

Tuesday 16 January 2024

Winter weather Firstly, a huge 'thank-you' to our facilities & estates teams for the significant amount of work they have carried out since Sunday to ensure roads and pavements on our sites are as clear as they can be in the current conditions.

The yellow weather warning for snow and ice remains in place across Grampian until 11.59pm on Thursday; please continue to check forecasts and the latest roads advice from both Police Scotland and your local council.

The week in review – winter pressures The NHS typically faces greater pressure in winter, both in the community and in hospitals. Thinking about whether this year is better or worse than last probably isn't the best yardstick to measure how it feels to work in healthcare. However, it does give us a point of comparison to understand the changing nature of health needs and how we are responding to them. This year we have made some changes in process in hospital to improve flow, including the introduction of 18 new beds in ARI. It's too soon to say what effect this has had but so far, how does winter 23/24 compare with winter 22/23? Looking at the 5-week period from the start of December to 7 January, demand for acute healthcare is higher than last year and more complex. ED attendances at ARI were 7% higher (approximately 370 more people coming through the front door), and we have seen an increase in 'majors' of around 10% (which means about 400 more of the total attendances were the most seriously ill). Waiting times in ED remain similar but turnaround times for ambulances improved, albeit remaining high. Dr Gray's saw a 35% increase in majors (about 520 patients) but managed small improvements in ED waiting times.

Across acute hospitals, we've seen an increase so far this winter in the number of admissions from ED adding pressure on bed occupancy levels which were higher and frequently above 100%, particularly in ARI. Respiratory illness is a big driver of demand in winter and although admissions from COVID-19 were higher than the same period last year, there are early signs that this surge may be reducing. New reported cases of influenza have reduced in the past week or so, yet GP consultations are still extremely high and comparable to the levels seen last winter (one of our worst flu seasons). We still have a lot of winter to go (as this week's weather proves) but we seem have come through the past 5 weeks with some positive signs.

RCN Scotland Nurse of the Year Awards – nominations closing soon The RCN Scotland Nurse of the Year Nursing Awards celebrate outstanding care and innovation, and are open to nurses, midwives, health visitors, nursing students and nursing support workers. You do not need to be an RCN member to enter. Nominations close on Monday 22 January; [more details available on the RCN Scotland website](#).

ICYMI - nursing & midwifery job titles review We are reviewing the job titles used for the nursing & midwifery workforce. As part of this review, we are offering you the opportunity to feedback on the most appropriate titles. You can do so [via this short Microsoft form](#). This survey is open to all staff, with responses due by close of play on Wednesday 31 January.

Managing Quality in Complex Systems programme Cohort 1 of this programme will start in April, Cohort 2 in October. We have been allocated a total of 5 places (3 for Cohort 1, 2 for Cohort 2) for this exciting course, run by NES. It is aimed at management roles and managers/leads responsible for operational planning and service delivery. Successful candidates will be able to influence and support planning and implementation of organisation and system-wide transformation initiatives. Please see attached document for additional information. To note your interest please email matthew.jobson@nhs.scot by close of business **Tuesday 23 January**.

Hyperbaric medicine – want to know more? Aberdeen Hyperbaric Unit houses the only Category One chamber in Scotland and is the only solely NHS-led facility in the UK. The team treat non diving and diving emergency cases, from non-healing wounds to serious decompression sickness. Following the success of a previous course, they are offering three more one-day courses for medical, nursing, and AHP colleagues to learn more about the principles of hyperbaric medicine. Dates are as follows:

- Wednesday 7 February
- Wednesday 12 June

All courses run from 9am – 4.30pm, count towards CPD hours, and include a tour of the facility. Places are very limited so email gram.hyperbaric@nhs.scot or call 01224 553 264 to book your place.

CPR for Feet This is a national campaign, highlighting a safe and simple system to ensure all patients have their feet checked for pressure damage, are protected from potential pressure damage, and are then appropriately referred onwards. Want to know more? [Just watch this short video!](#)

Have you heard about Commitment to Culture? This resource has been developed to help colleagues explore what good culture looks like in their teams and work groups and is currently being tested across Grampian. It emphasises our common core aim and commitment to each other: **we will display behaviours which help each other to thrive and be safe and well through work.**

[This short video explains more](#), and [you can download the Commitment to Culture pack here](#) (intranet link, networked devices only) to explore the resources and start your local culture conversation. We want your feedback on the resource; let us know what you think here: [Commitment to Culture Resource Pack Feedback \(office.com\)](#)

Tune of the day Sandra Heslop makes today's request, on behalf of the adult learning disability dietetics team. For all of them, [Have You Ever Seen the Rain?](#) by Creedence Clearwater Revival (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