NURSE JOBS BOOST

THANKS to an investment of £1.07 million, 31 nurses will be employed by NHS Lanarkshire to care for patients in the medical receiving units and accident and emergency departments across Hairmyres, Monklands and Wishaw General hospitals.

The decision, which was taken at the Board Meeting of NHS Lanarkshire (Wednesday 27 November), follows a review which shows an increase in winter emergency admissions in the over-85 age group.

Rosemary Lyness, director of Nursing, Midwifery and Allied Health Professionals, said: "Patients who are admitted to hospital believe that they are entering a place of safety and have the right to receive the best possible care there.

"Eighty-five per cent of all patients admitted to Lanarkshire hospitals are seen, treated, discharged or transferred from the emergency medicine and accident and emergency departments. "Patients are particularly vulnerable following an emergency admission to hospital and it is important that, if their condition deteriorates, they are in the best place for prompt and effective treatment. "By making this investment in emergency care, we can ensure that staff can provide the best possible care to their patients and that they have the time to communicate and listen to their patients' concerns and provide care and compassion in a less pressured environment. "A recruitment campaign will commence shortly and, in the interim, additional staff are in place to support higher admissions during the winter months."

Find the full board paper at www.nhslanarkshire.org.uk

NHS LANARKSHIRE INVESTS MORE THAN £1M FOR 31 NEW EMERGENCY CARE STAFF
As the staff newspaper of NHS Lanarkshire, support for over-65s training and visitors praise Editorial 12-13

Welcome to the Pulse

SWEET SUCCESS: cakes bring in the funds for Hope Café. Page 13

A N NHS Lanarkshire partnership group has developed a way to ensure that staff covered by Agenda for Change terms and conditions are paid consistently and fairly when on annual leave and sick leave during rostered on-call.

Since October 2008, when on annual leave staff should have been paid for the hours they would normally have worked. However, some departments have not fully complied and there is no consistent approach.

To ensure fairness and consistency, from January 2014, all departments who operate during unsocial hours must have a minimum of a six-week roster developed to ensure that staff on leave are paid the appropriate unsocial hours as per the roster.

By 31 March 2014, the HR department will identify areas where staff have not been paid appropriately and review each individual’s pay.

Also, since October 2010, staff rostered to be on-call who are on sick leave are entitled to both availability allowance and call-outs. Partnership agreement has been reached on implementation and how retrospective claims should be handled. Staff have until March 2014 to make a claim.

Ann Marie Campbell, head of HR, said: “Developing an advanced roster will allow effective planning for the staff and service. This will ensure a fair method of calculating pay during leave and a consistent approach across NHS Lanarkshire.

“From 1 April 2014, if any member of staff outwith the identified areas believes they have not been paid appropriately, they can request a review.

“However, if staff have been overpaid, this will be reclaimed.”

Calculating any monies due during annual leave will commence in January 2014 and should be completed within 12 months.

Keeping your fingers on the Pulse

THROUGHOUT 2013, staff were asked to help shape how NHS Lanarkshire communicates with them.

We have adopted your comments into the Pulse, providing you with more photographs of your colleagues, shorter articles and up-to-date information on the latest developments within NHS Lanarkshire. We would still like to hear more of your thoughts on the Pulse and receive any suggestions about the kind of stories you would like to see.

Please contact fiona.snedden@lanarkshire.scot.nhs.uk with your stories, comments and ideas for forthcoming issues of our publication.

- Fiona Snedden
- Michelle Nobes (Hairmyres)
- Yvonne Ross (Wishaw General)

The deadline for contributions to the next issue of the Pulse is 24 January 2014.

2-9 New strategy to give patients more support and Mental Health Arts & Film Festival is a big success

SPECIAL FEATURE

10-11 Board takes action to improve mortality ratios

NEWS

12-13 Play sets the stage for dementia training and visitors praise support for over-65s

Editorial Policy

As the staff newspaper of NHS Lanarkshire, the Pulse aims to celebrate the work and achievements of staff and services. It also shares information about the changes and issues that affect staff at work. We would like to hear your thoughts and suggestions about the kind of stories you would like to see in the Pulse. Contact the team (below) with your stories, comments and ideas.

Got A Story?

If you have any ideas, stories or features you would like to see included, or would just like to tell us what you think of the Pulse, please get in touch with a member of the editorial team...

Fiona Snedden
01698 858108

Michelle Nobes (Hairmyres)
01355 585325

Yvonne Ross (Wishaw General)
01698 366558

The deadline for contributions to the next issue of the Pulse is 24 January 2014.

ROTA WILL ENSURE THE APPROPRIATE HOURS ARE PAID

STAFF across NHS Lanarkshire have been applying the organisation’s values in their everyday work to create a Team Starter Pack to help others adopt the values in a flexible way.

THE VALUES ARE:

- Fairness — Ensuring clear and considerate decisions are made at all levels
- Respect — Valuing every individual and their contribution
- Quality — Setting and maintaining standards in everything we do
- Working Together — Thinking, growing, delivering as a team

The starter pack is currently being piloted with several teams.

Susan Dunne, head of organisational development, said: “The starter pack allows teams to develop a shared understanding of what the values mean to their team and improve the way they work together.”

Details on the values framework can be found on FirstPort and feedback from the pilot work will be shared in due course.

Competitions

18 Get pampered with a fantastic health and beauty prize

19 Great work to raise money for good causes

Achievements

20 Teams and individuals pick up top awards

Retirements

17 Four staff say a fine farewell to colleagues

Funding

SWEET SUCCESS: cakes bring in the funds for Hope Café. Page 13

FAIRER PAY FOR STAFF ON LEAVE

For more information, staff should contact their line manager or visit http://firstport2/staff-support/human-resources/default.aspx
**Flu takes a beating**

**VACCINATION HELPS SUPERHERO TOTS FEND OFF ILLNESS**

Children at Noah’s Ark Toddler Group in Motherwell are being turned into flu-fighting superheroes to highlight that being vaccinated can fend off flu.

The two and three-year-olds were some of the first in Lanarkshire to be vaccinated as part of a new extension to the annual seasonal flu programme.

The childhood vaccine was administered at GP surgeries throughout Lanarkshire this winter, using the Fluenz nasal spray.

Gail McFadyen, leader of Noah’s Ark Toddler Group, said: “We are delighted that children of this age are now being vaccinated against the nasty effects of flu. It will help protect children who attend our group from getting ill, and also prevent them passing the illness on to family members.

“The childhood flu vaccination will make Noah’s Ark Toddlers a much healthier place over the winter months.”

Dr David Cromie, public health consultant for NHS Lanarkshire, said: “Every year, we see examples of how devastating flu can be for children, particularly the youngest ones who have little immunity to the infection.

“The childhood vaccination is administered using a nasal spray, as this is more effective in children and has the added benefit of making it as simple as possible for children to be protected.

“For the first year of the programme, a letter was sent to parents/carers of all eligible two and three-year-olds, inviting them to make an appointment with GPs.”

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**Midwives help everything go to birth plan**

Women who give birth at Wishaw General Hospital are being more involved in planning their birth and making decisions on their care.

As part of a pilot project, midwives in Lanarkshire are encouraging women who are 32 weeks pregnant to consider what they would like to happen during the birth of their child. They are then helped to complete a birth plan.

Maireen McSherry, consultant midwife for NHS Lanarkshire, said: “By creating a birth plan, women have the opportunity to consider who they would like with them during labour and how they want their baby to be monitored.

“They can also decide how mobile they wish to be, whether they wish to use their birthing pool and their preferences for pain relief. Their midwife can help guide them in making the plan and highlight all the options that are available.”

If any aspect of the plan has to change as the birth progresses, the midwife will ensure that the woman and her birthing partner are kept fully informed. One new mum who felt fully involved in the decisions made during her labour was Denise Laird, from Motherwell.

Denise said: “Everything went really smoothly. During the birth the midwife explained everything, which made me feel really involved.”

Dad David said: “There was never a time when we wondered what was going on. It was all explained. This is our first child and I was surprised by how much time the midwife spent with us. She was there for the full thing, explaining everything as it happened.”

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**Heat is on for babies**

Babies born in Wishaw General Hospital are avoiding unnecessary admission to the neonatal unit, thanks to a new pilot project.

Newborns can get cold very quickly, which can lead to serious consequences. The pilot project aims to introduce a range of measures to ensure babies delivered by caesarean section are born in a warm environment that allows them to maintain their body temperature immediately after birth.

Karen Creer, neonatal co-ordinator for NHS Lanarkshire, said: “If a baby is not kept warm in the first 10 to 20 minutes, they may lose enough heat to drop by two to four degrees. This may not sound like a lot but when you consider the baby has spent nine months in warm temperatures, if the environmental temperature is less than 23 degrees, it is the equivalent of an adult stepping outside naked to stand in the snow.

“Even if a baby is only admitted to the neonatal unit for a day, it is a major thing for the mum. Anything we can do to keep a mother and her baby together is important.”

The project has seen temperatures in theatre gradually increased, and babies immediately partially dried and covered with a theatre towel. Babies then have skin-to-skin contact with the mother while being covered with two warm blankets. If skin-to-skin contact is not possible, babies are dried with pre-warmed towels.

