

Here is the brief for Thursday 28 January 2021.

Annual leave 2020/21 We have now received formal guidance on the use of annual leave this year and the carry forward of unused days. It remains the position of the organisation that we should all use our allocated days for 2020/21 by the end of March, but it is also recognised that current service demands make this difficult in practice.

Where the full allocation of 2020/21 leave is problematic, a carry-over into the 2021/22 annual leave year can occur. Any member of staff who have untaken annual leave as at 31 March 2021, due to the COVID-19 emergency, may carry their untaken annual leave forward to the 2021/22 annual leave year. The normal 5 day (defined as up to the equivalent of an employee's weekly contracted hours) carry forward rule will **not** apply for staff who have been unable to take their annual leave because of the COVID-19 emergency. A staff member and their manager must discuss and record the exact number of days/hours of annual leave to be transferred into 2021/22 leave year. There is no provision to ask for payment of the transferred annual leave.

The previously communicated deadline of 13 January 2021 to make a request to transfer annual leave, and the need to escalate to the relevant Sector Leadership Teams for sign off if more than one week was to be carried over, is no longer required.

Please read the attached letter from Tom Power (Director of People & Culture) attached to the email used to send out this brief for more information.

Get the COVID-19 vaccine to protect yourself – BUT It is not yet known whether or not vaccinated people can or cannot pass on the infection to others. So, until this question has been reliably answered it has to be assumed that vaccinated people can acquire the infection, have mild or no symptoms, but could pass the infection to others. This means that once you have been vaccinated (and we strongly urge you to get it when offered) you must continue to do all the things that have to be done to reduce transmission – physical distancing, frequent hand-washing and wearing a face covering where appropriate. The time for 'getting back to normal' will come, but it has not arrived yet.

COVID-19 vaccination programme If you have a confirmed clinic appointment you no longer require, please use the email addresses below to let the relevant team know and free the appointment up for someone else:

- All staff based at **Foresterhill (including Roxburghe House)** should
Email: gram.aricovidvacc@nhs.scot
- All staff based at **Royal Cornhill Hospital & Elmwood** should
email: gram.rchcovidvacc@nhs.scot
- All staff based on the **Woodend** site should email: gram.woodendstaffvaccinations@nhs.scot
- All other **Aberdeen City HSCP** should email: gram.citycovidvacc@nhs.scot
- All staff working in **Aberdeenshire HSCP** should email: gram.shirecovidvacc@nhs.scot
- All staff working in **Moray HSCP** should email: gram.moraycovidvacc@nhs.scot

Staff deployment survey We would like to take this opportunity to formally thank each of you who have risen to the challenge of helping out in other areas during this challenging time, for which we are all extremely grateful. From the feedback received in the survey we can see there have been a range of experiences and challenges for staff who were deployed to overcome. These included adapting to quite different working patterns and becoming familiar with very different working environments and roles.

We are enormously grateful to everyone who took part in this survey, shared their experiences and suggested ways we can better support and prepare staff for deployment in the future. There is much we can learn from the thoughtful and honest feedback received through this survey. The full results have been passed to the Deployment Cell who are already taking action to ensure staff are better supported in this situation. Once the next steps are confirmed, we will share the results with you in full. In the meantime, we can share some of the 'headlines':

