



Hello all,

I'm well aware of how challenging things are at the moment. As such it is all the more important to keep a focus on staff wellbeing; on staff training and on celebrating success.

I really hope that you enjoyed the Wellbeing event in December. We were blessed to have James Docherty as our keynote speaker and provide us with his lived experience of Adverse Childhood Experiences (ACES).

I think the overwhelming message is that being ACES aware means that we can understand and support both our colleagues and patients towards resilience and rehabilitation. I believe there will be an ever increasing need moving forward for us to be a "trauma informed workforce".

Some good news is that we continue to facilitate learning. We have invested almost £30,000 since last April in staff training and Continuous Professional Development. It also feels like a major coup that we are able to host Peter Sullivan's CFT course and fund a large cohort of staff through the training. Huge thanks to Margot for organising this.

This newsletter also celebrates ongoing success of staff in Masters and Doctoral level research - something to be really proud of. I really hope as we start February and welcome spring that we can leave the post pandemic cloud behind. Thanks as always for continuing to support our public through challenging times.

Helen



In this edition:

- **IST 2023 plan**
- **Call for new teachers**
- **Academic achievements MSc**
- **PhD**
- **Wellbeing**

We want to make sure this newsletter is relevant, interesting and useful for you. Click [here](#) to give us some feedback.

Thanks, Karen and Jill.

In Service Training (IST) is an important part of your individual Continuous Professional Development and one of the key elements to enjoying work.

The IST team have sought your feedback and based on what went well last year, have created an **IST plan of 2023**.

This covers **all 4 pillars of practice**, and includes masterclasses, the MSK conference, Cognitive Functional Therapy (CFT) and a **new Journal club**.

Please read on for more details and refer back to emails sent by Margot.....



Online Learning platforms

Everyone learns in different ways and last year, we offered all staff a yearly subscription to one of 5 educational platforms. 57 took up the offer with access to:

clinical edge, better clinicians project, physio network, therapy live and Trust me-ed.

This new learning opportunity evaluated well and was offered again for 2023. All have had the opportunity to request one of them and applications are now closed. Learning from the platforms will be shared in this newsletter and in various other ways.

New Journal Club: We plan to run 2 journal clubs this year.

We will pick 2 or 3 research themes (e.g. specificity and reliability or types of bias) and choose articles that use these themes to demonstrate evidence. We will collate some educational resources around these themes followed by some of our 'knowledgeable' members of our staff running sessions where we can discuss these themes and the articles in depth. We hope this will be an exciting new way to explore research!

Cognitive Functional Therapy (CFT) planned to start in August 2023

Following the success of the CFT component of the MSK conference we have been looking at ways to deliver CFT training on a large scale. After several zoom meetings with Peter O'Sullivan, we are delighted to say we have secured a fantastic opportunity to offer:

- Virtual CFT resources for all staff
- CFT training for 20 staff (CFT skills certificate) with more in-depth development for up to 10.

20 GG & C MSK staff members will receive training spread over a 3-month period leading to a CFT skills certificate. **There has been a great response and we will be in touch soon.**

Keep Learning! IST in MSK

Teach to learn: Seeking teachers

Band 6 staff



Do you have drive, enthusiasm and motivation?
Do you have a passion to inspire and teach Band 5 staff?



We are looking for Band 6 staff to become part of the team delivering the Foundation Training programme




Develop your presenting and teaching skills with support from experienced staff
Half day 2 – 3 times per year

Develop your **Teaching** skills and consolidate your own learning by joining experienced teachers who deliver the band 5

Foundation Training programme.

"TO TEACH IS TO LEARN TWICE OVER."

JOSEPH JOUBERT

If you would like more information before committing to anything, please contact **Aileen** 



- Discuss with your Team Lead
- Contact Aileen Young Aileen.Young@ggc.scot.nhs.uk to register interest



Academic achievements: MSc Public Health

Master of Public Health Becky Dumphy

I achieved a **Master's in Public Health** with a health promotion specialism at the University of Glasgow. I have been interested in public health for a long time and wanted to learn more about what makes people healthy and to learn the role of Physiotherapy in producing population level health improvements.

I found the whole course very interesting, but perhaps was most interested in the social determinants of health and how the myriad of experiences and circumstances across our life-time and even from pre-conception intersect to influence our health in profound ways. I was fascinated by the ways in which how we perceive ourselves influences our health.



Dissertation: Physical activity behaviour

I interviewed 7 physios and 7 GPs to consider the influence that we as health professionals have on patients in their **physical activity behaviour change**.

I investigated the factors which experienced clinicians considered to be positive and negative in supporting patient behaviour change. From their feedback.....

- **When patients feel judged or looked down on, that has a negative impact.**
- **Anecdotes of 'I do this type of exercise' should be avoided.**
- **Personal anecdotes of vulnerabilities or mistakes were helpful.**
- **Adequate support is needed at point of discharge.**

It is currently being peer-reviewed and considered for publication so thanks to the interviewees who made that possible. (Becky is happy for anyone to contact her).



Our role in Prevention

Focusing on upstream factors

I think we have a role in preventing patients from requiring physiotherapy as well as the rehabilitation we perform so well.

If we could help patients become **stronger, lighter and more consistently active**, we would have a significantly reduced caseload (and presumably waiting list). We looked a lot at the importance of finding solutions to the **cause** and not just treating the problem in the course. Without doubt this is tricky in an over pressurised and under resourced entity like the nhs, but is perhaps more vital than ever.

