

Daily Brief...



Monday 29 September 2025

Clock changes – Agenda for Change (AfC) pay arrangements The Scottish Terms and Conditions Committee (STAC) has provided guidance on the pay arrangements for AfC staff when the clocks change. This confirms there should not be any adjustment to pay; either a reduction or an increase, depending on whether the clocks go forward or back. This differs from our current practice, which sees an additional hour paid when the clocks go back. All NHS Scotland boards are expected to ensure terms and conditions are applied consistently. As such, we will be implementing this change, effective from the next clock change. This means any AfC colleagues working a shift which spans 2am on Sunday 26 October 2025 will not receive an additional hour's pay. As we do not currently make any adjustments to AfC salaries when the clocks go forward, there will be no change to arrangements there.

We realise this announcement will come as a disappointment. We want to stress this change is guided by STAC, to ensure all NHS Scotland staff have the same terms and conditions, regardless of the board they are employed by.

Speak Up week 2025 Getting underway today, the theme of this year's event is Listen, Act, Build Trust. Our Chair, Alison Evison, [has recorded this short video message](#), underlining her commitment to fostering a 'speak-up' culture. In addition, Dr Sneh Banik, a consultant physician at ARI, has written this piece: [The case for speaking up in clinical practice](#).

Share to Save or What about WARP-IT? Look around your workspace. Can you see equipment, furniture, or other items you no longer need, but which are in good working order? You can list these on WARP-IT. Areas across NHS Grampian are looking for specific items for use. Do you have any of these items which could be used in another area? If so, please list on WARP-IT or contact gram.procurement@nhs.scot who can help to match unwanted items with areas where they are needed. Specific items required this week are:

- Office/operator chairs
- Desks
- Height adjustable desks
- Kitchen equipment for staff areas
- Plug-in heaters
- Fans

Women's Health CPD Day Registration is now open for our first virtual Women's Health CPD Day on Wednesday 29 October, 8am-3.30pm. This event is for all professionals working closely with, or those directly delivering, women's health across primary and secondary Care.

Please follow the individual links to book your slot via Turas (log-in required):

Topic	Speaker
Early pregnancy problems with a focus on miscarriage and ectopic pregnancy (Women's Health CPD day 2025)	Dr Andrea Woolner
History taking for pelvic floor disorders (Women's Health CPD day 2025)	Dr Sheethal Madari
Diagnosis and Management of Breast Cancer (Women's Health CPD day 2025)	Miss Beatrix Elsberger
Postpartum and post abortion contraception - where are we now? (Women's Health CPD day 2025)	Dr Dianna Reed
Symptom recognition, diagnosis and initial management of Polycystic Ovary Syndrome and Premenstrual Syndrome (Women's Health CPD 2025)	Dr Sarah Wallage
Management of Menopause, HRT and related Gynaecological issues (Women's Health CPD day 2025)	Dr Atiyah Kamran

Values Based Reflective Practice training There are still a few spaces available on the Values Based Reflective Practice (VBRP®) Essential Toolkit training taking place in Aberdeen THIS Thursday (2 October). This is open to all health and social care staff with no pre-requirements. After completion, participants can use the tools to reflect on their own practice and participate more fully in groups led by a trained VBRP® facilitator. Information on VBRP® and how to book in this training [are available on the intranet](#) (networked devices only). Alternatively, you can contact June, our VBRP Lead Facilitator via june.gordon@nhs.scot

Book Blether becomes Poetry Blether for National Poetry Day Join us this Thursday (2 October) at 1pm on MS Teams for a special Book Blether celebrating [National Poetry Day](#). This lunchtime, peer-led session is open to all NHS and health & social care colleagues across Grampian - no poetry experience needed! This year's theme is 'Play', and one of our regular [Poetry Bletherers](#) will guide us through poems in English and Doric, with the option (but no pressure!) to write a few lines of your own. Just bring paper and pen, and email cornhill.library@nhs.scot for the link.

Pause for thought Is what is on your mind today helping you to be how you wish to be today? What shift in thinking might help?

Tune of the day A couple of celebrations to lift the spirits on a Monday. First up, payroll officer Caroline Leel will be presented with her 50 years' service award today. A big Bruce Springsteen fan, her colleagues have asked me to play the very appropriate [Pay Me My Money Down](#). Also marking a significant number today (I'm not allowed to say which one) is birthday girl Lianna Morgan, a waiting list administrator in the sexual health service. Mum Yvonne, part of the team in the Central Decontamination Unit, has requested [Birthday](#) by Destiny's Child.

To mark National Poetry Day on Thursday (see above) it's my annual call for your favourite poems, especially around this year's theme of 'Play' for inclusion in a poetic tune of the day (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