

Wednesday 2 October 2024

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**Psychological safety** It's Day 3 of Speak Up Week and today's theme is psychological safety. Psychological safety refers to a culture where staff feel able to offer suggestions and take sensible risks without fear of retaliation. The impact of psychological safety on team effectiveness is well researched and has been identified as the single most important dynamic found. In healthcare, it's relevant to patient care outcomes and patient safety.

In this 3-minute video [HOW DO YOU CREATE PSYCHOLOGICAL SAFETY AT WORK?](#), psychological safety advocate Professor Amy Edmondson discusses how we can create psychological safety at work. Turas modules on psychological safety can be accessed here: [Psychological Safety | Turas | Learn \(nhs.scot\)](#)

Locally, we are offering sessions entitled 'Kindness in action – nurturing respectful interactions in the workplace'. The first session will take place next Wednesday (9 October), between 10-11am. 'Early adopters' will be able to provide feedback and help us shape this session for future participant. You can book via Turas (requires log-in): [Kindness in Practice | Turas | Learn \(nhs.scot\)](#)

**Datix surgeries** There are two Datix surgeries taking place next Tuesday (8 October), between 1-2pm, and 2-3pm. Book on to ask a question or seek advice on anything to do with Datix. Booking is via Turas (requires log-in): [Datix Surgeries | Turas | Learn \(nhs.scot\)](#)

**Annual conference for city partnership** Aberdeen City Health & Social Care Partnership would like to invite you to an annual conference on 5 December. They will be showcasing progress and innovations and focusing on planning for the future. Whether you are directly involved in the partnership, or simply want to find out more about what's going on with health and social care integration in the city, come on down! [Click here to sign up.](#)

**Reminder - research opportunities** We're pleased to share two exciting research opportunities, as follows:

- Two part-time PhD studentships for nursing/midwifery/AHP colleagues, starting in February 2025. Funding covers tuition fees, students must be able to commit to a recommended 18 hours of study a week. Topic must link to current NHS Grampian priorities.
- STAR research internships for AHPs - two positions available this year, to be repeated in 2025. Funding covers backfill of one day a week (Band 7 salary at midpoint) for 12 months. Topic must link to current NHS Grampian priorities.

Closing date for applications is 22 November, [there's more information on the intranet here](#) (networked devices only).

**Black History Month Book Blether** Why not celebrate Black History Month by reading '[Growing Out](#)' by [Barbara Blake Hannah](#), a book collectively chosen by the Staff Equalities Network and Book Blether group. The two groups are reading this book throughout October - please join in. There will be opportunities to explore thoughts, feelings, and reactions to the book in a facilitated discussion at 1pm on Thursday 31 October. Email [cornhill.library@nhs.scot](mailto:cornhill.library@nhs.scot) for a joining link or to find out more. Happy reading!

## Wellbeing, Culture, and Development Wednesday

- **Menopause awareness virtual 'Tea and Talk'** Join us at 1pm this coming Monday (7 October) for a session focused on fatigue and restful sleep with Dr Kirsty Brightwell, a GP and medical director at NHS Shetland. All colleagues across health and social care are invited, for more information or to request the link please get in touch with us via [gram.wcd@nhs.scot](mailto:gram.wcd@nhs.scot)
- **World Mental Health Day 2024** This annual event takes place next Thursday (10 October) and we're encouraging teams to arrange some time to get together. A virtual coffee catch-up, sharing lunch, or even getting outside for a walk around the block; whatever you can fit in to connect with each other. The Mental Health Foundation have helpful advice on looking after your own mental health and that of your colleagues here: [How to support mental health at work | Mental Health Foundation](#)
- **Guided Journaling** Monday Guided Journaling sessions will return from 7 October. They run on MS Teams, for 30 minutes, from 4.30pm. Sessions also run on Thursday at 8am. All welcome, booking is via Turas (requires log-in): [Guided Journaling Session | Turas | Learn \(nhs.scot\)](#)
- **Spaces for Listening in October** Our regular Spaces for Listening events have been reimagined for October, to mark Speak Up Week and Black History Month. They will focus on reflections on what inclusion means to us in the workplace, dates as follows:  
Thursday 3 October, 12-1pm – contact [fiona.sharple@nhs.scot](mailto:fiona.sharple@nhs.scot)  
Friday 11 October, 1.30-2.30pm - contact [fiona.sharple@nhs.scot](mailto:fiona.sharple@nhs.scot)  
Wednesday 23 October, 8-9am – contact [agnieszka.stephen@nhs.scot](mailto:agnieszka.stephen@nhs.scot)

To contact Wellbeing, Culture and Development please email [gram.wcd@nhs.scot](mailto:gram.wcd@nhs.scot)

**Tune of the day** We get underway with the frankly epic effort put in by ARI neurology specialist pharmacist Morag Smart who finally bagged her last Munro (there's 282 of 'em!) climbing Ben Klibreck last weekend. She returned to work today and her colleague Lynne Davidson has asked for [Ain't No Mountain High Enough](#) by Marvin Gaye and Tammi Terrell.

Secondly, a warm welcome to Ruby McBain, who has joined us for a year's placement as part of her Business Management degree. Her aunt – and now NHS colleague – Alison McBain has requested Take That and [Shine](#) by way of encouragement.

Rosh Hashanah begins at sunset tonight – Shana Tovah to all colleagues marking the occasion (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)