

Tuesday 12 September 2023

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**Working party on sexual misconduct in surgery** Many of you will have seen or heard coverage of a survey of the experience of female surgeons. Although it does not feature NHS Grampian, the report makes incredibly difficult and concerning reading. Workplaces should be a safe environment and it is not acceptable for staff members to act in an inappropriate way towards their colleagues. We have a zero-tolerance policy for such behaviour at NHS Grampian and would encourage anyone who has been targeted in such a way to report the matter to us.

If you experience any inappropriate behaviour in the workplace, in the first instance you should contact your trade union representatives, your line manager or another manager if your concern is about your line manager, Human Resources, or the Occupational Health Service.

**Diversity Festival to launch anti-racism plan** You are warmly invited to take part in our first ever Diversity Festival on Wednesday 4 October, as part of our Speak Up Month activities. The theme for the one-day event is race, culture and breaking barriers. It will see the launch of NHS Grampian's Anti-Racism Plan - meaning as a Board we are leading the way in Scotland with our commitment to work towards becoming an anti-racist organisation. Being anti-racist does not mean we will be free of racism; it means we acknowledge racism and bias exists and we are making a commitment to challenge it.

The link to register: [NHS Grampian - Diversity Festival 2023 Tickets, Wed 4 Oct 2023 at 08:30 | Eventbrite](#)

As an organisation, we have a longstanding commitment to equality, diversity and inclusion. This event is part of making progress towards a workplace, and a community, where everyone feels supported, included, and empowered to make their best contribution. Awareness raising is a fundamental part of this, and the event will help you learn more about the importance of an inclusive workplace culture, share examples of lived experience, discuss 'speaking up' and learn more about key principles of antiracism and allyship such as unconscious bias and active bystander interventions. In addition to the event itself, a series of online sessions will be open to staff in the days and weeks that follow to ensure as many colleagues as possible can benefit from the presentations. In the meantime, you can keep up to date by checking the Staff Equalities Network webpage here [Staff Equalities Network \(nhsgrampian.org\)](#)

**FFP3 masks and Face Fit testing** Our use of FRSMs may have returned to normal practice, but FFP3 masks will always be required when undertaking any aerosol generating procedure on patients with suspected or confirmed respiratory infections and/or on any patient who has suspected or known infection transmitted via airborne route. It is essential for clinical staff to keep up to date with their Face Fit testing. For all queries related to Face Fit Testing or Respiratory Protective Equipment, you should check the FAQs in the first instance; [these can be found on the Fit Testing page of the intranet](#) (networked devices only). If the answer to your query is not covered in the FAQs – or you would like to book a Face Fit test - then should you contact the team via [gram.face-fit-appointment-hub@nhs.scot](mailto:gram.face-fit-appointment-hub@nhs.scot)

**First Aid training - in-person sessions and online modules** Due to changes in the OHS staff team, it is not possible to offer First Aid training at present. Courses will not be available to book until the replacement trainer is fully trained so if you have applied or intend to do so, please be aware that there will be a delay in our response to your application. The team will provide a further update later in the year.

**Enhancing care – healthcare support worker event** The Practice Education Team will be running an Enhancing Care Session for HCSWs next Tuesday (19 September) from 8.30am - 4pm. This course aims to support HCSWs to further develop essential skills in practice and develop knowledge and confidence in continued professional development. Topics include tissue viability and skin health, personal wellbeing, Values Based Reflective Practise, and CPD & HCSW Professional Portfolio. To book a space, please email [gram.practiceeducation@nhs.scot](mailto:gram.practiceeducation@nhs.scot)

**Reminder – review of weekly pay for bank workers** Last week we launched our review of weekly pay for bank workers. Over 1,300 bank workers have already responded for which we are incredibly grateful. The survey will run until 22 September, [and you can access it via this link](#) or by scanning the QR code below if you're reading a printed copy of the brief:



[If you are a manager who uses bank workers, please click here](#) or scan the QR code below.



**Evaluation Clinics** New appointment slots are available this month and next for the Evaluation Clinic. If you are planning a service change or project, and you are looking for advice on any aspect of planning, implementing, writing up, or disseminating an evaluation, [then you can book via this link](#). If you have any queries or if the clinic date is not convenient, please contact: [CLeask@aberdeencity.gov.uk](mailto:CLeask@aberdeencity.gov.uk) / [niki.couper2@phs.scot](mailto:niki.couper2@phs.scot)

**Tune of the day** Today's request goes out to Helen, who wants to mark what would have been the 71<sup>st</sup> birthday of Rush drummer Neil Peart. Neil passed away in 2020; he's in fine form here on the band's [1981 instrumental track YYZ](#) (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)