

Monday 16 May 2022

Culture Matters survey As promised, results of Phase 1 of the BPA Culture Matters survey have been delivered to teams in Nursing & Midwifery and Facilities & Estates. Local reports were emailed directly to line managers/team leaders/supervisors this morning. If your team was included in the first phase and you've not yet had a chance to see the report for your area, please speak to your line manager. There is lots of helpful information on getting ready for your report [on the Culture Matters intranet page](#) (networked devices only). More than 300 local reports have been generated following completion of this survey. We have committed to sharing high level results with the wider organisation and these snapshots will be shared very soon.

Caroline Hiscox has recorded [a special 'In Conversation with...' video with Jacqui Parle](#) from our survey partners BPA. This looks at the process of the survey and further explains how the results were analysed and what the next steps will be. As announced in last Thursday's brief, all of us will get the opportunity to participate in the Culture Matters survey by the end of this year, so we'd encourage everyone to give this video a watch.

New Director of Finance appointed Following a competitive recruitment process, Alex Stephen has been appointed to the position of Director of Finance. Mr Stephen has been the Chief Finance Officer for Aberdeen City IJB and Aberdeen City Health & Social Care Partnership since 2016. During that time, he has also served as Depute Chief Officer for Aberdeen City Health & Social Care Partnership. He said: "The pandemic has changed the delivery of health and social care services across Grampian. Over the next years I will be working with colleagues to determine the financial impact of these changes for NHS Grampian. I will also be working with colleagues and the NHS Board on their medium-term financial framework, which will align closely with the new Strategic Plan. I am really looking forward to working with colleagues in NHS Grampian to deliver the best outcomes for population."

Mr Stephen will formally take up his new post in August 2022.

Asymptomatic testing update New guidance has been issued advising all health boards that asymptomatic testing using LFD tests should **only** be carried out by patient-facing staff. This is not limited to clinical staff; if your job brings you into regular face to face contact with patients – for example, as a ward receptionist or porter – you should continue to test twice weekly, [follow the latest flowchart](#) (dated 13 May 2022), and continue to log your results.

If you do not have face to face patient contact as part of your role, you can cease twice weekly testing. If you require LFD test kits in future, for example if you are visiting someone in hospital or a care home, [these can be ordered from the GOV.uk website](#).

Revised Risk Assessment In light of the recent guidance received, the generic risk assessment for managers to assess staff with health conditions, as we de-escalate from the pandemic, has been revised. This risk assessment must be tailored for individuals and in some cases, specific advice may be required from other organisational departments, e.g., Occupational Health Services and/or Human Resources. [The risk assessment is available here](#) (intranet link, networked devices only).

Patient Placement Tool The Patient Placement Tool has been updated. To see the latest version, along with guidance on how to complete it, [please visit the IP&C intranet pages](#) (networked devices only).

Retail catering - changes to opening hours/closures Opening hours are being revised at some retail catering outlets, from Monday 30 May, as follows:

- Royal Cornhill Cafe will close at 2.30pm on weekdays
- Aroma (ARI Concourse) will not open at weekends; however, Aroma Cairngorm will open from 9am on Saturdays/Sundays, serving the same barista coffee

In addition, the Aroma cafes at the Health Village and the Dental School will close for the remainder of the 2022/23 financial year, effective from close of business on Friday 28 May. These changes reflect rising costs across the retail catering operation.

Hospital at Home – ‘Shire Supported Discharge Would you like to know more about the Hospital at Home service and what this looks like in Aberdeenshire? Join tomorrow's presentation which will last approximately 45 minutes, and covers how to access the service, patient criteria, service processes, geographical coverage with the opportunity for discussion. Past sessions have been instrumental not only in improving understanding of H@H-SSD service and creating links with teams involved at all stages of the Frailty Pathway but also in shaping the service as it develops so we encourage you to join. Request a calendar invitation by emailing gram.shirehospitalathome@nhs.scot or join using the following link:

- Tuesday 17 May, 1pm – 2pm [join here](#)

Following interest in Just Checking equipment utilised by the H@H-SSD team, sessions will be run in conjunction with Just Checking to provide further information. **Just Checking** is an assessment tool that uses technology to monitor a person's activities at home and is available for Aberdeenshire staff at no cost to the people we support. The training will enable you to find out how to make the best use of the **Just Checking** system for facilitating hospital discharges, targeting care in the right place, and supporting people to remain at home.

Please contact denise.kerr@aberdeenshire.gov.uk to register for either of the sessions below:

Wednesday 25 May – 2-3pm

Thursday 26 May – 9-10am

Staff Equalities Network - Active Bystander Session – 18 May Every day events unfold around us, and we are all bystanders. Sometimes these events might make us feel uncomfortable, we might witness discrimination, harassment, or bullying. When this happens, we can choose to say or do something, be an active bystander, or to simply let it go and remain a passive bystander. Intervening can be powerful, because we send out a clear message that someone's actions are unacceptable, and when these kinds of messages are constantly reinforced within our organisation and our communities, we can shift the boundaries of what is considered acceptable behaviour.

This Wednesday (18 May) the Staff Equalities Network are running a session on being an Active Bystander. This will take place at 2pm, via MS Teams and will explore ways we can be confident active bystanders or 'upstanders' when these things happen and how to support fellow colleagues safely and appropriately. Please contact gram.staffequalities@nhs.scot to receive the link to join – all welcome!

NGN/NGM PG Cert Advancing Practice Application - Applications are now invited for places on a Postgraduate Certificate in Advancing Practice in collaboration with RGU. This is a fantastic, supported and fully funded, study opportunity for Newly Graduated Nurses and Midwives in their first- or second-year post graduation. [An advert, including the Person Specification, ADTL form and Learning Contract required to be completed as part of the application is available on the intranet.](#) If you would like to apply, please ensure you meet all the necessary requirements and submit all required documents as outlined in the advert. The closing date is Tuesday **31 May 2022**. If you have any queries, please do not hesitate to contact gram.pgcertngnm@nhs.scot and we will be very happy to help.

Business Continuity Awareness Week This annual campaign got underway today; this year has a particular focus on hybrid working, something which is becoming very familiar for many of us. There's more information, including details of webinars running throughout the week, [on the official BCAW site](#). We also have a [local business continuity section](#) on the intranet (networked devices only) and there are a number of useful learning packages on Turas.

ODP Day If you follow any of the NHS Grampian social media accounts you will know Saturday just gone was ODP Day. ODP stands for Operating Department Practitioner; if you're not sure what an ODP is, they are registered medical professionals who provide highly skilled patient support during operative procedures. [Kevin Duff, himself an ODP, made this video to explain the role.](#)

Pause for thought Here is your regular Monday opportunity for reflection. As usual, these are drawn from the previous week's Guided Journaling sessions. If you are interested in taking part in one of these sessions, [please visit the dedicated We Care website](#).

We use rules to organise, structure and govern our systems. All rules are made up, perhaps some should be unmade, and not all of them are written down. What rules govern you, just because they always have - and what might happen if you unmade some of them?

Tune of the day Well, Eurovision was quite the night, wasn't it? A huge show of public support for Ukraine, the amazing spectacle of the UK (after many years in the wilderness) picking up maximum points from several juries, and everything weird and wonderful in between. The entry which made me smile the most – and is therefore our tune of the day – came from Norway. Please enjoy the unique experience that is [Subwoolfer and Give That Wolf A Banana](#). (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