

NHSGGC

Core Brief



Daily update
(28 November 2025, 3.15pm)

Topics in this Core Brief include:

- [Change to staff flu vaccination date](#)
- [Colleagues focus on Quality Strategy at Mini Accelerated Design Event](#)
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- [Fellowship Programme and Crisis Negotiations for Quality Improvers Event \(10 December\)](#)
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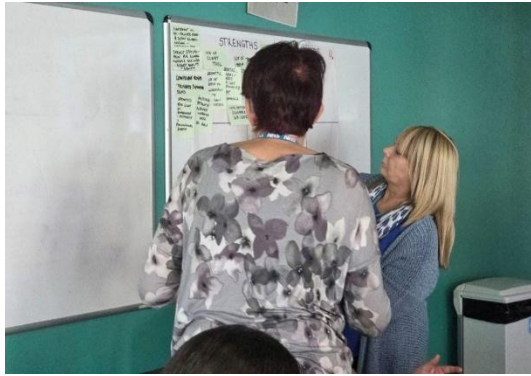
Change to staff flu vaccination date

Our upcoming staff flu vaccination clinic at Parkhead Hub on 30 November will **not** be taking place.

Please check the [NHSGGC Staff Only section](#) on the website for the latest dates and locations to get your flu vaccine.

Colleagues focus on Quality Strategy at Mini Accelerated Design Event

This week, around 50 colleagues from across NHSGGC and our HSCPs joined Executive Nurse Director Professor Angela Wallace, Non-Executive Director Cath Cooney, and Director of Interface Lorraine Cowie in a Mini Accelerated Design Event for the implementation of our [Quality Everyone Everywhere Strategy](#).



The event provided the opportunity for colleagues to:

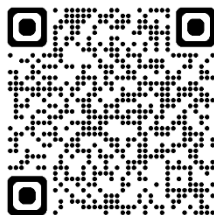
- talk about current challenges and aspirations related to implementing the Quality Strategy at a local level
- build shared ownership and commitment towards implementing agreed actions across all sectors, directorates, specialties, and HSCPs
- share innovations happening at a local level which can be replicated across the system
- co-create practical and innovative solutions to support a cross-sector collaboration model and stream-lined reporting processes that directly address key priorities within the strategy
- define actionable solutions and clear metrics to demonstrate success.

Attendees worked through our strengths, needs, opportunities and improvements as an organisation, and looked at examples of current work. Data and insights gathered on the day will help to progress the implementation of the strategy and build our Quality Community.

Active Staff update: new classes available and more coming soon

We are pleased to announce the 'Get Fit' class at the QEUH site will be returning as an indoor class. This will now take place in the Cardio Rehab gym in the main building.

The class will be starting back on Tues 2 Dec at the usual time of 6.30-7.30pm, and you can [book your space here](#) or via the QR code.



Directions to the gym will be in your booking confirmation email.
Being indoors spaces will be limited. **Please do not turn up to this class without booking!**

Coming soon: Chair yoga for all staff at the Royal Hospital for Children (QEUB)

We are pleased to announce our newest activity starting in January, chair yoga! Look out for this class going live in our booking form next month.

All information on Active Staff classes and events can be found on the [NHSGGC website](#).

Are you a member of staff who is Deaf or a BSL user? We need your input

NHSGGC has developed a range of actions to improve recruitment and retention of staff who are Deaf or BSL users. This includes working with schools and colleges to raise awareness of NHS careers and reasonable adjustments available.

We need you to get involved! Staff will have protected time to do awareness sessions in schools and colleges. A training and support programme will be available for Deaf / BSL using staff who wish to be involved. Please contact paul.hull@nhs.net if you would like to be involved.

Even if you don't fancy doing outreach, would you like your details about being Deaf/BSL user on your EESS record? Generally, recording of staff disability status is low in NHSGGC. If any member of staff wishes their disability recorded on EESS, just email steven.munce@nhs.net and this will be arranged. This would help NHSGGC immensely in tracking increases in recruiting Deaf and BSL users and staff with other disabilities and may help you if you change jobs.

Your Voice Matters: Staff Experience Action Plan Progress

In March 2025, we shared our [NHSGGC Staff Experience Board Action plan 2024/25](#). These actions picked up on the key themes arising from the 2024 iMatter survey, our Collaborative Conversations staff engagement programme, and learning from staff identified through Investors in People. We're pleased to share an update below on the progress made so far:

Staff Wellbeing

- Wellbeing events are now published at least six weeks in advance (with shorter timescales only by exception), helping ensure everyone has time to plan ahead.

- We've reinforced the message that attendance at wellbeing events should be supported by line managers where appropriate.

Leadership Visibility

- Senior leadership organisational charts – including Board members – are now available on [StaffNet](#), making it easier to see who's who across NHSGGC.

