

**Daily update**

**(10 June 2025, 4.10pm)**

Topics in this Core Brief:

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      iMatter 2025 – You Said, We Did

      Become a Peer Champion for vaccination!

      Let’s talk about... Caring beyond the clock: Resources for staff navigating caregiving at home

* Success Register

**NHSGGC Equal Pay Statement 2025**

NHS Greater Glasgow and Clyde is committed to closing the gender pay gap in our organisation and ensuring equal pay for equal work. Guided by the Equality Act 2010 and the Public Sector Equality Duty, we are dedicated to promoting fairness and equity in our workplace.

In April 2025, NHSGGC published its [Equal Pay Statement](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.nhsggc.scot%2Fdownloads%2Fnhsggc-equal-pay-statement-2025%2F&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514795929%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=Vph5WjFipgC0KaUKIpyrSeNpjLsgJKegJS4LL7ehlBs%3D&reserved=0), showing a 5 percentage point decrease in our mean gender pay gap since 2017, now standing at 13%. This reflects our commitment to transparency and equal pay practices. However, we recognise that challenges persist, particularly for women with disabilities and women from ethnic minority groups.

The gender pay gap remains significant in Scotland, with women earning 6.6% less than men in full-time roles and 26.9% less in part-time roles. This is influenced by factors like occupational segregation, lack of flexible working and biases in recruitment and pay systems.

**Equally Safe at Work and Cut It Out Programmes**

NHSGGC is working to create a gender-sensitive, harassment-free workplace through two key initiatives: the [Equally Safe at Work](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.equallysafeatwork.scot%2F&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514823312%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=yekjQ%2F7MpM4W5FCkiKl6kd5F2CSmcodahaeDBiZSe%2BY%3D&reserved=0) accreditation programme and our [Cut It Out](https://scottish.sharepoint.com/sites/GGC-Staffnet/SitePages/New-campaign-encouraging-staff-to-work-together-to-cut-out-harassment.aspx?CT=1736266289196&OR=OWA-NT-Mail&CID=e7b579af-5bb2-be80-8c29-b5b1d850216d&SafelinksUrl=https%3a%2f%2fscottish.sharepoint.com%2fsites%2fGGC-Staffnet%2fSitePages%2fNew-campaign-encouraging-staff-to-work-together-to-cut-out-harassment.aspx&xsdata=MDV8MDJ8THluLlN0aXJsaW5nQG5ocy5zY290fGY4ZGQ5OGM0ZDVlNjQ0NjM3YjU0MDhkZGE4MmVlMDg3fDEwZWZlMGJkYTAzMDRiY2E4MDljYjVlNjc0NWU0OTlhfDB8MHw2Mzg4NTE2NDE1MTQ4MzYyNDB8VW5rbm93bnxUV0ZwYkdac2IzZDhleUpGYlhCMGVVMWhjR2tpT25SeWRXVXNJbFlpT2lJd0xqQXVNREF3TUNJc0lsQWlPaUpYYVc0ek1pSXNJa0ZPSWpvaVRXRnBiQ0lzSWxkVUlqb3lmUT09fDB8fHw%3d&sdata=REhLMEtjWVJiTDFsUlBhUEY3bnFNblgxVXpLb2NUOW1pc2xzbUpjNFJ3dz0%3d) anti-sexual harassment programme. Equally Safe at Work, a national initiative led by Close the Gap, helps organisations address barriers women can face in recruitment, progression and flexible working. The Cut It Out programme was established to help build confidence in those who have seen or experienced any kind of harassment to be able to recognise and report it and to make clear our zero tolerance approach to sexual harassment.

NHSGGC is committed to continuous improvement in gender equality. We will regularly review our policies, enhance staff training, and participate in national initiatives to ensure a supportive and equitable workplace for all.

Support and advice are available to any member of staff who has experienced harassment:

1.   Line Management

2.   Bully & Harassment Confidential Contacts – [Confidential Contacts - NHSGGC](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.nhsggc.scot%2Fstaff-recruitment%2Fstaff-support-and-wellbeing%2Fspeak-up%2Fconfidential-contacts%2F&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514847153%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=IZJU1ckpof9xpfbY75nAze%2FP4tdXmXQwfAxvwHzllDA%3D&reserved=0)

3.   [HR Support & Advice Unit](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.nhsggc.scot%2Fstaff-recruitment%2Fhrconnect%2Fcontact-hr-support-advice-unit%2F&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514861586%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=5mab%2BJ%2BUgMlCePnZjQMoax459Ay0ajcTUVbRdPxp5XU%3D&reserved=0) – contact them via the [HR Self Service Portal](https://nhsnss.service-now.com/ggc_hr) or calling 0141 278 2700 (Option 2) if your enquiry is urgent or you would prefer to talk to an HR Assistant.

