

•SUMMER 2023•

WE CARE NEWSLETTER

To sign up to the newsletter mailing list email-
grampian.wecare@nhs.scot

Throughout the newsletter you may see icons or sections underlined- Click on them for more info!

The We Care Newsletter has been running since September 2021 and we have been able to update and promote to you a range of different sessions and projects going on to support the health and wellbeing of all colleagues working across NHS Grampian and within the Health and Social Care Partnerships.

Now we would like to hear from you in terms of how useful you find the newsletter and what you would like to see captured going forward. There is a form available to capture your feedback which you can access [here](#) or by scanning the QR Code or, if you'd like, you can email us directly at gram.wecare@nhs.scot if you'd like to discuss your thoughts directly with the team.

Similarly, if there is an area of work that has been established within your team to support yours and your colleagues wellbeing which you think others may find useful then let us know so we can share the good practice with others!

Shaping the We Care Newsletter



HAVE YOU CHECKED OUT THE WEBSITE RECENTLY?

As mentioned in the previous edition of the newsletter, the We Care team have been reviewing the website to ensure it is as user-friendly as possible whilst aiming to make the support available as accessible and straight forward for colleagues looking for support.

Support Available

Find out what you can access



The We Care Journey

Learn about We Care



Horseback UK
Learn about the project



Schwartz Rounds
Learn about the project



Time Out for Wellbeing
Learn about the project



WE CARE PEER SUPPORTER
Learn about the project

With the Marketplace ready to launch within the next few weeks and Resource Packs soon to be uploaded, we would be delighted to hear about how you are finding the revised version of the website and what you would like to see more of in the future.



INTRODUCING THE YEAR OF THE MANAGER



2023 - 2024 is NHS Grampian's Year Of The Manager!

Have you heard any information on the Year of the Manager yet? Fiona Soutar, Organisational Development Manager provided an insight into what we can expect coming up from this area of work. . . Our plan is for a twelve-month focus on how managers and management are valued in NHS Grampian, and in enhancing opportunities for managers to network and access the resources and support they need to further develop their management skills and create a community of support for each other.

To develop our programme of activity we need the input of managers at all levels from across the system.



Our first Management & Leadership Forum takes place on MSTeams: Thursday 17th August from 10:30 - 11:20.



To join us and help shape this exiting work, please register your interest with emma.condon@nhs.scot. The calendar link will be sent out in early July. We expect the Management & Leadership Forum to meet monthly, so if you would like to be involved but are not able to join us for the first one, please also let Emma know [here](#).

We very much look forward to seeing you then.

Fiona Soutar and Linda McKerron



WHAT'S GOING ON?

Training sessions, webinars and events available within the next few months, click the links underlined for more information.



June

- 15 Jun: 08.00-08.30 Guided Journaling
- 15 Jun: 09.45-12.00 Menopause Awareness in the Workplace
- 20 Jun: 13.45-16.00 Wellbeing in the Workplace for Managers
- 21 Jun: 14.00-15.00 Staff Equalities Network
- 22 Jun: 08.00-08.30 Guided Journaling
- 23 Jun: 12.30-13.30 Spaces for Listening
- 27 Jun: 17.00-17.30 Guided Journaling
- 29 Jun: 08.00-08.30 Guided Journaling
- 29 Jun: 09.00-10.00 Spaces for Listening
- 29 Jun: 10.00-11.00 Menopause Awareness in the Workplace Male Session
- 29 Jun: 15.00-16.20 Culture Collaborative Open Forum

July



- 03 Jul: 14.00-15.30 Recovery in Mental Health
- 04 Jul: 14.00-16.00 Promoting Resilience
- 04 Jul: 17.00-17.30 Guided Journaling
- 05 Jul: 13.45-16.00 Wellbeing in the Workplace for Managers
- 11 Jul: 10.00-11.30 Relaxation Workshop
- 11 Jul: 17.00-17.30 Guided Journaling
- 12 Jul: 13.45-16.00 Psychological Safety
- 17 Jul: 10.00-11.30 Stress Awareness
- 18 Jul: 10.00-11.30 Recovery in Mental Health
- 18 Jul: 17.00-17.30 Guided Journaling
- 19 Jul: 14.00-15.00 Staff Equalities Network
- 20 Jul: 08.00-08.30 Guided Journaling
- 24 Jul: 10.00-12.00 Promoting Resilience
- 25 Jul: 14.00-15.30 Relaxation Workshop
- 25 Jul: 17.00-17.30 Guided Journaling
- 27 Jul: 08.00-08.30 Guided Journaling
- 31 Jul: 11.00-12.20 Culture Collaborative Open Forum
- 31 Jul: 14.00-15.30 Stress Awareness

In order to register to join the Culture Collaborative Open forum, please email gram.culturematters@nhs.scot

Similarly to register to receive invites to the Staff Equalities Network, please email gram.staffequalities@nhs.scot



All underlined items will take you through to the booking links or contacts to email requests to book onto. Don't forget you can now search 'We Care' onto Turas to have all sessions linked to wellbeing come up on the one page for ease. Or simply click on the underlined sessions. All wellbeing sessions under We Care on Turas can be accessed by all colleagues by registering with Turas



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 our colleagues are feeling, factors impacting wellbeing and areas that colleagues felt were important to focus on. This time, we were also able to compare some of our results with previous Pulse Surveys which can help us to understand overall trends.

