

Wednesday 12 June 2024

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**Value and Sustainability – every penny counts** For the last few weeks we have been sharing updates on Wednesdays about our financial position and the ways you can help the organisation find balance between financial governance, staff governance, clinical governance, and prevention. From now on, we'll be calling these items value and sustainability, in keeping with the programme of works currently undertaken in this area. Over 200 ideas were collated from Every Penny Count Campaign and other engagement events. The value and sustainability group are working their way through these; as this goes on, we will give you feedback on your ideas. We're going to look at two areas this week – recycling and spending on agency staff.

Recyclable waste costs £40 per tonne to process, compared with £150 per tonne for black bag waste. Clearly, recycling everything we can, rather than putting it in a black bag makes financial and environmental sense. Ready to recycle? Follow these simple steps:

You **do not** require a special bin to recycle at work; standard pedal bins can be used and, as they are easily cleaned, they are suitable for clinical areas. You will need to order clear bags (PECOS code 198924) and a Mixed Recycling sticker for the lid (available from Resources, Summerfield House). The following items can go into mixed recycling bins:

- Paper, cardboard, magazines (NO confidential paperwork)
- Plastic bottles (clean & empty)
- Tins and cans (clean & empty)
- All non-infectious hard plastics e.g., detergent bottles
- Plastic wrapping, packaging, and carrier bags.

In addition, if you are in a clinical area, these items may also be recycled:

- Paper and card packaging and products e.g., pharmacy paper bags, empty glove boxes
- Soft sterile packaging
- Irrigation pouches
- Hard-plastic instrument packaging

**The following items must not be placed in mixed recycling bins:**

- Paper towels
- Glass
- Food waste
- Contaminated packing
- Polystyrene

If you want any advice on recycling at work, just contact Neil Duncan, Waste Management Officer, via [neil.duncan3@nhs.scot](mailto:neil.duncan3@nhs.scot)

We shared an update on the work to reduce spending on agency staff last week. Missed it? You can [check it out in our online library](#).

**ICYMI Ask Adam – chief executive’s Q&A** In case you missed it, the latest edition of “Ask Adam”, our staff Q&A with interim Chief Executive Adam Coldwells, is [available to view now](#).

Filming for the next session will take place shortly so if you would like to pose a question to Adam, please email [gram.communications@nhs.scot](mailto:gram.communications@nhs.scot) by 9am on Friday (14 June)

**Datix downtime – tomorrow** A reminder Datix will be unavailable tomorrow (Thursday) between 10am and 4pm for a scheduled system update. Should you have an Adverse Event in your area or service during this time, please use the attached paper form to record it. It must be entered into Datix once the system returns to use.

**Hearing aid battery collection – please share** If you work with patients or clients with NHS hearing aids, from Monday (17 June) there are three new locations in Aberdeen where they can pick up replacement batteries:

- Aberdeen City Vaccination & Well-being Hub, Bon-Accord Centre (Mon – Sat, 9.15am – 4.30pm)
- Aberdeen Community Health & Care Village, 50 Frederick Street (Mon – Fri, 8am – 5pm)
- Community Nursing Outreach Team (The Healthy Hoose, Middlefield Community Project, Manor Avenue (Mon - Fri, 9am – 4pm)

Batteries are available in sizes 13, 312 and 675 only and people should bring along their battery letter.

There is **no** change to the hearing aid service from the audiology department, and batteries can still be obtained from audiology at Woodend, HealthPoint at ARI, and NESS (North East Sensory Services) on John Street.

Some libraries in Moray – Elgin, Forres, Keith, Burghead, Tomintoul – also offer battery collection. Batteries are available in sizes 13 and 312; people should check individual library opening hours and bring along their battery letter.

**Staff Equalities Network – hate crime legislation explained** To shed some light on what this new legislation means and what is included, the Staff Equalities Network is delighted to welcome Sarah Grant, Equality, Diversity and Inclusion Officer, Police Scotland to their next meeting on Wednesday 19 June. Between 2-3pm, participants will hear an overview of the aims of the law, to help join the dots around the new legislation. Sarah will also provide an update about other pieces of work taking place in Police Scotland in the equality and inclusion space and answer any questions that colleagues may have. If you would like the diary invite to join this session, please email [gram.staffequalities@nhs.scot](mailto:gram.staffequalities@nhs.scot)

**We Care Wellbeing Wednesday** We are pleased to introduce you to the new Wellbeing, Culture & Development department. Established in April 2024 after an organisational change process, it is the redesign of 5 existing services you will have previously known as; Learning & Development, Organisational Development, Staff Experience, We Care, and Culture Matters.

This change brings together well used resources and will ensure we have the best value and cross system working, to continue to provide ongoing and sustainable support for individuals, managers and teams. This new structure will enable the department to help shape support for all staff around wellbeing, culture and development. Jason Nicol is Head of Wellbeing, Culture & Development. The

wider leadership team consists of 3 Lead Specialists: Gael Simpson (Wellbeing and Growth), Zoe Morrison (Culture & Experience), Fiona Soutar (Leadership & Management Development), and Laura Kluzniak as Business Manager.

From now on We Care Wellbeing Wednesday will look a little different. It will cover all Wellbeing, Culture & Development matters, guiding you to opportunities and updating you on support available to all staff. We want to encourage you to keep thinking about – and taking steps towards – supporting your wellbeing and that of our colleagues. For example, is wellbeing a standing item on your team meeting agenda?

We are updating our email contacts at present, but for any questions or suggestions, please contact [gram.wcd@nhs.scot](mailto:gram.wcd@nhs.scot)

**Tune of the day** We've been asked to keep today's requester anonymous, but a big thanks to this colleague for bringing some Barry Manilow in our lives. They were in London recently to see Barry's final run of shows at the Palladium and confirmed the voice is as golden as ever. I invite everyone to get their midweek shimmy on to [Copacabana](#)

Squeezing in a second request to say congratulations to Nikki Duncan, Iona Simpson and Paul Cater who are trainee advanced nurse practitioners at Dr Gray's Hospital. They successfully passed their ISCE exams yesterday and completed their first year of training. The team at DGH are delighted for you and have asked for [You're the Best](#) by Joe Esposito (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)