

Tuesday 14 March 2023

Dress policy Following feedback from the public, we want to remind everyone that surgical scrubs should never be worn outside hospital buildings. Scrubs are only for those staff with responsibilities in operating theatres, or if your usual uniform has become contaminated. Everyone required to wear a uniform must follow [the NHS Grampian Dress Policy](#). There may be occasions when you must wear uniform outside of the workplace, but in these instances, the uniform should be covered with an over garment.

Medical Locum Agency request form A revised process to request medical agency locum support is to be introduced from 1 April 2023. This aims to ensure effective governance over all medical agency locum engagements. The revised process ensures consistency across NHS Grampian through completion of standard engagement and extension forms along with a risk assessment for all medical agency locum engagements. Other changes include a standard approval framework and greater transparency over the rota gap to be filled and the rate at which a medical agency locum is being engaged. Further information, including the forms and a template for risk assessment, FAQs and the approval framework, [is available on the HR pages of the intranet](#) (networked devices only).

Pre-school immunisation – changes to the programme From 1 April 2023, Practitioner Services department (PSD) will no longer handle inputting any SIRS data (Immunisations or Health Surveillance). Instead, this will be carried out by the Community Child Health (CCH) team based in Argyll House, Aberdeen; Moray pre-school immunisations will be dealt with by existing Moray admin team. [Further information about this change is available here](#) (intranet link, networked devices only).

[Realistic Medicine Flash Reports](#) We are pleased to share with you the flash reports from the NHS Grampian and NHS Orkney Realistic Medicine Programme; just click the link in title to view. These reports are a snapshot in time of the activity undertaken in the programme monthly and show where work will be directed in the coming month. We hope you find the reports interesting, if you have any queries about the content of these, please e-mail gram.realisticmedicine@nhs.scot as we would be delighted to hear from you.

Reminder - International Day for the Elimination of Racial Discrimination 2023 The Grampian Empowered Multicultural Staff (GEMS) Group invites all colleagues to join them for a special meeting marking International Day for the Elimination of Racial Discrimination on 21 March. Taking place on Teams, between 2 - 3.30pm, NHS Grampian Chair Alison Evison is the special guest speaker; we will also hear from Head of People & Change Philip Shipman about preliminary work taking place to uncover areas of inequality in NHS Grampian. [More information is available here](#).

Scenario Planning - what do you think will impact our future? Approximately 250 NHS Grampian and H&SCP colleagues have taken part in the Systems Leadership Programme delivered by our learning partner, the King's Fund, since 2018. A number of those colleagues are taking part in a follow up event on 27 March, and we are asking as many of you working in health & social care to contribute to this by responding to the question below by **Tuesday 21 March**:

[What trends or events, big or small, local or global, might impact on your ability to develop a distributed model of leadership and management by 2033?](#)

You can submit as many answers as you want and be as radical as you like with your suggestions, but please keep your answers succinct (e.g., "population continues to age", "another pandemic", "Artificial Intelligence solves workforce problems"). This is not designed for any particular role or profession: all constructive contributions are welcome. All answers sent by 21 March will be factored into the design of the event, and we will share the outcomes in a Daily Brief article during April.

Society of Radiographers awards We want to send our warmest congratulations to Natalie Dick, part of the Dental Hospital team, as she recently received two awards from the Society of Radiographers: Radiographer of the Year for Scotland and Patients' Choice – Exceptional Care.

Tune of the day Today we dedicate a song to Jackie Corbett who turns 60, from all her lovely colleagues! Happy Birthday Jackie and here's [Proud Mary by Tina Turner](#) to thank you for being a lovely friend and colleague to the team at the diabetic eye screening service (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