

Wednesday 22 May 2024

2023 Agenda for Change deal (non-pay elements) The group looking at the implementation of the 2023 Agenda for Change deal (non-pay elements) met today and we can provide the following updates.

- Reduction in the working week

Several of you highlighted a link in the documents supporting this change was broken; thank you for your patience. The correct guidance on retention of hours for part time staff is now available. Thank you to those teams who have started to submit their proposals for reducing their working week. We would encourage all teams with Agenda for Change colleagues to review the guidance and ensure they send in their plans, using the MS Forms link in the guidance document, as soon as possible. All guidance is [available here](#) (networked devices only).

- Review of Band 5 nursing posts

While we continue to wait for the national Directors Letter to guide us, we can say that a digital portal is being tested to support a consistent national approach to reviewing Band 5 nursing posts. Once ready, this should allow nurses currently working at Band 5 to ask for their role to be evaluated. If they are confirmed as working consistently at a Band 6, their pay will increase in accordance with the existing job evaluation policy, to a maximum of 1 April 2023. Once the portal becomes available, and a local process and timelines for the whole process has been developed and agreed, there will be much more information shared via this brief.

- Consistent approach to protected learning time

The small group working on a consistent approach to protect learning time continues to meet. It is considering the guidance issued nationally, to understand how it will apply in Grampian.

Financial position – are we throwing money away? As a large NHS board, serving around 500,000 people, we naturally produce a lot of rubbish. Do you know how much it costs to process a tonne of black bag waste?

- a) £45 per tonne
- b) £85 per tonne
- c) £150 per tonne

While you ponder that question (we'll give you the answer tomorrow), it's worth knowing that, in total, in 2023/24 we spent £2M dealing with clinical waste. Obviously, we will always produce clinical waste and it must be properly and safely processed. However, we can – and should – keep a close eye on what goes into the orange stream. There are toolbox talks and elearning modules on Turas to help you; just search 'waste NHS Grampian' to see what's on offer.

End PJ paralysis The acute physiotherapy team at ARI are continuing their focus on the End PJ Paralysis campaign – this week it is ‘get moving’. Inpatient stays in hospital, even short ones, result in functional decline. This means our ability to get up and moving, to perform tasks for ourselves, declines. In some cases, this is irreversible, even if we recover from the illness or injury which put us in hospital in the first place. Therefore, it is vital we encourage everyone who is an inpatient to get moving. Encouraging movement during a hospital stay enhances recovery by improving posture, strength, balance and co-ordination. It also makes a difference to our overall wellbeing and quality of life.

If you work on an inpatient ward, ask yourself, how active were the people I’m looking after today? People in hospital are often capable of achieving higher levels of mobility than performed. Studies suggest 83% of patient time is spent lying in bed and 73% of patients, considered able to walk, did not walk at all. Think about creating a plan to foster more movement in your area. If you are not sure, please contact your therapy team for guidance.

Pastoral care quality award We are delighted to say we, along with partner health boards in Highland, Shetland, Orkney, and Eileanan Siar (Western Isles), have been recognised for our work ensuring the pastoral care of international recruits. We took part in a pilot national award scheme, which is now open for all boards to apply to. You can read more about this award here: [International Recruitment Pastoral Care Quality Award \(nhsgrampian.org\)](https://www.nhs.uk/news/2019/05/19-pastoral-care-quality-award/)

Suttie Centre cafe There is a change in the opening hours for the cafe in the Suttie Centre; it will now operate Monday-Friday, 8.30am-3pm.

Staff discounts – don't miss out The latest addition to the staff discounts page on the intranet is £1.50 tickets for Breakneck Comedy Club in Aberdeen, this Friday and Saturday (24/25 May), featuring our very own Dr Dave Wandless. [Just follow this link](#) (networked devices only) or click on the Your Space button on the intranet homepage to take advantage of this offer.

We Care Wellbeing Wednesday

Maximus are committed to supporting the well-being and mental health of NHS Grampian staff. There’s more information from them below and in the poster attached to the email used to send this brief:

Mental health concerns, particularly anxiety, can significantly impact individuals in the workplace, affecting productivity, morale, and overall job satisfaction. In the workplace, anxiety can manifest in various ways, from difficulty concentrating and making decisions to physical symptoms such as racing heartbeat and muscle tension. Left unaddressed, anxiety can not only impair an individual's performance but also contribute to a negative work environment and increased absenteeism. As a partner organisation we’re excited to introduce you to our specialised, condition specific, support sessions tailored to address anxiety and related concerns. Taking place throughout May, these one-to-one sessions are designed to provide a starting point for 9 months personalised support to individuals experiencing anxiety, helping them navigate their challenges more effectively. Our commitment doesn't end there. In the following months, we will be extending our support to cover topics such as depression, stress, and more, ensuring a comprehensive approach to mental health support for your employees.

Tune of the day Gwen Robertson (advance public health practitioner, dental and oral health) has asked us to play something for National Smile Month – how about [Inner Smile by Texas](#)? (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