

Wednesday 11 December 2024

ICYMI - overtime reduction In September, information was shared via Global email on our work to reduce the use of overtime (Additional Hours) and excess hours. This work is ongoing, and line managers should continue to follow this guidance. However, the ready reckoners provided at the time, illustrating the most cost-effective ways to cover staffing requirements, are out of date considering the 2024/25 Agenda for Change pay agreement. [The reckoners have been updated and are available here](#) (intranet link, networked devices only) under 'Overtime'. Please delete previous versions and ensure these versions are the only ones used.

Data security – keep your devices secure Your phone/laptop/computer pin codes and passwords are the keys to your devices and all the data and systems they have access to. Never leave pin codes or passwords stuck to or with (e.g., in the same bag as) your computers, laptops, phones or other data devices. If the device is stolen or your office is broken into, all the device's security is bypassed because the criminal has the codes and passwords. It's like locking your front door, then taping the key and the alarm code to the outside where anyone can see them and let themselves in.

Tissue viability – healthcare support worker pathway Currently, there is no national guidance to support the development of healthcare support workers (HCSWs) in relation to the tissue viability care provided. A local group was formed earlier this year to develop a tissue viability Level 2-4 HCSW pathway, so staff are supported in their education and development in this speciality and, at the same time, to ensure there is governance around the safety of care provided by HCSW across NHS Grampian. All healthcare support workers are invited to [provide their feedback, via this link](#), which will be open until 31 December.

Cancellation of Farm Stop animal visit to Foresterhill The planned visit of animals from Farm Stop to the Foresterhill site on 17 December 2024 has been cancelled. This decision has been made collectively, in light of internal expert advice and guidance from external partner agencies. We know this will come as a huge disappointment; however, it was clear we would not be able to manage the particular infection and environmental risks associated with livestock. Your safety, and the safety of all patients and visitors to the site must be our priority.

Paediatric physiotherapy advice line – festive closure Please note there will be NO paediatric physiotherapy advice line available w/c 23 December or w/c 30 December. Normal service (Wednesdays, 1-3pm, Fridays, 11am-1pm) will resume w/c 6 January.

Share your cancer prehabilitation insights The North Cancer Alliance mapping consultation is ongoing. Are you thinking of how you can meet [the national cancer plan actions](#)? We would love to hear about any current or planned activities or ideas from your team, no matter how modest. Please share [your input using this form](#), available until Wednesday 15 January.

Wellbeing, Culture, and Development Wednesday

- **Action Learning Sets (ALS)** This is a series of six facilitated meetings, held on Teams, between an agreed group of six people, each from a different team, which offer an opportunity to explore a current management challenge in a safe space and support each other to find ways forward. The January cohort will begin on 22 January, 9.30-11am, with the second meeting on 18 February, 10.30-11.30am. The other four meetings will be agreed once the ALS begins. To register your interest [please complete this form](#).
- **Management Development Programme** Are you now, or do you aspire to become, a manager? Boost your knowledge, skills, and confidence with this course providing invaluable development and support for managers. Review the latest policies and management topics while practicing skills in a safe environment. Starting 13 January and running for 10 weeks, applications close 30 December 2024. Apply now to guarantee your place. To apply, contact WCD email gram.wcd@nhs.scot

To contact Wellbeing, Culture and Development please email gram.wcd@nhs.scot

Tune of the day I don't know if we would strictly speaking call [River by Joni Mitchell](#) a Christmas song, but it is one of my absolute favourites, so let it ease you into Wednesday. Heading on your team night out this weekend? Send us your shout-outs and tune requests! (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