such as the Western General, Edinburgh; St Bartholomew's, London and the Banovista Health Centre in Canada.

In 1989, Anne began working in obstetrics and gynaecology in a number of hospitals in the United Kingdom before furthering her career to sexual health in 2004. It was in 2006 when Anne joined NHS Lanarkshire's sexual health service as lead consultant, a post in which she remained until her retirement.

Anne resides in the Glasgow area and has one grown-up daughter, Leila. In her spare time, Anne enjoys reading, swimming and is proficient in playing the flute.

Dr Rashmi Ronghe, consultant in sexual and reproductive healthcare and lead clinician for sexual health, said: "Anne will be a huge loss to our service. It has been a pleasure to work with Anne. She is an excellent doctor and has been a fantastic colleague. Her input has been invaluable in the development and progress of the sexual health department in Lanarkshire.

"Anne is very well liked by all in the department and will be missed by us all. We wish her all the very best in her future and hope that she has a very happy retirement."

Picture: Dr McLellan with her daughter Leila



# EASY made simple

May 30, 2022



All sickness absences from work for NHS Lanarkshire employees – regardless of the length of absence – must be reported to the early access to support for you (EASY) service, but yet many absences continue to go unreported or are recorded via SSTS only. Without this valuable information, the EASY service is unable to offer the support that some staff members may need to help them return to work.

Contrary to historical belief, the EASY service – or ‘occupational health’ as it may be known to some – do not perform checks, nor does it disclose information with managers regarding discussions with those referred. The EASY service is a support service only for staff members who are absent from work, designed to provide or signpost to appropriate help and support at the very beginning of absence.

While it is recognised that there are ever increasing demands being placed on our staff, it really could not be simpler or quicker to refer a staff member. It takes less than two minutes to submit a referral and the service will take care of the rest, it really is that EASY.

## **How to refer**

You can find a referral form on the EASY page on [FirstPort \(http://firstport2/staff-support/salus-occupational-health-and-safety/early-access-to-support-for-you/default.aspx\)](http://firstport2/staff-support/salus-occupational-health-and-safety/early-access-to-support-for-you/default.aspx) or by looking under ‘Applications’ on FirstPort and selecting ‘Formstream non-clinical’.

A frequently asked questions (FAQs) has been developed to help managers or referrers to navigate the system quickly and easily for their first few attempts. You can find the FAQs on the EASY page on [FirstPort](http://firstport2/staff-support/salus-occupational-health-and-safety/early-access-to-support-for-you/default.aspx) or by visiting <http://firstport2/staff-support/salus-occupational-health-and-safety/early-access-to-support-for-you/default.aspx>



Please notify the EASY service when a staff member returns to work by emailing [easy@lanarkshire.scot.nhs.uk](mailto:easy@lanarkshire.scot.nhs.uk) or calling 01698 759310.

# iMatter deadline for corporate directorates

May 30, 2022



It is the last week for staff within the corporate directorates to complete their iMatter staff experience survey.

Teams within human resources, information and digital technology, organisational development, Salus, finance, public health, strategic planning (including PSSD), communications, medical and the nursing, midwifery and allied health profession (NMAHP) directorates – along with the corporate management team – have until 6 June to complete their questionnaire.

Completing the questionnaire – online, on paper or by SMS (text messaging) – allows staff the chance to give feedback on, and be involved in, influencing change and improvement in their workplace.

Staff can take just 10 minutes out of their day to fill in their questionnaire, completed anonymously. The completed questionnaires will then be processed by an external company making it totally confidential.

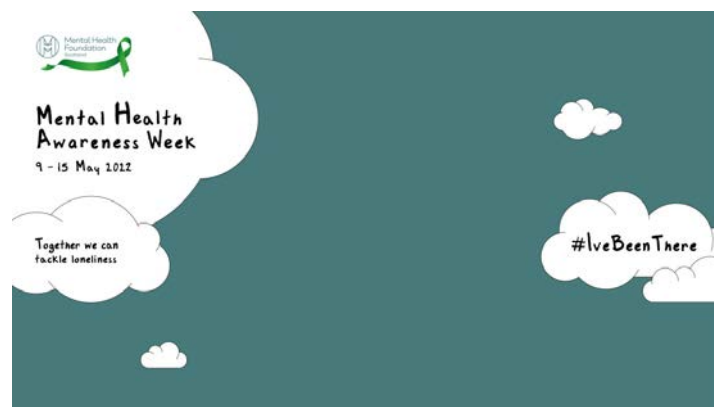
Heather Knox, chief executive, said: “All our staff have been under a tremendous amount of pressure over the last 18 months and I would encourage teams within the corporate directorates to take the time to complete their iMatter questionnaire.

