

Wednesday 6 March 2024

Key guidance for managers, budget-holders, and staff on financial year end processes Here is a link to the guidance to be followed, and the deadlines for submission of the required information, as we complete the 2023/24 financial year end. This includes where applicable specific returns for accrued income / expenditure, and stock holdings: [Year-end guidance for managers, budget holders, and staff](#) (intranet link, networked devices only). Compliance with this guidance is critical to the successful completion of NHS Grampian's financial year end and annual accounts process. If you have any queries on the guidance, please contact your aligned Management Accountant or Finance Manager for clarification.

Moray recruitment campaign – the story so far Last month we launched a major recruitment campaign, encouraging people to make a life, as well as a living, in Moray. We're delighted to say the reaction has been immediate, with more than 1,000 visitors daily to our website, and over 100 enquiries from potential new staff. This campaign has taken a different approach, extending beyond traditional healthcare recruitment channels, to target a wide audience through various platforms including TV, social media, and collaborations with Google, Facebook and outlets such as BBC Wildlife and Mountain Biking UK. You can see it for yourself here: [Home - Wish you Worked Here](#)

ICYMI - Graduate Apprenticeship programme This programme offers appropriate staff the opportunity to apply to complete an undergraduate degree at RGU while continuing to work in their current NHS role. There are eight degree frameworks on offer, including cyber security, accounting, and construction & the built environment. [More information, along with the application form, is available on the intranet here](#) (networked devices only). Your application must have your line manager's support and you need to identify an appropriately qualified mentor who is **not** part of your line management structure. Applications close at 4.30pm on Friday 22 March. Questions? Contact Douglas Andrew on ext 67304 (DGH) or ext 50227 (ARI)

International Women's Day event To mark International Women's Day this Friday (8 March) SAMH and Aberdeenshire HSCP are hosting a free event at Wyness Hall in Inverurie, between 1-4pm. This will have a particular focus on mental health and suicide prevention, and no topic is off the table. All welcome, registration is via Eventbrite: [INTERNATIONAL WOMEN'S DAY - MENTAL HEALTH AND WELLBEING CONFERENCE Tickets, Fri 8 Mar 2024 at 13:00 | Eventbrite](#)

Saving on the things which matter most with the Lifestyle Savings employee benefit The Lifestyle Savings staff benefit scheme offers a wide range of discounts across the UK's major retailers including supermarkets, technology, fashion, travel and much more. Details about this scheme, the full range of benefits available and a limited time prize draw, [are available at the Lifestyle Savings intranet page](#) or you can register directly here: [nhsgrampian: Welcome! \(vivup.co.uk\)](#)

Do you know a Green Star? At the beginning of the year, we hinted at the idea of a Green Star Award – like the STAR Awards but with a focus on sustainability. These will be dedicated to recognising the fantastic work you are doing to support the environment and the aims of the NHS Grampian Climate Emergency and Sustainability Strategy. Think about who you could nominate and look out for the nomination link going live on Monday!

We Care Wellbeing Wednesday

- **Peer Support – progress report** Peer Support is a service which offers early emotional support to healthcare staff, delivered by their peers who have “been there”. Peer Supporters undergo training to upskill themselves in delivering “psychological first aid” and are a compassionate and supportive presence designed to mitigate acute distress and assess the need for continued mental health care. Peer Support is **not** a counselling or mentoring service. It is where a colleague has been trained to have a supportive conversation with their distressed peer, to utilise empathic listening and signpost to helpful resources or to the next level of professional help if necessary. Since February 2023, our Peer Support network has delivered over 100 supportive conversations with their colleagues. Thank you to our Peer Supporters working within their teams and providing this service for NHSG staff. [More information on accessing Peer Support is available here](#) or you can email gram.wecare@nhs.scot if you have any questions
- **Peer Support - phase 2** We are now trialling an expansion of the Peer Support offer, from our pool of skilled and dedicated Peer Supporters to wider ARI colleagues – though any member of staff can access support. Keep a look out for the Peer Support badge, to know who is around to speak with you.



[You can find out more about Phase 2 here.](#) To get in contact with a Peer Supporter please email gram.peersupportARI@nhs.scot

Tune of the day Today's request goes out to Lissey Szekely, part of the health records team at Dr Gray's. She's off to pastures new and will be much missed by all her colleagues. They say she gets a double thumbs up and [Three Little Birds](#) by Bob Marley (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