

Thursday 23 June 2022

Update from the Chief Executive, Caroline Hiscox, and Director of People & Culture, Tom Power



Caroline Hiscox: *“I’ve heard from people across health and social care in Grampian that we need to be less of a “top down” organisation and do more to empower teams to be able to make positive change by putting their own ideas and solutions into practice. That’s been a running theme both in the ongoing Culture Matters Survey and our other colleague engagement work.*

“This week I’ve asked Tom Power, to write a short update for you about one way we are looking to do that via a new digital platform which we are about to trial in NHS Grampian. If successful, it could help provide us all with a quick and more efficient way to tackle issues head on, hopefully even nipping them in the bud before they add to the so-called problem pipeline some of you may have heard me talk about before.

Tom Power: *“As we move forwards, its vital teams and individual colleagues have a way of making their voice heard and of making positive change happen. We also recognise that colleagues on the ground are often the people best placed to identify the problems and issues being faced – precisely because they deal with them day in and day out. For too long, across the NHS, we haven’t been good enough at listening and seeking out those solutions.*

“Too often, even with smaller or more easily addressed issues, I know opportunities to improve things have been missed. That’s often because people don’t know where to raise things or make sure they are seen by the right people. That’s understandable in an organisation as big as ours but it doesn’t mean we have to accept it will always be that way. That’s why, in NHS Grampian, we’re about to embark on a pilot of the Trickle app. This new digital technology is aimed at giving everyone in the organisation a platform where they can highlight issues, brainstorm solutions with colleagues and bring things directly to the attention of senior leaders within NHS Grampian who can give you the support you need.

“It’s been used effectively in other public sector organisations, but we need to make sure it works for NHS Grampian. That’s why we will trial Trickle over the next 9 months, starting with a group of volunteer teams. Today, I’d like to ask you and your team to consider whether you’d like to be involved as one of our special pilots. It doesn’t require much time at all and the more people who help us refine it at this point the more effective it’ll be when, hopefully, we get to the stage of rolling it out to everyone if it proves a success.” If you and your team are interested in taking part or would like to know more, please email gram.systemconnecthub@nhs.scot to have an initial discussion.

Smoke free sites All NHS Grampian buildings and grounds are smoke free. This means smoking is not permitted anywhere on our sites. The use of electronic cigarettes/vaping devices are not permitted either. 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. There is a Tobacco Policy [which you can read in full here](#) (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.

Annual Steam Shutdown - Foresterhill Health Campus In order to carry out essential maintenance to the steam and condensate supply network on the Foresterhill Health Campus the steam supply will be isolated from 5pm tomorrow (Friday 24 June) until 6am on Saturday 25 June. During these hours there will be no heating or domestic hot water available. Toilet facilities and cold-water supply to sinks and basins will be available as normal throughout the maintenance period.

Nursing through Covid – Engagement Programme 2022 Following the ‘Nursing through Covid’ study, which explored the experiences of nurses working in the acute sector of NHS Grampian during the pandemic, a number of engagement sessions are planned. These will share the findings of the study and will be of interest to anyone working in health & social care, not just those in nursing roles. If you would like to come along to any of the below online engagement workshops, please access the links below on the appropriate date. Alternatively, you can email your feedback to: nursingthroughcovid@rgu.ac.uk.

[Monday 27 June, 2-3pm](#)

[Tuesday 12 July, 11am-12noon](#)

[Tuesday 19 July, 10.30-11.30am](#)

[In advance of the workshops it is helpful \(though not mandatory\) to watch this video.](#)

Save the Date – Introducing the National Trauma Training Programme A free webinar will take place on Tuesday 27 September to introduce the National Trauma Training Programme (NTTP). It is open to anyone with an interest in learning more about the programme. The webinar will take place on MS Teams, between 10-11.30am; [to register for the NTTP webinar please complete this form](#).

Aberdeen Sports Village Corporate Games HUGE congratulations to the NHS Grampian table tennis team who came FIRST in last night’s event! While the taking part is always important, it does feel rather sweet to record a victory. The team played with grit and determination and should be justly proud of themselves.



L-R: Margaret Brunton-Laing, Andreea-Catalina Clipa, Viji Nair, Tomiwa Malomo, Calum Ruxton, Joy Muoneke, Lesley Carson

Ticket offer – Aberdeen City Orchestra Come and join our 40th anniversary celebration with all your favourite proms music, including *Jupiter* (The Planets), the beautiful *Intermezzo* (Cavalliera Rusticana), and a whole host of other fantastic classical pieces. We're sharing the 40th anniversary of ET and shall be playing *Crown Imperial* to celebrate the coronation of Her Majesty The Queen 70 years ago.

The concert takes place this Saturday (25 June) at the Music Hall in Aberdeen, starting at 7.30pm.

Discount code: ORCHESTRA22 (entered after ticket selection at the checkout) will reduce tickets to £5 each for NHS staff and family members. [Tickets can be bought here](#). Children can attend free of charge, and we are also excited to be able to offer free tickets to refugees from Ukraine and their host families (please email shona.owen@btinternet.com for queries on these free tickets).

Tune of the day A big thanks to Liz Cheung for today's request; she's rounding off Thursday in a reflective move with Spandau Ballet and [Through the Barricades](#) (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