

Thursday 4 July 2024

Electronic payslips As highlighted on 20 June, ePayslips will be rolled out across the organisation. This should, once complete, save us around £35,000, reduce paper usage and bring us more in line with other Scottish boards. This is a big change, so it will be implemented in phases.

Phase 1 will run as follows:

- Stage 1 Administration Services & Executives / Senior Managers – July 2024 pay day
- Stage 2 Nursing and Midwifery – August 2024 pay day
- Stage 3 AHPs, Other Therapeutic, Healthcare Sciences, Personal & Social Care, Medical and Dental Support, Medical and Dental – September 2024 pay day

All staff groups listed above will move across to ePayslips on the indicated pay day. Exemptions may be made for anyone with exceptional circumstances, such as an inability to access ePayslips due to health reasons. In these circumstances, your line manager should contact gram.epayslip@nhs.scot Staff on long term sick leave and maternity leave will continue to receive paper payslips. For staff groups not included in Stage 1 who would like to move over to ePayslips earlier than the planned date we would request that you hold off until your staff group planned move date. This will allow the team to focus on the significant work in moving across staff groups on their planned date. [More information about ePayslips](#) can be found on the intranet (networked devices only). Details of roll out for Facilities and Estates staff and bank workers who hold a bank post only will be shared soon.

No large metal items in orange clinical waste bags please Our healthcare waste contractor has suffered another incident of large metal items in orange bags, causing damage to their treatment plant. This did not originate from NHS Grampian this time, but it's an important reminder for us – particularly for colleagues working in maintenance and estates, and those supporting contractors.

The items that caused the damage were from a motor and pulley from an automatic door. These were not infectious waste and should not have been disposed of in this stream. Damage to the treatment plant not only incurs high repair costs, it also means our waste has to be diverted to other sites at far greater cost. The overall cost for the last major repair was over £56,000 and these costs will be passed onto us in future.

Ensuring all eurobins are kept locked, as they should always be, will reduce the chances of inappropriate items being put in these bins.

Moray vaccination centre Saturday closure Due to unforeseen circumstances, the Moray Vaccination Centre will be closed on Saturday 6 July. The centre will open again on Tuesday 9 July for patients with bookings and for those with vaccination enquiries.

Future care planning Future care planning is about thinking and planning ahead. It helps people at any age or stage of life to have conversations about their goals with those around them (including family, loved ones or health care professionals) when there are changes in their life, health or care needs. This includes conversations about power of attorney and will writing, as well as conversation about treatment or care if there are changes in their health.

In NHS Grampian, we want a future care planning conversation to happen for everyone. This is to understand what matters most to individuals, especially if their condition changes. It will also help plan for their future care through a shared decision making conversation. Currently, we are focusing on having these conversations with all acute in-patients. This discussion is recorded in something known as a Treatment Escalation Plan.

A SharePoint page has been developed with resources to support you and your colleagues to have these conversations with patients, families, and their loved ones. [Visit the page](#) to request access. We value your input; to develop appropriate resources, support and training we would like to ask a few questions on your experiences to date, and any preferences. Please also [complete this short survey](#). Stay informed about upcoming events and updates on future care planning through the Daily Brief.

Draft Prevention, Detection and Investigation of Suspected Fraud, Theft and Corruption Policy

This policy is now ready for formal consultation and is [accessible via the intranet](#) (networked devices only). The consultation will run for six weeks until Thursday 15 August. All feedback should be identified using either 'track changes' or by clearly highlighting feedback within the document using a different coloured font. Formatting comments need not be submitted as these will be corrected post consultation. All feedback should be returned to gram.policieessubgroup@nhs.scot

July lab newsletters The [Primary Care](#) and [Secondary Care](#) lab newsletters are now available to access via the intranet (networked devices only). These include really helpful updates and contacts for more information.

Tune of the day Today's tune is in honour of Ludo Thierry, speech and language therapist in the community adult team who is retiring next week. His colleague Karen Yuill has requested [Wordy Rappinghood by the Tom Tom Club](#) from 1981 saying, like Ludo, it's one of a kind.

She explained: "Thanks, Ludo, for your dedication to your job and for all the support you have given to your colleagues. You will be much missed by all members of the SLT team. It is hard to imagine anyone will be able to fill your shoes. Enjoy the next chapter."

Congratulations Ludo and others celebrating significant milestones over the next few days (KJ).

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