

Wednesday 19 June 2024

**2023 Agenda for Change deal (non-pay elements) - update** Here are the latest updates on the implementation of the non-pay elements of the 2023 Agenda for Change deal.

- Reduced working week. Thank you to all teams who have submitted their plans to adapt to the reduced working week. Please remember you must have a conversation with an appropriate staffside representative before submission, or your plan will not be approved. The Scottish Government have confirmed today all Boards must have implemented the first 30-minute reduction for non-rostered staff by **31 August 2024**. All the information [you need to send in your proposals is available on the intranet](#) (networked devices only). We would encourage everyone to read it carefully and to submit their plans as soon as possible.
- Band 5 nursing review. The national portal to request a review of a Band 5 nursing post is now open. As highlighted last week, it is a lengthy process, involving 75 questions and several review stages. We do not have all the national guidance we need at present to begin reviewing any applications. We would again ask any Band 5 nurses keen to request a review to consider holding off at present; we believe a delay at this stage will result in a smoother process later. Please be assured that, following a successful review, any pay increase will be backdated to 1 April 2023 and **not** the date your request was submitted.

If you do 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.

**Urgent appeal for job evaluation matchers** Job matching is the process of evaluating Agenda for Change (AfC) job descriptions. It's a vital role which ensures we have fair and consistent grading and job descriptions for all AfC colleagues. We need to increase our current pool of available matchers, especially among staff side colleagues, though all recruits from all AfC disciplines are welcome. If this is a role you wish to be involved in, we are providing training to enable this in August.

Once trained, you must commit to attending at least two job matching panels a year and participate in any Job Evaluation projects e.g. review of Band 5 nurses (see above). To find out more about job matching and our two-day training course in Aberdeen in August, email Gina Littlejohn at [gram.jobevaluation@nhs.scot](mailto:gram.jobevaluation@nhs.scot). **If spaces for the training are oversubscribed, staff side colleagues will be given priority.**

**Network congestion** As per the Global issued earlier today, please keep cameras off for Teams meetings held between 7-10am to reduce our network load. Network congestion between these hours is affecting the performance of key systems. Your co-operation is appreciated.

**ICYMI – 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.

Emails are now being sent to the owners of these recordings with instructions on how to access them, 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

**Celebrating success x 2** We have double good news to share today! First, congratulations to our Chartered Society of Physiotherapy (CSP) reps on picking up UK Rep Team of the Year as a CSP event last night. They were recognised for their tireless work over the last year supporting staff in work. It was an extra special occasion as the award was presented by CSP vice-president (and NHS Grampian's own) Alex MacKenzie.

We are also delighted to report that Lorna Bailey, hepatology nurse specialist at ARI, has been awarded the British Society of Gastroenterology's 'Outstanding contribution to GI and hepatology nursing' award. Well done Lorna!

**UK Global Health Insurance Card (GHIC)** The summer holidays are fast approaching. If you are jetting off to sunnier climes, make sure you and your family or friends have a GHIC. This allows you to access state healthcare services in European Economic Area countries on the same basis as residents of that country. Despite the name, it is not a replacement for travel insurance, and it will not cover any private treatment abroad or emergency travel home. [The GHIC is free; you can find out more and apply here.](#)

**Clean Air Day - cycle for a coffee** If you cycle to work on Clean Air Day (tomorrow – 20 June) and email photographic proof to [gram.activetravel@nhs.scot](mailto:gram.activetravel@nhs.scot) you will receive a voucher for a free hot drink and a piece of fruit. There are a maximum of 30 vouchers available. Voucher must be used by Sunday 23 June. By way of inspiration, here is ARI respiratory consultant Graeme Currie getting on his bike:



For more information on Clean Air Day check here: [Clean Air Day | Action for Clean Air](#) or check out NHS Grampian's social media channels.

## Wellbeing, culture, and development Wednesday

- **Leading an Empowered Organisation (LEO) programme- sessions now live** Good news! With a new cohort added, we have spaces on the Leading an Empowered Organisation (LEO) programme as follows:

15-17 October (Elgin)

19-21 November (Aberdeen)

10-12 December (Aberdeen)

LEO is a transformational leadership course used worldwide that will change your approach as a manager and leader. There is no power point presentation, instead learning is focused on a mixture of evidence-based input, practical exercises, storytelling, and reflections. What you need is a commitment to attend all 3 days of the programme (plus a ½ day follow-up) and readiness to honestly examine your leadership behaviours and patterns. [You can apply via this link.](#)

**Tune of the day** Alison Bain makes today's first request, dedicated to Jenny McCormick who is a clinical scientist working in Medical Physics. I am deeply impressed by the fact that Jenny is competing in her single scull at the Henley Womens Regatta this weekend. Alison reckons Jenny is Aberdeen Boat Club's very own Merida, so from the Brave soundtrack, here is [Touch the Sky](#) by Julie Fowlis.

Ann and all the team in ANCHOR outpatients have asked for [Born To Try](#) by Delta Goodrem, dedicated to Maria Brunning, who is a cheery colleague, always ready with a song (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)