Babies are given a woollen hat and their temperature is recorded within one hour of birth. Karen added: “Theatre staff have been excellent in driving this project forward. In the first month, out of the 49 babies born by caesarean, only one had to be re-warmed using a portable incubator.”

It is hoped that the project will be rolled out to all areas of the maternity unit.
Sir Alex fronts campaign to kick lung cancer into touch

A CAMPAIGN starring Sir Alex Ferguson has been launched to help increase the early detection of lung cancer. The former football manager talks about how detecting lung cancer quickly can give you ‘extra time’ to spend with your family.

He also stresses that although he lost both of his parents to the disease, lung cancer is much more treatable these days, and people do survive it.

Health Secretary Alex Neil said: “Lung cancer is the most common cancer in Scotland, and this new advert encourages people to get checked early if they have a persistent cough or cough that has changed or any concerns.

“Lung cancer is much more treatable than it used to be. The earlier lung cancer is detected the easier it is to treat and the better the chance of a successful outcome.

“More lives can be saved in Scotland through earlier detection. It is great to have such a recognisable face to front the campaign, and I am sure Sir Alex Ferguson’s story will help to encourage people to get themselves checked early.

“This advert is part of our £30 million Detect Cancer Early plan, initially focusing on breast, bowel and lung cancer, and aims to increase the early detection of cancer by 25 per cent by the end of 2015.”

Sir Alex lost both his parents when they were in their sixties. His father, Alexander, died in 1979, while his mother, Elizabeth, passed away in 1986. He said: “I know the devastating impact cancer can have on families. But cancer’s not what it used to be and there are now treatments that can save or extend your life.

“So rather than doing nothing about it, I urge anyone who is worried to get checked as early as they can.”

For more information, visit www.getcheckedearly.org.

Spotting the signs saved us

TWO LANARKSHIRE MEN URGE OTHERS TO BE AWARE OF THE SYMPTOMS OF LUNGCancer

A LANARKSHIRE man, who is recovering after lung cancer, is urging others to be aware of the signs of the disease.

John Hughes, from Blantyre, believed he had asthma before being diagnosed with lung cancer. He is now appealing to other Lanarkshire residents to be aware of their chest, breathing or a change in their cough.

John said: “I was coming home from work, driving over the new bridge at Cambuslang. I had to stop the motor because of how much I was coughing.

“I went into hospital that night and ended up being diagnosed with cancer. When you are told that you have lung cancer, you think it’s curtains. I had never heard of anyone surviving lung cancer.

“My father had lung cancer and died from it. I also knew another couple of people who hadn’t survived. That really scared me.”

John’s treatment involved a combination of chemotherapy, surgery and radiotherapy.

He said: “I had a six-week course of chemotherapy. I thought it hadn’t worked as it didn’t reduce the tumour. But the treatment was a success as the cancer hadn’t got any bigger and hadn’t spread. The chemotherapy stopped it. Then I had an operation to remove my left lung, which was followed by six weeks of radiotherapy.

“I was told that one tumour was the size of a small melon and the other was the size of a grapefruit. Both tumours had been growing for years.”

John credits his determination and positivity as one of the main factors in helping him to beat his cancer.

He added: “I always felt that since it took my dad and a few of my friends, there was no way that I was going to let it take me.

“You have got to be strong-willed and positive.”

Kirk said: “I woke up one Saturday morning and felt a pain in my chest, which I knew wasn’t muscular. I knew it was something that needed to be looked into.”

Kirk made an appointment with his GP, who sent him to straight to Hairmyres Hospital. Kirk said: “I was diagnosed with lung cancer. I couldn’t believe it. It was really scary. It was stage 3a cancer, which is its earliest form.”

In March 2013, Kirk had an operation to remove half of his left lung. He is now recovering at home and is hoping that he will be as fit as he was before.

Kirk said: “Some people can be scared to find out the worst. However, the quicker you get it dealt with, the better chance you have of recovering.

“I hope that the messages of the new Scottish Government campaign will help others to be aware of the signs of lung cancer. I know how much an awareness campaign helped me to recognise the signs. It saved my life.”

Maggie’s centre is right on track

AFTER six years of offering cancer support at an interim centre in Wishaw, Maggie’s new purpose-built facility in the grounds of Monklands Hospital is on track to open this year.

The centre, partially funded by golfer Colin Montgomerie’s Elizabeth Montgomerie Foundation, will complement the existing cancer services at Monklands, as well as the new Radiotherapy Satellite Centre planned for the site.

Lorrie Forsyth, Maggie’s Lanarkshire Centre head, said: “At Maggie’s, we believe environment and design are key in helping to support and uplift people. With our new building we will have created a haven where people can find the time and space they need.

“Everyone is welcome at Maggie’s, even if it is just for a cup of tea and I would like to extend an invitation to all NHS Lanarkshire staff to do so when the new centre is open.”
LANARKSHIRE patients living with cancer are set to benefit from an even better level of care, thanks to a new cancer strategy for 2013 to 2016.

Thanks to improved diagnostics and treatments, the number of people being diagnosed with cancer is rising, with patients living with a cancer diagnosis for longer than ever before. The strategy aims to detect the disease early and to provide high-quality treatment and support for people with a diagnosis so they can live full and independent lives within their home and local communities.

Dr Susan Wynne, Macmillan Cancer improvement programme manager, who has been appointed to build on the cancer strategy’s action plan, said: “The strategy has been produced in collaboration with North and South Lanarkshire councils and the third sector. It outlines our joint vision to deliver better cancer care for the population of Lanarkshire.

“It also covers each stage of cancer care, including cancer prevention, genetic and molecular testing, referral and diagnosis, treatment and living with and beyond cancer.

“My three years of work to implement the strategy has been funded by Macmillan Cancer Support. It will help to ensure that the care we provide is safe, effective and patient centred and is prepared for the Scottish Government’s 2020 Vision.

“This work will enable people in Lanarkshire, who have been diagnosed with cancer, to lead as healthy and as active lives as possible.

“To achieve this, we recognise that people may require integrated care and support from a wide range of services, particularly from health, social care and the voluntary sector.”

A copy of the strategy can be viewed on the NHS Lanarkshire website at: www.nhslanarkshire.org.uk/publications/documents/cancer-strategy-report.pdf

Support group for secondary breast cancer patients

PEOPLE across Lanarkshire who are living with secondary breast cancer are being given the opportunity to talk to others about their experiences.

NHS Lanarkshire and Breast Cancer Care have set up monthly events to give patients a chance to chat with other people who have a similar diagnosis.

The meetings will take place on the fourth Wednesday of each month and are open to everyone in Lanarkshire with a diagnosis of secondary breast cancer.

Mhairi Simpson, nurse consultant in cancer care for NHS Lanarkshire, said: “A diagnosis of secondary breast cancer affects every aspect of your life and it can be hard to find someone who understands what it is like.

“Attending one of these events is a great way to meet other people who are going through the same experiences as you and helps you to realise that you are not alone.”

On alternate months, the events will also feature a guest speaker on subjects including fatigue and benefits. The events also give attendees a chance to ask a specialist nurse any questions about secondary cancer.

The first events will be held at Chatelherault Country Park on 29 January (11am-1pm), 26 February (9.45am-4pm) and 26 March (11am-1pm).

AA list of future meeting dates can be found on the breast cancer care website at: www.breastcancercare.org.uk/secondaries

To attend any of the sessions, call 0845 077 1893 or email secondaryservices@breastcancercare.org.uk

Next steps for team

IN the last few months, members of the cancer team have been busy reviewing the way their systems and processes currently work and identifying ways that improvements to them can be made.

This also includes meeting with patients and their families to learn from their experience of cancer and support services, in order to shape current and future service delivery.

Margaret Kelly, cancer manager for NHS Lanarkshire, said: “Our team has been busy ensuring that we provide the best possible cancer care to all of our patients.

“This includes visiting different locations across the UK to see different models of cancer care and to identify whether there are any practices we can incorporate into the care that we provide.

“Along with our council and third sector colleagues, we have spent three months carrying out an in-depth cancer mapping exercise, which has identified all of the cancer services and support services that are currently available throughout Lanarkshire.

“The information gained from this exercise will help us shape current and future service delivery.

“Following this, priority work will be identified and agreed by the Cancer Strategy Improvement and Implementation Group.”
Mental Health Arts & Film Festival is a class act

LANARKSHIRE once again played host to a series of events to mark this year’s Scottish Mental Health Arts and Film Festival.

The theme of this year’s event, which ran during the month of October, was ‘reality’ and featured film, theatre, music, art and literature.

Now in its seventh year, the festival is the largest of its kind in the world, and it aims to promote positive mental health and challenge the stigma.

Kevin O’Neill, public mental health and wellbeing development manager, for NHS Lanarkshire, said: “We were once again delighted with the range and variety of events which took place during the course of October.

“Many of the events were also well attended, which shows the festival is becoming an important part of the arts calendar in Scotland.”

Kevin continued: “As it becomes more mainstream, it helps to promote positive attitudes towards mental health and mental illness.”

