

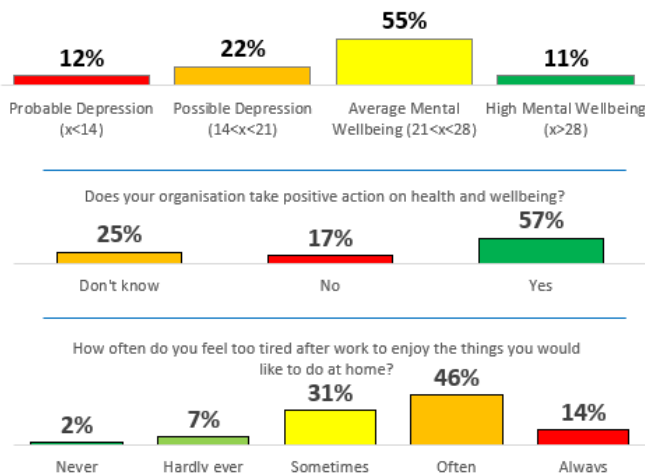
Here is the brief for Wednesday 21 July 2021.

We Care pulse survey summary Thank you to all staff who took part in the 'We Care' Pulse Survey in May 2021. The results from this survey are below and have also been attached to the email used to send out this brief.



We Care Pulse Survey #1 Results – May 2021

Thank you to 1205 staff that took time to complete the We Care Pulse survey
Going forward we hope to increase the response rate.



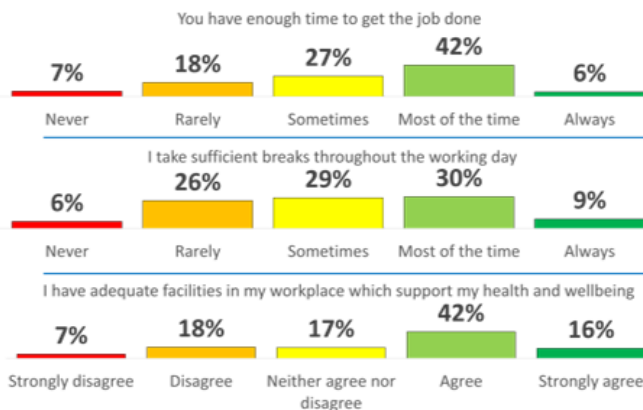
- 66% of you reported average or high mental wellbeing*. (If you are not experiencing good mental health, please visit [The Occupational Health Counselling & Wellbeing Hub](#))
- 85% told us your physical health was fair, good or very good
- 57% told us the organisation was taking positive action on health & wellbeing
- 60% of you stated you often or always feel too tired after work to enjoy things you would like to do at home.

* Using the Warwick Edinburgh Mental Wellbeing Scale

The data also suggests your work life balance is a predictor of good wellbeing
Achieving work life balance has been and remains challenging for many due to work pressures
How can we help colleagues ensure good work life balance?



We Care Pulse Survey Results – May 2021



- 48% of you said that most of the time / always you have enough time to get the job done.
- 32% of those responding reported to us that they rarely or never take breaks.
- 58% of staff agree or strongly agree that the organisation provides adequate facilities to support your health & wellbeing whilst at work

We want to build and shape the We Care programme for you in light of these challenges

Please tell us:

1. The 3 things that are most impacting your wellbeing
2. Top 3 things that you would like to see to support your wellbeing

Please reply to gram.wecare@nhs.scot & feel free to contact the team at any time

We recognise that the last year has been a demanding time for all our staff and each of us has experienced a range of factors which can impact on wellbeing. If you are experiencing difficulties with your mental health, please visit the [Occupational Health Counselling and Wellbeing hub](#) (Intranet link, networked devices only). Support is also available via the [Psychological Resilience Hub](#). Information about further support available can be found on the [We Care website](#).

We want to ensure we develop 'We Care' in a way that works for you. Please take the time to let us know about your experiences via future 'We care' pulse surveys, as these provide important data to develop the 'We Care' programme in a meaningful way for all our staff.

