



Executive Lead: Tom Power

Programme Lead: Emma Hepburn

Programme Manager: Laura Kluzniak

Report Date: June 2023

RAG Status:

We Care Programme Update

Personal Resilience & Mental Health:

Training Cell Lead Emma Condon / Peer Support Lead Kate Smith

Healthy Lifestyle Support: Lead Julie Phillips,
Public Health

The latest edition of the We Care newsletter is live, to check out click [here](#) and to subscribe to the We Care Newsletter gram.wecare@nhs.scot

Peer Support update provided by Kate Smith:

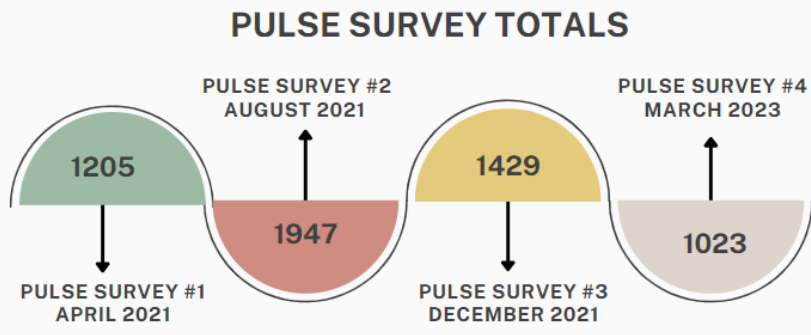
- Seeking to ensure a minimum of 3 peer supporters in each department and to continue to recruit in OHS, RACH, AMH, & F&E.
- Next steps: moving to face to face meetings, evaluation refresher, producing posters and department QR codes, increasing uptake, contact form completion, producing quarterly reports and business cards.

Training Cell update provided by Emma Condon:

- Training work is being fed back into the roadmap to consolidate work; accessibility of courses, equity, data collection on usage, attendance, capacity and demand, and evaluations to identify gaps
- Next steps: the cell is looking to engage and support staff and facilitators and a spreadsheet is due to be uploaded to allow facilitators to record data and the plan is to capture and share information more widely

We Care Pulse Survey #4

Sarah Morgan presented the results of the Pulse Survey #4 that ran from March 22nd until 5th of April. The survey helps to provide an understanding and overview of staff wellbeing to inform the development of wellbeing resources. Details of the Pulse Survey are presented on the following pages of this Flash Report.



Menopause update provided by Kate Smith:

- The Menopause Tea and Talk session on 5th of June had 45 attendees
- Feedback:** *Hi ladies - I just wanted to take the time to email you both to say a huge thank you for the menopause sessions. I found it hugely informative but more than that it left me feeling so valued as an NHSG staff member who has struggled with the menopause over the last 18 months and it was part of the reason why I was on sick leave for 7 months. I will definitely be attending more of the sessions in the future & hopefully will save me or other staff members from being off sick if we are better informed about the menopause. I went home yesterday feeling positive, informed and had the sense of finally being listened to.*

Update provided by Julie Phillips:

- NHSG awarded the Healthcare Scottish Walking Award
- Information on the role of unpaid carers across the organisation was produced and are looking at how to facilitate next steps
- Ongoing work on the living wage accreditation in partnership with Aberdeen City to maximise uptake.
- Continuation and good participation in Corporate Games by NHS G staff.
- Sustrans have been carrying out MOTs on bicycles.
- Sessions on the Cost of Living delivered in RCH and ARI. Feedback being collated. If specific groups would like this that it can be organised.
- RE www.Myhealthyworkplace.net Any initiative that advertised in the Daily Brief had a higher hit rate

We Care Website Re-launched!

www.nhsgrampian.org/wecare

We Care along with our Corporate Communication colleagues have been reviewing the contents and layout of the We Care website in order to ensure it is as user-friendly as possible. The main aim was to confirm the support available, which is highlighted through the site, is accessible to all. With that, we are delighted to announce the launch of our newly revised website which you can access [here!](#) Information on wellbeing sessions, new resources and the current projects within We Care will all be available through the website going forward.

The tea and talk network, running bi-monthly for colleagues is encouraging attendees to become informal menopause champions through sharing their knowledge and resources they receive during these sessions to the wider work force.

Time Out for Wellbeing by Emma Condon:

- Time Out for Wellbeing was a 6-month project designed to engage all staff in an opt-in basis within Facilities and Estates
- Wellbeing opportunities was delivered online and face-to-face.
- 36 staff attended a bespoke Horseback UK initiative
- There was lower uptake than hoped. Summary report due out.

