

Tuesday 21 February 2023

System pressures – your feedback At the beginning of February we announced a 4-week test of a new way for you to provide feedback on the pressures in health & social care and, if you wished, to suggest some solutions. The test of change is still running, and you are welcome [to complete this form](#) anonymously or to email gram.systempressurefeedback@nhs.scot

Broadly speaking, the feedback we have received so far covers the following themes: staff wellbeing/staffing issues, delayed discharge, leadership, and the challenges facing primary care. We are grateful for the honesty shown, and for the suggestions made. Some of these touch on big issues of policy and/or situations which aren't unique to Grampian and are therefore difficult for us to solve on our own. However, many of you made smaller, practical suggestions, so in the coming days, we're going to sharing the answers to some of these and we hope you find this helpful.

Staff vaccination clinics There will be a staff vaccination clinic tomorrow (22 February) in the antenatal clinic, Aberdeen Maternity Hospital, 9.30am - 3.30pm. This clinic is also open to anyone who is pregnant and yet to get their 'flu/COVID-19 jabs.

Mental Health Nurses Day We hope all the mental health nursing teams have had a great day, celebrating the 5th Mental Health Nurses Day. A huge thank you to all of them for their hard work, each and every day.

National Adult Support and Protection 2023 - Spotting the signs of adult self-neglect Normally, the key focus for healthcare professionals is to enable our patients to live safe and healthy lives. Significant challenges exist when patient decision-making or behaviour appears to be actively negative and harmful to themselves. Whilst Local Authorities are the lead agency in Adult Support and Protection, NHS Grampian staff are key partners. We are often instrumental in both identifying and supporting patients at risk of harm through self-neglect. [This article describes a real-life situation of self-neglect](#) (intranet link, networked devices only). We encourage professionals and teams to use it in supervisions and case discussions.

EIS strike action As the parents and carers among you will be aware, there are two days of national strike action planned by the EIS next Tuesday and Wednesday (28 February & 1 March). Schools are providing information directly on closures/alternative arrangements; as with previous school strikes you should speak to your line manager to make alternative arrangements (e.g., shift swap, working at home, annual leave) if you are unable to come into work as a direct result of this action.

Reminder - Waste e-learning modules These modules were revised towards the end of 2022. There will not be an automatic reminder sent out to advise you when they are due to be completed. There are now two modules:

Module 1: Non-hazardous waste should be completed by all staff;

Module 2: Hazardous Healthcare Waste should be completed by any staff who either produce or have to handle or dispose of healthcare wastes.

There is also an e-Toolbox talk: [Changes to healthcare waste segregation](#) aimed at staff who produce healthcare waste. It covers changes to segregation of both Cyto and non-Cyto medicinal sharps and pharma wastes. Evidence from regular waste audits suggests not everyone is aware of these changes, so please encourage all relevant staff to complete this Toolbox talk.

HCSW development & education information sessions The Practice Education team will be running information sessions on the HCSW Development & Education Framework and Competencies this Friday (24 February):

- Manager Information Session, 9.30 - 10.30am
- HCSW Information Session, 11am - 12noon

These sessions will take place on MS Teams. If you would like to attend, please email gram.practiceeducation@nhs.scot

Aberdeen City Health & Social Care Partnership Virtual Induction Sessions Have you recently joined Aberdeen City HSCP and would like to hear more about what the partnership can offer you? Would you like the opportunity to network with fellow new starts across the organisation and share what attracted you to join the partnership? If so, please contact the ACHSCP Induction team via gram.achscpinduction@nhs.scot to book. The next session takes place on **Monday 13 March**, 11.15am - 12noon; sessions take place monthly and times vary, all sessions are via MS Teams.

Evaluation Clinics We still have spaces left for this Thursday (23 February) Our evaluation clinics are designed for staff planning a service change or project and would appreciate advice on any aspect of planning, implementing, writing up, or disseminating an evaluation. [If you're interested please book via this link](#). If you have any queries or if the clinic date is not convenient, please contact calum.leask@nhs.scot or niki.couper2@phs.scot

Save the date - Realistic Medicine Annual Conference - 25 April The Realistic Medicine Annual Conference will be held at the Technology & Innovation Centre in Glasgow on 25 April 2023. The first to be held since 2019, the conference will provide an excellent opportunity to hear from a range of speakers on the themes of Value Based Health & Care, sustainability and health inequalities, as well as an opportunity to meet and network with fellow Realistic Medicine colleagues. Details on registration will be shared in the coming weeks.

Tune of the day It's Pancake Tuesday/Shrove Tuesday! Delicious as pancakes are, they have not led to much in the way of pop greatness. However, it is also Mardi Gras, which is a much richer seam to mine. [Iko Iko](#) by the Dixie Cups was inspired by the chants of tribes taking part in the Mardi Gras parades in New Orleans. Tomorrow is Ash Wednesday, the beginning of Lent, so I'm dedicating today's tune to anyone giving something up – best of luck! (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