

Here is the brief for Tuesday 1 March 2022.

Conflict in Ukraine We will all have seen the footage of the current situation in Ukraine. Many of you reading will have personal connections, through family and friends, with all of us concerned and distressed by current events. UNICEF and British Red Cross have launched appeals to support both those who remain in Ukraine and those who have sought safety in neighbouring countries. If you wish to contribute to either of these appeals, please follow the links below.

[Red Cross – Ukraine Crisis Appeal](#)

[UNICEF – Ukraine Appeal](#)

In addition, the [Polish Association Aberdeen](#) is supporting collections to be taken to the Polish/Ukrainian border. The link above will take you to their Facebook page, with the latest information on their efforts. Our thoughts are with all those affected by this conflict – and indeed other ongoing conflicts – and we hope for a peaceful and speedy conclusion.

Management referrals to Occupational Health Service (OHS) From tomorrow (2 March 2022) the OHS department is changing how they accept management referrals. As of 2 March 2022, emailed Manager Referral Forms to gram.ohs@nhs.scot will **no longer be accepted** and all new Management Referrals must be submitted using the new [OHS Management Referral Portal](#) (networked devices only). Managers must visit this site whenever they wish to refer an employee to Occupational Health. On this site, managers will find the [Employee Information Sheet](#) which should be provided to the staff member being referred. [There is also an easy-to-follow Manager's Guide](#) which will assist managers in submitting a referral using the new OHS portal. The main benefits for managers in using the new OHS portal include:

- triaging of clients to most the appropriate supports,
- clearer layout of the referral form to assist managers in formulating the questions they would like answered,
- less documents sent via email reducing the risk of data breaches,
- secure and accessible storage of submitted management referrals reducing reliance on paper records,
- and the referred staff member will also receive a copy.

[Please note the process for self-referrals by staff directly has not changed - visit the OHS intranet page for more information.](#)

The Queen's Platinum Jubilee In case you missed it last week, the Scottish Government has confirmed an additional day of Annual Leave is being granted to all NHS Scotland staff in commemoration of this event. The additional day of Annual Leave (defined as an employee's weekly contracted hours divided by 5) will apply to all NHS Grampian staff and must be taken during the 2022/23 leave year. It is recognised this may be difficult for certain medical staff depending on the timing of their personal leave year, however flexibility will be exercised. Every effort will be made to allow staff to take this leave on a flexible basis and at a time most convenient to them. Managers are asked to maximise the granting of requests for leave on 2 & 3 June 2022, within service pressures.

Endowment Fund Staff Social Activities UPDATE Following consultation with our colleagues in Public Health, given the high level of community transmission rates we are still experiencing in Grampian, and whilst we are still in Operation Iris, I can advise that the Endowment staff social activities fund will remain, 'on pause', until 31 March 2022.

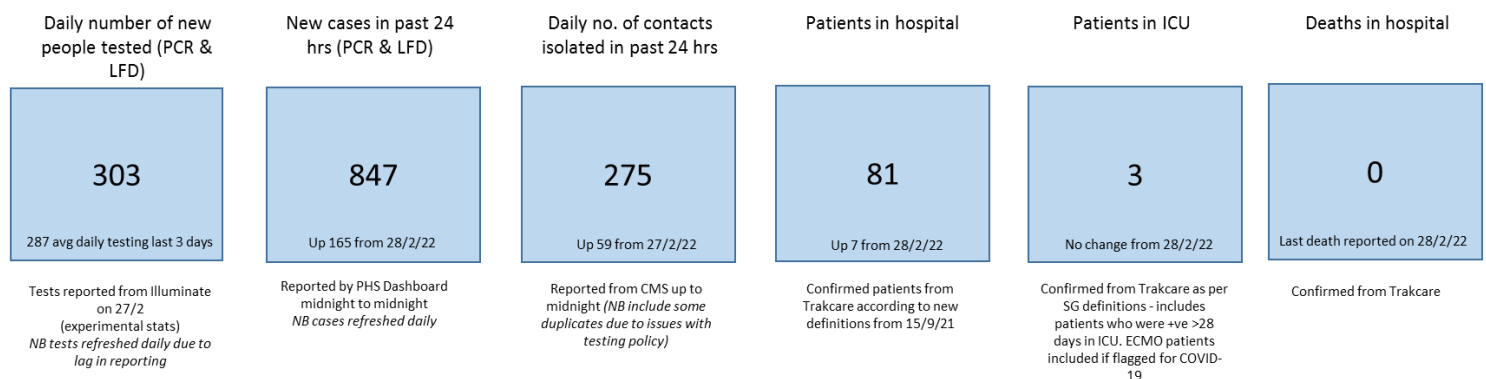
I realise this will feel frustrating for many who are keen to meet up in person, particularly after these two long years and as the communities in which we live are starting to feel more like 'normal'. However, our priority has to be to follow Public Health advice and protect staff teams from further outbreaks at a time when we are all aware that our health and care system is very fragile. We can support virtual gatherings during this time, and we thank you for your continued patience and understanding on this.

