

Daily Brief...



Monday 14 April 2025

Reduced Working Week update As advised in February, NHS Boards have been instructed to implement a further reduction in the working week of 60 minutes (pro rata) for Agenda for Change (AfC) 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 AfC agreement. Boards are expected to have an outline plan for this by 1 May 2025 and a full and final implementation plan by 1 October 2025. These plans need to be agreed with the local area partnership forum.

We are now asking all services/teams to start thinking about 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.

At this stage, we anticipate re-opening the form for services to submit their reduction plans through July and August.

Fire safety training – have you done yours? Fire has the potential to devastate lives, buildings, and whole communities. Prevention is vital, which is where our fire safety e-learning comes into play. At present, we are struggling to get above 60% compliance with annual refreshers. We are asking all managers to encourage and support their teams to maintain this training, especially if their role means they don't have easy access to a computer.

More generally, all teams should be vigilant to the risks of fire and carry out either tabletop exercises or practical evacuation drills. This will test your local fire plan and ensure everyone knows their role during a real fire. Further information including how often this training should be completed can be found within the Fire Safety training home page on Turas: [Fire safety | Turas | Learn](#)

Further fire safety support is also available by contacting gram.firesafety@nhs.scot

Public holiday – next Monday As a reminder, next Monday (21 April) is a public holiday across NHS Grampian. Public holiday dates are set by the financial year; to view dates up to and including the 2028/29 financial year, [please visit this page](#) (intranet link, networked devices only).

Changes to Grampian Guidance There have been some changes to the layout and the content of the [Grampian Guidance Sharepoint site](#). There is now a new **Help** page, where a video showing how to access Grampian Guidance and how to navigate it is held. As well as this, there are several documents to help with using the site. If you have any questions about this, or suggestions for any further areas requiring help or guidance please do contact us at gram.guidance@nhs.scot or via the 'Send us Feedback' link on the homepage.

Ongoing COVID remembrance Five years ago the COVID pandemic was at its height. Recognising its ongoing impact, the Spiritual Care Team continue to offer staff time and space to remember and to reflect on what we have been through, where we are now, and how we can look forward to the future in hope.

Until the end of June, there will be spaces and activities available 24/7 in the chapels at Dr. Gray's, ARI, RACH, RCH, AMH, Woodend and Roxburghe House. These offer the opportunity to decorate and place a heart on a tree, and to write your own story, expressing whatever you need to express.

A short online time for reflection, of images, music and words, is also still available: [Season of COVID-19 Remembrance March 2025](#)

What would make recycling easier for you? Not only is it a legal requirement for us to be recycling everything we can, but it's also better for our NHS, our planet, our health and our finances. Taking part in collective climate action – like making a point of prioritising recycling together as a team – can also support positive mental health and wellbeing. That's why our waste team would like to find out more about how things are going in your area and what would make life easier for you. Please take part in this very short survey to help us plan better for the future: [NHS Grampian Recycling Survey](#)

ARI cafes – special menus We have not one, but two, special menus planned for the ARI cafes:

- This Thursday (17 April) the Orange Zone cafe will be offering a Vaisakhi Celebration menu, in collaboration with the Staff Equalities Network. For £6 you'll get a buffet plate including samosas, sag aloo, and chana makhani. Vaisakhi is an important celebration in both the Sikh and Hindu faiths and we are delighted to help colleagues celebrate this!
- On Wednesday 30 April, there will be a payday special, featuring smash burgers, in both the Orange and Pink Zone cafes; £6 for a double smash burger with a choice of toppings and chips

Poetry Blether – this Thursday Are you curious about words and meaning? Do you want to explore the power of poetry to help express thoughts and feelings? Join NHS and health and social care colleagues in poetry workshop activities in a second Poetry Blether session at 4-5pm this Thursday (17 April), taking place on Teams. The theme is 'Being Human'. Find out more (including what other poetry newbies thought about our first session) in [NHSG Libraries - Poetry Blether](#) and get a joining link from gram.drgrayslibrary@nhs.scot

Pause for thought What do you find yourself aspiring to or fighting for? If you let things just flow what might be?

Tune of the day You don't need us to tell you that everyone's favourite rockers The Darkness recently released a new album, which reached number two in the charts, and toured the UK – including sold out gigs in Glasgow and Edinburgh. One unfortunate biomedical support worker, Kristen Buchanan, was unable to attend the gig in Edinburgh due to a recently suffered knee injury. So, to get us through Monday, and help Kristen pretend she got to the gig, here's the tremendously catchy [Walking Through Fire](#). (GC)

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