

Wednesday 31 May 2023

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**Industrial action and what it might mean for all of us** As confirmed yesterday, BMA Scotland is to consult with its junior doctor members, from Monday, on a pay offer from Scottish Government. They are taking a neutral position, leaving a decision on the offer up to members. The mandate they have for a possible walk-out, confirmed earlier in May, will remain valid for 6 months.

As we reflected last November, when walkouts were a possibility during Agenda for Change negotiations, it is safe to say there will be many different opinions out there. Everyone will react according to their unique set of circumstances: you may be worried, you may be angry, you may be completely in support of – or resolutely against – any strike action in the NHS. All these feelings are perfectly understandable and will not be limited to members of the BMA.

As we also reflected last year, whatever course this dispute takes, we need to remember we all continue to work together towards shared goals. However, while we share many common values in the NHS, we don't all think the same and we will have differing opinions. It is important to recognise we can respect and work alongside colleagues with differing views while continuing to adhere to our core values and treating each other with kindness and respect. While disagreements are healthy, it is important to respect the considered choices of others. We can never know for sure what is going on for other people, just as they can never be sure what is going on for us. We have great teams in Grampian, and we are at our very best when we work together to create workplaces which support staff and deliver excellent patient care.

This brief has always strived to be balanced, to provide you with the facts you need to do your job. That will not change, and we will continue to share updates as they are available.

**Caroline “In Conversation”** Today sees the return of our "In Conversation" video series, aimed at shining a spotlight on colleagues and their roles. [The latest instalment sees Mike Adams](#), full-time partnership representative with NHS Grampian, reflecting on his journey and 41 years' service with the NHS. Mike gives Caroline the lowdown on the changes he's seen during that time, but, crucially and insightfully, he also highlights where he thinks we need to continue to improve as an organisation.

**Relocation of the Central Aberdeenshire Mental Health & Learning Disability Teams** From next Monday (5 June) the Aberdeenshire Mental Health & Learning Disability Teams, currently located in the Aberdeenshire Partnership Offices at 67 Market Place, Inverurie will move to Room 220, Gordon House, Blackhall Rd, Inverurie, AB51 3WA. All telephone numbers for the team will stay the same.

**Shared Learn Event** The next Shared Learning Event will take place, via Teams, on Wednesday 7 June, between 12noon – 1pm. The theme for this session is Adverse Event Reviews and the learning that can be shared. The speakers will be:

- Lesley Giblin, Lead Pharmacist Dr Gray's Hospital
- Catriona Sutherland, Lead Nurse

If you have any questions in advance of the event, please let us know and we can put them to the speakers. If you have not attended before and wish to attend, please register your interest at [gram.qiat@nhs.scot](mailto:gram.qiat@nhs.scot)

**Child Health Commissioner's newsletter** The latest newsletter from Tracy Davis, the Child Health Commissioner for NHS Grampian, [is available to read here](#).

**We Care Wellbeing Wednesday - Pulse Survey #4 results** Thank you to all our colleagues who took part in the We Care Pulse Survey #4 in April. We are pleased to report that 1,023 people took part, which helps us to get a good idea of how you are feeling, factors impacting wellbeing, and areas you feel are important to focus on. We are also able to compare these results with past surveys which help understand overall trends.

From our results, we have been able to identify some key areas which we will continue to focus on or develop going forward. A snapshot of these is outlined below. The attached document has a more detailed summary of the results, and what we have planned/underway going forward. More information about the We Care programme and Wellbeing supports available can be found on our website:

[www.nhsgrampian.org/wecare](http://www.nhsgrampian.org/wecare)

- **Increase Awareness:** Our new website is now live and will be launched imminently. You can also sign up to our mailing list for updates, and/or to receive a resource pack.
- **Taking Breaks:** A Short-Life Working Group has been set up, chaired by the Grampian Area Partnership Forum and the Area Clinical Forum to look at breaks, rest and recovery.
- **Management Support:** This year, NHS Grampian is running Year of the Manager. In addition, we have incorporated a wellbeing section in management training.
- **Wellbeing Resources:** Please see our website for resources and sessions that are available to you and your team.

As always, we are keen to hear any feedback on these survey results or about the We Care Programme of work. You can do this either by contacting us via [gram.wecare@nhs.scot](mailto:gram.wecare@nhs.scot) or completing our anonymous feedback form: [We Care Feedback Portal](#).

**Tune of the day** Thanks to Janet Hoskins, not only for today's request, but also for alerting me to an artist I hadn't come across. Country star Suzy Bogguss recently performed at an intimate gig in Braemar, which Janet describes as "fabulous". [Outbound Plane](#) is our tune of the day (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)