“By doing so, it will help line managers understand what it is has been like for each individual at work, in their teams and in NHS Lanarkshire. That way we can put in place any support that may be required to enable employees feel motivated, supported and cared for at work.”

Please take the time to fill in your iMatter questionnaire by 6 June. If you are in one of the groups above and have not received your questionnaire, please speak to your line manager.

# Resources to look after your mental health

May 31, 2022



To mark Mental Health Awareness Week, which took place on Monday 9 May–Sunday 15 May, North and South Lanarkshire health and social care partnerships and Stigma Free Lanarkshire put together a variety of podcasts to look at how we create the conditions for a mentally healthy Lanarkshire through recovery from the pandemic.

Taking part in the podcasts from NHS Lanarkshire were Soumen Sengupta, director of health and social care for South Lanarkshire, and Ross McGuffie, chief officer, Health and Social Care North Lanarkshire, and can be accessed on [Elament's website](#).

The theme of this year's Mental Health Awareness Week was loneliness, where the week explored the experience of loneliness, its effect on our mental health and how we can all play a part in reducing loneliness in our communities.

Jenny Hutton, mental health improvement programme manager, NHS Lanarkshire, said: "As the world opens up again and as we learn to live with Covid, we'll all experience a myriad of feelings. Perhaps nervousness and fear, perhaps joy and excitement, perhaps anger. Many of us are still struggling to come to terms with the losses the last few years have brought. The value of a listening ear and a catch-up, being able to express what's inside and have someone validate and understand can never be underestimated.

"If you are struggling with your mental health or with some of the other big issues facing us right now, such as the cost of living, please do reach out. We also know that the stigma of mental health, including the perceptions we have of ourselves, can stop people seeking help at a time when they need it most. Help is at hand and talking really does help."

**Mental Health Foundation Resources**

Mental Health Foundation has an [extensive list of publications](#) that can support with mental health and wellbeing, in particular, the Mental Health Foundation 'How to...' guides which look at a range of topics such as:

- [How to look after your mental health](#)
- [How to support mental health at work](#)
- [How to overcome fear and anxiety](#)
- [How to look after your mental health using mindfulness](#)

What to do if you are feeling lonely:

- Try calling a friend, family member, health professional or counsellor to talk about your feelings;
- You could also contact [Samaritans](#) on [freephone 116 123](#) or by emailing [jo@samaritans.org](mailto:jo@samaritans.org) if you need someone to talk to;
- Join an online group or class that focuses on something you enjoy. It could be an exercise class, book club or art class;
- Try [getting out into nature](#) if you can do so safely. Connecting with the outside world can boost your mental health and wellbeing.

# Final touches being put to new £1.5 million CAMHS centre

May 31, 2022



A new £1.5 million specialist centre will soon transform the way Lanarkshire's children and young people receive mental health care.

The new outpatient facility in Hamilton, scheduled to open in July, will treat young people aged 18 years old and younger who are experiencing mental health issues.

Based at Udston Hospital, the specially designed centre will offer services including:

- child and adolescent mental health service (CAMHS) assessment;
- neurodevelopmental treatments;
- talking treatments;
- psychiatry;
- medication.

The child and adolescent mental health service, hosted by Health & Social Care North Lanarkshire, assesses and treats young people with emotional, behavioural or mental health difficulties.

The new centre is a completely new facility specifically for young people and has been designed with input from them and their families. It will feature a calming atmosphere reflecting the hospital gardens and nearby woods. The service's dedicated specialist engagement officer will work with the CAMHS youth forum to help shape the artwork young people want to see.

Margaret Thomson, head of health, Health & Social Care North Lanarkshire, said: "This new specialist centre will be an important part of the new, modern mental health service for Lanarkshire's young people.

“We’re dedicated to ensuring we deliver services that make a positive impact on peoples’ lives. Our new facility will ensure we see young people in an environment that puts them at ease and is designed specifically for, and by, them.

“We’re always working hard to improve the service and listen to feedback from the young people we see. This centre will help us deliver a more comprehensive service for young people in Lanarkshire who are referred by other health staff, social work and GPs.”