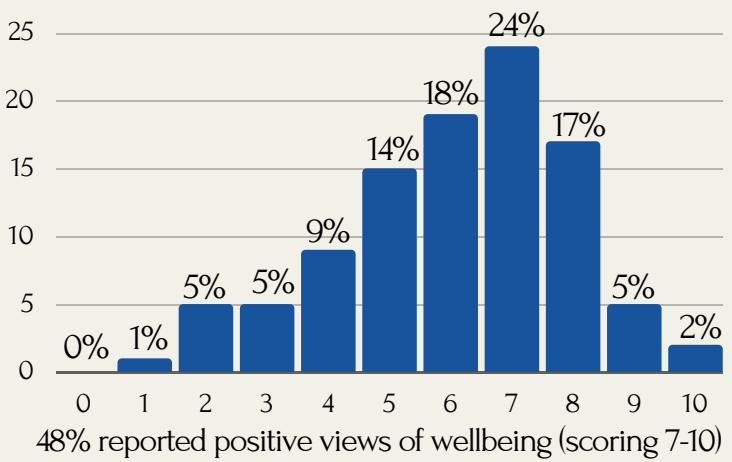
We have also been able to identify some key areas which we will continue to focus on or develop going forward, which include increasing awareness; taking breaks; management support and wellbeing resources.

We have more information about the We Care programme, and the Wellbeing support available, on our website. We are also always keen to hear any feedback on these survey results, or about our programme of work. You can do this either by contacting us (gram.wecare@nhs.scot) or our [anonymous feedback form](#).

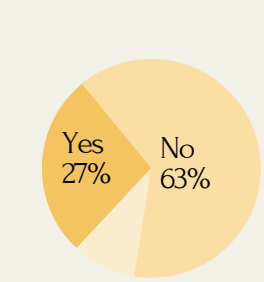
Follow this link for more of our results



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

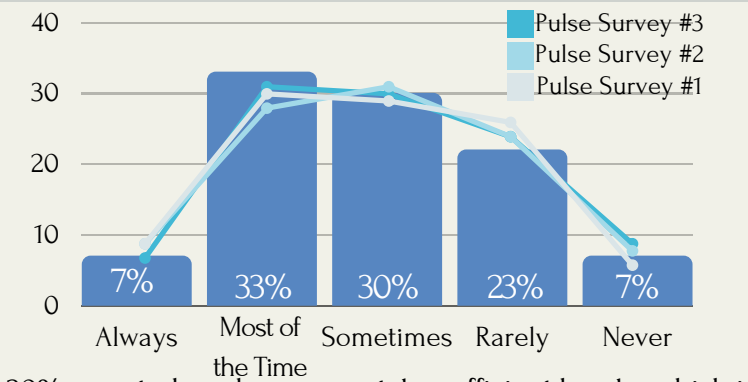


Have you used/taken part in any of the resources or opportunities provided by any part of the organisation to support your wellbeing?



63% reported not taking part in any of the resources/opportunities provided - the main reason reported was 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.

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



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

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 -

Get in touch and have your say



We Care are here to support you and we aim to be as accessible as possible. In order to make wellbeing sessions as accessible as possible, you can now find all wellbeing sessions sitting on [The We Care Turas Page here](#)



We would appreciate your feedback and suggestions on what matters to you and your team so please feel free to get in touch with us via the [We Care Email](#), or contact us through [The We Care Anonymous Feedback form](#) or scan here.

SCAN ME



WELLBEING SESSIONS AVAILABLE FOR TEAMS



<p>30 Sessions with 516 attendees</p>  <p>Information Sessions</p> <p>A 30-minute Information Sessions established to deliver, co-ordinate and enhance staff wellbeing.</p>	<p>9 Sessions delivered</p>  <p>Wellbeing Consultations</p> <p>A 1-hour Wellbeing Consultation for teams to consider their wellbeing needs.</p>	<p>40 Sessions with 860 attendees</p>  <p>Kindness Method Sessions</p> <p>Designed to guide staff through exploring the stress bucket, discuss signs of stress and consider ways to support a culture of wellbeing and support.</p>	<p>268 Sessions with 2718 attendees</p>  <p>Wellbeing Sessions delivered via Turas</p> <p>17 Wellbeing sessions currently sit under the We Care umbrella on Turas Learn.</p>
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We Care have developed a range of different sessions which aim to support teams looking for additional ways to focus on their wellbeing and explore useful resources and training available. To learn more or to discuss arranging a session for your team please get in touch via the [We Care Email](#) at gram.wecare@nhs.scot

Are you on Social Media? To keep up to date with all things We Care, check out our Social Media Platforms or why not tag us using the hashtag #GrampianWeCare and let us see what you're doing to support yours and your team's wellbeing!

Last but not least, don't forget you to subscribe to our Bi-Monthly Newsletter and our Resources Subscription by emailing gram.wecare@nhs.scot



- INSTAGRAM**
262 Followers with 23% more accounts engaged with than in April '23
- TWITTER**
668 Followers and 18.7K increase to impressions
- FACEBOOK LIKES**
295 Likes
- FACEBOOK FOLLOWERS**
389 Followers with 4.6k accounts reached
- WEBSITE**
The We Care Website had 608 views during the month of May with 85% viewing through a desktop

 Twitter: [@GrampianWeCare](https://twitter.com/GrampianWeCare)
 Instagram: [@GrampianWeCare](https://www.instagram.com/GrampianWeCare)
 Facebook: [@GrampianWeCare](https://www.facebook.com/GrampianWeCare)