

NHSGGC

Core Brief



Daily update
(17 October 2025, 11.55am)

Topics in this Core Brief include:

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- Health and Safety Policy
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- Acute Non-Routine Referral Pathway – TrakCare – **revised user guide**

Data Security Spotlight – Suspicious Communications

It is important to remember never to click on any links or open any emails or other messages which look even remotely suspicious. If you suspect you have received anything to your work email address containing malicious content you must report it to
spam@ggc.scot.nhs.uk

Health and Safety Policy

The Health and Safety policy has been reviewed. It has gone through a rigorous governance and partnership engagement process which has now been approved for circulation.

You can access the new Health and Safety Policy through the dedicated Safety Health and Wellbeing SharePoint and is available on the Health and Safety Policy page: [Health and Safety Policy](#)

Within the Health and Safety Policy is our Statement of Intent. This has been signed by the Chief Executive and Employee Director and is also available on the same page.

You are now encouraged to share with your teams and take some time to familiarise yourself with the content of the Health and Safety Policy. It is also aligned to the Safety Health and Wellbeing Roles and Responsibilities document for directors, managers and employees which are available on [Safety Health and Wellbeing Culture](#) page.

NHSGGC welcomes More than 500 newly qualified nurses and midwives

NHS Greater Glasgow and Clyde has welcomed more than 500 newly qualified nurses and midwives this month, further enhancing the health board's ability to provide the best possible patient centred care.

In the coming weeks, this year's graduate intake will be joining teams in all NHSGGC hospitals and in the community across all six Health and Social Care Partnerships.

This significant intake spans all fields of nursing and midwifery, reflecting NHSGGC's continued commitment to investing in the future of its healthcare workforce and ensuring the highest possible standards of care for patients across its hospitals and community services.

NHSGGC remains dedicated to nurturing and developing its nursing and midwifery workforce through ongoing education, mentorship and professional support as they transition into practice.

Throughout this month, the new nurses and midwives are enjoying induction events, meeting their new colleagues and being introduced to their new roles.



Professor Angela Wallace, Nurse Director, said: "On behalf of everyone at NHS Greater Glasgow and Clyde, I would to welcome all our new nurses and midwives.

"I know all of them will be eager to meet their new colleagues and to settle in to their new roles, and I look forward to working alongside them as they embark on this exciting first phase of their careers.

“This latest intake is testament to NHSGGC’s commitment to ensuring services operate at the highest standard. Strengthening the workforce is a key priority for NHSGGC and our nurses and midwives are the heart of our services.

“Their skills and previous on-the-job training will undoubtedly enhance the quality of care we provide and I look forward to the positive impact they will have on the health and wellbeing of our communities.”



Staff Governance Standard: Involved in Decisions

As part of our ongoing series explaining the different [Staff Governance Standard strands](#) and how NHSGGC is meeting them, this month we’re focusing on ‘Involved in Decisions’.

Why being “Involved in Decisions” matters

Effective staff engagement and partnership working are vital to ensuring that decisions, service developments, and workforce plans are shaped by the people delivering services. This approach leads to better outcomes for staff, improved services, and enhanced quality of care.

Our [2025 iMatter Board Report](#), shows that the Involved in Decisions strand is rated within the ‘Green – Strive and Celebrate’ category. While most related questions on involvement and collaboration also achieved this rating – it is one of our target areas for improvement as it is such an important topic for our staff.

Responsibilities under the Staff Governance Standard:

Employers will ensure that:

- Staff are engaged and involved in decisions that affect them with the opportunity to influence such decisions
- Staff are engaged and involved in strategic developments
- Partnership working is embedded and mainstreamed
- Partnership Forums are in place

- Service development and organisational changes are planned and implemented in partnership, and with effective staff engagement
- A comprehensive workforce plan is developed in partnership.

Staff will ensure that they:

- Recognise that decisions require to be made in partnership
- Pass on information accurately and timeously
- Are fully informed of proposed service development and organisational change and will take time to contribute their views
- Participate in the development and implementation of workforce plans
- Help inform and shape service planning and change via their views and experience
- Take the time to engage in, and contribute constructively to, issues that will impact on their job, organisation and the quality of the services they provide.

