

• SPRING 2023 •

WE CARE NEWSLETTER

To sign up to the newsletter mailing list email-
grampian.wecare@nhs.scot

Throughout the newsletter you may see icons or sections underlined-
Click on them for more info!

HAVE YOUR SAY ON WELLBEING- WE CARE PULSE SURVEY #4 & THE ANONYMOUS FEEDBACK FORM



The We Care Wellbeing Pulse Survey provides an understanding and overview of staff wellbeing throughout the year. It helps inform the development of wellbeing resources. Please take a few minutes (it should take less than 5) to complete this survey about your wellbeing and your thoughts on the We Care programme and staff wellbeing resources – either by clicking [here](#) or scanning the [QR code](#) to the left of this text.

Since the initial launch of The We Care Anonymous Feedback Form (Aug 2021) we have received 150 responses from colleagues across NHS Grampian and the Health & Social Care Partnerships. The form allows staff to have their say on what is effecting their wellbeing anonymously and from the invaluable information that is shared with us through the form, we then look at ways to resolve issues flagged where possible. The [We Care email address](#) is always open to colleagues across Grampian who wish to share their own wellbeing experiences and raise any queries however if you wish to do this anonymously why not consider our Feedback Form? Available by [clicking here](#) or through the [QR Code](#) listed to the right.





FINANCE SESSIONS, NHS CREDIT UNION AND MORE



To access the different resources and websites available for financial support please click or scan the QR Code



Increased prices and the mounting cost-of-living crisis are having a significant impact on the mental health of people living in the UK, and people with existing mental health problems are being hit hardest. A recent YouGov poll found that the current financial situation was negatively affecting the mental health of nearly half of adult respondents in Scotland (48 per cent)

We aim to continue to highlight different forms of support on finance and want to hear from you. If you and your teams, have resources on finance you have found useful, please feel free to share with us so we can promote to all colleagues across the partnerships.

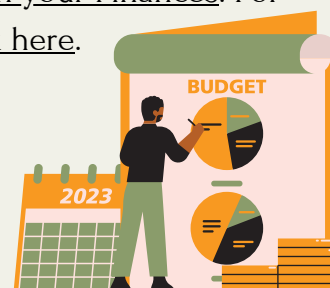
More and more useful links are being sourced full of great information on energy bills, pensions, savings, budgeting and even cooking ideas for when on a budget.

focus on your finances.
grow your knowledge with us

Book your place today!
See below for upcoming dates...

11 April 2023		13:00–14:30
01 June 2023	Online	13:00–14:30
14 August 2023		09:30–11:00
24 October 2023		09:30–11:00
18 December 2023		13:00–14:30

Last year we launched sessions with Affinity Connect aiming to support staff gain greater confidence in financial matters and pick up some useful tips to implement through increased financial knowledge. As a result of the positive feedback from the sessions that have already taken place, we are please to announce a new range of sessions to run throughout the whole of 2023 for Focus on your Finances. For more information, please click here.



'Worrying About Money?' cash first referral leaflets have been co-designed as straightforward resources both for people facing money worries and support workers. The step-by-step guides identify which local agencies are best placed to help people maximise income and access any existing financial entitlements and their design is based on learning from Scotland's A Menu for Change project. For more information and to select the leaflet for your area please click here

Worrying About Money?

Financial advice and support is available if you're struggling to make ends meet

Supported by



BORROW and SAVE with your credit union

Your NHS Your Credit Union Your Money

FURTHER SUPPORT



NHS Credit Union
Looking after you and your family's financial well being
#MemberOwned #LoveyourCreditUnion

NHS Credit Union is Your Credit Union, it's a financial co-operative, owned by and run solely for the benefit of NHS staff and their families. We were set up in 1998, to grow a saving culture across the workforce and offer ethical lending, we currently have 22,000 members enjoying the benefits.

Who is eligible to join?

All NHS staff members in our common bond (Shetland to Sheffield), currently working or retired and family members who live with them are eligible to join, including children and young people.



