

Monday 6 June 2022

Culture Matters survey By now, all teams who participated in the Culture Matters survey should have had the time to read their local reports and be making a start on action planning. If you aren't sure where to begin, Rachael MacDonald (Clinical Midwifery Manager) has kindly shared what they've done so far – we hope this is helpful:

If you felt a little overwhelmed at your culture survey results, I thought I would try and reassure you on how to try to manage this and what you can do to start to work through this with your teams. I met with the Senior Charge Midwives to discuss the report findings and offer support. We found the spider diagram most helpful. Our reports did not come as a surprise as staffing had been very challenging over several months. Staff, equipment (including IT equipment), and leadership came out as top issues and priorities. Some comments were strong and hard to read, but we agreed we needed to hear these comments and be aware of how our team is feeling. We found the day-to-day frustrations and suggestions very helpful in where to start.

Next steps were to discuss what we could help with immediately. Equipment was reviewed in the area. A flow chart of what to do when equipment required repair is being developed by one of the SCMs. Any equipment required has been ordered. Computers have also been allocated to the ward. The team have been contacted to ask for their input and suggestions around communication and how this can be improved and by what methods (brief, meetings, teams, blogs, huddles).

A staff meeting has been arranged and includes a cake sale

As our report highlighted leadership concerns, we welcomed the input and support from the organisation and coaching sessions are being arranged.

The most important advice I can give as a manager is to support the people you manage as much as possible. Recognise the challenges we all have daily and keep motivation, morale, and confidence strong. Working jointly with your team, making small changes, listening to what your teams are saying and be willing to take support and advice from others who can help.

End of Operation Iris Last week we noted the de-escalation of COVID-19 infection prevention & control measures relating to the pandemic and now we can confirm the end of Operation Iris – our strategy for dealing with the challenges Covid-19 brought through the end of 2021 until now.

Although the operation has now formally concluded, some HR processes that are part of ongoing workstreams or contingent on national guidance will remain for now.

Operation Iris, as through the whole pandemic, saw a huge amount of effort from each and every member of NHS Grampian staff to ensure we could provide each and every patient with the best care possible – thank you all once again for your efforts.

Endowment Fund survey The Endowment Fund are keen to hear from NHS Grampian staff: what do you know about the fund? How could funds be spent? Whether you've ever sought support from the Endowment Fund or not, [please complete this short survey](#) (should take 2-3 minutes)

Bike for a Bite To celebrate Bike Week, which got underway today, we are giving away food and drink gift vouchers as a reward to NHS Grampian staff who cycle to work at any point during the week. Send us a photo of you in action, once you've arrived at work, or even your Strava map (if it's not on Strava, did it even happen?) to gram.activetravel@nhs.scot. Participating staff who work at Foresterhill Health Campus, Royal Cornhill Hospital, Woodend Hospital and Dr Gray's Hospital will be rewarded with a voucher to spend on site for a drink and a sandwich or cake. Staff who work at other sites or from home can still take part but instead of a food voucher, they will be entered into a prize draw for a £20 bike shop voucher. Remember to state where you work when you submit your photo entry. [Please click here to visit My Healthy Workplace](#) to read through the full information and T&Cs on the scheme.

Pause for Thought Once again, thank you to the Guided Journaling team for offering this opportunity for reflection on a Monday. If you are interested in Guided Journaling, [please visit the We Care website](#).

We often forget to consider our choices. Maybe we're rushing, maybe it's habit, maybe we've forgotten we actually have a choice – we're following someone else's pattern and haven't given thought to what else we might do. Our choices shape us - who we are and who we become - either through intention or neglect. In what way are your choices shaping you? And how might they be shaping others?

Tune of the day For any of you who had the pleasure of seeing Queen + Adam Lambert in the last few days, or indeed is going to see them in the coming few, here's a live performance from 2019, here's [Under Pressure](#) GC

If you want to request a tune, follow up on items included in this brief, or suggest an item for sharing, drop us an email via gram.communications@nhs.scot