

Tuesday 7 March 2023

The Staff Equalities Network Presents – An Introduction to Allyship Join colleagues on Wednesday 15th March from 2–3pm on Teams. Creating a culture of inclusion where people feel psychologically safe to show up as their authentic selves and supported to speak up when facing challenges in the workplace is not just the role of managers and senior leaders. Becoming an ally is something we must all learn about and commit to if we are to aspire to become an anti-racist and anti-discriminatory organisation. However, research shows that employees are unclear about what allyship really is.

This introduction session will create a safe space to help colleagues to get on the same page by defining the practice of allyship, with helpful information and examples of ways we can all make a commitment to being an ally. If you would like any further information, or would like to join this session please email gram.staffequalities@nhs.scot for the link. Everyone is welcome! #BeTheChange

Evaluation Clinics Grampian's Evaluation Network have released new Evaluation Clinic slots. Evaluation clinics are designed for staff who are planning a service change or project and would appreciate advice on any aspect of planning, implementing, writing up or disseminating an evaluation. If you're interested, please book via the following link:

<https://outlook.office365.com/owa/calendar/EvaluationClinics@scottish.onmicrosoft.com/bookings/>

If you have any queries or if the clinic date is not convenient, please email calum.leask@nhs.scot or niki.couper2@phs.scot

Agenda for Change Bands 8 and 9 eligibility for overtime As part of the 2022-23 Agenda for Change pay settlement, Bands 8 and 9 staff are now eligible for overtime payments in line with local Board arrangements. This supersedes the temporary variation order which has been in place since March 2020 permitting overtime to be offered to Bands 8 and 9 as part of the pandemic response. Prior to the pandemic, only Agenda for Change Bands 1 to 7 were eligible for overtime. Within NHS Grampian, the [Overtime and Additional Hours Framework](#) (intranet link, networked devices only) must be followed when an employee in any band is required to work in excess of their contracted hours. It should be noted that an employee must have their line manager's authorisation prior to working any additional hours.

Latest edition of NoSCAR Newsletter out now The latest edition of a [newsletter showcasing NoSCAR](#), a multidisciplinary local research centre which is led by a group of nursing, midwifery and allied health professionals is now available. We have posted this to the intranet (NHS networked devices only) as well as sharing a copy along with today's Daily Brief email.

Hardship grants from the RCN Foundation Benevolent Service [Hardship grants are available](#) to all current and retired nurses, midwives and healthcare support workers who may be experiencing an unexpected change of circumstances – including domestic abuse or illness – that has led to financial difficulty. Apply via an online portal: <https://rcnfoundation.rcn.org.uk/Grants-and-funding/Hardship-grants> or call 0345 408392.

Brew & a Blether Drop-in sessions to encourage staff to take a break, leave their place of work and speak about any welfare concerns continue this week and next. Chat to the Chief Executive Team, Staff Side, We Care and Psychology colleagues on Thursday from 10am-12noon on the 3rd floor at RACH, next Monday (13th) in the Pink Zone Café at ARI from 12noon-2pm or Tuesday (14th) at Summerfield House from 10.30am-12.30pm. Participation includes a free drink voucher.

Tune of the day 'Break a leg' to colleagues featuring as part of the cast of [The Pirates of Penzance](#) at The Tivoli in Aberdeen this week. Healthcare Chaplain Duncan Vickers would like to give a special mention to one of the FY2s at Roxburghe House who will be treading the boards and has requested ['With cat-like tread'](#) as our tune of the day. There's still time to buy tickets before the show opens on Thursday! (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