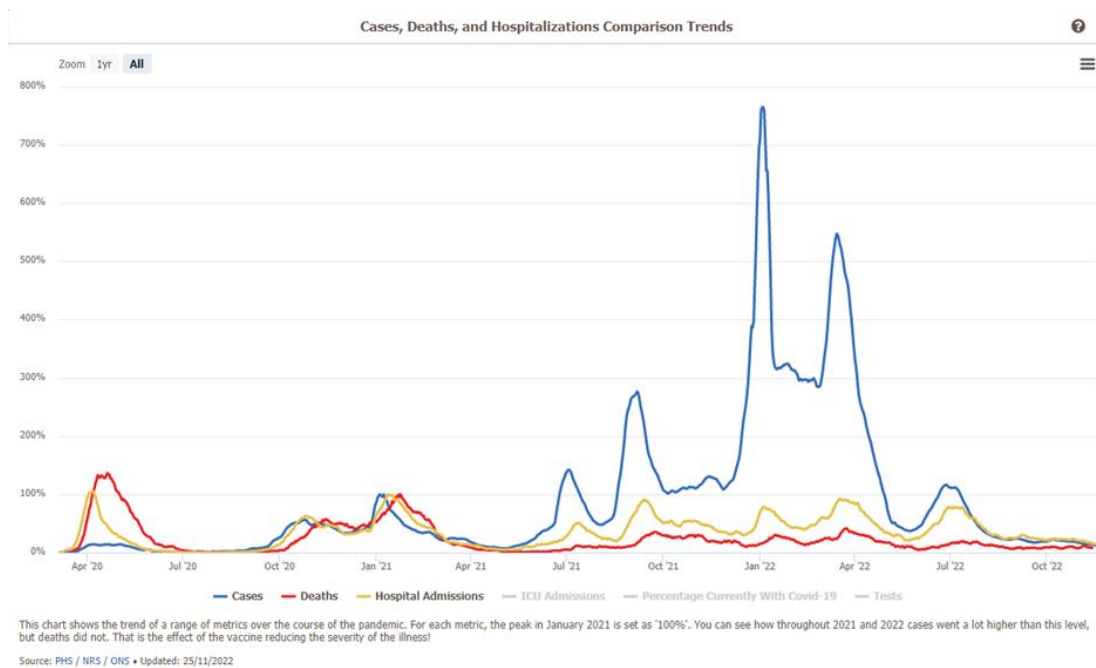


Wednesday 30 November 2022

COVID-19 update Following yesterday's 'flu update, we also wanted to provide some more information on the current state of play with COVID-19. Thanks again to Public Health/Health Protection colleagues for the surveillance work.

1 in 65 people in Scotland were estimated to have COVID during w/e 15 Nov, continuing the decrease since the start of the month. Nationally, hospital admissions have remained stable in the past few weeks, with a slight drop in the number of COVID patients in hospital. The trends in Grampian are broadly similar with an average of 33 patients with the virus in hospital each day over the past week. We are certainly in a better position than we were one month ago; however, the Chief Medical Officer expects COVID to increase in the coming weeks driven by BQ-1 and other Omicron sub-types. It will come as no surprise to you we are encouraging everyone reading to take up their booster jab if eligible. Huge thanks to the 51% of frontline health care workers who have done so to date. **As mentioned yesterday, we are pleased to confirm there will be pop-up vaccination clinics on Level 3, Yellow Zone, ARI next Wednesday and Thursday (7 & 8 December), between 9.30am and 4pm.** These clinics will be drop-in, you do **not** need an appointment. The chart below shows just how successful vaccination has been in avoiding serious illness and hospitalisation. Keep your immunity topped up!



How about bank working? NHS Grampian has had a large and energetic bank for decades, giving nurses, midwives, and AHPs the opportunity to pick up additional shifts or work more flexibly, depending on their needs. For example, did you know the bank can offer shifts for registered nurses starting at 9.30am and finishing at 2.30pm? Whether you are juggling childcare, studying, or other caring responsibilities, there's probably a shift to suit you on the bank. From next month, there will be a 12-month pilot which will see all bank workers paid weekly as well.

If you are a registered nurse, midwife, or AHP, looking to change your working pattern, earn some extra money, or you're not currently in a clinical role but keen to keep your skills sharp, why not get in touch with the bank via gram.nmahpbank@nhs.scot. They can give you more information and advise on shadow shifts. There's also lots more on the NMAHP bank intranet page.

