

Tuesday 28 February 2023

Update on our Equality Outcomes (Objectives) Report 2021-2025 Every two years, Health Boards are required to publish an update detailing the progress made towards the objectives set out in their Four Year Equality Outcomes (Objectives) Report.

Our Update Report, for 2021-2023, details the progress we have made across each of the 'protected characteristics' (race, disability, age, sex - male and female, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership and religion or belief) and is now available on the NHS Grampian website, which can be seen by [clicking here](#).

When setting our objectives in 2021, we knew our work would be undertaken against the backdrop of COVID-19 and the most challenging times the NHS has experienced. So, it is to the credit of our staff and partner agencies, that so much has been achieved in such difficult circumstances. Well done to all concerned.

Reminder - GMS contract/Primary Care Improvement Plans Public Health Scotland has helped to devise surveys to obtain views from staff working in Practice MDTs under PCIPs and wider GP Practice staff. If you fall into these categories, we would welcome your views. Responses are completely anonymous, and we encourage honest answers as this will help us to shape our PCIPs going forward. The surveys will remain open until March 5.

[PCIP - GP Practice Team survey](#)

[PCIP MDT staff survey](#)

Sign up link for Aberdeen City Hospital @ Home engagement event Taking place on Friday, March 17, between 9- 11am, this virtual event aims to build awareness of local plans for expansion into new acute specialty pathways and to give vital opportunity to input into the development of the plans. This will be an important session for colleagues from across the sectors, but especially acute. To register, please [complete this form](#); if you have any questions about the event, please contact Arlene Hurst (arlene.hurst@nhs.scot) or Sarah Gibbon (sgibbon@aberdeencity.gov.uk)

R&D seminar Join us for the next Research & Development Seminar 'Health research: identifying and winning grant funding to support your research', taking place on Wednesday, March 8, 12-1pm, Health Sciences Building, Foresterhill. Contact gram.randdtraining@nhs.scot in advance to reserve your seat. [More information – and recordings of previous seminars – available here](#).

Library services – here to help Our team of library staff support health and social care staff across the NHS Grampian area with the resources they need for evidence-based practice and professional learning. Find out more: <https://bit.ly/NHSGLibInfo>

Key guidance on financial year end processes Please follow the below link to guidance that is to be followed as we complete the 2022/23 financial year end. This includes the deadlines for submission of

the required information and, where applicable, specific returns for accrued income / expenditure, and stock holdings:

<http://nhsgintranet.grampian.scot.nhs.uk/depts/Finance/Pages/YearEndGuidance.aspx>

Compliance with this guidance is critical to the successful completion of NHS Grampian's financial year end and annual accounts process. If you have any queries on the guidance please contact your aligned Management Accountant or Finance Manager for clarification.

Training from the Prevention and Management of Violence and Aggression (PMVA) team The PMVA team have updated the training needs analysis form in line with recommendations made by the HSE. The outcome of this form is used by the PMVA team to identify the risks associated with violence and aggression in the workplace and determine the level of mandatory training required by each staff group in a work area. Completed forms will be reviewed by the PMVA team and where required a discussion will be arranged with the manager to discuss and agree the appropriate level of training. All work areas should have completed a TNA and PMVA risk assessment. A copy of the [TNA and risk assessment guidance](#) can be accessed on our [intranet page](#).

Last year the team created the level 2 plus course which combines the old level 2 (full day disengagement) and low level restraint training (half day) content. This is now delivered in one day making it more accessible to staff improving ward/department mandatory PMVA training compliance. Feedback from the new course has been positive and staff have reported the content meets their needs.

There have also been some changes to the face-to-face training delivered and course titles:

- Level 1 – Breakaways (2.5/3 hours)
- Level 2 plus - Breakaways and low level restraint (1 day)
- Level 3 - Advanced restraint (4 days)
- Level 3 – Advanced restraint refresher (1 day)

Bespoke training is still available for specialist areas on request following completion of the TNA and discussion with the team. The refresher period for all face-to-face training has been extended from 12 to 18 months.

Level 2 advanced disengagement and refresher courses have been replaced with the half day Level 1 (breakaway) courses. All dates for face-to-face courses are available on Turas Learn.

Innovations Event If you are a parent, support newborn babies and their families at home, or are involved in neonatal care at the hospital, we would like to hear from you!

Please join us at virtual a stakeholder meeting tomorrow at 1.30pm–3pm, please email craig.bell5@ggc.scot.nhs.uk to register. For more information see the flyer sent with today's Daily Brief.

Tune of the day Today we have two tunes for your listening pleasures.

Our first request today goes out to Val Reid, taking early retirement from her role as Lead Dietitian in Aberdeenshire (we've been told to stress the 'early' – Val's not at retirement age yet!). The team want to wish her all the very best and have asked for [\(I've had\) The Time of My Life](#) because apparently no-one puts Val in the corner.

Also saying farewell, today is Jane Fletcher's last working day as Lead for Mental Health Inpatient, Specialist Services and CAMHS. Jane retires at the end of March after working over 33 years within Mental Health services and the last six years as service lead.

The team at RCH would like to dedicate Labi Siffre's [Something Inside So Strong](#) for her resolve seeing them through many challenges and accolades. They added: "It's been a pleasure having Jane as our lead".

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