

Monday 22 May 2023

Pay offer for junior doctors BMA Scotland have confirmed a pay offer for junior doctors from the Scottish Government will be put to its membership for consideration. The consultative vote will open in the next fortnight and will run for two weeks. BMA Scotland are adopting a neutral position, providing information to members but leaving the final choice up to them. Further information on the offer is available on both the Scottish Government and BMA Scotland websites (see links below). A mandate for strike action by junior doctors remains valid for six months and a local group continues to meet regularly to discuss contingency plans in the event of industrial action.

[Junior Doctor pay - BMA Scotland to put offer to members - BMA media centre - BMA](#)

[New pay offer for junior doctors - gov.scot \(www.gov.scot\)](#)

iMatter 2023 questionnaire launched The iMatter questionnaire is live! It is your chance to have a voice, share your views on how it feels to work as an employee in NHS Grampian, or as part of Aberdeen City, Aberdeenshire, and Moray HSCPs. We need you to tell us how it is for you. Here's what you need to know about iMatter:

- It takes 5 minutes to complete and there is no free text.
- Email is the most common way to get the questionnaire, it comes directly to you from the system provider and your responses are anonymous. If it is your first time getting the questionnaire, please check your junk email.
- If you get the questionnaire by paper your manager will print the questionnaire for you and provide you with one of our prepaid self-addressed envelopes. This keeps your responses anonymous.
- Sharing your feedback through the questionnaire is just the start. Your manager will get your team together once the reports are published and support your team to agree the things that are most important for you to work together on to improve experiences.
- Your views create the iMatter Board report, shared with senior leaders, partnership forums, and board members. This means your views influence what happens in our organisation and how it happens.
- The questionnaire goes to all substantive NHS Grampian employees, and local authority employees in the HSCPs. Doctors and dentists in training will receive their questionnaire later in the year.

If you have not received your questionnaire yet, please speak to your manager who will be able to confirm they added you to the team, then contact us at gram.imatter@nhs.scot. We'll shortly be sharing an information video, to answer all your questions.

Which mask – and when? With last week's withdrawal of the guidance around the extended use of fluid repellent surgical masks (FRSMs), it is important for us all to remember there is more than one type of mask, and more than one occasion when you might need to wear them.

FFP3 masks are not only worn when dealing with COVID-19; there are a various number of infectious agents/diseases, and aerosol generating procedures, which require you to wear an FFP3 mask.

For the current guidance on when FFP3 masks are required please have a look through Appendix 11 of the National Infection Prevention and Control Manual (NIPCM) and Appendix 17 (it lists the aerosol generating procedures), both available here: [National Infection Prevention and Control Manual: Appendices \(scot.nhs.uk\)](https://www.scot.nhs.uk/nipcm/appendices) You can also contact the Infection Prevention and Control Team for advice on ext. 53249

For CPR - please check Grampian Guidance pages or speak to the Resus team for the latest guidance.

National Changes affecting the use of Nursing and Midwifery Agency To support patient safety, address value and sustainability of supplementary staffing, and improve compliance with the national framework for the provision of agency Nurses, Midwives and Operating Department Practitioners (ODPs) – and with immediate effect - the following changes will be put in place across all health boards

- Agency workers will be registered to a Board via one agency only. Any agency worker who is registered within a Board with multiple agencies will be asked to reduce this to a single agency.
- All agency workers require to evidence that they have full indemnity insurance, either provided by the agency or sourced personally.
- Any substantive or bank NHS staff who are also registered with an agency will not be accepted for agency work within their parent health board under any circumstances.
- Any NHS staff who terminate their contract will not be accepted for agency work within 6 months of their termination date by the Board with which they were previously employed.

From 1 June, health boards will not accept any agency worker from an agency not registered on the Scottish National Procurement Framework, except in exceptional circumstances.

Locally, we have very good compliance with the national procurement framework. The small number of departments who have been using off framework agency are being supported to source replacement workers under the national procurement framework. Processes are being reviewed to ensure clinical care is not affected where, in the event of exceptional circumstances, a request to off framework agencies is required. The authorisation for breaching the national principles and using an off-framework provider will sit with the executive team.

A list of the agencies on the Scottish National Procurement Framework is available on the NMAHP intranet page here [Pages - AgencyInformation \(scot.nhs.uk\)](#) (networked devices only)

Space to Talk – appointments available As announced last week, the chaplaincy team are pleased to offer 50-minute appointments each Friday morning at 9, 10, and 11 am, starting on Friday 2 June. These appointments will be held in the Quiet Room, ARI Chapel (Pink Zone, Level 2) and can be booked by calling 01224 553316 or emailing gram.chaplaincy@nhs.scot. These appointments are in addition to the Community Chaplaincy Listening (CCL) appointments which are available as follows:

Health Village, Frederick Street – Tuesday, Wednesday and Friday at 9, 10 and 11am

Get Active @Northfield – Thursday at 1, 2 and 3pm.

Appointments for the Health Village and Get Active can be booked by calling the Health Village on 01224 655 555.

For further information on any of the above, you can contact a member of the chaplaincy team by calling 01224 553316 or emailing as above. Please remember, chaplains continue to be available to support you outwith the above times and are here for those of all faiths and none.

Post registration qualification funding Applications are now being accepted from registered nurses and midwives to help fund post registration degrees and professional development courses during the 23/24 academic year. [More information is available here](#) (intranet link, networked devices only); the closing date for applications is **Thursday 31 May**. If you have any questions, or cannot access the link, please do not hesitate to contact us at gram.practiceeducation@nhs.scot

We have a host of opportunities on offer for nurses and midwives interested in further study. If you want to find out more, [visit the Practice Education intranet page](#).

Pause for thought At some point or another, we have waited in a queue, and we will no doubt do so again. What about queuing do you take for granted, and how could your perspective on queuing liberate your thinking?

Tune of the day I don't know about you; it's been a bit of a Monday here. [Oh Well by Fleetwood Mac](#) can see the day out the door: "...don't ask me what I think of you, I might not give the answer that you want me to" (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