Susan McMorrin, senior health promotion officer for NHS Lanarkshire, who co-ordinated the events, said: “Despite the fact that most people will have some personal experience of mental ill health, there is still a great deal of stigma, discrimination and inequality experienced by people, both young and old, who have had or have mental health care needs.

“The festival provides a platform to challenge, engage and explore the issues and themes around mental health and we are all looking forward to the eighth event in 2016.”

For more information on mental health, visit: www.mentalhealtharts.org.uk

ALEX’S PRAISE FOR BRAIN INJURY UNIT

LANARKSHIRE MAN ALMOST FULLY RECOVERED AFTER HAEMORRHAGE

Cumbernauld man Alex Caskie praised NHS Lanarkshire’s Community Brain Injury Team for their constant support following an acquired brain injury in May 2013.

One night in May, as Alex walked to his local social club, he suddenly felt dizzy and started to lose his co-ordination and bump into things. He made his way to a friend’s house and was violently sick before being rushed to Monklands Hospital by ambulance, where he was told he had suffered an acquired brain injury.

He said: “It happened so fast. One minute I was fine, the next I was being told I’d had a brain haemorrhage. I was really distressed.”

Alex’s condition deteriorated and he was quickly transferred to the Southern General in Glasgow. He said: “I was told I was lucky to be alive. I had trouble remembering things and could not even hold a pencil. When I returned home, day-to-day tasks were a challenge. I forgot how to shave, or make a cup of coffee, and even struggled to put on a shirt. I felt really depressed but I was determined I would get better.”

Six months on, Alex is almost fully recovered and credits the support of his girlfriend, family and NHS Lanarkshire’s Community Brain Injury Team, which helps patients to achieve their own goals. This may vary from everyday tasks to redeveloping the skills to return to work.

Team co-ordinator Jane-Marie Stobie said: “A brain injury can be a distressing and frightening experience. Our purpose is to provide specialist brain injury support, education and rehabilitation strategies which allow people to return as far as possible to valued pre-injury activities.”

Alex added: “I would not be in the position I am without the help of the Community Brain Injury Team. I can’t praise them highly enough.”

For more information on mental health, visit: www.mentalhealtharts.org.uk

More men pledge to stamp out violence

NHS Lanarkshire Gender-Based Violence manager Anne Hayne says more and more men are supporting White Ribbon Day, calling on men to work to end violence against women. Health promotion manager, Gabe Docherty, and director for public health, Harpreet Kohli, joined Anne to support the event on 25 November. Anne said: “Most men in Scotland are not violent towards women, but many ignore the problem. This is what the campaign aims to address and more and more men are taking the pledge.”

Anne is pleased that the campaign for men has gained significant support.

To make your personal pledge, visit www.whiteribbonscotland.org.uk

Wendy’s joy at nurse consultant role

WENDY Mitchell is to take over as nurse consultant for child and adult protection, following the retirement of Juliet Norman.

Wendy, who currently works with NHS Greater Glasgow and Clyde, will start her new post in February 2014. She said: “There is a lot of terrific work going on in Lanarkshire and I’m delighted to be picking up where Juliet has left off. I’m really looking forward to meeting my new colleagues.”

Juliet said: “Wendy will be a great addition to NHS Lanarkshire and has a lot of experience to bring to this role. She’ll also have a fantastic team.”

For more information on mental health, visit: www.mentalhealtharts.org.uk
IT’S GOOD TO GIVE
A SPECIALIST NURSE IS ENCOURAGING EVERYONE IN LANARKSHIRE TO HAVE A ‘WEE CHAT’ WITH THEIR LOVED ONES ABOUT ORGAN DONATION

M ORAG Vickers, NHS Lanarkshire’s specialist nurse for organ donation, is appealing for Lanarkshire residents to take a few minutes out their day to talk openly about organ donation and share their reasons for joining the organ donor register.

The move coincides with a national campaign to encourage people to think about organ donation and act on expressing their wishes. Morag said: “About 96 per cent of people say they believe that organ donation is the right thing to do, but only around 40 per cent have actually joined the organ donor register.

“It is important that everyone who believes in organ donation registers their wishes. “Choosing to register as an organ donor is an important decision and is one that could help so many people. But it is vital to talk about your decision with your friends and family.

“When people understand their loved-one’s decision, it makes the decision to donate and the procedure of donating your organs less distressing for them. Hearing your reasons could also encourage them to sign up too.

“By signing up to the organ donor register, you could potentially save up to nine lives.

“In the future, I hope that donation will be a natural outcome for individuals who die in circumstances where donation is a possibility.

“Without donation, there can be no transplantation.”

“By carrying an organ donor card, you could potentially save nine lives.

“LIFELINE: By carrying an organ donor card, you could potentially save nine lives.

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“LIFELINE: By carrying an organ donor card, you could potentially save nine lives.

Champs get A to Zzzzz of bed care covered

NHS Lanarkshire’s Healthcare Associated Infections (HAI) team hosted a ‘Bed Care Champions’ day to raise awareness of laundry procedures and bed and mattress care.

The event invited staff from Wishaw General, Monklands and Hairmyres hospitals and other primary care sites to listen to presentations relating to bed care and laundry procedures.

Practical sessions were also available for staff to take part in, which demonstrated how to make beds in the correct way and how to care for the mattress.

Carrie McCulloch, HAI senior nurse, said: “We want to make sure all staff have the right knowledge of laundry procedures, bed making and mattress care, in order to implement them in wards to keep staff and patients safe.”

The half-day event at Wishaw General Hospital featured guest speakers from the West of Scotland Laundry, Sleepknit and Parkhouse Healthcare, suppliers who all work in partnership with NHS Lanarkshire, providing them with mattresses and bed linen.

The event generated a lot of positive discussion among staff, who found the event beneficial, particularly the practical sessions.

They are now applying what they have learned from the ‘Bed Care Champions’ day within the wards. Carrie added: “It has been a worthwhile event and we are delighted with the positive feedback from staff.

“We would like to thank everyone who came and participated and we hope to run more events like this in the future.”

LIFELINE: By carrying an organ donor card, you could potentially save nine lives.

LIFELINE: By carrying an organ donor card, you could potentially save nine lives.

For more information on organ donation or to join the organ donor register, visit www.organdonationscotland.org.

You can also add your details to the Organ Donor Register by texting OGBSCOT to 60666.

New serious events plan

NHSScotland has made a new commitment to the management of adverse events. This follows Healthcare Improvement Scotland’s (HIS) publication of a national framework for how NHS boards in Scotland handle incidents that could have caused, or did result in, harm to people.

Carol McGhee, corporate risk manager, NHS Lanarkshire, said: “Learning from adverse events through a national framework for NHSScotland outlines a standardised approach across NHSScotland.

“This will maximise the opportunities for NHS boards to share and actively learn from each other in order to put improvements into practice.”

HIS has been undertaking reviews into NHS boards since autumn 2012. The NHS Lanarkshire review will take place in February 2014.

The review process has two key phases – a pre-visit analysis and the review visit.

THE REVIEW IS AIMED AT:

- Supporting health boards improve services by learning from adverse events
- Reducing the risk of these events happening again
- Providing public assurance that NHS boards are effectively managing adverse events.

Social care partnerships

TALKS continue between NHS Lanarkshire and the Lanarkshire local authorities to progress the establishment of health and social care partnerships.

NHS Lanarkshire will be partners in two partnerships – one in the north and one in the south. These will replace existing NHS Lanarkshire community healthcare partnerships (CHPs).

Transition boards are being formed to prepare the steps required to enable shadow boards to establish until the health and social care partnerships are legally constituted. The transition boards will appoint a chief officer for each partnership.

In preparing for health and social care partnerships, health board boundaries are being changed to match local authorities. With effect from 1 April 2014, this will result in an additional 7,000 people included in NHS Lanarkshire’s catchment area.
Progress on boundary change
PREPARATIONS for changes to health board boundaries are progressing well.
Work has taken place to identify all services currently provided by NHS Greater Glasgow and Clyde to determine how they can be best provided when patients transfer.
There are 58,583 patients in Rutherglen and Cambuslang and 20,450 in the Northern Corridor who will transfer from NHS Greater Glasgow and Clyde to NHS Lanarkshire.
1,677 patients from Busby, along with 100 from White Gables and six from Parklea, both near Carluke, will move in the other way, while 408 patients from Blackridge will move from NHS Lanarkshire to NHS Lothian.
The new health board catchment areas will match local authority boundaries in preparation for the integration of health and social care.
Colin Stoe, executive director of North Lanarkshire Community Health Partnership, NHS Lanarkshire, said: “A lot of detailed work has taken place to determine existing services. We will now move into the implementation process from January to March to ensure we are ready to formally transfer on 1 April 2014. This includes a human resources process to support staff who are moving from Glasgow to Lanarkshire.”
“For patients, this is mostly an administrative change and they will continue to be able to use the same GP and hospital services as they currently do when the changes are introduced in April. “We will continue to ensure patients, staff, independent contractors and other key stakeholders are kept up to date and involved with progress throughout the planning and implementation process.”
Research on getting kids moving
NHS Lanarkshire is involved in a research programme which aims to improve the health and wellbeing of Scotland’s children through better quality physical education.
The Connections pilot, developed with South Lanarkshire Leisure and Culture, the University of Glasgow and University of the West of Scotland, will ensure that children in the pilot primary schools will receive two hours of quality physical education each week. The effects of this on each child’s health and wellbeing will then be measured to see the impact.
Gabe Docherty, health improvement manager, said: “Over the past 12 months, the teachers involved have been working closely with physical education lecturers from the University of Glasgow and others to develop a resource pack which sets out ways to improve children’s sensory motor and fundamental movement skills.”
“Researchers from the West of Scotland University’s Institute of Clinical Exercise and Health Science will now be testing the effects of the programme on children’s health, having collected a variety of data from the children before the programme started.”
“The programme will also check whether pupils taking part in the pilot have been encouraged to engage in more physical activity outwith school hours.”