We welcome any feedback or comments about you or your teams wellbeing. [clicking here](#) takes you to the anonymous form or please scan the QR Code.

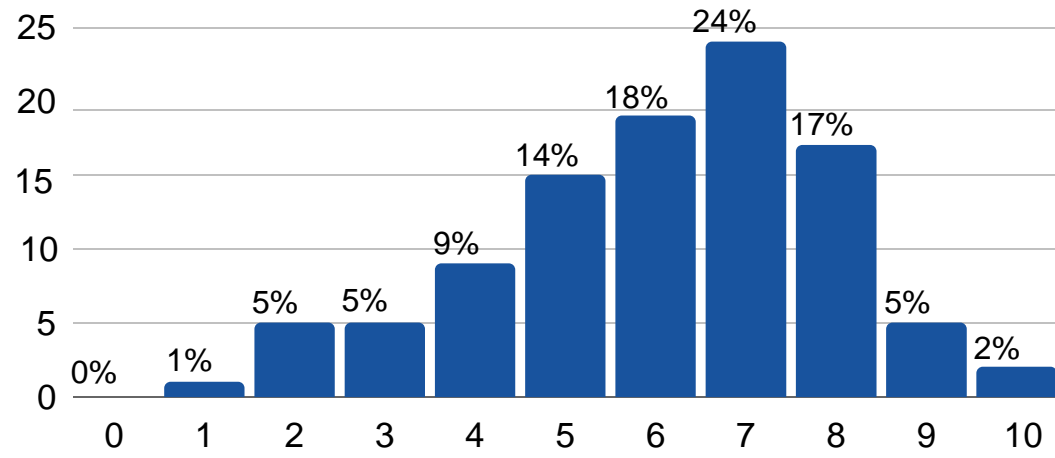


We Care Pulse Survey 4 Results



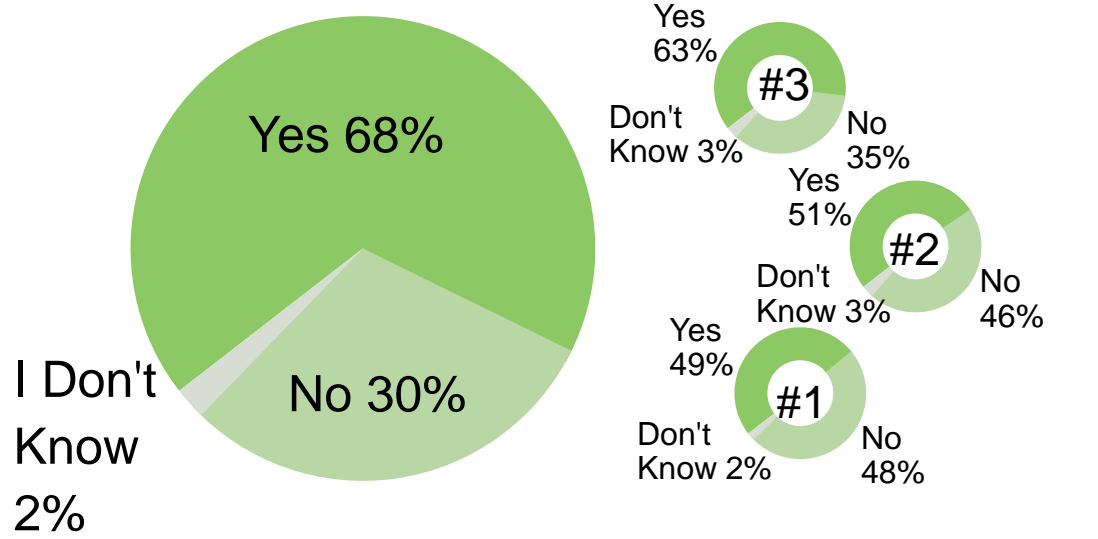
Thank you to the 1023 staff that took the time to complete the We Care Pulse Survey

On a scale of 0-10 (where 0 = worst, and 10 = best) where would you score your wellbeing now?



