

Monday 16 March 2026

NHS Scotland workforce policies A comprehensive refresh of further workforce policies is now effective. The following policies have been developed nationally in partnership with NHS Scotland employers, trade unions and the Scottish Government:

- Control of Substances Hazardous to Health (COSHH)
- Lone Working
- Manual Handling
- Work-Related Driving
- Work-Related Stress
- Work-Related Violence and Aggression
- Adverse Weather
- Alcohol and Other Substances
- Menopause and Menstrual Health
- Smoking & Vaping

Anyone applying these policies must use the nationally agreed [policies available via this link](#) and on the corporate health and safety pages, [available via this link](#). To help implement these new policies a presentation has been put together to explain how they were developed, inform of any main changes from previous local policies and provide key information. To access the presentation, [please follow this intranet link](#).

As one of the policies concerns smoking and vaping, please remember you can access FREE help and support to stop smoking by contacting the Healthpoint service or visiting their local community pharmacy. For more information, [follow this link to the smoking cessation service](#).

Leading an Empowered Organisation (LEO) programme – non-clinical spaces There are still spaces available for colleagues not working in a clinical role on the LEO programme for 2026. LEO plays an important role in supporting leaders across the organisation to develop confidence, strengthen team culture, and enhance our collective leadership capacity.

We have mixed cohorts, bringing together leaders from a range of professions and services. This cross-disciplinary approach has consistently been highlighted as one of the programmes strengths, offering opportunities for shared learning and connection. Places are reserved specifically for those not in clinical roles. If you are a team leader or manager, working at Band 5 or above, please consider applying. For more information and to apply, please email gram.leo@nhs.scot

Cervical screening - staff clinics Dedicated staff screening appointments are available at ARI, Dr Gray's, and Maryhill Group Practice in Elgin until the end of this month. If you are due (or overdue) for a cervical screen and find it difficult to attend a routine appointment, [you can find more information on the intranet by following this link](#). Please note, you do not need to be registered with Maryhill Group Practice to attend a staff screening clinic there.

NoS adult major trauma education session The next adult major trauma education session will take place this Thursday (19 March), 12-12.50pm, via Teams. The topic is '*Simulation for Trauma Training; achieving outcomes through design*', presented by Dr Jerry Morse. No need to book, simply [follow this link to join the meeting](#). Questions? Email them to tay.nospgmajortrauma@nhs.scot

AHP research skills training – free places The JBI Scottish Centre for Evidence-Based Practice is pleased to offer 2 free places on the flagship JBI Comprehensive Systematic Review Training Programme in August/September 2026 to AHPs working in Grampian. This is an excellent way to refresh evidence-based practice & research methodology and to gain the knowledge & skills needed to conduct a systematic or scoping review. Support can be provided post-training to facilitate completion of reviews.

As places are limited, we are inviting applications and places will be allocated on a competitive basis. Please email jbc@rgu.ac.uk to receive an application form. Please direct any enquiries to k.cooper@rgu.ac.uk. The deadline for applications is 31 March.

Diabetic foot services workplan progress report Following a series of stakeholder events, we are taking this opportunity to showcase the innovative and collaborative work which continues to be progressed as part of our strategic workplan for diabetic foot services across Grampian. Through extensive collaboration, teams have co-created priority actions aligned to our shared vision for prevention, training, escalation and continuous improvement. Further information on these developments and contact details can be found in [the flash report available via this link](#).

ICYMI Scottish non-healing wounds data collection project We are proud to be participating in Scotland's national data collection project on non-healing wounds, led by the National Association for Tissue Viability Nurse Specialists Scotland and the Scottish Wound Healing Strategy Working Group. Between 11–24 May, all clinicians who manage wounds aged 6 weeks or more will be asked to complete a short data submission. [Further information is available on the intranet via this link](#).

Pause for thought Where do you notice your efforts being rewarded; and what type of effort do you reward?

Tune of the day It's time to go undercover! Thank you so much for all the great suggestions, Molly McIntosh, an administrator at the Braemar Health Clinic, gets us started with HAIM's take on Shania Twain's [That Don't Impress Me Much](#)

Elsewhere, pharmacy technician Martha McConnachie is making a move from RCH into primary care. From all the gang, here's [Gotta Go My Own Way](#) from High School Musical 2 (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