

Thursday 24 November 2022

Bank workers – weekly pay test of change There have been growing calls to move to a system of weekly pay for people on bank contracts, in order to make bank shifts more attractive and reduce our reliance on staff agencies. From next month, for the next 12 months, all bank workers will be paid weekly. It is hoped weekly pay frequency will encourage more bank working to take place, retaining the skills and experience of our staff within NHS Grampian.

Bank workers will receive payment as normal on Wednesday 30 November 2022, for shifts worked during October 2022.

Bank workers who have worked shifts 21 – 27 November, will receive payment for these on Friday 9 December, providing they have been authorised/finalised on time by departments/line managers. Shifts worked 1 – 20 November 2022 will also be paid on Friday 9 December 2022, again providing they have been authorised/finalised on time. Thereafter pay day will be each Friday.

[The Frequently Asked Questions](#) (FAQs) provide more information on payment arrangements (intranet link, networked devices only). The way bank workers receive their payslip may also change, again the attached FAQs provides details on this.

All bank workers will receive an individual communication advising of this change, including a copy of the FAQs, and line managers are asked to share this communication with bank workers in your department/work area.

This test of change **only** applies to bank workers. If you also have a substantive contract, you will continue to be paid monthly for that work. It is not possible for anyone else to 'opt-in' to the test of change.

Industrial Action In case you missed it, we shared a Q&A document on industrial action in yesterday's brief. This will be updated as we receive more information, or formal notification of strike action. You can [read the Q&A here](#) (this link will take you to the online library where all briefs are stored).

16 Days of Action: 25 November – 10 December 2022 To mark 16 Days of Action against Gender Based Violence, the NHS Grampian Public Protection Team will be highlighting to our staff a series of topics over the next fortnight. This is to support awareness of all forms of violence against women and girls and the role of health staff in supporting women and acting on their behalf.

[This article](#) (intranet link, networked devices only) provides a more detailed explanation of 16 Days of Action and the role played by healthcare professionals to support people affected by gender-based violence. It also contains dates for several useful workshops, now open for booking. We

We'll have much more in 16 Days of Action in future briefs.

The Cost of Caring Today is Carers' Rights Day. Caring Costs in so many ways. It could be the cost to unpaid carers' wellbeing and ability to access health services. Sometimes it's the financial costs associated with looking after someone, or the effects on carers' employment options. Taking care of someone may cost carers the quality of relationships; not being able to take time out to spend with friends and family or through changes to the relationship with those they care for. The current cost of living crisis is being felt even more acutely by carers throughout the UK. That's why, this Carers Rights Day, we want as many organisations and individuals as possible to help us:

- ensure carers are aware of their rights
- let carers know where to get help and support
- raise awareness of the needs of carers.

If you are caring for someone and are looking for information for carers or want to find out more about your rights, [Carers UK have produced this special guide](#). You can also [visit the carers page](#) on our My Healthy Workplace website.

Christmas Lunches Christmas lunches will be served on Wednesday 14 December at the following outlets:

- Royal Cornhill Hospital
- ARI Pink Zone café
- Aroma Woodend*

*Christmas lunch at Woodend **only** will be served on Tuesday 13 December AND Wednesday 14 December, however it must be booked in advance. Lunch tickets are on sale now, please speak to the café team.

The Orange Zone café at ARI will serve a standard hot food menu on 14 December. Christmas lunch will be served between 11.30am-2pm and is subject to availability. All Christmas lunches will cost £7.50 for two courses (starter/main or main/dessert), the menu will include turkey with all the trimmings and a vegetarian option. A date is still to be set for the Dr Gray's café.

Tune of the day It is Thanksgiving in the US. I hope all our American colleagues are managing to mark the occasion, even though you are far from home. Our tune today is [America by Simon & Garfunkel](#) (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