

Thursday 15 August 2024

24/25 financial year – quarter one update We are now in the second quarter of the 24/25 financial year. As previously highlighted, the organisation's financial position is extremely challenging. At the start of the financial year, we estimated a deficit of between £55-60 million, requiring unprecedented savings. Some of you will be actively involved in the value and sustainability work, tackling areas of significant expenditure; everybody should be contributing to initiatives to make every penny count (waste management, energy reduction etc.) and use our resources in the most efficient way. We are grateful to you all for your support and effort in doing this.

As at the end of July our financial position was still above the level of overspend set for us by the Scottish Government. We are therefore working closely with external auditors and will need to undertake additional cost recovery work, involving all of us. We continue to balance this financial requirement with our clinical and staff governance to ensure appropriate oversight, whilst also paying attention to prevention work that will help us achieve long-term sustainability.

We'll have further detail on this in the brief next week; in the meantime, the Value and Sustainability Group (gram.valueandsustainability@nhs.scot) welcomes practical suggestions from services and depts. regarding additional ways in which their area could contribute.

HR Service Centre – opening hours Effective immediately, the HR Service Centre will be open 8.30am-5pm, Monday-Thursday, and 8.30am-4.30pm on Fridays. Queries received outwith opening hours, Monday-Thursday, will be dealt with the next working day. Queries received after 4.30pm on Fridays will be dealt with on Mondays.

Reminder – on-call changes in Spiritual care Due to staff shortages in the Spiritual Care team, they are currently running a reduced on-call service. Chaplains are available during normal working hours (8.30am-4.30pm) and for out-of-hours emergencies up until 8.30pm, Monday to Friday. Out-of-hours cover at weekends and on public holidays is available between 8.30am to 8.30pm **only**. There continues to be 24/7 on call provision by a local Roman Catholic priest.

In addition, Woodend Hospital, Roxburghe House, Aberdeen Maternity Hospital, the neonatal unit, and the community hospitals are only covered on a referral basis. The service will be reviewed in October, in the meantime if you have any questions, please contact interim head of spiritual care, Katrina Blackwood.

To flush, or not to flush? The Facilities & Estates Team have a finite budget to maintain and improve our buildings. We are keen to focus our limited resources on planned maintenance, essential repairs and improvements. We ask everyone to help us by **not** putting any inappropriate items into sinks, toilets and sluices. We have found build ups of **wipes, paper towels, and even incontinence pads** in our pipework which can cause blockages, leaks, and burst pipes. This has a resulting impact on patients with interruptions to services, coupled with the need to direct funds to avoidable repairs.

Leading an Empowered Organisation (LEO) programme – final spaces Following cancellations, there are just a few spaces open in the upcoming LEO programme sessions on 27-29 August or 19-21 September. This opportunity is open to nurses, midwives, AHPs, healthcare scientists, and psychologists. If you would be interested in taking part in this global leadership programme, please contact gram.leo@nhs.scot to secure your space. That's also the address to use to enquire about dates in 2025.

Retirement mementos If a member of your team is preparing to retire, remember to order their official retirement memento! This contains a certificate, an enamel badge, and a crystal retirement paperweight. [Full details and a link to the request form are available on the intranet here](#) (networked devices only).

(Short) Tunes of the day There's no 'shortage' (sorry. Ish.) of suggestions here! Pete McAndrew from the strategy and transformation team in Aberdeen City HSCP requests [Short Songs](#) by Dead Kennedys, Stephanie Baxter (cardiology secretary) suggests [Three Girl Rhumba](#) by Wire (yes, Elastica did 'borrow' the intro for Connection and yes, they were sued), while Theresa Higgins takes us in a much more mellow direction with [Tea For The Tillerman](#) by Yusuf/Cat Stevens (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