

Wednesday 27 March 2024

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**Annual leave entitlement under new Agenda for Change reduced working week** We have had some messages which suggest there is confusion over annual leave entitlement under the Agenda for Change reduced working week. To be clear, annual leave entitlement is **not** changing; full time staff will still be entitled to 27, 29, or 33 days of annual leave per year, depending on the length of time they have been employed by NHS Grampian.

The Scottish Government have just issued an updated Annual Leave Policy to take account of the reduced working week. We will take some time to consider the implications of the updated Annual Leave Policy and communicate that further in future Daily Briefs.

**Clinical Skills Centre – Dr Gray’s Hospital** Our Chair, Alison Evison, led the official opening of this facility earlier today. The new centre, based within the revamped former Ward 10, is a dedicated environment for continuous learning and development for students and all members of staff.

Professor Duff Bruce, hospital clinical director, said, “We have a diverse array of new equipment tailored for both students and staff, along with an outstanding support team ensuring the success of this initiative. Looking at the simulation mannequins in here, and the anatomy equipment, it’s just great. I think back to my clinical training, and the time when I was a student, and wish I’d had access to something like this. It would have made a big difference. All staff will get a chance to spend some time in the centre, helping to support learning and development and encouraging them to take their studies further.”

We are pleased to be working in partnership with the University of Aberdeen in this facility.

**Retail catering - price increase** Unfortunately, due to the continued high cost of food and beverages, there will be a small increase in prices at all retail catering outlets from Monday 8 April. From now on, prices charged will track the Consumer Price Index, allowing the retail catering outlets to charge a fair price for the drinks, snacks, and meals they produce and help the service break-even as it is required to do.

From Monday 8 April, a large latte from Aroma will cost £2.70 (£2.45 staff price), a muffin will cost on average £2.00 (increase of 5p). There will be no change in the price of sandwiches. You can continue to get a discount on all hot drinks in any unit by bringing your own cup, please ensure it is clean. Main meals in the cafes will increase by between 10-15p and will typically cost between £2.80-£4.15, depending on your order.

**Road closures - Royal Cornhill Hospital** Tomorrow and Friday (28 & 29 March) road works will be carried out on May Baird Avenue. This road will be open for local access, from Ashgrove Road only, to homes and Little Acorns Nursery; please follow the directions of workmen along this road. There will be NO vehicle access to Royal Cornhill Hospital via this route.

There will be NO vehicle access into or out of Royal Cornhill Hospital via Cornhill Road. All other traffic for Royal Cornhill Hospital must go via the Berryden Road entrance. We apologise for any inconvenience this may cause.

**eESS downtime** The eESS system will be unavailable from 9am tomorrow (28 March) and is anticipated to be unavailable until midday on Tuesday 2 April. Please do not make any changes with an effective date of 1 April onwards to eESS until you have been advised the system is available for use.

**Bike security on our sites** As we look ahead to (hopefully) warmer and lighter days, many of you may opt to travel to work by bicycle. Our sites may vary in size, but they are all easily accessed, and regrettably bike thefts do occur, most often at Foresterhill. Please ensure bikes are safely parked, in well-lit areas, and secured with an adequate lock. If you spot anyone or anything suspicious, report it to security teams (where present) or a senior manager.

For those based at Foresterhill, we have bicycle lockers located around the campus. For details on how to apply for a locker, as well as further advice and information on cycling to work, and bike safety, please [check out this intranet page](#) (networked devices only). Thank you for your continued cooperation and commitment to security.

**Aberdeenshire HSCP newsletter** The latest edition of the 'Team Shire' newsletter is attached to the email used to send this brief.

### **We Care Wellbeing Wednesday**

- **Menopause Tea and Talk: Brain Fog and Cognitive Impairment** We Care are delighted to share with you the link and invite to the next session of the Menopause Tea and Talk scheduled for the 8 April (1-2pm) which will focus on Brain Fog and Cognitive Impairment. Please see the attached poster for more details. [The session will take place on MS teams, using this link.](#) Meeting ID: 325 512 249 801; Meeting Passcode: HQBU6a. Feel free to contact [gram.wecare@nhs.scot](mailto:gram.wecare@nhs.scot) if you have any questions or want to find out more about this session.
- **Upcoming Wellbeing Sessions** The following sessions are all open for booking, via Turas. Just follow the links below (log-in required).

[Psychological Safety](#) (sessions designed to support staff to: identify psychological safety and its importance; understand the factors affecting psychological safety in the workplace; and develop a strategy to support it within their team) – 9 May (9.45am-12noon).

[Menopause Awareness in the Workplace](#) (understanding the menopause and its impact on women's lives and outlining the importance of raising awareness and providing support to colleagues) 21 May (1.45-4pm)

[Guided Journaling Sessions](#) (helping to reduce anxiety and allowing a chance to pause and reflect on what's happening around us and inside of ourselves. No prior journaling experience is necessary) 4 April (8-8.30am); 8 April (5-5.30pm); 11 April (8-8.30am); 15 April (5-5.30pm).

**Tune of the day** Margot van Ryneveld makes today's first request, over to you Margot:

"With high hopes and unwavering determination, our departing NoS HEPMA and PSC Programme Manager Heather Binns, and our two Project Managers Lorraine Smith and Marc Blackhall have all left an indelible mark on the NoS HEPMA and PSC Programme and many NHS colleagues across North of Scotland with whom they have interacted.

"Their legacy shines bright across the six Boards, where the successful deployment of HEPMA and PSC stands as a testament to their vision and dedication to the programme. As they embark on new journeys, we bid them farewell with gratitude and admiration for their outstanding contributions. May your futures be filled with continued success and fulfilment, guided by the same high hopes that have driven you to excellence. Farewell, and may you always reach for the stars."

Here's [High Hopes](#) by Panic! At The Disco for Heather, Lorraine, and Marc

From one farewell to another. Jack Watts finishes his rotation with the staff physiotherapy service today and the girls are sending him off with their best wishes and [Murder on the Dancefloor](#)

Finally, the word 'legend' gets tossed around a lot, but in Roy Browning's case it is well earned. Roy retires today, ending an NHS career which began in 1969. It's Roy's second attempt at retiring; he returned to us in February 2020 to help with our pandemic response. Let's hope retirement sticks this time! Roy is a Monty Python fan, so here's [Always Look On The Bright Side Of Life](#) (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](mailto:gram.communications@nhs.scot)