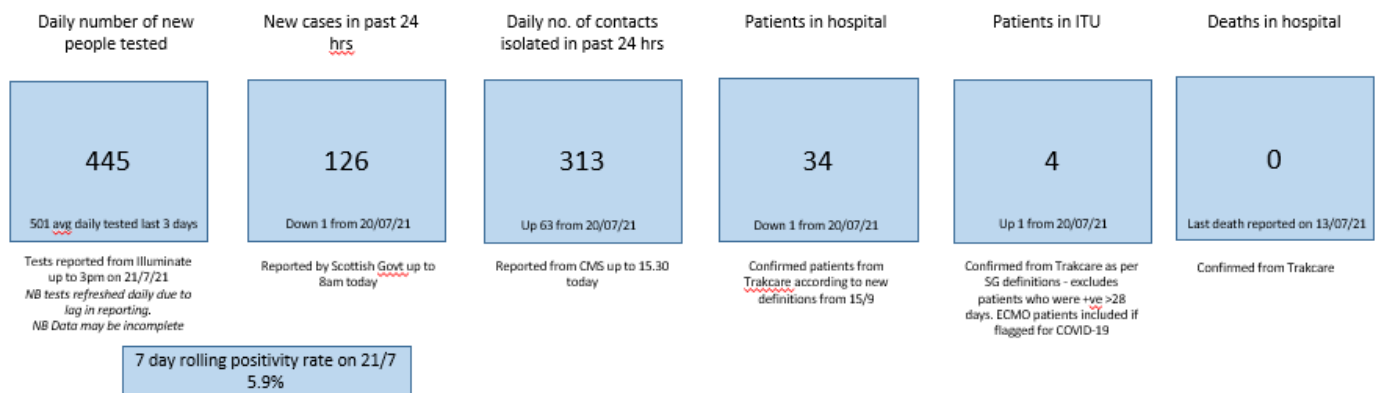
We would also like to hear your views to help build and shape 'We Care' going forward. Please tell us:

- The 3 things that are most impacting on your wellbeing at work
- The top 3 things you would like to see from the 'We Care' programme to support your wellbeing.

Please reply to gram.wecare@nhs.scot with your responses. Please also feel free to contact the team at any time via the 'We Care' email.

Preventing Heat Stress Hot conditions can put your body under a lot of stress. Physical activity stresses the body even more. When heat is combined with physical activity, loss of fluids, fatigue, and other conditions can potentially lead to a number of heat-related illnesses and injuries. A recent Risk Control Notice (RCN) was recently issued to support Managers and Staff in managing heat stress in the workplace. For anyone who has not seen the RCN, this can be found at this link: [RCN 21/03 Preventing Heat Stress in the Workplace](#) (Intranet link, networked devices only)

Grampian data Here is the local update for today, including the 7-day rolling positivity rate. As a reminder, this rate is arrived at by dividing the number of positive tests in the past 7 days by the number of tests carried out in the past 7 days. Repeat tests are included in both categories. The figure for the "daily number of new people tested" is only for the number of tests for people who have not been tested previously.



A national update is available on the [Public Health Scotland daily dashboard](#).

Supporting Ethical Decision-making Group The NHS Grampian Supporting Ethical Decision-making Group continues to meet on the first Tuesday of the month from 5.30 - 7 pm. The group can also convene at short notice to support colleagues navigating ethical challenges brought by the third wave of COVID-19. [Members of the group have worked together to produce this video, which explains the role of the group, the diversity of membership, and the support it is able to offer.](#)

The group can be contacted via gram.ethicaldecisionmakingadvisorygrp@nhs.scot.

[Further information, including links to the ethical framework the group follows, is available here or by viewing the staff section of the NHS Grampian COVID-19 webpages.](#)

Tune of the day Well, we definitely tapped into something with the requests for cover versions! Lots of suggestions and I can promise you, you are in for some musical treats in the days to come. We kick off with the most popular request so far, with Helen Rowbottom, Rita McKenzie, John MacLeod, and Cat Atkinson all suggesting [Disturbed's version of Sound of Silence](#). An advisory note – if you're tempted to explore the Disturbed back catalogue, it is quite *different* from this...

Get in touch! If you've got a question, an item to share with people working in health & social care, or just want to suggest a tune of the day, we want to hear from you! Drop us a line via gram.communications@nhs.scot.