

Wednesday 19 March 2025

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**Green Car Salary Sacrifice Scheme** It's something you've asked for and we are delighted to say we will shortly be launching a Green Car Salary Sacrifice Scheme. This initiative will offer eligible staff the opportunity to lease an electric, hybrid, or low emission car, which may be purchased at the end of the lease period.

We hope this scheme will support the recruitment and retention of staff, as well as having obvious environmental benefits. Salary sacrifice schemes are good for employers and employees alike, as they provide savings on tax, national insurance, and pension contributions.

We can confirm we will be working with a preferred provider on this scheme. There will be much more information to come ahead of the launch of this scheme; we would ask you not to contact the Car Lease/Expenses team directly at this time, as they will be unable to assist.

**Pensions Flow Chart** A flowchart has been developed to assist managers and employees navigate their way through the various types of retirals. [It's available to view here](#) (intranet link, networked devices only). A link to the flowchart can also be found on the [Pensions intranet page](#).

**Swallowing Awareness Day - adults** This annual event is today! Eating, drinking, and swallowing difficulties, also known as dysphagia, can affect a person's quality of life and can lead to other health complications. When looking after people with dysphagia, we must be careful to closely follow any specific guidance and recommendations in relation to texture modified food and fluids, quantities of food and fluids, positioning and pace. [There is a training module available on Turas](#) (log-in required) called "A Guide to Dysphagia". All staff are encouraged to complete this, to increase your awareness of the safety implications of, and of how to support someone with, dysphagia. There is also a Toolbox Talk, which is recommended for all colleagues with direct patient contact: [eToolbox Talk : Compliance with speech and language therapy guidance for patients with swallowing problems | Turas | Learn](#)

Want to know more? Members of the speech & language therapy team will be running stalls at Aroma Woodend and ARI Rotunda over lunchtime today.

**Swallowing Awareness Day – children** The speech and language therapy (SLT) team within Combined Child Health work across the acute setting in RACH as well as in the Child Development Teams in the city and shire. The SLTs work closely together with the Dietetic team at RACH for children and young people who have eating, drinking and swallowing difficulties. We are involved in joint goal setting in collaboration with families/caregivers. We see children together during their stay in RACH, as well as for outpatient appointments. [There's more information available via this link](#), and the SLTs will be joining forces with dietetics colleagues to run an information stall between the medical and surgical wards at RACH this lunchtime.

**Social Prescribing Day** Many of the things which affect our health – for example, loneliness, debt, or stress due to poor housing – cannot be treated by medicine alone. Today, The National Academy for Social Prescribing is celebrating the people, organisations, and communities who make social prescribing happen. Across Grampian there are several social prescribing projects taking place whether as part of the National GP Link Worker Programme or piloting further aspects of social prescribing to connect people into non-medical support. Keen to find out more? Visit The National Academy for Social Prescribing website here: [What is Social Prescribing? | NASP](#) or contact Alison Hannan ([alison.hannan2@nhs.scot](mailto:alison.hannan2@nhs.scot)) to find out about local projects.

**Cancer Care Spring webinar** Registration is now open for our Cancer Care Spring webinar taking place between 9.30-11.15am on Wednesday 30 April. This session will include future care planning and realistic medicine, psychological support in cancer care, and cancer inequalities. Registration is via this link, all welcome: [Cancer Care Spring webinar](#).

**Grampian Respiratory MCN Professional Conference 2025 – registration open** We are delighted to announce registration is now open for this year's conference which will take place on Wednesday 7 May at the Aberdeen Alten's Hotel. As always, the event will emphasise networking, sharing our challenges and successes, and feature a diverse range of educational talks and interactive workshops.

[Click here for further information including the programme and details of how to register via Eventbrite.](#)

### **Wellbeing, Culture, and Development Wednesday**

- **Peer Support & Trauma Informed Risk Management (TRiM) Programmes** Peer Support is a service which offers early emotional support to healthcare staff who are experiencing distress. It is delivered by their peers who have been upskilled in the approach. TRiM is a more formal peer support intervention, providing advice to staff who have been exposed to potentially traumatic events. Peer Support seeks to support you on a bad day; TRiM seeks to support you on your worst day.

We are committed to these approaches to support our system. Both are reliant on volunteers, and we are grateful for the hard work of those involved to date. We want to build on our successes and develop scaleable, sustainable programmes. We'd like to start a conversation with all staff about how we do this and will be sharing information about how to get involved in the coming weeks. In the meantime, if you have views, please email [gram.wcd@nhs.scot](mailto:gram.wcd@nhs.scot) with Peer Support or TRiM in the Subject Heading.

**Tune of the day** Emily Christie makes today's request, influenced by her recent trips (yep, she was there twice) to HMT to see Dear Evan Hansen. [Waving Through A Window](#) features Ryan Kopel and the current UK tour cast (EP)

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)