

The Big Conversation



Feedback Fridays:

The Big Conversation Newsletter

Issue 06: 11th August to 18th August

The Big Conversation

We are incredibly grateful for all your energy, thoughts and contributions to the Big Conversation. Let's keep the conversation going! We can see the key themes emerging from our conversations so far are [Workforce](#), [Education](#), [Culture](#), [Wellbeing](#), [Focus on Patient Care and Quality](#), and [Professional Identity](#). Do these themes feel right to you? Tell us more – let's keep talking.... Look out for our roadshows or join us at our Key Theme Forums. Let's look at these themes together; use your voice to influence and create the vision for nursing and midwifery in NHSGGC.



The Big Conversation

This week, Senior Charge Nurse Mhairi Stirrat held a local event at the RHC Outpatients Department. Here's what she had to say about it:

"We held the event on Thursday 10th August, following one of the roadshows (held at) the RHC. I encouraged my staff to attend this – and what a response (we) got.

This then triggered me to (host) a local event within the department to encourage conversation. I decided to have personalised cupcakes and tea and coffee for the event and the response again was sensational.

The staff were honest and I was a listening ear to all. I created a post box for their feedback sheets (which) was a good way to collect their honest answers.

This empowered me as the Senior Charge Nurse to listen to their views and to try and take change forward for the better. Fantastic event – all staff deserve to be heard."

Mhairi and the RHC Outpatients Team captured some of their event and have kindly shared this video – you can watch this [here](#).

Thank you and please keep talking

We're so grateful to everyone who has taken the time to share their thoughts so far. Your feedback is essential to shaping the future of nursing and midwifery across NHSGGC.

If you haven't had a chance to respond yet, please do so by the 25th of August. Remember that you can fill this in as an individual, or as a group with a collated response; and it's OK to be involved in several conversations, so please get involved today!

You can fill out a feedback form online via the feedback form on StaffNet or by scanning the following QR code.

We need to hear from as many nurses and midwives as possible to make sure we get a true picture of what matters to you and our priorities for the nursing and midwifery strategy moving forward.



Further Feedback to the Big 3 Questions:



The themes of feedback received this week have included:



Q1



"Proud to have contributed during covid pandemic. "

"How does it feel to be a nurse/midwife right now?"

"I enjoy it. Stressful at times due to high patient numbers and staff shortages."

"How does it feel to be a nurse/midwife right now?"



"The positive - being valued by members of public and patients."



"How does it feel to be a nurse/midwife right now?"

"Current climate is better than last few years. Still on recovery phase. Feels like support and inclusion could be improved on"

"How does it feel to be a nurse/midwife right now?"



"What are your 3 priorities for the future of nursing & midwifery in GGC?"
"**Inclusion in decisions about job, to stay in job employed to do and not moved on daily basis, recruitment into nursing**"
"**To be valued, to be treated fairly, my hard work to be recognised**"
"**To ensure a high standard of patient care, to support colleagues, to improve service**"

"What are your 3 priorities for the future of nursing & midwifery in GGC?"
"**Supporting and encouraging our teams - this will help staff morale, staff retention and inevitably much better working environments. "**
"**Prioritise basic nursing care again for student nurses and stop pretending they will be ANPs/ CNSs within a year of qualifying. Stop universities enrolling NQN nurses and Band 5 nurses on advanced practice courses – these courses should be a minimum band 7 pay grade and it is pushing the profession and advanced practice back decades. "**
"**Digitalising healthcare more in Scotland as being paper based or "paper light" is not as effective "**

Q2

Q3

"How will we work together to move these priorities forward?"

"Large needs assessment of staff in every sector. Honest responses taken seriously. Look at different funding streams to fund key staff e.g. private sector.

"Free health care for staff, better working conditions, free parking at work"

"Nurses are the most safety critical staff in the NHS - we need to value them and show compassion - we need to re-evaluate nursing roles properly so nurses are paid what they should be as this will help with retention"

"How will we work together to move these priorities forward?"

"Increased funding for nurse education or creation of more "in house" teaching, clinical supervision for nursing staff of all bandings, encouraging reflection/reflective discussion around difficult cases."

"Try hard to have team spirit and remind ourselves daily we are trying our best "

"All health care professions being included in discussions"

Thank You and How to Find Out More

It's great to hear from the champions on why this work is important to them; and we encourage you to take a moment to listen as well.

We also encourage you to record and forward your own video to us, so that we can share why this work is important to *you* with your nursing and midwifery colleagues.

Lastly, there's also a PowerPoint presentation available for all staff to access which provides detailed information on the purpose and aim of *The Big Conversation*. You can access this presentation [here](#).

What else is happening?

The Big Conversation weekly newsletters will continue to keep you updated over the next couple of weeks and we would ask you all to please encourage colleagues to read this and share it widely in your organisations.

What Comes Next?

We are holding a Roadshow on Friday afternoon at The New Victoria Hospital in the atrium from 1pm to 3pm. You are very welcome to come along and join us as we move forward to the next phase of the conversation, to understand more about what staff want the future of nursing and midwifery to look like across NHSGGC.

Please keep talking and sharing your ideas and opinions – in chats with your colleagues; and through the [feedback form on StaffNet](#), the postcards we wrote to you about in last week's issue, or via our email address: ggc.bigconversationsfeedback@ggc.scot.nhs.uk.

The Big Conversation ends on the 25th August.



We look forward to continuing to listen to and learn from your feedback.

We're here. We're listening. Join *The Big Conversation*.



Thank you.

