

Thursday 3 November 2022

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**Winter vaccinations – staff drop-ins** We're pleased to confirm that, from Monday, Aberdeen City Vaccinations Centre (former John Lewis) will be open to drop-ins for health & social care staff. As with clinics in Aberdeenshire and Moray, at peak times you may be asked to wait, or come back at another date/time. Details on where clinics are based and who is eligible for vaccination are available on our dedicated vaccine website, just click on 'Flu/COVID-19': [Vax Grampian | Vaccination information for the people of the Grampian Region \(grampianvax.com\)](https://www.grampianvax.com)

Please bear in mind drop-in opportunities are only open to health & social care staff; members of the public should book appointments as usual.

**Board visit to Dr Gray's Hospital** We've been sharing information this week about ongoing work to develop a dedicated Dr Gray's Hospital Plan for the Future. This strategic focus on DGH, and its significant role, saw the NHS Grampian Board visit the hospital earlier today. Board members toured the facilities, heard more about the services and spoke with staff about their roles. They then met to discuss what they had heard and share observations. The visit helped develop the Board's understanding of the current challenges and opportunities at Dr Gray's and precedes a paper on its refreshed strategic purpose, which will come to the Board in February 2023.

We have both [a staff questionnaire](#) and a survey [for people who've used services at DGH](#), just click on the link most relevant to you. The staff survey closes on 13 November, the stakeholder survey on 30 November.

**Culture Collaborative** This is an open forum to learn about, nurture, and develop supportive, inclusive and empowering work cultures where the values of caring, listening and improving are evident in everyday practice. A report from the most recent meeting is attached to the email used to send this brief, for information. The next Culture Collaborative will take place on Wednesday 9 November, 9-10.20am. This will reflect on a year of the collaborative and discuss the next steps of the Culture Blueprint and Behaviours work. If you are interested in coming along to the Culture Collaborative, please contact [gram.culturematters@nhs.scot](mailto:gram.culturematters@nhs.scot). All welcome!

### **Consultation open on 'Once for Scotland' Workforce Policies – Supporting the Work-Life Balance**

There is a national programme of work reviewing existing workforce policies with the aim to promote NHS Scotland as a modern, exemplar employer with consistent employment policy and practice. The first phase of policies (conduct, attendance, capacity, investigation process, bullying and harassment and grievance) were implemented across all NHS Boards in March 2020 followed by the Whistleblowing Standards in April 2021.

The second phase includes policies which support the work-life balance: Flexible Work Pattern, Retirement, Career Break, Special Leave, Maternity, Parent Support, Shared Maternity and Shared Adoption leave, Parental Leave, Breastfeeding, and Adoption, Fostering and Kinship. Full information on the policies is available in the consultation paper, [which you can find here](#) (intranet link, networked devices only). Your views matter and will shape the final policies. To take part in the consultation [please use this link](#), available to end of 21 November 2022.

**HEPMA (Hospital Electronic Prescribing and Medicine Administration) Update** Over recent months, intensive testing of the HEPMA system has been taking place. This phase is due to conclude in the next few weeks and takes us a significant step closer to introducing HEPMA in NHS Grampian. The local project team are working towards a go live date for some early adopter areas in February 2023. Ahead of that, key activities are underway to integrate HEPMA with other systems (Trak and CDD) and preparing a range of user support and training materials. We are also working with colleagues in Pharmacy to schedule a necessary upgrade to the Pharmacy Stock Control system in January 2023.

With our go live now firmly in our sights, we are stepping up our communication and engagement activities. Some of you visited our drop-in sessions last month, providing the opportunity to see and hear more about HEPMA, and speak to some to pharmacy and nursing colleagues involved in the project. We plan to follow up those sessions with digital drop-ins and will issue dates shortly but meantime, click [HEPMA Demo-20221021\\_091555-Meeting Recording.mp4](#) to view a digital demo of the prescribing and pharmacy verification functions within HEPMA produced by one of our HEPMA pharmacists, Jill Carnegie. If you have any queries, please contact [gram.epr@nhs.scot](mailto:gram.epr@nhs.scot)

**Return to Practice** Has your NMC registration lapsed, but you want to return to work as a nurse or midwife? Applicants are now invited to apply for this fantastic, supported and fully funded opportunity. NHS Grampian and Robert Gordon University are working jointly to welcome nurses and midwives whose registration has lapsed to return to practice by providing a short course which is fully funded when candidates successfully join this collaborative employment model. You will be paid at band 2 during all your theory, placement, and whilst you wait for your NMC registration. On successful completion of the course and re-joining the NMC register then employment in a band 5 role with NHS Grampian is guaranteed. The closing date for applications is 20 November, the course will begin in February 2023.

If you have any queries, please do not hesitate to contact [gram.rtp@nhs.scot](mailto:gram.rtp@nhs.scot) or [k.goodhand@rgu.ac.uk](mailto:k.goodhand@rgu.ac.uk) and we will be happy to help.

**Scottish Health Awards** We want to send our very best wishes to all finalists at the Scottish Health Awards tonight, but especially the NHS Grampian nominees:

- Dr Balasubramaniam Vijayan (Gastroenterology) is shortlisted in the Doctor category
- Rosewell House are shortlisted in the Integrated Care category
- Dr Fiona Mackenzie (Consultant Clinical Scientist) is shortlisted in the Leader of the Year category

They're already winners in our eyes and we hope they have a fantastic evening.

**Tune of the day** The Official Chart Company is marking 70 years of the UK Top 40 by releasing a list of [the most streamed tunes from each year the chart has been in existence](#); there's plenty of familiar requests from this feature included, but a few we haven't had yet, including today's choice: Artic Monkeys and [I Bet You Look Good on the Dancefloor](#) (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](mailto:gram.communications@nhs.scot)