Ambulance staff get up to speed on strokes
AMBULANCE stations throughout Lanarkshire were visited as part of national stroke awareness week.
The campaign focused on the early recognition of stroke and ensuring rapid transfer to hospital for early assessment, treatment and specialist stroke care which significantly reduces death and disability.
Campbell Chalmers, stroke nurse consultant, said: “Getting the pre-hospital journey right for stroke patients makes a real difference to their outcome.”
“The response to the initiative from the ambulance staff was tremendous.”
As part of the visits, members of the stroke team met with ambulance personnel to discuss the key messages of early recognition of stroke using FAST – Face, Arm and Speech Test.
Ambulance staff can make a positive contribution to the outcomes of patients by noting the time of onset of symptoms, bringing a witness with the patient and making a pre-alert call to the emergency department.
Campbell added: “The ‘FAST’ transfer of stroke patients makes all the difference.”
“Increasing evidence suggests the pre-alert call makes a significant difference to patients being thrombolysed, given clot-busting treatment, within the first hour of onset.”
“The campaign has been spearheaded by the NHS Lanarkshire Stroke Managed Clinical Network in partnership with the Scottish Ambulance Service and Chest Heart & Stroke Scotland.”

Only use antibiotics if needed, campaign says
STAFF from NHS Lanarkshire and members of the public showed their support for European Antibiotics Awareness Day, which fell on Monday 18 November.
Information stalls were set up in Monklands, Wishaw General and Hairmyres hospitals with leaflets and posters reminding everyone that antibiotics should only be used when required.
Steve McCormick, NHS Lanarkshire’s lead antimicrobial pharmacist, said: “I’d appeal to the public to help their GP by stopping and thinking before they ask their GP for antibiotics to treat an ailment or condition which is likely to be self limiting.”
“The majority of antibiotics are prescribed for chest infections and although some of these infections do require antibiotics, many such as colds, coughs and upper chest infections are usually viral and are not helped by taking antibiotics.”
He continued: “Overuse of antibiotics can see bacteria becoming resistant to antibiotic treatments which can see antibiotics rapidly losing their effectiveness.”
“The correct use is vital and, within NHS Lanarkshire, new policies to improve antimicrobial management has helped lead to a reduction in antibiotic resistant bacteria such as Meticillin Resistant Staphylococcus Aureus (MRSA) and other antibiotic-associated infections, such as Clostridium Difficile.”
Frances Kerr, antimicrobial pharmacist, said: “It is important that we inform the public that antibiotics are a valued and limited resource and should only be used when there is evidence that patients will benefit from them.”
“I would ask the public to trust their GP and listen to their advice on how to treat an infection without the need for antibiotics.”
CAMPAIGNERS: from left, Lyndsay Quarrell, Steve McCormick, Linda Thomas and Frances Kerr, remind everyone that antibiotics should only be used when required

For more information, visit www.scottishmedicines.org.uk/SAPC/European_Antibiotic_Awareness_Day/European_Antibiotic_Awareness_Day
STAFF TO SPOT HEALTH IMPACTS OF BENEFITS CHANGES

THE UK Government is in the process of introducing a series of welfare reforms, which are having a negative impact on the financial wellbeing of thousands of people across Lanarkshire.

The changes will disproportionately affect vulnerable individuals, many of whom suffer ill health and disability and who rely on benefits as their main source of financial income. Financial insecurity has been shown to be one of the greatest factors associated with low levels of health, wellbeing and mental health and poses a significant public health challenge.

Both North and South Lanarkshire councils are taking the lead in dealing with the changes. However, NHS Lanarkshire staff will be expected to provide guidance to those who enquire about how and where to access welfare information and support.

Janice Scouller, health improvement lead for the North West Unit, who is overseeing the welfare reform work in NHS Lanarkshire, said: “The welfare benefits system is undergoing the most significant reform since its establishment. “It is resulting in unprecedented numbers of individuals having their benefit entitlement reviewed, which is resulting in many being financially worse off.

“We know from previous experience that this will impact on health services as poverty associated illnesses, such as stress, increase.

“We not only want staff to be aware of this but to also look out for the signs of deteriorating health in patients.”

It is estimated the welfare changes will result in:
- 83,000 disabled households affected by the “bedroom tax”.
- 100,000 claimants losing entitlement to sickness benefit.
- 50,000 losing entitlement to disability payments.
- £1 billion in benefit payments.

Janice continued: “Patients are also likely to turn to some of our staff for advice and support and we want staff to signpost people to the correct place.

“GPs and other health care professionals may also be asked to give support in the appeals process of some claimants whose benefit has changed.

“All this will have an impact on the NHS and we want to prepare staff for this.”

To find out more on welfare reform, visit the South Lanarkshire Council welfare reform website at www.southlanarkshire.gov.uk/info/335/community_advice/1023/benefits_are_changing_with_welfare_reform#pagenavbox

The North Lanarkshire Council Your Money site is at: www.northlanarkshire.gov.uk/index.aspx?articleid=23489

TRAINING SESSIONS PLANNED OVER THE NEXT THREE MONTHS ARE...

January
- 18: 11am-12.30pm, Boardroom, Kirklands
- 14: 11am-12.30pm, Health Education Room, Hairmyres
- 21: 3pm-4.30pm, Training Room 1, Law House
- 31: 11am-12.30pm, Boardroom, Wishaw General.

February
- 4: 3pm-4.30pm, Boardroom, Uxton Hospital
- 7: 11am-12.30pm, Post Graduate Conference Room, Hairmyres
- 14: 3pm-4.30pm, Boardroom, Monklands Hospital
- 17: 11am-12.30pm, Health Education Room, Central Health Centre, Cumbernauld
- 21: 3pm-4.30pm, Training Room 1, Law House
- 28: 3pm-4.30pm, Training Room 4, Law House
- 31: 11am-12.30pm, Boardroom, Wishaw General.

March
- 4: 3pm-4.30pm, Post Graduate Conference Room, Hairmyres
- 7: 11am-12.30pm, Boardroom, Kirklands.
Take notice of clinical coding

ALL medical staff are being asked to help improve the quality of clinical coding across NHS Lanarkshire.

Coding notices have been distributed throughout wards and departments in all three acute hospitals as a prompt to use appropriate words when dictating discharge summaries.

Medical staff will also be issued with a handy wallet card containing the guidelines.

A Discharge/Coding Sub Group has been set up to increase the cases in NHS Lanarkshire that are coded accurately as part of the Information and Quality Reviews Workstream, which is led by Dr Harpreet Kohli, director of public health.

It is one of the priority areas included in the Hospital Standardised Mortality Ratios Improvement Programme.

Harpreet said: “It is important to follow these guidelines to help ensure all patients have a clear treatment plan and robust handover of care. Getting the wording right also improves accuracy and helps us measure quality improvement.”

Break the taboo

SOME of us don’t feel comfortable with end of life conversations; yet most people in Scotland think that society doesn’t talk about it enough.

A short session ‘Addressing the Great Taboo’ has been created to build comfort levels around talking about death, dying and bereavement. Anyone who comes into contact with someone who is dying could be the person they start this conversation with.

Individual support is available during and immediately after the session for anyone who finds it upsetting. The feedback has been very positive. The vast majority said it was very interesting, informative and enjoyable.

Attendance is free for staff until March 2014. Although aimed at staff, relatives who joined in found it thought-provoking. Anyone can request a session (for a minimum of 12 people).

Take Sepsis Six steps to boost survival rates

THE Sepsis Six is a set of interventions which can increase a patient’s chance of survival.

Early identification and treatment can reduce mortality by half, especially if antibiotics are delivered within the first hour.

Ward 16 at Monklands Hospital deals with Haematology/Oncology patients and is one of the wards that have adopted the Sepsis Six bundle.

Kathleen Lockhart, deputy charge nurse, said: “This type of approach to sepsis means patients get treatment much quicker and we are able to administer the appropriate antibiotics sooner. Because of the nature of our ward, patients don’t have much immunity, so the fact that Sepsis Six speeds up this process is important.”

The ward has developed a checklist of things to be done, which goes in every patient’s notes. Kathleen said: “Other wards that have adopted Sepsis Six have their own checklists and it is important that each ward considers how best to implement it, depending on the type of patients they have.”

THE SEPSIS SIX:

- O2
- Blood Cultures
- IV Fluid Bolus
- Measure Lactate
- IV Antibiotics
- Fluid Balance Chart.