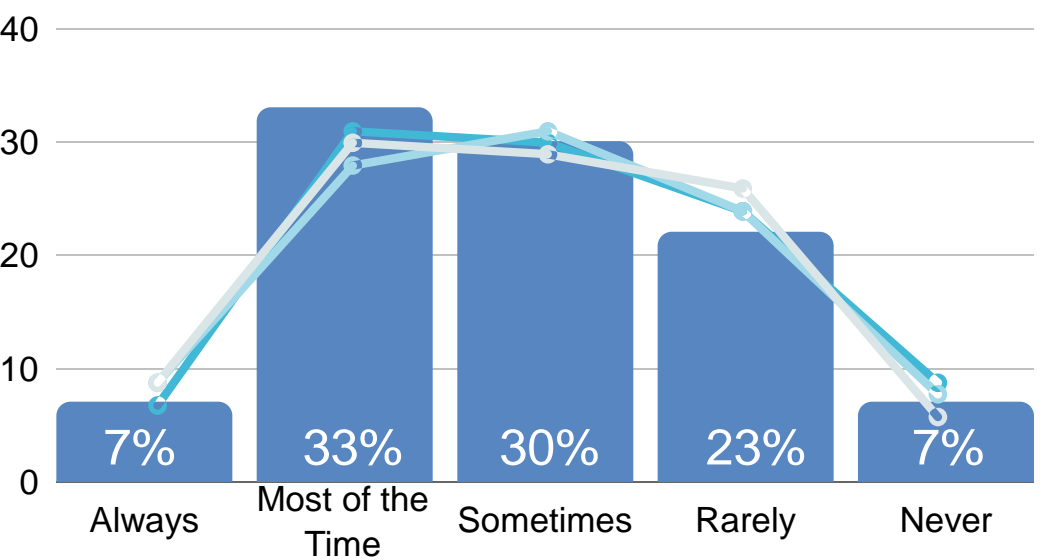
48% of you reported positive views of your wellbeing (scoring 7-10)
 32% reported moderate views (scoring 5-6)
 20% reported poor views (scoring 0-4).

In the past 3 months, have you had an occasion where you have worked despite not feeling well enough to perform your duties?



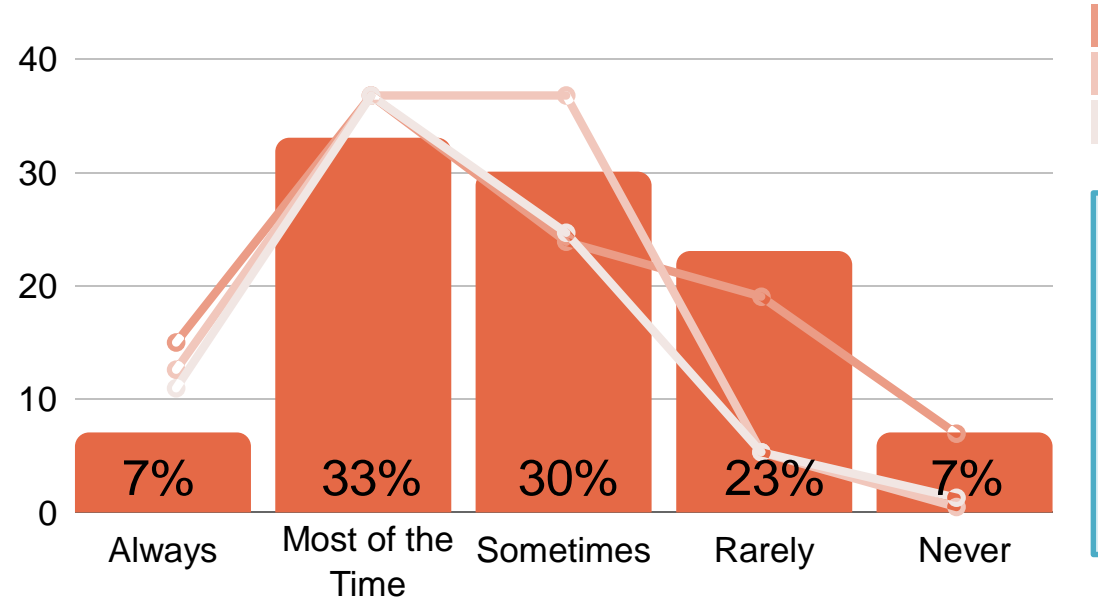
68% of you reported that you have worked despite not feeling well enough to do so, which is a higher percentage than previous surveys.

Do you feel that you take sufficient breaks throughout the working day?



30% of you reported that you rarely or never take sufficient breaks, which is similar to our previous Pulse Surveys.

How often do you feel "too tired" after work to enjoy the things you would like to do at home?

