

PULSE

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

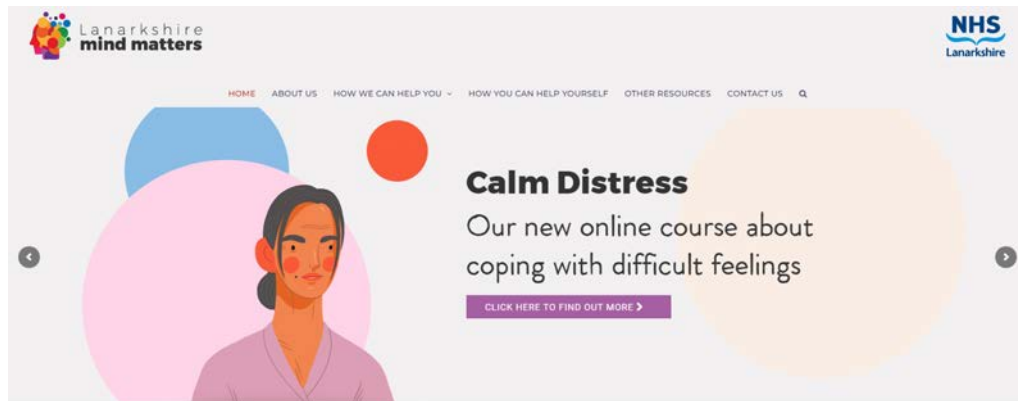
- www.nhslanarkshire.scot.nhs.uk/pulse
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Printable Version

March 2022

Online help for all of us from Psychological Services

March 1, 2022



NHS Lanarkshire staff can access a wide range of support from Psychological Services. This includes an ever-growing range of online courses, apps and more.

Designed and written by NHS Lanarkshire psychologists, the [Lanarkshire Mind Matters](#) website is a one-stop-shop for high-quality psychological resources for anyone living or working in Lanarkshire.

These include [Calm Distress](#), a friendly, five-session video-based course that you can watch any time of the day or night. It is all about coping with stress, recognising our warning signs, and learning how to stop tipping over into distress. It is accessible by self-referral from Lanarkshire Mind Matters.

Launched in Lanarkshire in late 2021, [Daylight and Sleepio](#) have already proved very popular. Designed for your phone, Daylight is a tailored program for managing anxiety, while Sleepio is all about getting a better night's sleep. Again, both can be accessed by self-referral.

The [SilverCloud](#) range of online courses cover a wide range of common problems, including mental and physical health. Four of these can be accessed by self-referral, focusing on resilience, stress, sleep and coping with Covid-19. A further range can be accessed by GP referral.

Dr Simon Stuart, Consultant Clinical Psychologist and Digital Lead for NHS Lanarkshire Psychological Services, said: "Our mission with Lanarkshire Mind Matters is to improve access to psychological resources – for everyone, including health and social care staff. We often forget to look after ourselves!

“This isn’t about replacing traditional therapies: instead, it’s about adding to what we do. We want people to be able to access useful interventions online at any time of the day or night.”

Holding meaningful personal development planning and review (PDPR) discussions

March 1, 2022



Staff are being reminded that the deadline for completing 2021/22 personal development planning and reviews (PDPRs) on the Turas Appraisal system will be the end of March. This important process gives an opportunity to meet on a one-to-one basis to discuss what has gone well, the challenges of the past year and agree learning/objectives for the coming year.

Kay Sandilands, director of human resources, said: “All staff in NHS Lanarkshire have gone through extremely challenging times over the past two years. The annual appraisal allows space to reflect on this, check in on wellbeing and discuss moving forward. If you have not already done so please, where possible, take the time to have this important discussion.”

The learning and organisational development (L&OD) department has developed a guidance document with some useful hints and tips on how to make these discussions more meaningful. Access the document [here](#) or visit FirstPort at: <http://firstport2/staff-support/knowledge-services/public-health/Staff%20Emails/Meaningful%20PDPR%20Discussions.docx>

Staff will also find a wealth of information, including links to useful videos for reviewers and reviewees, a frequently asked questions document and helpful hints on the Turas Appraisal section of the L&OD page on [FirstPort](#) or via the following link: <http://firstport2/staff-support/organisational-development/turas/default.aspx>

If, after reviewing the supports available above, you feel you would benefit from additional support, the L&OD department will run two, 30-minute information sessions via Microsoft Teams on the PDPR process as follows:

- Tuesday 8 March, 10am–10.30am
- Wednesday 16 March, 2pm–2.30pm

Each session will have a maximum of 30 participants. Places can be booked via [learnPro](#) or visit the learnPro home page at: [https://nhs.learnprouk.com/lms/login.aspx?](https://nhs.learnprouk.com/lms/login.aspx?ReturnUrl=%2flms%2fuser_level%2fWelcome.aspx)

[ReturnUrl=%2flms%2fuser_level%2fWelcome.aspx](https://nhs.learnprouk.com/lms/login.aspx?ReturnUrl=%2flms%2fuser_level%2fWelcome.aspx)

When Covid stopped the world, Jill stepped forward into a job she loves

March 2, 2022



In the second in a special series, we look at the people working in the very heart of our communities as part of our care at home service.

The service is recruiting now, you can find out more by visiting: [SLA08839 – Home Carer – | South Lanarkshire | myjobscotland](#)

Covid-19 may have placed restrictions on all of us but for one South Lanarkshire woman, it opened her up to her dream job.

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.

Jill, from East Kilbride, said: “We were told that South Lanarkshire Council needed help in care homes, residential schools and home care and I was selected to assist with the Care at Home service.

“Until then, I had been unaware of the role of home carers but I spent a year-and-a-half delivering PPE to different drops or having home carers coming to collect it from me and I got to meet most of the home carers and see what their job involved, as well as the other services the Care at Home service provided.

“I felt that it was a job I wanted to make a career of and, what was more, the way they spoke about how much they loved their jobs was a major factor in making up my mind to take the plunge and apply for a job with them.”

Certain aspects were familiar from her previous job, such as the council pension scheme that she was already benefiting from and that she was relieved she would be able to continue with in her new job. However, becoming a home carer was still a major change of direction for Jill (40) and she was delighted that the training helped in preparing her fully for all aspects of the job.

She said: “We had training in person, such as for moving and assisting and medication at home, but we also completed modules online and took part in Microsoft Teams meetings, so everything was covered even though we were still with the restrictions of the pandemic.

“One thing that was really helpful was shadowing different home carers in a variety of areas, so I was able to see a wide range of what the job involves and build confidence for when I would be going out on my own.”

Despite all the training, there was still one part of the job that surprised Jill, but in the most positive of ways.

“Even though I was really looking forward to it,” she revealed, “I had no idea just how much job satisfaction you get. I knew the role involved helping people and expected that service users would be grateful, but I just can’t express how great it makes you feel when someone is so appreciative because you’ve helped them have a shower or made them something to eat.

“Of course it’s the type of job that you can’t take your personal problems or bad mood to work with you – that’s obvious. But at the same time, if you’ve been in a bad mood before work, the job makes you completely forget it.

“In the longer term, I’d love to take the opportunities to further my career while staying in this field, as there are not only opportunities to progress within Care at Home but there are other roles you can move into as well. 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 super hero.

“How could anyone not enjoy a job that makes you feel like that?”

Latest discounts from NHS Staff Benefits

March 2, 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

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

- **Up to 25 per cent off your stay at Choice Hotels**

With more than 7,000 hotels franchised in more than 40 countries and territories, Choice Hotels International represents more than 570,000 rooms around the globe.

From London, Yorkshire and Dublin to France, Italy and Spain, there are endless locations for you to choose from for your next UK staycation or European getaway. There are also more than 6,000 hotels in the USA, which are perfect for an overseas adventure.

As an NHS Staff Benefits member, you can get up to 25 per cent off the best available rates at all 7,000+ Choice Hotels on offer around the world.

Securing the discount could not be simpler. Click on the 'Book Now' button which will take you directly to the Choice Hotels website. Choose your availability, destination and hotel, and your discount will be automatically applied.

For more information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/up-to-25-off-your-stay-at-choice-hotels>

- **Free membership at the Renfrew Store for all NHS staff**

Say hello to a new kind of supermarket, one where you can enjoy high quality food and household brands at super low prices.

Company Shop Group is the largest commercial redistributor of surplus food and household products in the UK. It enables some of the biggest retailers, manufacturers, food service and logistics providers to unlock value from surplus stock, which may have otherwise gone to waste.

The stock purchased is redistributed through Company Shop – a network of 15 membership-only stores – at discounted prices, to individuals who work in the food manufacturing supply chain, emergency services or the NHS.

As an NHS employee you can benefit from:

- o free membership;
- o take a guest with you when you shop;
- o share your membership with two family members, friends, or colleagues;
- o deep discounts on brands you love, including M&S, Tesco, Waitrose and many more.

