

Wednesday 7 August 2024

A message to all colleagues For almost a week now, we have seen riots break out in various cities in England and in Northern Ireland. We stand in solidarity with our public sector colleagues in the emergency services and in councils dealing with the impact and aftermath of these events.

Some 200 nationalities are represented in the wider NHS workforce. You are all part of the team, regardless of your race, background, or religion. Seeing racist attitudes so clearly on display may make you feel afraid or unwelcome. We want to be very clear; you are welcome, and you are part of our community.

We have a zero-tolerance policy towards any form of discrimination, harassment, victimisation or other prejudiced behaviour including (but not limited to) racism, gender-based violence, and harassment of anyone with a protected characteristic e.g., age, religion, disability, sex, sexual orientation. We are all responsible for upholding this policy and challenging discriminatory behaviour, even when that is difficult or uncomfortable.

Information and support on reporting racist or discriminatory incidents [is available on the intranet here](#) (networked devices only).

Adam Coldwells (interim Chief Executive), Alison Evison (Chair), Steven Lindsay (Employee Director)

Smarter working survey A big thank you to everyone who responded to our survey on smarter working; we had a total of 365 responses. This revealed a real mix of regularly working at home, hybrid, and being permanently office based. Of the 258 who work at home either some or all the time, the majority said not commuting was making them feel better, with 179 regularly avoiding single journeys of up to 20 miles.

It's important to understand smarter working is about more than 'working at home'; it's about adopting principles and technology which make it easier for all of us to work flexibly. Want to find out if it could work for you? Please contact gram.smarterworking@nhs.scot

One week to go - Treatment Escalation Plans launch event All clinical colleagues are warmly invited to attend a Treatment Escalation Plan (TEP) launch event, next Wednesday (14 August), 11.30am-12.30pm, in the ARI medical lecture theatre. TEPs are an essential tool facilitating and supporting shared decision-making should a patient's condition worsen. As part of our commitment to patient care, we will be implementing TEPs for all acute in-patients across NHS Grampian.

During the event, you'll have the opportunity to hear from a wide range of speakers who will discuss how TEP conversations and documentation benefit both patients and healthcare professionals. We encourage your attendance and active participation. Refreshments will be provided courtesy of a donation, please bring your own cup. You can [register via this link](#), but 'on the day' attendance is fine too.

Non-medical prescribing virtual conference This event will take place on 1 & 2 October, via Teams. A full programme will be shared later this month, including booking links. For now, save the date, and if you have any queries, please contact gram.acateam@nhs.scot

ICYMI - Nursing & midwifery healthcare support worker induction The induction process for nursing and midwifery healthcare support workers (HCSWs) is changing! From September, all HCSWs, whether newly recruited as substantive or bank, must attend this mandatory induction. Flowcharts explaining the process for substantive staff and banks workers [are available on the intranet](#) (networked devices only). Please make sure you are following the correct chart and understand the new process. Recruiting managers will be sent a copy of the relevant chart when taking on new substantive staff. All new HCSWs, whether bank or substantive, will receive a copy when they start work.

'Fundamentals of Care' sessions have now ended. New healthcare support workers starting after that date are expected to attend the new induction sessions. These can be booked via Turas here (log-in required): [NHS Grampian Nursing and Midwifery HCSW Induction | Turas | Learn](#)

Questions? Please contact gram.practiceeducation@nhs.scot

Wellbeing, culture, and development Wednesday

- **Tennis Courts** Are you the next Andy Murray or Emma Raducanu? Whether you are the next big thing or just like a hit around, we have a space for you to have fun, improve your skills and get to know others! Our tennis courts, based on the Foresterhill site in Aberdeen (see map below), can be used by staff, for free. No need to book, you can just turn up and play. This provides a great space for physical wellbeing activity with opportunity to meet other like-minded individuals. All you need is your racquet and tennis balls. The gate is code locked for security, please ensure the gate is locked after use. The code is available in the brief shared by email on 7 August.



- **Mental Health and Wellbeing** Working in partnership with Public Health, the wellbeing, culture and development team are reviewing the current mental health and wellbeing offering from learning and development. Help us shape the programmes for the benefit of you and your colleagues [by filling in this short questionnaire](#). You can also scan the QR code below if you are reading a printed version of the brief.

Supporting mental health and
wellbeing



For any Wellbeing, culture or development (WCD) questions please contact gram.wcd@nhs.scot

Tune of the day Two tunes today, but they're both short eens. A couple of mellow midweek moments courtesy of [Grandma's Hands](#) and [Blackbird](#) (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