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| **[Current Vacancies](https://www.hanover.scot/work-with-us/hanover-vacancies/)**  [**Covid-19 Guidance**](https://www.hanover.scot/about/coronavirus-advice-for-hanover-staff/)  [**Wellbeing**](https://healthassuredeap.co.uk/?wlfrom=%2Fhome%2F)  [**NHS Scotland – Test & Protect**](https://protect.scot/) | Hanover_logo_med_rgb | | **STAFF BULLETIN**  **ISSUE 31**  **Tuesday 12 January 2021** |
| A black and white version of the staff bulletin is available to [**view here.**](http://thehub/Library/Publications/_layouts/15/WopiFrame.aspx?sourcedoc=/Library/Publications/Publications/Issue%2031%20-%20Staff%20Bulletin%20-%2012%20January%20-%20Black%20and%20White%20version.docx&action=default) | | | |
| **From the Chief Executive**   |  |  | | --- | --- | | Hello and welcome back after the festive season. It is week one in my new role as Chief Executive – a daunting prospect for anyone joining a new organisation but to do this in such difficult circumstances is not what I had imagined. It is maybe no surprise to many of us that we are now in a form of lock down again with tight restrictions on most aspects of our lives. The new variant of Covid-19 and the rise in cases needs tight control but its’ a tough ask.  Hanover and its people have shown great resilience since March and I have no doubt that we will get through this next phase giving each other support and showing a great deal of kindness. It might be some months before we get back to any form of normality, but our focus will remain on looking after our customers and taking care of our employees.  I am very much looking forward to the time when we can focus more on the future and creating a new vision for the organisation. The Executive Team is going through a transformation with the appointment of Donna as our Director of Strategic Finance last year and Joanna Voisey joining us next month as Director of Asset Management. It’s going to be an exciting time as we come together as an organisation to help create our vision for the future along with our Board and customers.  So, it may not be the start to the New Year that many of us had hoped for but there is much to look forward to. An extra day or two of holiday is great recognition from the Board and we have the vaccine being rolled out and testing soon to be the norm in our care services. It is also a time when we can look forward to longer days and greater freedom. | I am personally looking forward to the time when I can be in the office and visit our developments. Meeting the dedicated people who work for Hanover and the people you serve is what makes it worthwhile and a reminder of why we love doing the job we do. | | | | |
| **New lockdown measures become law**  From midnight on Monday 4 January, revised lockdown measures became law in Scotland.  These measures are closer to the toughest restrictions that were imposed in March 2020 and have been implemented following a rise in cases across the country.  The new rules mean that you should stay at home as much as possible and only go out for essential reasons, such as food shopping or emergencies.  If you provide urgent care for a relative then you will still be able to do this, but you should not travel for non-essential reasons. Where possible, you should also continue to work from home and only visit your workplace if absolutely necessary.  You can find more information on our Hub or at the Scottish Government [**website**](https://www.gov.scot/coronavirus-covid-19/). | **Samaritans – Brew Monday 2021**  The third Monday in January, thought to be “Blue Monday”, is being turned into [**Brew Monday**](https://www.samaritans.org/support-us/campaign/brew-monday/) by the Samaritans to encourage people to reach out to each other.  Because now more than ever, sharing a cuppa is more than a drink – it's about reaching out, checking in and staying connected.  This year, the campaign has gone virtual to ensure that people can still take part and hopefully tackle feelings of loneliness, isolation or anxiety. At Hanover, we will be hosting a Zoom Brew Monday for residents. It starts at 2:30 on Monday 18 January and instructions on how to join in can be obtained from communications @hanover.scot.  If you, or someone you know is experiencing a mental health emergency or has reached crisis point then call 999.  You can also speak in confidence to the Hanover Mental Health First Aider in your area. [**Click here**](http://thehub/workareas/HumanResources/HandW/Lists/Announcements/DispForm.aspx?ID=37&Source=http%3A%2F%2Fthehub%2Fworkareas%2FHumanResources%2FHandW%2Fdefault%2Easpx) for more information. | | **Stay safe on ice – Walk like a penguin**    The NHS and Scottish Health Service are asking the public to reduce the burden on hospital services this winter by taking more care on ice and snow.  Slips and falls increase at this time of year and Health Boards across the country are asking people to change the way they walk.  The message from Scottish Health services is when you’re on ice or snow, walk like a penguin. While this advice may sound unusual, it relates to walking style, stance and how we transfer our body weight.  When we walk in normal conditions, our body weight transfers when we take a stride, but this can leave you vulnerable to slips or falls on ice.  The general advice is to avoid going out if the conditions are icy, but if you must venture out then you should wrap up warm and do the following when you walk:   * Keep your centre of gravity over your front leg * Walk flat footed * Take slow and small steps   For more tips about staying safe in winter, [**click here**.](https://www.nhsinform.scot/winter) |