Interesting articles from Becky's literature review:

Therapist characteristics: Overall, staff with higher self-reported health and physical activity levels were more likely to promote health behaviour change.

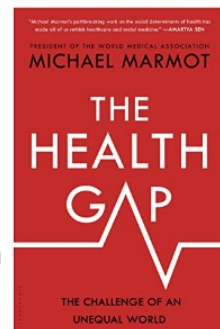
Patient self efficacy: A patient's self-efficacy is the most accurate predictor of behaviour change.

Funding was a combination of Self, Staff Bursary and MSK.

Want to know more?

For anyone interested in public health I would suggest a book by Sir **Michael Marmot** called the Health Gap.

It is a real eye opener, particularly around the social determinants of health and an easy read (not written in an academic





Chris Clifford: PhD and NRS research Fellow

At the end of December 2022, Chris achieved his PhD! Huge congratulations for all the hard work involved. He has just presented the final part of his research at a sports conference in Copenhagen in Feb.

Chris is currently leading a group to update the guidance on **Achilles Tendon rupture**.

This is a collaboration between Podiatry and orthotics and involves reviewing recent literature.

More details soon!



Gill Watt: 2 years of PhD completed and entering the research phase:



'I have successfully completed the first 2 years of my prof doc. The structure this far has been modular and assignment based. I am now moving onto my 2 years of research and write up of my thesis which is less structured, unpredictable and a bit daunting! I am currently doing my literature search and evidence synthesis which will inform my research question.

Broadly, my research question is going to be around fear avoidance in persistent shoulder pain. Although challenging, I have enjoyed the journey so far and look forward to seeing what comes from the research'.

Gartnavel World cup sweepstake



Pictured:

Jack Gillman
And Liz Malloy, the lucky winner of Top Goal scorer.

'In Gartnavel we ran a sweepstake for the Football World Cup and 3 prizes were handed out to the winners, runners up/top goal scorers. We had 16 people involved and it brought a lot of excitement around the dept'. *Jack*

(The winners were: Overall tournament winner Jack Gillman, runners up in the final Jason Sharkey and Top goal scorer was won by Liz Malloy, pictured above).

CSP and wellbeing: Campaign to highlight 'micro aggressions'

Everyone deserves to feel that they belong in our workplace and a 'compassionate profession is compassionate to all its workforce' (*Karen Middleton, CSP chief exec.*).

Micro aggressions occur on a regular basis; they are often subtle and unintentional, or even embedded within a seemingly positive comment. Learn more about this and how we can become more aware of our own behaviour and it's possibly unintended impact.

CSP benevolent fund for any CSP member in financial difficulty.

Do you do something together with work colleagues that makes work a better place? Maybe something lifts you up and gives you a boost? Please let us know and share your ideas.

We were delighted to be able to offer our wellbeing event this year in person on Thursday 8th Dec, 1-4 pm in the Beardmore, Clydebank.

98% rated the event Excellent or Very good.

100% would recommend it to colleagues.

All breakouts rated above 85%.

New Taekwondo and Broadway Boogie rated over 95%.

All feedback is welcomed and will be reviewed by Wellbeing steering group in planning wellbeing support activities in 2023.

Keynote presentations



Helen Little, our head of service presented an overview of **Adverse Childhood Experiences (ACE)**. Our Keynote speaker was **James Docherty**.

Please have a listen to their keynote presentations on the GGC youtube channel [here](#).

Other interesting resources related to ACE awareness:

[Resilience, the biology of stress video \(1 hour 10 mins\)](#)

[Ted Talk, Nadine Burke Harris, how childhood trauma affects lifelong health](#)

Trauma informed workplace: what this means for us

NES have created a useful animation (9 minutes) called '[Opening doors](#)' that explains a bit about trauma which could include ACEs and how it may manifest in adults. Please have a look.



We recognise that 'wellbeing' is not about a 'one off' event once a year but more related to **daily experience**. We all contribute to the 'culture' in our team and workplace and can take an active role in being the change we want to see.

What's it like to do your job?

We have over 260 staff in our service and all play an important role in delivering great care. We have about seven distinct 'roles', including clinical, managerial, developmental, admin and support.

We have started to record brief interviews. Just click on the link to find out more about each one.

We'd love to include clinical roles so please get in touch to volunteer.



GP APP

[Alison Renfrew](#)

Administrator

[Janice Black](#)



National Wellbeing hub resources

[2 really useful APPs are now free for NHS staff in Scotland](#)



Daylight is a smartphone-based app that provides help to people experiencing symptoms of worry and anxiety, using evidence-based cognitive behavioural techniques, voice, and animation.

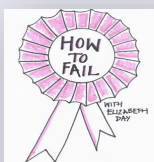


Sleepio is a clinically-evidenced sleep improvement programme that is fully automated and highly personalised, using cognitive behavioural techniques to help improve poor sleep.

A whole range of useful resources for NHS staff: [summary](#)

[We are with you charity](#) Help and advice around drugs and alcohol

It's great to listen to **Podcasts** and here're a few good ones:



[How to Fail \(Elizabeth day\)](#)

[Conversations with Annelisa Barbieri](#)

[Tara Brach \(various\)](#)



As ever, your wellbeing is essential to delivering a high quality service.

Please continue to take care of yourself and each other and make use of the wide range of support on offer in our service including **Clinical Supervision**. **Your well being reps. are another great source of ideas and suggestions for your local setting.**

Please pass on any resources you have found helpful so we can share them and follow and retweet our service twitter [@NHSGGCMSPHYSIO](#)

Wellbeing SG

