

Thursday 22 June 2023



Heat, Water & Welfare: [Ask Caroline Episode 20](#) Big news this month as Caroline reveals urgent action to introduce more summer appropriate uniform changes ([34:20](#)) and the announcement of a limited trial of plumbed water dispensers for staff ([02:08](#)). There is also - finally - a firm update on staff gyms, which is less positive ([04:14](#)) and a commitment to update the NHSG dress policy as Caroline addresses another dozen of your questions in the 20th episode of "Ask Caroline", our Chief Executive staff Q&A. As always, we've provided timestamps, so you can skip to the question most relevant to you, as wished:

[00:50](#) Update on Electric Vehicle Salary Sacrifice Suggestion

[02:08](#) Staff Plumbed Drinking Water Dispenser Trial Announcement

[04:14](#) Staff Gyms Update & alternative solutions*

[06:15](#) Payroll Timeline for Retirees

[06:35](#) Covid Special Leave Position for Bank/Substantive colleagues**

[07:45](#) Treatment of the payroll team by other colleagues

[12:33](#) Response to BMJ report on sexual assault levels in England***

[16:00](#) NHSG Covid Guidance Webpage Updates **

[17:45](#) Enforcement of smoking ban on NHSG sites

[19:44](#) Do NHSG have a staff pensions advisor?

[22:45](#) Integration of NHS and HSCP IT

[24:30](#) Will pool cars return?

[25:38](#) What is happening with the culture survey for all staff groups?****

[28:40](#) 2c GP practices and impact of agenda for change salary increases on TUPI colleagues

[34:20](#) Can we have a summer appropriate uniform?

[37:45](#) Is the NHSG dress policy out of date and does it need to be reviewed? What about facial piercings and other items?

*If you are interested in joining the working group on exploring alternatives to the staff gyms, please email gram.communications@nhs.scot in the first instance

** [NHSG HR Covid Q&A](#) (Updated June 2023)

*** Since the recording, the Occupational Health, Safety & Wellbeing Committee have confirmed they will explore what can be done to further increase awareness and engagement.

**** [Update on outcomes and results of Culture Matters survey](#). (intranet link, networked devices only)

Upcoming Ask Caroline Sessions:

- July - Thursday 29
- August - Thursday 31
- September - Thursday 21

An audio version is available to listen to on [SoundCloud](#). Due to technical issues, a transcript isn't currently available, but will be on the [Intranet](#) (networked devices only) as soon as these issues are resolved; we apologise for any inconvenience. If you want to put your question to Caroline or give feedback email: gram.communications@nhs.scot (Please indicate if you would like your question to be anonymous).

iMatter update Thanks to everyone who took part in iMatter this year; our final response rate was 62%. From Monday (26 June) team reports will be shared automatically to everyone with an email recorded on the system, and to all managers. This is your time to work as a team to decide what changes you want to make, and to celebrate what you are doing well. You have 8 weeks to develop your action plan. Managers have been provided with information on action planning and sources of extra support, if it is needed. If you have any queries, please do not hesitate to contact us at gram.imatter@nhs.scot.

Our Board Report will be published to senior leaders at the same time as you receive your team report. We will work to understand what the results, and analysis with previous results, mean for our organisation. We will share more information with you over the coming weeks and months.

Long COVID – what are we doing?

- **Staffing update** We recently appointed a fixed term Adults Long COVID Clinical Lead, Adults Long COVID Practitioner and a Paediatric Long COVID Practitioner. We are working on 3 workstreams: training and education of staff, self-management resources and pathways.
- **Training and education questionnaire** We are keen to find out from you what training and education you feel you need in relation to Long COVID. You are invited to complete this short [questionnaire by 14 July](#).
- **Update and contact details** We will be providing an update via teams on the Grampian Long COVID Professional Network on **Thursday 6 July, 1.30-2.30pm**. We will record this for anyone that cannot come along. To register your interest please email either of the email addresses below. If you have any professional queries about Long COVID you can contact us on (please do not include patient information):

gram.paedslongcovid@nhs.scot for paediatric queries

gram.adultslongcovid@nhs.scot for adult queries.

- **Lived Experience** – If you, or someone you know, has Long COVID Symptoms, more information and support is available on the NHS inform website - [Long-term effects of COVID-19 \(nhsinform.scot\)](#). As an individual, parent, or carer with insight into Long COVID, if you would like

to be added to our Lived Experience distribution list to receive updates and information about opportunities to be involved, please contact andrea.gray2@nhs.scot

Nitrofurantoin Monitoring Guidance for Adults Following a request for guidance from colleagues in primary care and the recent [MHRA warning about the risks of pulmonary and hepatic adverse reactions with nitrofurantoin](#), the Antimicrobial Management Team have approved [Nitrofurantoin Monitoring Guidance for Adults](#) for use in NHS Grampian. Please refer to this guidance when starting patients on nitrofurantoin therapy, especially if the patient will be taking it for a prolonged duration, and when reviewing patients.

Gloves – to use or not to use? Well over 500 of you have now completed our survey on the use of non-sterile disposable gloves – thank you so much! You've only got until the end of tomorrow to have your say, so don't miss out: [5937 Glove use survey \(snapsurveys.com\)](https://snapsurveys.com/5937) If you're reading a printed version of the brief, simply scan the QR code below:



Tune of the day We say another farewell today, this time to Ana Luisa Rodrigues, who is leaving the Audiology team at Woodend to return to her native Portugal. Angie and the team wish you all the best, Ana, and they have asked for [Walking on Sunshine](#) by Katrina & The Waves

Two for the price of one, as Clare Tarr has been in touch on behalf of the Acute Speech & Language Therapy team. They – along with what felt like half the NHS – were at Pet Shop Boys last night and have asked for [Left To My Own Devices](#) (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