| **Good Care Month**  Good Care Month is a UK campaign to acknowledge the hard work and dedication of care and support staff and organisations. The event has even greater importance this year after 12 months of challenges and extreme pressures due to the Covid-19 outbreak.  Many of you continue to work on the frontline, providing vital care and support services to our residents. We want to celebrate Good Care Month by telling your stories and experiences of what it means to be a member of our Care team and why being part of a caring profession can make all the difference to someone’s life.  For more information about getting involved with Good Care Month, contact the [**Communications**](mailto:communications@hanover.scot) team. | | **Burns Night – 25 January 2021**    Monday 25 January is Burns Night and, while celebrations usually involve get-togethers with loved ones, 2021 will have a more virtual feel.  You can still do plenty of things to mark the occasion, including [**recipes**](https://www.bbc.co.uk/food/occasions/burns_night) for a Burns Night supper and[**activities**](https://www.bbc.co.uk/arts/robertburns/burns_night_running_order.shtml) to celebrate the life and works of Robert Burns.  Virtual Burns Night celebrations, including the [**Burns Big Night In**](https://burnsbignightin.org/) and [**Burns & Beyond**](https://www.burnsandbeyond.com/), will feature music and performances from Scottish entertainers.  If you plan to hold a virtual party or will be trying your own Burns Night feast, then send in your photos and we will share your efforts in a future issue. | |
| **EU Settlement Scheme**  **Do you need to register?**  If you are an EU, EEA or Swiss citizen and you are currently a resident in the UK, then you must ensure that you and your family members apply for the EU Settlement Scheme. The scheme ensures that EU citizens can continue to live and work in the UK after 30 June 2021.  Even if you have lived in the UK for many years, or have a permanent residence document, you will still need to apply. For more information about the Scheme, [**click here**.](https://www.gov.uk/settled-status-eu-citizens-families) | **Veganuary 2021**    January is traditionally a month to make changes to improve our health and our lifestyle and since 2014, Veganuary has been a popular challenge.  The campaign asks the public to go vegan for 31 days and remove all animal products from their diets. As well as the health benefits, there can also be environmental and agricultural benefits to eating less meat.  To find out more about Veganuary, or to try some vegan recipes this year, [**click here**.](https://veganuary.com/recipes/) | | **Dry January**    Dry January is the annual campaign to go sober for a month and to cut down your alcohol intake in the long-term.  Regular drinking can present long-term health problems but even if you only choose to give up alcohol for a short period, it can still have major long-term benefits on your physical health and mental wellbeing.  For more information about getting involved with Dry January, [**click here**. (Please note: You will need to access this link outside of RDS).](https://alcoholchange.org.uk/get-involved/campaigns/dry-january) |
| **Good News Corner**   |  |  |  |  | | --- | --- | --- | --- | | **Festive cheer for**  **Hanover developments**  To bring 2020 to a close, staff from our developments and offices got in to the festive spirit.  Christmas may have looked very different in 2020, with the country moving to Level 4, but that didn’t stop you enjoying some seasonal cheer.  The team at Mercer Court, Innerleithen had all their Christmas decorations in place and shared some festive joy by bringing small presents to the residents.  There was also plenty of festive cheer for the team at Varis Court, Forres who dressed up as elves on Christmas Day.  Our team in the West Office also got in to the Christmas spirit as they held a virtual staff party that included a home-based scavenger hunt and a ‘through-the-decades’ quiz. | **Hanover Court receives**  **festive visitors**  The staff and residents at Hanover Court, Inverbervie were in for some festive cheer in December as they were visited by local schoolboy and drummer, Lewis, who played some seasonal tunes on the drums.  A local elf, Tina Rogers husband, Chris also came along to deliver hot soup to the residents.  Chris works in the local area as a chef and took the time to donate the freshly made soup to the residents.  Lewis and Chris can be seen pictured above and we would like to thank them for their generosity. | **Heatherlee Court enjoys**  **festive carol concert**  The residents and staff at Heatherlee Court, Kinlochleven received a visit from children at the local primary school in December.  The children performed a range of carols for the residents who watched from a distance and in their homes.  The performance was greatly received and we would like to thank all the children and teachers who took part. | **Queens Court receive greetings cards from local school children**  Staff and residents at Queens Court, Jedburgh received a selection of seasonal greetings cards and artwork from the pupils at the local High School.  The children sent the cards to keep spirits up over the festive period and the items were greatly appreciated.  We would like to thank the school children and Joanna Gilfillan, Principal Teacher for Art and Design at the school. |   If you have a good news story, then let us know by contacting [**communications@hanover.scot**](mailto:communications@hanover.scot) | | | |