



Daily update
(18 November 2025, 3.05pm)

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Safety Health and Wellbeing Task Calendar – Slips and Trips

Slips and trips are the most common cause of injury at work. In addition to this, slips and trips also account for half of all reported injuries to members of the public in workplaces where there is public access. This risk is further enhanced in our hospitals and health centres as those accessing our health and care services and buildings may be vulnerable to falls.

To help prevent these incidents occurring you need to think about what may cause slips or trips in your workplace. Each department or service should have a Slip, Trip, Fall risk assessment which considers the hazards and details how they are controlled.

Risk assessment should take account of flooring (e.g. uneven surfaces, poor contrast in changes of level, inappropriate flooring materials), lighting, obstructions, contamination, housekeeping and cleaning regimes, staff footwear and any working at height. You will also have to consider weather when dealing with entrances/exits and any external areas. You should also take into account any known human factors. For inpatient areas individual falls assessments should be undertaken separately as part of each patient's clinical care package.

An example slip, trip, fall risk assessment is available [here](#)

International Fraud Awareness Week

This week (16 – 22 November) marks International Fraud Awareness Week – a reminder of the vital role each of us plays in protecting NHS resources and ensuring that every pound is spent where it matters most – on patient care.

Fraud and error are growing risks across public services. Even a small percentage loss can have a major impact – for NHS Scotland, a 1% loss could amount to £195 million each year, enough to fund more than 6,000 Band 5 nurses.

To support awareness, we're sharing a [short message](#) from Michelle Wailes, Non-Executive Board Member and Chair of the Audit and Risk Committee, and Euan Cronin, Fraud Liaison Officer. They highlight what to look out for, why speaking up is essential and how to report concerns safely and confidentially.



Our [Fraud SharePoint site](#) provides essential guidance, tools and resources to help you identify and report suspicious activity quickly and confidentially. As part of our continued efforts to strengthen our safeguards, a new Counter Fraud Policy and Response Plan will be published next month – offering updated procedures and clear responsibilities for all staff.

As part of International Fraud Awareness Week 2025 (16 – 22 November) NHSScotland is inviting all NHS staff to take part in a short, anonymous [Fraud Awareness Survey](#).

Your voice matters – please take part and help us strengthen our collective commitment to protecting NHS resources.

If something doesn't seem right, report it.

You can contact:

- NHS Counter Fraud Services: 08000 15 16 28 or cfs.scot.nhs.uk
- NHSGGC Fraud Liaison Officer – Euan Cronin, email: ewan.cronin@nhs.scot

Your vigilance helps us prevent fraud, protect public funds, and keep resources focused on patient care.

For more information on Fraud Awareness Week, visit the [NSS NHS Counter Fraud Services SharePoint site](#).

World Kindness Day - Thank you!

Thank you to all the staff who celebrated World Kindness Day on 13 November and took part in the Six Week Kindness Challenge!

Did you take part? Let us know!: [World Kindness Day 2025 – Fill in form](#)

We caught up with just some of the events going on across the Board on the day:



Staff Governance Standard: Treated Fairly and Consistently

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 *Treated Fairly and Consistently*.

Why being “Treated Fairly and Consistently” matters

This is important because it ensures a fair, consistent, and respectful working environment where all staff are valued, supported, and empowered to deliver the highest quality of care.

Our 2025 [iMatter Board Report](#) shows that the “Treated Fairly and Consistently” strand falls within the Green – Strive & Celebrate category. Individual questions related to this theme have consistently achieved an average score of 80 or higher since 2021, which is fantastic to see.

Responsibilities under the Staff Governance Standard:

Employers have a responsibility to ensure that the **Staff Governance Standard** is fully embedded across all levels of the organisation and among all staff groups. This includes:

- Developing and implementing workforce policies that meet or exceed legislative requirements.
- Applying all workforce policies fairly, consistently, and transparently, with regular monitoring and review.
- Ensuring employment security where contractual relationships exist, with no detriment through organisational change.
- Maintaining fair and equitable pay, terms, and conditions for all staff.
- Upholding a clear strategy and supporting policies for equality, diversity, human rights, and dignity at work.

- Promoting shared organisational values and behaviours that ensure fairness, professionalism, dignity, and respect for all.
- Creating a culture where all staff are valued, trusted, and recognised for their contributions, and where mutual respect is the norm.

Staff in turn are expected to:

- Understand and adhere to their responsibilities under organisational policies.
- Communicate and implement these policies fairly and consistently.
- Lead by example by living the organisation's values and treating colleagues, patients, carers, and the public with dignity and respect.

Together, these commitments foster a fair, inclusive, and respectful workplace for everyone.

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

What's happening across NHSGGC?

NHSGGC is committed to Equality, Diversity and Inclusion through a range of ongoing work strands:

- [Workforce Equality Action Plan](#) – a core part of our ambition to build a Better Workplace and continue developing as an organisation that celebrates diversity.
- [Workforce Equality Group](#) – working in partnership and with other stakeholders to champion change and shape inclusive strategy and policy across NHSGGC.
- [Staff Equality Forums and Networks](#) – employee-led groups that ensure colleagues' voices from different backgrounds are heard and experiences valued.
- [Once for Scotland Workforce Policies](#) – person-centred policies grounded in NHS Scotland values:
 - care and compassion
 - dignity and respect
 - openness, honesty and responsibility
 - quality and teamwork
- [Equality Reporting](#) – in line with legislation, NHSGGC publishes several equality reports, including the Equal Pay Statement and Workforce Monitoring Report, which highlight our organisational makeup and support continuous improvement.

If you want to find out more about any of these activities, please contact ggc.staffexperience@nhs.scot).

Role of British Sign Language Interpreters

Staff are reminded that face-to-face interpreters should always be the first option for Deaf BSL users.

BSL Online interpreting should only be used in emergencies or when an interpreter cannot be booked in time, as it is not suitable for all BSL users.

It is important to note that BSL interpreters are not advocates. Their role is to interpret only - they should not give opinions, advice, or speak on behalf of the Deaf person. Staff should not expect interpreters to act as go-betweens in other ways.

Staff can book a face-to face interpreter [online](#), ideally giving three to four days' notice. For same day requests and cancellations call 0141 347 8811.

BSL Online can be accessed 24/7 via any mobile device using a [direct link](#) or [QR code](#). If online interpreting does not work due to poor Wi-Fi or connection issues, please [contact us](#).

In addition to all scheduled outpatient appointments, BSL interpreting support must be provided at specific points throughout an in-patient stay and at least once a day for general communication. For more information on when and how to provide this support, visit our [web page](#).

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 [website](#)