Antimicrobial Management - new bulletin Following World Antibiotic Awareness Week, the Antimicrobial Management Team [have issued this bulletin](#) (intranet link, networked devices only) highlighting the importance of antimicrobial stewardship and a few reminders of the adverse effects of antibiotics that healthcare staff should be aware of including *C difficile*, allergies and a focus on nitrofurantoin.

Hospital Electronic Prescribing & Medicines Administration – information session The HEPMA (Hospital Electronic Prescribing & Medicines Administration) system will be implemented in NHS Grampian early next year. To prepare for this, on Friday 2 December at 11am the HEPMA Project Team are hosting a short online information session on Digital Ward Prescribing – An introduction to HEPMA.

Everyone is invited to come along via the Teams link: [Digital Ward Prescribing - An Introduction to HEPMA](#) to find out more about HEPMA and our implementation plans for NHS Grampian. If you and your team would like to know more about HEPMA, please contact gram.epr@nhs.scot

World AIDS Day 2022- Stand Up To Stigma! World AIDS Day takes place on 1 December each year. It's an opportunity for people worldwide to unite in the fight against HIV, to show support for people living with HIV, and to commemorate those who have died from an AIDS-related illness.

This year in Grampian we are celebrating World AIDS Day by standing up to HIV stigma. In a recent study it was found a third of people living with HIV have experienced stigma and discrimination, half of these within a healthcare setting. Misconceptions and a lack of up-to-date knowledge about HIV and how it is transmitted contribute to stigma.

In partnership with Our Positive Voice Grampian, our HIV patient forum, we have developed an e-learning module and poster campaign to help improve staff knowledge and understanding of HIV and tackle stigma in health care settings. We hope this training will encourage all staff to speak openly about HIV and stigma, choose supportive language, speak out to correct myths and stereotypes and educate themselves and others. The training is available here (requires Turas log-in): [HIV, stigma and you | Turas | Learn \(nhs.scot\)](#)

[Anti-stigma U=U badge holders are available to NHS Grampian staff here](#). We hope these will help foster an anti-stigma approach in clinical service areas.

Our third sector partner Four Pillars will hold a candlelight vigil from 6pm tomorrow at their headquarters on Regent Quay in Aberdeen. They will have guest speakers and a time for reflection; all welcome.

16 Days of Action against Gender Based Violence (GBV) – what is routine enquiry of abuse?

Healthcare professionals are responsible, as part of their role/duties, for addressing the needs of people affected by GBV whether they are patients, visitors, others in the patient's home (such as children), or NHS colleagues. More specifically, certain areas of the health service have a key responsibility to routinely ask individuals if they have encountered GBV. We call this "Routine Enquiry of Abuse".

Please take 5 minutes to watch [this presentation by Specialist Public Protection Midwife Jenni Smith](#) on "Routine Enquiry of Abuse". Further information can be accessed on the [Public Protection intranet site](#).

We Care Wellbeing Wednesday

- **Spaces for Listening- December and January Dates now live!**

How wonderful would it be to just listen and be listened to for an hour? No actions, no judgement, simply listening and connecting. New dates for [#SpacesForListening](#) sessions have now been released for December and January. For more information or [to find out how to book on either click here](#) (requires Turas log-in) or see the attachment to the email used to send you today's Daily Brief.

- **Psychological Safety**

Psychological safety in the workplace is an evidence-based concept that teams will try to strive towards and aids in creating an environment where everyone can speak up, some benefits are:

- Stronger staff morale
- Higher productivity and creativity levels
- More staff engagement and job satisfaction

Psychological Safety requires a cultural shift towards team members being comfortable to challenge the status quo and being expected to do so through:

- Openness to asking questions instead of staying quiet for fear of looking ignorant
- Admitting mistakes instead of hiding them for fear of looking incompetent
- Offering ideas instead of holding on to them for fear of looking intrusive
- Challenging norms instead of sitting back for fear of sounding negative.

Spaces are still available for both sessions running on Tuesday 6 and Thursday 15 December. For more information or to book onto one of the sessions, please [click here](#) (requires Turas log-in) or email us at gram.wecare@nhs.scot

Tune of the day Thanks to Pauline Robson and the OHS team for today's request; their colleague Katy returns to work tomorrow after her wedding and honeymoon. As it's St Andrew's Day, it must be a Scottish artist, so please enjoy The Proclaimers and [Let's Get Married](#) – as Katy and Robbie did! (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