

Wednesday 29 May 2024

Financial position – managing our vacancies Enhanced vacancy controls have been in place since the end of last year. They were introduced as part of our approach to finding the balance between financial, clinical, and staff governance, and prevention.

Early data suggests these controls have coincided with a 27% reduction in posts put forward for recruitment in Q1 of 2024 compared to Q1 of 2023. This is likely to have had a positive impact on our financial position. We know staffing pressures are a concern in just about every service, so it is worth knowing over 99% posts which **are** submitted successfully proceed to recruitment, either internally or externally.

It is essential hiring managers complete JobTrain information fully at the outset, as per the protocols. Around a quarter of vacancy submissions are held up by requests for more information. A copy of the existing controls is attached to the email used to send this brief. We are updating these, so look out for the new version coming soon.

Power supply to Foresterhill Some of you may have seen media coverage today of comments from SSEN, regarding a proposed development on Ashgrove Road West and the risk of damage to power cables which supply the Foresterhill site. We are seeking clarification from SSEN regarding the concerns they have raised. In the meantime, we want to reassure you that our energy centre at Foresterhill generates a significant amount of the power we require daily. In addition, we have a network of back-up generators, which are regularly tested, to ensure we can continue to operate as normal in the event of any power outage.

Theatre services for Moray – involvement opportunity To support sustainable, safe, and effective theatre services for the people of Moray, workshops and focus groups are being organised. These will take place throughout June and staff are warmly invited to take part. Please contact gram.dghmanagementunitadmin@nhs.scot for more information and to confirm your attendance.

NHS Grampian Charity roadshows The NHS Grampian Charity is hitting the road! We'll be visiting hospitals across Grampian, kicking things off with a visit to Dr Gray's Hospital next Tuesday (4 June). Come visit our team in the main entrance between 10am and 3pm to find out about the charity, how to access funds, what to do with donations, and much more.

We will be announcing further dates and locations in the coming weeks, so keep your eyes peeled on the charity's Intranet page and this brief to find out when we are visiting your hospital.

End PJ paralysis – getting home All this month, the acute physiotherapy team have been highlighting the importance of helping the people we care for, get up, get dressed, and get moving. Now it's time for the final part – getting home. Discharge planning should start as soon as someone is admitted. If we can identify barriers to discharge early then they can be managed early to avoid delays. It is important we do not suggest to patients they will go to a rehab bed or get care unless this has been assessed for. If there are functional concerns or social barriers to discharge home from hospital, please refer to your ward Physio, OT or Care Manager as soon as possible in their admission.

But why should patients go home to continue their recovery? We support the Home First policy and research suggests people will recover much better and quicker in their own environment supported by community services. By reducing length of stay you are helping to reduce hospital acquired deconditioning. This in turn means people are more likely to return to the condition and ability level they had before admission.

The comfort of familiar surroundings and personal belongings, and being back with family and loved ones, even pets and their own food, as well quality sleep in their own bed, all contribute to a more supportive environment. It helps to reduce social isolation and after all there is 'No place like home' and nothing better than your own bed and a cup of tea, without the noise and clatter of a busy hospital.

[We end this series by sharing this video made in 2018](#), featuring some familiar faces and a very familiar song!

Reminder - vaccinations contact centre - one number for Grampian From next Monday (3 June), there's one telephone number for anyone looking to book or rearrange a vaccination appointment anywhere in Grampian - 01224 555 333. This number is already in use for people in Aberdeenshire and Moray, so no change for you. The current Aberdeen City telephone number (0800 030 4713) will remain in service until close of business on Friday 31 May. The Grampian vaccinations contact centre will be open Monday-Friday, 8.30am-4.40pm.

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.

We Care Wellbeing Wednesday

- **Spaces For Listening - June dates now live** Are you looking for an opportunity to pause, reflect and share what is going on for you and truly listen to others? The #SpacesForListening dates for June are now live and ready to be booked onto:

Tuesday 18 June, 8-9am. To book, contact agnieszka.stephen@nhs.scot

Monday 24 June, 12.15-1.15pm. To book, contact fiona.sharple@nhs.scot

- **Menopause Tea & Talk - HRT and Breast Cancer** We are delighted to announce the next session of the Menopause Tea and Talk will take place next Monday (3 June) on Teams, between 1-2pm. The discussion this month will be led by consultant, Dr Giuseppina Mondani, with a focus on HRT and Breast Cancer. All are welcome to join, please get in touch with gram.wecare@nhs.scot for more details.

Tune of the day Helen Chisholm makes today's first request. As she gets ready to leave Aberdeen City health and social care partnership, to join the team in Moray, she's asked for [We Built This City](#) by Starship. This is dedicated to all her colleagues, who it has been a pleasure to work with over the last 21 years.

Staying with the farewells, Lynda Mc Petrie sent in this message: "Our lovely friend and colleague Kay Cumming is leaving the NHS to go on to pastures new. She has been an occupational therapist with the Kincardine & Deeside team for some time but has had a varied career working in many other places before this. She has a vast array of knowledge and wisdom and is always the person that instantly lights up a room - especially with that infectious laugh of hers! To say she will be sorely missed is something of an understatement. All her friends, past and present, from RACH would love to say a very fond and begrudging goodbye to Kay and we wish her all the very best. The only song that encompasses such greatness has to be [Gerry Cinnamon and Belter](#) because that is Kay in a nutshell!" (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