



Dear Colleagues,

Just as Saturday lulled us into thinking summer had arrived, Sunday showed us how changeable things can be.

That's like life, especially now and from what we have experienced over the last year. And we cope, by putting on another jumper if it's the weather, or by

seeking out new solutions and ideas together if it's a work challenge.

Having robust conversations can be really difficult. I am pleased to see the launch of the national whistleblowing standards. These are an enabler, and if needed will be tools with a positive approach to make sure all voices are properly heard.

As a forward thinking organisation, why wouldn't we want to understand what risks we are facing, or something we have missed? It's about making sure that what we do is safe and effective all the time, and that we maintain consistency. Not like the weather.

**Simon Bokor-Ingram,
Chief Officer**

Covid-19 vaccination programme – The number of people in Grampian who have received their first dose of the Covid-19 vaccine has now passed the 300,000 milestone with uptake high across all cohorts.

The Moray programme continues apace and our teams - in the community, in hospitals, in GP practices and at the Fiona Elcock Vaccination Centre - are doing an incredible job to get people protected.

Staff and our fantastic volunteers work hard to make the process smooth, calm and efficient for those receiving their vaccination. It was unfortunate that there was an issue with lengthy queues at the Elgin centre on Saturday due to considerable numbers of people arriving early.

Whilst we appreciate people are particularly keen to get vaccinated as soon as possible, it's vital that everyone arrives at the time specified on their appointment letter if we are to prevent delays for all of those attending the centre. By arriving at the correct time, we can optimise the flow of patients through the clinics and ensure that all appropriate physical distancing is maintained.

With the first phase of the programme for the nine priority groups set to be achieved this month, we are aiming to start phase 2 of our vaccination programme shortly. Subject to supply, we are on track to have offered first doses to the remainder of the



adult population who were not included in the priority groups by the end of July, rather than September as was previously planned.

Action is being taken forward to develop local solutions to address inequalities in Moray based around the three key factors of vaccine hesitancy – confidence, convenience and complacency.

Asymptomatic testing for staff – Lateral Flow Device (LFD) tests have been widely and successfully used to detect Covid-19 in asymptomatic individuals as part of the national testing strategy to suppress the virus.

The speed and convenience of LFD tests supports detection of the virus in individuals who do not display symptoms and would not otherwise be tested. Each positive case identified can help prevent many additional people becoming infected over time.

Along with other NHS Scotland Health Boards, NHS Grampian is rolling out twice-weekly testing for all health and social care staff including non-clinical, non-patient facing staff in all areas.

Access to LFT training material and the Moray staff request form is via the link [here](#).

Staff will be allocated a box of 25 test kits. Tests should be self-administered at home every three to four days. It takes approximately five minutes to undertake a test and results are given in 30 minutes. All those undertaking testing are required to enter their test result on an online portal.

Community testing – Over 1400 tests have been carried out at mobile testing sites in Moray since mid-February.

Residents who are unable to work from home are encouraged to take part in the testing programme to help stop the spread of Covid-19 in their community. Sectors of the local workforce including those who work in retail, manufacturing, food production and service industries in particular are being asked to attend as more businesses open up to employees and customers.

Testing is available at the Williamson Hall, Moss Street, Elgin (car park accessed via Duff Avenue) until 16 April from 7am-7pm.

Day services – Day services continue to be carefully and meaningfully remobilised, with a recognition that supports will not return to 'normal' for some time. The Greenfingers training service in Elgin has now resumed along with the older people's day services in Keith and Dufftown.

Alternative models such as outreach continue to be explored where building-based services remain suspended.

Whistleblowing policy – New whistleblowing standards have been introduced across NHS Scotland, including in NHS Grampian.

The aim is to support a culture which is open, just and fair and one where staff feel confident, supported and protected to speak up if they have any concerns.

The standards cover all NHS Grampian employees, health and social care staff, staff working in primary care services (GP and dental practices, pharmacies and opticians), staff from partner organisations or contractors who work with or provide services on behalf of NHS Grampian as well as bank and agency staff, students, trainees and volunteers and third sector organisations.

Staff should always be encouraged to raise concerns within their own line management structures in the first instance. This is referred to as 'business as usual' within the Standards and is good practice as it affords the local service the opportunity to resolve the issues at the earliest opportunity. There are times, however, that this will not be successful, and it is at this stage that staff may choose to raise a formal whistleblowing concern.

Anyone raising a whistleblowing concern can expect to have their identity protected and be fully supported by an NHS Grampian Confidential Contact. Concerns can be raised confidentially by:

- Email: gram.confidentialcontact@nhs.scot
- Online form: <http://bit.ly/NHSGWhistleblowingConcernReporting>

Further options and information is available at: www.nhsgrampian.org/whistleblowing

The newly-created Independent National Whistleblowing Officer (INWO) is the final stage of the process for those raising concerns. They can consider any actions taken by the organisation in response to concerns and whether the Standards were followed. Where needed, the INWO will recommend action for the NHS organisation to take.



Have you heard about the new process for whistleblowing?

There are increased protections for anyone delivering NHS services

A whistleblowing concern is speaking up in the public interest about an action, or lack of action, which has created, or may create, a risk of harm or wrong doing.

Whistleblowing is greatly valued because it raises awareness of something that may be illegal, unsafe, fraud, or an abuse of taxpayer funds, so that action can be taken.

Anyone raising a whistleblowing concern can expect to have their identity protected and be fully supported by one of our Confidential Contacts.

Whistleblowing concerns can be raised by anyone who is (or has been) providing services for the NHS, or working to provide services with NHS staff which includes all:

- NHS Grampian staff.
- Health and social care staff.
- Those working in non-private Primary Care Services (including both salaried and independent practices).
- Anyone contracted to provide services for NHS Grampian.
- Agency staff and locums.
- Students, trainees and apprentices.
- Volunteers and Third Sector organisations.

We encourage anyone with a concern which meets the whistleblowing description to please get in touch with:

Confidential Contacts

Dr Steve Stott email: stephen.stott@nhs.scot Mobile: 07575 707694	Louise Ballantyne email: louise.ballantyne@nhs.scot Mobile: 07971 130847
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Or contact:
email: gram.confidentialcontact@nhs.scot Tel: 01224 558815

Scan QR codes or click on website link for more details...

www.nhsgrampian.org/whistleblowing

Website  Report a Concern  <https://bit.ly/3fuHePO>

 INDEPENDENT NATIONAL WHISTLEBLOWING OFFICER
People Centred | Improvement Focused

FREELPHONE 0800 008 6112
www.inwo.org.uk/contact-form