You must be able to provide a payslip and/or NHS photo ID, as well as a utility bill on your first visit.

Find the Renfrew Store at Unit 12, Renfrew Trading Estate, Argyll Avenue, PA4 9EN

For any queries, email the membership team at membership@companyshop.co.uk

For more information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/free-membership-at-the-renfrew-store-for-all-nhs-staff>

- **Claim a four-recipe £1 trial box with Simply Cook**

Bored of your mid-week meals? SimplyCook has provided all NHS staff with some delicious recipes for just £1 for four kits.

SimplyCook deliver authentic herbs, spice blends, pastes, marinades, garnishes and sauces that pack a flavour punch. They blend up to 23 individual ingredients in each flavour pot to deliver the perfect combination of flavours in every meal you will cook.

SimplyCook makes recipe books and ready-made jars of sauce a thing of the past. Their exciting recipes only require 4-6 fresh ingredients that are easy to find in your local store. What is more, the recipes can be cooked from scratch, in around 20 minutes.

With over 100 recipes in the range, there is something for everyone including great summer dishes and BBQ ideas. From lamb kofta flatbreads, indian spiced lamb burgers and a great grilled halloumi

salad.

By purchasing the offer, you will be automatically signed up to a rolling £9.99 weekly, fortnightly or monthly subscription to SimplyCook. You can cancel your subscription seven days after ordering your first box. The offer is valid for new customers only, with, one trial box per household.

For further information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/nhs-staff-can-claim-a-4-recipe-1-trial-box>

Don't want to miss new NHS exclusive deals, limited time offers or competitions? Follow NHS Staff Benefits on Instagram. 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/>

Planning consultation on visionary project to create our new hospital

March 2, 2022



A public consultation has been launched as part of the planning process for NHS Lanarkshire's exciting proposals for a replacement University Hospital Monklands.

It runs from 2 March until 29 March, and staff and other members of the community can take part through a dedicated website – www.keppiedesign.co.uk/mrp.

The website will host two live and interactive public consultation events, with a “chat box” function to put questions to members of the [Monklands Replacement Project](#) (MRP) team about the plans to build the new hospital at Wester Moffat Farm, Airdrie. The events are on:

- Thursday 17 March, 4-8pm;
- Saturday 19 March, 12-4pm.

The online resource also has frequently asked questions and information sections on the MRP proposals, including:

- Wester Moffat site details;
- the “village” design concept for the building;
- the “woodland strategy” (landscaping, views etc);
- connectivity (road infrastructure, public transport provision);
- parking provision;
- active travel (options for walking/cycling to the hospital);

- access (how people will find their way around);
- net zero carbon ambitions and the vision for Scotland’s first digital hospital
- the developing plans for how departments will be arranged;
- information on supporting studies including a transport assessment and an environmental impact assessment.

An eye-catching and inspirational new video about the MRP’s vision also features on the website, highlighting the net zero and digital opportunities, the forward-thinking model for clinical care, design development, the creation of a modern facility where staff can flourish through technology and the enhancement of their wellbeing, and the employment and training opportunities the hospital will bring for the local area and beyond.

MRP director Graeme Reid said: “We intend to submit an application for planning permission to North Lanarkshire Council later this year.

“Undertaking this public consultation before the planning application is submitted provides a fantastic opportunity to hear the views of stakeholders – the public, including those who live in the vicinity of the site, staff in NHS Lanarkshire and the health & social care partnerships, and any other members of the community who wish to comment on the proposals.

“The feedback from stakeholders has been crucial to the project so far and we hope anyone who has specific questions about our plans can join us at one of the online events for a live chat.”

The community can also provide feedback through a form on [the website](#) or by contacting the MRP team:

- Email – MRP.Team@lanarkshire.scot.nhs.uk
- Phone – 01698 752320
- Write to – FREEPOST RTEJ-HZLK-AETZ, Communications Department, NHS Lanarkshire, Kirklands, Fallside Road, Bothwell, G71 8BB.

In line with current Scottish Government guidance, the pre-application consultation is online due to the pandemic. Anyone who requires a printed version of consultation materials should contact the MRP team by email/phone/Freepost as above.

With the support of the MRP’s lead advisors, Currie & Brown, and planning experts from the project’s architects, Keppie Design, all feedback will be analysed and collated in a detailed consultation report that will be submitted to North Lanarkshire Council for consideration along with the planning application. After the planning application is lodged the public will have the opportunity to make representations direct to the council to inform the local authority’s consideration of the application.

Construction work starts on new £3.65 million Chryston community health clinic

March 3, 2022



A new £3.65 million state-of-the-art community health clinic for Chryston has moved a step closer after construction work began this week.

As a result, the new community health clinic could provide a larger, more modern facility than the existing Muirhead Clinic for almost 27,000 local people.

As part of our commitment to provide all community services in people's local areas through integrated health and social care teams, it is expected the centre will host services including:

- midwifery
- health visitor pre/post-natal
- rehabilitation team
- treatment room services
- breastfeeding support
- mental health learning disability
- community mental health teams

Following similar successful joint projects with North Lanarkshire Council, the new facility is part of a wider development including the council's planned Chryston Primary School.

The current Muirhead Clinic only allows a small range of community health services to be provided locally due to its size and lack of any dedicated car parking. It will continue to operate its existing

services throughout the construction of the new clinic.

Due to the clinic's limited capacity, the health board has, until now, been unable to fully repatriate the services from NHS Greater Glasgow and Clyde. This means local residents have to travel significant distances across Glasgow to access services, with teams and clinics based in areas including Shettleston, Kirkintilloch, Easterhouse and Bridgeton.

Maggs Thomson, Health and Social Care North Lanarkshire's head of health, said: "The sod-cutting and beginning of building work is a hugely significant step towards delivering a brand new state-of-the-art health clinic for the people of Chryston and surrounding areas.

"This new community health clinic is being purpose built to provide clinical services close to where people live and ensure local people will no longer need to travel across Glasgow to access a number of services.

"There has been extensive engagement with all stakeholders including several wide-ranging sessions with NHS, council and health and social care staff. We also listened to the views of teachers, support staff and pupils at Chryston Primary School. This was strengthened with further feedback from the parent council and elected members, before concluding in an online public event to inform local residents of the final design.

"Services will continue to run at the existing clinic during construction, and then transfer to the new facility once completed, meaning there should be minimal disruption for patients and service users."

Interviews with the partners involved in the project and images of how the new facility will look have been captured on video. Watch the video at: <https://vimeo.com/684019414/obc5908208>

UNISON show their support for staff across NHS Lanarkshire

March 4, 2022



Staff at University Hospital Hairmyres (UHH) and the Ally McCoist complex vaccination centre both hosted visits last week from the new national general secretary for UNISON, Christina McAnea.

Christina was in Scotland to offer her and UNISON's thanks to health and social care staff across the country for their dedication and professionalism during what has been the most challenging time in the history of the NHS.

The visits were part of a tour by Christina to meet health and social care staff across Scotland and listen to how the pandemic has affected them both personally and professionally.

Lilian Macer, employee director, NHS Lanarkshire, said: "As we look back over what has been two very tough years of the pandemic, we know that it was health and care workers who carried this country through the pandemic.

"Staff in NHS Lanarkshire have worked tirelessly to keep everyone safe at huge cost to their own health and well-being and I am delighted that UNISON's first female general secretary Christina McAnea took time to visit NHS Lanarkshire and thank our members for the amazing work they do every day."

Photograph: New national general secretary for UNISON, Christina McAnea (third left) meets medical records staff at University Hospital Hairmyres

Eating Disorders Awareness Week – 28 February to 6 March 2022

March 4, 2022



Eating Disorders Awareness Week takes place 28 February to 6 March. The international awareness event fights the myths and misunderstandings that surround anorexia, bulimia, binge eating disorder (BED) and eating disorders not otherwise specified (EDNOS).

NHS Lanarkshire's tertiary eating disorders specialist service (TESS) is supporting this year's Eating Disorders Awareness Week by focussing on raising awareness of upcoming eating disorder training that will be delivered to support staff working in all areas, to improve their knowledge and skills in working with patients with eating disorders.

Training Opportunities

NHS Lanarkshire's TESS is promoting upcoming eating disorder training that will be available for a wide range of health professionals later this year. Training will include:

- **Beyond the Symptoms' delivered by BEAT – the UK leading eating disorder charity (<https://www.beateatingdisorders.org.uk/>)**

This is a tailored education package for various groups of health and medical professionals. The package aims to ensure that participants understand the importance and prevalence of eating disorders, how to spot and respond to the early warning signs, signpost to eating disorder services and overcome service user resistance. Booking for the course will be via learnPro. Dates from April onwards will be released this month via the staff briefing.