The benefits of NHS Credit Union

The best benefit is your money will be working smart to help you, and while you are helping yourself, you will also be helping your family, colleagues, and friends. It's the simplest form of community wealth building.

Membership is for life. Members enjoy, payroll deduction, instant access to their money (credit union app), and family members who live at your address are eligible to join (direct debit), even, children and young people (for the children you love, & they don't have to live with you).

All profits made are returned into the credit union and are offered to members as an annual dividend, additional regular investment opportunities are also available. A Safe Harbour service for members requiring a higher level of confidentiality around their finances (taking back control from economic abuse). And Free life protection. More information is [available here](#) or to download the NIVO app [please click here](#) or visit www.nhscreditunion.com/nivo-help



WARM SPACES ACROSS GRAMPIAN

Across Grampian more and more listed spaces are becoming available which offer public warm spaces with an opportunity for people to come together, share and use resources as a result of the Cost of living Crisis. Every warm space is unique however all warm spaces will offer a friendly welcome and comfortable environment to meet friends or socialise. Some warm spaces may be able to provide hot drink and have activities or programmes that you can join in with.

There may be a small charge for some activities. To see the range of spaces available please click on your chosen area:

- [Aberdeen City](#)
- [Aberdeenshire](#)
- [Moray](#)



WHAT'S GOING ON?

Training sessions, webinars and events available within the next few months, click the links underlined for more information.



April



- 03 Apr: 13.00-14.00 [Menopause Tea and Talk](#)
- 04 Apr: 13.00-14.15 [Yoga for Menopause](#)
- 06 Apr: 08.00-08.30 [Focus on your Finances](#)
- 11 Apr: 13.00-14.30 [Focus on your Finances](#)
- 11 Apr: 17.00-17.30 [Guided Journaling](#)
- 12 Apr: 13.00-16.00 [Understanding, Developing & Maintaining Personal Resilience](#)
- 12 Apr: 18.15-20.30 [MBSR](#)
- 13 Apr: 08.00-08.30 [Guided Journaling](#)
- 18 Apr: 17.00-17.30 [Guided Journaling](#)
- 19 Apr: 14.00-15.00 [Staff Equalities Network](#)
- 20 Apr: 08.00-08.30 [Guided Journaling](#)
- 21 Apr: 09.45-12.00 [Menopause Awareness](#)
- 25 Apr: 17.00-17.30 [Guided Journaling](#)
- 27 Apr: 08.00-08.30 [Guided Journaling](#)
- 27 Apr: 09.45-12.00 [Wellbeing in the Workplace for Managers Training](#)

May

- 02 May: 17.00-17.30 [Guided Journaling](#)
- 04 May: 08.00-08.30 [Guided Journaling](#)
- 09 May: 17.00-17.30 [Guided Journaling](#)
- 09 May: 18.30-20.30 [Kindfulness](#)
- 11 May: 08.00-08.30 [Guided Journaling](#)
- 11 May: 09.00-12.30 [Understanding, Developing & Maintaining Personal Resilience](#)
- 16 May: 17.00-17.30 [Guided Journaling](#)
- 16 May: 18.30-20.30 [Kindfulness](#)
- 17 May: 14.00-15.00 [Staff Equalities Network](#)
- 18 May: 09.45-12.00 [Psychological Safety](#)
- 23 May: 17.00-17.30 [Guided Journaling](#)
- 23 May: 18.30-20.30 [Kindfulness](#)
- 24 May: 13.45-16.00 [Menopause Awareness](#)
- 25 May: 08.00-08.30 [Guided Journaling](#)
- 30 May: 17.00-17.30 [Guided Journaling](#)
- 30 May: 18.30-20.30 [Kindfulness](#)



