

Tuesday 23 April 2024

Agenda for Change 2023 agreement – non-pay elements The steering group working on the implementation of the non-pay elements of the 2023 AfC deal met today, and we can provide the following updates:

- **Reduced Working Week** – we have several early adopter teams signed up to test a range of options for the reduced working week. These are across the organisation and include both clinical and non-clinical teams. If you are **not** in one of these teams, please remember you should not make any changes to your working pattern and you should ensure all time worked is being recorded appropriately. Systems guidance has been shared already; this is being further developed, along with an FAQ and we hope to be able to share these later this week.
- **Band 5 nursing review** – work is being carried out to understand how many staff would be in scope for such a review. A sub-group has been formed and will start meeting soon.
- **Protected Learning Time** – a sub-group has been formed and will start meeting soon.

14,913 of us are employed under Agenda for Change contracts, therefore implementing these changes is no small task. We will continue to keep you updated via this brief.

Changes to rules on printers Across NHS Grampian we have almost 5000 printers - that's roughly 1 printer for every 4 staff members. With the increase in hybrid and homeworking we no longer require this many devices. The Chief Executive's Team has approved a plan which will see us reduce the number of desktop printers by 90% and halve the number of MFD (Ricoh) printers during the 24/25 financial year, which will mean a significant saving. To support this plan, the following will come into immediate effect:

- Toner cartridges will be removed from the procurement catalogue – any requests for toner will require to be made through the Digital team, via the service desk.
- Toner will no longer be available through Warp-IT
- Digital will no longer routinely repair or hold spares for desktop printers and any maintenance will be undertaken on a case-by-case basis depending upon where and for what purpose the printer is used
- Individual departments will be unable to agree any new contracts for Ricoh printers. All contracts will have to go through Digital who will review and identify alternative options.

Colleagues in Digital will be undertaking a stock take of all printers in the organisation and supporting you to identify the alternative to desktop printers and location for Ricoh printers. They will be in touch with teams directly and we ask you to support them in this work.

Fatigue management training We are holding Fatigue Management training for Occupational Therapists (qualified staff) working with patients who have fatigue caused by any condition, via Teams on Thursday 30 May, 1-4pm. This training is aimed at staff working with adults and older adults. Please register your interest by **Thursday 16 May** by emailing lisa.morton2@nhs.scot

Aberdeen City Health & Social Care Partnership virtual induction sessions Have you recently joined Aberdeen City HSCP and want to hear more about what the partnership can offer you? Would you like the opportunity to network with fellow new starts across the organisation and share what attracted you to join the partnership? If so, please contact the ACHSCP Induction team via gram.achscpinduction@nhs.scot to book a place on the next virtual session held on Monday 13 May, 11-11.45am

HEPMA downtime – we need your feedback If you were on shift during the recent HEPMA downtime, or have feedback on how your ward managed, we would be very grateful if you could complete this short questionnaire: [Unscheduled HEPMA Downtime Feedback \(office.com\)](#). This will enable us to take learning, update available guidance if needed, and provide targeted support.

Grampian Pride 2024 As announced last week, we will once again be taking part in the Grampian Pride parade. This year's event takes place on Saturday 25 May. There is no longer any need to register, but we're keen to know how many of you would like to join us, [so please complete this short form](#).

Little Acorns open morning NHS Grampian Nurseries would like to invite new and potential parents to join us at our open morning to have an informal look around Little Acorns. The team will be available to answer any questions you may have between 9.30-11am **this** Saturday (27 April).

Meet our first Green Star Award winner! Congratulations to dietitian Rosa Holt on being the first to receive a Green Star award. Rosa has started a project to encourage colleagues to recycle more, starting with the food supplement bottles used by health professionals every day. We currently spend around £125,000 every month disposing of clinical waste, a lot of which could be recycled saving both carbon and money. Let's get behind Rosa and her team's 'Recycle Plastic, It's Fantastic' project; they're more than happy to offer support and advice to other staff.

Can you think of someone else who deserves a Green Star? Like the STAR Award but with a focus on sustainability, you can nominate any colleague, group, or team who have undertaken a project or change in process/practice which has helped reduce our impact on the environment. [Nominate for a Green Star Award now!](#)

Tune of the day Today's dedication goes out to Angela McManus, from all the team in the pharmacy at Royal Cornhill. Angela retires next week, after an amazing 36 years with the NHS. Lead pharmacy technician Caroline has requested [Running Up That Hill](#) by the immaculate Kate Bush.

Also, a special St George's Day shout out to all our English colleagues, may you slay dragons today and every day! (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