

Monday 8 August 2022

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**Overtime – returning to business as usual** At present, any COVID related overtime recorded in SSTS is allocated to a central COVID budget. As we move out of pandemic measures and back to business as usual, the COVID funding available to boards is reducing. As a result, any COVID related overtime will – **from 1 September 2022** – instead be charged against the budget of the team or service where the hours were worked.

This does not mean there is any restriction on working overtime and additional hours to cover gaps and meet service pressures, subject to the normal authorising process. The only change is general COVID funding can no longer be used as the funding source for these costs. Services should still manage and actively monitor overtime to ensure it is being used appropriately - the usual mechanism for which is to ensure all overtime is pre-approved.

**NHS Grampian accredited as a Living Wage employer** We are now a fully accredited Living Wage employer, following assessment by Living Wage Scotland and the Poverty Alliance. The Living Wage commitment means employers pay a minimum hourly wage of £9.90 per hour. In addition to this, we are committed to working with third party suppliers to ensure regular workers employed through third parties are also paid at least £9.90 per hour.

Adam Coldwells, Deputy Chief Executive, said: “Pay in the NHS in Scotland is set nationally, and we were already paying the minimum amount required for accreditation. However, we deal with a great many external contractors, so the commitment to work with them to encourage the same was a big undertaking. I am delighted so many of them have been willing to come on board. We want NHS Grampian to be an anchor organisation, an employer which brings people to - and keeps them in - the north-east of Scotland. Achieving Living Wage accreditation is one part of that.”

**Exploring the experience and impact of discrimination on the LGBTQ+ workforce** The Staff Equalities Network is delighted to invite colleagues to join our next meeting taking place via Teams on **Wednesday 17 August at 2pm**. At this session we are very much looking forward to welcoming Christopher Morrison who is a public health registrar and new to NHS Grampian. Prior to his new role, Christopher has worked as a junior doctor in general internal, emergency, and intensive care medicine. He was the Chair of GLADD (The Association of LGBTQ+ Doctors and Dentists) for 5 years and is a researcher in LGBTQ+ health inequalities at Anglia Ruskin University.

During the session, the Network will be invited to take part in discussions about LGBTQ+ wellbeing, considering the contexts in which LGBTQ+ people experience discrimination, the impact discrimination can have on the LGBTQ+ workforce, and the ways in which activists try to influence change. If you would like to join this session, please email [gram.staffequalities@nhs.scot](mailto:gram.staffequalities@nhs.scot) for the teams link and further information. Everyone is welcome.

**Gutter Cleaning at Dr Gray's Hospital** Throughout this week there is essential work being carried out to clean guttering at buildings on the Dr Gray's site. Areas will be coned off while the work is ongoing. The period they are in use at each location will be kept to an absolute minimum so please do not move the cones. Your patience and understanding are appreciated.

**eESS project** The latest edition of the eESS project newsletter is attached to the email used to send out this brief. This contains important information about training for Manager Self Service, please read the newsletter carefully.

**Pause for thought** As always on a Monday, we offer you an opportunity for reflection, taken from last week's Guided Journaling sessions. These are part of We Care, [please see their website for more](#).

Terry the Tarantula (Sheena Blackhall)  
*'Terry the tarantula rins about the hoose,  
In ahin the curtain, like an echt leggit moose  
Ca cannie ...dinna chase that thing,  
Fur it nicht get ye wi his great muckle sting'*

What are you running after? What do you now choose to chase?

**Tune of the day** A big thank you to Mo Allan, Specialist Radiographer at Fraserburgh Hospital, for today's request and sending this lovely photo of the beach in The Broch, taken this morning. Appropriately enough, Mo has asked for [Here Comes The Sun by The Beatles](#).



(P.S - If you've got young people in your life, then you don't need me to tell you – or them – that tomorrow is SQA results day. The best of luck to everyone awaiting results, whether student or grown-up. 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)