

Tuesday 9 May 2023

Industrial action update As announced late last Friday, junior doctors working in Scotland have voted in favour of industrial action. At present there are no confirmed dates for this; a trade union or professional organisation must give 14 days' notice of a strike to employers. The local short life working group continues to meet regularly to discuss the situation and the mitigations which could be put in place in case of a walkout, building on some of the planning done during the Agenda for Change pay dispute last year. We will share further information with you, via this brief, as we have it.

Plan for the Future The Plan for the Future, launched in July 2022, is intended to be aspirational; taking us on a journey from where we are now, to how health and care services will be in the future, looking towards our children's children. It is split into three sections: People, Places, and Pathways. A more focused delivery plan, covering the next three years, is in development; we wanted to update you on where we stand right now.

- People

Recruitment and retention of staff is showing some positive signs with 95 new international RNs due to start in June and signs of stability overall in non-medical retention rates. However, we continue to see a significant increase in supplementary staffing (doctors and nurses). Work to set up a medical locum bank is continuing. We are ahead of other boards in our work on rebanding Band 2 healthcare support workers.

Education and continuing professional development continue to be important. Monthly protected learning time for Agenda for Change staff has been agreed as part of AfC reforms and we await further detail. All clinical education programmes have been restarted.

Staff well-being is a key priority, and we continue to invest in this. However, our Pulse survey suggests only 49% of respondents believe 'We Care' supports their wellbeing; this is down from the earlier survey. We plan to conduct a more comprehensive review of feedback to understand this better.

- Places

Working with communities on what matters to them helps to build a stronger, healthier society. Experiences of doing this in New Pitsligo has led to a community led celebration of local projects all helping with health and wellbeing.

Environmental factors are key to sustainability and our plans to reduce our carbon footprint in our NHS activities and in communities are still developing. This matters to a lot of our staff so it is an exciting time to become a sustainability champion. Contact gram.scar@nhs.scot if this matters to you!

Innovative approaches to care are coming to fruition affecting quality and safety whilst helping with sustainability. This quarter we have seen implementation begin in electronic prescribing (HEPMA) and the launch of 'GRACE' – an AI driven lung cancer pathway redesign.

- Pathways

Waiting lists for planned care treatment continue to grow, affected by unscheduled care demands during the winter period. However, we are making steady progress on reducing patients waiting longer than 2 years for treatment. The 'Waiting well' calls continue to be well received by patients. Planned care was affected by infrastructure problems too during the winter period, including loss of facilities at Dr Grays (now resolved) and reduced capacity in the vanguard theatre.

Achieving good patient flow throughout the entire pathway of care has been particularly affected by a sustained demand for care coupled with workforce and capacity challenges in social care. There are some signs of easing as we enter spring with a significant drop in delayed discharges.

Overall, it is clear our progress towards the many things we want to improve has been hampered by high, system-wide, pressure. This has meant 'all hands on-deck' in response, leaving little space for anything else. The fact that we are moving forward, as shown above, is testament to the focus and hard work of teams right across the organisation.

Rescue: Extreme Medics The Channel 4 series focusing on the work of Scotland's Major Trauma Network returns next Monday (15 May) and we're pleased to say the Aberdeen team feature once again. You can catch the episodes weekly at 9pm.

Guidance on supporting staff returning to work following sickness absence There is limited capacity within Occupational Health at present to undertake urgent management referral assessments, specifically for staff members returning to work within 3 weeks of submission of their referral.

[Guidance is available to help managers construct a workplace adjustment programme](#) (phased return) to support a staff member returning to work without the need for Occupational Health input (intranet link, networked devices only). However, managers should still consider referral to Occupational Health if the staff member is unable to complete their workplace adjustment programme or they are continuing with difficulties after adjustments.

Reminder - Scottish National Diabetes Inpatient Audit (NaDIA) This audit got underway today and will run until Monday 15 May, across all adult acute inpatient wards at ARI, Woodend, and Dr Gray's. The audit is being carried out by diabetologists and specialist nurses, looking to gather data on, for example, incidence and severity of hypoglycaemia, general footcare, and prescribing and administration practices. For more information about the audit within Grampian contact Dr Jane Dymott, SCD Diabetes (jane.dymott@nhs.scot) or Lisa Forbes, Service Manager (lisa.forbes2@nhs.scot)

Pause for thought How is your relationship with work influenced by those around you in your early years? How does this help or hinder you now?

Tune of the day For today's tune we go all the way back to this week in 1983, when Spandau Ballet were topping the charts with [True](#), which I discovered (during a detour through Wikipedia) was written by Gary Kemp for Clare Grogan of Altered Images (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