

Here is the brief for Monday 21 February 2022.

Smarter Workplaces – where are we now? The current recommendation to work at home wherever possible is in place until 31 March 2022. We know many of you will have questions about what happens after that, so today we're giving a further update on the development of our workplace strategy. 1 April won't see a wholesale return to the office; rather it, and the weeks that precede it, will be the start of the next phase of adapting to a new way of working. Our long-term vision is, in practical terms, to implement hybrid working as our main work style for roles that allow it. Over 70% of respondents to our online survey indicated they wanted some form of hybrid working. Research suggests this type of approach can offer the best balance of gains made during the pandemic, by working remotely, as well as those seen through colleagues regularly spending an amount of time in the same workspace.

As a first step, we're asking all of you to arrange to visit your existing office space and ensure it is clean and clear of clutter, so these spaces can be flexibly used moving forward. Managers should start having discussions with their teams to agree what type of approach will best balance the freedom to choose and the responsibility to meet organisational and/or patient needs. We are working on guidance to support managers to work through this process and this will be shared once finalised.

Once discussions have been had, we will start to invite teams to begin using existing office space in a managed way. A desk booking system is being considered and discussions are underway with a number of providers. We hope such a system will help combat any reservations you may have about desk availability.

If you are interested in supporting this work across the organisation, we are keen to recruit Smarter Workplace Champions. More information about what this will involve will be shared soon.

We know that, for some of you, this update may generate some anxieties for you. We want to stress that support for your health and wellbeing underpins our approach. There will be much more information shared in support of Smarter Workplaces in the weeks to come, in the meantime any queries can be sent to gram.smarterworking@nhs.scot

COVID-19 vaccination – Spring boosters The JCVI has today recommended Spring booster vaccinations for the following groups:

- Adults aged 75 or older
- Residents in care homes for older adults
- Anyone aged 12 and over who is immunosuppressed, [as defined in the Green Book](#).

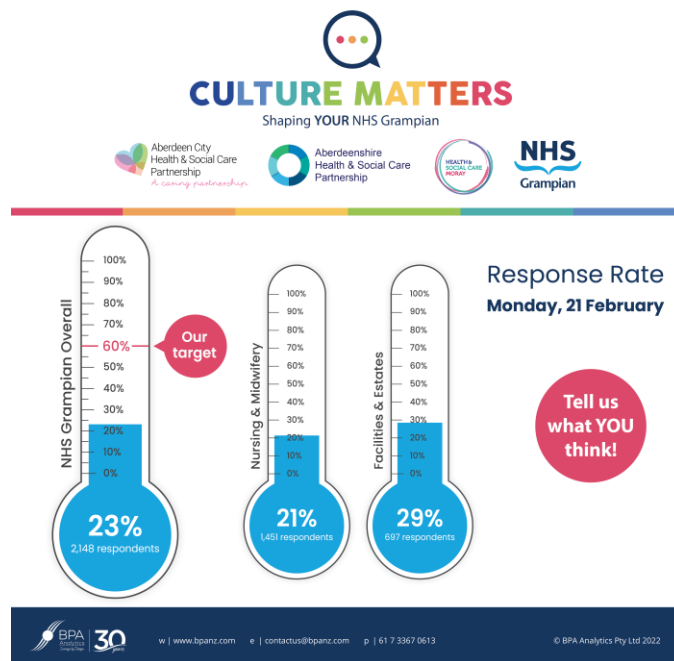
As a precautionary measure, JCVI's view is a Spring dose for the most vulnerable persons in the population is a proportionate response in the current circumstances. JCVI will continue its rolling review of the vaccination programme, particularly in relation to the timing and value of doses for less vulnerable older adults and those in clinical risk groups ahead of autumn 2022. The Scottish Government and NHS Scotland will now consider how best to implement the recommendations, which [can be read in full here](#).

COVID protective measures – UK Government announcement An announcement is expected this afternoon on the lifting of COVID protective measures; please be aware any announcement will cover England **only**. The Scottish Government is expected to outline its plans tomorrow.

