

Team Talk

Better Health • Better Care • Better Value • Better Workplace

November 2024

Better Care

Our 2024/2025 Whole System Winter Plan has now been approved by the Board. The action plan is a result of significant staff engagement and we've worked hard to implement key learnings from last winter to ensure we're as prepared as possible and we're using our resources in the most effective way. We would encourage you to speak with your team leads about local winter plans and how they affect you.

You can view the full plan [here](#).



Scott Davidson
Medical Director



Better Value (Sustainability & Value)

Did you know it costs us three times more to dispose of orange waste than general waste, and that up to 50% of the contents of our orange waste bins is incorrect? If we can reduce the contamination of our orange waste by just 10%, this would be equivalent to planting almost 1,700 trees. We're asking all clinical teams to consider their arrangements for disposing of clinical waste and ensure colleagues are using the correct waste procedures at all time.

Find out more [here](#).



Martin Johnston
Head of
Sustainability



Better Workplace

Our HR colleagues are currently working to support teams in managing attendance, particularly in areas where there are higher sickness absence rates. We recognise stress and anxiety is often a reason for sickness absence among colleagues and HR are keen to ensure managers and staff are aware of the resources available. This includes support for staff who are absent with stress but also to help individuals whose mental health is affected before they go off sick.

Find out more about a range of staff wellbeing services [here](#).



As part of our commitment to creating a fair, inclusive and safe workplace, we've now extended Cut It Out, our anti-sexual harassment programme across the Board.

We want to build confidence in those who have seen or experienced any kind of harassment to recognise and report it.

You can find out more information on our dedicated hub and we'd encourage all our staff to undertake the sexual harassment eLearning resource [here](#).



Anne MacPherson
Director of Human
Resources and OD



Team Talk – Questions to discuss with your manager



- How does this affect me?
- Where can I find more information?
- How can I get involved?

Do you have a suggestion for Team Talk?



Email: ggc.teamtalk@ggc.scot.nhs.uk

Please discuss this briefing with your team.