

Daily Brief...

Thursday 22 August 2024



We're back once again with a dozen of your submitted questions for interim Chief Executive Dr Adam Coldwells. [In Episode 4](#), Adam addresses a huge range of topics including pensions, staff smoking in uniform, and provides updates on plumbed water dispensers and the planning application for the Lady Helen Car Park at Foresterhill. For ease, we've given timestamps below, allowing you to skip to the question most relevant to you:

[00:24](#) John Baxter asks why we don't have a pensions officer here in NHS Grampian and about delays with pension dates

[03:49](#) Marie Reid – Any update on the plumb water dispensers trial?

[05:36](#) Clive Matthews – What is non-essential spend, why are plans being rejected and how does this fit with delegated budgetary responsibility?

[09:39](#) The recent global internet outage and the importance of business continuity plans in NHSG

[11:43](#) Staff smoking in uniform and patients using wheelchair bays for smoking

[15:04](#) Why was Inch Hospital closed and was capital funding applied for?

[19:20](#) Any update on the planning application for staff use of the Lady Helen Car Park at ARI?

[20:32](#) Sean Cassidy Suggestions for putting faces to the names of the NHSG senior team

[22:49](#) Jamie Donaldson What's the plan to end corridor care and improve staff morale?

[29:55](#) Is there a course for new managers within NHSG covering policies, procedures etc?

[31:39](#) Recognition and thanks to the people who have helped get the Agenda for Change settlement non-pay elements in place

If you sent in a question which didn't get answered in this video, you will get an email response from Adam from the start of next week. Got a question for a future episode? Email gram.communications@nhs.scot & please remember to say if you'd like to be anonymous.

As requested during the Q&A sessions, we are pleased to confirm an article to help provide clarity and an update on our ADHD & Autism pathways will also be published next Wednesday (28 August). Thank you for watching and we'll see you for the next episode of Ask Adam in September.

Reduced Working Week We know many of you have been waiting for an update on implementing the reduced working week for part time staff. [Annex E of this circular from Scottish Government](#) provides more detail and we'd encourage you to read it; the key point to note is an interim approach has been agreed to ensure there is no detriment to part-time staff:

- Pay will continue to be calculated according to the rounding up to one decimal point approach currently in place.
- Hours should be calculated according to the formula contained in the guidance (previous part-time hours divided by 37.5 and multiplied by 37) and rounded to the nearest minute. It should be the result of this calculation which is used for local rosters so working patterns reflect the actual pro-rata reduction in the working week.

If you line manage a service area/roster unit which has implemented the Reduced Working Week, you must amend the working hours of all part time staff to match the exact pro rata calculation from **Monday 2 September onwards**. For service areas/roster units not yet implementing the Reduced Working Week, there is no need to change part time staff's working hours on rosters. However, once the service area/roster unit does implement it, rostered/working hours **should** reflect the exact pro rata calculation of hours.

All part time staff, regardless of whether the Reduced Working Week has been implemented or not, are entitled to TOIL. This will be accumulated for the difference between working hours recorded for pay purposes (known as paid hours) and the full pro rata reduction in working hours.

The Reduced Working Week FAQ will be updated to take account of the above and will be shared as soon as possible.

Value and Sustainability programme - electronic payslip roll out We've regularly highlighted the move across to electronic payslips; last month administrative staff and executive/senior managers made the switch. For the August payday (Friday 30 August), it's the turn of nursing and midwifery colleagues.

All staff in this group should now have email information on their username and guidance on how to use the system. If not, please contact gram.epayslip@nhs.scot directly. There will be further information on how to access electronic payslips, and the exclusion criteria next week.

The final group in the Phase 1 move to electronic payslips will be AHPs, other therapeutic, healthcare sciences, personal & social care, pharmacy, medical and dental support, medical and dental for September 2024 pay day. Details about the roll out to staff groups in Phase 2 will follow in the next few weeks. In the meantime, if you want to opt for an e-payslip in advance of the timeline for your staff group please contact gram.epayslip@nhs.scot

Mobile clinical skills unit coming to Maud [The NES Mobile Clinical Skills Unit](#) is a state-of-the-art simulation training facility that travels the country, allowing health and social care professionals to benefit from clinical skills training. From Monday 26 - Friday 30 August the unit will be based at the Maud Resource Centre (Deer Road, Maud, AB42 4EG) with a full week of education planned. The schedule is [available here](#) (intranet link, networked devices only); all sessions apart from Deteriorating Patient Management have spaces.

ICYMI - Infection Prevention Society - Scotland branch conference The Scottish branch of the Infection Prevention Society is bringing their annual conference to P&J Live in Aberdeen next Thursday (29 August). This free event is open to all healthcare professionals, whether IPS members or not.

For more information and to register, simply follow this link: [IPS Scotland 2024 \(eventsair.com\)](https://eventsair.com)

Book Blether 24/25 Forget football, here's a new season to celebrate, as [Book Blether](#) returns at 1pm on Thursday 5 September. Regular readers and newcomers alike are very welcome. We discuss what we are currently reading, and for September we have an additional theme of books that make us think of 'End of summer and that 'back to school' feeling'. Why join in the Book Blether? One participant summed it up: "*Great to see people from across NHS Grampian who I wouldn't have met otherwise and get recommendations on different books I might never have read*" Email cornhill.library@nhs.scot for a meeting link and to find out more about our other Book Blether activities.

Tune of the day I'm wrapping up the last of the short songs today; Adrian Hunter (biomedical support worker) suggests [You Can't Put Your Arms Around A Memory](#) by Pete Wylie and The Mighty WAH! Louise Pearson (unit operational manager, Dr Gray's) requests one of the songs which started all this – [Blackbird](#) by The Beatles – and I leave you with [Immigrant Song](#) by Led Zeppelin (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