

Wednesday 17 July 2024

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**Value and sustainability - medicines wastage campaign** We've launched a major campaign today, aiming at cutting the cost of medicines wastage. It is estimated 1 in 10 medicines are wasted across Scotland; medicines prescribed by GPs or given through Pharmacy First cost us over £121million during the last financial year. This is in addition to those prescribed or supplied in hospitals. Paracetamol alone costs NHS Grampian £1.4m and over 50 tonnes of medication is incinerated in Grampian alone every year.

The estimated cost of providing a medicine through Pharmacy First or via prescription is up to £35. This isn't just the cost of the medicine but the cost of the time of the doctor, pharmacist, nurse and administration staff.

You can read more about the campaign here: [NHS Grampian launches campaign to reduce medicine wastage](#)

**2023 AfC agreement** The group tasked with overseeing the implementation of the 2023 Agenda for Change (AfC) agreement met today and we want to share the following updates:

- Reduced working week – we continue to see good progress in teams moving to a reduced working week. Reduced working week – we continue to see good progress in teams moving to a reduced working week. The expectation is **all** non-rostered teams i.e. AfC staff who do not work a shift pattern covering unsocial hours, will have agreed and implemented their new working pattern by the end of August. The deadline for rostered teams is end November 2024. Supporting guidance and paperwork for [the reduced working week are available on the intranet here](#).
- Band 5 nursing review – a reminder the national portal to request a review of a Band 5 nursing post is available here: [Agenda for Change Review | Scottish Terms and Conditions Committee](#) . All AfC Band 5 nurses are eligible to request a review. Due to the complexity of the process, we are asking Band 5 nurses to consider waiting before submitting their review request. Please be assured, if a review is successful, any pay increase will be backdated to 1 April 2023 and **not** the date the request was submitted or reviewed. If you wish to start your submission at this stage, please ensure it is possible for you to save and/or print all the information you provide before you start working on it. This is to ensure you have a back-up copy of your submission. The field regarding your Turas ID code is not mandatory and you do not need to complete this on the application.
- Protected learning time – a small sub-group is meeting regularly to work on this aspect of the AfC agreement and is well connected into the national work on protected learning time.

**New non-executive board member** We are pleased to announce Professor David Blackburn has been appointed as the new University of Aberdeen representative on the Grampian NHS board. David is a professor of virology, with a research focus on viruses which cause cancer, and how they hide from the immune system.

**RSV vaccination programme launched** A national vaccination programme, aimed at protecting the most vulnerable people from RSV (respiratory syncytial virus), has been launched today. Appointments will start next month. Those turning 75 years old on and between 1 August 2024 and 31 July 2025 will be the first to receive invitations. The vaccine will also be offered to anyone who is aged 75 to 79 years old on 1 August 2024 as part of 'catch up' programme.

Also starting from August, the vaccine will be offered to anyone who is pregnant from the 28-week mark onwards. The timing of the vaccine offer will help protect their newborn babies from serious illness caused by an RSV infection. More information is available on the Public Health Scotland website here; [Older adults will soon receive invitation letters for RSV vaccine - News - Public Health Scotland](#)

### **Wellbeing, culture, and development Wednesday**

- **iMatter Action Planning** How are you getting on with creating your iMatter action plan? These need to be recorded on the system by midday on Monday 19 August. Looking for information or support? [Action planning sessions are available to book on Turas](#) (requires log-in). Walk away with a session plan for your team, shared learning and a network with other managers. There are dates available this month and next. If you have specific queries or would like to arrange a specific session for your managers, simply email [gram.imatter@nhs.scot](mailto:gram.imatter@nhs.scot)
- **iMatter and Culture Matters support for Facilities & Estates** Dedicated sessions to help managers in facilities and estates develop action plans using both iMatter and their Culture Matters reports. Dates and times as follows:  
25 July, 10.30am-1pm  
29 July, 1.30-4pm  
1 August, 5.30-8pm  
To register: please reply with your preferred session date to [gram.culturematters@nhs.scot](mailto:gram.culturematters@nhs.scot) and a calendar invite will follow.
- **Retirement and Wellbeing Finance Advice** Are you due to retire soon? Do you feel that you would benefit from a financial wellness session? Courses on retirement planning and financial wellbeing are available for booking via Turas. Please note, these courses are run by Affinity Financial Awareness.

[Click here to book 'Retirement Planning for a Positive Future'](#)

[Click here to book 'Your Financial Wellbeing'](#)

Questions? Get in touch with the wellbeing, culture, and development team via [gram.wcd@nhs.scot](mailto:gram.wcd@nhs.scot)

**Tune of the day** A midweek moment of calm, courtesy of Kim Presslie and her request of Ajeet and [When She Rises](#). I heartily recommend you take a few minutes to listen to this and be soothed.

Squeezing in a second request, to say farewell to Fi Grzywa, who is leaving the South Airyhall community nursing team for a new post as a specialist nurse. Caitlin tells me you're a big Biffy Clyro fan, so please enjoy [Many of Horror \(When We Collide\)](#) (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)