

Here is the brief for Tuesday 25 January 2022.

Workforce Cell Earlier this month, and as part of Operation Iris (our response to Winter pressures) a Workforce Cell was established. It brings together colleagues from across Grampian to make sure we use our staffing capacity as effectively as possible in the weeks ahead. It does not replace existing local arrangements for organising ad-hoc or short-term cover.

In some cases, such as where we need to open extra beds, staffing needs may require us to look more broadly. This has included securing invaluable support from the Military. Whilst we hope from the latest data that this need will be short-lived, we want to make you aware that we may need to ask some of you (as some colleagues are already) to work differently or be deployed temporarily to another service between now and the beginning of April.

Director of People & Culture, Tom Power, has written a letter to you all to further explain the role of the Workforce Cell. The letter is attached to the email used to send out this brief, along with some supporting information on deployment for both staff and managers.

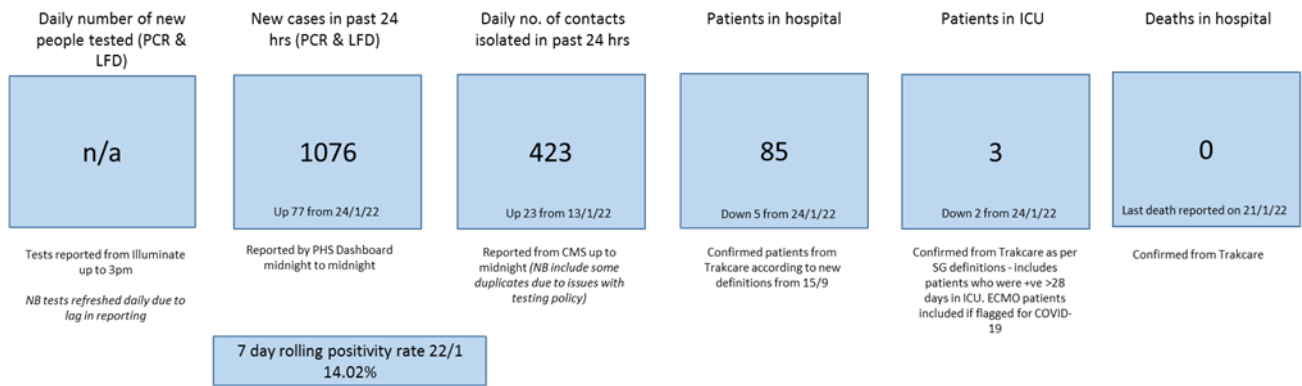
Patient use of FRSMs Please continue to encourage in-patients in **all** areas to wear an FRSM, when mobilising, when staff are undertaking direct care, and when staff are at their bedside. FRSMs are required for the patient and those who are in attendance, this includes single rooms, unless the patient is the sole occupant.

A Smarter Working Programme Update Firstly, we want to underline again NHS Grampian's commitment to – and support of – working at home. As an employer, we have a legal obligation to allow home working wherever possible and we take this seriously. Teams should plan on the basis of working at home being the default position until 31 March 2022. Our position will be reviewed as and when further information becomes available to us, with a further update to be issued in due course. This should not be to the detriment of your wellbeing. If you find this is the case for you, please contact with your Line Manager in the first instance to explore what adjustments to your working arrangements can be made to support you.