- **'Life Skills' delivered by The Decider (<https://www.thedecider.org.uk/>)**

The course consists of 12 cognitive behavioural therapy (CBT) and dialectical behaviour therapy (DBT) skills to enhance distress management skills delivered by clinicians to the individuals and groups who they support. The course offers the flexibility of completion over a two-month period. Bookings will open in April. Details on how to book will follow.

Dr Katherine Morton, consultant psychiatrist, TESS, said: “We are seeing more people with eating disorders present to services than ever before. It is extremely important that staff have the correct knowledge and skills, relevant to their role to support people with eating disorders. Alongside service development, we believe the training planned for this year will support staff to understand and work with these patients better and, ultimately, improve the experience and outcomes for patients with eating disorders in NHS Lanarkshire.

Further information on the courses will feature in a staff briefing over the coming weeks.

Further Information

In recent years, there has been increased national attention on services for patients with eating disorders in Scotland. The Scottish Government National Review of Eating Disorder Services was published in 2021 (<https://www.gov.scot/publications/national-review-eating-disorder-services/>) and the SIGN Eating Disorder Guidance was published in 2022 (<https://www.sign.ac.uk/media/1920/sign-164-eating-disorders.pdf>). The publications highlighted an increase in patients presenting with eating disorders secondary to the Covid 19 pandemic and the increasing evidence base for early intervention to improve prognosis.

The Scottish Government has released funds from its mental health recovery and renewal fund to support and improve services treating patients with eating disorders. NHS Lanarkshire’s TESS recognises that patients with eating disorders are seen by staff within primary and secondary care, generic child and adolescent mental health services (CAMHS), adult mental health services and specialist eating disorder services. It seeks to support staff working in all areas, to improve their knowledge and skills in working with patients with eating disorders.

Violence and aggression campaign makes headline news

March 7, 2022



A hard hitting campaign, which stands against those who direct any form of abuse to health and social care professionals has made headline news.

On Friday 4 March, BBC Reporting Scotland interviewed front line staff who have found themselves being victims of aggression at work.

BBC Reporting Scotland highlights violence and abuse against NHS Lanarkshire staff

Speaking to BBC Reporting Scotland, Linzi Munro, care home liaison nurse, said: “It’s really difficult to take on when you are getting shouted at, raised voices and sworn at. And you feel that you have absolutely given 110 per cent and done everything you possibly can for your patient.”

All participants, who were involved with the campaign, were subjected to some form of hostility in recent months.

The BBC News segment illustrated that there is a huge backlog of appointments as a result of the pandemic, which staff recognise can cause anger and frustration for those who have had cancelled appointments.

Amy Pearson, administrator, added: “They will say ‘I’m sorry to take it out on you, however’ and they go on to explain that it’s not good enough. This is maybe the second time they have been cancelled, which adds fuel to the fire. It is a difficult time for them as well.”

Laura Hamilton, business support manager, said: “They said I was useless and wasn’t worth my salary. At a different time, I would have probably brushed it off, but I was feeling emotionally

vulnerable having just lost my Gran. So, it really hurt me. It's not just the swearing, I think we are almost used to that. It's the emotional side of it now, we are being made to feel guilty that we cannot provide dates for patients. That's a horrible burden for the staff to bear when it's not their fault."

Eddie Docherty, director of nursing, said: "We are actually now having to take staff out of busy jobs to train them in dealing with that level of aggression at a time when I need them most at the front line. But we will continue to prioritise those patients who feel most at risk, wherever they are."

Thank you to the staff involved for their courage in taking part in the BBC filming and in the campaign video.

Training and support

Details of support and training available can be found here:

- <https://www.nhslanarkshire.scot.nhs.uk/pulse-challenging-telephone-conversations/>
- <https://www.nhslanarkshire.scot.nhs.uk/pulse-support-violence-and-aggression/>

Full details of all health and wellbeing support available to health and social care staff is available at the following link: <https://www.nhslanarkshire.scot.nhs.uk/your-health-matters/>

Access to training and support for Local Authority employees is also available:

- North Lanarkshire Council employees should visit MyNL mynl.co.uk
- South Lanarkshire Council employees should visit: https://www.southlanarkshire.gov.uk/info/200254/employee_information

‘Quit Your Way’ on National No Smoking Day

March 8, 2022



No Smoking Day takes place on Wednesday 9 March and is the perfect opportunity to consider quitting smoking with Quit Your Way. NHS Lanarkshire staff can also take advantage of the free stop smoking service, along with the 2,000 Lanarkshire residents who have sparked their quit smoking journey with the free service, in the last 12 months.

The Quit Your Way team’s joint No Smoking Day campaign with ASH Scotland focuses on encouraging people in Lanarkshire to seek support and advice when they’re ready to quit smoking. The service offers a variety of free options including friendly support and advice, specialist support for pregnant women and those living with mental health problems and access to nicotine replacement treatments, even if those who smoke have attempted to quit previously.

Over the last year, more than 2,000 motivated Lanarkshire residents took their first step to stub out the addiction through tailored programmes, which are designed to meet their specific quitting needs.

Alexandra Usurelu, from Motherwell, who successfully quit smoking with support from NHS Lanarkshire’s Quit Your Way service, commented: “There were three reasons I wanted to quit smoking, first of all because I was pregnant and my baby could be born smaller, secondly because cigarettes are expensive and third, because I wanted to be healthier.

“I didn’t smoke during my first pregnancy, but after I had my baby I started smoking again because of stress. I found out about Quit Your Way through my midwife during my second pregnancy and I’ve now been smoke-free for over five months since having my baby.

“I’m originally from Romania, so if English isn’t your first language like me, everything is arranged with an interpreter. From all my heart I’d recommend this service to everyone.

“It was a very nice experience and great result for my health and that of my children.”

Shirley Mitchell, senior health improvement manager – Quit Your Way, NHS

Lanarkshire, commented: “National No Smoking Day is often a time when people who smoke decide to make a dedicated decision to give up.

“When it comes to quitting smoking, everyone is different, but giving up is not something people have to do on their own. I’m extremely proud of everyone who took their first step to quit and contacted our service, we understand that nicotine is a powerful and addictive substance.

“Trying to quit smoking may feel overwhelming, but help and support tailored to each person’s needs are available to support anyone to stop smoking through Quit Your Way Lanarkshire.”

Sheila Duffy, chief executive of ASH Scotland, said: “Nicotine is highly addictive and, although it can take a number of attempts to quit, some people find giving up cigarettes or tobacco easier than they had thought. For others, it takes a number of attempts, and it is worth trying again.

“Quitting smoking can improve your mental health and, within a year of stopping, the risk of coronary heart disease reduces by half compared to someone who smokes.

“Quit Your Way stop smoking service and local community pharmacies provide free support which can help you to develop a personalised plan and, on No Smoking Day, we are encouraging people in Lanarkshire to begin taking vital steps towards a much healthier future by stopping smoking for good.”

Quit Your Way can be contacted Monday – Friday from 9am until 5pm.

To find out about the stop smoking services and to access the best support to quit in your area call the **Quit Your Way helpline service on 0800 84 84 84** or visit [QuitYourWay.scot](https://www.QuitYourWay.scot).

You can also visit your local **Community Pharmacy** for FREE stop smoking support.

First Minister meets pharmacy apprentices

March 9, 2022



Nicola Sturgeon, Scotland's First Minister, visited University Hospital Monklands to launch Scottish Apprenticeship Week on Monday.

During the visit the First Minister met a group of pharmacy apprentices at the hospital.

The pharmacy apprentices are part of a Scottish Government recruitment programme that will see 150 apprentice pharmacy technicians trained and recruited across Scotland this year.

The First Minister said: "Growing our workforce is crucial, which is why we must increase the opportunities for our young people who wish to choose a career, such as pharmacy, with quality hands-on training to set them on their path. Increasing the number of qualified pharmacy technicians is critical to support our NHS and ensure a qualified workforce.

"As Scotland moves towards economic renewal and transition, apprenticeships also have a key role to play as part of the national endeavour to drive a fairer, greener economic recovery."

Throughout their two-year apprenticeship individuals will develop skills and gain valuable experience working in hospital and community pharmacies as well as GP practices undertaking medication reviews and liaising with other healthcare professionals to provide effective patient care.

Linsey Hayes, pharmacist team manager – education, training and development, said: "Our participation and engagement with these apprenticeship opportunities demonstrates our Health Board's commitment to the young people in our local community."

Pharmacy technicians work within pharmacy teams carrying out specialised tasks, including preparing complex medicines and dispensing medicines safely for patients.

Hannah Scullion, pre-registration pharmacy technician with NHS Lanarkshire, said: “Becoming a qualified pharmacy technician was always my goal and I am so glad to have been given this opportunity to do this through the new technical apprenticeship programme.”

