

Tuesday 13 May 2025

Site security - a shared responsibility We operate dozens of sites across Grampian, with staff, patients, visitors, contractors, and the wider public coming and going every day of the week. Keeping these sites secure is **everyone's** business, so here's a reminder of the top tips:

- Always make sure your staff ID badge is visible.
- Don't be afraid to ask why someone is in your ward/clinic/office if you don't recognise them - and don't be offended if someone asks you to identify yourself.
- Make sure security doors are properly closed. If there is a fault with a lock (of any kind) log a repair request with Facilities & Estates.
- Make sure all confidential information is appropriately stored - whether it's notes or electronic records. Keep desks clear and lock PCs/other devices when not in use.
- Do not share any confidential information (either in-person or over the phone/by email) if you are not sure who you are speaking to. It is ok to pause and check someone's identity; genuine callers will not object to you taking the time to confirm.
- Make sure confidential waste is properly disposed of. Do not leave confidential waste bags in public areas.
- Only take confidential information (whether paper copies or electronic documents) off-site if you are **authorised** to do so.

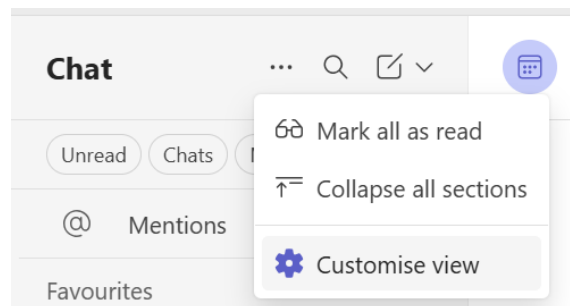
Get Ready to Shape Our Future: iMatter 2025 launches next week Get ready to make a real difference! The annual iMatter staff survey will be going live next week, and Philip Shipman, our Interim Director of People and Culture, is encouraging everyone to participate: *"Next week, you'll have a powerful opportunity to share your honest perspectives and directly contribute to the ongoing improvement of our workplace. Your voice is vital as we shape our future together."*

This year's follow-up to the survey will see a new approach to team action planning. Each team will be asked to identify a single, yet significant and achievable, change that will enhance their work experience. This focused approach ensures that we can translate your feedback into impactful improvements. Keep an eye out for the launch of the iMatter survey next week and be ready to play an active role in building a better NHS Grampian.

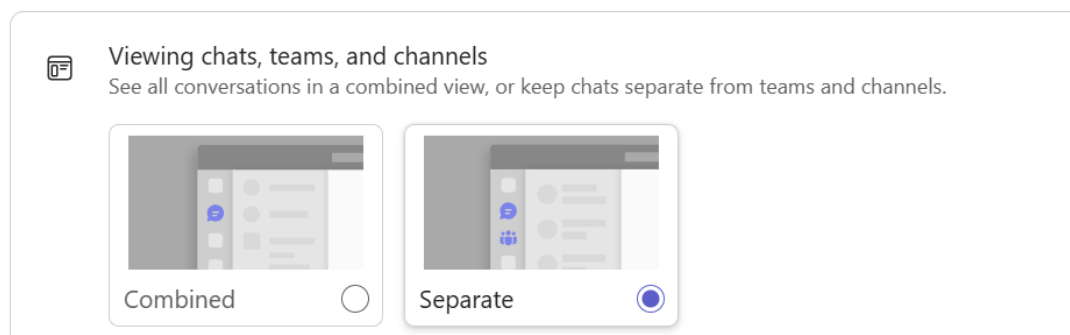
Managers - the deadline to confirm your team within the iMatter system is **this Friday**. The iMatter team is actively contacting managers with outstanding confirmations. Prompt completion is required to register your team for the survey and avoid further communication.

Opportunity to hear about changes to the Unscheduled Care Improvement Programme Following the visit of, and feedback from, the Centre for Sustainable Delivery in 2024, work has been ongoing to review and refresh the structure of the Unscheduled Care Improvement Programme, and this is now nearing completion. As part of the refresh, two new delivery groups are being established which will oversee progress on current priority projects and shape future priorities for the programme. The Unscheduled Care Improvement Team are hosting a launch event for these new groups tomorrow (Wednesday) from 10am on Teams to share information on progress to date and how the groups will function. All interested colleagues are invited to attend – [link to join the meeting](#). If you would like any further information, please e-mail gram.uucteam@nhs.scot.

MS Teams layout A recent change to MS Teams means Chat messages and Teams & Channels are combined; if you are finding you are missing messages, you can separate the two. Simply click on the three dots alongside 'Chat', select 'Customise view' and then select 'Separate' - see images below:



Chats and channels



Magnet making a difference at RACH Staff got together at RACH to celebrate the success of a huge number of Magnet improvement projects and the completion of their submission last week. From equipping every nurse in the hospital's medical ward with their own thermometer (rather than accessing shared resources) to introducing an infusion (rather than injection) option for teenage gastro patients, small changes make a big difference to the children and young people in their care.

Clinical Nurse Manager Kerry Cameron said: *"Feedback from staff highlights Magnet is helping colleagues adopt a 'can do' attitude despite the challenges currently facing our NHS. It is enabling teams to build research skills and advocate for patients using evidence they've gathered themselves."*

Keep up the good work on recycling Waste manager Neil Duncan has taken a look in the skips at ARI to share a little bit more on how well we're doing in terms of reaching a 70% recycling target by the end of 2025: [Waste Manager Neil Duncan highlights how well recycling is going at ARI](#)

Research collaborator database – we need you! Join us in establishing a database of clinical research interests across NHS Grampian, University of Aberdeen, and Robert Gordon University. This will be used as a tool for colleagues across all three organisations to identify and form new research collaborations. If you wish to be included, [please register by completing this form](#), and help by spreading the word. The database will be password protected, allowing only University of Aberdeen, and Robert Gordon University colleagues to access NHS contact details. Your help with this important task is very much appreciated.

Tune of the day The family affair continues; Stuart in the ARI catering team has suggested Zakk Wylde and [I Thank You Child](#). I've also got a birthday to mark – Eve Lamond in Wellbeing, Culture, and Development is celebrating today. Colleague Dave Beattie has asked for [Magic Dance](#) by David Bowie from, of course, the Labyrinth soundtrack. Eve shares her birthday with the incomparable Mr Stevie Wonder – 75 today - which is all the excuse I need to break out [Superstition](#) (EP)

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