For more information on sepsis, visit: www.knowledge.scot.nhs.uk/sepsisvte/sepsis.aspx

WE FIGHT FOR LIVES

NHS Lanarkshire is developing a refreshed action plan to improve Hospital Standardised Mortality Ratios (HSMR), following a review by Healthcare Improvement Scotland (HIS).

HISMR is calculated nationally and is used as one measure of quality within acute hospitals. HIS published a report on 17 December, following a review of NHS Lanarkshire’s HISMR carried out in September and October.

The purpose of the review was to provide an independent expert diagnosis on the factors which may underlie NHS Lanarkshire’s HSMR figures. This included a rapid review assessment of any systemic factors which may be impacting on the safety and quality of care and treatment being provided to patients in the acute hospitals.

The review action plan is being developed by senior clinical staff, who came together at an HIS Engagement Event on 18 December to discuss the report.

The action plan will build on the HSMR Engagement Event, which was set up to provide a focused and intense way through NHS Lanarkshire Programme, which was set up to provide a focused and intense approach to sepsis.

The HSMR Improvement Programme, which was set up in December 2012 to provide a focused and intensive approach to sepsis, is led by Healthcare Improvement Scotland (HIS) and is one of the priority areas included in the Hospital Standardised Mortality Ratios Improvement Programme.

For more information on sepsis, visit: www.knowledge.scot.nhs.uk/sepsisvte/sepsis.aspx
A NEW Modified Early Warning Score (MEWS) audit tool is now available to staff. MEWS is a simple guide used by acute hospital nursing and medical staff to quickly determine how severe a patient’s condition is. The score is based on systolic blood pressure, heart rate, respiratory rate, and body temperature. As the score increases, the risk of a patient’s condition deteriorating also rises.

The new MEWS audit tool was tested with senior charge nurses and charge nurses in each ward. It has now been rolled out with a new pro forma, training and education across wards and is now live on LanQIP. The tool takes account of NHS Lanarkshire’s new Adult Inpatient Clinical Observation Policy, which was introduced in September 2013, and will be used to help the ongoing development of work on structured response. The MEWS audit tool is part of the Deteriorating Patient/Sepsis workstream under the HSMR Improvement Programme. The workstream clinical leads are Dr Sanjiv Chohan and Martin Carberry.

Dr Sanjiv Chohan, consultant anaesthetist, said: “Early results indicate patient care can be improved by looking at the frequency of MEWS vital signs observations. Wards are working through their own local challenges to help them increase frequency.”

Martin Carberry, nurse consultant, added: “By using MEWS in line with the Clinical Observation Policy, we can identify patients early with a subsequent reduction in mortality.”

The Clinical Observation Policy supports staff to deliver safe, person-centred, and effective clinical observations. The policy, which can be accessed in the ward safety folder, sets out the purpose and importance of timely observations and escalation.

PATIENTS are benefiting from a greater choice and more control over their future care and support, thanks to anticipatory care planning. Anticipatory care planning (ACP) helps those with long-term conditions to have more choice, control and confidence in the management of their own condition and their end-of-life care.

It also helps patients to spot small signs of change in their own condition.

Sheila Steel, ACP project manager, said: “ACP is tailored to the stage of the patient’s condition and respects their individual goals, wishes and choices. “It encourages patients to think ahead, which enables them to have greater control in the event of a flare-up with their condition and avoid medication harm. “Where the patient’s condition is expected to deteriorate, ACP can help develop better communication and recording of their decision. This ensures that the care provided is based on the needs and wishes of the patients and their carers and includes their preferred place of care and wishes for end-of-life care.”

Anticipatory care planning is a voluntary discussion between an individual and their care provider in preparation for their condition deteriorating. It is not legally binding and the patient has the right to change their mind at any time.

Care plan gives patients more choice and control

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IN BRIEF

Nurse Patricia Anne’s incredible life story goes full circle at Ward 18

A NURSE has returned to the Hairmyres ward where she once battled back from a brain tumour – to now care for older people in their final weeks and days.

The poignant twist of fate has equipped senior charge nurse Patricia Anne Murphy with a heightened sense of devotion – and empathy – for her patients and their families.

“Coming here brought a lot of emotions back from the darkest time in my life, but I’m always mindful of what I went through,” said Patricia Anne.

After enjoying a full bill of health, Patricia Anne was diagnosed with a brain tumour in 1996. She spent regular time in my life, but I’m always mindful of what I went through,” said Patricia Anne.

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Charity’s depressed cakes are sweet success

A LANARKSHIRE charity baked their way to success, raising more than £600 when it held a unique event at the Asda supermarket in Hamilton, selling ‘depressed’ cakes.

The Hope Café Lanarkshire organised a unique pop-up cake shop as part of a global network of stores selling only grey coloured cakes, made by many of the charity’s volunteers, to raise awareness of mental health issues.

The event also featured information stalls, with access to a range of self-help resources to help support and promote positive mental health, a tombola, raffles and lucky dips.

Donna Barrowman, one of the charity’s trustees and co-ordinator of the Hope Café, said: “The support we have had at the event has been fantastic and everyone has really got on board.

“One in four people will suffer from mental health illness at some point in their lives and our aim is to raise awareness in the local community and challenge the stigma.”

Kevin O’Neill, NHS Lanarkshire public mental health and wellbeing development manager, said: “Asda Hamilton where the first supermarket in Scotland to sign the ‘see me’ anti-stigma pledge in December 2010. I am delighted to see its continued commitment for mental health and, in particular, supporting Donna and the Hope Café to take mental health awareness into the heart of the community.”

Staff from Asda also got involved and helped out on the day selling cakes or at the information stalls.

Peter Gracie, community life colleague at Asda, said: “Mental ill health is an issue for many of our employees and we want to help and support them in any way we can.

“We are more than happy to help get the message out to the local community and show that you can live well with mental ill health.”

The money raised will go toward funding for the Hope Café Lanarkshire so they can continue to support people in the local community who suffer from mental health issues.

For more information on the Hope Café Lanarkshire, visit www.hopecafelanarkshire.org.uk or contact Donna on 07974668229.
You can also find The Depressed Cake shop on Facebook.

Infection control

PUBLIC Partnership Forum (PPF) members are in the process of undertaking a questionnaire to determine people’s awareness of infection control issues.

The PPF members joined HAI staff at awareness-raising events during Infection Control Awareness Week (ICAW) to ask the public to complete a survey to help get a better understanding of what people know about infection control, what they know about prevention and how they receive infection control information.

North PPF member Jean McMillan, who was present at the stand in Wishaw General Hospital, said: “The response from people was terrific. We hope the survey results will help NHS Lanarkshire’s HAI team in its infection prevention work.”

Mary Maclean, HAI improvement facilitator, said: “All of the team really want to thank the PPF members as their efforts complemented the infection prevention work being undertaken by the HAI staff.

We decided to use ICAW to encourage staff to ‘Get to Grips with SICP’ (standard infection control precautions) which covers things like hand hygiene, blood and body fluid spillages, safe disposal of waste and control of the environment.

“Preventing the spread of infection is something we all have to take responsibility for and focusing on both staff and the public helps us to get this message across.”

Share in our research

NHS Lanarkshire would like to encourage all staff, and their friends and family, to register with SHARE (through www.registerforshare.org).

“SHARE – Recruiting for Research, Improving our Health” is a new NHS Research Scotland initiative, supported by the Scottish Government, and aims to establish an extensive register of people who may be interested in participating in health research.

People can join by visiting www.registerforshare.org and enter their name, date of birth and postcode.

To find out more call the VoEF on 01236 758555/750849.
Ann’s active route to health

AFTER suffering a heart attack two years ago, fitness fanatic Kenneth Gardiner was keen to get back into exercise as quickly as possible. His wife, Ann, joined him at their local Active Health class to keep him company – and ended up transforming her own health into the bargain.

Ann said: “I lost eight stone and practically cured my diabetes. I no longer need medication and I feel so much better – it is wonderful.”

Ann and Kenneth are full of praise for the pioneering fitness programme, run by NHS Lanarkshire and South Lanarkshire Leisure and Culture.

Active Health now comprises more than 50 classes across the region.

Lauren Logan, health development officer for South Lanarkshire Leisure and Culture, said: “Active Health is a referral programme bringing together people recovering from heart conditions and strokes and those living with long-term illnesses such as multiple sclerosis and Parkinson’s Disease.”

For many of the men and women attending Active Health classes, the social benefits are as important as the physical ones.

Lauren added: “Many of the people who come along to the classes are struggling with confidence issues as they try to return to fitness after an illness.

“Being able to come along and have a chat and a laugh in their local leisure centre – rather than in a hospital environment – makes a world of difference to them.”

Weigh to go, NHS Lanarkshire!

STAFF and Lanarkshire residents are benefiting from a free 10-week weight management programme. Weigh to go is run by NHS Lanarkshire in workplace settings, and with North and South Lanarkshire Leisure and Culture in community venues.

The workshops, held by an instructor, address different topics each week including fats, sugars and alcohol, allowing participants to make positive choices. Each workshop is followed by a 45-minute physical activity circuit, tailored to suit all fitness levels.

