

Here is the brief for Thursday 15 April 2021.

**Chief Executive's update - We Care** This week's update is a little later than normal and it's got a special focus on the We Care programme. Joining Caroline are Tom Power (Director of People & Culture), Laura Kluzniak (Staff Health, Safety, & Wellbeing Programme Manager) and Luan Grugeon (Chair of the NHS Grampian Endowment Charity). They'll be explaining more about We Care and what it means to you working for NHS Grampian and the Health & Social Care Partnerships. To view the video, please click [here](#). Remember, you can contact Caroline at any time, via [gram.grampianchiefexecutive@nhs.scot](mailto:gram.grampianchiefexecutive@nhs.scot)

**Return to workplace guidance** From 26 April 2021 it is expected that Aberdeen, Aberdeenshire, and Moray will move to Level 3 and staff members on the shielding list\* who are currently in Level 4 will be able to return to the workplace, if they cannot work from home. In order to agree the return to the workplace the following should take place prior to 26 April 2021:

- Staff member\* to share CMO shielding letter, valid to 30 June 2021, with their line manager.
- Supportive discussion must take place between manager and staff member, using [Coronavirus \(COVID-19\): guidance on individual occupational risk assessment](#) and the [Covid Age Calculator](#) as a guide.

For the majority of staff members, no changes to working arrangements will be required due to Safer Workplace measures already in place for all staff. However, if the staff member and manager are unable to come to an agreement further advice can be sought from Occupational Health Service by completing the Manager's [Covid Enquiry Form](#) (Intranet link, networked devices only). The HR Hub can also be contacted as necessary to discuss the OHS report.

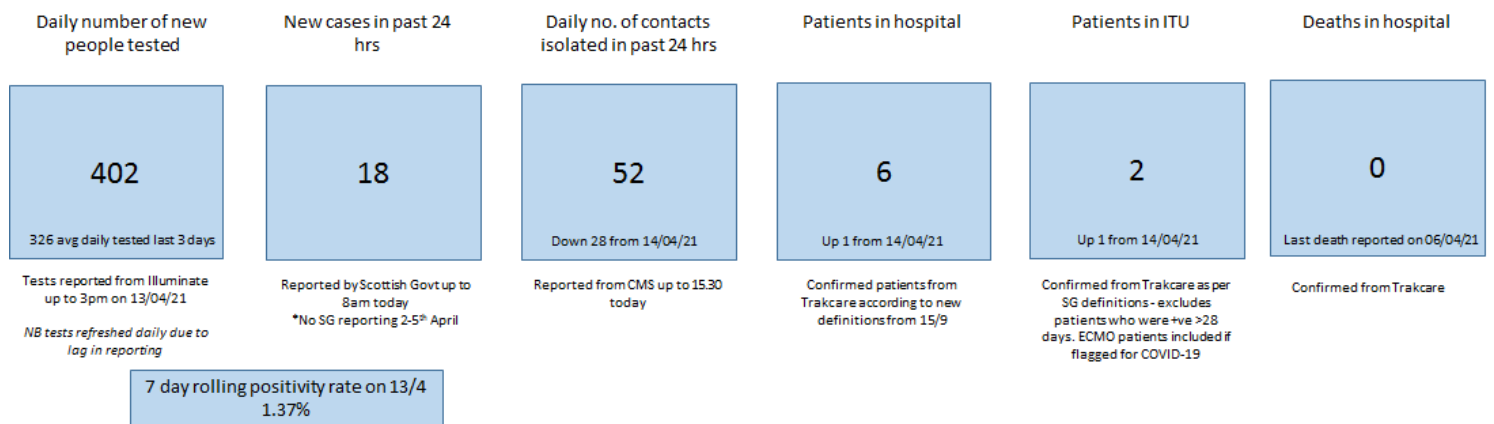
If the staff member cannot return to the workplace or be allocated work to do from home the line manager should continue to source appropriate work for them to do from home which may mean deployment to a different role. Until appropriate work is found for the staff member to do from home the absence must be recorded on SSTS using the code Special Leave – Underlying Health Condition. More detailed information is available in [Section 3 of the HR Q&A](#). Please note that should a local authority remain or move to Level 4 the CMO letter\* restrictions will remain as detailed in the helpful [advice at each Protection Level](#) published by CMO.

