

Wednesday 31 July 2024

AfC 2023 agreement – non pay elements The fortnightly meeting of the group responsible for applying the non-pay elements of the 2023 AfC agreement locally took place earlier today. Updates on the three aspects of this agreement are below; the group are keen to stress they know this has created significant additional work for teams. Implementing this while also maintaining service provision has posed a challenge and we are grateful for your hard work.

- Reduced Working Week

Further national guidance on the application of the reduced working week for those on part-time hours has been published. We are taking the time to read this carefully and will provide an updated FAQ as soon as possible. We know there is more information available on the STAC website; please await confirmation of our local FAQs before taking action. The guidance is complex, and we want to provide you with clear instructions to make this process as straightforward as we can.

- Band 5 nursing review

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](#). 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.

- Protected Learning Time

A small sub-group continues to meet regularly to work on this aspect of the AfC agreement and is well connected into the national work on protected learning time. Further information on a 'Once for Scotland' approach is expected in the autumn.

Draft dress policy – out for consultation A draft NHS Grampian dress policy is now out for consultation. A copy of the draft policy and instructions for feedback [are available on the intranet here](#) (networked devices only). The deadline for comment is Thursday 5 September.

Registration now open for respiratory MCN evening roadshow events We are delighted to announce that registration is now open for our two upcoming respiratory MCN evening roadshow events. These will take place on 10 September (Palm Court in Aberdeen) and on 1 October (Garioch Heritage Centre in Inverurie). Both events have very similar programmes, so we suggest you attend only one of these sessions. For detailed information about each event and to register, please refer to the links [available on the intranet here \(networked devices only\)](#). We look forward to your participation and hope to see you at one of these valuable events.

Leading an Empowered Organisation (LEO) programme – last chance for 2024 Due to high demand, the only dates left for the LEO programme this year are 19-21 September. This is open to nurses, midwives, AHP's, healthcare scientists, and psychologists. If you would be interested in taking part in this global leadership programme, please contact gram.leo@nhs.scot to secure your space. That's also the address to use to enquire about dates in 2025.

Roadworks – Westburn Road, Aberdeen As highlighted via Global email earlier today, there will be roadworks on Westburn Road in Aberdeen, starting on Monday 5 August. These works support our Greenspace project and will see Westburn Road (eastbound) down to one lane for a section alongside the Foresterhill site. Signage will be in place, pedestrian access to the footpath will be maintained with some limited restrictions.

Wellbeing, culture, and development Wednesday

- **Mental Health and Wellbeing** Working in partnership with Public Health, the wellbeing, culture and development team are reviewing the current mental health and wellbeing offering from learning and development. Help us shape the programmes for the benefit of you and your colleagues [by filling in this short questionnaire](#). You can also scan the QR code below if you are reading a printed version of the brief.



- **Spaces for Listening in August** If you are looking for an opportunity to pause amidst your busyness, connect with others around you, and really listen to one another, Spaces for Listening offers just that. [Book yourself for one of the sessions in August.](#)

For any Wellbeing, culture or development (WCD) questions please contact gram.wcd@nhs.scot

Tune of the day Our first request is dedicated to Ian Bulman. Ian is retiring from the integrated drug service after spending the last 10 years based at the Timmermarket. According to Nicki Ingram, Ian is not only a great mental health nurse, but also the unofficial janitor, health & safety inspector, and the man with a bottom drawer equipped to deal with any repair. He will be sorely missed, and the team have asked for [Daddy Cool](#) by Boney M.

Our second request today goes out to Rebecca Starr in the dietetics team at ARI. She's taking a career break and moving to London for a year. Cathy-Ann Brownbridge says the team hope she has a

wonderful year filled with good coffee, shopping and lots of quality time with her little girl. For Rebecca the very appropriate and really rather lovely [London in the Spring](#) by Passenger (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