SUSAN Short, a dietician from NHS Lanarkshire’s child and adult healthy lifestyle programme, said: “Weigh to go has been designed to support people to manage and maintain a healthy weight in workplace community settings by changing their diet, physical activity and lifestyle. The programme is suitable for anyone and can support those living with conditions such as heart disease, stroke and lung disease.

“The beauty of it is that it fits into busy lifestyles. It is free and you can start at any time. If you are unable to attend, you can pick up the session at an alternative venue or catch that specific topic the next time it comes around, as the 10 weeks roll on continually.”

Weight to go is running in eight North Lanarkshire and two South Lanarkshire Leisure and Culture facilities. It is also available in to NHS Lanarkshire venues.

For information on how to join a group, contact Yvonne Colphead on 01698 377778 or email: yvonne.colphead@lanarkshire.scot.nhs.uk

For more information on CCI, visit www.cciweb.org.uk

Patients plant seeds for a lovely station

PATIENTS have been using their green fingers to bring new life to a local railway station.

People who use mental health services across Airdrie and Coatbridge have joined forces with Clydesdale Community Initiatives (CCI) and Glenboig Neighbourhood House to adopt Sunnyside Railway Station and give it some tender loving care.

CCI is a landscaping firm that uses a social enterprise model to support vulnerable adults and young people to develop vocational and social skills on community-based projects.

The group is now transforming the railway station with plants.

Lisa Greer, occupational therapist advanced practitioner for NHS Lanarkshire, said: “The project follows on from the success of a similar adoption scheme where patients adopted Hamilton West Station.

“Projects such as this help to improve people’s mental wellbeing as well as increasing their levels of physical activity.

“Being involved in this type of project allows patients to volunteer their time and to learn new skills, which can act as a pathway back into paid employment.”

NEW SYSTEM WILL MONITOR INAPPROPRIATE ACCESS TO RECORDS

AIRWARNING is a new monitoring system that automatically spots inappropriate access to electronic patient and staff records.

It flags up confidentiality breaches NHS Lanarkshire clinical systems in real time. It is important that all staff remember:

Don’t access your own record
Don’t access records of family, neighbours or colleagues, or high-profile patients, unless you are involved in their treatment
Don’t share your password and log-in details.

Dr Harpreet Kohli, NHS Lanarkshire’s Caldicott Guardian, said: “AirWarning has a key role to play in ensuring we comply with the Data Protection Act.

“We are appealing for all staff to help us protect patients, colleagues and themselves by complying with information handling good practice.

“Even if with good intentions, staff looking at a clinical record or personal information without authorisation could face disciplinary action.”

Staff wishing to access their own records should use Local Subject Access Request procedures. Accessing your family’s, partner’s or colleagues’ records is not allowed, even if you have their permission. The only exception is if they are a patient and you are directly involved in their treatment. This includes checking dates of birth.

The same is true for your neighbours’ information. FairWarning can detect access through postcode matching.

Staff are ultimately responsible for any unauthorised access using their details. Do not share password and log-in details.

FairWarning went live on 2 December 2013. All staff should complete the mandatory Safe Information Handling module at: https://ml4fingers.teach.net and view the Information Assurance pages in the eHealth section of FirstPort at: http://firstport2/staff-support/ehealth-ict
Monklands works run smoothly

LAST year saw significant works taking place at Monklands Hospital. After 18 months of work, the structural cladding repair works were completed and new car parks were created on the site. Fire doors were upgraded throughout the hospital.

Colin Lauder, who chairs the Monklands project group which oversees the programme of works, said: “A lot of work was undertaken on the Monklands site during 2013. The hospital has benefited from substantial investment and modernisation programme at Monklands and this is set to continue into 2014.

“In addition, Maggie’s Lanarkshire will open on the site this year and we expect work will begin on the new radiotherapy satellite facility for the west of Scotland. We’re also in discussions with the theatre team as to how we can extend the life of the ICU and operating rooms.”

The work in and around the site will be carried out by Graham Construction.

Thumbs up for menu

THE patient menu at Wishaw General Hospital has received public approval. Outpatients, visitors and staff got a flavour of the meals, offering everything from soup and sandwiches to steamed puddings, at a patient menu-tasting session.

The event was supported by members of the Public Partnership Forum (PPF), who encouraged people to sample the food and give their feedback.

Felix Mulholland, chair of North Lanarkshire’s PPF, said: “NHS Lanarkshire have worked hard over the years to improve and vary the menu to ensure patients are getting something they like.

“I personally have sampled the menu and I am astonished by how much I enjoyed it.”

Eileen Clarke, senior nurse and nutrition lead for Wishaw General Hospital, said: “Nutrition is really important for patients so it has been good to get feedback. The response has been positive.”

Jean McMillan, from Cambusnethan, said: “I tried the salad and it was absolutely delicious.”

Raising awareness of DNACPR policy

NHS Lanarkshire hosted an event to raise awareness of its Do Not Attempt Cardiopulmonary Resuscitation (DNACPR) policy and the difficult decisions families have to make about CPR.

The event featured guest speakers and facilitators from different professions and highlighted the importance of the national policy, adopted locally in October 2010, and addressed the challenges and controversy surrounding it.

Catie Paton, NHS Lanarkshire clinical skills consultant, said: “The symposium is aimed at all staff in NHS Lanarkshire who are involved in end-of-life care decisions and the challenges they face.

“End-of-life discussions are difficult and DNACPR decisions can often be misunderstood, despite the existence of a Scottish National Policy. Our aim is to raise awareness of the policy in order to prevent inappropriate, futile and unwanted attempts at CPR, which may cause significant distress to patients and families.”

Dr Juliet Spiller, consultant in palliative care medicine, said: “CPR is a treatment that could be attempted on any individual when the heart stops beating or the lungs stop working, but in the majority of situations, it is an intervention which is not successful.

“It is crucially important to identify if CPR is an appropriate treatment for patients. CPR is a very brutal and extreme treatment and dignity and respect cannot be a priority. That is why we want to stress the importance of the DNACPR policy to protect patients from aggressive and undignified deaths.”

As well as lectures, the event featured workshops which allowed more interactive and detailed discussion of the issues surrounding the policy, including how to make difficult decisions, when and when not to discuss it and what DNACPR is and what it is not.

Dr Tracey Dunn, chair of Lanarkshire Resuscitation Committee, said: “The feedback we received from staff who attended the event showed that it was well received and has provided valuable learning, which will assist staff when having DNACPR conversations with patients and families.”

Patients’ crafty way to pass time

ENAL dialysis patients attending Monklands Hospital are benefiting from a range of therapeutic activities during their treatment.

Dialysis is a form of treatment that replicates many of the kidney’s functions. It is used to treat kidney failure, where the kidneys have lost most or all of their ability to function.

Dialysis patients can spend up to five hours in hospital when they are receiving dialysis, which can make patients feel isolated and develop depression.

The new project has seen patients taking part in arts and crafts projects, alternative therapies and games and exercise, which is helping time pass a little faster.

Teresa Budd from the new project is Teresa Budd from Whitehill, who has been receiving dialysis for four years.

Teresa said: “I attend the renal unit three times a week for three hours at a time. It used to be really boring and I would try to sleep through the treatment. However, the equipment has a lot of alarms that wakes you up.

“The arts and crafts are making my day go in a bit quicker. I used to find that I would sit and stare at the clock, but I feel that I don’t do that now.”

ART ACTIVITIES HELP DIALYSIS PATIENTS DURING TREATMENT

The new project has seen patients taking part in arts and crafts projects, alternative therapies and games and exercise, which is helping time pass a little faster.

CAROL Andrews, senior charge nurse, said: “We asked our patients what else we could do to enhance their experience and had an overwhelming number of patients saying that they would like to be involved in arts and crafts and alternative therapies. “We filled a store cupboard full of arts and crafts materials, bought board games and introduced a weekly bingo session. The patients can choose to be involved in whatever activity they want. “Patients are telling us that it is now more of an enjoyable experience to come to the unit and that they have something to talk about when they go home.

“It has helped their confidence and their mood. It has made quite a difference to their quality of life.”

One patient who has benefited from the new project is Teresa Budd from Whitehill, who has been receiving dialysis for four years.

Teresa said: “I attend the renal unit three times a week for three hours at a time. It used to be really boring and I would try to sleep through the treatment. However, the equipment has a lot of alarms that wakes you up.

“The arts and crafts are making my day go in a bit quicker. I used to find that I would sit and stare at the clock, but I feel that I don’t do that now.”

UPGRADES: Colin Lauder and Neena Mahal, NHS Lanarkshire chair, visit the site of the new works

Raising awareness of DNACPR policy
Children give it some welly on smoke-free campaign walk

MORE than 250 primary school and nursery children from Clydesdale took part in a Welly Walk to promote the health message ‘Keep Smoke Outdoors’.

The event took place in Valley International Park, in Crossford, and was organised by staff from NHS Lanarkshire’s Health Improvement Team in partnership with staff from Healthy Valleys.

Kitted out in wellies and waterproofs, the children, along with their friends and families, helped to raise awareness of the ‘Keep Smoke Outdoors’ and ‘Smoke Free Homes’ messages by taking part in a fun quiz, which involved searching for the answers to the questions on their quiz sheet that were displayed along the 4km Clyde walkway.

