

Tuesday 7 June 2022

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**Portfolio approach to leadership** Last month we ran a survey, asking you for your thoughts on the portfolio approach and how it could be shaped in the months and years to come. We asked about your understanding of this approach, whether you have experienced any benefits to this way of working, and how we can improve the model moving forward. We've undertaken analysis of the results and wanted to share this with you (At the time of analysis, 224 of you had completed the survey - thank you!)

*Understanding of the Portfolios Approach* – 23 % of you agreed or strongly agreed that you understood the portfolios approach. 67% disagreed or strongly disagreed that you understood the portfolios approach. This tells us we have more work to do to explain this way of working.

*Perceived benefits of the Portfolios Approach* – For those of you who identified benefits from this way of working, the main theme to emerge was supporting cross-system working. Examples given included:

- Better links across organisations
- Better links between departments
- Less 'them and us'
- Shared awareness of cross-system challenges
- Feel more connected (with colleagues outwith your own teams and with senior leaders)

*Suggested improvements* – The main theme to emerge here was around communication, promotion, and awareness raising of the portfolios approach. Examples given here included:

- What is it?
  - What are the individual Portfolios? How do they work together?
  - What is different? Why are we doing it?
- What are the governance arrangements?
- What are its benefits?
- What is our shared purpose?

What we will do with this information: Whilst it is fantastic to see some colleagues have identified early benefits from this new way of working, it is clear we have more work to do to explain what the portfolio approach is, why we've adopted this approach, and what it means for you. We are going to start by answering the questions you posed (above). Alongside this, we are developing a plan for more engagement within the portfolios.

Jenny McNicol, Pam Milliken, Paul Bachoo, Sandra MacLeod, Simon Bokor-Ingram, and Susan Webb (Portfolio Executive Leads, NHS Grampian and Health & Social Care Partnerships)

**COVID-19 weekly update** The national infection survey estimated 1 in 50 people in Scotland had COVID-19 in the 7 days to 28 May, compared to 1 in 40 the week before. This trend is uncertain given recent fluctuation, and worth noting local case numbers have risen in Grampian in the last week for the first time in many months (with no increase in testing). Hospital admissions were higher last week than in the previous fortnight (although no higher than in early May) and hospital occupancy seems to have plateaued. There is no new update on variants of concern in Scotland and the UK although we know that BA4 and BA5 are believed to be driving a wave of infections in South Africa and now implicated in a rise affecting Portugal. The really high infections we've had since Omicron are bad news for Long Covid with 3.1% of the UK population reporting symptoms continuing for at least 4 weeks. If that is shared out equally across the country, more than 18,000 people in Grampian could experience Long Covid. Two in five people with Long Covid had symptoms lasting a year, with one in five still experiencing symptoms after 2 years.

**NHS Scotland event** There's less than two weeks to go until the NHS Scotland event. It's the first in-person event since 2019 AND the first time the event has come to Aberdeen. We're encouraging as many people to attend as possible. The event is free of charge for people working in the NHS, Health & Social Care Partnerships, and local authorities. The full programme and registration information is [available on the event website](#).

**Discharge Lounge – ARI** Following a successful trial, from next Monday (13 June) it will be our aim to have all patients requiring ambulance transfer to another care facility, or to their own homes, met by crews at the Discharge Lounge. The lounge enables patients to wait in a comfortable space and is situated close to the ambulance pick-up point, allowing for a smoother journey all round. The only exceptions to this would be where pick-up has been scheduled for 8.30am or where a patient is receiving end of life care and a move to the lounge would be inappropriate. If you want to learn more about the discharge lounge, [why not watch this short video?](#)

**Meno & Pause Co-lab Café Event - Thursday 16 June, 10.30am-1.30pm** This is the fourth such event organised by Aberdeen City Health & Social Care Partnership and Aberdeen Football Club Community Trust. This is relaxed forum, open to all in the city, and this particular event will focus on menopause and nutrition. The event will be held in the Legends Lounge, Aberdeen Football Club at Pittodrie Street. [Click on this link to book your ticket today](#). Tickets cost £16.76 – this includes a specially designed lunch.

Look out for our future Meno & Pause events:

14 July: Symptoms and Therapy Methods

11 August: Fitness and Exercise

**Just for fun** Volunteers Week 2022 comes to a close today. Having just spent an exhilarating (if exhausting) long weekend on Girlguiding volunteer duty, I'm curious about who \*you\* volunteer with. This question is work of seconds; [just click here and type in the name of the organisation you support](#). If you volunteer with more than one group (impressive!) you can include up to three answers.

**Tune of the day** It's all the way back to 1966 today, and [Out of Time by Chris Farlowe](#). Please enjoy (as I did) the bewildered faces of the audience before the performance begins. This song was written by Mick Jagger and Keith Richards and if you listen closely, you can \*just\* make out Mick on backing vocals (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)