

Here is the brief for Thursday 17 February 2022.

## Ask Caroline: Workforce Edition – Chief Executive staff Q&A session

### ASK CAROLINE

CHIEF EXECUTIVE STAFF QUESTION & ANSWER SESSION



In a slight change to the usual format and - as promised - today we are pleased to bring you a dedicated Q&A session on all things workforce.

Chief Executive Caroline Hiscox is joined by Director of People and Culture Tom Power to answer your questions on overtime, pensions, contract length, staffing numbers and a host of other things.

You can watch it in full here:

<https://youtu.be/636RtMfUvdY>

Caroline will record another Q&A session for next Thursday's Daily Brief to answer all of the non-workforce questions that have been sent in.

This is the first time we've done a Q&A on a specific theme and we'd be keen to hear your feedback on it and whether you'd like to see sessions dedicated to other topics in the future.

We got double the usual number of questions this time so in order to cover all of them it is a very long video. We know some people really like to be able to watch the sections of most interest to them so here are the timestamps below:

[00:00](#) **Introduction**

[02:47](#) **20% increase in NHS Grampian staff since start of pandemic. Why isn't that being felt across the system?**

[11:44](#) **Culture Matter Survey – Why just Nursing Midwifery and some of Facilities and Estates? Any plans to expand to expand it to other staff groups?**

[14:53](#) **Culture Matters - Why it's important but also why now when we are so busy?**

[18:08](#) **Newly Registered Nurses - Challenges During Pandemic and Flying Start program**

[21:02](#) **One Year Returning Staff Contracts – Are we still needed?**

[26:12](#) **One Year Contracts – Why are we still recruiting when some contracts expire in April?**

[28:23](#) **Long Covid – What support is being given to staff?**

[30:51](#) **Corporate Parenting Duty** – Should we do more to raise awareness?

[35:12](#) **Overtime** – Should this be paid quicker?

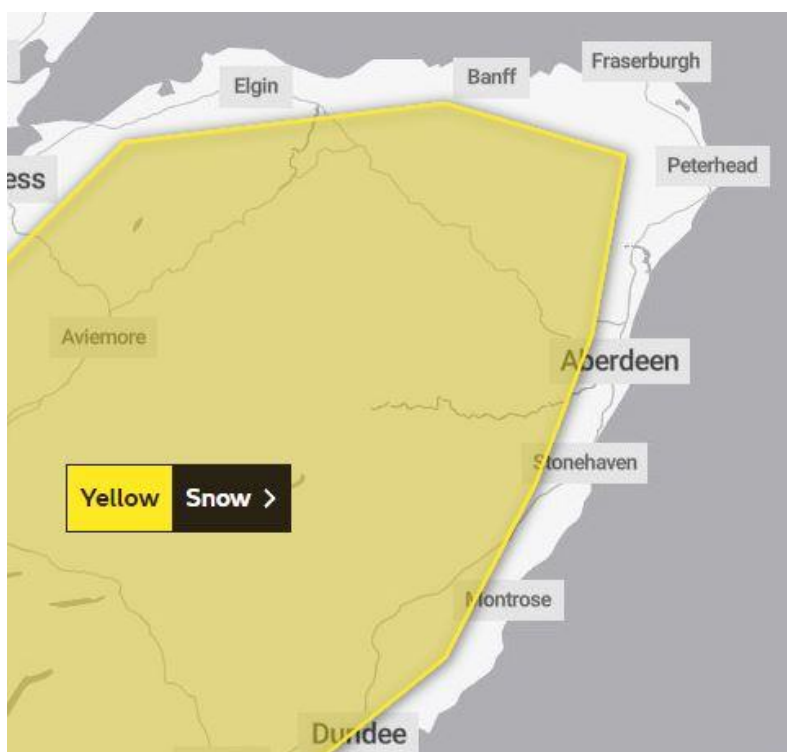
[39:31](#) **28 Weeks WFH** - When will guidance for pregnant staff working from home from 28 weeks be reviewed?

[41:52](#) Loss of enhanced pay after moving role

[44:04](#) **Pension Changes** – What can be done to raise awareness of upcoming changes?

[48:54](#) **Secondments** – Can you reassure us that secondments made during Covid-19 are temporary?

**Weather warning update** The Met Office has extended a yellow weather warning for snow to include most of Grampian with Storm Eunice poised to hit the UK. The alert covers most of inland Grampian – including places like Inverurie, Ballater, Braemar, Aboyne and Westhill – however coastal areas are also likely to experience wintery weather.