Have your say on health and wellbeing at work

March 9, 2022



Eddie Docherty discusses staff health and wellbeing

Staff across NHS Lanarkshire are being given the opportunity to have their say on health and wellbeing at work.

‘Your Health Matters – Your Opinion Counts’ will be one of the platforms used to give staff a voice and encourage everyone to contribute in shaping the staff health and wellbeing strategy.

The survey will be live from 14 March to 10 April. All staff will be given the time to complete the survey in working hours.

A number of virtual events will be held during the duration of the engagement process. These virtual sessions are an additional way for staff to advise what’s important to them in supporting health and wellbeing.

The virtual sessions, will be hosted on Microsoft Teams and will be held from Monday 14 March to Thursday 31 March.

Speaking about the engagement process, Eddie Docherty, executive director of nursing, midwifery and allied health professions said: “I would like to encourage staff to support the staff wellbeing processes and the strategy that we are putting forward.

“This has been the toughest two years I’ve ever seen in the NHS. For those who are actually at the coalface, I can’t imagine how you are all feeling just now.

“So we would really support and encourage you to be involved in helping to move the strategy forward and to feedback on any issues you think we have missed.”

The survey is confidential. No one will be able to identify your individual response. The information you enter into the survey will be completely anonymised.

To request paper copies of the survey, email lynsey.boyle@lanarkshire.scot.nhs.uk. Please provide the quantity you need along with your department and address. The paper copies can then be returned via internal mail.

Details of virtual sessions and links to join can be found below:

Date	Time	Who?	Link for virtual session
Monday 14 March	11am – 11.30am	Staff	Click here to join the meeting
Monday 14 March	11.30am – 12pm	Staff	Click here to join the meeting
Tuesday 15 March	9.30am – 10am	Managers	Click here to join the meeting
Tuesday 15 March	10am – 10.30am	Managers	Click here to join the meeting
Wednesday 16 March	7pm – 8pm	Drop in for all	Click here to join the meeting
Saturday 19 March	1pm – 1.30pm	Staff	Click here to join the meeting
Saturday 19 March	1.30pm – 2pm	Staff	Click here to join the meeting
Monday 21 March	1.30pm – 2pm	Managers	Click here to join the meeting
Monday 21 March	2.00pm – 2.30pm	Managers	Click here to join the meeting
Tuesday 22 March	12.30pm – 1.30pm	Drop in for all	Click here to join the meeting
Wednesday 23 March	6.30pm – 7pm	Staff	Click here to join the meeting
Wednesday 23 March	7pm – 7.30pm	Staff	Click here to join the meeting
Sunday 27 March	7pm – 7.30pm	Managers	Click here to join the meeting
Sunday 27 March	7.30pm – 8pm	Managers	Click here to join the meeting
Monday 28	9.30am –	Drop in for all	Click here to join

March	10.30am		the meeting
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Thursday 31 March	10am – 10.30am	Managers	Click here to join the meeting
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Latest discounts from NHS Staff Benefits

March 10, 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

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

- **Save up to £75 off holidays with Travel Department**

Travel Department offer a wide range of guided group holidays from city breaks to solo travel to active and adventure holidays (including walking, yoga and photography holidays) with its sister brand, TD Active Holidays.

Travel Department's escorted holidays typically include flights, accommodation, transfers and guided tours.

Travel Department – Europe's leading guided group holiday provider – is offering NHS staff members an exclusive saving off their holidays.

With multiple departure airports across the UK, you can fly from Aberdeen, Edinburgh and Glasgow in Scotland. In Northern Ireland from Belfast (plus Dublin and Cork) and for passengers from the south, they depart from Bristol and a range of London airports.

The mood is upbeat, friendly and makes for a fun, inclusive group where everyone feels welcome.

To secure the offer, simply call 0117 911 7019 or book online quoting the exclusive membership code at check-out.

For more information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/up-to-75-off-holidays-with-travel-department>

▪ **25 per cent off travel insurance policies with Start Travel**

Whether you are looking for travel insurance to cover a single holiday, or if you have multiple trips booked this year, an annual multi-trip policy, Start Travel has you covered. Providing affordable travel insurance policies to suit the requirements of any budget, Start Travel offer three different levels of cover to choose from, so you will find the right policy for you.

Plus, Start Travel's optional add-ons for enhanced Covid-19 protect, winter sports, cruise, golf, wedding, pre-existing medical conditions and enhanced gadget cover provide that extra peace of mind for your adventures.

With travel insurance policies from Start Travel, you can benefit from:

- o Up to £15 million medical and repatriation cover;
- o Up to £5,000 cancellation cover;
- o Up to £2,500 personal effects and possession cover;
- o Professional 24/7 medical helpline;
- o No excess on five-star packages.

NHS staff benefits members can save 25 per cent off travel insurance policies with Start Travel.

Simply copy the exclusive code, click through to their website and apply the code in the 'Promo Code' box when purchasing.

For more information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/25-off-travel-insurance-policies-with-start-travel>

▪ **20 per cent NHS discount off core products from The Body Shop**

Looking for a Body Shop NHS discount? NHS Staff Benefits members can save 20 per cent off The Body Shop products when shopping with them online. You can also save 20 per cent when shopping at The Body Shop in store – simply show the exclusive voucher code at the till.

The Body Shop source some of the finest raw ingredients from the four corners of the globe. It harnesses the skills of artisan farmers and adds its expertise to create effective products that are wonderful to use. The Body Shop trades fairly so communities benefit as well as you. It never tests on animals and all its products are 100 per cent vegetarian.

To secure the discount, 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/20-discount-off-core-products-from-the-body-shop>

Don't want to miss new NHS exclusive deals, limited time offers or competitions? Follow NHS Staff Benefits on Instagram. 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/>

Launch of ‘Your Health Matters – Your Opinion Counts’

March 14, 2022



Staff across NHS Lanarkshire are being given the opportunity to have their say on health and wellbeing at work.

‘Your Health Matters – Your Opinion Counts’ will be one of the platforms used to give staff a voice and encourage everyone to contribute in shaping the staff health and wellbeing strategy.

The survey will be live from 14 March to 10 April. All staff will be given the time to complete the survey in working hours.

To complete the survey electronically, please visit:

https://www.surveymonkey.co.uk/r/Staff_Health_Wellbeing

The survey is confidential. No one will be able to identify your individual response. The information you enter into the survey will be completely anonymised.

A number of virtual events will be held during the duration of the engagement process. These virtual sessions are an additional way for staff to advise what’s important to them in supporting health and wellbeing.

The virtual sessions, will be hosted on Microsoft Teams and will be held from Monday 14 March to Thursday 31 March.

Details of virtual sessions and links to join can be found below:

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Wednesday 23 March	7pm – 7.30pm	Staff	Click here to join the meeting
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Video message from Heather Knox, NHS Lanarkshire chief executive – Friday 11 March 2022

March 14, 2022



In this week's staff message, Heather gives her usual update on the Covid-19 cases in Lanarkshire. The number of new cases on Wednesday was 1949 and there were 161 inpatients across the three acute hospitals which is trending up. We are seeing a longer length of stay with this group of inpatients which is causing flow difficulties through hospital. Essential visiting has been reintroduced to reduce the potential to spread the virus.

The NHS Lanarkshire vaccination team will start to vaccinate the five to 11 year-olds at the start of April. If you know anyone with a child of this age, please encourage them to get their child vaccinated.

Heather ends by speaking about the Your Health Matters – Your Opinion Counts which goes live from Monday 14 March. This is an opportunity for staff to share us their experiences and give us their views on what has helped them manage their health and wellbeing and what staff supports would be beneficial going forward. It is important that all staff should take the time to have their say, so that we know how best to support their wellbeing.

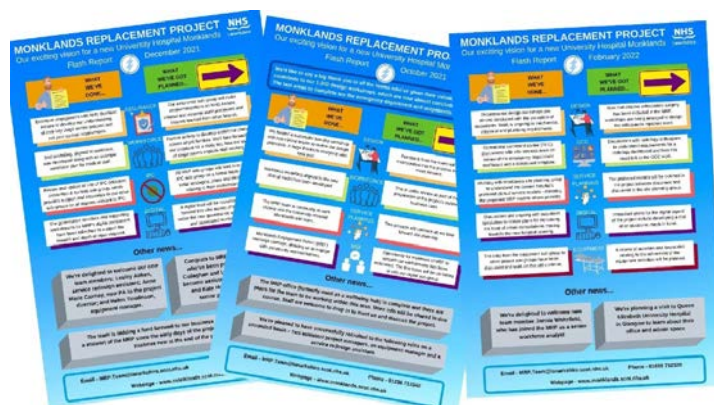
The video can be accessed on Vimeo and YouTube using the links below:

Vimeo – <https://vimeo.com/687088261>

YouTube – <https://youtu.be/M-DJYSSBmMs>

New University Hospital Monklands – MRP flash report March 2022

March 14, 2022



The Monklands Replacement Project (MRP) is our exciting vision for the new University Hospital Monklands.

