

Wednesday 20 March 2024

Finance – Aberdeenshire HSCP The Aberdeenshire Integration Joint Board (IJB), which oversees the Aberdeenshire Health & Social Care Partnership, met today to agree the revenue budget for 2024/25. The Board agreed a revenue budget of £415.6M for the delivery of health & social care services across Aberdeenshire. They further agreed on a package of savings proposals totaling £8.4M. This includes the closure of three Minor Injury Units (MIUs) overnight, the ceasing of the Shared Lives Service, a consolidation of management structures, and the rationalisation of the Older Adult Care Home portfolio.

An FAQ about the overnight closures of the MIUs is attached to the email used to send this brief, for your information.

The Aberdeenshire HSCP faces several budget challenges over the next financial year. Chief amongst them are the increasing costs of Community Prescribing, which has added a £9.9M budgetary pressure, and the increased demand for Adult and Older Adult Support Packages which will see a pressure of £6.2M. A further £7.5M worth of savings will need to be found in-year.

Finance – Aberdeen City HSCP The Aberdeen City Integration Joint Board will meet to discuss its budget next Tuesday (26 March) at 10am. The papers are available to read here: [Agenda for Integration Joint Board on Tuesday, 26th March, 2024, 10.00 am \(aberdeencity.gov.uk\)](https://www.aberdeencity.gov.uk/agenda-for-integration-joint-board-on-tuesday-26th-march-2024-10-00-am)

A new approach to listening to – and involving – the people of Grampian We know we need to change our relationship with the public if we are to create a more sustainable health & care system. Over the last 6 months, Luan Grugeon has been leading a project looking at exactly that, with input from many of you for which we are very grateful.

We are looking for your help to pick a name for this new approach.

The ethos of the new approach is to put listening to and involving people (staff, patients, partners and the public) at the centre of how we do things. This is about building relationships and having ongoing conversations **with** people and our communities to help us listen well and act on what we hear. To help us focus on what really matters to people to improve things now and to help create new innovative approaches which will help people live well for longer.

We are looking for a name not currently in use by another organisation, which is short, and carries the spirit of what we are aiming for. To see some suggestions for this new approach and to add your own suggestions please click here: [A new approach to listening to – and involving – the people of Grampian \(office.com\)](https://www.aberdeencity.gov.uk/agenda-for-integration-joint-board-on-tuesday-26th-march-2024-10-00-am) Please share your ideas by close of play Monday 25 March.

Many thanks for your help to choose a name for this new and exciting approach. Watch this space for further updates and opportunities to get involved.

Safe movement of bariatric patients If your role involves the movement of bariatric patients (typically someone who, regardless of age, has limitations in health and social care due to their weight, physical size, shape, width, health, or mobility) it is vital for both you and them this is carried out safely. The Health & Safety team are offering in-person training at the Suttie Centre, on the following dates:

- 31 May
- 29 August
- 17 December

All courses start at 8.30am, finishing at 4pm. [Booking is via Turas \(log-in required\)](#), please read the course requirements carefully before booking.

Near Me Group Consultations Report (March 2024) A national report, charting the history of the introduction of Near Me Group consultations, shows we in Grampian are leading the pack across all NHS boards in terms of take-up of virtual group consultations. During 2023, over 10,800 patients locally attended a virtual group consultation using Near Me, across almost 1,500 separate group call appointments. Not only is this more convenient for patients, saving them travel time, effort and often travel related costs, but it is also more environmentally sustainable, plus it can free up physical clinic space for alternate use. You can read the report for yourself here: [Near Me Groups Report March 2023.pdf \(tec.scot\)](#)

Neurodiversity Empowerment Group - Diary of Events The Neurodiversity Empowerment Group (NEG) meets on the fourth Monday of each month, between 11am-12pm. Here's what's up for discussion at upcoming meetings:

- **Monday 25 March – Digital Confidence & Neurodivergent needs** Sandi Powell, Learning & Development Facilitator, NHS Grampian, is currently working on a project to improve staff's digital confidence and skills. Sandi will give a brief outline of her project and invite discussion around the needs of neurodivergent staff. This session is suitable for both neurodivergent colleagues and managers of neurodivergent staff.
- **Monday 22 April – Topic and speaker TBC**
- **Monday 27 May - Speak Up Culture & the NHS Grampian Speak Up Ambassadors** Rachel Medich and Katie Cunningham. What is speak up culture, why is it important and the role of our [18 NHSG Speak Up Ambassadors](#) in supporting those with workplace concerns.
- **Monday 24 June – Benefits for coaching for neurodivergent staff** Fiona Soutar, Lead Specialist, Management & Leadership Development, NHS Grampian

Please email gram.staffequalities@nhs.scot if you would like to be added to the contacts list/Teams channel for the NEG and receive the link to the monthly meetings.

Culture Collaborative Whether you work in health or social care, you are warmly invited to attend the next Culture Collaborative session, next Wednesday (27 March), 10-11.20am. The focus of this meeting will be a spotlight session on 'Braving Pitstop' presented by Aberdeen HS&CP organisational development facilitators. If you are interested in attending these monthly sessions, please contact gram.culturematters@nhs.scot

LAST CHANCE - Abstracts for NHS Scotland event We already have 23 entries submitted from Grampian. Thanks to all who have taken the time to do this; some great work clearly being reflected right across the organisation. For anyone else who has yet to submit their entry, the deadline to submit online is 5pm tomorrow (21 March). You can access the online submission portal here: [Online submission for final abstracts | NHS Scotland Events](#) Please note, if you have not submitted an abstract previously you will have to create an account, but this is a simple process.

We Care Wellbeing Wednesday

- **National Wellbeing Hub** We spend our days and nights caring for others, but sometimes we're not good at asking for help ourselves. The National Wellbeing Hub is a website for everyone working in health & social care, and social work, in Scotland. It offers ideas, stories and guidance for how to stay well. Go to their website: [Home - National Wellbeing Hub](#) to find resources covering mental, financial, and physical wellbeing, psychologically safe workplaces; supporting staff wellbeing, responding to emergencies, and more. If you need someone to speak to, the National Wellbeing Hub has a compassionate listening service, accessible 24 hours a day, 7 days a week by calling: **0800 111 4191**.
- **Your Financial Wellbeing** Affinity Connect specialise in supporting financial wellbeing through education and training on retirement, redundancy, and annual and lifetime allowances. This course is suited for those who wish to gain greater confidence in financial matters through increased financial knowledge covering the following areas: personal budgeting, mortgages and lending, personal taxation, savings and investment, the state pension, workplace pension, and estate planning. Sessions last 90 minutes and take place over MS Teams. [The following dates are available for booking, via Turas](#) (log-in required) 11 April (10-11.30am); 16 May (1-2.30pm) and 21 June (10-11.30am).

If you have any questions about We Care, or want to find out more, you can email gram.wecare@nhs.scot, check out their website: [We Care \(wellbeing support for health and social care staff across Grampian\) \(nhsgrampian.org\)](#), or visit their Turas page: [We Care | Turas | Learn \(nhs.scot\)](#)

Tune of the day It's hard to believe it, but this Saturday will mark 4 years since the first lockdown. It feels like a million years ago, but also just like yesterday. June Brown, our executive nurse director, is certainly in a reflective mood and she's requested [Six Feet Apart](#) by Luke Combs.

I'm exercising my privilege as writer of this feature and throwing in [Who Knows Where the Time Goes?](#) by Fairport Convention for good measure. (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