

Tuesday 12 March 2024

Agenda for Change deal 2023 – non-pay elements As shared last week, agreement has been reached on the non-pay aspects of the 2023 Agenda for Change deal. This comprises three elements:

- A reduction in the working week to 37 hours (from 37.5 hours, pro-rata for part time employees)
- A consistent approach to protected learning time
- A defined process for the review of Band 5 nursing posts

The aim of these changes is to enhance staff wellbeing and to ensure everyone working in NHS Scotland is given appropriate development opportunities.

Under the agreement, these changes take effect from 1 April 2024. This will involve a significant amount of work as the various systems we use to record and pay hours worked and schedule rosters require updating. We have set up an NHS Grampian Pay Award Steering Group with representatives from all services to work in Partnership with our Trade Union colleagues to help guide the system through the anticipated changes. If you are interested in participating in these groups, please contact: gram.workforce@nhs.scot.

Scottish Government guidance to date has been attached to the email used to send this brief; we expect further guidance from them in due course which will provide us with more details on exactly how these changes will be made.

Until we receive further guidance and share that across the system, services should not make any changes to working hours or working patterns. Please be assured records will be kept and you will be appropriately compensated, if applicable.

We would encourage all teams to start having discussions about how these changes might affect you, but we would emphasise you should not make any changes.

We understand those of you on AfC contracts will be keen to understand what this means for you and the lack of detail at this stage is frustrating. As soon as we have further information available it **will** be shared via this brief

Safe Transfer of Patients (SToP) drop-in sessions Further drop-in sessions will be held, this week and next, to allow staff to ask questions and discuss SToP with senior managers. The sessions will also provide an update on the progress of the project and its next steps. The meetings will take place, via Teams, at the following times:

- This Friday (15 March), 2.15-3.15pm
- Wednesday 20 March, 9-10am

If you wish to attend the meeting, please email gram.pipdirector@nhs.scot and a link will be provided.

Long COVID update We are grateful to the Long COVID practitioners for providing an update on the work underway across the organisation. We have successfully recruited two more practitioners and an administrator, and both the adult and paediatric teams have a clinical lead. The Long COVID Team are on a fixed term contract until March 2025. The adult team are open to receiving referrals [and further information is available on Grampian Guidance](#).

The paediatric service is accepting internal referrals and external referrals will go live soon. Again, the [pathway can be found on Grampian Guidance](#). If you have any questions, or would like to request an update for your department/service, please email gram.paedslongcovid@nhs.scot or gram.adultslongcovid@nhs.scot as appropriate.

The service is hosting a drop-in session for International Long COVID day this Friday (15 March) at Curl Aberdeen, from 10am-12.30pm for patients and professionals to meet the Long COVID team and other services that can offer support. Register your interest: gram.adultslongcovid@nhs.scot.

We continue to host a Long COVID Lived Experience network. This is for those experiencing Long COVID or those who care for anyone with the condition. They can be involved in our service developments and receive updates every quarter. They can sign up by contacting gram.lelongcovid@nhs.scot

Culture Matters survey 2024 A reminder to colleagues within Combined Child Health (including Neonatal) and Facilities and Estate (not including eHealth) this survey closes tomorrow (13 March). Don't miss your opportunity to have your say!

Brain Awareness week and the Brain Health Service It's Brain Awareness week, which seems an ideal time to remind you of the Aberdeen Brain Health service, which we host in partnership with Alzheimer's Scotland and Brain Health Scotland. As well as a base at 13-19 King Street (open Monday-Friday, 9am-5pm), we have an online resource, packed with helpful information, including a Brain Health quiz. You can test yourself here: [Brain Health Service \(nhsgrampian.org\)](https://brainhealthservice.nhsgrampian.org).

Reminder - NHS Scotland event – call for posters The call for poster abstracts for the NHS Scotland event is now open. [Instructions on how to submit a poster abstract are available here](#); please note the completed form should be submitted to gram.communications@nhs.scot no later than 5pm **this** Thursday (14 March). You will then be able to incorporate any feedback into your abstract, which you are responsible for uploading by close of play on Thursday 21 March.

Join SUNNO sessions online Started by our own Chloe Jackson, Support and Understanding for Neurodivergent Nurses (SUNN) now welcomes ODPs and has changed its name to SUNNO. SUNNO is a closed group held online for suspected and diagnosed neurodivergent nurses and ODPS, registered and students alike, from across the world. This is a safe group for neurodivergent individuals to connect, learn from one another, share experiences and strategies, empower one another and celebrate our diversity. The first SUNNO session takes place online on Wednesday 20 March 7.30-8.30pm. To join please email SUNN-2023@outlook.com. Sessions will take place every 6 weeks and new members are very welcome!

Tune of the day Sometimes this feature writes itself; as I've mentioned a time or three, Dirty Dancing was the first 15 rated film I ever saw (I was...not 15, shall we say). With the death of Eric Carmen, our tune today can only be [Hungry Eyes](#). Nobody puts Baby in the corner (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