Forecasters are advising:

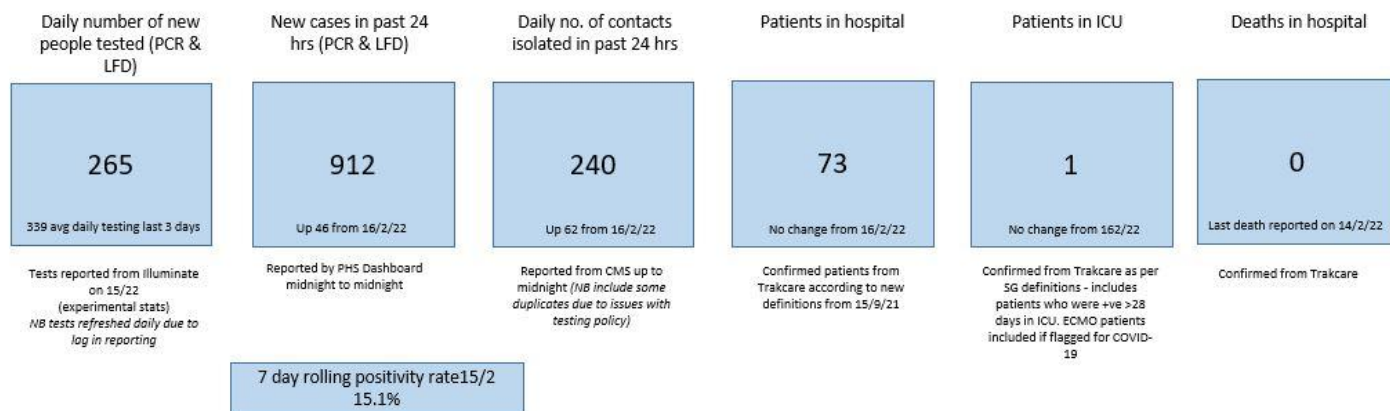
- There is a chance of travel delays on roads, possibly with stranded vehicles and passengers, along with delayed or cancelled rail and air travel
- There is a slight chance that some rural communities could be temporarily cut off
- There is a small chance that power cuts will occur and other services, such as mobile phone coverage, may be affected

The Met Office said: “Snow, heavy in places, is likely to develop on the northern side of Storm Eunice as it moves across the UK on Friday. Not all areas within the warning area are expected to see snow.

- “However, some places may see around 5 cm of snow at low levels away from coasts. Accumulations are expected to be significantly higher over hills, with 10 cm, possibly 20 cm, above around 300 to 400 metres.
- “Strong winds occurring at the same time may lead to very poor visibility, blizzard conditions and drifting of lying snow.”

The warning is in place from 3am tomorrow until 6pm.

**Grampian data** The local report is shown below. A complete national report, including the option to view cases at a neighbourhood level, [is available via the Public Health Scotland daily dashboard](#).



**We Care Wellbeing** The Culture Survey started live on Monday, February 14, for all Nursing, Midwifery, Facilities and Estates colleagues within NHS Grampian, this will be open for two weeks. Culture is a crucial factor for how we feel in the workplace and can impact on our wellbeing at work. Please complete the Culture survey and take part to voice your opinion. This will help us look at how NHS Grampian can build cultures which support our wellbeing at work.

Psychological Training helps leaders and managers understand the importance of psychological safety and support it in their teams. Please book on via We Care on Turas [Psychological Safety | Turas | Learn \(nhs.scot\)](#). There are spaces available on Monday, May 9, and Monday, June 6.

Menopause Awareness Training helps staff to understand what the menopause is and how it can affect lives, outlines why it is important to raise awareness of the menopause in the workplace and identifies ways to support staff at work who go through the menopause. Please book on via We Care on Turas [Menopause Awareness in the Workplace | Turas | Learn \(nhs.scot\)](#). There are spaces available on Tuesday, August 9, and Tuesday, October 11.

**Discounted tickets** We have offers for health care workers for tickets to two shows. Tickets are on a first come first serve basis.

- **John Bishop** at P&J Live on Friday, February 18. Tickets are available for £10 plus fees by [clicking here](#)
- **The Hound of the Baskervilles** at His Majesty's Theatre between February 22 and 26. Tickets are available priced £12.50 for opening night and £15 for other performances. [Click here](#) and use the code SHERLOCKDEAL

**Ashgrove House Car Park Closure** from 7am on Saturday February 19, the staff car park, behind Ashgrove House will close for three days to allow for essential maintenance works. We ask that all vehicles are removed from this area. Staff are reminded parking restrictions continue to remain relaxed on campus and allows for staff to park within the Lady Helen Parking Centre. (Multi Storey Car Park) on Level 6 and above.

**Tune of the day** Senior Staff Nurse Lori Snedden was in touch for today's request, asking for [Dolly Parton's 9 to 5](#). Lori wanted to dedicate the song to the Health Roster team. She said: "I work at the vaccination centre in Elgin and I know how often we email them with queries and requests. They respond almost immediately, even at the weekend and go out of their way to help if they can, particularly Euan and Alison.

"They are not a public face but are hugely supportive behind the scenes and they deserve a bit of recognition."

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](mailto:gram.communications@nhs.scot)