Pension changes – April 2022 Last month we shared information with you about changes to the NHS Scotland pension scheme. [You can read the full update in the brief from 27 January](#), and we have attached the presentation referred to in that brief to today's email. You are not required to take any action at this point. SPPA are working on the scheme changes and will contact scheme members again once these have been finalised.

Culture Collaborative The next event will take place THIS Thursday (24 February); if you are interested in taking part, please contact gram.culturematters@nhs.scot. Further details and flash reports from the previous sessions can be found on [the Culture Collaborative intranet page](#) (networked devices only).

Culture Matters survey We are now into week 2 of the Culture Matters survey. Today's response rate update is below – a huge thank you to everyone who has taken part so far! If you work in Facilities & Estates or Nursing & Midwifery and haven't taken part yet, we'd really encourage you to do so. Taking part isn't just an opportunity to 'have your say' – there are also prizes up for grabs. The password slip containing information on how to access the survey is also your raffle ticket number. Prizes include 2 x one-night stays (B&B) at the Maryculter House Hotel – and thanks to them for the kind donation – and several luxury pamper packs. The raffle will be drawn by our survey partners BPA using the unique code, with winners selected from completed surveys only.



Transparent Masks As advised previously in this brief (9 December 2021) following a rigorous technical development and evaluation process involving regulatory and advisory groups across the UK, a transparent mask that meets an agreed standard has been approved for use in NHS Scotland.

[Detailed guidance on User Priority Groups and the introduction of these masks can be accessed here](#) (networked devices only). A limited supply of this product is available and should be allocated by clinical assessment of need. The need for a transparent mask will vary depending on a number of factors and should not be considered the default product choice for patients, staff or visitors who fit the criteria included in the guidance. However, we do encourage their use when it will be of benefit to users. Supply requests can be directed to:

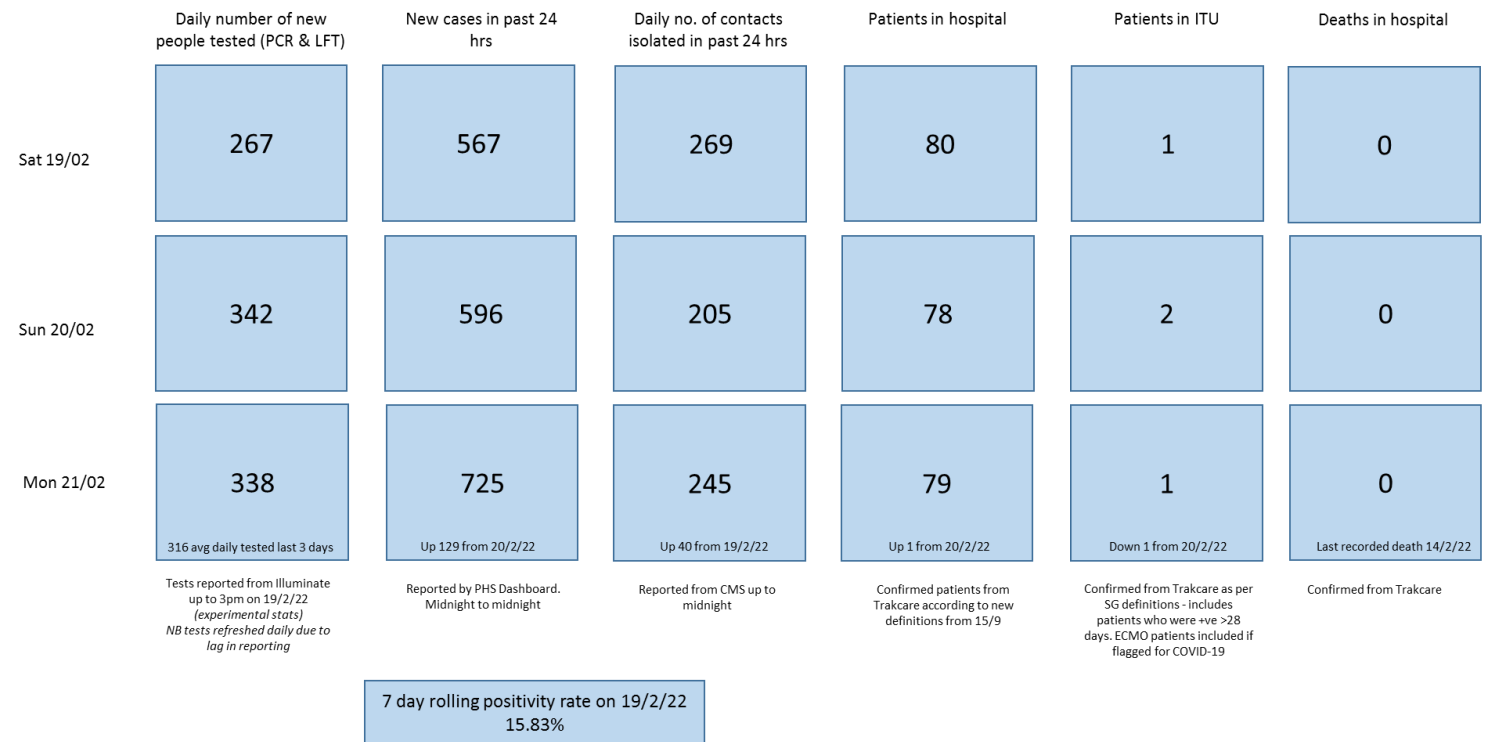
Acute areas – please collect a box from the Acute PPE Store, Green Zone, ARI

