

Thursday 28 November 2024

Sexual Harassment in the Workplace New legislation came into force in October to strengthen protection for workers on sexual harassment. The Worker Protection (Amendment to Equality Act 2010) Act 2023 places a new duty on employers to take 'reasonable steps' to prevent sexual harassment.

Educating and engaging workforces is an important step to take. There is an eLearning module on Turas: [Sexual harassment for line managers | Turas | Learn](#) developed by Close the Gap. As the title suggests, it is aimed at line managers first and foremost, but it contains information relevant for all. We expect further information, specific to NHS Scotland, in the Spring, when the next suite of national workforce policies are published. In the meantime, some general information is available as follows:

EHRC updated guidance on preventing sexual harassment and harassment in the workplace can be found at: [Sexual harassment and harassment at work: technical guidance | EHRC](#)

Employer 8 step guide: Preventing sexual harassment at work can be found at: [Employer 8-step guide: Preventing sexual harassment at work | EHRC](#)

ACAS guide to what Sexual Harassment is: [What sexual harassment is - Sexual harassment - Acas](#)

Tobacco policy Please remember it is an offence for anyone to smoke within 15 metres of a hospital building in Scotland. Anyone who does so may receive a Fixed Penalty Notice. Signage outlining this is in place on all our buildings. Further information is available here: gov.scot/nosmokingzones.

Our local tobacco policy makes it clear smoking is prohibited in **all** NHS Grampian buildings, premises, sites, and vehicles. You should not smoke in uniform, personal protective equipment, wearing an ID badge or when otherwise identifiable as on NHS Grampian business.

Healthpoint offers smoking cessation support via telephone or Attend Anywhere appointments. Referrals for patients can be made through SCI Gateway, PMS Trakcare, Order Comms or Ward View, or calling the Healthline on 08085 20 20 30 (mention a hospital referral). Anyone can self-refer by:

- calling the Healthline on 08085 20 20 30
- online referral [Smoking Advice Service – Hi-Net Grampian](#)
- emailing gram.healthpoint@nhs.scot

Retail catering – festive opening hours The Christmas and New Year opening hours for our retail catering outlets in Dr Gray's, Woodend, Royal Cornhill, and ARI are available to view on the intranet news or via this link: [NHS Grampian News - Festive Opening Hours for Our Retail Units...](#) (networked devices only)

Pressure ulcer awareness week Thank you to everyone for their hard work and involvement during pressure ulcer awareness week; your efforts in raising awareness have been invaluable. All the education sessions which took place through the week were recorded and links to these, plus other useful information, can be found here: [NHS Grampian News - Pressure Ulcer Awareness Week - Review](#) (networked devices only)

Community Appointment Days As part of Putting People First, we are making progress locally in our testing of Community Appointment Days (CAD), with a second event taking place yesterday in Aberdeen. You are invited to come along to our community of practice on all things CAD next Tuesday (3 December) at 11am on Teams. You will hear about our local CAD experiences directly from staff involved and hear how we plan to evaluate, learn and spread the approach. To book your slot email: gram.puttingpeoplefirst@nhs.scot

16 Days of Activism – upcoming events The annual 16 Days of Activism against gender-based violence began on Monday. As part of the campaign, we want to highlight the following events:

- Domestic abuse and heart disease in women – NHS Lanarkshire are offering this free webinar, exploring the links between heart disease in women and domestic abuse. This will take place next Thursday (5 December) between 10-11am. [You can register via this link.](#)
- Our Staff Equalities Network will welcome Vicki Kerr, who is a Procurator Fiscal Depute, along with colleagues from Grampian Women’s Aid, on Thursday 12 December. Vicki and colleagues will guide us through a unique and interactive session to develop participants’ awareness of issues surrounding domestic abuse. This session will be of interest to all staff - further information here: [16 Days of Action 2024](#)

CSO NHS fellowships If you are a nurse, midwife, AHP, pharmacist, healthcare scientist, or paramedic interested in developing research skills and careers, the Chief Scientist Office (CSO) has opened its calls for both their researcher development and clinical academic fellowships. [The clinical academic fellowships](#) support health care staff to undertake a PhD; applications close at 12noon on 22 January 2025. [The researcher development fellowships](#) can be used to support an introduction to research or to develop a strong PhD application; deadline for submitting is 12noon on 5 February 2025.

Nurses and midwives working in NHS Grampian can seek support to develop applications from deborah.baldie@nhs.scot, AHPs can seek support from k.cooper@rgu.ac.uk.

Leading transformation in health and social care MSc This course, offered by Robert Gordon University, is part time and delivered fully online. It begins in January, with scholarships available for those work in the NHS and health and social care partnerships. Scholarship applications must be made by 10 December; please contact Kayleigh-Anne Walker at RGU for further information: k.walker8@rgu.ac.uk

Tune of the day Today’s tune is dedicated to all our American colleagues who will be marking Thanksgiving many thousands of miles from home. [I’ve Got Plenty To Be Thankful For](#) by Bing Crosby is for all of you (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