

Thursday 25 July 2024

Band 5 nursing review – update As a reminder, the portal to apply for a review of a Band 5 nursing role is available here: [Agenda for Change Review | Scottish Terms and Conditions Committee](#). We want to underline some key messages round this process:

- This is a consistent, national, and very robust process [as shown in this flowchart](#). Any Band 5 nurse can apply for a review and NHS Grampian is fully supportive of this.
- Decisions on a review will be made according to the process, by job evaluation panels, not your line manager.
- If a review is successful, an individual's job will not change. The review process will look at what they are doing right now and whether that work is more appropriately graded as Band 6.
- A successful review does not mean someone will become a team leader; as above, their job will not change. The aim of the review is to ensure people are appropriately graded for the job they are doing.
- While groups of Band 5 nurses may wish to discuss the review process and how they might approach it together, this is an individual application process. Everything within an application must be clearly evidenced.
- As mentioned earlier this week, the Band 5 review and the review of Clinical Nurse Specialist roles are separate. There is no connection between these two projects.

We will continue to provide further updates via this brief.

July payday/release of electronic payslips If you are paid monthly, please be advised the next payday is Wednesday 31 July. Electronic payslips (e-payslips) will be available to view from Monday 29 July. Remember, we are rolling out e-payslips to the whole organisation as part of our Value & Sustainability work. [More information about this is available on the intranet here](#) (networked devices only).

When Central Stores orders go astray We often receive requests for help in tracking down missing orders. If you have had items mis-delivered to your department, labelled for another area, please contact your local porters or transport to have them collected and delivered to the correct area. You should state these have been delivered to the wrong location, giving them your location **and** the labelled location of the order, so redelivery can be arranged. Stores cages should also be returned to Central Stores as soon as possible. This will avoid having to condense cages for larger areas which can lead to mis-deliveries.

Grampian nurse featured on national blog [We're pleased to share this link](#) to the Queen's Nursing Institute Scotland blog, which features our learning disability nurse consultant – and Queen's Nurse – Kerry Anderson. In it, Kerry reflects on the importance of LD nursing and the role she has played in the award-winning Think COULD project.

Band 3 upskilling – ARI Please be advised the Band 3 upskilling advertised in yesterday's brief is only open to nursing healthcare support workers based in the Pink Zone of ARI. We're sorry for any confusion caused.

ICYMI - Foundation year doctor buddy scheme The trainee lead team have been developing a buddy system to support foundation year trainees; both incoming FY1s joining us in August and current FY1s who will become FY2s. If you would like to be a buddy to a FY trainee or are going to be an FY2 in August and would like to be paired with a buddy, simply scan the QR code below. Questions? Get in touch with trainee leads via gram.traineeleads@nhs.scot Please note this scheme will only cover ARI at present.



Tune of the day Senior healthcare support worker Clara Dumitru has been in touch, with a very personal message, as she gets ready to move from her current role to a new position in eye outpatients at ARI. Over to her:

“When reading this, some of you will be thinking: she’s not leaving for good, and she’s not retiring either; so, what’s all this fuss about? ...and I don’t even know who she is... It’s not about me. It’s all about you all: all those who have contributed and helped me achieve what I was needing in my job up to now. To me, it would be very unfair to move on without acknowledging the important role you all have played in my life throughout my employment in the outpatients department. It’s just simply not easy to say goodbye to people who are part of your life just as much as your family. For me, a new journey is about to begin. Soon, I will be joining another great team; a team who is as great as the team I’m going to leave. I will be joining forces with my new team in the Eye Outpatients Department, and together will ensure a high quality care services is delivered to our patients in need of hope, happiness and light; will be holding their hand and guiding them through towards the light at the end of the tunnel that they so much are looking forward to. Therefore, today, it’s the very awkward time to say goodbye to you all!”

Clara has bravely (foolishly?) left the choice of song up to me. Her message is all about the relationships we build at work, with people we probably spend more time with than our own families. We draw great strength and support from one another. [Lean On Me](#) is our tune of the day (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