All other areas – please email your request to gram.covid19supplies@nhs.scot

Should staff wearing these new transparent masks develop skin irritation or respiratory issues or previously 'controlled' symptoms worsen, you should stop wearing the transparent mask and wear the standard type 11R fluid repellent mask. Management may need to review your role/duties if wearing

transparent masks would be essential. [You can also refer to the following document: Pages - COVID-19-Skincare \(scot.nhs.uk\) for preventative measures](#) (networked devices only).

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](#).



Adult Support & Protection Day This annual event took place yesterday. Adult Support and Protection is the name we give to the arrangements in place to ensure adults who are more vulnerable to being harmed or abused are kept safe. Our organisation is one of the largest in Grampian and sees more people through our work than almost anyone else. This is particularly important when the impact of COVID means those most vulnerable have fewer people seeing them on a regular basis. As with child protection, it's important we all know what do if we encounter an adult at risk of harm. This is normally described as the 5 Rs:



There is training available for all NHS Grampian staff in relation to Adult Support and Protection – to help make sure that everyone can achieve the 5 R's above. Which training you go on depends on your job and your responsibilities. Talk to your line manager and make sure you have gone on the right adult protection training for your role. The [Public Protection intranet page](#) has lots of useful information relating to adult support and protection. You can access the training framework (which tells you all the training courses that are available) and the procedures for adult support and protection are on there as well. Additionally, the Public Protection intranet page has our easy to read 'e-card' which summarises the 'basics' of adult protection for all staff. If anyone has any questions or need some help, don't hesitate to contact the NHSG Public Protection team on gram.publicprotection@nhs.scot

Inverurie Community Maternity Unit – phonenumber disruption Essential maintenance on the telephone system at Inverurie Hospital and Inverurie Hub will take place tomorrow (Tuesday) between 4.30-7.30pm. The phone line at the Community Maternity Unit will be unavailable between 6.30-7.30pm as a result. Anyone needing to speak to a midwife during this time should call 01779 482445.

Opportunity for reflection Thanks to the Guided Journaling team for giving us a chance to pause and reflect on a Monday. This is taken from the previous week's questions; if you are interested in Guided Journaling or any of the other We Care opportunities, [please visit the We Care website](#).

Love it or loathe it, it comes around every year and it can be about everything from saints to pagan holidays, romance, cards, flowers, dinner ... you name it, Valentine's Day probably has it covered. So let's use the opportunity to care for ourselves and think about some self-love. What can you do to show love for yourself, and what kind of gift might this be to you?

Tune of the day It's the third annual Mental Health Nurses Day today, so we have to dedicate today's tune to all our Mental Health (and Learning Disability) nurse colleagues, both working on the wards and in the community. I've gone for [The Best by Tina Turner](#) (I know some consider this a football song. I don't. It belongs to Miss Tina and no-one else).

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