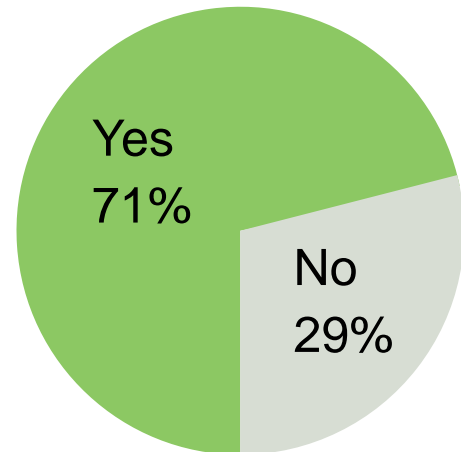


40% of you reported that you feel "too tired" after work always or most of the time, which is lower than previous surveys found.

We Care Pulse Survey 4 Results

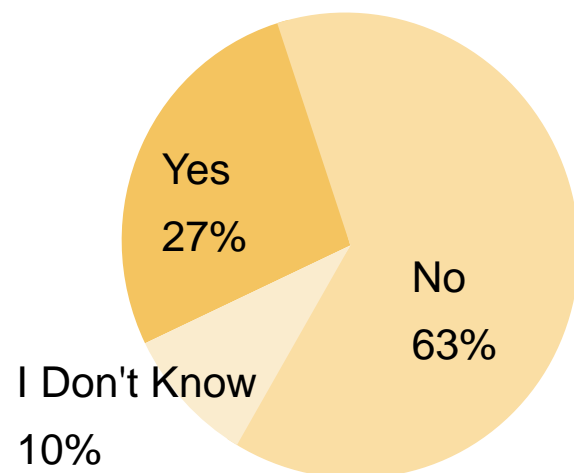


Are you aware of NHS Grampian's We Care programme of work?



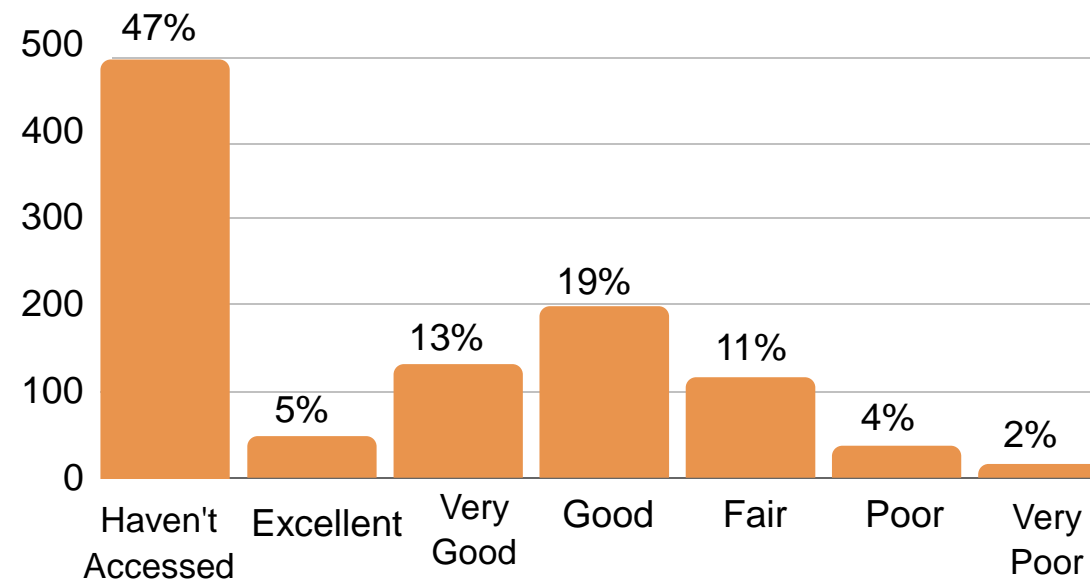
The majority of you reported you were aware of We Care and our programme of work.

Have you used/taken part in any of the resources or opportunities provided by any part of the organisation to support your wellbeing?



63% of you reported not taking part in any of the resources/opportunities provided - with the main reason for this being a lack of time. In addition, the top responses for resources you would like to see include increased management input/support; protected time; and ensured breaks.

What is your perception of We Care and the Wellbeing Resources on offer?



The majority of those who had accessed We Care and the wellbeing resources on offer, reported these to be positive.

This is an overview of what is planned, and underway in response to the needs highlighted in these results:

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 SLWG has been set up, chaired by GAPF and ACF to look at breaks, rest and recovery.

Management Support: This year, NHSG 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 -

www.nhsgrampian.org/wecare

We want We Care to work for you

[Click here](#) to complete our anonymous feedback form, and feel free to contact the team at any time via gram.wecare@nhs.scot.

