

Here is the brief for Wednesday 6 January 2021.

Chief Executive's update Please click [here](#) to view the latest video update from Caroline Hiscox. As ever, if you wish to get in touch with Caroline, you can email her at gram.grampianchiefexecutive@nhs.scot

Shielding staff On Monday the First Minister announced that those people at the highest clinical risk are now required to work from home. Pending any further guidance from the Scottish Government if you fall into one of the following categories you should remain at home:

- you have received a shielding notification letter from the Chief Medical Officer, week commencing 4 January 2021 (please share a copy of this letter with your manager).
- you have been assessed as “very high risk” following the Scottish Government COVID-19 Age Risk Assessment carried out with your line manager.
- you have received a letter from OHS stating that you are in a “very high risk category”.

Where possible arrangements should be made with your line manager for you to work at home. If work cannot be allocated for you to do from home managers should record this as an absence on SSTS / Health Roster as Special Leave – Underlying Health Condition. Your manager will continue to source appropriate work for you to do at home, which may mean deployment to a different role.

The advice for pregnant workers has not changed and can be found on the HR Q&A for Staff and Managers – click [here](#). The Q&A will be updated in light of the above and will give further information. If you have any queries please contact the HR Hub on Ext 52888 / gram.hr@nhs.scot

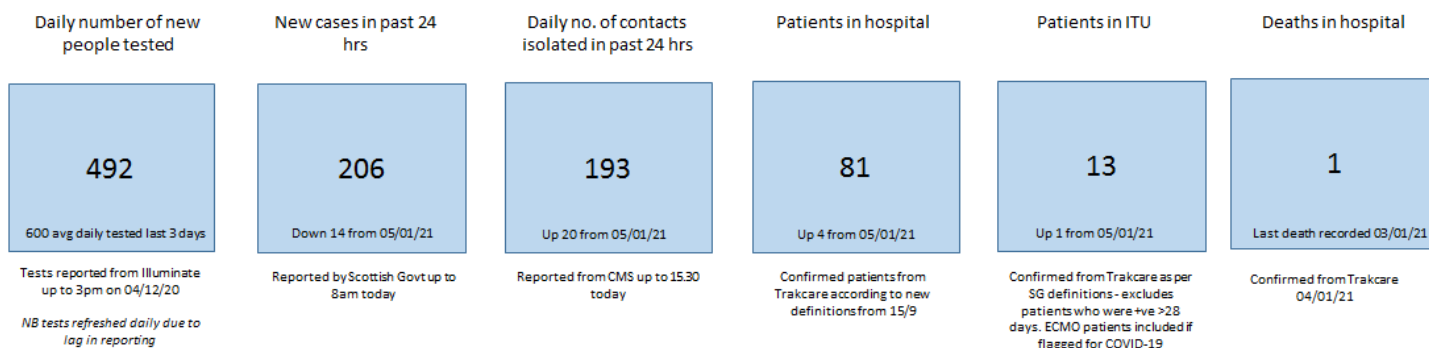
Update on £500 COVID-19 Payment Announced by the First Minister at the end of November, all health and care staff will receive a one-off payment as a thank you for helping Scotland cope with Covid19. The [relevant pay circular](#) has been received and payments up to a maximum of £500 will be made to current NHS staff, including bank workers, in February 2021 through their normal payroll system. NHS staff and bank workers who have left the organisation and are eligible for the payment will be contacted in due course.

The payment is offered in instalments over three months to minimise any impact on Universal Credit awards as the ability to exempt this payment from benefit calculations is not within the current powers of the Scottish Government and sits with the UK Department for Work and Pensions. **Any member of staff/bank worker who, for this reason, wishes the payment to be made in instalments should complete the form attached to the email used to send out this brief and return to the Payroll team no later than 31 January 2021.** Instructions for returning to the Payroll team are noted on the form. There is no mechanism for opting out of receiving the payment. The pay circular provides details on eligibility and includes a “question and answer” section. More information is available from the Scottish Government website [here](#). The Payroll team will commence calculations for payment in February salaries. Please do not contact the Payroll team with queries about the level of payment you may receive.

COVID-19 vaccine We know staff are extremely keen to get their vaccine as soon as possible. However, we are getting reports from a number of clinics of people not attending appointments because they have taken up Peer Vaccination. If you no longer require a clinic appointment, please let them know

as soon as possible. Please do not 'double book' clinic appointments and Peer vaccination as DNAs make additional work for your colleagues working in the clinics, and delays your colleagues getting their vaccination. Please do not submit multiple appointment requests, one request is sufficient.

Grampian data The local figures for today are shown below. If you click [here](#) you can visit the Public Health Scotland website, which includes neighbourhood figures for all local authority areas in Scotland.



Let's positively influence our PPE compliance The emergence of 'campaign fatigue' may be affecting your local team safety culture around PPE use, during the ongoing response to the COVID-19. As a result, teams may be experiencing some elements of fatigue and subconsciously changed some of their learned habits & routines. To support and provide care for yourself and your colleagues and to minimise cross transmission risks, please continue to support each other with gentle, respectful reminders:

- Disposal of all contaminated / used PPE requires suitably sized bins (large sack holders).
- Disposal bags which are not fully open or overfilled can increase transmission risks and handling of used PPE.
- Not to touch or readjust PPE in the middle of care tasks / during patient contact
- To always don and doff in the **correct order** and undertake hand hygiene before and after
- Embrace and continue to encourage the extended use of fluid repellent surgical masks, throughout our healthcare sites for both staff and patients

Your questions answered Thank you to everyone who has already been in touch with their questions and queries. As we get responses, we will share these here, as well as replying directly.

Q Will we receive the same vaccine (Pfizer) for our 2nd jab? Will we definitely receive our jab before the 12 weeks is up? Is there evidence that the vaccine will still work since it is now being administered differently to manufacturer guidelines? Is this information available to view? What is the efficacy of the vaccine up to 12 weeks?

A We will continue to follow JCVI guidance which is to provide the same vaccine for the second dose.

We will continue to follow JCVI guidance which is to provide two doses of the vaccine. Chief Medical Officer for Scotland has instructed all Boards to offer second doses in the 12th week following the first dose.

Information on the evidence behind the JCVI decision has been published by them and is available to view [here](#).

Q Is there is going to be nursery provision offered by NHS for staff whose private nurseries have shut?

A At the moment NHS Grampian nurseries are remaining open to current parents but are unfortunately not in a position to offer emergency placements to any additional children as we are both working to full capacity. In the first lockdown (March through summer) we were able to offer a limited number of emergency placement to temporarily fill the places of children being kept out of the nursery settings for the period of time. During the first lockdown these emergency placements were funded by the

government however this time the government is not offering any additional funding for emergency placements of children in early years. Parents should contact their local authority to enquire about emergency childcare placements.

Long service event A special, virtual, long service event will be held soon (date TBC). We hope this will become a regular fixture, marking the significant service given to the National Health Service. The next event is to recognise those with 40 years (or more) service. If you - or someone you know - has accrued 40 years of service, please contact gram.staffewardandrecognition@nhs.scot

Thought for the day



This poster is the work of our own Dr Emma Hepburn (@thepsychologymum on Instagram) and is available for you to download [here](#). Emma has also written a free ebook "How to stay calm in a global pandemic" which you can download [here](#)

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. Please also use that email address if you have items for consideration for future briefs.