Our monthly flash report provides a short summary of what's happening with some of the project's various workstreams.

Design



Fiona Cowan, clinical lead – nursing, said: “A review of equipment requirements has been carried out for the departmental designs that have already been signed off at 1:50 scale.

“Design workshops are continuing for the elective (planned) orthopaedic ward, with input from staff and public/patient reps. It's expected the layout will be finalised soon.”

Digital

“The digital co-ordination sub-group met for the first time and a refresh of the digital vision for the project was shared, setting out core principles,” said senior project manager Kate Henderson.

“We’re now preparing a paper outlining the purpose of the various workstreams within the digital sub-group.”



Infection prevention & control (IPC)



IPC nurse consultant Linda

Thomas said: “We’ve now

completed stage 1 of the Healthcare Associated Infection System for Controlling Risk in the Built Environment (HAI-SCRIBE).

“Following planning meetings, a schedule is being developed for a series of stage 2 HAI-SCRIBE workshops.”

Service planning

Redesign lead Donna McHenry said: “We met with the University Hospital Monklands site planning group to review service plans for the current hospital, aiming to mirror the MRP clinical model.

“A briefing paper on admin & office space is under development to set out the work done to date, including the feedback from visits to other hospitals.”



Workforce

“As workforce planning continues on a strong track for outline business case, we had a meeting to discuss A&E department staffing requirements,” said workforce lead Laura Ireland.



“Meetings are coming up to discuss workforce requirements for medical staffing and eHealth. An analysis of staffing needs for patient single rooms is also planned.”

Other news

We're delighted to welcome new team members Bronwyn Bainbridge, procurement manager, and Lynn MacDonald, project administrator.

We'll be at the NextGen virtual careers event on 30 March so that secondary school students can find out about all the opportunities our new digital hospital will bring.

- For full information on the Monklands Replacement Project visit the MRP webpage monklands.scot.nhs.uk.
- Flash reports are also included as an infographic in the staff briefing and published on the MRP webpage.

NHS Charities Together Funding

March 15, 2022



More than £321,000 of funding has been awarded to NHS Lanarkshire following a bid to NHS Charities Together to enhance social prescribing across North Lanarkshire and develop social prescribing arrangements in East Kilbride in South Lanarkshire.

Social prescribing, sometimes referred to as community referral, is a support service which enables GPs, nurses and other health and care professionals to refer people to a range of local, non-clinical services and help support individuals to take greater control of their own health.

This welcome funding from NHS Charities Together will allow both North and South HSCPs to work with third sector partners to enhance the delivery of social prescribing and develop a further understanding of the needs of local residents, where there are gaps and what are the priority areas for people across both areas.

Gillian Lindsay, Health Improvement Lead for South Lanarkshire HSCP, said: “The bid to NHS Charities Together for funding to support the delivery of a social prescribing programme recognised that both HSCP areas are currently at different stages of social prescribing development and that additional funding would allow a tailored approach for North and South Lanarkshire which would best suit their individual needs, while still building Lanarkshire’s overall capacity.

“We are delighted that NHS Charities Together recognised there was a different model required for both HSCPs but that ultimately both have the same goal – to deliver a model of service that puts local people at the heart of what we are working to achieve including supporting recovery from the pandemic by helping individuals to take control of their health through a range of support available locally.”

The bid for funding included a range of unique services which would be developed by both HSCP following the recruitment of two Development Officers, one for each area, who will work to ensure

there is a clear, simple, easy, direct referral process that allows Lanarkshire residents to easily access the services and activities they need to create and sustain good health and wellbeing.

Martin Hill, Chair of NHS Lanarkshire added: “We are delighted that NHS Charities Together has provided us with funding totalling £321,006 to support the health and wellbeing of residents across Lanarkshire.“

The outcomes of this project will contribute to the National Health and Wellbeing Outcomes laid out in the two HSCPs’ respective Strategic Plans and Strategic Commissioning Plans.

Specifically the project will most significantly contribute to people improving their own health and wellbeing and living in good health for longer; helping to maintain and for some individuals improve their quality of life and help reduce health inequalities.

NHS Lanarkshire's three acute hospitals working beyond full capacity

March 15, 2022



NHS Lanarkshire is once again asking the public to consider alternatives to A&E and to expect long waits as pressure on the three acute sites continues to mount.

As NHS Lanarkshire's deputy director of acute services Russell Coulthard explains, there are a myriad of reasons for the current relentless pressures on Lanarkshire hospitals.

“Our three acute sites are full. In fact, we have been working beyond maximum capacity within our hospitals over the past few weeks with capacity regularly over 100 per cent.

“Unfortunately many patients in our emergency department will be waiting over ten hours to be admitted due to the current overwhelming demand which is well in excess of our target of four hours.

“Covid-19 numbers are on the rise with 243 Covid patients across the three acute sites as of Tuesday (15 March). To put that in perspective, numbers had fallen to 66 in the middle of last month but have been increasing ever since and show no sign of levelling off or decreasing.

“The knock-on effect of that is we have staff absences due to Covid and we continue to face significant staffing challenges across health services and our staff are struggling to cope.

“We also have wards closed across our sites due to Covid which again reduces beds available to patients and creates further additional pressures while we are trying to recover services and treat patients who need our care.

“These combined pressures mean that we have had to take some difficult decisions. These include reintroducing essential visiting across our three acute hospitals earlier this week.

“The safety of our patients and staff is our top priority and we are taking all necessary action to ensure safe and effective patient care and address the current pressures. We are making the best use of the staff and beds that are available to enable us to treat patients appropriately.”

Dr Calvin Lightbody, A&E consultant at University Hospital Hairmyres, is urging the people of Lanarkshire to access the right care at the right place and keep emergency departments free for those with emergency care needs.

“We are seeing exceptionally high numbers of people attending our three emergency departments. It is extremely busy and overcrowded but we are working our best to try to get through the huge number of patients.

“If you have an emergency condition such as chest pain, breathing difficulties, severe pain or major bleeding then you should come to A&E as usual and we are very much open for business.

“If you think you need to attend A&E but it’s not a critical emergency, or you think you need to visit a minor injuries unit, call NHS 24 on 111 day or night, where you will be directed to the right NHS service. Consider seeing your GP or local pharmacy or if you just need healthcare advice, then please use the NHS Inform website.

“Finally, if you do come to A&E, you may face a wait of several hours to be seen. Can I ask you to please be kind and considerate to our staff. We are working extremely hard in very difficult circumstances to do the very best we can for our patients.”

Nutrition and Hydration Week

March 15, 2022



Nutrition and Hydration Week 2022 is here! Taking place this week (14-20 March), the campaign is supported by The British Dietetics Association and highlights good practices in food and drink in social and healthcare around the world.

NHS Lanarkshire's Health Improvement Department is sharing helpful top tips on topics such as eating well, how to stay hydrated, food shopping on a budget, healthy snacking and how sleep and mood can affect dietary intake.

Susan Short, public health nutritionist – Health Improvement, NHS Lanarkshire said: “Nutrition and Hydration Week is a fabulous opportunity to support those looking to make healthy changes in their life by providing helpful and useful information on how to get started and achieve a healthier and more nutritionally balanced diet.

“Good nutrition and hydration are important to maintain good physical and mental health and well-being. Having a variety of foods from the main food groups (carbohydrates, fruits and vegetables, high protein foods and dairy and alternatives) ensures we get all the vitamins, minerals and nutrients we need.”

Planning ahead

Planning ahead can often be key to ensure that our dietary intake remains balanced, some key tips to plan ahead could be:

- Planning out your meals for a few days in advance or the full week
- Planning into your week how you can achieve 5 portions of fruit and vegetables a day
- Creating a shopping list, will help you to make sure you get all the ingredients you need to cook the meals you plan to

[Find out more](#) practical tips to make healthy changes within your diet.

Good hydration

Good hydration is one of the most important aspects of a healthy diet.

Our bodies are very good at giving us hunger signals, tiredness signals when to visit the bathroom, but not so good at letting us know we are dehydrated until we are very dehydrated.

Did you know your body needs 1.5-2 litres of fluid per day? You may have heard this described as 6-8 cups per day too.

[Find out more](#) information about staying hydrated.

Healthier snacks

The key to whether snacking is good or bad for you is which snacks you choose, and how much of them you eat.

Snacks can be a healthy part of our diet, they can provide energy, nutrients and essential vitamins if we choose carefully and plan ahead.

[Find out more](#) healthy snack ideas.

