

Wednesday 28 December 2022

---

**Ask Caroline – follow up to recent video** Concerns have been raised about a section of the Q&A session with Prof Caroline Hiscox circulated prior to Christmas. Specifically, these relate to a question about the disparity in Terms & Conditions for breaks amongst different staff groups. Prof Hiscox is currently on leave but has confirmed that in the video she had absolutely no intention of suggesting there would be any support from her for a reduction in payments for doctors in training. Her response to the question supported creating equity for other colleagues working in the NHS. She emphasises how important it is for all staff to take breaks to support their health and wellbeing as well as staff and patient safety.

Caroline has asked us to pass on her apologies if any of the content of her response was interpreted otherwise. She would be delighted to hold a meeting, via Teams, as early as can be arranged in the New Year for all doctors in training to discuss what can be done in Grampian to enhance the experiences of doctors in training.

**We Care Wellbeing Wednesday – Staff in Distress help sheet** During the festivities and the run up to the end of the year it is easy to feel overwhelmed and a bit isolated. Support is always available both in and outside of work and the [Staff in Distress Sheet available here](#) provides the contact details of a variety of organisations offering support. It's OK to feel strong emotions, worry or anxiety about things, and it's also OK to check in with people who we think or see are feeling like that – the resources included may be of help if you're feeling distressed, or are reaching out to someone who is.

**Industrial action – school closures** Strike action by teaching unions means there will be further disruption in local schools on 10 and 11 January. Schools have been in touch with parents/carers directly to make them aware. As you'll be aware, if this disruption will affect your ability to attend work, it is important you have an urgent conversation with your line manager to discuss the use of annual leave, parental leave, TOIL, working at home, or rearranging shifts as appropriate.

**Be Safe Online** This is your regular reminder to stay safe and vigilant online, especially when using social media. Phishing is a huge threat and growing more widespread every year; recent research suggests employees receive an average of 14 malicious emails per year and at least one person clicked a phishing link in around 86% of organizations. Phishing emails are the easy route for cyber-criminals to perform a ransomware attack on NHS Grampian with the potential to put at risk personal data, patient data, and clinical systems.

Criminals use information about you available online (including on social media sites) to make their phishing messages more convincing. It is important to know how to manage the security and privacy settings on your accounts, so your personal information remains inaccessible to anyone but you. You can reduce the likelihood of being phished by thinking about what personal information you (and others) post about you, and by reviewing your privacy settings within your social media accounts. The link below

from the National Cyber Security Centre (NCSC) pulls together security settings from the major social media services; please review...take necessary action...stay safe online.

[Cyber Awareness - Social Media: how to use it safely](#)

NHS Grampian's cyber awareness information can be found as follows:

[Cyber Awareness - Please follow this link for useful advice on Staying Safe at Work and at Home](#)

**Tune of the day** As we're knee deep in holiday season with no requests so far today, I'll leave you with one of my favourites: [Reet Petite \(Original 1957 Version\) - YouTube](#) Hopefully this will help you boogie through to New Year, or perhaps drown out whatever festive chaos may be ensuing where you are. Keep smiling! (KJ)

If you want to request a tune, follow up on items included in this brief, or suggest an item for sharing, drop us an email via [gram.communications@nhs.scot](mailto:gram.communications@nhs.scot)