

Thursday 10 October 2024

Reduced Working Week – requesting backfill support The 23/24 Agenda for Change deal included measures to reduce the working week from 37.5 hours to 36 hours per week. This is being implemented in stages with a reduction to 37 hours per week to be completed in 2024. Many services have been able to implement this through redesign or changes to their service levels. However, it is acknowledged some services simply cannot achieve this e.g. 24/7 unscheduled care services. Services who have been unable to implement the reduced working week may now request backfill support.

Guidance on how this can be requested and the governance process for making decisions on such [requests is available here](#), along with all the reduced working week information (networked devices only). **Please note backfill requests must be made by Friday 8 November.** It should be understood requests are not guaranteed to be fully or partially approved. Backfill requests cannot be made for services which have already reduced their working week.

We know the reduced working week – and other measures associated with the 23/24 Agenda for Change agreement – have generated additional work for all teams. We are extremely grateful to everyone involved for their efforts, coming as they do a time of high pressure across the system.

Hate Crime Awareness Week and launch of the eLearning Module "Reporting hate crime: NHS Grampian as a third-party reporting centre" Hate crime targets race, nationality, sexual orientation, religion, disability, age, transgender identity or variation in sex characteristics. Help and support are available even if the victim or witness don't want to talk with the police.

What can you do to help? We are promoting and encouraging you to complete a new eLearning module "[Reporting hate crime: NHS Grampian as a third party reporting centre](#)" (requires Turas log-in). It has been developed to support victims or witness of hate crime who do not feel comfortable reporting the incident to police. The eLearning module will support you to recognise hate crime and our role as a third-party reporting centre. It should take just 15 minutes to complete. There's more information available on our public website here: [Hate Crime \(nhsgrampian.org\)](#)

Future Care Planning: Treatment Escalation Plans (TEPs) for all inpatients Following the launch of TEPs for all acute inpatients in August, we will be sharing a series of informative video messages, which highlight the benefits of TEPs for both staff and patients.

Treatment Escalation Plans are designed to capture what matters most to patients, especially if they become more unwell. This helps ensure their preferences are respected and integrated into their care. They help to capture shared decision making, one of the pillars of Realistic Medicine. Currently, around 7.5% of inpatients across NHS Grampian have a Treatment Escalation Plan in place. Our goal is to ensure **all** patients have a plan by August 2025.

[The first video in this series](#) illustrates the connection between shared decision making and Treatment Escalation Plan conversations.

If you need support or guidance on embedding Treatment Escalation Plans in your area, please reach out to our team at gram.realisticmedicine@nhs.scot Additionally, you can request access to the Future Care Planning SharePoint [via this link](#) to access valuable resources.

Do IT securely training – updated The cybersecurity team have been hard at work overhauling our 'Do IT Securely' module on Turas to bring it in line with current and emerging threats facing the organisation. This new module is now complete and will launch on Monday (14 October).

If you have completed this training in the last 12 months, you will **not** be required to completed it. If you currently have this training in-progress, you must complete it by Sunday – if you do not, your existing progress will be lost.

If you'd like to provide feedback on the new module you can do so upon course completion via a pop-up window.

Baby loss awareness week This annual campaign began yesterday, highlighting loss during pregnancy, birth, or shortly afterwards, and reminding those affected you are not alone. Our own Birth in Grampian website has information on the support available to local families dealing with this painful loss: [Support for Bereaved Families – Birth in Grampian \(scot.nhs.uk\)](#).

The vaccination hubs in Aberdeen City (Bon Accord) and Peterhead also have resources available and people are welcome to drop in through the week. There will be a special service of remembrance held in the chapel at Dr Gray's Hospital tomorrow (Friday) at 6pm

Climate week – what did you do? It was climate week recently and we shared some of the amazing things you are doing towards saving our planet and our health. We can all make a difference, however small and we set a challenge to encourage a little bit of climate action. [What did you do? Tell us now](#) (this link takes you to a Mentimeter poll).

Reminder - personal use of social media Revised guidance on the personal use of social media is out for consultation. [Further information is available here](#) (intranet link, networked devices only); responses should be received by 24 October.

Scotland's Health Awards We are delighted to share we have no fewer than four finalists in Scotland's Health Awards. Congratulations go to Katy Styles (Leader category), Jacqueline Keddie (Midwife category) and Anne-Marie Jackson and Susan Flannery (both nominated in the Nurse category). In addition, 4 fine four-legged friends, in the shape of therapets Bronte, Bentley, Barley, and Brooke, are nominated in the Volunteer category (along with their owners, Colin and Jacqui Finnie). Our very best wishes to all finalists, ahead of the award ceremony on 7 November.

Tune of the day It's World Mental Health Day. Music and mental health are deeply entwined. There's music to celebrate, to reflect, to commiserate, to connect us with our faith, to connect us with others, to let out anger and frustration, and most of all to reassure us someone else has felt this way too. These are a few of my faves, take your pick:

[Roses In The Hospital](#) – Manic Street Preachers (contains swears)

[Oh Happy Day](#) – The Edwin Hawkins Singers

[Reach Out, I'll Be There](#) – The Four Tops

[Filthy/Gorgeous](#) - Scissor Sisters (contains swears)



If you need someone to talk to, the Samaritans are available 24/7 on 116 123 (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