

Friday 20 May 2022

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**Reflections on receiving Culture Matters survey reports** This week myself, and other colleagues across Nursing & Midwifery and Facilities & Estates, have finally had the chance to really get to grips with the results of the recent BPA Culture Matters Survey. To say some of it makes for difficult reading is a real understatement. I think across the whole of NHS Grampian and the three HSCPs we have known how difficult things have been and we, as leaders, have felt it too, but to see it in print, in black and white, is a very different feeling.

I am struck by the commitment and honesty everyone that completed the survey has shown – there is a real bravery in that - saying exactly how you feel can be very difficult and I really thank you all for doing it. I also need you all to know - and this is not just limited to my patch #TeamShire – that we are absolutely committed to doing all we can to work on the areas you have told us are challenging and build on the things you have said are working well. I don't think I am alone in feeling quite overwhelmed by the huge amount of information that we have now got and in Aberdeenshire myself and the Senior Nursing Team have been working through the information and working on a plan to support nurses across Shire. That support will not only come from the Nursing Team but from every senior leader in the Partnership.

I also want to take a wee minute to highlight that in our HSCPs we have exceptional colleagues on the social care side who are probably feeling very similar to the people that were surveyed and I just really want to say that we couldn't do our work without you, and we are all in this together. Working in an HSCP means we have to build our own, positive culture, that includes absolutely every individual and profession. As I have said this has been a bit of a challenging week, but I am absolutely determined to build on the positives and strengthen us all for a brighter future.

Thanks for reading – Ali McGruther, Chief Nurse for Aberdeenshire HSCP

**Culture Matters snapshots** Following your feedback, we have updated the Nursing & Midwifery results snapshot. It inadvertently identified a particular team; this has now been corrected and we apologise for any upset caused. [All snapshots are available to view here](#) (intranet link, networked devices only).

**That was the week that was** Here is your round up of items included in this week's briefs. All briefs are [available to read online here](#).

Monday 16 – Culture Matters survey results, appointment of new Director of Finance, updates on asymptomatic staff testing, revised Risk Assessment template, and Patient Placement Tool.

Tuesday 17 – Resumption of Surgical Site Infection surveillance, registration for NHS Scotland event in Aberdeen, survey on availability of lockers/changing areas on Foresterhill site.

Wednesday 18 – Link to snapshot results for Culture Matters survey, change to LFD test kit collection point for Acute sector, RCN Scotland Nurse of the Year awards.

Thursday 19 – Smarter Working update, Nursing & Midwifery Post-registration funding

**Mindfulness taster sessions** We Care are really pleased to be able to offer these sessions, thanks to support from Captain Tom's fund via NHS Charities Together funding. The sessions are offered by the Charities Together Mindfulness Project delivered by NHSG and Highland Mindfulness facilitators. Mindfulness has been shown to help stress reduction, and support wellbeing. These sessions can also help take a restful break during work or switch off after work. The new taster sessions start this Monday coming (23 May) running to the end of June 2022, delivered via MS Teams, and each session is 40 minutes. Times and links are as follows:

[Mondays at 12.15pm](#)

[Mondays at 5.30pm](#)

[Fridays at 11.00am](#)

Following on from the new mindfulness taster sessions there will be a new 8 week Mindfulness Based Stress Reduction (MBSR) Courses which will be provided online via Microsoft Teams. The course will run weekly over 8 weeks and each session will last 2 hours. The start dates for the new MBSR courses are:

Thursday 9 June (7 - 9pm)

Tuesday 27 September (5.30 – 7.30pm)

Additional courses will be added. To book and further enquiries please email:

[gram.mindfulness@nhs.scot](mailto:gram.mindfulness@nhs.scot)

**STAR awards** A whopping EIGHT presentations of STAR awards are being arranged, so we are unable to share any winners this week. If you want to nominate a colleague or team for a STAR award, you can either email the details to [gram.staffthanksandrecognition@nhs.scot](mailto:gram.staffthanksandrecognition@nhs.scot) or [complete the online form](#).

**Could you be the voice of Spike the Cactus?** This brief regularly offers a range of opportunities to you; this must be the most unusual one yet! Spike the Cactus, a weel-kent face to anyone who has visited the Winter Gardens at Aberdeen's Duthie Park over the years, is back after a pandemic holiday. The garden team are looking for volunteers to lend their voice to Spike, who is he/she/they depending on their mood! They're particular keen for weekend volunteers – if you are interested, have a chat with staff at the Winter Gardens the next time you visit.

**Tune of the day** Our tune today is selected by Erinn Ralston. Erinn is a Clinical Pharmacist at Dr Gray's and is bidding the team farewell as she begins maternity leave. She's asked for the wonderful, Baz Luhrmann produced, [Everyone's Free to Wear Sunscreen](#). It's a timely message too, given the recent good weather!

It's been another busy week, but we've made it to Friday once again. I hope you manage to get a break and some downtime over the weekend. The brief will return on Monday. (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](mailto:gram.communications@nhs.scot)