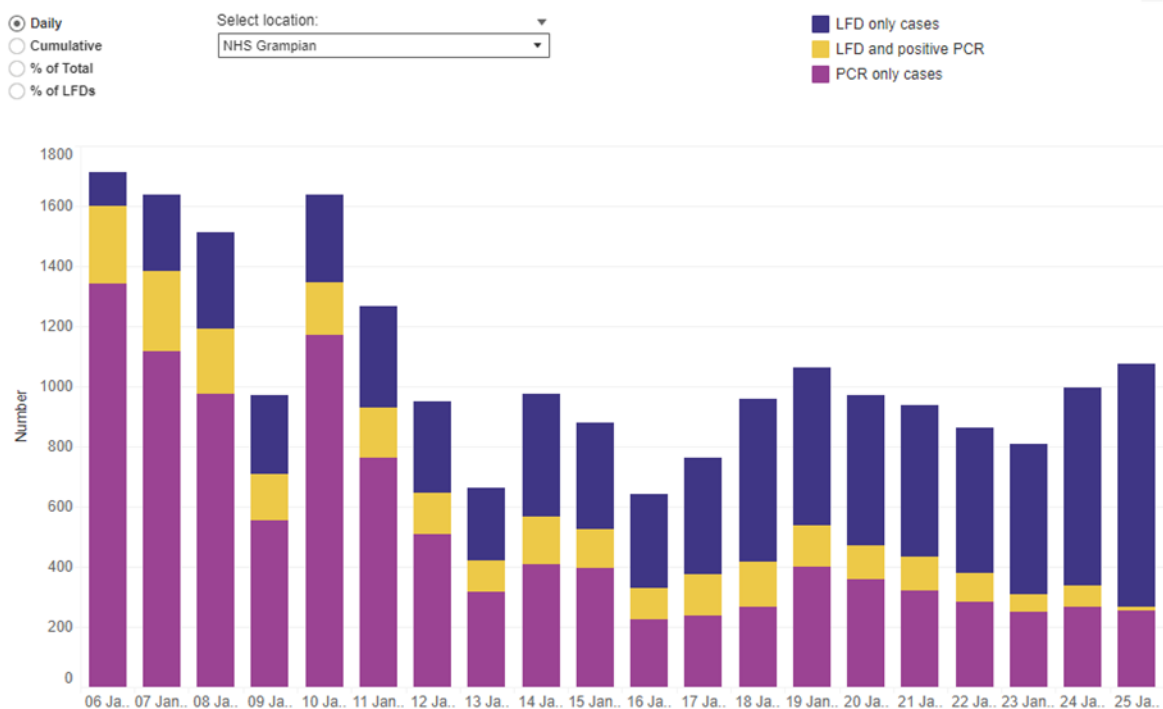
Looking ahead, we know lots of you are keen to understand what the workplace will look like when we do return. The development of our workplace strategy is ongoing; what we can say for sure is it will look different from the one we left in March 2020. The pandemic accelerated many already planned positive changes, including a greater use of technology (like MS Teams) and a new approach to service delivery. This may mean some of us returning to a different desk, office, or indeed building. With many of us keen to adopt a 'hybrid' working model, when and why we visit the workplace may also change. Please be assured there will be an opportunity for open discussions prior to, and during, the return to our workplaces. Adapting to change can take time and there will be support available to help all of us through this process. Further updates will be provided through this brief. If you have any general queries, please contact gram.smarterworking@nhs.scot

Grampian data The local update for today is shown below. We have been reporting tests and positive cases from PCR testing only since the changes in policy came into effect on 6 January. Public Health Scotland has now begun to publish daily positive results from PCR and LFD tests, now available on their daily dashboard (link below). Today's 'blue boxes' take account of this combined data, representing a more complete picture of COVID-19 incidence. A chart has been included to show all new detected

cases since 6 January, by test type, highlighting the increase reliance on LFD testing (75% of cases of Grampian cases on 25th Jan detected through lateral flow).



Daily combined positive cases by test type in NHS Grampian



[The Public Health Scotland daily dashboard is available to view via this link.](#)