(Find out more about these responsibilities on the [Staff Governance Standard webpage](#)).

How we are involving staff

NHSGGC has a range of frameworks and mechanisms to ensure meaningful staff involvement at every level:

- The [Fair Work Framework](#) underpins our commitment to involvement, voice, and fairness
- [Partnership Forums](#) are key vehicles for collaboration on workforce planning, service change, and policy development
- The [Employee Director](#) and partnership representatives participate in key committees, ensuring the staff voice informs decision-making
- A comprehensive suite of [workforce policies](#) guide consultation and engagement
- Regular engagement tools such as [iMatter](#), [Collaborative Conversations](#), and [Investors in People](#) help measure how involved staff feel, with results driving improvement
- Our [Internal Communications and Employee Engagement Strategy](#) promotes transparent, two-way communication.

These activities are monitored against the Staff Governance Standard, ensuring consistency, transparency, and accountability across the organisation.

Together, by being actively involved in decisions and working in partnership, we continue to shape a workplace that values every voice.

If you want to get involved in any of our engagement activities, please contact gqc.staffexperience@nhs.scot



Unlocking Better Health: How Digital and Health Literacy Drive Realistic Medicine

To support Health Literacy Month, the NHSGGC Public Health Team has prepared [a new guide](#) packed with helpful resources to assist staff understanding.



Featuring guidance on Health Literacy techniques, such as Chunk and Check, It's Okay to Ask and advice on Shared Decision Making, it's a one-stop shop for staff seeking more detail on the topic.

Click the link above or contact the team at perl@ggc.scot.nhs.uk to find out more and use the resources pack to back up the conversations you have with patients.

Active Staff - save the date



Active Staff are pleased to announce a new yoga class at the QEUH Teaching and Learning Centre, starting on Wednesday 12 November. Keep an eye out for this class going live on our booking form soon and get your place secured on this limited space class using the link or scan QR code right:



[Active Staff Notices and Booking Form - April 2025](#)
[Onwards: Survey Powered by Webropol](#)

Below gives a description about the class.

Classical Hatha Yoga classes with Laura Ellis (British Wheel of Yoga diploma teacher), involve practising a variety of postures, core-strength work and techniques to support your energy and mood. The classes will increase your strength and flexibility as well as help to improve bone density, and are suitable for most people from beginners to the more experienced, as different effort levels and options will be given as much as possible. Not suitable during pregnancy.

If you are keen to explore other options offered through the Active Staff programme, click on the link or scan the QR code right: [Active Staff - NHSGGC](#)

Please print off this information for staff who do not have regular/any access to a computer at work.



Acute Non-Routine Referral Pathway – TrakCare – revised user guide

Yesterday, we confirmed that the **Acute Adult Non-Routine Vaccination Pathway** is now live on **TrakCare**.

The document we shared has since been revised, please use [this document](#) going forward.

This new pathway allows acute clinicians to refer patients for non-routine vaccinations directly through TrakCare, streamlining the referral process and enhancing visibility and governance across services. Work is progressing to enable referrals via TrakCare for childhood vaccinations, with the pathway expected to be available by early November 2025.

To support a smooth transition, referrals will continue to be accepted for a short time via the existing Microsoft Teams Referral Form alongside the TrakCare pathway. However, please note that the Teams form will be retired on **31 December 2025**. We kindly ask that all referrals now be made via the TrakCare pathway.

A SharePoint page is currently being developed to provide comprehensive information on all vaccinations and referral processes. Further details will be shared in due course.

Remember, for all your latest news stories, visit the Staffnet Hub:

[GGC-Staffnet Hub - Home \(sharepoint.com\)](#)





Staff are reminded to make sure their personal contact details are up to date on eESS.

It is important to share Core Brief with colleagues who do not have access to a computer.

A full archive of printable PDFs are available on the [website](#)