

Daily Brief...



Thursday 12 June 2025

Stage 4 escalation - update As we shared last week, our escalation to Stage 4 means an Assurance Board, chaired by a government representative, is currently being established. A dedicated webpage has been established and can be viewed here: [NHS Grampian Assurance Board - gov.scot](https://www.nhs.uk/grampian-assurance-board). As we are just at the beginning of this process, detail is limited. However, there are links to similar pages, set up for NHS Forth Valley and NHS Greater Glasgow & Clyde, which you may find helpful to read.

We also advised last week that KPMG would be meeting with key teams and their responsible executives over the coming weeks. KPMG have since provided us with a list of the people they wish to meet, and these sessions are getting underway.

Blue ID tags for Clinical waste There are currently no blue ID tags available from Stores for clinical bags and sharps bins; the next delivery is not expected until mid-July. To preserve current stocks, tags should be used on **Orange and Yellow clinical waste bags only**. The tags are for traceability of waste: provided all details are completed on bin labels (which they always should be), there is no requirement to also attach an ID tag to sharps bins.

If any sites are going to run out of ID tags before delivery arrives, normal cable ties can be used to seal clinical bags and ideally a label attached to the bags showing date of closure and location. We apologise for any inconvenience caused. If you have any further queries, please contact our waste management officer, Neil Duncan, via neil.duncan3@nhs.scot

Band 5 nursing review – a bumper update Several of you have been in touch to request an update on this review. A group continues to meet regularly to monitor this process; at its most recent meeting several key messages were identified as important to share:

- The Band 5 nursing review is open to **anyone** currently employed in a substantive Band 5 nursing post (holding registration with the NMC). NHS Grampian fully supports your right to seek a review of your post.
- Nurses interested in requesting a review of their post as part of this process can seek support from one another when working on their questionnaire/application. However, it must be an individual submission via the portal, and you require an individual meeting with your line manager to agree and sign off the questionnaire – at this stage it then is required to be submitted via the portal.
- Once an application is completed, agreed with your line manager, and submitted, it undergoes a quality check. At this point it may be returned with request(s) for further evidence. Once quality checking is complete, it goes through the job matching process. The matching panel matches the

evidence in your application to the relevant national profile. Everyone will receive a written response confirming the outcome.

- Individuals whose application is matched at a Band 5 national profile by a panel can appeal but should be aware further information and matching will be required. Full details of the appeal process will be detailed at outcome stage.
- While we would never discuss individual applications, we have noticed the use of AI tools to develop responses to the questions posed. AI can be helpful – remember, only CoPilot Chat is permitted on NHS devices – but don't accept everything it gives you. The most compelling applications have been those where people have described, in their own words, the work they undertake.
- Remember your evidence. Every statement about work undertaken must be backed up with evidence.
- If your manager doesn't support some or all the evidence you've submitted, that doesn't mean they are saying no to the review. It simply means you need to lay out your evidence more clearly and discuss this with your manager.
- If someone is planning to 'Retire & Return' and wants to pursue a review under this process, please contact gram.jobevaluation@nhs.scot
- There are currently no national or local plans to roll out similar reviews for other grades. Anyone can request a review and regrade of their position with their manager at any time via the normal Job Evaluation process, but they must be able to clearly evidence a change in their current role. Staff cannot simply request a regrade based on other staff being re-graded.
- At present no end date has been specified for this review.
- Full guidance on the process and completing the questionnaire can be found at [Agenda for Change Review | Scottish Terms and Conditions Committee](#)

World Elder Abuse Awareness Day – this Sunday This event raises awareness of older adults in our communities who experience abuse, neglect, financial exploitation and other types of harm. The Public Protection Team [has prepared this information sheet](#) (networked devices only) highlighting the risks posed to older adults. Adult Support and Protection is everyone's responsibility in NHS Grampian so please take the time to familiarise yourself with key information including the Grampian Adult Protection Reporting Form which can be found [on the Public Protection intranet page](#).

Tune of the day ARI healthcare support worker Stuart Buckham makes today's request, suggesting Cammy Barnes and [Whiskey Roll](#), for no other reason than it is a great song. You can't say fairer than that!

Another legend of music has taken their final curtain call; Brian Wilson of The Beach Boys has died at the age of 82. [God Only Knows](#) what we'd be without him (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