

Wednesday 5 June 2024

2023 Agenda for Change deal (non-pay elements) The group looking at the implementation of the 2023 Agenda for Change deal (non-pay elements) met again today and we can provide the following updates.

- Reduction in the working week

We are pleased to report the number of teams submitting their proposals to reduce their working week is continuing to increase. If you work in a non-rostered team, please discuss how you will implement the reduction as a matter of urgency. It is vital you discuss this as a team, and that a discussion is had with a partnership rep **before** your proposal is submitted. [Further information is available on the intranet here](#) (networked devices only).

We are awaiting further national guidance for those on part-time hours; when this arrives, the FAQ will be updated and shared via this brief. This will take account of the other issues teams have also raised with us.

- Review of Band 5 nursing posts

We have now received the national Directors Letter, containing further guidance on this process. It has confirmed a digital portal offering a consistent national approach to reviewing Band 5 nursing posts will open later this month. The dedicated group looking at this part of the Agenda for Change agreement will meet tomorrow, and more information will be shared with the relevant teams as soon as possible.

- Consistent approach to protected learning time

The national group looking at protected learning time has just reconvened; the local group working on this aspect of the agreement await further information from them.

Financial position – managing our agency spending A reliance on agency workers to deliver nursing services is not financially sustainable and does not support the delivery of safe and appropriate care. A national group was set up last year to support all NHS Scotland boards to reduce their reliance on agency workers. They have had made great progress to date:

- Reduced high cost (off framework) agency use by 99% nationally (100% in NHSG)
- Healthcare support worker agency use reduced by 41% nationally (100% in NHSG)
- Overall agency use across Scotland has been reduced by 42%

This is a huge achievement, particularly for us in NHS Grampian. We also, in April, achieved the board's target for reducing our overall nursing agency spending. We cannot over emphasise what a positive development this is.

In March, board chief executives accepted plans which will mean no new agency workers will be added to lists without executive sign-off. From next month all agency requests must be approved by an executive. The criteria for block bookings are changing with most agency requests only accepted within 72 hours of the shift starting. The aim is that, by October, agency usage will be by exception only. We want to support those working for agencies to transition into NHS work, either through the bank or substantive posts.

More information about these changes is being sent directly to nurse managers and chief nurses. They will ensure services which use agency nurses are briefed on how this will affect them. If you have concerns or questions about these changes, please contact them first.

Road works – Foresterhill Health Campus As highlighted via global email, there will be works taking place at Foresterhill from tonight, as follows:

To allow Scottish Water to complete the works undertaken over the weekend, there will be NO entry/exit from Ashgrove Road West onto the site from 8pm tonight, until 6am tomorrow morning. **Access will be maintained for blue light vehicles and bus services only.**

To support the delivery of the Greenspace Project, a portion of the loop road will be reduced to one lane between 9.30am and 3pm tomorrow (6 June) and Friday (7 June). The area of restriction will be managed by Stop/Go signs. Pedestrian access to Foresterhill Health Centre will be maintained with no restrictions.

Please follow all traffic management in place; we apologise for any inconvenience.

Biomedical science day Tomorrow, Thursday 6 June, is Biomedical Science day! Biomedical science is practiced in healthcare laboratories to identify, research, monitor and treat diseases. As one of the broadest areas of modern science, it focuses on the complexity of the human body and underpins much of modern medicine.

Biomedical scientists and laboratory staff analyse fluids and tissue samples from patients, identifying diseases and providing reports that highlight the effectiveness of potential treatments. In the UK alone, healthcare laboratories are involved in over 70% of diagnoses in the NHS and handle hundreds of millions of patient samples every year. If you have ever had a urine, blood, tissue or other sample taken by a doctor or nurse, most likely it will have been analysed by a biomedical scientist!

To celebrate the day, the laboratory staff will have a stall at the Rotunda (ARI) between 9.30am-2.30pm tomorrow to showcase the work they do in all laboratory disciplines. All welcome to pop along.

NHS Education Scotland Allied Health Professions survey on student practice education This survey is for all Allied Health Professions (AHP) staff, including support workers, clinicians, service leads and managers. Whether you currently support students or not, your perspective is important. The survey is open until 28 June and can be completed by clicking on this link: [NHS Education for Scotland Survey of AHP Student Practice Education 2024 \(office.com\)](https://www.nhs.uk/education-scotland/survey-of-ahp-student-practice-education-2024)

National health and social care workers vaccination survey Thanks to everyone who took part in a national survey on the COVID-19 and 'flu vaccination programme earlier this year. The results have been analysed and a final report [is available to read on the Public Health Scotland website here.](#)

We Care Wellbeing Wednesday

- **Guided Journaling** Journaling is recognised as being helpful in reducing anxiety through providing clarity, identifying patterns, revealing emotions, and processing decisions. It can help us become more flexible and accepting in our thinking. Strengthened self-discipline and achievement of goals and are also attributed to journaling. The next sessions are being held:

Tomorrow (Thursday), 8-8.30am

Thursdays 13 June, 8-8.30am

[Spaces can be booked via Turas \(log-in required\).](#)

- **Stress Awareness** Stress is a common factor in everyday life, with an estimated 80% of diseases having their origins in stress (Powell and Enright 1990). How we deal with stress greatly influences our levels of health and wellbeing. The next sessions are being held:

Monday 10 June, 10.30am-12noon

Monday 24 June, 2-3.30pm

[Booking is via Turas here \(log-in required\).](#)

Tune of the day Maree Knight, senior charge nurse on Ward 111 in ARI retires today, after a 43-year career in the NHS. Fellow SCN Alison Riley says Maree will be much missed and the whole team wish her a fun-filled and long retirement. For Maree, it could only be [Tina Turner and The Best](#)

Meanwhile, a little bird tells me RACH's resident animal lover Craig Oxley came to the rescue of a distressed pigeon at the hospital earlier. For Craig, here's [Free Bird](#) by Lynyrd Skynyrd (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