

**National Guardian Office
2nd Floor
2 Redman Place
Stratford
London E20 1JQ**

25 September 2025

Dear colleagues,

Subject: Invitation to take part: Speak Up Review – Nurses/Midwives in Temporary Roles

We hope this message finds you well.

The National Guardian's Office is conducting a review focused on enhancing the understanding and improvement of the Speak Up culture among temporary workers in a nursing and midwifery role in the NHS. Your participation is crucial as your insights will help us develop actionable recommendations to foster a more inclusive and supportive environment for temporary workers in a nursing or midwifery role.

Terms of Reference and Information Sheet

This review aims to gather feedback from temporary workers to better understand their experiences within the healthcare system – specifically, those working in a nursing and midwifery role. We encourage you to review the [Terms of Reference](#) to understand the scope and objectives of the review. Additionally, an information sheet is available to provide further details about the review process and how your contributions will be used.

How to Participate

We offer three ways for temporary workers to contribute to our review: focus groups, one-on-one interviews, and surveys. Kindly feel free to choose your preferred route.

Survey

You can share your thoughts via our online survey using this [link](#) or by scanning the QR code below:



The survey is open until **11:59 PM on Friday, 31 October 2025**.

Your responses will only be recorded when you click the Done button to finish the survey, and you see the Survey End Page. If you leave the survey before doing this, your answers will not be recorded. If you close your browser before submitting your answers, your entries may be lost.

The survey includes up to 41 questions, none of which are mandatory - and may take up to 12 minutes or so to complete.

As always, your responses will be kept confidential.

Focus Group Details

We also invite you to participate in one of the following focus groups:

- **21 October**
 - 10 - 11 am | Guardians
 - 1 - 2 pm | Nurses and Midwives
- **22 October**
 - 10 - 11 am | Nurses and Midwives
 - 1 - 2 pm | Nurses and Midwives
 - 6 - 7 pm | Nurses and Midwives
- **23 October**
 - 10 - 11 am | Guardians
 - 12 - 1 pm | Nurses and Midwives
 - 5 - 6 pm | Nurses and Midwives
- **24 October**
 - 10 - 11 am | Nurses and Midwives
 - 1 – 2 pm | Guardians

How to Participate

If you wish to attend a focus group, please contact us via the lead for the project, Isabella Tetteh, on intelligenceandlearning@nationalguardianoffice.org.uk with your preferred date(s) and time(s).

Places are limited, so please respond as soon as possible to secure your place.

Please let us know if the dates/times above are not suitable to you. We will do our best to see what other options we can provide.



One-to-One Interviews

If you would like to speak to the review team but don't feel comfortable doing so in a group setting, please get in touch with us via the lead for the project, Isabella Tetteh (intelligenceandlearning@nationalguardianoffice.org.uk). We will seek to arrange a one-to-one meeting with you.

Confidentiality

We are committed to making the focus groups a safe space where you can speak freely. All participants are expected to respect the confidentiality of discussions.

If you have any concerns, comments or feedback, kindly speak to a member of our review team by contacting us at intelligenceandlearning@nationalguardianoffice.org.uk.

Thank you for considering this opportunity to share your experiences and insights. Your contribution is invaluable to our review process.

Best regards,

Sam Bereket
National Lead for Intelligence and Learning
National Guardian's Office