Food and Mood

Often when our mood is low, it can affect food choices or how we feel about our choices, with negative unhelpful thoughts. But did you know food can have mood-enhancing effects also? When our diet is lacking in certain vitamins and minerals, it can make us feel sluggish, lack energy and therefore lower our mood.

Long gaps without eating i.e. working on through meeting after meeting without eating, can lower our energy levels and therefore our mood can be affected. We need fuel for our bodies and brains like a car needs petrol.

[Find out more](#) information on food and mood,

Healthy changes

A healthy, balanced diet is an important part of maintaining good health, and can help us feel our best.

Healthy changes happen best when we make small, realistic changes to how we eat and the level of physical activity we do.

[Find out more](#) practical tips to make healthy changes within your diet.

Reminder to take part in planning consultation on our new hospital

March 16, 2022



Staff and the the public are being reminded of the opportunity to take part in a consultation as part of the planning process for the replacement University Hospital Monklands.

It's running until 29 March, and the community can participate through a dedicated website – www.keppiedesign.co.uk/mrp.

This week the website will host two live and interactive public consultation events, with a “chat box” function to put questions to members of the [Monklands Replacement Project](#) (MRP) team about the plans to build the new hospital at [Wester Moffat Farm, Airdrie](#). The events are on:

- Thursday 17 March, 4-8pm;
- Saturday 19 March, 12-4pm.

The online resource also has frequently asked questions, information sections on the MRP proposals and an inspirational new video about the MRP's vision.

The community can also provide feedback through a form on [the website](#) or by contacting the MRP team:

- Email – MRP.Team@lanarkshire.scot.nhs.uk
- Phone – 01698 752320
- Write to – FREEPOST RTEJ-HZLK-AETZ, Communications Department, NHS Lanarkshire, Kirklands, Fallside Road, Bothwell, G71 8BB.

In line with current Scottish Government guidance, the pre-application consultation is online due to the pandemic. Anyone who requires a printed version of consultation materials should contact the MRP team by email/phone/Freepost as above.

With the support of the MRP's lead advisors, Currie & Brown, and planning experts from the project's architects, Keppie Design, all feedback will be analysed and collated in a detailed consultation report that will be submitted to North Lanarkshire Council for consideration along with the planning application. After the planning application is lodged the public will have the opportunity to make representations direct to the council to inform the local authority's consideration of the application.

Tribute is made to staff in South Lanarkshire social care to mark World Social Work Day

March 16, 2022



A heartfelt tribute has been paid to staff in South Lanarkshire social care as people across the globe mark World Social Work Day.

Soumen Sengupta, director, health and social care, South Lanarkshire Health and Social Care Partnership, and Liam Purdie, head of children and justice services and chief social work officer, paid tribute to the compassion and commitment of the workforce in a joint letter to staff.

The letter states: “We would like to take this opportunity to thank all of our social workers, and indeed all other colleagues in social care, for everything you have done – and are doing. We appreciate the amazing work and dedication you have shown, and continue to show, to service users throughout South Lanarkshire.

“Your compassion, resilience and skill is invaluable to our organisation and to the communities we serve.

The statement continues: “We are also aware that social care, by nature, isn’t easy. As a profession you face challenges with good humour, grace and determination. This has been particularly evident through the Covid pandemic.

“Being a social worker – or indeed fulfilling any other role in social care – means you will always be surrounded by challenges. Your ability to adapt and be creative when facing adversity is admirable. Many of you see people at their worst and their best. Many of you see life begin and end. Whether you are frontline or in a support role – you make a difference to people’s lives.”

World Social Work Day is organised by the International Federation of Social Workers on 16 March.

The letter continued: “Whilst we wholeheartedly supportive of a ‘designated day’ to recognise your outstanding commitment, please be assured there is not a day that goes by where we don’t see and value your contribution.

“All that remains to be said, once again, is a sincere and heartfelt thank you.”

New Health Improvement logo says HI

March 17, 2022



The Health Improvement Department strives to address health inequalities and improve the health and wellbeing of individuals and communities in Lanarkshire. Their programmes of work are focused around six public health priorities:

1. Vibrant, Healthy and Safe Places and Communities
2. Early Years/Children
3. Mental Health & Wellbeing
4. Tobacco, alcohol and drugs
5. Sustainable Inclusive Economy with equality of outcomes for all.
6. Nutrition, Healthy Weight and Physical Activity

To reflect its work, the team has worked on a new strapline; 'Live Well Lanarkshire'.

This new strapline also coincides with a modern and fresh new logo, and both represent the health improvement function and the wide range of work that the team are involved in to improve the health and wellbeing of our communities:



Alana McGlynn, health improvement programme manager, NHS Lanarkshire, said:

“Our staff, partners and community are very much central to the approach that we used to develop the new Health Improvement brand. We consulted at all stages of the process and it was really important to us that the brand reflected the views of all our stakeholders. Having the communications expertise of Rachel Stewart, senior communications officer and the design experience of Derek, graphic designer, on our team really helped guide the process.

“From the feedback we received, we aimed to produce graphics and a strapline that was a clear representation of our function whilst also ensuring that it was positive, colourful, modern, non-judgemental and trustworthy.

“Thanks to everyone who engaged with us during the process, sent ideas for a strapline and voted for your favourite design at the end. We will continue to monitor the brand and ensure that it remains current and relatable to our stakeholders.”

Derek York, graphic designer, NHS Lanarkshire, added: “It was satisfying to develop the new logo since I’ve worked in Health Improvement for many years. The old graphics used on our social media didn’t properly represent us, so it was great to work on a new, cleaner brand that reflects the work we do.

“The new logo came from the idea of a ‘bird’s eye view’ of people gathered together, which represents us as part of the local community. I reduced that to two rings of dots – the inner one representing NHS/HSCP staff and the outer one for external partners/public. The rounded typeface matches the dots and helps make our initials look like a friendly greeting; saying ‘HI!’”

Kerri Todd, head of health improvement, NHS Lanarkshire, commented: “The team have done a great job in developing the new logo and consulting with our partners and communities to ensure it is inclusive and reflective of our aims. We wanted something that would work across the different online platforms as we know that’s how a lot of our communities want to receive information and I think we have achieved this. I am delighted to see it launched.”

Latest discounts from NHS Staff Benefits

March 17, 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

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

- **20 per cent NHS discount on Party at the Park tickets, South Inch Park, Perth**

18 and 19 June will see acts such as McFly, Steps, Toploader, Gabrielle and Sophie Ellis Bextor perform at Party at the Park, a family friendly festival in South Inch Park, Perth.

The pop-tastic weekend of fun will see McFly and Steps headlining three stages of music and comedy, kids zone, VIP, silent disco, fun fair, market stalls and lots more. It will be the biggest party of the summer for the whole family.

NHS staff can access a 20 per cent NHS discount on Party at the Park tickets. Click to reveal the discount code and use it when purchasing tickets online.

For more information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/20-nhs-discount-on-party-at-the-park-tickets-a-family-friendly-festival-in-south-inch-park-perth>

- **20 per cent off two-night breaks at Ballachulish Hotel**

Nestled under the great Glencoe mountains, sitting proudly on the edge of Loch Linnhe is your relaxing retreat to The Ballachulish Hotel.

Tuck into a delicious seafood meal from the FISH Restaurant before cosying up in front of the roaring fire. For pure escapism, NHS Staff Benefits members can enjoy 20 per cent off at Ballachulish Hotel when booking a two-night break.

To take advantage of the great discount, simply book your stay on their website using the promo code.

Please note that this offer excludes festive dates and is subject to availability. The offer is only available for NHS personnel and proof of ID will be needed on check-in. The offer is not available in conjunction with any other offer and gift vouchers cannot be used against this.

For further details, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/20-off-two-night-breaks-at-ballachulish-hotel>

- **10 per cent off food and beverage at Dakota Hotels**

NHS Staff Benefits members are being offered a 10 per cent discount off their food and beverage bill at all five Dakota Hotel locations.

To secure the discount, please be prepared to show a valid NHS, hospice or GP staff ID or payslip when asking for your bill.

Please note that the discount is not valid on private charter events.

For more information, visit: <https://www.nhsstaffbenefits.co.uk/deal/10-off-food-and-beverage-at-dakota-hotels>

Don't want to miss new NHS exclusive deals, limited time offers or competitions? Follow NHS Staff Benefits on Instagram. 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/>

Be proud of your mouth on World Oral Health Day

March 18, 2022



Be proud of your mouth. In other words, value and take care of it.

This year, World Oral Health Day (Sunday 20 March) is encouraging everyone to focus on the importance of good oral health for their happiness and well-being, because good oral health has a positive impact on general health, well-being and quality of life.

We are asking you to share photos or images which make you smile. This could be an object, a pet, family, food, a holiday, anything you are happy to share publicly.