*\*This also includes staff members who have received CMO letter, have been identified as “very high risk” by the Scottish Government Covid Age Risk Assessment or those who have received a letter from OHS stating they are in a “very high-risk category”.*

**Contact tracing extended into 2022** It has been confirmed today that the contracts of all of the contact tracing team are to be extended to 31 March 2022. Whilst the number of new cases has fallen substantially since the peak in early January, the extension of the contracts reflects the commitment of the Board and the Scottish Government to the retention of this, by now, skilled and experienced workforce. This is in the context of the increasing relaxation of lockdown restrictions when testing and contact tracing, along with the vaccination programme, will become the only control measure available to reduce the spread of the virus. It is also a reflection of the modelling that has been carried out by SAGE that raises the possibility of a third wave of infection in late summer. Given these expectations the time

has not yet come to relax the personal precautions that have been urged upon everyone since the beginning of the pandemic.

**Grampian data** The local figures for today and the 7-day rolling positivity rate are shown below. As a reminder, this rate is arrived at by dividing the number of positive tests in the past 7 days by the number of tests carried out in the past 7 days. Repeat tests are included in both categories, whereas the figures we show here only record new tests.



If you are interested in seeing what is happening in your area, this information is published daily by Public Health Scotland. All you need to do is click [here](#) and select the appropriate local authority area.

**COVID-19 vaccination – staff second doses** Following the update from the Aberdeen City team in Tuesday's brief, we have confirmed with the Aberdeenshire and Moray teams that they are also seeking to bring forward second dose appointments, supplies permitting. They will be in touch with staff directly, typically by phone. This may appear as a Private Number or Withheld Number; staff are encouraged to answer calls if they are able.

**How are your hands?** As glove use has increased during the pandemic, it is likely that there will be an increased risk of skin problems. Guidance and advice on the prevention and management of skin problems can be found [here](#) (Intranet link, networked devices only). If you develop skin problems, please speak to your line manager or a Responsible Person if there is one in your area. It is very important to address skin issues early and if necessary, your manager will make an OHS referral by emailing the skin health surveillance questionnaire directly to OHS at [gram.ohs@nhs.scot](mailto:gram.ohs@nhs.scot)

**Ramadan and COVID-19** The British Islamic Medical Association have prepared a series of resources on undergoing PCR/LFD testing or taking the COVID-19 vaccine during Ramadan. The Association states that both testing and vaccination do not invalidate the fast; further information on this and other useful resources are available [here](#).

**Grampian Equalities Network** Ahead of the launch of the network, (taking place on MS Teams, Wednesday 21 April, 3-4pm), we would like to explore staff's views on equality in the workplace – please click here to take part: <https://bit.ly/2R7Pwmn>. This is to help to us to understand what it important to staff, develop a shared vision and purpose for the network, and aid discussion at the first meeting. Please note the network is open to all staff, students and service providers by emailing your interest to [gram.involve@nhs.scot](mailto:gram.involve@nhs.scot) and you can also take part in the equalities survey by scanning this QR code:



**Thought for the day** Tomorrow is a big day – up to 6 people from 6 different households will be able to meet up outside and we can travel to other local authority areas for outdoor socialising, recreation, and exercise. While we cannot socialise indoors yet, stay overnight, or travel to other parts of the UK, it feels like a big leap forward. Lots of you will have plans to place to meet up with friends and family and we hope you have a safe and enjoyable time. The weather forecast looks reasonable, though as ever in the north-east, a warm coat is probably a must! However, we also know there will be those of you for whom family and friends are still too far away to meet, or perhaps you just don't quite feel ready to do so. Just because we can meet up, does not mean we are obliged to do so. Do what is right for you and those closest to you.

**Questions to ask? Information to share?** If you have particular questions – or are aware of questions coming from friends and family – please share them with us. We may not be able to answer every question and it may take us time to get a proper answer, but we will endeavour to respond and share the answers. You can get in touch with us via [gram.communications@nhs.scot](mailto:gram.communications@nhs.scot). Please also use that email address if you have items for consideration for future briefs.