

Thursday 9 May 2024

2023 Agenda for Change (AfC) deal – update on non-pay elements Reducing the working week for all Agenda for Change staff from 37.5 to 37 hours continues to be carefully managed by a series of working groups across NHS Grampian. A short life working group for early adopters has now concluded and we're happy to encourage all teams who are ready – with the exception of those who use Optima for e-rostering – to follow new guidance to implement shorter working weeks.

Calculating the new hours for part-time staff is not as straightforward as it may sound, as the national directive to make sure there is 'no loss of earnings' for any staff means part-time hours are rounded up to one decimal place. For example, if you previously worked 26.5 hours, the new hours mean you would be expected to work 26.15 hours but, in order to ensure you don't miss out on any pay, your new hours will be 26.2. This means that although your working week will not be shortened by as much as someone who works full-time, you will be paid your increased hourly rate (in line with the pay deal) for your new 26.2 hours and you will not lose out on any pay. The calculators shared to help you work out new hours and reduced minutes are correct.

A national technical group is currently reviewing what has been set out so far and a further update is expected. This may especially impact e-rostering, which is why we are asking teams who use Optima not to progress with changing hours yet. For all other teams, the new guidance to follow, a full Frequently Asked Questions document shared previously and a video specifically to help SSTS users make the changes have now all been added to a [new intranet page](#) (networked devices only). Please follow the steps laid out in the guidance carefully. Managers are asked to ensure both the input and authorisation is done in SSTS. If your service is e-rostered on Optima, this will be done for you in SSTS on your behalf.

Please also note: all Agenda for Change staff will notice a short-term increase in take-home pay until the reduced working week is implemented in your area. This is because from April 1st we are currently being paid overtime/additional hours whilst continuing to work the unreduced number of hours.

Future care planning – Share your views on what matters to you Future care planning is about thinking and planning ahead. It helps people at any age or stage of life to have conversations about their goals with the team caring for them when there are changes in their life, health or care needs.

In NHS Grampian, we want a future care planning conversation to happen for everyone admitted to hospital. This is to understand what matters most to individuals, especially if their condition worsens. It will also help plan for their future care following an acute admission through a shared decision-making

conversation. This discussion is recorded in something known as a Treatment Escalation Plan. We know that our staff and their loved ones are also our patients, and we would be keen to hear your views.

- Have you experienced this type of conversation? This might have been about your own care or the care of a loved one.
- Is this something you are interested in and would be keen to be part of the discussion?

The realistic medicine team is keen to have you involved to help shape this work through focus groups being held on Tuesday 14th May from 12.30pm - 1.30pm (virtually) or Thursday 16th May from 1pm - 2pm (in-person). If you are interested in taking part, to help shape this work on future care planning, please click on the [link to complete the MS Form](#) or alternatively email gram.realisticmedicine@nhs.scot

NHS Grampian Public Health Facebook Page Public Health have set up a Facebook page that will feature a variety of information, including health and wellbeing advice, news, announcements and health campaigns for both public and professionals. Visit: www.facebook.com/NHSGrampianPublicHealth to like the new page and share the link with others who may find this of interest. If you have a post you would like added to the page, please email gram.nhspublichealth@nhs.scot

International Nurses' Day We're looking forward to #IND2024 on Sunday and celebrating some of our fantastic colleagues on social media. The theme for this year's event is 'Our Nurses. Our Future. The economic power of care.' and this was chosen by more than 130 national nursing associations around the world, representing over 28 million nurses.

The chief nurses and nurse managers from surgical and clinical support services would like to dedicate a song to all our amazing nurses across NHS Grampian. Thank you for all your hard work and dedication to our patients. [This is Me](#) by Keala Settle is for you. KEEP BEING YOU!!!!

Two Easters Did you know there are two Easters? A colleague has been in touch to highlight that Orthodox Easter took place last weekend and we're keen to celebrate all faiths and cultural events. If you're intrigued to find out more, [a Newsround feature](#) from last year sums things up nicely.

Tune of the day Who's excited for the second Eurovision semi-final on the telly tonight? Today we're sharing two tunes to mark the occasion. Marie Reid from Hospital@Home has requested the partly Rammstein-influenced, [Cha Cha Cha](#) by Käärijä. Disgracefully, Käärijä missed out on winning the contest last year by just 57 points, finishing in second place. According to our very own Gary Cruden, this was probably the greatest Eurovision injustice since the UK public failed to send The Darkness' Justin Hawkins to the 2007 contest... instead opting to allow Scooch to represent the nation.

Hannah Amelia McKay, care navigator and medical receptionist for Newburn Health Care, disagrees. She has requested what she considers to be the best song never to win the competition – Italy's 2015 entry, [Grande Amore](#) by Il Volo. Have fun if you're celebrating tonight and/or over the weekend! (KJ)

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