

Friday 27 January 2023

**Message from the Chief Executive** Caroline Hiscox [has recorded this short message](#) to round off the week and reflect on the work she and her team have been undertaking this week.

**Workplace relationships** Back in November we shared some thoughts on the prospect of industrial action in the NHS, how this might impact on how we feel and what it might mean for our relationships with one another. The situation has moved on somewhat, so it is probably a good time to check in again. What was a possible pay offer has become the confirmed pay award for 2022/23, as seen in this week's pay packet (arrears to follow next month). For some of you this will be a relief, but for others this may create mixed, difficult, emotions, as it happened while your union or professional body remains in dispute. Although a number of unions have indicated they will not set dates for strike action while talks take place with all unions and professional organisations on a pay offer for the 2023/24 financial year, they have been clear it remains a step they are willing to take.

As we highlighted a few months ago, whatever the coming months may bring, we need to remember we will all continue to work together afterwards. We don't all think alike – wouldn't our workplaces be dull if we did? - and we won't all make the same choices. While disagreements are healthy, it is important to adhere to our core values and continue to treat each other with kindness and respect. This isn't mere lip service either; there is a growing body of evidence on the importance of civility in healthcare and this not only creates positive cultures but impacts positively on staff morale and patient care. You may want to check out the Civility Saves Lives website to find out more: [Home | Civility Saves Lives](#)

We will continue to share all the information we can regarding any industrial action, as quickly as we can, via this brief.

**Holocaust Memorial Day (HMD)** Today is the anniversary of the liberation of the Auschwitz-Birkenau Nazi death camp. It is an international day of memorial for the six million Jews murdered during the Holocaust, alongside the millions of other people killed under Nazi persecution of other groups, and those murdered in more recent genocides in Cambodia, Rwanda, Bosnia, and Darfur.

Every year the [Holocaust Memorial Day Trust](#) (HMDT) sets a theme for HMD and this year it is [Ordinary People](#). We are all affected by the themes of HMD and within the NHS family, we have staff who have survived genocide and we have patients who may have survived genocide. We are all ordinary people, but we can be extraordinary in our actions. We can all make decisions at home, at work and in our day to day lives, to learn and remember. We can also be inspired to take action to challenge prejudice, stand up to hatred, and to speak out against identity-based persecution.

**That was the week that was** Not sure when an item was in the brief? We've got your back:

Monday 23 – System pressures, Disclosure Scheme Domestic Abuse Scotland, new process for IT procurement requests.

Tuesday 24 – update on Interim Care Beds, Managing Adverse Events training, IT support in ARI Healthpoint.

Wednesday 25 – update on Flow Navigation Centre, Joint Inspection of Services for Children & Young People in Aberdeenshire.

Thursday 26 – Triage & Assessment at ARI, nursing & midwifery HCSW re-banding process, new Chief Nurse for Moray.

All briefs are available on the NHS Grampian website, under Working With Us/HR Portal.

**Retirement mementos** No STAR Award presentations to announce this week; instead, a reminder people retiring with 20 years continuous service are entitled to a Retirement Tea package for up to 50 people at £3 per head. [For full details and a request form, please click here.](#)

**DGH vs ARI football match** Next Saturday (4 February) sees a football face-off between Dr Gray's Hospital and Aberdeen Royal Infirmary, in what will hopefully become a regular event. The game kicks off at 1pm, at the Gleaner Arena (next to Elgin City FC), free entry and all welcome!

**And finally,** You can always rely on the RACH Play Service to deliver the goods:



@RACH\_PlayService

@RACH\_Playservic

So mix 2 artists @GHATArt, 2 play staff and 2 wonderful patients, and look at what can be achieved. A brilliant Wheelchair sensory art session.



12:30 · 26 Jan 23

Congratulations to Dr Noha El-Sakka, who received her OBE from HRH The Princess Royal earlier this week:



Lisa Blues has asked for [Walk This Way by Run DMC & Aerosmith](#) for everyone taking part in the step count challenge, but especially the Quality Quackers.

Look after yourselves over the weekend, whether at work or at leisure, and I'll see you back here on Monday (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)