The fund will re-open to supporting in person events, unless any further restrictions come into place, as of **1 April 2022**. The detail of this will be finalised at the next Endowment Committee meeting on 23 March 2022, and full details will be shared thereafter. (Lisa Duthie, NHS Grampian Endowment Charity Lead)

Rest & Refresh boxes Taking breaks while at work is vital, but we know this can be difficult in practice, especially in clinical areas. To try and make things a little easier, the We Care programme are working with RVS to distribute Rest & Refresh boxes. These will contain small snacks, tea, coffee, and the option to make something hot (like soup) if you are unable to access hot food during your shift. More than 100 of these boxes will start arriving in work areas in the coming weeks. These are for all staff in those areas, regardless of the role you have.

This is a trial programme, supported by Scottish Government funding, and we are really keen to get your feedback on the boxes. Each one will come with a letter explaining how you can provide this, and we'll also share links in future briefs.

Grampian data The local report is shown below. A complete national report, including the option to view cases at a neighbourhood level, [is available via the Public Health Scotland daily dashboard](#).

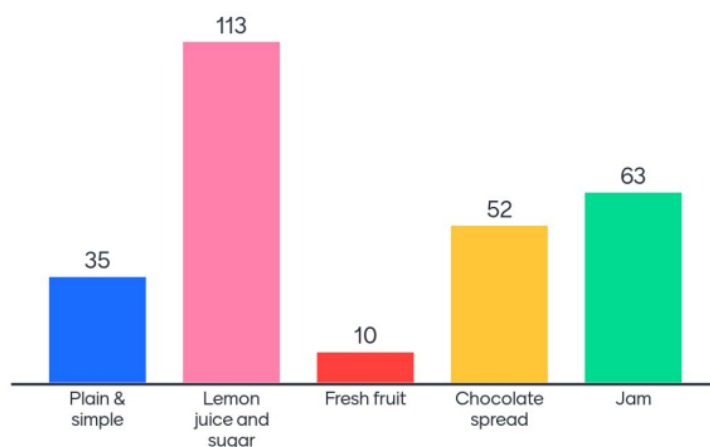


Cyber Scotland Week – Can you spot a Phishing Email? Do you know when you are being targeted by a hacker? Take the Google Phishing quiz. Your email address may already have been part of a cyber breach; we can show how to find out. We know it is a pain managing so many passwords; there is guidance to help you better manage your passwords. Visit the link below to find out! Also remember the survey...your opinions matter to us...thanks

[February 28 to March 6 2022 is Cyber Security Week - Please follow this link for useful advice on Staying Safe at Work and at Home](#)

Question of the day Thanks to the 273 of you who took part in this one – it really was just for fun, but I'm delighted to say the traditional combination of lemon juice & sugar was the emphatic winner!

Shrove (Pancake) Tuesday. How do you eat yours?



Thought for the day Today is a day of note, for all kinds of reasons. As well as being Shrove (Pancake) Tuesday, it is also St David's Day (more on this below). It is also two years exactly since the first COVID-19 case was confirmed in Scotland. What a tumultuous 24 months it has been. As we finally (hopefully) move back to some sort of normal – whatever that may look like – it is right to reflect on what we have been through. This will likely involve equal measures of sadness (at what or who we lost) and satisfaction (at what we achieved, often in difficult circumstances). As we look to the future, there will also be uncertainty. This could be personal, professional, global, or perhaps all three. Wherever your head is at, your feelings are no more, or less, valid than those of people around you. Be patient with yourself and each other.

Tune of the day As highlighted above, it is St David's Day (Dydd Gŵyl Dewi Hapus to our Welsh readers!). For a comparatively small country, Wales has always punched above its weight, musically speaking. From Tom Jones, Shirley Bassey, and Badfinger, to Catatonia, Manic Street Preachers, Goldie Lookin' Chain, and Super Furry Animals. I've plumped for [Demons by the Super Furrries](#), and it's dedicated to Pauline Mckenzie.

If you want to request a song for tune of the day, follow up on items included in this brief, or suggest an item for sharing, drop us an email via gram.communications@nhs.scot