

Monday 25 July 2022

---

**Message from Caroline Hiscox, our Chief Executive** You may have read a summary of some of NHS Grampian's performance data, published today by the Press & Journal. This uses data published by Public Health Scotland from across the NHS. I review this data every week with the Executive Team, and it is discussed with a wide range of colleagues through our daily and weekly system connect meetings to understand how we can best support colleagues delivering care and people receiving care across Grampian. I know seeing all this data in the one place paints a very stark picture of the pressure on NHS services, as we continue to experience the direct and indirect impact of COVID-19. The challenges we are dealing with are not unique to Grampian, or even Scotland. The NHS is living through the most difficult period of its 74-year history. I know you and your colleagues across health & social care are working as hard as you possibly can in a system no longer fit for purpose. Every day I am deeply grateful you show such care, and you continue to support patients, families and colleagues when they are at their most vulnerable. You are doing an amazing job in the most difficult of circumstances I think any of us have experienced.

Many of you have spoken to me about your real and valid concerns about winter and how we are going to cope. Our Plan for the Future 22/23 is focussed on redesigning our system to make it fit for purpose and improving key areas of access to urgent care before and during this winter. To do this well we all need to work together, and I would really like to encourage you to take part in the planning process which is being launched this week. [This video from Paul Bachoo and Sandra MacLeod](#) may also be of interest.

As well as our Grampian wide work I am also committed to working with colleagues in other boards and the Scottish Government to find our way through this unprecedented time. As always, if there is anything you would like to directly let me know contact [gram.grampianchiefexecutive@nhs.scot](mailto:gram.grampianchiefexecutive@nhs.scot).

Thank-you, Caroline.

**Rail disruption** Due to industrial action by Network Rail staff, there will be no trains into or out of Aberdeen on Wednesday 27 July. [Further information is available on the Scotrail website](#).

**Smoke free sites** All NHS Grampian buildings and grounds are smoke free. This means smoking, including the use of electronic cigarettes/vaping devices, is not allowed anywhere on our sites. As staff, we should not smoke in uniform and/or PPE, while wearing an NHS Grampian ID badge, or while otherwise identifiable as working for the organisation. [Click here for the tobacco policy](#) (Intranet link, networked devices only).

For help to stop smoking you can visit your local community pharmacy or contact the NHS Grampian Healthline on 08085 202030 where you can get free advice and support including access to Nicotine Replacement Therapy (NRT) on prescription.

## **Implementing the New National Profiles for Nursing and Midwifery Clinical Support Workers**

Following a review, the Job Evaluation Group of the UK Staff Council have issued revised Band 2 and 3 Nursing Clinical Support Worker profiles. In recognition of this the Scottish Terms and Conditions Committee (STAC) have asked Boards in NHS Scotland to review all Band 2 Nursing and Midwifery Clinical Support Worker job descriptions against the new profiles to ensure they are up to date and reflect the role and responsibilities of the post holder as of 1 October 2021 (This being the date that will be applied for any posts that are upgraded from a Band 2 to a Band 3)

Commencing this exercise had been delayed due to service pressures. However, a Short Life Working Group has now been formed, in partnership with staff side representatives, to agree the process of review and set out a timetable of work. The Group will bring you regular updates over the coming weeks to explain the framework for managing re-banding requests. The proposed project timetable will see the process beginning at the beginning of August 2022 with most re-banding requests concluded by the end of November 2022. At each stage of the work, we will share communications with you highlighting progress made and next steps.

**Skin Health Surveillance – Responsible Person annual training** All Responsible Persons for skin health surveillance must complete the following e-learning modules annually:

- Managing skin care at work a course for responsible persons and managers
- Hand hygiene

A review of Turas training records found in many cases this training hasn't been completed as required. For any questions or if you experience any issues please email: [gram.skinhealthtraining@nhs.scot](mailto:gram.skinhealthtraining@nhs.scot)

**CTAC clinics in Aberdeen City** Two Community Treatment and Care (CTAC) Clinics have opened and are offering patients, who are registered with GP practices in Aberdeen, greater flexibility to a range of healthcare services from nurse and healthcare staff. These services are being delivered directly by Aberdeen City Health and Social Care Partnership working alongside GP Practices and include:

- **Blood pressure** – checking your blood pressure if this has been requested by your GP practice.
- **Blood tests** – taking blood samples that have been requested by your GP practice.
- **Ear care** – specific criteria to be met, CTAC Clinics will advise.
- **Removal of sutures/staples** – after injury or surgery.
- **Wound care** – assessing and dressing any wounds in partnership with your GP practice.

You can attend either a CTAC Clinic or your GP Practice for any of these procedures. To book an appointment at a CTAC clinic telephone the booking line direct on 01224 550200, or to attend your GP practice, please call your GP practice directly.

The CTAC Clinics are based at:

- Inverurie Road Clinic, 106 Inverurie Road, Bucksburn, Aberdeen, AB21 9AT
- Bridge of Don Clinic, Cairnfold Road, AB22 8LD

A third CTAC Clinic will open in College Street in Autumn 2022 providing a city centre location for patients registered with Aberdeen practices.

**Pause for thought** Another opportunity for reflection, taken from last week's Guided Journaling sessions. As ever, if you are interested in taking part, [please visit the We Care website](#).

*With all the busy-ness of life we can sometimes find those things that bring us joy become difficult to fit in. What are, or have been, sources of delight, joy or contentment for you? What might you gain if you were to move yourself closer to one of these?*

**Tune of the day** Thanks to Dr Fiona Campbell for today's request and it's one to gladden the hearts of metalheads everywhere. 39 years ago (to the day) Metallica released their first album, Kill 'Em All, which included the instrumental [Anesthesia \(Pulling Teeth\)](#). This live version is nothing short of a bass playing masterclass by the late Cliff Burton (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](mailto:gram.communications@nhs.scot)