

Daily Brief...



Thursday 29 May 2025

Ask Adam – chief executive Q&A Several of you have been in touch asking when there will be a new episode of Ask Adam shared. We're pleased to say the finishing touches are being put to the latest edition and it will be shared later today. Adam is joined by Steven Lindsay (Employee Director) as usual, but also by our Chair, Alison Evison. Our recent escalation to Stage 4 of the NHS Scotland support and intervention framework will be covered, along with your questions on a range of topics.

Fire caused by improper battery disposal in Orange stream bags Last month we issued a reminder about the proper disposal of batteries, in particular underlining they should **never** be placed in Orange bags. This followed a fire, caused by batteries, at a waste treatment plant. Regrettably, there has been a second fire, confirmed to have originated from Orange bags collected in Grampian. While the fire was put out before serious damage occurred, we as a board will face a financial penalty as a result.

Orange bags are for clinical waste **only**. Batteries can be disposed of by sending them to Central Stores for recycling. If you are in any doubt on how to dispose of items, contact NHS Grampians Waste Manager - gram.scar@nhs.scot

Workplace pensions – auto-enrolment We are required, by the UK government, to ensure all staff who are not members of a workplace pension scheme are automatically enrolled into one and then to review this on a three yearly basis. This has previously taken place on 31 May in 2013, 2016, 2019, and 2022. As our next re-enrolment date is fast approaching, we are required to review the workplace pension status of our workforce. On this date, if you are not already a member of a workplace pension, we will automatically enroll you into a workplace pension if you:

- Earn £10,000 or over per annum i.e. £833.33 per month /£192 per week
- Are aged 22 or over; and
- Are under State Pension age.

The first pension deduction will be taken from pay in June 2025. Anyone falling into the above category will receive a letter from the HR Service Centre in the coming, advising them of our intention to auto enrol them and what to do should they wish to opt out. Further detailed information is available on the [HR Service Centre \(HRSC\) intranet page, under Pensions then Auto Re-Enrolment - May 2025](#) (intranet link, networked devices only)

iMatter update With just over one week remaining, we're seeing great engagement with this year's iMatter staff experience survey. A big thank you to the 8,436 of you who have already completed it, providing invaluable insights into our workplace. If you haven't had a chance yet, please take a few moments to complete your survey before Monday 9 June. Your input is vital and helps shape our future.

We're also looking for inspiring examples of how your team has used previous iMatter results to make positive changes at work. Share your team's success story for a chance to win one of five celebratory food hampers. Every team that shares their story provides valuable best practice and inspiration for others. Enter the prize draw by [completing this form before Friday 20 June](#). We're excited to hear about the positive impact you've made!

PVG Disclosure Scotland update From 1 April, PVG membership became a legal requirement for all regulated roles with children and protected adults. As an organisation we have legal obligations to ensure compliance with these changes, and the recruitment team have been working with services and individuals across the organisation to implement the changes. To avoid unnecessary delays in the processing of all PVGs **all** contact with Disclosure Scotland must go via our recruitment team to ensure consistent information is being provided. [Further information is available here](#) (intranet link, networked devices only); please contact gram.disclosureact@nhs.scot with specific queries.

Blood donation – you've got it in you to save a life Appointments are available at the Aberdeen donor centre at Foresterhill Tuesdays-Fridays, and Sundays. There are also a range of community donation events taking place across Grampian. To find your nearest venue and to check you're eligible to donate, visit the Scotblood website: [Scotblood | Homepage](#).

Tune of the day Ian Gordon (IT Support Engineer with the Digital Directorate) retires today after 18 years with the IT team. He's asked for Alice Cooper's [School's Out](#) which is a suitable sentiment for the occasion! We also want to give a shout out to Nikki Hill, an admin assistant in the domestic team at ARI. Nikki, along with chum Diane Morrison from the acute stroke unit, recently completed the CGM Ultra Kirkhill Marathon 8. The aim? To complete as many 4.3 mile loops of Kirkhill Forest as possible within 8 hours. Nikki smashed out 43.4 miles in very challenging conditions and finished 1st Lady. It's a small reward, but I am delighted to dedicate [Running Up That Hill](#) to Nikki (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