

Monday 12 May 2025

Escalation to Stage 4, NHS Scotland support and intervention framework The Scottish Government has today announced our escalation to Stage 4 of the NHS Scotland support and intervention framework. This escalation reflects concerns about our financial position, leadership, and governance. In making the announcement, Cabinet Secretary Neil Gray said: “*Staff in NHS Grampian continue to work tirelessly to deliver the high-quality care we expect*”; you can read the full announcement here: [Change to health board escalation - gov.scot](#)

On 10 April, we confirmed Scottish Government were conducting an external review and the results of this will be key to the next steps in this process. We understand this will conclude towards the end of June. We will keep you informed via this brief. We welcome this additional support and continue to work collaboratively with Scottish Government.

ICYMI - Reduced Working Week update NHS Boards will implement a further reduction in the working week of 60 minutes (pro rata) for Agenda for Change staff from **1 April 2026**. This is in addition to the already implemented reduction of 30 minutes (pro-rata) and was one of the non-pay elements of the 2023/24 Agenda for Change agreement. Our outline plan for implementation has been agreed; we are required to have a full and final plan agreed by 1 October.

Services/teams should be considering how they might reduce the working week for AfC staff by 60 minutes (pro-rata). To be clear, you do **not** need to implement a reduction at this stage; rosters etc should be planned based on a 37-hour working week. Indeed, national systems for recording work will not be amended to a 36-hour working week until 1 April 2026. As previously stated, we anticipate re-opening the form for services to submit their reduction plans through July and August.

International Nurses Day - a message from June Brown, Executive Nurse Director

“Last week I paid tribute to midwives across Grampian, today I am delighted to do the same for nursing colleagues working in Moray, Aberdeenshire, and Aberdeen City. International Nurses Day may be celebrated on the anniversary of Florence Nightingale's birth, but nursing is not a profession which looks back. Instead, nurses of all disciplines are committed to improving, developing, and delivering expert care with compassion. To all nurses, on the wards, in the community, in a GP practice or prison healthcare, just getting started or time-served, thank you. Your contribution is seen, and it is truly valued.”

Dress policy - piercings All colleagues are reminded that, as per our dress policy, one pair of stud earrings is the maximum permitted for clinical staff. Visible intradermal piercings are not permitted. This is for both hygiene and for the personal safety of colleagues, in the event of, for example, patient aggression. [The dress policy is available to read via this intranet link](#) (networked devices only) and applies to all staff, students on placement/work experience, and volunteers.

Adult Mental Health pathway mapping We are pleased to share the Adult Mental Health (AMH) pathway mapping project has been successfully completed. This project has been delivered through the collaboration of key stakeholders, who formed part of the AMH Steering Group, or through workshops and engagement. Since June 2023, we have significantly improved our understanding and coordination of Adult General Mental Health pathways across Grampian. We extend our heartfelt thanks to all stakeholders for their invaluable contributions. [Further information is available here](#) (intranet link, networked devices only).

Loop – now available! We are pleased to say Loop is now ready to be used in NHS Grampian, by staff in Optima eRostered units and by NMAHP bank workers. Loop is the upgraded version of Employee OnLine (EOL). [Videos and guidance material for Loop are available via this link](#). Below are the onsite drop-in support sessions on offer this week; please watch out for details of further sessions.

- Wednesday 14 May – AMH (MacGillivray tutorial room 4), 10am-4pm AND Royal Cornhill Hospital (Library) 10am-3.30pm)
- Thursday 15 May – ARI, Pink Zone Cafe, 9am-2pm AND Purple Zone Board Room/staff space, 9am-2pm
- Friday 16 May – DGH, main foyer, 10am-3.30pm

The Power of Coaching: Celebrating International Coaching Week! International Coaching Week is a global celebration of the transformative power of coaching. Did you know our coaching bank offers one-to-one sessions with accredited coaches to help you pause, reflect, and plan their professional growth? Whether you're looking to develop new skills, increase your confidence, or navigate a career transition, coaching can provide the support you need. Check the NHSG Coaching Bank Guide to learn more and take the first step towards unlocking your potential! If you have questions, join one of the drop-in sessions [we are holding this week](#) (today, Wednesday, and Friday) or contact gram.coaching@nhs.scot.

NHS Scotland event – in-person tickets sold out All in-person spaces for this year's NHS Scotland event taking place on 9 June have been snapped up. There is still the option to attend virtually; the programme and registration link are available here: [Programme | NHS Scotland Events](#)

Pause for thought In what ways do you find yourself fitting in with others? What would you gain if you walked with the crowd less often?

Tune of the day Last week I asked for your tunes which keep it in the family; this could be relatives in the band, a particular family story, or a family focused band name. The latter is what Cammy Matthews has opted for, suggesting Brotherhood of Man and [Save Your Kisses For Me](#). Not only does it fit the theme but, as it won Eurovision in 1976, it will also reassure Marie Reid (Hospital @Home service manager) who made the frankly outrageous suggestion that I had forgotten it is Eurovision week (As. If.)(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