

Here is the brief for Thursday 24 February 2022.



[In Episode 4 of Ask Caroline, our staff Q&A with Chief Executive Caroline Hiscox](#), she addresses possibly the most diverse range of topics yet. Caroline discusses the prospect of a move to 1m distancing in staff canteens and other spaces, the effect of negative staff behaviour, & the potential for a new critical care plus more.

In this, the second Q&A in a week, 16 more of your questions were covered which brings us up to date! We'd be really keen to hear any other questions you may have and will film another session in the next 2-3 weeks. If you want to put your question to Caroline or give feedback on these videos, you can drop us a line at gram.communications@nhs.scot (Please indicate if you would like your question to be anonymous). As always, we know many people like to watch the sections that are most relevant to them so the timestamped questions are listed below.

[01:19](#) Lisa Blues - 1m metre distance in Summerfield House and other office spaces

[02:54](#) Reopening of staff Gym at ARI

[04:25](#) Rita MacKenzie - Queen's Jubilee Celebration - Confirmation Of Extra Day of Annual Leave

[06:20](#) When can family members escorting patients undergoing treatment for support

[09:02](#) Access to hot food for staff after 2 30 pm at Foresterhill and [11:56](#) staff car parking

[14:39](#) Steve Marjoribanks - New build for critical care?

[18:28](#) Rumour that staff who aren't vaccinated are required by infection control not to be rota'd to work in covid positive areas.

[21:33](#) Alan Bulcraig - Endowments £20 staff social payment suspension and potential reinstatement

[26:02](#) Racism/Islamophobia/anti-Semitism/homophobia. Support for diversity and equality.

[31:12](#) Equitable rehabilitation of patients who are not on the frailty or specialist pathway

[35:05](#) Concern about effect of negative staff behaviour specifically that experienced by author of particular "thought for the day" in a recent Daily Covid Staff Brief.

[38:58](#) Move to 1m restriction in staff dining areas?

[40:10](#) Linda Oldroyd - HCSW job title and whether Caroline preferred "Auxiliary Nurse"

[43:14](#) Why can't we use MS Teams use for GIFREC meetings and frustration with current video conference software

CAROLINE: IN CONVERSATION WITH...



As we heard in yesterday's brief, our military colleagues will complete their deployment this week. In the latest "In Conversation with" video, Caroline speaks to 19 year old Combat Medical Technician James Baker from the Royal Army Medical Corp. James, who astonishingly revealed he was deployed with 12 hours notice, has been based in Rosewell House since January. [In this video he shares his thoughts on working for NHS Grampian as well as demonstrating a remarkable wisdom the far outweighs his years.](#)

The Queen's Platinum Jubilee HM The Queen marks 70 years on the throne this year, celebrating her Platinum Jubilee on 2 June 2022. The Scottish Government has confirmed an additional day of Annual Leave is being granted to all NHS Scotland staff in commemoration of this event.

The additional day of Annual Leave (defined as an employee's weekly contracted hours divided by 5) will apply to all NHS Grampian staff and must be taken during the 2022/23 leave year. It is recognised this may be difficult for certain medical staff depending on the timing of their personal leave year, however flexibility will be exercised.

Every effort will be made to allow staff to take this leave on a flexible basis and at a time most convenient to them. Managers are asked to maximise the granting of requests for leave on 2 & 3 June 2022, within service pressures.

Culture Matters staff survey Firstly, we want to say a big thank you to everyone who has completed the survey so far – it is hugely appreciated. You are helping us to shape the culture of NHS Grampian for years to come.

We've been listening carefully to the feedback from teams in Nursing & Midwifery and Facilities & Estates and you've told us the following:

- Delivery of some survey packs was delayed due to the recent poor weather.
- Some of you only received your password slips this week, due to annual leave.
- You want to be able to take your time to complete the survey properly and thoughtfully.

Taking all of this on board, **the survey window will be extended until 13 March**, to give everyone adequate time to participate. Those of you who have completed the survey say it takes, on average, 30 minutes to complete. We know your time is precious, so please remember you don't have to complete the survey in one sitting. There is an option for you to save the completed questions, allowing you to dip in and out before submitting your final response.

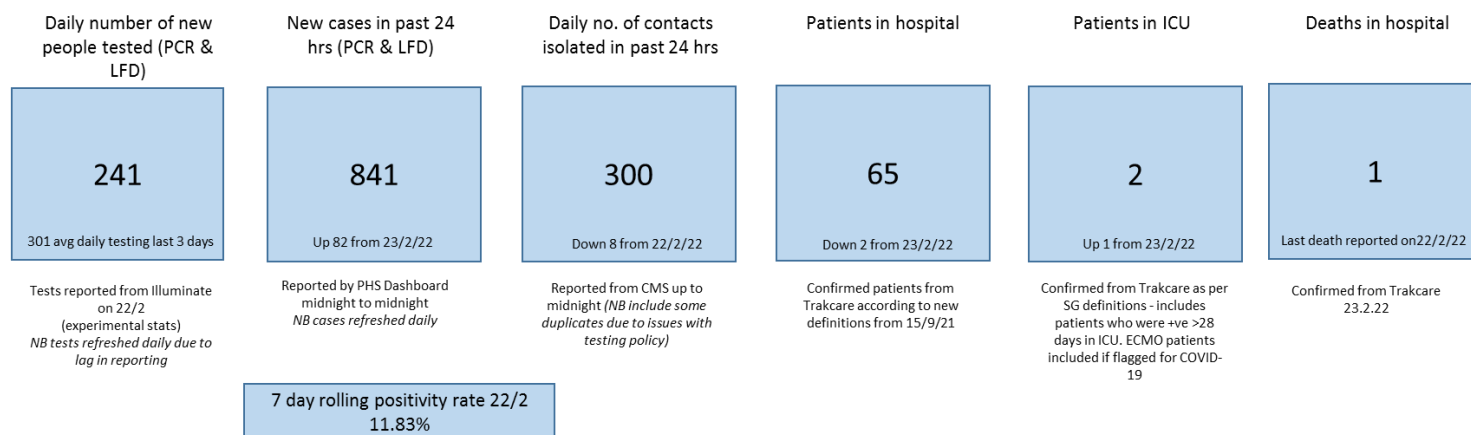
We are aiming for a response rate of 60% (and we're already more than half way there), to give us really robust data which will be used to create detailed reports, helping us to understand our culture and make plans for the future. As a mark of our gratitude to everyone who takes part there will be a prize draw, with 2 x one-night stays (B&B) at the Maryculter House Hotel among the items up for grabs. Keep your password slip safe after you have completed your survey as it doubles as a raffle ticket.

