



**Daily update  
(5 November 2025, 4.30pm)**

Topics in this Core Brief include:

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## **Everyone has a role to play in risk management: new guidance for managers and staff**

We recognise that healthcare is not a risk-free environment, and to support this we must ensure that Risk Management is embedded into our operations, strategic planning, and decision making.

As part of this, we are launching a revised Risk Management Policy, Strategy, and Procedure that will give managers the knowledge and tools they need to ensure that risks are identified and managed in line with our [Risk Appetite Statement](#).

These documents have been refreshed at their three-year review period and apply to all colleagues working for, or on behalf of, NHS Greater Glasgow and Clyde and within our Health and Social Care Partnerships.

Hear more from Chief Risk Officer Katrina Heenan in this [short video](#):



Our revised Risk Management Policy and Strategy reflect that effective risk management is fundamental to achieving NHSGGC objectives, enhancing patient safety, fostering a positive staff experience, and promoting continuous organisational learning and improvements.

The revised documents detail clear roles and responsibilities in relation to managing risk effectively and highlight the key role that management has in ensuring risks are identified and managed accordingly.

Over the next few weeks, we will share further information and support including colleagues that you can reach out to and training for managers. You can find everything you need to know on [Staffnet](#).

Everyone has a role to play in risk management.

### **Medical Director visit to the GP Out of Hours service at New Victoria Hospital**

Dr Scott Davidson, Medical Director, paid a visit yesterday evening to meet staff in the GP Out of Hours service at New Victoria Hospital and Caledonia House, the main base for the service, staffed by clerical and clinical teams.

He said: "It was great to spend the evening meeting colleagues from the multidisciplinary GP OOH teams at Caledonia House and the Victoria Ambulatory Care Hospital. I was joined by Jude Marshall, Deputy Medical Director, Primary Care and Raylene Bell, Clinical Services Manager for the Out of Hours service.

"The team is central to our urgent care service and their enthusiasm and commitment to the service was palpable. Thank you for all you do."



## **Collaborative Conversations: Shaping Our Learning Culture Together**

### **\*\*Spaces Remaining – Book Now\*\***

These sessions mark the second in our series of **Collaborative Conversations** – open, informal opportunities for staff to influence how learning and development is supported across NHS Greater Glasgow and Clyde as part of the Workforce Development Strategy. Building on insights and feedback from earlier discussions, we remain focused on exploring the varied experiences staff have with Personal Development Planning & Review (PDP&R), access to learning time, and career development.

These conversations reflect our ongoing dedication to fostering a learning culture – one where every staff member feels encouraged to grow, reflect on their career journey, and pursue meaningful development. Whether it's your experience with PDP&R, how protected learning time is used, or the kind of support you need to progress, we want to hear from you.

Each session will last around 50 minutes and take place via MS Teams or in person. Your feedback will be anonymised and used to inform future improvements in how we support staff development and wellbeing.

Please book the session that suits you best using the links below and take this opportunity to shape the future of learning in our organisation.

| Date                         | Time          | Where                                             | Booking link                               |
|------------------------------|---------------|---------------------------------------------------|--------------------------------------------|
| Tuesday 25<br>November 2025  | 09.30 – 10.30 | MS Teams                                          | Click <a href="#">here</a> to book a space |
| Tuesday 2<br>December 2025   | 13.30 – 14.30 | MS Teams                                          | Click <a href="#">here</a> to book a space |
| Wednesday 3<br>December 2025 | 12.30 - 13.30 | MS Teams                                          | Click <a href="#">here</a> to book a space |
| Thursday 4<br>December 2025  | 09.30 – 10.30 | Lecture Theatre,<br>Gartnavel General<br>Hospital | Click <a href="#">here</a> to book a space |

Confirmation and details to join will be sent to you. However if you require any further information, please contact [ggc.staffexperience@nhs.scot](mailto:ggc.staffexperience@nhs.scot).

### **Support for staff affected by national and international events**

We recognise that our staff and their families can be affected by national and international events. With this in mind, we want to assure staff that there is support available, both at a national level and through our local services.

These include the [National Wellbeing Hub](#) which provides a range of advice and support, the National Wellbeing Helpline (0800 111 4191) which offers a 24/7 compassionate listening service, and confidential mental health treatment available through the [Workforce Specialist Service](#).

As well as the national support in place, we encourage any staff affected by events in the news to seek support through our [psychological support services](#), our [peer support network](#), or, to access our range of wellbeing webinars.

You may also find support from our [Spiritual Care Service](#), which is there to offer a listening ear for any member of staff who comes to us with a need to be heard, to be supported, to sometimes be signposted to other appropriate services with consent. They provide confidential, compassionate care that helps staff, students and volunteers to cope when life is particularly challenging and bereavement support may be the focused need for those personally affected by international events.

Our NHSGGC sanctuaries are not religious spaces, they are neutral places open to everyone to use and respect, for whatever reason you may need to 'take time out' to sit in the peace and quiet they provide.

We recognise that when distressing events occur, feelings can run high among staff and many of the people we treat and care for. We appreciate your understanding and continued professionalism at such a challenging time.

## Join the Adora Digital Health pilot webinar this Friday 7 November

Have you signed up for the menopause support app pilot yet? We're hosting a launch webinar this **Friday 7 November** at **2.00pm** to show you how the app works and answer your questions.

### [Join Microsoft Teams Meeting](#)

ID: 3184001270634

Passcode: Kp9bc9uF

The Adora pilot offers NHSGGC staff free access to:

- A personalised menopause companion app with AI-driven support
- Symptom tracking, menopause assessments and evidence-based self-management advice
- Live chat with specialist nurses and weekly drop-ins

**Be part of the research:** Adora's researchers are evaluating this pilot to understand Adora's impact on women's health. Participation will help advance research into menopause support at work and women's wellbeing. For full information, please visit [Staffnet](#).

**Want to download the app?** Visit [www.adora.health/app-download](http://www.adora.health/app-download) and use code **NHSGGC2** (available to staff aged 35+)

Join us on Friday to explore how technology can support you at work while contributing to important research.

## Discover Values Based Reflective Practice (VBRP)® as part of World Kindness Day

Join this interactive taster session and experience how VBRP® creates a safe, confidential, and non-judgmental space for meaningful reflection.

Learn about the VBRP® group process and explore simple tools that help teams reflect together on their work, learn in the moment, and shape future practice — all while staying true to the values that guide what we do.

Just click the link [VBRP® Taster Sessions Held in the Sanctuaries – Fill in form](#) or scan the QR code on the poster to join.



Values Based Reflective Practice (VBRP)®

Thursday 13<sup>th</sup> November 2025

please use the QR code or link to book: <https://forms.office.com/e/0VLR3p9K>

**Join us for a 40 minute Taster at the following sanctuaries:**

- Glasgow Royal Hospital 13:30
- Inverclyde Royal Hospital 10:30
- Royal Alexandra Hospital 11:00
- Queen Elizabeth Hospital 14:00
- Online on Teams 13:00

## Catch Your Breath – International Stress Awareness Week (3–7 November 2025)



### Catch Your Breath – 12.00pm Tomorrow

Take part in International Stress Awareness Week by joining our 10-minute guided breathing session on Teams. A short pause like this can help calm the nervous system and ease tension.

- Thursday 6 November 12.00pm - [Book here](#)
- Friday 7 November 2.00pm - [Book here](#)

If you can't join live, you can also access breathing exercises through our [Looking After Yourself and Others sessions](#) and elearning module on LearnPro, [staff mindfulness classes](#) or our [recorded wellbeing webinars](#).

**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](#)