Wendy Kyle, young person’s development officer from Healthy Valleys, said: “We had a fantastic turnout, with more than 100 families and more than 250 children taking part in the event.

“Every 100 metres they learned a new reason for keeping smoke outdoors, including children are at less risk of coughs, chest infections and developing asthma.

“We also aimed to encourage parents not to smoke or allow others to smoke in their homes or cars, in order to protect the health of their children.”

Once the participants had crossed the finish line, there were a number of other activities the children could take part in, including face painting, wellies decorating, a train ride round the park, and a chance to sit in a fire engine with fire fighters from the Scottish Fire and Rescue Service.

General information stands for promoting the dangers of second-hand smoke, smoke-free homes, play services, Fit for Fun and Childsmile were also available to highlight other key health messages.

Margaret Sim, health improvement practitioner for NHS Lanarkshire’s Clydesdale Locality, said: “We were delighted with the response to our event.

“It gave us the opportunity to highlight the ‘Keep Smoke Outdoors’ message, along with encouraging people to be aware of the danger of second-hand smoke and to promote having smoke-free homes and cars.”

To find out more on Healthy Valleys, visit www.healthyvalleys.org.uk

Charter to strengthen role

THE Senior Charge Nurse charter has been rolled out to all hospital wards in Lanarkshire, following consultation involving all senior charge nurses (SCNs) across the three acute hospital sites.

Rosemary Lyness, executive director for nurses, midwives and allied health professionals, said: “A lot of work has been undertaken, locally and nationally, to strengthen the role of the senior charge nurse to support them in providing clinical leadership within their wards and departments. The importance of their role in ensuring high-quality patient care and providing strong clinical leadership cannot be underestimated.”

The SCN charter aims to provide clear links to improved outcomes for patients using the NHS Quality Ambitions of delivering safe, person-centred and effective care. The SCN charter aims to:

- enable and empower the SCN/midwife to take action when care experience is compromised
- provide clarity for teams regarding the responsibilities for SCN/midwife
- be explicit about the fundamental standards which can be expected.

Rosemary added: “A welcome board will be on display at the entrance to all wards, informing patients and visitors of who the SCN is and aims of the charter. It will also remind visitors and patients of our commitment to deliver high-quality services and will seek their feedback.”

Flexible visiting hours rolled out

NHS Lanarkshire has introduced new flexible visiting hours.

The new arrangements mean that people can now visit anytime between 2pm and 8pm every day. Rosemary Lyness, executive director of nurses, midwives and allied health professionals, said: “As part of our commitment to offer person-centred care, one of the subjects that was continually raised with us was visiting times and how inflexible they were. The new flexible times have been introduced across all wards. However, some ward areas may need to put some restrictions in place in order to ensure that patient treatment is not compromised.”

Teaming up to help stub it out

NHS Lanarkshire teamed up with staff at Virgin Media in Bellshill, who were advised to ‘Keep Smoke Outdoors’ and warned of the dangers of second-hand smoke.

The partnership was part of STOPTOBER, an innovative campaign to encourage the nation’s smokers to quit for 28 days during the month of October.

Health Improvement staff from NHS Lanarkshire worked with the Virgin Media Angels, a team responsible for organising and planning events within Virgin Media, to host the campaign, which focused on the dangers of second-hand smoke and how it can affect your health.

Lynn Adams, health improvement senior from NHS Lanarkshire, said: “Most people are not fully aware of the harm second-hand smoke can cause, for example, it contains toxins that can cause illnesses, including bronchitis and asthma.

“We want to raise awareness around this issue and try to target as many people as possible and encourage them to keep smoke outdoors.”

Eileen McMillan, health improvement practitioner from NHS Lanarkshire, who joined Lynn at the event, said: “We are not asking people to quit smoking, we simply want to highlight the health risks of second-hand smoke and offer help and advice that may result in people wanting to stop or support others in an attempt to quit.”

Information stalls promoting the dangers of second-hand smoke were available for staff along with posters, flyers and free merchandise.

There was also a quiz to test people’s knowledge on the dangers of second-hand smoke.

Staff were also given the opportunity to ask questions and seek advice if they were thinking of quitting smoking, and were shocked by the level of toxins contained within second-hand smoke.

For information on smoking and how to stop, visit NHS Lanarkshire’s website at www.nhslanarkshire.org.uk or call Smoking Cessation on 0845 2177 707.
FOND FAREWELLS TO ALL OF YOU...

COLLEAGUES WISH FAB FOUR A LONG AND HAPPY RETIREMENT

Dr Ken Liddell

COLLEAGUES bid a fond farewell to Dr Ken Liddell (pictured, on left), who retired as head of department for microbiology in May 2013 after 37 years’ service with the NHS. Ken, who was based at Wishaw General Hospital, graduated from Glasgow University in 1973 and undertook a PhD before becoming clinical scientist at Raigmore Hospital, Inverness.

In 1980, he moved to Law Hospital, where he and Dr Arthur Mitchell blazed a trail for clinical scientists in microbiology at Raigmore Hospital. Over the years, worked with a number of medical microbiology consultants. During his time at Law Hospital, Ken was involved in a series of outbreaks, including gastro intestinal and MRSA infections. In 1996, the department was embroiled in the largest E.coli O157 outbreak in the world. Ken, as head of department, played a key role in directing the microbiology response and the subsequent inquiry in 1997. He was also instrumental in the move from Law Hospital to Wishaw General in 2001.

Ken is married and lives in Lanark. He has two grown-up children and became a grandfather in December 2013. He has many interests, including philately, collecting postcards, cooking, ornithology and all kinds of music. Ken was involved with Hamilton Academicals Football Club, and is a founder of the lab hillwalking club. His colleagues said: “Ken is a man with a passion for the minutiae of everyday life.”

Juliet Norman

AFTER more than 40 years’ service with the NHS, nurse consultant Juliet Norman retired in December 2013.

Juliet, who was attached to the child and adult protection service based at Regent House, Hamilton, trained and practiced as a nurse, midwife and health visitor in London in the 1970s and 80s. She worked as a senior nurse in South Gloucestershire before moving to Bristol in 1997 to become a community nurse manager and operational director for a large NHS Trust. She moved to child protection in NHS Lanarkshire in 2001.

Juliet has three children and three grandchildren. She enjoys dog walking, swimming, reading and travelling.

Colleagues said: “Juliet is held in very high regard by all of the team members. She will be greatly missed. We all look forward to sharing her future as friends.” Anne Armstrong, divisional director of nursing, said: “Juliet has proved herself to be a fantastic asset to the organisation. She has much to be proud of.”

Andrew Todd

S TAFF at Monklands Hospital wish Dr Andrew Todd, who left NHS Lanarkshire in October 2013 after 28 years’ service, a long and happy retirement.

The consultant physician and clinical lead, who was based in the area infectious diseases unit, graduated from Edinburgh University in 1977. He took up the post of house physician at Edinburgh Royal Infirmary, then became house surgeon and senior house officer. It was at this time he met his future wife, Morag.

In 1979, he became registrar in the infectious diseases unit at City Hospital, Edinburgh, until 1981 when he took up the position of registrar in the department of medicine at Edinburgh Royal Infirmary.

In 1983, Dr Todd worked as a temporary visiting lecturer in Zimbabwe, before joining Lothian Health Board as senior registrar in communicable diseases.

In 1985, aged 32, Dr Todd moved to NHS Lanarkshire, as consultant in infectious diseases at Monklands Hospital. Among his career highlights, his clinical leadership during the 1996 E.coli O157 outbreak stands out, along with his major contribution to postgraduate medical education through his work at the Deanery.

Andrew and Morag have three daughters. Andrew also has a strong commitment to his local church in Burnside. He plans to spend his retirement renovating their cottage at Kintra, on the Isle of Mull – when he can be released from grandparenting duties.

Nick Kennedy, infectious diseases consultant and clinical director, said: “Andrew has been a fantastic colleague and a great inspiration. We will all remember his support, strong clinical leadership and great sense of humour. We wish Andrew a long and very happy retirement. He will be greatly missed.”

Dr Chris Banks

AFTER 39 years of service, Chris Banks retired from NHS Lanarkshire in November 2013.

The podiatrist began his career with NHS Lanarkshire in August 1974 at Carluke Health Centre and remained there for the duration of his career.

Outside his normal base, Chris undertook evening work at Carstairs State Hospital for 20 years.

Chris, who also lives in Carluke, is married with two sons. In his spare time, he enjoys golf, photography and walking.

Colleague George Scott, community podiatrist, said: “Chris has been a great colleague to work with and will be greatly missed by patients, staff and the wider Clydesdale locality.”
GET PAMPERED WITH TOP PRIZE

WIN AN INDULGENCE EXPERIENCE FROM BEAUTY KITCHEN

THE Pulse has teamed up with Beauty Kitchen to offer one lucky reader an Indulgence Experience for two people, worth £80. The winner will also receive a £30 gift basket filled with Beauty Kitchen products.

Beauty Kitchen, based in Glasgow’s Saltmarket, sells unique, natural and organic beauty products. It believes that you shouldn’t have to compromise on beauty products to be good to the environment. All of its products use only natural ingredients.

