

Daily Brief...



Thursday 28 August 2025

Agenda for Change 23/24 agreement - non-pay elements The programme board which monitors implementation of the non-pay elements of the 23/24 AfC agreement met recently, and we can share the following updates:

- **Reduced Working Week** - regular updates are being shared via this brief, please keep checking for updated guidance as we move towards a further reduction in the working week, effective from April 2026. We want to reassure managers significant work is taking place to ensure all local systems e.g., eESS, SSTS, Optima, Payroll are ready to reflect the reduction. We anticipate a smoother process this time around due to the lead-in time afforded to all Boards.
- **Band 5 nursing review** - the opportunity for nurses working at Band 5 to request a review and possible regrade to Band 6 remains open, with no closing date at present.
- **Protected Learning Time** - we continue to participate fully in national work to implement a standard approach to protected learning time. This includes work on a training 'passport' to enable core modules to be credited if/when staff move between NHS Scotland organisations. Staff and managers should continue to ensure relevant statutory and mandatory training is undertaken within work time.

Windows 11 upgrade As you will hopefully be aware, a significant programme is underway to upgrade desktop and laptop devices to Windows 11. Pop-up messages are appearing on eligible devices; please do not ignore these - devices must be upgraded by 30 September. If your device is not eligible your team/service should consider your options for replacement if they are still required.

This programme has highlighted there are devices which are not being used. As such, devices which have not communicated with the network will be disabled after three months of inactivity. Further information on this work is available on the 'Latest News' section of the intranet or by following this link: [UPDATED: Windows 11 Upgrades: Important Information for PCs and Laptops](#) If you have questions about device eligibility, the upgrade process, or require guidance on new hardware acquisitions, please contact our [IT Service Desk via the Employee Service Centre](#) and the appropriate team will be in contact.

Talking Mats training Talking Mats is a visual framework which uses picture symbols to help people with communication difficulties. It has the potential for use with a wide range of people and is an approach which helps them think about issues and provides them with a way of expressing their views more easily. The Learning Disability Service now have in-house trainers, and training is available on 19 September and 21 October. These are half day sessions, and you must attend both sessions. Further information is available on the intranet here: [Talking Mats Training - Sept & Oct 2025](#)

International Overdose Awareness Day This global event, aimed at reducing the stigma of drug related death, takes place on Sunday (31 August). It acknowledges the grief felt by families, friends, and workers remembering those who have died or suffered an injury because of a drug overdose.

There are several events within Aberdeen City taking place tomorrow and on Sunday to remember those lost and raise awareness of services and supports [which can be found here](#). This includes naloxone training; interested staff can visit the area outside the Resource Recovery Centre at Royal Cornhill (10.30am-12.30pm) or the Timmermarket (1-3pm) tomorrow to receive training and a kit. Alternatively, you can complete the Scottish Drugs Forum online training, available here: [Overdose Prevention, Intervention and Naloxone e-learning - Scottish Drugs Forum](#). Drug related overdoses and substance use can affect anyone and a great support for family members and friends is the Scottish Families Affected by Alcohol and Drugs (SFAD) [Scottish Families Affected by Alcohol & Drugs](#)

Scottish Improvement Leader programme If you are intending to apply for Cohort 53 of the NHS Education for Scotland Scottish Improvement Leader (ScIL) programme, please remember the application window **closes tomorrow (Friday) at 10am**. Information and supporting documentation are available on the [QI Zone](#) and [this link will take you to the application pack](#).

Recycling at all-time high in July! Individual and collective efforts to recycle more meant our organisational recycling rate reached 49% in July. We're in the lead across Scotland and we know we can go even further - you just have to look at how critical care took their recycling of oral nutritional supplements and enteral tube feeds from 6% to more than 80% in just a year. You *can* make a difference and it's super easy. Pop soft and hard plastics as well as paper, cardboard, empty food boxes, wrapping and cans into the same mixed recycling bins.

Reminder – research funding There's a deadline of 7 September for submitting a 3-page concept note to receive funding for ideas to increase commercial clinical research. Further details are in the brief from [15 August](#) or contact gram.vpag@nhs.scot for more information.

Tune of the day Alison Mitchell, a specialist community public health nurse, retires next month. However, with leave still to take, her final working day was this week. She's requested Anna Kendrick and [Cups \(Pitch Perfect's "When I'm Gone"\)](#) dedicated to colleagues in the Aberdeen city school nursing team.

A brief public service announcement; the Dons are in European action tonight and, if you weren't already aware, it's on 'cooncil telly'. COYR! (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