

Monday 20 January 2025

Annual leave – it's yours to take Ensuring you take your annual leave is important for your physical, emotional, and mental wellbeing. Leave arrangements vary across the organisation, as follows:

Agenda for Change staff, and Executive & Senior Managers, have an annual leave year which runs from 1 April – 31 March. Unless exempt e.g., due to maternity leave or long-term sick leave, they **must** use their annual leave allocation for 2024/25 by 31 March.

Doctors and Dentists in Training have their leave year starting from their training contract date i.e., August - July.

Consultants, Associate Specialists, Speciality Doctors and Staff Grades have their leave year starting from the date of appointment to their post, or in some cases from 1 April. Career Grade Medical staff should comply with [the Medical Staff Leave Protocol, which can be accessed here](#) (intranet link, networked devices only).

Healthcare support workers – mandatory induction Our mandatory HCSW Induction is now available to all NMAHP HCSWs. [Please use these flowcharts](#) to help guide your HCSWs (substantive or bank) through the induction process. The induction should be booked via Turas: [NHS Grampian HCSW Induction | Turas | Learn](#) Any queries, please contact gram.associateeducators@nhs.scot or gram.practiceeducation@nhs.scot

Reminder – Datix downtime Datix will be unavailable between 12-1.30pm tomorrow (Tuesday) for a scheduled update. A paper form was circulated via Global email last week; please use this to record any adverse events and ensure the information is added to Datix once it is back online.

Requesting blood tests at Secondary Care Hubs? Remember to refer on Trak! Last month almost 3300 patients had blood tests performed in the secondary care hubs throughout Aberdeen and Aberdeenshire. **485** of these patients did not have a referral for their blood test on Trak. This meant a member of staff from outpatients had to contact the relevant clinical team to have this added. Please ensure all bloods are requested on Trak. This will ensure patients can have their blood test when required and do not have their appointments cancelled.

Cervical Cancer Prevention Week This is Cervical Cancer Prevention Week, an ideal opportunity to remind everyone of the importance of screening. As NHS staff, we can play a key role in supporting others to participate in screening. Please have conversations with friends and relatives who may be eligible for screening and encourage them to make an appointment if they're eligible.

Uptake rates vary significantly across Grampian, and we still have a lot to do to reach the national target of 80%. Even if you've had your HPV vaccine, you should still attend for cervical screening when invited.

Any gaps in your screening knowledge? You can access online Turas modules here (requires log-in): [NHS Scotland National Screening Programmes | Turas | Learn](#) Free face-to-face or virtual sessions are also available for any teams who want to learn more. Please contact chidiebere.ogwo@nhs.scot

The Screening team have recently developed a 'Key Messages' site as a useful resource for each of the screening programmes. Check it out here: [Key Messages – NHS Grampian Adult Screening Programmes – Hi-Net Grampian](#)

REACH award – first winner Last month we announced the REACH award, designed to recognise and celebrate student nurses particularly within mental health and learning disability services. We are delighted to announce the first winner is Jennifer Cruickshanks. Jennifer is a third-year student nurse who has been on placement with the older adult CMHT. Her colleagues have said she consistently embodies the values of REACH: Recognising Excellence, Achievement, Contribution and Hardwork.

Pause for thought We can choose every day how we show up and who we want to be. What factors influence your choice?

Ticket offer – Arenacross at P&J Live You can get 10% off tickets for the Arenacross event at P&J Live on Saturday 8 February; simply input the code AX2025MX when purchasing tickets via this link: [P&J Live, Arena - 1 OFFER RESTRICTED - Ticketing System](#). Tickets are limited to 8 per purchase, u14s must be accompanied by an adult.

Tune of the day This is the only [Blue Monday](#) I will have any truck with today! Not sure what I mean? Some years ago, the third Monday in January was designated the most depressing day of the year AKA Blue Monday. However, it was part of a campaign to sell holidays, so take it with a healthy dose of salt. With all that being said, if you – or someone you know – is struggling, the Samaritans are available 24/7 on 116 123. Alternatively, you can call Breathing Space on 0800 83 85 87; their lines are open 6pm-2am, Monday-Thursday, and from 6pm Friday right through to 6am Monday. (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