If you've ended up with too many slips for your team, please email the password number(s) to gram.culturematters@nhs.scot, then destroy the slips. Alternatively, you can send them via internal mail to Kim Brown-Zipson, Room F182, Summerfield House (Nursing & Midwifery) OR Fiona Kelly, Oakwood Lodge, Dr Gray's Hospital (Facilities & Estates). Please **don't** share slips with other teams as it will affect your local results.

If you do not have enough password slips, you should email our external survey partners BPA via survey.support@bpanz.com. This must be done by individuals and they should confirm their full name, and the team/department name and location. BPA will complete some checks (this may take up to 48 hours) and will issue a password to the staff member directly by email.

If you or your area have not received password slips, please check with your line manager/professional lead. If they are still missing or if you think your team has not been sent any please contact gram.culturematters@nhs.scot.

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](#).



Action required - Deletion of Teams Chat messages At the end of last year, we gave you advance warning of a change coming to MS Teams – the deletion of chat messages. As of next month, any chat messages created on or before 31 March 2021 will be deleted. From now on, chat messages will be automatically deleted on the first anniversary of their creation.

What type of chats does this apply to?

- One-to-one chats
- Group chats
- Meeting chats (Meetings within a channel will not be deleted as they are not classed as Teams chats)

Teams Channel conversations/posts and chats from a Channel meeting do not have any deletion policies applied to them and therefore will not be deleted after 1 year.

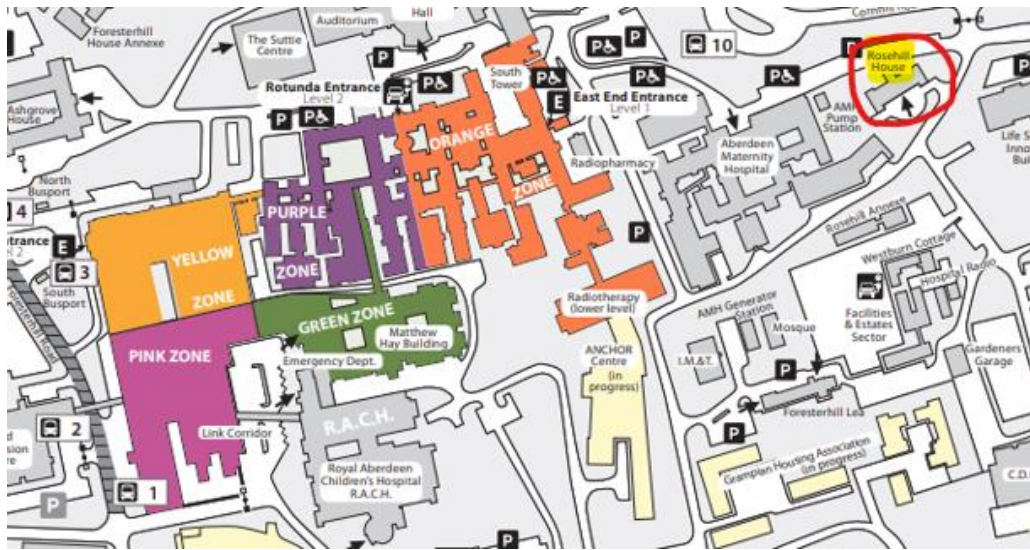
Once chats are deleted, **they are not recoverable**, so if there is information contained in chats you need to keep, please take action now. More information on this, including options to save chats, can be accessed on the [NHS Scotland M365 Skills Hub](#).

For local guides and resources you can also visit Grampians [Microsoft 365 Page](#) and ask questions in our [Digital Champions Team](#)

Face fit testing (Foresterhill site) – moving to Rosehill House Face fit testing of staff on FFP3 masks is currently being carried out in two locations on the Foresterhill Site: Yellow Zone, ARI and MacGillivray Centre, AMH. These facilities will close and relocate to Rosehill House as follows:

- 7 March – Yellow Zone, ARI will move to Rosehill House
- 17 March – MacGillivray Centre, AMH will move to Rosehill House

Rosehill House is circled in red on the map below:



Tune of the day Yesterday we visited 1967, today it's 1979, when Blondie topped the charts on this day with [Heart of Glass](#). A tune then, a tune now – enjoy!

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