

Wednesday 21 February 2024

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**Culture Matters survey** - A reminder that Round 2 of the Culture Matters survey is now live for teams working within Combined Child Health and Facilities & Estates. If you've yet to take part, please watch this short film from Integrated Families Portfolio Lead Geraldine Fraser, who explains why it is so important to share your opinions <https://youtu.be/SLMZlqCjwtk>

**Mental Health Nurses' Day and the journey begins** Colleagues across mental health and learning disability services are marking Mental Health Nurses' Day with the launch of their journey on the [Pathway to Excellence](#) programme. Joining the programme means they are committed to creating a positive practice environment that empowers and engages staff, and they hope to be recognised as an official applicant by November. Frontline staff will be involved in sharing their experiences before designation can be achieved.

Julia Wells, chief nurse for adult mental health, said: "We are the first Scottish health board to be beginning a Pathway to Excellence journey but it's not the accreditation or the framework it gives us that matters; it's the fact we're committed to doing all the important work with staff to improve our services and gain recognition for offering a supportive, innovative workplace."

Various quality improvement and innovations already underway across Mental Health and Learning Disability Services were highlighted at a recent event. Find out more: [Mental Health and Learning Disability Quality Event 2023 \(nhsgrampian.org\)](#) Staff who would like to find out more about the Pathway to Excellence programme and how to contribute towards this should email [gram.ideasforimprovement@nhs.scot](mailto:gram.ideasforimprovement@nhs.scot)

**HCPC registration renewals** Members of the Health & Care Professions Council (HCPC) are required to renew their registration every two years. The registration renewal window is currently open for radiographers, closing **29 February**. For a full list of professions and their registration renewal dates, please visit the HCPC website here: [When to renew | \(hcpc-uk.org\)](https://www.hcpc-uk.org)

Renewing your registration with any professional body is your responsibility; a lapsed professional registration will impact on your ability to work.

**'Coaching Skills for Managers' - apply now for April or May start!** This is a reminder applications are currently being accepted for this course (cohorts starting in April and May). Check out the poster sent with today's brief or [via the intranet](#) (networked devices only) for more information and apply by 1st March 2024.

**Reminder - annual leave** Ensuring you take your annual leave is important for your physical, emotional, and mental wellbeing. Leave arrangements vary across the organisation, as follows:

Agenda for Change staff, and Executive & Senior Managers, have an annual leave year which runs from 1 April – 31 March. Unless exempt e.g., due to maternity leave or long-term sick leave, they **must** use their annual leave allocation for 2023/24 by 31 March.

Doctors and Dentists in Training have their leave year starting from their training contract date i.e., August - July.

Consultants, Associate Specialists, Speciality Doctors and Staff Grades have their leave year starting from the date of appointment to their post, or in some cases from 1 April. Using 2023/24 leave year, as an example, it may end as late as 31 December 2024. Career Grade Medical staff should comply with [the Medical Staff Leave Protocol, which can be accessed here](#) (intranet link, networked devices only)

## We Care Wellbeing Wednesday

- **Div yi ken Doric?**

See and share the attached poster for the online Doric workshop and ‘Book Blether’ session with writer Shane Strachan on World Book Day (7<sup>th</sup> March) 1pm – 2pm. The session is open to all Health & Social Care staff in the Grampian area, and is suitable for Doric speakers and folk that want to find out more. To book your place, please contact [cornhill.library@nhs.scot](mailto:cornhill.library@nhs.scot).

- **Unconscious Bias & Active Bystander Workshop**

- The workshop will be delivered in 2 parts, first exploring Unconscious Bias and how to recognise it; and exploring how colleagues can safely intervene as an Active Bystander when witnessing inappropriate behaviours in the workplace. They are interactive sessions with activities including presentations, group discussions and watching training videos. For more information, and how to book a spot, please follow this link: [Unconscious Bias Poster \(nhsgrampian.org\)](#).

Upcoming sessions take place on: 24<sup>th</sup> May ‘24 (10:00 – 11:30); 11<sup>th</sup> September ‘24 (10:00 – 11:30); and 22<sup>nd</sup> January ‘25 (10:00 – 11:30).

- **Mighty Oaks Menopause Health Walks**

The Mighty Oaks Health Walk and Talks are starting in Torry and the City Centre, and re-starting in Powis and Sheddocksley. They are a chance to come along and chat to individuals who have also been affected by menopause, and you are invited to join them for a cuppa afterwards at the corresponding community centres. The details for each walk are as follows:

Location	Day	Time	Contact Details	Starting
Greyhope Community Centre, Torry	Every 2 <sup>nd</sup> Wednesday	13:00 – 14:30	<a href="mailto:SWSC@aberdeencity.gov.uk">SWSC@aberdeencity.gov.uk</a>	21 <sup>st</sup> Feb
The Vaccination & Wellbeing Hub, Bon Accord Centre (City Centre)	Every 2 <sup>nd</sup> Monday	13:00 – 14:30	<a href="mailto:SWSC@aberdeencity.gov.uk">SWSC@aberdeencity.gov.uk</a>	5 <sup>th</sup> Feb
Powis Community Centre	Every 2 <sup>nd</sup> Wednesday	17:30	<a href="mailto:SWSC@aberdeencity.gov.uk">SWSC@aberdeencity.gov.uk</a> or call: 01224 483 203	6 <sup>th</sup> Mar
Sheddocksley Community Centre	Every Thursday	18:00	<a href="mailto:Claire.robertson@afccommunitytrust.org">Claire.robertson@afccommunitytrust.org</a>	7 <sup>th</sup> Mar

**Tune of the day** Today, it is a shout out to all the medical secretaries, admin teams and PAs across the whole of health and social care. We simply couldn't survive without their knowledge, skill and understanding! Here's [Help](#) by the Beatles (LM)

If you want to request a tune, follow up on items included in this brief, or suggest an item for sharing, drop us an email via [gram.communications@nhs.scot](mailto:gram.communications@nhs.scot)