

Thursday 20 April 2023



In [this week's "Ask Caroline"](#), Employee Director Steven Lindsay once again takes on hosting duties, asking Caroline a range of your questions. Topics include, staff and patient catering, parking, sick pay, staff gym facilities, the use of facemasks, Christmas/New Year leave, and much more. If you want to skip to a specific suggestion, we've given you the timestamps below:

[02:33](#) - Round up of answers following episode 17.

[05:10](#) Suggestion of a rapid reporting, anonymous form for sexual harassment cases* (question from Kyle Sim)

[07:43](#) Possibility of parent & child space in Lady Helen Car Park (question from Sarah Walker)

[10:40](#) Feedback from car parking team about Caroline's "trust your colleagues" comment about staff parking in last episode (submitted by Bruce Harrison)

[17:39](#) Should there be a tiered approach to staff sick pay duration? (question from David Pithie)

[21:56](#) Staff Gyms - Can Caroline push for an update or a decision on when or if they will ever return?

[23:57](#) eESS Manager Self Service System - Delays in receiving responses to support requests and the impact of this.**

[27:03](#) What is happening with the cafe at the dental school? (question from Colin McNaughton)

[31:42](#) Interventional Radiology - Are we behind the curve in Grampian in lacking capacity in this area? (asked by Michael Sharp)

[36:37](#) RGU Moodle access follow up (query from Sonja Wright)

[40:27](#) Leave over Xmas & New Year - Is the system fair?

[46:20](#) Any review of facemasks in clinical settings? (asked by Heidi Taylor)

[49:19](#) Suggestion of disabled parking behind AMH

*A full list of our confidential contacts, who are trained to support people experience harassment or bullying, [is available on the intranet here](#) (networked devices only)

** A daily brief update from the eESS team outlining the issues and the work being done to improve the system and response times was shared in this brief on 12 April and again yesterday (19 April)

Upcoming Ask Caroline Sessions: (Questions to gram.communications@nhs.scot, please let us know if you would like your question to be asked anonymously):

- May - Thursday 18th
- June - Thursday 19th
- July - Thursday 29th
- August - Thursday 31st

[An audio version is available to listen to on SoundCloud here](#) while [a transcript of the Q&A is here](#) (networked devices only). The transcript is written precisely as spoken so it can be a little odd to read, and we apologise for any inaccuracies.

Fit Notes training opportunity A range of allied health professionals working across community settings now can upskill in the certification of Fit-Notes. A test of change to support the expansion in the range of professionals able to issue Fit-Notes has been successful over the last six months and teams who have taken part say it makes a significant difference to supporting patients in the best way possible for them.

If you work in a community setting and want to take part in the training, please first discuss this with your line manager. The training is available via TURAS and is open to all practices.

It is necessary to develop a local process for recording Fit-Notes electronically in secondary care to extend this training to colleagues working in hospital settings. If you are interested in helping to develop a local process for secondary care, or if you have any questions, please email lyndsay.cassie@nhs.scot

UK 'Emergency Alerts' test We've mentioned this a few times; please bear in mind the test of the Public Emergency Alert system is THIS Sunday (23 April). The system – which will be used in case of severe flooding, fires, or extreme weather – involves sending a text message accompanying by siren alert, which will sound even if your phone is on silent. Messages will be sent at or around 3pm on Sunday; if you receive one, please remember it is a test.

If you support patients or clients who are unable to contextualise the test e.g., due to dementia, other cognitive impairment, or some learning disabilities, you may be concerned the test will cause them to become unduly distressed. If you support individuals experiencing domestic violence, they may be concerned the alert will raise awareness of a secret or secondary phone. Refuge have put together [this short video which shows how the alerts can be disabled](#) on both Android and Apple phones.

Your duty to refer to Disclosure Scotland As organisations who have individuals who work with children and protected adults, you have a legal duty to report any harmful behaviour carried out by them to Disclosure Scotland if, as a result, your organisation either dismissed the individual, would or might have done had they not already left, or you permanently moved them away from regulated work.

You can find full details of the referral grounds on the [Disclosure Scotland website](#). Your duty to refer to Disclosure Scotland exists even when your organisation reports the same issue to regulators such as the General Medical Council, Nursing and Midwifery Council, Healthcare Improvement Scotland, or the police.

It is a criminal offence, punishable by imprisonment and/or a financial penalty, for your organisation to fail to refer an individual to Disclosure Scotland, when a referral ground is met. Disclosure Scotland provide free [training](#) and [guidance](#) for organisations to help you understand your duty to refer. You can also contact our [Customer Engagement Team](#) for advice on specific cases.

Tune of the day I hope you'll forgive me a moment of self-indulgence; I mark 13 years with the NHS today, so have plumped for [Teenage Dirtbag](#) by Wheatus as our tune of the day

Preparations for Eid al Fitr will be in full swing; to all colleagues marking the end of Ramadan and sharing in these celebrations in the coming days, we say Eid Mubarak (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