

Thursday 30 November 2023

Safe transfer of patients As some of you may already be aware, we are working towards a new way of moving patients into and through Aberdeen Royal Infirmary. You may have heard it called the 30/30 project.

The change will mean:

- Patients should spend no more than 30 minutes waiting in an ambulance outside our Emergency Department.
- Patients should wait no more than 30 minutes before being admitted to a ward from ED, once ready to leave the department.
- Flow out of the acute hospital into community care will improve as we work with our HSCPs.

We are currently working to develop standard operation procedures (SOPs) which will allow us to start to safely implement these changes from December 11. This is not about having more patients in ARI but moving patients through the system more quickly and efficiently. Patient safety and staff wellbeing will continue to be our key priority as we implement these changes. The project will bring us in line with other health boards and allow for more continuous flow. This is an additional piece of work to the bed base review, redesign of unscheduled care and programmes of work already in place, such as the Annual Delivery Plan and Plan for the Future.

We will aim to keep affected areas as updated as possible in the coming days as decisions on the project are made and share another update next week. We understand there will be many questions and potential concerns around these changes and we are happy to answer those. Please send them to gram.communications@nhs.scot and we will produce an FAQ in the coming days.

June Barnard, Chief Nurse, & Paul Bachoo, Acute Medical Director.

HR – temporary changes to services Across the organisation all services, clinical and non-clinical, are reporting increasing demands on their time. The HR team are dealing with an increasing caseload and those cases are becoming more complex. To enable them to concentrate on the most pressing areas for colleagues involved in these cases, and to meet the organisation's legal obligations, agreement has been reached for temporary changes to HR services. Effective immediately, and for an initial period of twelve weeks, several changes will be in place including responsibilities for arranging hearings, taking notes, attendance at hearings, briefings on the new Once for Scotland Policies and representation on job evaluation panels.

The team understand these changes may place some responsibilities on other teams/services but are working to minimise that impact where possible. For example, guidance will be available to services to support them with the changes and, instead of in-person briefings the HR Team have developed a YouTube Briefing on the new NHSScotland Policies (available here: [Workforce Policies - Once For Scotland key changes overview - YouTube](#)).

There will be a careful evaluation of the impact of these temporary measures at the end of the 12-week period, with input sought from services. It must be stressed the HR Hub remains your first point of

contact for advice and support as a source of advice and support for all colleagues. For more information, please contact gram.hr@nhs.scot

Staff vaccination clinic – Inverurie The staff vaccination clinic planned for Allan Ward at Inverurie Hospital on 18 December has been rescheduled to 22 December, 9am-2pm. The team apologise for any inconvenience; walk ins for health & social care staff are available Monday-Friday at Garioch Vaccination Centre.

ICYMI – service of reflection A short service of reflection on the ongoing situation in the Middle East will take place in the ARI chapel (Level 2, Pink Zone) tomorrow at 11.30am. All welcome.

HEPMA rollout – progress update The Hospital Electronic Prescribing & Medicines Administration (HEPMA) rollout has been making good progress across ARI (including Roxburghe House), with all wards expected to be complete by 7 December, and the Emergency Department to follow from 15 January. The HEPMA team have produced a helpful dashboard, which is attached to the email used to send this brief.

Festive pay arrangements As it is pay day for most of us, this seems like a good time to remind you of two important updates regarding wages and the festive period:

- The public holidays mean deadlines for eESS manager self-service and paper travel/subsistence claims are earlier than normal – [more information available here](#) (intranet link, networked devices only).
- If you are employed under Agenda for Change, and are rostered to work on the public holidays (25/26 December and 1/2 January), [this guide has been put together](#) to ensure the correct information is recorded in SSTS/HealthRoster (intranet link, networked devices only)

Intranet Migration Update eHealth are in the early stages of migrating the intranet to its new home on SharePoint Online. This is part of a larger programme of works around SharePoint to allow users further sharing and collaboration opportunities as well as offering a secure, stable and modern platform.

This means, effective immediately, no further development work will be carried out on the old intranet site as we concentrate on migrating and putting a structure in place on for the new intranet. This will give the development team the opportunity to progress the migration of the existing intranet site. The development freeze will apply to departments looking for a new intranet site or work to update their site that requires eHealth assistance.

Anyone looking for new sites or for their sites to be redeveloped are requested to use this time to draw together all the content they wish to be hosted. As the migration is progressed, the development team will then be able to assist the departments in publishing to the new intranet.

Invitation to join an ‘engaging conversation’ *“I’m Luan Grugeon and I have been recently appointed to a new role at NHS Grampian which aims to ensure by March 2024, NHS Grampian will have agreed an approach to engage and involve colleagues and citizens in more equal partnerships which deliver good quality care and more preventative approaches with communities. This is being shaped through conversations with staff, key stakeholders and members of the public so the new approach, and importantly, actions to take us there are based on real local lived experiences and insights.”*

You are invited to join an Engaging Conversation on MS Teams for one hour, either on Friday 15 December at 12 noon or Monday 18 December at 1pm. Please contact brooke.elliott@nhs.scot for the meeting link or to register your interest in being part of the conversation at a different time.

Tune of the day Simon Winstanley (payroll officer) makes today’s request; he’s among those heading to P&J Live tonight to see Madness, so he’s asked for [House of Fun](#).

It's St Andrew's Day, so we have to feature a Scottish artist; how about [Somewhere in my Heart](#) by Aztec Camera? (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