

Thursday 2 November 2023

Staff vaccination – new clinics Once again, thank you to everyone who has already taken up the offer of ‘flu and/or COVID-19 vaccination this year. Demand continues to be high, so more staff clinics have been arranged via Occupational Health. Venues, dates, and times are below. These clinics are appointment **only** and these must be booked via the national portal. Please **do not** contact OHS directly to book; they will not be able to assist.

Venue	Date	Time
OHS, Foresterhill Lea, Foresterhill Health Campus	Monday 27 November	1-4pm
	Friday 1 December	1-4pm
	Monday 4 December	1-4pm
	Friday 8 December	1-4pm
	Monday 11 December	1-4pm
	Friday 15 December	1-4pm
OHS, Maryhill House, Elgin	Thursday 30 Nov	9am-12pm
	Thursday 7 December	9am-12pm
	Thursday 14 December	9am-12pm

The list of staff vaccination opportunities, arranged by community teams, has been updated and is attached to the email used to send out this brief. If you have any questions about the vaccination programme, and which jobs you are eligible for as health & social care staff, please visit the NHS Inform website at www.nhsinform.scot/winter-vaccines

Menopause & menstrual health policy NHS Scotland have launched the National Menopause and Menstrual Health Workplace Policy. [The full guidance can be accessed online here](#). The aims of this policy are:

- Support those in the workplace experiencing menopause and menstrual health symptoms
- Create an environment where staff can discuss their experience and get the right support they need at work
- Improve menopause and menstrual health awareness across the whole workplace

To support the policy, a line managers and workplace adjustments guide have been produced. These resources are available on the National Wellbeing Hub here: [Menstrual Health and Menopause Guidance - National Wellbeing Hub](#) You can also use this link to view the independent report written, following research carried out by the University of Glasgow.

Management of hazardous substances We have previously shared information regarding training on the management of hazardous substances being available on Turas. The three modules as shown below have now been upgraded to a Learning Programme. Anyone looking to become an Editor should complete this programme. Modules 1 and 2 remain available to all staff.

Module 1: covers important information and signposting to the available tools to support staff with Control of Substances Hazardous to Health (CoSHH) and provides staff and managers with an overview of what CoSHH is, what CoSHH does and does not cover, why CoSHH is important and both NHSG and employee responsibilities in regard to CoSHH;

Module 2: This module is to provide staff and managers with an overview of how to identify hazardous substances, Safety Data Sheets (SDS), how hazardous substances are assessed, Workplace Exposure Limits (WEL), carcinogens, mutagens and biological agents, and control measures in regard to CoSHH;

Module 3: This module covers the final information and training to become an Editor on Sypol to support the management of Hazardous Substances under the Control of Substances Hazardous to Health (CoSHH) Regulations and provides staff with the information and training for those who wish to become an Editor on the Sypol System.

[You can find the modules on Turas here](#) (requires log-in) or simply search ‘Sypol’ when you next log into the platform.

2022 New Graduate Nurse evaluation (adult branch only) This evaluation is for those who started their first new graduate nurse (NGN) post at any time in 2022 in any **adult** healthcare setting across NHS Grampian. We would be grateful if you could [please spend a few minutes completing this form](#) to enable us to better understand your experience as an NGN. You will also be contributing towards the continued improvement offered to future new graduate nurses.

Development opportunity - ‘Crucial conversations for accountability’ Spaces are available for this training, offered by the North East Learning Collaborative, a working group of local public sector bodies. Crucial conversations for accountability training provides a methodology for effectively holding each other accountable. Participants learn a step-by-step process for: identifying and resolving performance gaps; strengthening accountability; eliminating inconsistency; and reducing resentment. Training dates and times are below; before booking, please ensure you can attend all sessions. Key elements in the Crucial Accountability model are being accountable for your own actions and being respectful of others!
[Booking is via this MS Form](#)

Date	Times	Module
Tuesday 14 November	10-11am	Introduction and Set-Up
Monday 20 November	9.30am – 12noon	Session 1: Get Unstuck & Master My Stories
Tuesday 21 November	9.30am -12noon	Session 2: Master My Stories 2 & Start with Heart
Tuesday 28 November	9.30am – 12noon	Session 3: State My Path & Make it Safe
Wednesday 29 November	9.30am – 12noon	Session 4: Diagnose & Make it Easy

Thursday 23 November	9.30am – 12noon	Session 5: Make it Motivating & Move to Action
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Remember, remember, safety first on 5 November Bonfire Night is this Sunday. Scotland's fire crews are 4 times busier on this night. Most firework injuries requiring hospital treatment happen at private displays. Where possible, we'd encourage you to attend an organised public display, but if you are arranging a private event, remember it is illegal to let fireworks off **before** 6pm or **after** 11pm (midnight on 5 November itself). Please also be aware of the distress fireworks can cause to both domestic and wild animals. The Scottish Fire & Rescue Service advise used fireworks should be dunked in water for at least a few hours (preferably overnight), before being bagged and placed in the general waste bin

Tune of the day Today's request comes from the health records team at Dr Gray's Hospital. Team member Barbara is heading off to pastures new and will be much missed by all her colleagues. They've asked for [Magic Moments by Perry Como](#) (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