4.   You can also contact our anonymous Bullying and Harassment helpline on 0141 201 8545

5.   Speak Up! - [Speak Up! - NHSGGC](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.nhsggc.scot%2Fstaff-recruitment%2Fstaff-support-and-wellbeing%2Fspeak-up%2F&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514874397%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=raNd15UMuHlWTES8WPUSPKsxfCQvBGOWP8TEvsEvpN4%3D&reserved=0)

6.   Spiritual Care Services - [Spiritual Care and Chaplaincy Service - NHSGGC](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.nhsggc.scot%2Fhospitals-services%2Fservices-a-to-z%2Fspiritual-care-and-chaplaincy-service%2F&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514888767%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=j0MqJaig%2Fmx7AZqN236SFYcX0rO%2FatY1BsKUN9cMN6s%3D&reserved=0)

7.   Occupational Health Services - [Mental Health and Wellbeing - NHSGGC](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.nhsggc.scot%2Fstaff-recruitment%2Fhrconnect%2Foccupational-health%2Fmental-health-and-wellbeing%2F&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514901007%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=DwL9jI3L6dBFBQMaXcWU8vUqfgWfTMPMRvN65njEFdQ%3D&reserved=0)

8.   Peer Support Network - [Peer Support Network - NHSGGC](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.nhsggc.scot%2Fstaff-recruitment%2Fhrconnect%2Foccupational-health%2Fpeer-support-network%2F&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514911730%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=Rhof4CZVyum%2B6JmOl9X5a8Ib66PBkmnI%2F7WSyruInRI%3D&reserved=0)

9.   Civility Saves Lives - [Home | Civility Saves Lives](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.civilitysaveslives.com%2F&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514923209%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=aa6VlvItHtr7HIf1e%2Bc9hGn3Ihgd0rfOEtUHwpGvQbM%3D&reserved=0)

1. The SARC Service - [Turn to SARCS](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.nhsinform.scot%2FSARCS&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514935178%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=t9frvU6r1ETf8%2FbdlKgy%2Fix5OB9qLSfeISLe3wnwMe4%3D&reserved=0)



**iMatter 2025 – You Said, We Did**

Thank you so much for your responses so far in the iMatter questionnaire - we have received over 21,500 responses to date. There is still time to submit a response if you are in Cohort two – look out for your link!

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| --- |
| **Current NHSGGC Response Rate: 43%** |
| **Cohort One** | **Cohort Two** |
| Survey closed on 9 June 2025 | Survey closing on 17 June 2025 |
| APF JOCHR & OD DirectorateBoard Nurse DirectoratePublic HealthCorporate ServicesOral Health DirectorateSpecialist Children’s ServicesAcute Services SMT | East Dunbartonshire HSCPNorth SectorEstates and Facilities DirectorateCorporate Communications and Public EngagementRegional ServicesWest Dunbartonshire HSCP | DiagnosticsFinanceBoard Medical DirectorateEast Renfrewshire HSCPeHealth DirectorateSouth Sector | Renfrewshire HSCPGlasgow City HSCPWomen & Children's ServicesInverclyde HSCPClyde SectorOut Of Hours |
|  |  |  |  |

The survey is managed by an independent company, ensuring that all responses remain **anonymous**. Individual feedback is not shared with anyone at NHSGGC. Keep an eye out for your questionnaire link, and if you have any questions about completing it, please reach out to your line manager.

Your feedback is invaluable—share your views and help us create a **Better Workplace** together!

**Did You Know?**

There is a National iMatter website which provides lots of information in relation to the background of iMatter, as well as videos explaining the different roles in iMatter – including as a team member. Please check out [iMatter](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.imatter.scot%2F&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514947358%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=%2BLvO1ZqZqt%2FTCUxzGinkWSJtjesSifrl5F2ZT60nwrE%3D&reserved=0) for more information and remember to visit our NHSGGC [HR Connect page](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.nhsggc.scot%2Fstaff-recruitment%2Fhrconnect%2Fimatter%2F&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514959639%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=4tgPZEIB3z6h%2BB%2BYT9fmh2DD946xD%2BFSq%2F8IDG3ypVc%3D&reserved=0) for further details on local implementation.

**Become a Peer Champion for vaccination!**

We are seeking expressions of interest from staff who would like to serve as Peer Vaccination Champions within NHSGGC during the autumn/winter campaign 2025/26.