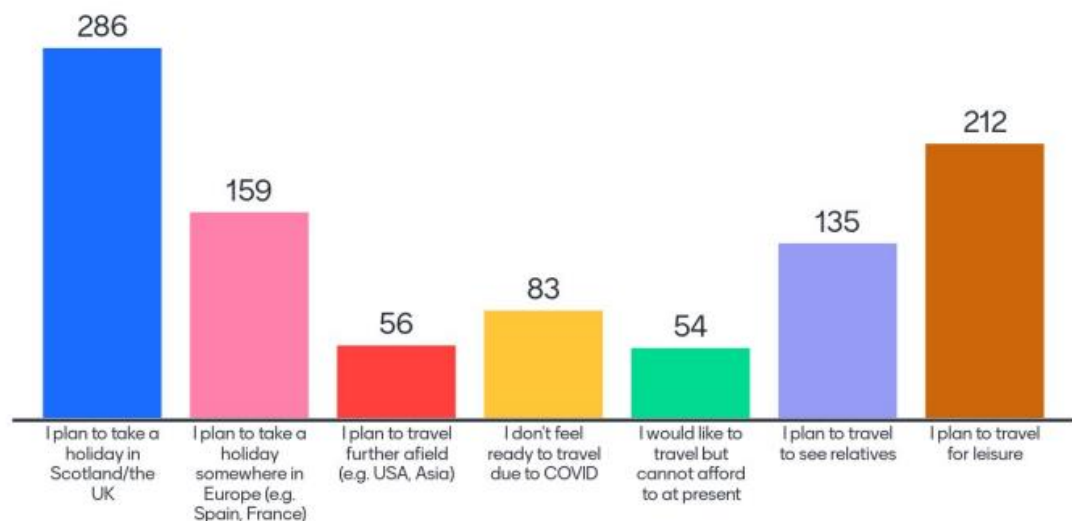
Don't let the fraudsters win! Counter Fraud agencies across the UK are advising the public to remain vigilant against fraudsters who may try to obtain money, financial details, or personal information. Throughout 2021, criminals have continued to adapt to the changing circumstances of the pandemic, with new scams related to COVID-19 vaccinations, testing and passports emerging regularly.

The growth of online shopping during the pandemic has led to a rise in delivery scams, while the continuing demand for pets during lockdowns has fuelled the illicit puppy trade. 2021 has also seen an increase in scams related to energy efficiency measures, with cold callers offering misleading information about the availability of grants and funding for products such as boilers and roof insulation. In recent months, criminals who are pretending to work in the NHS have been contacting people to request payment for COVID-19 Vaccines. Please advise your friends and family the COVID-19 vaccine is FREE and the NHS will NEVER ask for payment or arrive at a person's home unannounced to administer the booster. If you suspect fraudulent behaviour of any kind you can report this confidentially to NHS Scotland Counter Fraud services on 08000 15 16 28 or online at <https://www.nss.nhs.scot/countering-fraud/detection/report-fraud/>

Question of the day Our question on holidays was well timed, with confirmation yesterday that testing will no longer be a requirement for all adults arriving in Scotland who have completed a full course of an approved vaccine, usually at least two doses. Children under the age of 18 continue to be treated as fully vaccinated. Travellers will still need to fill in passenger locator forms and face coverings will still be required at Scottish airports in line with wider health advice. Non vaccinated travellers will still be required to take pre-departure tests and a PCR test on or before day two – but the requirement for isolation will end – and they will no longer have to take a day eight test. This change comes into effect on 11 February. Remember, this applies to people coming into Scotland; if you are travelling, you should check the arrangements at your destination.

Now, onto the results! 418 people took part and, as you can see below, we have a real spread. There are those of you ready and willing to travel further afield and those of you who would prefer to stay closer to home. It's also interesting to note some of you don't feel confident to travel at all, and to see that financial concerns are definitely an issue for a number of you. Thank you to everyone who participated!

Holidays. How are you feeling? You can select up to 3 options.



Opportunity for Reflection Guided Journaling is just one of the sessions offered as part of the We Care programme – for more information and booking [check out the We Care website](#). Here is one of the questions posed last week as a taster and something for you to reflect on in the days ahead:

It can be tempting to trivialise our own experiences and needs by comparing them with what others are dealing with - telling ourselves that ours are less important, our situation not as bad. What are you playing down that it is important to you to acknowledge and give time to?

Tune of the day We stick with Burns today, but it's Pete, rather than Rabbie – [You Spin Me Round \(Like a Record\) by Dead or Alive](#) is our tune of the day and this one is dedicated to the ultrasound team at Woodend Hospital.

If you want to request a song for tune of the day, follow up on items included in this brief, or suggest an item for sharing, drop us an email via gram.communications@nhs.scot