Send any image to Jillian McGovern, NHS Lanarkshire health improvement senior, on Jillian.McGovern@lanarkshire.scot.nhs.uk

Geraldeen Irving, NHS Lanarkshire public dental service clinical director said:

“This Sunday sees the return of World Oral Health Day, an annual event organised by the FDI World Dental Foundation which aims to celebrate our mouths and raise global awareness of the importance of oral health. The theme of this year’s event is ‘Be proud of your mouth’.

“Being proud of our mouths can mean many different things to each of us. It can mean being proud of our ability to communicate with others, being able to enjoy a meal with friends, smiling at a loved one or even being comfortable with looking in a mirror.

“However, issues with the mouth can very quickly stop us being able to do these things and can have a wider impact both on our general health and our mental well-being.

“Simple but effective ways of protecting our mouths and our wider health include brushing for two minutes, twice a day, with a fluoride toothpaste, avoiding tobacco, reducing or cutting out sugar as

well as eating a balanced diet. By doing these small things every day, this can have a positive impact over time which can help us all 'Be proud of our mouths'."

Further information on National Oral Health Day can be found [here](#).

Video message from Heather Knox, NHS Lanarkshire chief executive – Friday 18 March 2022

March 18, 2022



In this week's staff message, Heather gives an update on the rising Covid numbers in our hospitals. Current figures are the highest since February last year. Over half of care homes are also currently experiencing outbreaks.

Heather gave an update on current vaccination figures and encouraged anyone with school-aged children in the 5-11-year-old age group to get their child vaccinated next month when they are contacted.

Heather also marked World Social Work Day and thanked our social work colleagues, recognising their valuable contribution.

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

Vimeo – <https://vimeo.com/689329892>

YouTube – <https://youtu.be/RUWs9nW84oE>

Attend a virtual session and have your say

March 22, 2022



Staff across NHS Lanarkshire are being given the opportunity to have their say on health and wellbeing at work.

‘Your Health Matters – Your Opinion Counts’ will be one of the platforms used to give staff a voice and encourage everyone to contribute in shaping the staff health and wellbeing strategy.

The survey will be live until 10 April. All staff will be given the time to complete the survey in working hours.

To complete the survey electronically, please visit:

https://www.surveymonkey.co.uk/r/Staff_Health_Wellbeing

The survey is confidential. No one will be able to identify your individual response. The information you enter into the survey will be completely anonymised.

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Monday 21 March	2.00pm – 2.30pm	Managers	Click here to join the meeting
Tuesday 22 March	12.30pm – 1.30pm	Drop in for all	Click here to join the meeting
Wednesday 23 March	6.30pm – 7pm	Staff	Click here to join the meeting
Wednesday 23 March	7pm – 7.30pm	Staff	Click here to join the meeting
Sunday 27 March	7pm – 7.30pm	Managers	Click here to join the meeting
Sunday 27 March	7.30pm – 8pm	Managers	Click here to join the meeting
Monday 28	9.30am –	Drop in for all	Click here to join

March	10.30am		the meeting
Tuesday 29 March	4pm – 4.30pm	Staff	Click here to join the meeting
Tuesday 29 March	4.30pm – 5pm	Staff	Click here to join the meeting
Thursday 31 March	10am – 10.30am	Managers	Click here to join the meeting
Thursday 31 March	10.30am – 11am	Managers	Click here to join the meeting

Latest discounts from NHS Staff Benefits

March 23, 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

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

- **20 per cent NHS discount on Party at the Palace tickets**

On 13 and 14 August, acts like Ocean Colour Scene, Del Amitri, The Human League, Marc Almond, Sophie Ellis-Bextor and many more will perform at Party at the Palace, a family friendly festival in Linlithgow, West Lothian.

Overlooking Linlithgow Palace, Party at the Palace is Scotland's award winning, family friendly festival. Two days of great music and comedy with lots to keep the kids entertained as well.

This years' headline acts include Ocean Colour Scene, Del Amitri, The Human League, Marc Almond, Sophie Ellis-Bextor and many more. With fairground rides, silent disco and a great variety of food and drink, this promises to be a great weekend.

NHS staff can access a 20 per cent NHS discount on Party at the Palace tickets – use the discount code when purchasing tickets online.

For more information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/20-nhs-discount-on-party-at-the-palace-tickets-a-family-friendly-festival-in-linlithgow-west-lothian>

- **Save 33 per cent on best available rates at Apex Hotels in Edinburgh, Glasgow and Dundee**

Are you looking for an NHS discount on Apex Hotels? Now is the time to plan ahead and start booking your summer staycations. Book your stay now and enjoy a saving of 33 per cent on best available rates.

Why not enjoy a city break in Edinburgh, Dundee or Glasgow at one of Apex Hotel's stylish, contemporary four-star luxury hotels. Each Apex Hotel boasts a city centre location with many amenities, tourist attractions, experiences, restaurants, bars and shopping on their doorsteps.

To secure the NHS discount, simply book online using the exclusive discount code and enter the code along with your preferred hotel and dates.

Rates are on a room only basis. Breakfast can be included for an additional supplement. The discount is available on upgraded room types for an additional supplement. The NHS discount includes a 24-hour cancellation policy and is bookable via the promo code only.

Please note that valid NHS ID must be shown on arrival.

For more information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/nhs-discounts-apex-hotels-scotland>

- **20 per cent off total bill at Church on the Hill, Glasgow**

Church on the Hill is a friendly local in Glasgow's Southside. A community bar run by locals, for locals, intent on celebrating the southside.

NHS Staff Benefits members are being offered a 20 per cent discount off the total bill from Church on the Hill seven days a week.

Simply show your NHS ID when asking for your bill to secure the discount.

For more information, including terms and conditions, visit:

<https://www.nhsstaffbenefits.co.uk/deal/20-off-your-total-bill-at-church-on-the-hill-glasgow>

Don't want to miss new NHS exclusive deals, limited time offers or competitions? Follow NHS Staff Benefits on Instagram. 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/>

New University Hospital Monklands – staff survey

March 23, 2022



Shops? Dining? Childcare? Technology? And more.

We are keen to know what facilities colleagues would like to see in Lanarkshire's new hospital.

The **[Monklands Replacement Project](#)** (MRP) team want to hear your views through a staff survey about the new University Hospital Monklands at Wester Moffat, Airdrie.

As plans develop, we have an exciting opportunity to create a new hospital that will attract and retain staff to care for our patients over the decades to come.

Please complete the survey here <https://www.smartsurvey.co.uk/s/KY6M6C/>

Closing date: 12 April.

For further information, email the MRP team at MRP.Team@lanarkshire.scot.nhs.uk

Recruitment event for advanced nurse practitioners

March 24, 2022



NHS Lanarkshire will host an online recruitment event for trainee and qualified advanced nurse practitioners (ANPs). The event is for registered nurses who are looking to take the next step in their career.

The event will take place on Monday 28 March at 6pm via Microsoft Teams.

Christine Paterson, interim associate nurse director, South Lanarkshire Health and Social Care Partnership, said: “This event will provide a great opportunity to meet our current ANPs and find out all the information you need to decide to embark on this exciting career journey. There will also be the chance to ask questions to our expert panel. Being an ANP is a very rewarding career – join our event to hear about the opportunities available and how you can really make a difference.”

The event programme includes:

- the trainee ANP academic programme;
- practice learning and support;
- the real-life experience from our ANP trainees;
- the exciting journey ahead for advanced community nursing from our service leaders; and
- question and answer session with the panel.

To book a place at the online event please email Allison.McAndrew@lanarkshire.scot.nhs.uk

To view the job advert, visit: <https://apply.jobs.scot.nhs.uk/displayjob.aspx?jobid=89910>

The closing date is 3 April.

Meet the Chair

March 25, 2022



This is Martin Hill's first video message since taking up the role of Chair of Lanarkshire NHS Board.

In this video, Martin introduces himself and gives a brief history of his career. He thanks staff for the work they do for our patients and the wider community and he looks forward to meeting and speaking with staff.

Martin also speaks about how NHS Lanarkshire will recover from the pandemic and how the Board can support the recovery process.

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

- Vimeo – <https://vimeo.com/691769887>
- YouTube – <https://www.youtube.com/watch?v=HzWtI49YhKQ>

Find your nearest outdoor hobby, with our interactive map!

March 29, 2022



With the better weather and lighter nights approaching, it's a great time to get out and about locally doing the things you can enjoy outdoors.

NHS Lanarkshire's Health Improvement team have put together an [interactive map](#), which shows all the local outdoor gyms, health walks and most recently added; play parks.

These local spots are a great way to spend time outdoors, with the family or include some extra physical activity into your day! Whatever your reason, there's something everyone can enjoy.

