

Monday 14 November 2022

Industrial Action Last week we confirmed a Short Life Working Group has begun meeting, to consider what plans we need to have in place, in the event of industrial action. Since then, several unions have announced their members have voted in favour of industrial action. We await formal notification from the trade unions of their planned next steps - they are required to give employers 14 days' notice before industrial action is due to begin. In the event of confirmed action, by any (or all) of the unions who have balloted for action, we will use this brief to share as much information as we possibly can about contingency plans, including how we will ensure critical services continue to function.

You will likely have seen – and will continue to see – a lot of media coverage on this topic. As we have done since this brief began, we will only share confirmed information in this space, so please keep checking it daily for the latest updates.

STV news & NHS Grampian Over the last week we have invited crews from STV to spend time in the Emergency Department at ARI as well as on the wards, at Turriff Community Hospital, at a care home, and at Banchory GP practice. They will be running special features in their 6pm bulletin every night this week focusing on the pressure all services are under. A huge thank-you to all those teams who took part in filming despite their very busy schedules; [you can read more about this on the STV website](#).

Warm Home Prescriptions NHS Grampian is participating in a pilot project, whereby financial support will be given to those most at risk of a poorly heated home, to enable them to pay their energy bills over the winter period. We are working with local energy charity SCARF and a not-for-profit energy innovation hub called Energy Systems Catapult. Due to the limited funds available for this project, participation is by invitation only, and letters have been sent to a group of people identified as at risk due to a respiratory condition inviting them to take part. These letters should be arriving with individuals in the coming days. This project is not being funded from the NHS budget, but by Energy Systems Catapult. Further information is available on the project website: [Aberdeen — Warm Home Prescription](#)

New password policy In response to the continued Cyber Threat we operate under, we will be implementing a new security system to prevent the use of easy to crack passwords. This is the first step in revising our password policy, for instance a password that meets the normal complexity requirements of this policy might still be a weak password (e.g. **Aberdeen123!** or **P@ssword!**) and therefore an easy target for hackers. The change is being implemented tomorrow (15 November) Please note the following:

- This will not affect existing passwords.
- You will be prompted as usual to change your password.
- On being prompted to change your password, if the password security system determines your choice of new password is weak, it will be rejected, and you will be asked to choose another one.

For further guidance regarding staying safe at work and at home please check the following link: [NHS Grampian Cyber Security Advice \(office.com\)](#)

World Diabetes Day Sir Frederick Banting, born on this day in 1891, began experiments using insulin with Charles Best in 1921. His birthday has become World Diabetes Day, raising awareness of the condition. There are currently 32,589 people (5.4% of the population) in Grampian known to be living with diabetes; the actual number is likely much higher as many will not yet have been diagnosed.

The main types of diabetes are Type 1, Type 2, and prediabetes. Much more information on these conditions and how to manage them is available on [the Diabetes in Grampian website](#). For more information about staff and patient education in Grampian please contact gram.mcn@nhs.scot

Secret Santa draw – entries now open! We once again have 38 vouchers, for an overnight stay for 2 people at Gleneagles, to give away. The draw is now open. Entries can be submitted until 11.59pm on Sunday 18 December, the draw will take place w/c 19 December. You can see the full terms & conditions [and enter here](#), or by scanning the QR code below (intranet link, networked devices only). The draw is open to NHS Grampian employees with a substantive (permanent or fixed term) contact, limited to one entry per employee.



If you manage a staff group who do not have an active email address or easy access to a computer, please contact us at gram.staffthanksandrecognition@nhs.scot

Pause for Thought Here's something to reflect upon this Monday, taken from previous Guided Journaling sessions:

Whether it's a desire to be more organised, focussed, confident, calm, patient, or something else, writing yourself a prescription might help get you on the right track. What treatments do you already know that work, and what are your habits that really don't help?

Tune of the day Viv Anderson and Julia Davies (both part of the secretarial team at RACH) make today's request, dedicated to their colleague Jeanette Smith. Jeanette recently collected her 25-year service award, so to say congratulations Viv and Julia are requesting [Hey Ya by Outkast](#). There's no confirmation on how many of them will be shaking it like a polaroid picture during this one...(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