Communication and Engagement

- A new Team Engagement Guide is available on [HR Connect](#) to help managers lead person-centred team discussions.
- An action planning short survey was circulated in September 2025 to understand how teams are using these discussions. Thank you to everyone who took part – the results are helping us refine our approach.

Learning and Development

- Recruitment process information is now clearly available on [HR Connect](#).
- Work is underway to define clearer career development pathways and leadership learning opportunities to support succession planning – due to complete by in early 2026.
- A buddying process for new starts has been prepared and will be integrated into the recruitment and induction processes to ensure colleagues feel supported from day one.

What's Next?

In the final months of 2025, we'll continue to:

- Finalise and promote our learning and leadership development programmes
- Launch the buddying guidance and support materials across all teams
- Continue embedding wellbeing and engagement initiatives to build on the great progress already made
- Prepare the 2025/26 Staff Experience Action Plan – look out for this coming soon!

Your continued feedback and involvement are at the heart of our progress. Every improvement stems from the insights you share – helping to make NHSGGC a supportive, engaging, and value-driven place to work.



Fellowship Programme and Crisis Negotiations for Quality Improvers Event, Wednesday 10 December 10.00am - 12.00pm

It's not long until our next QI Network event and we wanted to highlight the agenda which can be found here: [Agenda Dec2025.docx](#)

This year's tenuous Christmas-themed event will take inspiration from lessons learned in **Crisis Negotiations for Quality Improvers** and experiences of the **Scottish Quality & Safety Fellowship Programme**. Expect an engaging and interactive session. Look out on the [Team's channel](#) for the full agenda.

We are excited to have three guest speakers from the organisation **Laura Strachan**, Consultant in Anaesthesiology and Critical Care, **Louise Thomson**, Paediatric Respiratory Consultant and **Eileen Capek**, Consultant Geriatrician who will be sharing experiences and insights of the Scottish Safety & Fellowship Programme, as well as their learning around Crisis Negotiations for Quality Improvers.

We can't wait to welcome you all and celebrate the end of the year together.

Everyone everywhere is welcome, please spread the word and encourage your colleagues to [join the network](#) — the more, the merrier!

[GGCQI Network Event December 2025](#)

Day 4 of 16 Days of Activism against Gender Based Violence

IMAGINE a workplace where every staff member feels supported to recover from trauma.

Staff trauma, whether from harassment, domestic abuse, or other forms of Gender-Based Violence (GBV), can directly impact our services. Our [Cut it Out/Equally Safe at Work \(ESaW\)](#) programme commitment means we must

support staff immediately to uphold our duty of care and protect patient safety.

Our [Cut It Out/ESaW](#) programme ensures we have formal systems in place to prevent and respond to abuse within the workplace. If you witness or experience trauma or harassment, your immediate action is to use the full range of confidential support services available across NHSGGC.

Do not wait for a crisis; we have resources to help you or a colleague manage stress and trauma now.

Required Action for Prevention & Intervention

We require every staff member to familiarise themselves with the proactive steps available:

1. Be aware of what constitutes sexual harassment. You can find out more information on our [Cut It Out/ESaW](#) page or by completing our Sexual Harassment e-learning module [here](#).
2. The Violence Against Women at Work module ([GGC: 353](#)), will equip managers and staff with the skills to recognise the signs of Gender Based Violence (GBV), understand its impact on staff and ensure appropriate support and assistance is provided to our colleagues who disclose or are experiencing GBV.
3. Sign-up for our [Active Bystander Training sessions](#), to give you tools and techniques to challenge inappropriate behaviours you or your colleagues experience. If you can't attend one of these sessions, you can find similar information in our Speak Up! Learn pro-module (search [GGC: 330](#) on Learn Pro).
4. If you are a manager, sign-up for one of our [Sexual Harassment webinars](#) or keep an eye out for our interactive workshops launching later this year.

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

Line Management

1. Trade Union and Professional Organisation [Representatives](#)
2. Bully & Harassment Confidential Contacts – [Confidential Contacts - NHSGGC](#)
3. [HR Support & Advice Unit](#) – contact them via the [HR Self Service Portal](#) 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](#)
6. Spiritual Care Services - [Spiritual Care and Chaplaincy Service - NHSGGC](#)
7. Occupational Health Services - [Mental Health and Wellbeing - NHSGGC](#)
8. Peer Support Network - [Peer Support Network - NHSGGC](#)

- 9. Civility Saves Lives - [Home | Civility Saves Lives](#)
- 10. The SARC Service - [Turn to SARCS](#)
- 11. Women's Aid – [Support and Advice](#)
- 12. Scottish Domestic Abuse and Forced Marriage Helpline - [Here](#)
- 13. NHSGGC Violence Reduction Service: [Violence Reduction Service \(Health & Safety\)](#)

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](#)