

Core brief

Daily update

(5 March 2025, 1.25pm)

Topics in this Core Brief:

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- Looking after yourself and others
- Scottish Quality and Safety Fellowship – applications closing Monday 17 March
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Health and Care (Staffing) (Scotland) Act 2019 (HCSSA)

The Health and Care (Staffing) (Scotland) Act 2019 - (HCSSA) seeks to enable safe high-quality care and improved outcomes for service users by ensuring appropriate and effective levels of staffing for NHS Scotland and care service providers. The legislation was enacted on 1 April 2024 and applies across healthcare and care services.

Does the Act apply to you?

The Act applies to all Clinical Staff within all Healthcare Professions e.g. Nursing & Midwifery, AHP, Medical, Dental, Pharmacy, Psychology, Healthcare Scientists etc. All roles applicable to the Act within Health and Care are highlighted [here](#). (Currently, it does not apply to non-clinical support staff for Health).

New HCSSA Resources

To support colleagues to understand what the Act means in practice across NHSGGC, newly developed resources are regularly being made available. New to the [web page](#) is an AHP [Case Study](#) and [SOP](#) for Orthotics across Acute Services.

An updated version of the [HCSSA Assurance Level and Implementation Template](#) has been uploaded to the HCSSA Web Page, a useful resource to determine key processes, procedures that should be in place for your team or service.

You can also complete the Informed Learning resource on Turas [here](#). If you don't find what you are looking for on our [web page](#), please contact ggc.healthcare.staffing@nhs.scot.

Take the HCSSA Test!

A reminder that a HCSSA Quiz is live. We have had a great response to date and if you haven't already, please help us by answering quick questions [here](#) (responses are anonymous).

Please can any team leaders or managers print copies off for staff who may not access a computer frequently and encourage them to circle their choice of answer and return through internal mail to:

Health Care Staffing Scotland Programme Office, Ground Floor, JB Russell House, 1055 Great Western Rd, Glasgow, G12 0XH. Please return by Friday 21 March 2025.

Realistic Medicine: Careful and Kind Care

The Realistic Medicine team would like to thank all staff who attended the NHS Greater Glasgow and Clyde, Realistic Medicine: Careful and Kind Care event yesterday.



The event showcased the efforts across NHSGGC to incorporate the principles of Realistic Medicine through quality improvement, shared learning, and innovation. During the morning sessions, healthcare professionals were encouraged to ask their patients, "What matters to you and your loved ones when it comes to treating your condition?" This powerful question opens honest conversations, enabling the best decisions for patients and helping to reduce waste.

In the afternoon, speakers highlighted how Realistic Medicine can help NHSGGC achieve its sustainability goals through innovation and waste reduction. One notable example was shared by the anaesthesia teams, who significantly reduced wastage of nitrous oxide by switching from mainline to portable canisters. Additionally, they emphasised the importance of discussing alternatives to anaesthesia with patients and helping them understand the impact it could have on their body.

Professor Sir Gregor Smith, Chief Medical Officer for Scotland was also in attendance as well as NHSGGC Chair Dr Lesley Thomson KC, NHSGGC Medical Director, Dr Scott Davidson, and NHSGGC Nursing and Midwifery Director, Professor Angela Wallace.

If you were unable to attend yesterday's sessions but would like to learn more about Realistic Medicine, training modules are available on Turas: [Realistic Medicine | Turas | Learn](#)

If you're interested in joining the network of Realistic Medicine Champions, [click here](#).

Looking after yourself and others

Managing stress at work and in our personal lives can be quite the challenge, but with the proper strategies in place you can get on top of it again! Our '*Looking after yourself and others*' sessions are informed by psychological research to teach you the most effective ways of managing your stress.



Thousands of NHS and HSCPs staff in GGC have already signed up to improve their wellbeing and support others. Be part of this positive change!

The Peer Support team are delivering an interactive 45 minute live online session on **Thursday 13 March at 3.00pm**, so sign up and learn what might help manage your stress!

[Book your spot now](#)

Other dates and sessions are available and can be booked under the section *Level 1: Looking after yourself and others* on the [Peer Support webpage](#)

For any question or queries please contact: peer.support@ggc.scot.nhs.uk or visit [Peer Support Network - NHSGGC](#)

Scottish Quality and Safety Fellowship - application closing Monday 17 March

The Scottish Quality and Safety Fellowship Programme (SQS Fellowship) is a lead level quality improvement and clinical leadership course managed by NHS Education for Scotland (NES), working in partnership with Healthcare Improvement Scotland and NHS Scotland.



The Fellowship is open to healthcare staff who currently undertake clinical practice and have a direct influence on improving the delivery of safe patient care, as well as staff in clinical professions who do not currently deliver hands-on care but do have a role in improving patient care or safety.

To ensure that each application has the appropriate Executive level sign off by the Medical/Nursing/AHP/Pharmacy Director as well as sign off by the Chief Executive or Chief Officer, could all completed applications (which must include line manager sign-off) be submitted to ggc.qitraining@nhs.scot by **5.00pm on Monday 17 March 2025**.

We will arrange for the above executive signoffs to be concluded, and the applications returned to the applicants for onward submission to NES before the deadline on Friday 4 April 2025.

An application pack containing person specification, programme outline, application form and advertisement can now be downloaded from the NES QI Zone [here](#).

Clyde Sector staff celebrated at annual awards ceremony

Staff and volunteers in NHS Greater Glasgow and Clyde's Clyde sector have been recognised for their outstanding achievements and dedication.

The Team of the Year Prize went to the Same Day Admission Unit at the RAH for their collaborative work to ensure the best care for patients, avoid delays for theatres and the support they've provided to other services.



Dr Gautam Ray, a Consultant Physician in Acute Medicine at the same hospital, was named Leader of the Year. He was instrumental in setting up a Quality Improvement Den which has now been adopted across the sector.



At Inverclyde Royal Hospital, The Apple Clinic - which provides prehabilitation and rehabilitation for cancer and surgical patients to get them as fit as possible - was awarded the Innovation of the Year prize. Led by physiotherapists Mhairi Burke and Elaine Crookston, the clinic has supported between 50 and 60 patients and their families.

David Roy was given the Volunteer of the Year award for the support he has given as a Rehabilitation Support Volunteer on the stroke ward at the Larkfield Unit, a role he has held for two years.



This year's Employee of the Year was Megan Shand, an Assistant Management Accountant based at Dykebar Hospital, who was nominated by the Clinical service managers and lead nurses for the award for the huge support she has provided.



For more information on the Clyde sector award winner, visit [Staffnet](#).

Remember, for all your latest news stories, visit the Staffnet Hub:
[GGC-Staffnet Hub - Home \(sharepoint.com\)](#)

A graphic for the NHS Green Avengers campaign. It features a superhero character in a green suit with a recycling symbol on the chest, set against a red and orange background with radiating lines. The text 'Watch Your Waste!' is prominently displayed in large, bold, white letters. The NHS Greater Glasgow and Clyde logo is in the top right corner. At the bottom, there is a black banner with white text: 'NHSGCC Green Avengers - Saving the planet, one bin bag at a time. Read more at: www.nhsggc.scot/watchyourwaste' and a QR code on the right.

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](#)