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

How the map looks and works:

NHS Lanarkshire interactive map

Chris Simpson, health improvement senior – NHS Lanarkshire, said: “Across Lanarkshire we have some great outdoor gyms, ongoing health walks from different locations across the week and over 400 play parks to be explored. The map was created to try and join the dots with some of these great opportunities that already exist in our communities and to help us get out into nature with all its benefits to our health and wellbeing.”

Grant Murdoch, health improvement practitioner, NHS Lanarkshire, commented: “This Lanarkshire mapping project was created due to the heightened need for outdoor physical activity opportunities as we were living in a pandemic. The map showcases Lanarkshire's fantastic outdoor activities from outdoor gyms, health walks and play parks.

“As we move into spring and summer time with lighter nights we hope families can enjoy walking to their local play parks, using the outdoor gym equipment for workouts and also utilise the maps functions to vary up where they go. The map can also be used by residents to meet groups of friends at a local area to walk or jog and they can also plan to meet at their nearest outdoor gym.”

We hope to expand this outdoor mapping project to contain local walking trails, cycling routes and also distribution points for other NHS Lanarkshire services meaning people can use it for various reasons. This outdoor map came together from collaborating two projects on outdoor gyms and play parks across Lanarkshire and it has expanded across a variety of organisations and services.’

Paula Hubens, health walks Co-ordinator – Get Walking Lanarkshire, added: “Health walks are taking place all across North and South Lanarkshire. Everybody is welcome and as the pace is gentle they are ideal for people who would benefit from becoming more active. The walks are very sociable, so also good for mental wellbeing and reducing loneliness and isolation.”

There are lots of greenspace facilities and activities across Lanarkshire too, and they’re now just a tap away! Have a [look at the local map](#), select the activity you want to look for, and find the one nearest you!

Health Walks

Get Walking Lanarkshire offers a programme of free health walks across North and South Lanarkshire, from Cumbernauld to Biggar and from East Kilbride to Newarthill (and many places in between.)

Health Walks are a great way to meet new people whilst walking at your own pace. It’s exercise with the added bonus of friendly company, a good chat and fresh air!

The walks are for everyone but are specifically designed to encourage those that would benefit from becoming (more) active to give walking a go. The routes are simple and avoid tricky terrain and all walks have wheelchair friendly and buggy friendly route options.

Booking is essential – [book your slot](#).

Outdoor gyms

There are over 20 outdoor gyms across Lanarkshire that are free & easy to use, which you can locate as well as a brief description of each one.

Local green spaces have also been added to the map, for you to locate free and friendly walks at a gentle pace. Walks last no longer than an hour and are led by trained volunteers.

[Find your nearest.](#)

Rising Covid numbers impacting staffing levels

March 29, 2022



We continue to experience relentless pressures across all our healthcare services due to a number of reasons, but primarily the number of patients requiring treatment both with and without Covid.

The rising Covid numbers is also having a severe knock-on effect to our staff with high staff absences due to Covid and self-isolation, which is resulting in challenges across all our health services and our staff are struggling to cope.

We are well aware of the effect this is having on our staffing levels and the additional pressure on our staff who are available to care for our patients.

We want staff to be aware that we are doing everything we can to ensure that where there are staffing gaps we are taking steps, where possible, to fill these as often as possible.

We have already put in place processes that allow us to be able to fast-track vacancies so appointments to vacant posts are happening quicker than pre-Covid.

We are offering staff excess hours and overtime and we continue to fill shifts with bank and agency staff. An additional 4,000 shifts have been requested between bank and agency in priority areas between now and Easter.

We are also extending the bank weekly pay pilot to encourage the uptake of bank shifts.

It is our priority to ensure safe staffing levels not only for patient care but also to maintain a work/life balance for our staff and their safety and wellbeing. There is a range of support available to staff and further information can be found on our website at

<https://www.nhslanarkshire.scot.nhs.uk/services/staff-care-and-wellbeing/>

Kay Sandilands

Director of human resources

Army Medical Services Reserve Scotland 'Medical Challenge'

March 30, 2022



The last few years have found the country and the world in uncharted waters dealing with the pandemic that is Covid and, while we are all having to adapt our lives, our NHS professionals have been on the front line daily, as they continue to battle the pandemic and try to keep our hospitals and emergency services operational.

With the success of 'Medical Challenge' growing over the last few years, Army Medical Services Reserve Scotland are looking to host the event again this year from 24 to 26 May in Cambuslang.

The event will consist of three, one-day packages of team-building, leadership and personal development and will include multiple teamwork-focused tasks, although predominately aimed at medical managers and clinical multidisciplinary teams – it is not an essential requirement. The day aims to develop individuals and team leadership, communication and medical management skills.

Army Medical Services (AMS) Reserve Scotland wants to continue to build on the successful opportunities already implemented by collaboration between NHS Scotland and the Army Medical Services Reserve. The majority of the members of Army Medical Services Reserve – both officers and soldiers – are healthcare professionals employed by NHS Scotland. The experience that these individuals receive as members of the AMS Reserves is extraordinary. They have access to some of the best continuing professional development (CPD) available. Medical Challenge is an excellent platform to showcase the competences as an AMS Reservist such as leadership, communication, problems solving, and organisational military and professional skills

If you are interested and would like to enter an individual/team(s), please email a named co-ordinator to 205HOSP-RHQ-EMPLOYERLIAISON@mod.gov.uk by 18 April.

For further information, please contact Samantha Wilkie, recruiting, employer support and welfare officer, on 0141 224 5180 or email Samantha.Wilkie552@mod.gov.uk

New Monklands: thanks to all who took part in in planning consultation

March 31, 2022



NHS Lanarkshire has thanked all the staff and members of the public who gave their feedback during the planning consultation for the new University Hospital Monklands, which closed on 29 March.

Monklands Replacement Project director Graeme Reid said: “The input from the public and our staff is, as always, very valuable.

“The comments we received during our online consultation events and through the other feedback channels will help us to shape the final proposals before we submit our planning application for the new University Hospital Monklands at Wester Moffat in Airdrie.

“We will produce a detailed consultation report which will be provided to North Lanarkshire Council along with the planning application when it is submitted later this year.

“Once the detailed design has been submitted for permission, there will be a further opportunity for the community to comment directly to the council on the proposals, to inform the local authority’s consideration of the application.”

iMatter staff experience 2021 results “You said, we listened”

March 31, 2022



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

Despite the challenging times still faced in the organisation, the corporate management team (CMT) was delighted with the overall response rate of 56 per cent and the employee engagement score (EEI) score of 77 per cent. A number of really positive results were noted about people’s individual experience of working in their teams and their experience of working with their line manager. Well done and thank you to everyone who participated.

Heather Knox, chief executive, said: “The last year has been an extremely challenging one but one that has shown our staff’s commitment, resilience and remarkable capability, which has been stretched above and beyond to support each other while providing continuous person-centred care for our patients.

“Along with my colleagues in the CMT, we are delighted that so many of you took the time, particularly given the current pressures, to share your views and thoughts with us in the survey. It is very much appreciated and helps us to identify and support those areas where some more assistance may be required. NHS Lanarkshire recognises the importance of effective employee engagement. Staff who feel engaged, involved and valued provide a strong workforce. This will be essential as we move forward together through these challenging times.”

The CMT are keen to play their part in supporting teams and used the overall results of the iMatter staff experience survey to develop a Board action plan which is now being taken forward. The CMT decided to focus on two areas around visibility and being involved in decisions.

Please find below, details of the actions agreed by the CMT:

Identified area for improvement – visibility of executive directors across the organisation

ACTION:

- We will look at re-introducing Board walk-rounds and site visits to promote an open culture;
- Executive directors will consider joining site huddles while being sensitive around both these actions to the ongoing challenges faced;
- We will aim to hold open feedback sessions with staff asking ‘what `s working, what `s needed and what `s missing for them’.

Identified area for improvement – staff involvement in decisions

ACTION:

- We will work to promote the work of the Area Partnership Forum and Area Clinical Forum, and their sub structures, highlighting the work they do and how staff can be involved;
- We will look at alternative mechanisms available to allow staff to see how decisions are made.

For a copy of the iMatter Board report for 2021, visit the iMatter page on FirstPort at

<http://firstport2/resources/programmes-projects/imatter/default.aspx>

Moving Forward – 2022 Survey

The iMatter staff experience measure will help us 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
Acute directorate	30 May to 20 June
North and South Health and Social Care Partnerships	13 June to 4 July
Vaccination service	13 June to 4 July

Want to know more about iMatter?

- Visit FirstPort at: <http://firstport2/resources/programmes-projects/imatter/default.aspx>;

- Visit the national staff governance website for NHS Scotland at:
<https://www.staffgovernance.scot.nhs.uk/monitoring-employee-experience/imatter/>;
- Visit FirstPort at: <http://firstport2/resources/programmes-projects/imatter/default.aspx> for contact details of local iMatter champions.