There are no hidden chemicals or synthetics in their products and they are affordable, so they can be used every day. All products are created to the high standards and packaging can be personalised.

Its two-hour experience is led by a fully qualified aromatherapist, who teaches you how to make your own beauty treatment products. The experience also includes a hand treatment using its special blend of essential oils and hand scrub.

Here’s how to enter...

TO ENTER the competition to win the prize, just answer the following simple question: Where is Beauty Kitchen?

Please send your competition answers – including your name, location and contact number – to Alison McCutcheon, Communications, NHS Lanarkshire, Kirklands Hospital, Fallside Road, Bothwell G71 8BB. Or email alison.mccutcheon@lanarkshire.scot.nhs.uk with ‘Beauty Kitchen’ in the subject line.

The deadline for entries is Friday 24 January.

Go online for lots of fantastic staff offers

All NHS Lanarkshire staff can benefit from exclusive discounts on everything from restaurants to high street stores, holidays and home improvements. All the companies on these pages offer discounts to staff and there are many more offering great deals. You can now quickly and easily access the full range of discounts on the NHS Staff Benefits website. Register for free to have full access to all the fantastic offers available in your area. On the home page, you will find the Monthly Megadeal link, where you’ll find extra special offers available for a limited time only. Make sure you don’t miss out – check the Monthly Megadeal now.

For information on the staff lottery, mortgage and financial advice, online loyalty shopping and, of course, all the fantastic local discounts available, visit www.nhsstaffbenefits.co.uk

PULSE SUDOKU

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Event marks four decades for housing association

TRUST Housing Association marked its 40th anniversary by organising an event to help Motherwell’s Dementia Cafe.

Staff at TRUST Housing Association, based at Mission Place in Motherwell, organised and hosted a successful charity night which raised £500 for the cafe, which is run by NHS Lanarkshire.

The Trust, which has successfully been delivering housing support services for 40 years, pulled out all the stops to ensure the charity event was a huge success.

Tricia Djuritscheck, co-ordinator at Mission Place, said: “We all wanted to hold an event where we could have fun, as well as give back to the local community.

“We wanted to support the marvellous work the team does at the Dementia Cafe by making this donation to such a valuable resource in our community.”

The event itself provided entertainment, a buffet, auctions and raffles and the team from the Dementia Cafe joined TRUST staff, tenants, family and friends for a great night.

Motherwell’s Dementia Cafe provides a setting where those who are worried about memory problems, those who have been diagnosed with dementia, family members or carers can meet, share their experiences and get some support.

The cafe is funded and run by NHS Lanarkshire’s Community Mental Health team and supported by partner agencies.

Hazel Boyle, charge nurse for NHS Lanarkshire’s Community Mental Health team, said: “We would like to thank all the staff and residents of Mission Place for all their hard work and for this generous donation.”

The Dementia Cafe meets on the first Friday of every month in Motherwell FC’s Centenary Suite.

Donation in memory of daughter Lily

THE neonatal unit has received £6000 from a kind-hearted couple.

Gary and Rebecca McBain have raised an incredible £22,500 in total in memory of their baby daughter Lily.

Rebecca said: “Our beautiful baby Lily was born at home at 40 weeks and three days. We had absolutely no idea anything was wrong until she was born. It totally devastated us and our family.

“There is no way to describe the anticipation of having a baby, looking forward to life as a family, only to have it snatched away and having to go home alone. Luckily Gary and I had the support of our amazing family and friends.”

The money was raised through a wide range of fundraising activities in memory of Lily. The main event was a ball held in Hamilton Park Racecourse.

Rebecca said: “Our friends suggested we hold a ball for Lily and this really gave us something to focus on. The night raised £10,500.

All in all, we have raised £22,500 in memory of our little angel.”

Gary added: “We’re overwhelmed with just how much money we managed to raise and at how generous people have been at donating prizes and money.

“We hope that the money raised will go some way to helping other couples through the terrible pain of losing their precious baby.”

Sheila Miller, ward manager for the neonatal unit, said: “The generosity and spirit of Gary and Rebecca is really awe-inspiring.

“The money will be used to purchase items that will make a difference to families during their time in the neonatal unit and is a fantastic tribute to their daughter Lily.”

They’re in the pink

EVENT HELD FOR BREAST CANCER

A S PART of Breast Cancer Awareness Month, a Pink Friday event, hosted by staff from NHS Lanarkshire, raised more than £100 for breast cancer research.

Staff from Wishaw Health Centre and NHS Lanarkshire’s Healthy Working Lives (HWL) team raised the money by selling a selection of cakes, tablet and other home baking for other members of staff and the public.

The event also raised awareness of breast cancer, as well as offering women help and advice on where to get screened and remind them to check their breasts regularly, in order to be able to recognise any unusual changes.

Anita Ansari, health improvement practitioner for NHS Lanarkshire, said: “It was a great effort from everyone and it was fantastic to raise money for such a worthwhile cause.”

Breast Cancer is the most common cancer in the UK and it is vital to be breast aware, which means getting to know how your breasts look and feel so you know what is normal for you.

Anita added: “We hope we have helped raise awareness of the importance of getting checked.”

Screening saves lives so please go for your mammogram when invited.”

Heather Hutchison, administrator at Wishaw Health Centre, said: “Most people know of someone who has been affected by breast cancer.

We are delighted with the money we have raised to help breast cancer research.”

For more information on breast cancer, visit: www.breastcancercare.org.uk

For information on local breast screening, call the Breast Screening Centre on 0141 5725858.
**Award for ASSET to the community**

A SPECIALIST team that combines the expertise of health and social work staff to support older people in North Lanarkshire has been crowned with a national award.

NHS Lanarkshire's Age Specialist Service Emergency Team (ASSET), which works closely with North Lanarkshire Council Social Work Department, won the Health and Social Care Integration category at The Herald Society Awards 2013.

The team was also commended in the Older People’s Project of the Year category.

The awards evening recognises sterling work and achievements in the public and voluntary sector.

ASSET, a pilot project, allows older people in the region to remain at home rather than being taken to hospital. The team treat a range of issues including infections, pneumonia, delirium or falls.

ASSET is made up of consultants, nurses, rehabilitation staff, occupational therapists, physiotherapists and a trained psychiatric nurse. The team work with North Lanarkshire Council Social Work Department to enable patients to receive immediate additional community support, if needed.

About 80 per cent of people who are referred to the scheme are able to remain at home.

ASSET’s Trudi Marshall, nurse consultant for older people, explained: “Winning the Health and Social Care Integration category, as well as the commendation, at this prestigious event is testament to the hard work, professionalism and dedication of all those involved from both agencies.”

**Selfless help praised**

AN NHS Lanarkshire member of staff praised her older sister when she nominated her for a Smile Award.

Margo Cuthbertson (pictured), who works in the microbiology lab at Monklands Hospital, nominated her older sister Kate Jackson, a Douglas paramedic, for the continuous support and kindness she shows her family, friends and the local community.

The Smile Award recognises those who make a difference and help and support others in the local community.

An example of Kate’s kindness was when she was called out to assist a local farmer who was unwell.

The farmer told Kate about how difficult it was going to be with him out of action when his cows needed milking and Kate selflessly volunteered her own services. She then called on Mango to assist and they helped the farmer’s son with the milking until the farmer was back on his feet.

Margo said: “We did shift about in the milking parlour.

“I covered seven or eight of the afternoon milkings and I don’t know how many more Kate covered.

“It shows how selfless she is giving up her own time to help others and she has now become really good friends with the farmer and his family.”

Margo continued: “She really is an amazing person and I don’t tell people often enough how great she is which is why I think she truly deserves a Smile Award.”

**ALL SITES GET GOLD AWARD**

BOARD BEATS HEALTHY WORKING LIVES TARGET

NHS Lanarkshire has marked a milestone as all its sites now hold the Healthy Working Lives (HWL) Gold Award – well ahead of the 2015 target set by the Scottish Government.

Staff were commended for their efforts at a Healthy Working Lives award ceremony on 10 October, which was held at Dalziel Park in Motherwell.

NHS Lanarkshire was represented at the event by staff from Cambuslang and Rutherglen Locality, North West Unit and South East Unit who all received Gold Awards on the evening.

The HWL Gold Award recognises workplaces who have an ongoing commitment to improving health and safety and wellbeing of all its employees and promotes a more motivated and productive workforce.

Simon Martin, health improvement practitioner for NHS Lanarkshire, said: “It is fantastic that all sites in NHS Lanarkshire have now achieved the HWL Gold Award ahead of the target.

“We always set high standards for ourselves and we are committed to promoting the importance of a healthy work environment for all staff.

He added: “The effort from all staff in NHS Lanarkshire to achieve Gold Awards is of the greatest importance in delivering a successful, modern health service and helps us in our goal to fully implement the quality of the HWL strategy.”

Dr Andrew Murray, who works for the Scottish Government in promoting physical activity, provided a presentation on the day to highlight the importance of physical activity, with particular reference to workplace settings and gave suggestions on how employers can address physical inactivity within their workforce.

To find out more about ‘Get Active Lanarkshire’ pledge, visit www.getactivelanarkshire.co.uk

To find out more about the services the Healthy Working Lives programme provides, call 08452 300 322.