



The Big Conversation



Feedback Fridays:

The Big Conversation Newsletter

Issue 18:19th January 2024- 2nd February 2024.

The Big Conversation Key Themes- Workforce



Welcome to our first themed edition of The Big Conversation Newsletter. This issue will be dedicated to the theme of Workforce. We will take a closer look at all of your feedback from this area and make some suggestions of things you can implement locally to improve the Workforce theme in your area. Read on to find out more....



WORKFORCE QUOTES

As you will be aware Workforce was a key theme during our conversations. Below is a small sample of direct quotes from what you told us around this theme. We have used this feedback to work up some ideas of how we can work together to build on and improve our workforce within NHS GGC.



The next two pages will further look at your feedback and make some suggestions of how we can work together to improve Workforce across NHS GGC. We hope you will recognise some of the ideas and that our ideas about changes we can make will be useful for you and will help you and your teams to begin considering how you can implement some of this locally in your area. We are feeding all of this into the Nursing and Midwifery strategy development and would like your feedback. Please feel free to send us your feedback and thoughts via our email – ggc.bigconversationsfeedback@ggc.scot.nhs.uk.



Workforce

Recruitment

“Recruit! Recruit!
Recruit! “

Retention

“To retain staff we
have to invest in them “

What Matters to staff...

- Having the right amount of staff in place
- Recruitment has staff involvement, its values based and gets people into post quickly

- Promoting the positives of nursing to attract more staff into the profession using various forms of media
- Making the range of different role specialities more widely known. - e.g. promote day in the life' on website and in newsletters .
- Recognising nursing achievements both within and without the organisation e.g. in local press and publications

- Rewarding staff for long service

- Having a stable, consistent work base
- If staffing is reduced, then the expectations and pressures need to be reduced .

- Having peer support - buddy systems
- Training and support for NQNs, NQMs and students to encourage them to stay
- Better induction processes for all students - more consistency needed.

- Clinical Supervision as standard

- More family friendly working hours – flexibility to co at team/local level.

- Improved access to occupational health appointments to support staff return to work

Ideas for action

Working with HR colleagues to review current recruitment approaches within Nursing and Midwifery. Including:

1. Involving front-line staff in recruitment drives
2. Reviewing recruitment processes to influence how user friendly and efficient they are
3. Promoting the positives of Nursing and Midwifery and variety of roles and widen the access
4. Promoting values based recruitment

Develop a day in the life of resources on staff net Nursing and Midwifery site and actively use for recruitment purposes.

Building upon the long service award system to specifically celebrate Nursing and Midwifery services.

Implementing Health and Care (Staffing) (Scotland) Act 2019

Ensuring that all Nursing and Midwifery staff have equal access to peer support eg. buddy system and preceptorship.

Ensuring that all new staff (including students) have a robust and comprehensive induction programme.

Setting up a board wide nursing and midwifery system for Clinical Supervision.

Working with HR colleagues to review family friendly working hours. Including:

Training for managers

Promoting a family friendly culture

Introduce more flexibility between service demands and rotas

Working with occupational health colleagues to develop a streamlined, mutually agreed process for staff to return to work



Workforce

Students

“It feels nerve wracking there is a big step between students and NQ’s “

Education

“More Job opportunities, protected education and training time “

What Matters to staff...

- Having a university curriculum that balances academic and clinical content
- Connected Relationships between academic leaders and students in a clinical Setting

- Narrowing the skill gap between student and qualified nurses
- Reviewing the gaps in clinical skills practice for some cohorts. This has been variable due to COVID

- Having more protected time for training courses, CPD, Learnpro etc.
- Working in a more structured way similar to other disciplines e.g., psychiatry to factor in training and wellbeing time.
- Education and training opportunities available & accessible to all – those who want to enrich the role they are in and those who wish to apply for promoted posts – ensure all are catered for.
- Flexible career framework
- Clearer structure in career pathways e.g access to qualification/training courses after 2 years.

Ideas for action

Engaging with Higher Education Institutions (HEI), PEFS and students to influence curriculum content as able.

Discussing with HEI equitable support for all clinical placements e.g., visiting wards and communicating directly with nurse leaders and frontline nursing staff who are hosting students when on placement.

Increasing visibility of PEFs on wards - particularly for final 3rd year placements.

Ensuring that all new staff (including students) have a robust and comprehensive induction period

Utilising the Flying Start programme to support these cohorts.

Exploring transition models used in other areas- e.g. NHS Lothian offer final year band 4 part-time roles

Developing a process to facilitate protected time for education which is equitable to all Nurses and Midwives.

Allocating every Nurse and Midwife protected time to have an annual conversation with line managers around objectives and PDP opportunities and Mid-year reviews.

Developing an online comprehensive and up to date catalogue of available education & training opportunities available to inform PDP discussions with line managers.

Ensuring funding opportunities are advertised widely – open and accessible to all staff.

Developing flexible approaches to gaining insight & experience by working across departments available in a structured way – system in place to facilitate this

Developing a flexible career framework and a culture that supports staff development opportunities across Nursing and Midwifery Families

Implementation of interdepartmental clinical placement. To allow staff to widen their experience.

Enhance educational opportunities through development of career pathways within specialities to assist retention



OUR NEXT ISSUE....

Our next issue will look at the theme of wellbeing. We once again ask for your help. Have you recently adapted or piloted something in your area linked to wellbeing? Or does your team have a story around this theme you would like to share? Tell us about [here](#) or by scanning the QR code form below to be featured in our Wellbeing edition.



MOVING FORWARD – WHAT’S NEXT

We are starting to plan future Champions sessions to understand what you have been doing in your local areas to promote ongoing Conversations – these dates will be released soon for March.

Future Roadshows will take place and will support the launch of the strategy as well as discussions about what you are doing locally – if you would like a roadshow locally please let us know via ggc.bigconversationsfeedback@ggc.scot.nhs.uk.





While we continue developing the Nursing and Midwifery Strategy, we ask for your continued support and would like you to keep sharing this newsletter and keeping the conversations going through your team meetings and professional groups. The opportunities that this project has created for staff to engage with each other are too valuable to lose. Let's keep The Big Conversation going!

Thank You and How to Find Out More

Lastly, there's a PowerPoint presentation available for all staff to access which provides the key themes in addition to the initial slides which give detailed information on the purpose and aim of *The Big Conversation*. You can access the presentations at the following links:

[The Big Conversation - What is it all about?](#)

In addition, we have created a slide deck of resources:

[Big conversation Resources](#)

How to Get Involved?

Please keep talking and sharing your ideas and opinions – in chats with your colleagues, or via our email address: ggc.bigconversationsfeedback@ggc.scot.nhs.uk. Please get in touch with us at ggc.bigconversationsfeedback@ggc.scot.nhs.uk or via the feedback form on

The Big Conversation is moving forward....

Please continue to check Staff net for updates on The Big Conversation. Our newsletters have now moved to fortnightly the next one will be **on the 16th of February**.

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



Thank you.