June



- 01 Jun: 08.00-08.30 [Menopause Tea and Talk](#)
- 01 Jun: 13.00-14.30 [Guided Journaling](#)
- 05 Jun: 13.00-14.00 [Focus on your Finances](#)
- 06 Jun: 13.45-16.00 [Menopause Tea and Talk](#)
- 08 Jun: 08.00-08.30 [Psychological Safety](#)
- 15 Jun: 08.00-08.30 [Guided Journaling](#)
- 15 Jun: 09.45-12.00 [Guided Journaling](#)
- 20 Jun: 13.45-16.00 [Menopause Awareness](#)
- 21 Jun: 14.00-15.00 [Wellbeing in the Workplace for Managers Training](#)
- 21 Jun: 14.00-15.00 [Staff Equalities Network](#)
- 29 Jun: 08.00-08.30 [Guided Journaling](#)

All underlined items will take you through to the booking links or contacts to email requests to book onto. Don't forget you can now search 'We Care' onto Turas to have all sessions linked to wellbeing come up on the one page for ease. Or simply click on the underlined sessions. All wellbeing sessions under We Care on Turas can be accessed by all colleagues by registering with Turas



TURAS | Learn

Dashboard Applications ▾

Home My Learn ▾ Admin ▾ Reports



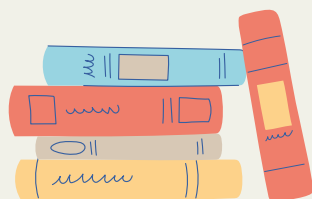
We Care

Search... 🔍

● All ○ We Care

WE CARE NEWSLETTER-SPRING EDITION





READ BETWEEN THE LINES: CHAMPIONING READING FOR PLEASURE

Author, Lisa Ballantyne, sparked conversation among health and social colleagues about the wellbeing benefits of reading for pleasure during a virtual Book Blether lunchtime gathering for World Book Day on Thursday 2nd March. She ran a series of exercises supporting people to think about what enticed them to read further, exploring the link between what we read and how we feel. Feedback from participants was overwhelmingly positive. For example, "I found it interesting when we looked at what we read impacting on how we feel... to validate how I can sometimes notice my mood changing by the book I am reading!" The event was created in partnership by NHS Grampian Library & Knowledge Service, NHSG We Care and Scottish Book Trust. To join in future Book Blethers have a [look here](#).

Workshop Group Poem – a compilation of participant entries for First Lines competition:

Where Reading Takes Me... by NHS Grampian workshop participants

On a cold dark night
I opened my eyes
Oh for a dream!
Oh for silence!
Oh for calm!
Tending shadows
The best of times
Why should I feel guilty?
My gaze was held, held too long?
It's crazy to think
Nothing prepared me
It was really just all about
Not being here anymore
Gasps of shock rippled
Shadows moved in the corner of my eyes
All hell was let loose
Eyes averted
The tension...
Was not what you might think
Nothing could be the same again
Everything that had happened so far had led to this point
It never did me any harm
And maybe it did me good...



Reasons to Read



"Not all readers are leaders, but all leaders are readers." President Harry S. Truman

There is a strong connection between reading skills and academic success. And there is a building body of evidence that shows a connection between reading skills and reading activity and **business** as well as **relationship** success.

Reading is related a longer lifespan. A study in the September 2016 issue of the journal **Social Science & Medicine**, looked at the reading patterns of 3,635 people who were 50 or older. On average, book readers were found to live for almost two years longer than non-readers (more than those who only read newspapers / magazines).

Days, by Billy Collins

Each one is a gift, no doubt, mysteriously placed in your waking hand or set upon your forehead moments before you open your eyes.

Today begins cold and bright the ground heavy with snow and the thick masonry of ice, the sun glinting off the turrets of clouds.

Through the calm eye of the window everything is in its place but so precariously this day might be resting somehow

on the one before it, all the days of the past stacked high like the impossible tower of dishes entertainers used to build on stage.

No wonder you find yourself perched on the top of a tall ladder hoping to add one more. Just another Wednesday

you whisper, then holding your breath, place this cup on yesterday's saucer without the slightest clink.