This voluntary role is an opportunity to support colleagues by promoting informed decision-making around vaccination. Peer Champions will act as approachable points of contact, helping to share accurate information, address questions, and foster a supportive environment for open dialogue.

If you are interested in contributing to the health and wellbeing of our workplace community, please contact shona.macleod7@nhs.scot for further information or to express your interest.

**Let’s talk about... Caring beyond the clock: Resources for staff navigating caregiving at home**

This week is Carer’s Week (9 – 15 June), so this month we invite you to join our Staff Wellbeing Webinar focusing on our staff who also have caregiving responsibilities at home.

Being a carer can be overwhelming, and with the additional stresses of work it can feel like we’re carrying the weight of the world on our shoulders. But you don’t have to go through it alone! In this session we will explore what strategies, resources and support can help us juggle work with caregiving, so that you can feel better as a carer and at work.

Come to this 20-minute staff wellbeing webinar to find out what help is available, and to remind yourself that as a carer you are not alone!

**Wednesday 25 June, 11.00am – 11.20am, MS Teams**

[**Book your spot now**](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Flink.webropolsurveys.com%2FEventParticipation%2FEventPublic%2F4d32fb4d-893b-4b06-a055-b9ac63c1d698%3FdisplayId%3DUni3249880&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514971801%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=M%2Bg4fWklHd%2F%2FivIslTF9y5flKM9i5tKQFyJJVCbQBv8%3D&reserved=0)

Sign up for our other upcoming webinars:

[Let’s talk about... Self-care](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Flink.webropolsurveys.com%2FEventParticipation%2FEventPublic%2F6c5b479f-4a06-4657-bca1-9bbe374b752f%3FdisplayId%3DUni3249901&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514984601%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=yLXLIAkW%2FKYhaV0vyI5bWUHy7mUc6dSomyTRv2ewt3U%3D&reserved=0)

[Let’s talk about… Sexual health](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Flink.webropolsurveys.com%2FEventParticipation%2FEventPublic%2Fa039dae6-121c-4cc8-bec3-e3e2adfaa9e8%3FdisplayId%3DUni3249966&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641514995921%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=lgJqrVRJOGgdbxsQmB1yXSjcC6OR1SP5bJ2MVQin%2F8A%3D&reserved=0)

[Let’s talk about… Suicide prevention](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Flink.webropolsurveys.com%2FEventParticipation%2FEventPublic%2Fb226fee4-a7f2-447e-a411-03d77fbd86b1%3FdisplayId%3DUni3249982&data=05%7C02%7CLyn.Stirling%40nhs.scot%7Cf8dd98c4d5e644637b5408dda82ee087%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638851641515029538%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=6wzvfIPf4W85bsCDNCjOduj54H%2FSOV5OTc6JDz0wEHA%3D&reserved=0)

Recordings of past webinars can be watched on SharePoint:
[GGC - Let's talk about... Staff Wellbeing Webinars - Home (sharepoint.com)](https://scottish.sharepoint.com/%3Au%3A/r/sites/Let%27stalkabout...StaffWellbeingWebinars/SitePages/LearnHome.aspx?csf=1&web=1&e=HBbLE0&xsdata=MDV8MDJ8THluLlN0aXJsaW5nQG5ocy5zY290fGY4ZGQ5OGM0ZDVlNjQ0NjM3YjU0MDhkZGE4MmVlMDg3fDEwZWZlMGJkYTAzMDRiY2E4MDljYjVlNjc0NWU0OTlhfDB8MHw2Mzg4NTE2NDE1MTUwNDI1MDR8VW5rbm93bnxUV0ZwYkdac2IzZDhleUpGYlhCMGVVMWhjR2tpT25SeWRXVXNJbFlpT2lJd0xqQXVNREF3TUNJc0lsQWlPaUpYYVc0ek1pSXNJa0ZPSWpvaVRXRnBiQ0lzSWxkVUlqb3lmUT09fDB8fHw%3d&sdata=RlZCVnFBWktTZ0J2aytFY1I3NFNLaFpFbHUxNTdGL2JPWVI1bUk1Y2t3MD0%3d)

**Success Register**

The Success Register is the way to recognise your colleagues across NHSGGC by sharing, nominating or highlighting instances of excellence, best practice or innovation.

