

Daily Brief...



Tuesday 5 August 2025

NHS Scotland workforce policies – effective from 6 August A comprehensive refresh of further workforce policies takes effect from tomorrow. This means no matter which NHS board you are in, the policies will be the same, and easily accessible on any device. These set the standard for employment practice across all NHS Boards, underpinning the Staff Governance Standard that staff are treated fairly and consistently. The following policies and guides have been developed nationally in partnership with NHS Scotland employers, trade unions and the Scottish Government:

Policies

- Employment Checks
- Facilities Arrangements for Trade Unions and Professional Organisations
- Fixed Term Contracts
- Gender-Based Violence
- Personal Development Planning and Performance Review
- Redeployment
- Secondment

Guides

- Racism
- Reasonable Adjustments
- Sexual Harassment

Existing NHS Grampian policies covering these areas will cease to be effective from 6 August. The policies will be available to access from tomorrow with more information in tomorrow's Daily Brief

Reduced Working Week (RWW) Thank you to everyone who took part in the short survey about the first phase of reducing the working week. Thank you also for your constructive feedback about the structure of the survey. Responses are being collated, and we'll share the results soon.

Work continues to prepare for the move to a 36-hour working week (pro rata) for Agenda for Change staff from April 2026. Further information will be made available to all services around plans and next steps once implementation options and criteria for backfill are finalised and approved at the next AfC Programme Board. We are aiming to have this available in mid-August; meantime you should continue to plan and discuss in your teams how you will implement the reduction and what it will mean for your service.

Hand Hygiene Improvement Programme to begin From next Monday (11 August) we will be undertaking a 6-month hand hygiene improvement programme. This follows a survey, conducted earlier this year, which looked at the barriers to - and environmental factors affecting - hand hygiene. [You can read the survey report here](#) (networked devices only)

During the programme, the Infection Prevention and Control Team (IPCT) will conduct at least five hand hygiene assurance audits each month across NHS Grampian. These are separate from the monthly hand hygiene audits, which should continue as normal. The programme will be reviewed regularly over the six months, with your feedback gathered to support evaluation. A final review is scheduled for March 2026, after which further updates will be shared. It's a practical step towards safer care and a healthier environment for both us and the people we care for.

For more information, please contact gram.infectioncontrol@nhs.scot

NHS Grampian Charity Did you know that NHS Grampian Charity can provide funding to support non-core projects and activities which enhance the health and wellbeing of patients? This could include enhancements to wards and waiting areas such as recliner chairs and folding beds for patients and visitors; activities to keep patients' spirits up; and advanced medical equipment over and above what the NHS is required to provide like vein finders, ambulatory ECG machines, and hoists and patient movement aids to increase the capacity of those already in your department.

Remember: The charity cannot fund anything which the NHS has a statutory obligation to provide – it can only support projects and activities which enhance NHS core provision. Want to find out more about what we fund and how to apply? Visit the charity's intranet site to learn more: [Pages - ApplyForFunding](#)

SQA results Whether the results came by text, email, or the postie, if a young person in your life needs advice on their next step, the Skills Development Scotland helpline is now open on 0808 100 8000.

Tune of the day OK, I know we had wind rather than rain, but [Sunshine After The Rain](#) by Elkie Brooks feels right for today (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