@GrampianWeCare



GET IN TOUCH:

gram.wecare@nhs.scot



www.nhsgrampian.org/wecare



FREE MINDFULNESS COURSES TO ALL NHS GRAMPIAN AND HEALTH AND SOCIAL CARE PARTNERSHIP STAFF IN ABERDEEN CITY, ABERDEENSHIRE AND MORAY.

Delivered online on Zoom by Highland Mindfulness Group and NHS Facilitators and supported by NHS Grampian We Care, NHS Grampian Endowment Fund, and NHS Charities Together. The MBSR course is a weekly mindfulness course that give emphasis to coping mindfully with life's challenges. MBSR is an 8-week course, each session is two hours long, with each week focusing on a specific theme and attitude. Feedback from previous courses are provided below.

A hard copy and/or pdf format manual is provided.

"I use the 3 minute breathing space practice when I can especially at work and it helps me to think with more clarity."

"The MBSR Course offered ways to deal with anxiety and cope with stresses of workload."

"Course participants found that mindfulness training improved their ability to manage stress at work"



To find out more or book a session

Email: gram.mindfulness@nhs.scot

SLEEPIO APP- FREE FOR ALL STAFF



We all need a little help sometimes. Maybe sleepless nights have you groggy- or maybe your racing thoughts leave you stressed and struggling to focus. Mental wellbeing affects every aspect of our lives, from energy to appetite, and each person's needs are unique. Whether it's poor sleep or worry and anxiety that stand in your way, your journey to better mental wellbeing can start in just a couple of minutes.



Daylight and Sleepio are science-backed digital therapies, personalised to your needs - with no need for prescriptions or a doctor's appointment. They were built by mental health experts using evidence-based techniques, in collaboration with leading designers such as Pixar - because we believe mental healthcare should not only be effective, but also positive and fun. Start with Sleepio's two-minute quiz to learn your Sleep Score and how to improve it or use Daylight to discover your Anxiety Type and how to manage it.

Sleepio and Daylight are available at no cost to all members of staff

To sign up to Sleepio and to help take back control on your sleep.

Please visit www.sleepio.com/nhs
or to register for Daylight please visit www.trydaylight.com/nhs



Sleepio



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WE CARE
...because you care

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Grampian



HAVE YOU HEARD ABOUT TRICKLE?

Your voice matters!

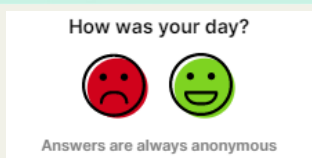
We are committed to raising the voice of our employees to ensure they are heard within NHS Grampian. Here's how you can join the conversation and stay connected...

Ready to get started?

Download Trickle onto your phone - it's super easy and only takes a couple of minutes!

All you need to do is scan the QR code, load the app and enter your email address to get going.

Just incase you need it, **your team ID is: nhs-grampian**



Trickle is an online ideas platform that gives everyone at NHS Grampian a place to raise their voice - and be heard. By surfacing ideas, suggestions, challenges and hot topics from the bottom-up, leaders at NHS Grampian can understand what matters most at any moment in time and proactively provide support. In turn, this encourages ideas sharing, driving efficiency and saving money whilst contributing to improving the patient experience.

MENOPAUSE TEA AND TALK

Menopause Tea and Talk

The Menopause Tea & Talk sessions aim to provide a dedicated space to encourage colleagues who are experiencing menopausal symptoms to feel well informed and supported through a range of activities and educational opportunities which will run on a bi-monthly basis.

For ease of access: signing up to these sessions will mean you can pick and mix which sessions to attend, depending on your interests but will be in your calendar, as a prompt, for you to accept or reject the invite as appropriate.