The Success Register has itself been a great success with over 18,000 visitors and over 100 examples from Colleagues [Sharing Success](https://scottish.sharepoint.com/sites/GGC-SuccessRegister/SitePages/Sharing-Successes.aspx?xsdata=MDV8MDJ8THluLlN0aXJsaW5nQG5ocy5zY290fGY4ZGQ5OGM0ZDVlNjQ0NjM3YjU0MDhkZGE4MmVlMDg3fDEwZWZlMGJkYTAzMDRiY2E4MDljYjVlNjc0NWU0OTlhfDB8MHw2Mzg4NTE2NDE1MTUwNTE0Mjd8VW5rbm93bnxUV0ZwYkdac2IzZDhleUpGYlhCMGVVMWhjR2tpT25SeWRXVXNJbFlpT2lJd0xqQXVNREF3TUNJc0lsQWlPaUpYYVc0ek1pSXNJa0ZPSWpvaVRXRnBiQ0lzSWxkVUlqb3lmUT09fDB8fHw%3d&sdata=SkFzdGt6dmxaempYLzJZVmI2dktWRXRkRVhZZWN0bFB0VFJKbktnSFVkcz0%3d) of Successful Implementation of new ways of working, successful projects completed and innovative approaches to the challenges in and around Greater Glasgow and Clyde.

There has also been tremendous engagement and connections from our colleagues by way of [Colleague Recognition](https://scottish.sharepoint.com/sites/GGC-SuccessRegister/SitePages/Colleague-Recognition.aspx?xsdata=MDV8MDJ8THluLlN0aXJsaW5nQG5ocy5zY290fGY4ZGQ5OGM0ZDVlNjQ0NjM3YjU0MDhkZGE4MmVlMDg3fDEwZWZlMGJkYTAzMDRiY2E4MDljYjVlNjc0NWU0OTlhfDB8MHw2Mzg4NTE2NDE1MTUwNTg2MDZ8VW5rbm93bnxUV0ZwYkdac2IzZDhleUpGYlhCMGVVMWhjR2tpT25SeWRXVXNJbFlpT2lJd0xqQXVNREF3TUNJc0lsQWlPaUpYYVc0ek1pSXNJa0ZPSWpvaVRXRnBiQ0lzSWxkVUlqb3lmUT09fDB8fHw%3d&sdata=YUh2Nk1ROS9GN2pUMk5VbS80K1BHZ0loaCtXK3hMV3lLRHJ3aHF5WTA5VT0%3d) for their achievements, and thanks for their day-to-day efforts. We have had over 500 Colleague Recognition Certificates requested by staff to show appreciation and praise for their colleagues, peer to peer, across all directorates.

One such recent example of staff recognition is for Emma Gannon and Joan McAllister, Speech and Language Therapist and Clinical Support Worker based in Specialist Children’s Services at Stobhill, who was shared on the Success Register by their colleagues for their efforts with a worried family.

Emma and Joan were working with a family who had worries about their daughter’s development. Through working fully in partnership with the parents, exploring thoroughly what matters to the family and fully recognising the family as the experts in their child's life they were able to jointly get to what was underlying the developmental differences and empower the parents to manage those according to their family’s needs.

The parents felt moved to write to NHSGGC to talk about their experiences of the speech and language therapy service saying they were listened to; fully included; were presented with choices; experienced co production of a plan and were able to manage their child's health and wellbeing for now on their own, whilst knowing exactly where to contact the clinicians as they need to.

This example is truly realistic medicine in practice with full use of BRAN principles, person centred care and choice making.

From this we can look to ensure adequate clinical leadership and focus to develop speech and language therapy practice and confidence in line with realistic medicine

We'd love you to get involved by sharing your achievements and examples of success, simply visit: [The Success Register](https://scottish.sharepoint.com/sites/GGC-SuccessRegister?xsdata=MDV8MDJ8THluLlN0aXJsaW5nQG5ocy5zY290fGY4ZGQ5OGM0ZDVlNjQ0NjM3YjU0MDhkZGE4MmVlMDg3fDEwZWZlMGJkYTAzMDRiY2E4MDljYjVlNjc0NWU0OTlhfDB8MHw2Mzg4NTE2NDE1MTUwNjYwMDl8VW5rbm93bnxUV0ZwYkdac2IzZDhleUpGYlhCMGVVMWhjR2tpT25SeWRXVXNJbFlpT2lJd0xqQXVNREF3TUNJc0lsQWlPaUpYYVc0ek1pSXNJa0ZPSWpvaVRXRnBiQ0lzSWxkVUlqb3lmUT09fDB8fHw%3d&sdata=UWY4N0RLdHB4dXBvZGIwOWdiNjVuUkpJWmZ6eEtZdDU0VSt2WVl2amxGUT0%3d) (remember to click follow – top right hand corner – to get notified of all the latest updates).

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\*\*\*Staff are reminded to make sure their [personal contact details are up to date on eESS](https://nhsnss.service-now.com/ggc_hr).\*\*\*

**It is important to share Core Brief with colleagues who do not**

**have access to a computer.
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