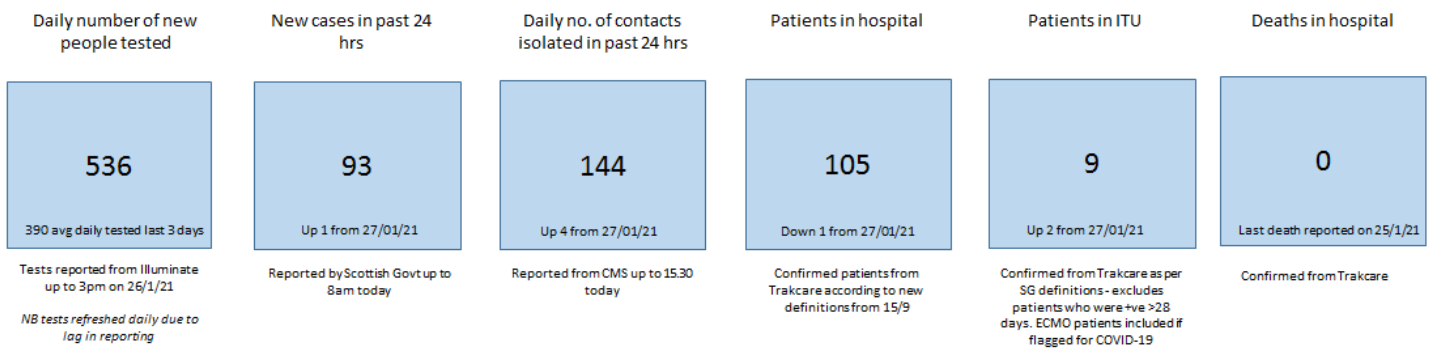
- We received **133** responses (which included 399 free text comments) between the period of 15-22 January.
- **50%** of responses were from nursing staff, with the next highest 2 staff groups being office staff and AHPs.
- **71%** of respondents were NHS Grampian staff, with the 3 HSCPs fairly evenly split to make up the other 29%.
- **69%** of respondents reported being deployed to a very different workplace environment than they were used to.
- **50%** of respondents reported being **well informed** during their deployment.
- **56%** of respondents reported being **well supported** during their deployment.
- **55%** of respondents reported that they felt their deployment had been **necessary/justified**.
- The most frequently reported **positive** was how great the teams were that respondents joined during their deployment.
- The most frequently reported **negative** was how difficult it was adjusting to new working patterns often due to childcare.
- The most frequently reported area for **improvement** was the need to improve communication throughout deployment.

URGENT ACTION NOW REQUIRED - FFP3 masks, stocks, and new face fit testing. There are two models of FFP3 mask (3M 1863 and 3M 8833) which are no longer being supplied. **Our stock of 8833 has now run out and 1863 stock is dwindling.** Airborne precautions are required when Aerosol Generating Procedures are being undertaken for medium (amber) and high-risk (red) pathways, as well as for patients who have other infectious agents transmitted via the droplet or airborne route. These precautions include the wearing of FFP3 masks. National Procurement have sourced other models of FFP3 masks which will be supplied going forward (Alpha Solway H and + series; 3M 1863+, 1873V+ and 9332+).

Our records indicate that there remains a significant number of staff who have attended the Fit Test Hub since March 2020 and only have a pass on the 8833, 1863, or have not yet obtained a pass on any mask*. If this is you then please make an appointment to be retested as a matter of urgency by emailing gram.face-fit-appointment-hub@nhs.scot

*Please note that no further action is required by staff who have already been tested on the models of masks which are now being supplied but have not yet obtained a pass.

Grampian data The local figures for today are shown below; we have not included the 7 day rolling positivity rate as the data is currently being clarified. If you click [here](#) you can visit the Public Health Scotland website, which includes neighbourhood figures for all local authority areas in Scotland.



Moray Health & Social Care Chief Officer appointment As announced earlier today, and following a competitive process, Simon Bokor-Ingram has been appointed as the new Chief Officer for Health & Social Care Moray. Simon has been leading the partnership between NHS Grampian and Moray Council on an interim basis since April 2020, on secondment from Shetland, where he was the joint Director and Chief Officer of their Integration Joint Board. He has a background in adult nursing, having worked in both acute and community settings, and then went on to manage a group of community hospitals in Kent before making the move to London to work for a primary care trust. Our warmest congratulations to Simon!

Baird & ANCHOR Project Following delays due to the pandemic, work to bring The Baird Family Hospital and ANCHOR Centre into being is now back underway. You can find out more by reading the latest edition of the project newsletter [here](#).

Thought for the day



Questions to ask? Information to share? If you have particular questions – or are aware of questions coming from friends and family – please share them with us. We may not be able to answer every question and it may take us time to get a proper answer, but we will endeavour to respond and share the answers. You can get in touch with us via gram.communications@nhs.scot. Please also use that email address if you have items for consideration for future briefs.