

Thursday 13 June 2024

Agenda for Change 2023 deal/Band 5 nursing review As highlighted last week, the national portal to request a review of Band 5 nursing posts, with the potential to regrade to Band 6, will open on Monday (17 June). With around 4,000 Band 5 nurses working in Grampian alone, this could represent a significant amount of work. The portal contains 75 questions, and there are several review stages once an initial request is sent in, before it can proceed to full evaluation. It is clear we will need to recruit and train more job matchers, especially Staffside accredited reps, to manage the expected volume of work. While national meetings have taken place this week, there are still a lot of unanswered questions about the process.

As such, we are asking Band 5 nurses interested in requesting a review to please hold off submitting applications at present. We will not be able to process initial requests with any great speed, until we get more job matchers, and we get clarity on the detail of the process. We know many of you will want to get moving with this process, but it is likely some patience now will lead to a faster process later. Please be assured there is **NO** current closing date for this portal. If a request is successful, pay increases will be backdated to 1 April 2023, **NOT** the date a request was submitted.

If you do decide to submit a request, please remember you must have a discussion with your line manager first. Also, the form asks if you know your TURAS Code/ID. This is information held only by job evaluators and is not something you would routinely know. This is not a mandatory question; it can be skipped, and you do not need to request this information from HR/payroll.

Putting People First – testing Community Appointment Days As part of our Putting People First approach to involving the public in developing a more sustainable and preventative system of health and care, we will be testing the Community Appointment Day (CAD) approach in Grampian.

Community appointment days see teams of healthcare professionals join up with community services, and other support groups to provide a one-stop-shop for the public. Crucially, these events typically happen in large community venues, not in hospitals or health centres. There's more information about a successful community appointment day in Sussex here: [Joint venture: how an NHS physio waiting list was shrunk in just two days - New Local](#)

If you are interested in hearing more about this approach and sharing ideas for testing in Grampian we are hosting a Teams session on 24 June, 10-11am, email heather.haylett-andrews@nhs.scot to sign up.

Can't make the session but want to learn more? Contact Heather at the above address and ask to be added to the Grampian CAD Teams site.

Action required – videos stored on Stream Classic When MS Teams was first rolled out, all meeting recordings were stored in Stream Classic. This has now been upgraded and the previous version of Stream retired. There remain over 8,000 recordings in Stream Classic belonging to NHS Grampian. These are being temporarily stored on a Sharepoint site.

We will shortly be getting in touch directly with the owners of these recordings with instructions on how to access these recordings, to decide if they should be saved elsewhere or permanently deleted. These recordings were made in 2020/2021, when COVID-19 was at its height. Therefore, there needs to be careful consideration of recordings and whether they need to be retained as evidence for the COVID inquiries.

We only have a very limited period to access these recordings so if you receive an 'owner communication', please deal with this as a matter of urgency

Safe movement of bariatric patients Thanks to everyone who came along to our safe movement of bariatric patients training last month; judging by your feedback, this training made you feel more confident and have a greater degree of empathy with patients.

If your role involves the movement of bariatric patients (typically someone who, regardless of age, has limitations in health and social care due to their weight, physical size, shape, width, health, or mobility) it is vital for both you and them this is carried out safely. The Health & Safety team are offering in-person training, on the following dates:

- 29 August (waiting list only)
- 15 November (Dr Gray's Hospital)
- 17 December

2025 dates are also available for early booking. All courses start at 8.30am and finish at 4pm, with most taking place in the Suttie Centre in Aberdeen. [Booking is via Turas \(log-in required\)](#), please read the course requirements carefully before booking.

Notice of works – ARI emergency department To allow for essential works for the Baird Family Hospital, there will be a temporary reduction in car parking outside the ARI emergency department entrance. Work will start on Monday 17 June and will run in phases to minimise disruption. Further information is attached to the email used to send this brief.

Infant mental health service Infant mental health can often be overlooked or misunderstood. It is vital we ensure their voice can be heard even before they can speak, by supporting a nurturing safe environment for their social and emotional growth. Both infants (aged 0-3) and their families can be supported by our very own infant mental health service here in Grampian. The service itself is still in its infancy with Dr Gillian Strachan, consultant clinical psychologist and Pennie McGuire, specialist Health Visitor leading the way. For more information about the service and how to refer, [please visit Grampian Guidance](#).

Elder abuse awareness Ahead of elder abuse awareness day on Saturday, the public protection team are reminding all colleagues that adult support and protection is everyone's responsibility. In Scotland around 18% of all Adult Protection concerns recorded in 2022/23 were for people aged 85 and over. Physical harm was the most common type of reported harm accounting for around 25% of adult protection concerns; the next most frequent type of harm reported was financial (around 19%). It's possible you may encounter elder abuse through your work. More information, including links to training, [is available on the intranet here](#) (networked devices only).

ICYMI - bike for a bite offer As part of Bike Week (10-16 June), Public Health, in partnership with Aroma Cafes, are running 'Bike for a Bite'. Send in evidence of cycling to work during bike week and you can claim a voucher for a free regular hot drink and a piece of fruit. Full details and terms & conditions here: [My Healthy Workplace - Bike for Bite](#). Email gram.activetravel@nhs.scot for more information or to submit your photo.

Tune of the day Pharmacy procurement officer Leanne Cameron is leaving the team in ARI for an adventure Stateside. Donna and all the gang want to say thank you for all your hard work and have requested [Letter from America](#) by The Proclaimers

The infant mental health service (see item above) want to mark infant mental health week by requesting Ginalina and [Small But Mighty](#) dedicated to all the infants in Grampian, and a rather apt description of the team (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