

Thursday 5 October 2023

COVID-19, testing, recording absence from work The following update has been prepared by colleagues in HR, occupational health, and infection prevention & control. We hope you find it helpful:

Healthcare, social care, and care home staff with possible COVID-19 symptoms are no longer required to undertake an LFD test to confirm the infection. A negative LFD test is not required prior to returning to work. If you have symptoms of a respiratory infection, such as coronavirus, and have a high temperature or do not feel well enough to go to work or carry out normal activities, try to stay at home and avoid contact with other people. Try to do this until you no longer have a high temperature (if you had one) or until you feel better [as per the advice on NHS Inform](#). If you care for immunosuppressed patients/clients, a risk assessment should be undertaken with your line manager, regarding consideration of adjustments to your duties up to day 10 from the onset of symptoms.

If you chose to undertake a LFD test, are asked to test as part of outbreak management, or are tested because you are eligible for treatment, and you test positive for COVID-19, try to stay at home and avoid contact with other people for 5 days after the day you took your test, or from the day your symptoms started (whichever is earlier). You should count the day after you took the test as day 1. You can return to work after the 5 days if symptom free without a negative LFD test but if working with immunosuppressed patients, a risk assessment should be undertaken with your line manager regarding consideration of adjustments to duties up to day 10 from the onset of symptoms. For queries relating to staff testing, please contact OHS: gram.ohs@nhs.scot

The Scottish Government has advised that there is no change to the arrangements for the payment of COVID special leave. Leave should be recorded as 'Special Leave – Coronavirus Covid19' if the staff member has a positive LFD or PCR and is either too unwell to work or cannot work from home. In the absence of a positive test please refer [to the Guidance for Staff and Managers Q&A](#). For queries regarding Covid special leave, not answered in the Q&A, please contact the HR Hub on (01224) 552888.

Bed Base Review (BBR) project – October update This project has passed some key decision points and milestones since our last update.

- In early August the Chief Executive Team (CET) approved project proposals including:
 - a staged approach to the project's implementation, beginning with Stage 1A (40 additional beds), to proceed
 - work to define the nature of these additional beds to be progressed in conjunction with Medicine & Unscheduled Care (MUSC) colleagues,
 - a review of Stage 1A, included lessons learned, will take place and help inform the delivery of stage 1B (currently scheduled for Spring 2024)

- An implementation plan was submitted to and approved by the CET. This included 32 additional, permanent beds, split across wards 303 and 304, which are currently closed: 14 Frailty beds and 18 expansion beds for Respiratory. The final 8 beds are still to be decided upon.
- We aim to open these beds as soon as practicably possible but not before the required workforce are in place. This may necessitate incremental opening of these additional beds.
- At the end of September job adverts were published for many permanent Nursing and Health Care Support Workers and Physicians Associates and ANP's by way of Medical Support. This is to recruit staff for these new beds in wards 303 & 304 (Search for **BBR1A** in the job title on the jobs page).
- Recruitment for additional Allied Health Professionals, Pharmacy, Laboratory, Radiology, other Support Services and Medical Consultant roles have been agreed and will be advertised soon.
- Estates works and ordering of equipment required are progressing at pace, to ensure the wards are fit for purpose in a timely manner
- The staff survey results have been reviewed and added to the FAQs document first published in the summer. An updated FAQ document will follow in the coming days. If you have any questions about the Bed Base Review project, then please email us at: gram.programmesteam@nhs.scot

Foresterhill Health Campus – shale car park/essential works Information was shared, via Global email, earlier today regarding essential works on this site, starting on Monday (9 October). This will run until December and involve lane restrictions in the staff (shale) car park. It will also mean a reduction of approximately 25 spaces during the works. Signage will be in place and we would ask all car park users to follow these. We apologise for any inconvenience; these works are part of the flood mitigation programme and Greenspace programme.

Inspiring NMAHPs award 2023 Nominations are now open for this this year's Inspiring NMAHPs award. This recognises exemplary performance, supporting the vision and values of NHSG Grampian's NMAHP community. Three winners will be chosen and fully sponsored to attend an international conference of their choice. It's very easy to nominate, just let us know in up to 250 words why your nominee is an inspiring NMAHP, and what they have done, or do, that inspires you or others.

Nominations will be received by the NMAHP Rewards & Recognition group and by completing a nomination you are agreeing for the nomination details to be shared with the nominee. The winners' information will be shared across the organisation. Please do not include specific patient or client information. Nominations close on 23 October 2023; you can nominate in one of three ways:

- [Complete the online nomination form](#)
- Send your 250 words statement about your nominee, along with your name, job title, ward/location, and contact details AND the same details for your nominee to gram.inspiring.nmahpaward@nhs.scot
- Scan this QR code if you are reading a printed version of the brief:



Texture modified foods handbook We're pleased to say this handbook has been updated to reflect current menus and processes. A copy will be delivered to every ward, and it is also available on Grampian Guidance: [NHS GRAMPIAN CATERING SERVICES \(sharepoint.com\)](#). Please ensure previous versions of the handbook are disposed of.

Personal mail Please do not order personal mail/packages to be delivered to work addresses. Our mail room teams already process and deliver many thousands of work-related items each week and personal deliveries add an unnecessary burden. In addition, we continue to receive reports of couriers leaving items at unstaffed areas, where the safety of packages cannot be guaranteed. Please use click & collect or other delivery alternatives.

If work-related items are being delivered by courier, please ensure the address is as clear as possible, to aid prompt and correct delivery.

Year of the Manager forum Anyone in a management role across Grampian is warmly invited to join the Year of the Manager forum, taking place next Tuesday (10 October), between 3-4pm on Teams. The forum aims to promote a progressive management approach, valuing person-centred and productive management practices, and enhancing engagement with management development across NHS Grampian. [Access to the meeting is through the YOTM Teams channel](#); if you aren't already a member, you will need to request to join.

Your choir needs you! Enjoy singing? Enjoy Christmas? Then come and find your voice with the Grampian Hospitals Christmas Carol Concert Choir, whilst raising funds for Young Lives vs Cancer. They will be raising the roof of the Music Hall on Sunday 10 December, conducted by Tim Tricker and accompanied by the Concordia String Orchestra and the Bon Accord Brass Quintet. Rehearsals are weekly, beginning on Monday 9 October, from 5.30pm in the Suttie Centre lecture theatre. There's no audition, simply come along to a rehearsal or contact Tony via gram.carolchoir@nhs.scot for further information.

Tune Poems of the day I asked for your requests to mark National Poetry Day and you rose to the occasion beautifully! The theme of this year's event is refuge and Judith Taylor kicks us off with [Warsan Shire, a British/Somali poet, and her poem Home](#). Warning – this poem covers racist abuse and sexual violence. Judith also highlighted [Sonnets for Care](#), a series of poems commissioned to pay tribute to social care teams and their work during the pandemic.

Lambrini Psiouri stays with the theme of refuge with [Ithaka by Konstantinos Kavafis](#).

Not on theme, but lovely nonetheless, is Viki Rafferty's suggestion of [The Puddock by J.M. Caie](#), which she (and I'm sure many others) vividly remembers learning off by heart in Primary 4 (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