

Thursday 12 May 2022

Message from the Chief Executive, Prof Caroline Hiscox:

I am delighted that from next week we are in a position to share the results of the first phase of our culture survey, covering responses from more than 4,800 of you working in nursing & midwifery and facilities & estates.

I know many of you have got in touch to ask why you weren't part of the first phase. My honest answer is we had to start somewhere and these two large groups seemed like a good place to start to learn the requirements to make this work happen. I give my commitment to you that everyone will have the opportunity to complete the survey by the end of this year.

Our workforce is a top priority and I really mean this. This survey and our response to it, is I believe the most important programme of work we will undertake in the next three years. I say that because, without you thriving and feeling safe and well through your work we will never achieve the other ambitions and priorities we have set ourselves in our new strategy - 'Plan for the Future'.

Our 'Plan for the Future' that many of you have contributed to, is in its final stages of development and will set out our priorities in NHS Grampian for this very challenging post-pandemic chapter.

I do not underestimate the work ahead of us. As a result, I've never been more determined to ensure you and your teams have the support you need to allow us to face this together.

I know some have questioned why we would carry out a survey like this, at a time when so many of us are feeling the effects of the last two years. Quite simply, I don't think we can afford to wait. We are interested in an honest reflection of where you and your teams are at in this moment in time.

No-one knows the issues in your area as well as you do. So, I want to thank you on behalf of my senior team for taking the time to share your honest views in more detail than we have ever had before.

These first phase results are our baseline. We can then measure progress about what matters to you and understand if we are taking the right actions towards our goal of everyone thriving at work and in their career. I have heard personally from many of you that it feels very different to that right now and I know we need that to change.

It will not be easy and won't be achieved overnight. Indeed, this is without doubt the beginning of a long-term process of change. I ask for your support as we all work together. In return I promise we will not shy away from tackling uncomfortable truths or difficult subjects.

Thank you,

Caroline

New staffside chair elected Steven Lindsay has been elected unopposed to the position of NHS Grampian Staff Side Chair. His name has been submitted to the Cabinet Secretary for Health & Social Care, Humza Yousaf, and Steven will become the new Employee Director for NHS Grampian as of 1 September. Between now and then, Steven will be shadowing current Employee Director Rachael Little.

Steven has worked for the NHS since 1997, in Inverness and Greater Manchester, joining NHS Grampian's Mobility and Rehabilitation Service in November 2005. Having been a staffside rep for Unite the Union since 2010, he became a Partnership Rep in 2012.

Congratulations to Steven and our thanks to Rachael as she closes out her time in office.

Standard Operating Procedure – Respiratory & non-respiratory pathway allocation, testing, and reporting Updates have been made to the SOP we shared on Tuesday; for ease the document is [available on the intranet](#) and any further updates will be made to that version.

International Nurses Day/Here for Life campaign We highlighted this yesterday; this campaign, backed by the UK's Chief Nursing Officers and the RCN Foundation has now launched. Here for Life is a social movement for nurses and midwives to show us what they do. Not just what we might expect, but the genuine diversity of roles and people within the professions. Nurses and midwives have a huge impact on us as individuals and on society as a whole; in so many ways they are here for life itself – at every stage. If you want to find out more – particularly if you are a nurse or midwife and want to get involved – please [visit the Here for Life website](#).

The campaign was launched today because it is, of course, International Nurses Day. There has been so much happening today to mark the occasion, we couldn't fit it all in here, but we pleased to share a poem from Ali McGruther, Chief Nurse for Aberdeenshire HSCP, [specially written for today](#).

Reminder – cost increase in retail catering Prices will rise in all our retail catering outlets (e.g., Aroma, hospital cafes) by 5% from Monday 30 May. This reflects significant cost increases across global markets, crop failures, significant rises in fuel costs, and the impact of Brexit and the war in Ukraine on supplies.

Tune of the day We're noting some departures with today's choices. Firstly, Pauline Steele (City Visiting Team) has been in touch to request [Hit the road Jack by Ray Charles](#) for colleagues Amy and Angela who are moving on to pastures new (we're assured they will take this in the spirit it's intended!)

Secondly, I hope you'll indulge me in giving a special shout-out to Marilyn Elmslie, who is retiring from the Corporate Communications team. Marilyn has been the backbone of our team for more years than she would like to say! We will miss her hugely and wish her a very enjoyable retirement. For 'Oor Mars' we're playing [Beautiful Sunday by Daniel Boone](#). If you feel inspired to do The Slosh, please do it safely! (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