

Wednesday 18 September 2024

Electronic payslips roll out Colleagues who had not previously opted for e-payslips in the following staffing groups should now have received an email notification of their username and guidance on how to access the system: AHPs, other therapeutic, healthcare sciences, personal and social care, pharmacy, medical and dental support, medical and dental, and facilities and estates staff (working at Band 3 and above). If you do not have this, contact gram.epayslip@nhs.scot directly.

To make access to e-payslips as easy as possible, you can access the [ePayroll System - Login](#) portal from a new link located on the intranet home page. A new link to the refreshed [Self-Service page](#) has also been added, which we recommend you visit. This page includes the [Accessing ePayslips](#) video and [Information for Managers and Staff - Downloading, Saving and Printing Electronic Payslips.docx](#), which we would encourage you to share in your teams.

If you have any queries about this, please contact gram.epayslip@nhs.scot

Spiritual Care Department limited this weekend Due to unforeseen circumstances, the Spiritual Care Department will only be able to offer 8:30am to 8.30pm urgent on-call cover on Friday 20th and Saturday 21st September, and no on-call cover on Sunday 22nd September. This is due to staff sickness, staff vacancies and annual leave. We apologise for any challenges this may cause. For any enquiries, please contact the Spiritual Care Department on 01224 (5)53316.

Secondary Care Hubs To accommodate patients who require urgent or time critical bloods, lists will be running on the upcoming public holiday (Monday, 23rd September) at the Outpatients Dept, Dr Gray's Hospital and Clinic A, at Aberdeen Royal Infirmary.

DNACPR and what you need to know Do not attempt cardiopulmonary resuscitation (DNACPR) decisions are used to provide guidance on the best actions to take in the event of the person suffering a cardiac arrest or sudden death. The NHS Scotland integrated policy was created with the aim of preventing inappropriate, futile or unwanted resuscitation attempts which may cause significant distress to patients and their relatives. You can find the answers to FAQs relating to DNACPR decisions below. We also encourage all staff, regardless of their role or previous experience, to complete the [Understanding DNACPR online learning](#) (requires Turas log-in) for a better understanding of the policy.

- *Is it the relative's responsibility to make DNACPR decisions if the patient cannot?* A patient's family or friends do not have decision-making rights regarding CPR unless they are the legal proxy. It may be helpful to include them in discussions only to clarify the patient's wishes/views.
- *If a person arrests due to choking, but has a DNACPR form, should we resuscitate them?* Yes, as the DNACPR decision does not override clinical judgement if there is an immediately reversible

cause of cardiac arrest that does not match the circumstances envisaged when the DNACPR decision was made and recorded.

- *If a patient is admitted with a DNACPR form from the community, is it still valid?* Yes, the NHS Scotland integrated policy removes the need for separate hospital/community guidance as the same form applies in all care settings.

NHS Grampian Charity annual report Almost 650 grants totalling over £2.2 million were awarded to NHS Grampian projects in 2023-24. The official charity of NHS Grampian has shared the announcement in its annual report and accounts for the last financial year. Staff from across the health board are able to apply for funding, in line with the charity's Fund Guidance, which supports non-statutory projects and activities which enhance patient wellbeing, staff wellbeing and development, and research and development. [Read the full annual report and accounts.](#)

Colleagues to lead on Widening Access to Trials in Care Homes (WATCH) project NHS Grampian is one of four winners, and the only one from Scotland, in the inaugural UK vaccine innovation pathway funding competition. R&D Director Professor Seshadri Vasan made the announcement in his address at the NHS Research Scotland infectious diseases research day at the V&A Dundee today. The project's chief investigator is consultant geriatrician and University of Aberdeen honorary professor Roy Soiza.

Vasan, who is a coinvestigator, said: "Although vaccines protect and immensely benefit care home residents, they are often left out of clinical trials. Within two years, our project will develop and validate best practice guidance to address this unmet need, for ourselves and the global community. This is absolutely critical for our ageing and vulnerable population, as older age groups are growing faster."

Race for Recipients – coming soon! We are pleased to say the Race for Recipients activity challenge is back for Organ Donation Week 2024. Simply sign up at the Race for Recipients website and from 6am this Saturday (21 September) until midnight on Sunday 29 September, log your distance travelled on foot, by bike, swimming, whatever! If you took part last year, your account will still be active. If you're a new recruit, signing up takes seconds. The point of the event is to celebrate organ donation, encourage people to make their donation decision, and show our support to those awaiting a transplant. If you want to take part, visit the [Recipients website](#), scroll to Regions, select Scotland, and then NHS Grampian.

Guidance on management of violence and aggression A whole host of resources to support the prevention and management of violence and aggression are available on [SharePoint](#). Any staff member who is looking for specific support that isn't covered should contact NHS Grampian's Prevention and Management of Violence and Aggression team via gram.healthandsafety@nhs.scot

Wellbeing, Culture, and Development Wednesday

Colleagues from across NHS Grampian and health and social care partnerships are invited and encouraged to attend the next Culture Collaborative session on Wednesday 3rd October from 9.30am to 11am. Driven by our values of Caring, Listening and Improving, this session will focus on 'A Programme of Speak-up - A Culture of Listen-up' which will be presented by Katie Cunningham, Whistleblowing and Speak-up Manager and Louise Ballantyne, Head of Engagement (Organisational Lead for Whistleblowing).

This is a forum which is open to all staff irrespective of their role. Don't have it in your diary yet? Please contact gram.culturematters@nhs.scot for the link to join this meeting, and to be added to the distribution list to find out more about the monthly meetings. We look forward to seeing you there.

Spaces for Listening The next #SpacesForListening session will run on 30th September from 3-4pm. Please email Fiona.sharple@nhs.scot

ICYMI - Leadership & Management Development Mentoring Scheme NHS Grampian's Mentoring Scheme is being re-launched to support professional development of colleagues in or new to a leadership and management role. We are now seeking applications from both mentors and mentees. For more information and to apply, [visit the intranet page](#) (networked devices only).

To stay up to date with all management and leadership development opportunities, join [the Manager's Development Forum Teams channel](#).

See Me Webinar See Me will host a webinar for healthcare employers called 'Supporting healthcare workplaces to embed mental health inclusion' on Thursday 26th September from 10-11am. More information and tickets are available on an Eventbrite [event page](#). Discover how healthcare employers are fostering more supportive and inclusive workplaces by implementing initiatives and interventions that address mental health stigma and discrimination at work.

This session will support attendees to:

- Consider their role in tackling mental health stigma and discrimination at work.
- Learn from healthcare employers who are already doing this work in healthcare workplace settings.
- Understand how the [See Me in Work](#) tools and resources for embedding mental health inclusion can help them take action.

To contact the Wellbeing Culture and Development team with any queries relating to Turas, wellbeing or peer support, please email gram.wcd@nhs.scot

Kindness in Action A new session on nurturing interactions in the workplace has been developed to increase our understanding of how kindness relates to psychological safety. Help us shape what the session looks like going forward as we test out this newly developed session. [Book now on TURAS](#).

Tune of the day All the best to Clinical Coding Manager Dyllis Bruce who is retiring today after 39 years' service. Colleagues are missing you already and have asked for [Come Back](#) by the Foo Fighters.

In a break from the norm and in light of yesterday's major showbiz announcement, we also have a request from Dr Craig Hewitt at Garthdee Medical Group. What's his story? He is excited about the return of [Balamory](#) (I mean, who isn't?) and watching new episodes of the children's hit TV show (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