

Thursday 11 August 2022

Theatre disruption – Dr Gray’s Hospital We expect significant disruption at Dr Gray’s Hospital after a drainage pipe was dislodged yesterday afternoon. The leak has affected three of the four operating theatres and equipment, meaning all elective surgery has been cancelled for the time being. The pipe has been fixed and a thorough clean up and full assessment of the damage is underway. Colleagues from across the hospital are working together with teams from the wider organisation to address the impact of the incident on ventilation and other infection prevention & control requirements, as well as ensuring business continuity arrangements are in place for emergency surgery. Whilst the birthing pool in Ward 3 is not directly affected, the toilet and shower facilities within that room are, and therefore the pool is temporarily unavailable. The option for low-risk births to take place at Dr Gray’s will continue to be offered.

Regular updates will be provided to those teams directly involved and we are also issuing information to the general public.

ASK CAROLINE

CHIEF EXECUTIVE STAFF QUESTION & ANSWER SESSION



This week, Chief Executive Caroline Hiscox covers the increasing cost of living impact on staff, expenses and the uncertainty around the pay settlement, hot weather at work, the dress policy and much more in [Episode 13 of ‘Ask Caroline’](#). In addition to the timestamps to specific questions below, we’ve also included links and further information on some topics that colleagues may find helpful on some of the key themes from this Q&A session:

Pay Rises In respect of the annual pay deal, Director of People and Culture, Tom Power, has shared confirmation of a 4.5% increase in pay for medical and dental for colleagues who may not be aware already ([details here](#), networked devices only).

The negotiations for Agenda for Change staff are still ongoing and the timescale will be dependent on the Trade Union response to the national proposals. This response could come w/c 15 August, but this is not guaranteed.

Urgent Care Pathway Redesign As regular readers will be aware, the ambition for the urgent care redesign work mentioned in the video is to begin delivering rapid, sustainable, positive change to the pathway from 1 October. Engagement and feedback sessions have been taking place over the last 2 weeks and, for colleagues who were unable to attend, [we’re sharing a video](#) of one of the presentations and Q&A sessions. If you would like to be involved or to be kept informed of the work on Urgent Care Pathways redesign, [please complete this form](#). If you have any queries or would like to discuss any aspect of this work, please contact gram.programmesteam@nhs.scot

Question links:

[00:00](#) Introduction

[01:33](#) Commitment to these Q&As

[03:06](#) Hot weather - water/ice lollies for colleagues

[07:26](#) Uniform/dress policy *

[13:58](#) Pay rises/Are healthcare staff paid enough?

[20:20](#) Timescale for the Agenda for Change pay deal **

[23:36](#) Another rise in fuel costs/further business mileage rate uplift? ***

[26:10](#) Business mileage rates for doctors/dentists ***

[28:24](#) Ambulance stacking at EDs/Care Pathways redesign ****

[36:10](#) Wait for care packages in community settings

[38:59](#) Road markings at the junction by the multi-storey car park/Ashgrove house

[41:34](#) Notice for annual leave to attend your own graduation *****

Additional Information:

* **The Dress Policy** [can be found here](#) (networked devices only).

** **Pay Rises & Financial Hardship** As noted above, the timeline will depend on the trade union response to the proposals. It is hoped that may come during w/c 15 August but cannot be guaranteed.

If you are struggling with the rise in the cost of living, [more resources can be found on My Healthy Workplace](#).

A TURAS course, called "Focus on your Finances" delivered by We Care, is also available to help colleagues.

*** **Fuel Mileage Rates:** Doctors and dentists were included in the uplift in fuel mileage earlier this year. [Details, along with the rates for all staff, can be found here](#) (networked devices only).

**** **Urgent Care Redesign** The issue of the Daily Brief mentioned by Caroline with updated from Sandra MacLeod and Paul Bachoo [can be found here](#).

***** The **HR Hub** can be contacted on 01224 552888 (Monday to Thursday 9.30 am to 4.30 pm, Friday 9.30am to 4pm) or email gram.hr@nhs.scot

If you'd like to ask Caroline a question or give feedback on these videos, send an email to gram.communications@nhs.scot (Please say if you would like your question to be anonymous). Links to an audio version and transcript are available in the YouTube video description.

Allocation of laptops/other devices You will have seen earlier items about the number of NHS Grampian laptops/other devices not logged into for 60 days or more. Letters will shortly be issued directly to those services who have these devices, with a view to arranging return or repairs as needed. If you/your team have unused devices, you do not need to wait for this letter; please contact the IT Service Desk and arrange for the devices(s) to be dropped off.

Overdose Awareness Day – 31 August – training opportunity Drug related harms in Scotland are at record levels; they are the highest in Europe and several times the rate in England and Wales. The reasons for this are complex and include factors linked to social and health inequalities. We hope to raise awareness by providing Naloxone training and supply information on services within the community. Please join us on 31 August at the Timmermarket, 10am-12noon or 2-4pm to access training in Naloxone. This is open to anyone; you do not need to be in a clinical role to receive Naloxone training

[Register your interest here.](#)

You can also discuss supports that can be accessed for your patients and any family members worried about their loved ones. Joining us will be Hepatology, SMHU, Alcohol & Drugs Action, Aberdeen In Recovery, SAS, and staff from the service to discuss any questions you may have on this day.

RCN Scotland Nurse of the Year awards RCN Scotland are hosting their first ever Nurse of the Year awards in November. They're accepting nominations in 12 categories, covering all branches of nursing, but entries will only be accepted up to 14 August. [All the details you need are here](#), entrants do not need to be a member of the RCN.

Tune of the day Our tune today is dedicated to Eilidh Macleod, part of the Aberdeen Primary Care Psychological Therapies Service. She's soon to get married, so Paul and all the team have got in touch to wish you the very best and request [Step On by Happy Mondays](#). Whatever sort of day you've had, may your melon be untwisted by this one (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