

Thursday 1 December 2022

NHS Scotland Agenda for Change pay proposal As a reminder, the Scottish Government has made a new pay proposal to NHS Scotland Agenda for Change staff. [Further information is available to view here](#). This offer is under consideration by Trade Unions/Professional Organisations, some of whom are consulting with their members. Further updates will be provided as they become available. We can confirm there has been no formal notification of industrial action given to NHS Grampian.

School disruption – industrial action SSTA and NASUWT union members in Aberdeen City, Aberdeenshire, and Moray will take industrial action next Thursday (8 December). So far, only Moray Council have confirmed changes to their school provision as a result of this action. If you cannot put alternative childcare arrangements in place and your ability to attend work is therefore affected, it is important you have an urgent conversation with your line manager to discuss the use of annual leave, parental leave, TOIL, working at home, or rearranging shifts as appropriate.

Electronic Employee Support System (eESS) – Manager Self Service (MSS) This system has now been rolled out across the whole of NHS Grampian. **This means Notification of Change and Notification of Termination Forms for Agenda for Change Staff should no longer be sent to the eESS Systems Team and instead the change should be made in eESS MSS directly by the manager or proxy user. Any change forms sent to the eESS team will be returned.**

Career Grade Medical Staff All Notification of Change forms for career grade medical staff should continue to be completed using the relevant form and **NOT** undertaken via eESS. Managers should continue to complete these changes and send by email to: gram.jobplans@nhs.scot

Thank you to all managers and proxy administrators across the system who have completed their eESS training and supported the eESS project to roll out MSS. For further information regarding eESS please visit the eESS Intranet Page: [eESS Home \(scot.nhs.uk\)](https://scot.nhs.uk/eESS) A copy of the latest project newsletter is attached to the email used to send out this brief.

Update Sessions on Urgent & Unscheduled Care Priority Areas We held several engagement sessions to discuss the redesign of urgent care pathways for ARI in July. These evolved to provide updates on the System Wide Critical Response Focus Areas (Hospital at Home, Cath Labs and Triage & Assessment) from September and there has consideration of what form these sessions will take moving forward.

From Wednesday 7 December there will be fortnightly sessions on the priority areas for the Urgent & Unscheduled Care Collaborative which will alternate between different groups of topics. These sessions are open to all; invites will be sent to those have attended previous sessions but if you would like to be added to the distribution list, please contact the team on gram.uucteam@nhs.scot.

A conversation about Healthcare Support Workers Recently some of our colleagues sat down to talk through the role of Healthcare Support Workers in the Emergency Department. Senior Charge Nurse Darren and Assistant Practitioner Paula share their thoughts with Helen Sparks from the Practice Education team and provide some great updates on current work underway. [You can watch this here.](#)

Simplicity and human touch are vital tools in tackling Discharge without Delay (DwD) There can be various reasons for a delay in a discharge date, but we know prolonging a hospital stay affects a person's health and wellbeing. It also impacts on flow in hospitals which then affects how quickly people can be admitted to receive unscheduled care. Sometimes we face complex challenges but Ann Duncan, ARI's Discharge Hub Coordinator, says the key to a difficult challenge is simplicity and a human touch with patients and families: "We know from feedback when someone goes into hospital, the first question asked is: 'When am I going home?' Most people are very anxious about the unfamiliar and the unknown. The work behind DwD is geared toward helping us answer this question accurately and in a timely manner. Compassion, collaborative working and communication is the key to addressing these challenges." None of us want people spending any more time in a hospital bed than they have to. This video sums up why DwD is so important: [Your Last 1000 Days](#). For more information, contact Discharge without Delay Programme Manager Serena Venegoni at serena.venegoni@nhs.scot

16 Days of Action 2022: Gender Based Violence (GBV) and in full DASH-RIC Following on from yesterday's video about Routine Enquiry of Abuse, practitioners may be wondering what actions they should take next if a patient discloses GBV. The DASH-RIC (Domestic Abuse, Stalking, Harassment and Honour-based violence Risk Indicator Checklist) is a series of questions health professionals can use with individuals to assess their risk. It is a consistent and simple tool for practitioners who work with adult victims of domestic abuse. It helps identify those who are at high risk of harm and those whose cases should be referred to a Multi-Agency Risk Assessment Conference (MARAC) meeting in order to manage their risk.

As always, if you are concerned about risk to a child or children, you should make a referral under child protection arrangements to ensure that a full assessment of their safety and welfare is made. Please go to the [child protection](#) page on the NHS Grampian Intranet. Further information on DASH-RIC and how to complete the risk assessment is available from the [Safer Lives website](#). For Frequently asked questions click on this link [FAQs about Dash FINAL.pdf \(safelives.org.uk\)](#)

Reminder – Orange Zone café and Aroma Cart Unfortunately, due to staff absence, the Orange Zone café and Aroma Cart in ARI will be closed tomorrow (Friday 2 December). All other catering outlets will be open as normal; we apologise for any inconvenience.

Festive arrangements – what are your service plans? We're starting to receive updates on service opening hours over the festive period. Rather than spread these out, and risk people missing important information, we will be compiling an extra brief, with all the details you need. Please send your updates to gram.communications@nhs.scot by 5pm on Wednesday 7 December for inclusion.

Tune of the day It was announced yesterday evening that Christine McVie, of Fleetwood Mac, had died. She was part of the band's most popular line-up, releasing Rumours in 1977, an album full of truth and beauty, written even as relationships within the band imploded. [Songbird is our tune of the day](#). Thanks to Patricia Weaver at the Fiona Elcock Vaccination Centre in Elgin for the request (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