

# Daily Brief...



Monday 30 September 2024

**Agenda for Change - reduced working week** We've updated the reduced working week FAQ, [available on the intranet here](#) (networked devices only). What changes will you see?

- The national interim TOIL arrangements implemented from 1 September 2024 (locally agreed in NHS Grampian from 2 September) cease from 30 September 2024.
- Accrued TOIL to 30 September 2024 should be managed as normal, but no further TOIL should be accrued in relation to the Annex E guidance
- From 1 October 2024 part time staff's contracted paid hours will be automatically amended to the exact pro rata calculation. There will be a few exceptions to this automatic update –
  - New start part time staff who have commenced on part time hours that do not match the pro rata reduction in hours implemented from 1 April 2024
  - Part time staff who have changed their part time hours to a value that do not match the pro rata reduction in hours implemented from 1 April 2024
  - Part time staff who have retained their pre Reduced Working Week hours
- For service areas/roster units that have not yet implemented the Reduced Working Week the full difference between working hours and paid hours should be paid as excess hours from 1 October 2024 onwards. Payment should cease when the Reduced Working Week is implemented.

We know this is extremely complex; we hope the updated guidance now simplifies this process.

**Speak Up Week 2024** Getting underway today, this campaign aims to raise awareness of what it means to 'speak up,' creating an aware, engaged and energised workforce. Today's theme is 'Leadership & Speak Up Culture' and to mark the occasion, interim Chief Executive Adam Coldwells and our Whistleblowing Champion, and non-executive board member, Bert Donald have recorded a video discussing speaking up, whistleblowing and the part we all play in ensuring a healthy speak up culture.

You can watch the video here: [Whistleblowing and Speaking Up in NHS Grampian – In Conversation with Adam Coldwells & Bert Donald - YouTube](#)

**Woodhill House update** The Chief Executive's Team has reached the difficult decision **not** to progress with the planned move of some teams to Woodhill House. Our financial position has worsened since we began our work reviewing office accommodation. This is just one of many hard decisions the organisation will have to take in the coming months as we try to get back to financial balance.

Our next step will be to look at how we best use the accommodation we currently own/lease. We continue to support hybrid working and smarter working principles, to allow you to work as flexibly as possible. If you are looking for support around smarter working, please email

[gram.smarterworking@nhs.scot](mailto:gram.smarterworking@nhs.scot)

**Pension scheme changes** There will be changes to NHS Pension Scheme Scotland contributions from tomorrow (Tuesday 1 October). A [pension changes document](#) has been uploaded to the intranet (networked devices only) to explain what's what.

**Breast Cancer Awareness Hour** October is Breast Cancer Awareness Month and Friends of Anchor have got a packed programme lined up for their next Awareness Hour. A special session this Thursday (3 October) from 6-9pm in Aberdeen includes three talks from our consultants Beatrix Elsberger, Gordon Urquhart, and Marc-James Hallam. There will also be stands set up offering information on breast care nurses, prosthesis, and clinical research trials. [Register now.](#)

**New group for birth parents** If you have had a child adopted or permanently placed in care, or you know someone who might benefit from a support group for birth parents, a new group is to begin this week. Starting tomorrow and taking place every Tuesday from 1-2.30pm at Woodside Community Centre on Marquis Road in Aberdeen, the Time For Us group will provide a chance to meet other birth parents and build confidence in a relaxed and friendly setting. It's a safe, non-judgemental group managed by staff from NHS Grampian and Fersands and Fountain Community Project. If you would like to have an informal chat before going along, please email [leanne.ferries@nhs.scot](mailto:leanne.ferries@nhs.scot) or [julie.fersands@gmail.com](mailto:julie.fersands@gmail.com) or call 07498321916.

[A poster](#) is available on the intranet (networked devices only) for colleagues who may wish to display this in their area or share with anyone you are caring for who may benefit.

**ACHSCP Annual Performance Report 2023-2024** The annual performance report for Aberdeen City Health and Social Care Partnership is now ready to [view online](#).

**Shared Learning Events 2024** The October Shared Learning Event will take place virtually on Wednesday 9 October, 12-1pm, via MS Teams. We are very pleased to welcome Louise Ballantyne, Head of Engagement with her presentation Speak Up - Enabling Speak Up. Everyone across our system is welcome to attend the Shared Learning Event which is a monthly forum held to share knowledge and learning. Typical topics for discussion include clinical and adverse events, complaints, Ombudsman cases and quality improvement projects and audits.

Access to past recordings can be found on the [Shared Learning QIAT Intranet page](#) or on the Shared Learning Event MS Teams channel. If you would like to join the group or attend this session, please contact [gram.qiat@nhs.scot](mailto:gram.qiat@nhs.scot) If you would like to discuss presenting at future events, please get in touch with [celine.macconnell@nhs.scot](mailto:celine.macconnell@nhs.scot) or [carol.fraser8@nhs.scot](mailto:carol.fraser8@nhs.scot)

**Pause for thought** What strengths do you bring with you this week? How will they support you and others?

**Tune of the day** Kris Kristofferson has left the stage for the final time at the age of 88; a singer, songwriter, and actor, there are countless songs I could have chosen but I've gone for [Me and Bobby McGee](#) "...freedom's just another word for nothing left to lose..." (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](mailto:gram.communications@nhs.scot)