To Register please email gram.wecare@nhs.scot

3RD APRIL 1-2PM

1pm- 1.35pm : Eating well during the menopause with **Laura Walker, CIMSPA Chartered Practitioner.**
1.35pm -2pm : Mindfulness session with **Dr. Kirsten Scott, Clinical Psychologist.**

5TH JUNE 1-2PM

1pm -1.30pm : Pelvic health- including top tips for strengthening exercises to reduce incontinence with **Yvonne Kerr, Physiotherapist.**
1.30-2pm : Alternatives to HRT to reduce menopause symptoms with **Wendy Knoop-Women's Health Clinical Lead at ROC Private Clinic.**

7TH AUGUST 1-2PM

1-2pm : Values Based Reflective Practice taster session with a focus on menopause with **Sue Rayner, VBRP(R) Lead Facilitator.**

2ND OCTOBER 1-2PM

1-2pm : Managing the menopause /questions and answer session with **Dr. Atiyah Kamran, Consultant Gynaecologist.**



WE CARE WEBSITE RELAUNCH



The We Care Website initially launched during the pandemic and offered support focusing on the impact of Covid-19.

As wellbeing becomes more and more of a priority, we are delighted to announce the revised version of the Website is now live. The purpose of the new layout of the website is to ensure the different forms of support available are as accessible as possible for all members of staff working across Grampian and the Health and Social Care Partnerships.

More and more items are being added to and updated on the website all the time so keep a look out and stay connected!



WE CARE
...because you care

We Care is a staff health and wellbeing programme established to deliver, coordinate and enhance staff wellbeing across NHS Grampian and Health and Social Care Partnerships.

The We Care website is a hub where you can access information, help and advice related to you and your teams wellbeing.



Support Available



What is going on?



What is We Care?

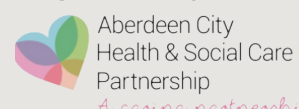


Stay Connected



Our journey so far...

Come across something on the website you would like more information on? get in touch via gram.wecare@nhs.scot





Get in touch and have your say



TURAS

SCAN ME



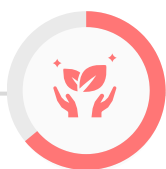
We would appreciate your feedback and suggestions on what matters to you and your team so please feel free to get in touch with us via the We Care Email, or contact us through The We Care Anonymous Feedback form or scan here.



Wellbeing Sessions available for teams



29 Sessions with 516 attendees



Information Sessions

A 30-minute Information Sessions established to deliver, co-ordinate and enhance staff wellbeing.

8 Sessions delivered



Wellbeing Consultations

A 1-hour Wellbeing Consultation for teams to consider their wellbeing needs.

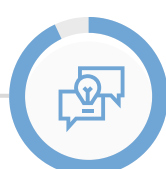
36 Sessions with 808 attendees



Kindness Method Sessions

Designed to guide staff through exploring the stress bucket, discuss signs of stress and consider ways to support a culture of wellbeing and support.

234 Sessions with 1607 attendees

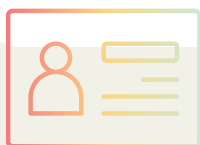


Wellbeing Sessions delivered via Turas

17 Wellbeing sessions currently sit under the We Care umbrella on Turas Learn.

We Care have developed a range of different sessions which aim to support teams looking for additional ways to focus on their wellbeing and explore useful resources and training available.

To learn more or to discuss arranging a session for your team please get in touch via the We Care Email at gram.wecare@nhs.scot



Are you on Social Media? To keep up to date with all things We Care, check out our Social Media Platforms or why not tag us using the hashtag #GrampianWeCare and let us see what you're doing to support yours and your team's wellbeing!

Last but not least, don't forget you to subscribe to our Bi-Monthly Newsletter and our Resources Subscription by emailing gram.wecare@nhs.scot



INSTAGRAM

239 Followers 16% increase in accounts reached than previous month.



TWITTER

605 Followers with 31% increase in mentions



FACEBOOK LIKES

269 likes of which 86% are women & 14% men.



FACEBOOK FOLLOWERS

332 Followers. 5.5k impressions on most popular post promoting Yoga for Menopause



WEBSITE

602 Views to the website with the relaunch of the revised version set to take place in March

Twitter: @GrampianWeCare Instagram: @GrampianWeCare Facebook: @GrampianWeCare

WE CARE NEWSLETTER- SPRING EDITION

