

Wednesday 6 August 2025

Updated NHS Scotland workforce policies – now available A comprehensive refresh of further workforce policies takes effect from today. The following policies and guides have been developed nationally in partnership with NHS Scotland employers, trade unions and the Scottish Government:

Policies

- Employment Checks
- Facilities Arrangements for Trade Unions and Professional Organisations
- Fixed Term Contracts
- Gender-Based Violence
- Personal Development Planning and Performance Review
- Redeployment
- Secondment

Guides

- Racism
- Reasonable Adjustments
- Sexual Harassment

From today, anyone applying to use these policies must use the nationally agreed policies – and any associated paperwork – available here: [Policies | NHS Scotland](#). Please contact the HR Hub on (01224) 552888/ext 52888 if you have any queries on the application of the policies.

Windows 11 Upgrade Required As part of our ongoing commitment to security, performance, and supportability, eligible devices will be upgraded to Windows 11 from today. This upgrade is mandatory and must be completed before the end of September 2025. Find out more about why it's important and what to expect in this intranet news article: [Windows 11 Upgrade Required](#)

Welcome, Doctors in Training! The Libraries and Knowledge Services extends a warm welcome to our new Doctors in Training. We're here to help you succeed with trusted resources and expert guidance, a service we provide to colleagues across the health and social care system. Discover more information about how we can support you: [NHS Grampian Libraries welcomes new Doctors in Training](#)

Calling all Clinical Nurse Specialists You will be aware of significant changes upcoming both in Scotland, as Transforming Roles Paper 8 continues to be implemented, as well as via the NMC with regulation on the horizon for any nurse in advanced practice. However, nothing is imminent, and the CNS forum gives a space to reflect and support each other. Can we ask you to take a few minutes to [complete this anonymous survey](#)? It will let us know what you want to get from the CNS forum. There is also the opportunity to upload any competency frameworks you are working with. Not all areas will have these frameworks but with this scoping we can identify gaps so we can offer support.

Tissue viability Datix incidents As a reminder, the Red Day Review is now incorporated into Datix for reporting tissue viability incidents. There is no need to upload the paper copy. The tissue viability team are keen for your feedback on this new feature, [which you can share by using this form](#).

ICYMI: Scottish Edition ED module – TrakCare This module will go live for current users as follows:

- ARI and RACH – from Tuesday 12 August
- DGH – from Tuesday 19 August

More information [is available on the intranet via this link](#) (networked devices only).

‘From a parent’s perspective’ This is the title of a short film highlighting the importance of listening to parents and carers of people with a learning disability when they require treatment. We are very grateful to Aloyoise Mulligan for sharing the experience she and her son Niall had when he became unwell. We would encourage everyone to watch the film, available via this link: [The journey of a patient with a learning disability through an Emergency Department](#)

Wellbeing, Culture, and Development Wednesday

- **Bike to Work Day 2025** This event falls on 7 August and is the nation’s biggest cycling commuting event. It encourages people of all experience levels to ditch their cars and ride bikes to work, promoting healthier lifestyles and eco-friendly travel. Check out the [Active Travel](#) section of the website for further information.
- **Coaching Skills for Managers Programme** A reminder this programme is open for applications, with cohorts commencing monthly Sep - Dec 2025. For further information and booking, please visit Turas (log-in required): [Coaching Skills for Managers | Turas | Learn](#)
- **Courageous Conversations** New Courageous Conversations session dates are now live. For dates and how to book, please click the following link: [Courageous Conversations Course](#)
- **Support available through Staff in Distress Sheet** This details the range of support available to all colleagues working across NHS Grampian and the Health and Social Care Partnerships if you are experiencing distress or are in crisis: [Staff in Distress Sheet](#)

For more information or to raise any queries, please contact the team via gram.wcd@nhs.scot

Tune of the day Thanks to Thérèse Lebedis for today’s request of [Proud by Heather Small](#). Over to you, Therese: *“Today there will be a celebration and plaque unveiling to mark 100 years since the first qualified occupational therapist in the United Kingdom, Margaret Barr Fulton MBE, began work at The Aberdeen Royal Asylum, now Royal Cornhill Hospital, from 1925-1963. Occupational Therapists across Grampian are indeed, ‘Proud’ of their profession.”* (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