

Thursday 16 March 2023



After a short break, we are back with a [new episode of "Ask Caroline"](#). Savings Targets of 3% in NHS Grampian feature prominently as, once again, Caroline is kindly joined by Employee Director Steven Lindsay. Steven also puts your questions to her on a variety of other topics such as parking, payslips, payment for breaks, bike sheds, IT firewalls, and much more. As always, timestamps to specific questions are below:

[00:00](#) Introduction

[03:55](#) Opt-in paper payslips rather than opt-out - update (Staff who wish to opt-in for ePayslips, should [fill in this form](#) - networked devices only).

[06:11](#) Understanding your payslip/codes ([Click here for a guide to "understanding your payslip"](#) - networked devices only)

[07:20](#) 3% savings target concerns

[12:28](#) ARI dispensing pharmacy hours

[15:23](#) Bike sheds

[17:09](#) Clarifying the doctors in training question from the last "Ask Caroline" (episode 16). Staff breaks, rest and recovery joint working group (Any doctors in training who wish to find out more about/connect with the staff breaks: rest and recovery joint working group should email [elizabeth.visser@nhs.scot](mailto:elizabeth.visser@nhs.scot) or [rebecca.docea@nhs.scot](mailto:rebecca.docea@nhs.scot))

[25:20](#) HCSW Band 2 to Band 3 re-banding - what does it mean for existing Band 3s?

[28:48](#) Accessing Campus Moodle (RGU's virtual learning environment) on the NHSG network

[31:16](#) Motorbike parking

[33:37](#) Parking in the multi-storey at ARI when attending as a patient/relative/visitor rather than as a staff member

[37:03](#) Agenda for change staff remuneration for those who left/changed roles before the pay rise being finalised

[39:55](#) Salary sacrifice schemes for electric vehicles

[42:18](#) Inverurie CMU birthing pools update

[44:44](#) Future episodes of "Ask Caroline" schedule - Upcoming Ask Caroline Sessions over the next year:

- April - Thursday 20
- May - Thursday 18
- June - Thursday 19
- July - Thursday 29
- August - Thursday 31
- September - Thursday 21
- October - Thursday 13
- November - Thursday 10
- December - Thursday 8
- January 2024 - Thursday 18
- February 2024 - Thursday 15
- March 2024 - Thursday 14

[An audio version is available to listen to on SoundCloud here](#) and [a transcript of the Q&A is here](#) (networked devices only). The transcript is written precisely as spoken so it can be a little odd to read, and we apologise for any inaccuracies. If you want to put your question to Caroline or give feedback email: [gram.communications@nhs.scot](mailto:gram.communications@nhs.scot) (Please state if you want your question to be anonymous).

**System Pressures** As promised yesterday, we want to give you an overview of the current pressures across health & social care. Using the G-OPES scores (which look at a range of measures like staffing, bed occupancy, and bed availability), the system has been at the highest level (L4) for 58% of the time over the seven days to 14 March. ED attendances have increased slightly since the end of January although are at similar levels to the same time last year. A third of ED attendances have resulted in an emergency admission (about 46 patients a day) but without signs of an increasing trend and similar to levels seen last year. The sustained pressure on ambulance turnaround times has been a feature of recent days. Over the last week, ambulance turnaround times have increased at ARI but have decreased at both RACH and Dr Gray's Hospital. Performance against the 4-hour ED target improved at Dr Gray's but fell at ARI and RACH.

Community hospitals and care homes continue to be under pressure. The number of beds in Aberdeenshire hospitals have reduced by 19% in the past month due to repairs, and infrastructure and environmental issues impacting on transfers of care and consequently flow. Care Homes have been hit with several outbreaks, with 9 facilities currently closed to new admissions. Delayed discharges continue to pose a challenge, although the number of patients and the associated bed days have been reducing since mid-January. We continue to see small increases in the number of COVID-19 cases and hospital occupancy is still impacted.

Overall, there is no single reason for the current system pressure, rather a collection of factors which is impeding flow at all stages. What we once considered to be 'winter' pressure appears to be coming an all-year-round issue.

**Scottish Fire & Rescue Service – change in response** From 1 July 2023, SFRS will stop attending Automated Fire Alarm call outs to commercial business and workplace premises, such as factories, offices, shops and leisure facilities **unless a fire has been confirmed**. This change does not apply to

sleeping premises, such as hospitals or care homes, who will receive a full pre-determined attendance (PDA), but facilities like GP practices, optometrists, or dental surgeries will see their response change. Control room operators will now be asking anyone who reports a fire alarm to check whether there is an actual fire or signs of fire, before sending the nearest fire appliance. A full emergency response will be mobilised to any confirmed fires. [Further information is available on the SFRS website.](#)

**Brew & a blether – upcoming sessions** The next Brew & a blether sessions will take place as follows:

- Tuesday 21 March 11am – 1pm, ARI Board Room
- Friday 24 March 11am – 1pm, Project Wingman Legacy Room and Innovation Suite, DGH

Everyone working in health & social care is warmly invited to drop-in, speak to colleagues from Staffside, Chief Exec's team, We Care, and psychology, and enjoy a hot drink and a break.

**Facilities Quality & Compliance Educator pilot** This is a quality improvement test of change, supporting the development of a new role within Domestic Services, focused on creating a development opportunity for those working within the Facilities Support Workforce. The pilot is funded by NHS Education for Scotland (NES) and will run until May 2023. The Domestic Services team cover several sectors with a workforce of approximately 1800 people. The Facilities Quality & Compliance Educator role will support identified educational and development activities for Domestic Assistants and Supervisors with a focus on improving the quality and compliance of education within this service. The aim of this role is to enhance the quality of individualised work-based learning experiences and support the compliance rates of education in relation to mandatory, statutory, or further training for relevant staff, with a peer support, on the job focus to positively contribute to a skilled future Support Workforce.

**Leading for the Future – applications open** Leading for the Future is a development programme for senior leaders in health and care (Band 8a and above, or equivalent) and applications for the next cohort are now open. [More information is available here](#); closing date for applications is 27 April.

**Tune of the day** Today's request comes from Katy Kinnear, on behalf of the Mental Health, Learning Disabilities & CAMHS teams. Jane Fletcher will retire from her post as head of service at the end of this month and she goes with everyone's very best wishes. [Love & Affection by Joan Armatrading](#) is dedicated to Jane (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)