

Thursday 15 February 2024

Access to patient information Many of us access patient information during our work. Remember, every time we access patient data there **must** be a clear and legitimate patient care or administrative reason. If you've any doubts about whether it's ok to access patient data, check with your manager and/or Information Governance - gram.infogovernance@nhs.scot. We can and do review/audit access to systems.

Inappropriate accessing of data can have significant negative consequences for our patients, for NHS Grampian, and for you. It can trigger HR, professional regulatory, or even criminal processes. Examples of things we **must not** do include looking at the medical information of friends and family, neighbours, colleagues, or our own medical records. If you're asked to care for a friend or relative, let your manager know so appropriate steps can be taken.

Weekly Pay Frequency for Bank Workers Following a test of change, which saw us move to weekly pay for all bank workers, and a survey of both bank workers and managers, we can confirm we are permanently moving to weekly pay for all bank workers. More than 2,000 bank workers completed the survey, with results indicating weekly pay is an incentive to offer and work more bank shifts, something our data backs up. Nearly three quarters of responders said weekly pay had had a positive effect on their personal finances. However, survey results did also highlight an increase in workload for some teams, so next week we'll be sharing some handy hints on how we can all make bank working run more smoothly.

Finance drop-in Thank you to everyone who attended today's finance drop-in session. If you missed the session, it was recorded and available to watch here: [Financial Pressures - Q&A Session 1 \(youtube.com\)](#) We also have two further dates in the diary; no [booking required just use this link](#)

- Wednesday 21 February, 5-6pm
- Monday 26 February, 10-11am

Please watch Adam Coldwells' video update before attending one of these meetings; it's available to view here: [Finance Update - Adam Coldwells \(youtube.com\)](#)

Aberdeen City HSCP – Chief Officer appointed We are pleased to announce Fiona Mitchelhill has been appointed to the Chief Officer role at the Aberdeen City Health and Social Care Partnership. Fiona is already established within the Partnership, through her current role as Chief Nurse & Lead for Frailty and Interim Chief Nurse for Medicine & Unscheduled Care. She brings with her a wealth of experience having worked within the NHS for over 30 years and the partnership for over 4 years. Fiona will take up post from Monday 19 February 2024. Information on arrangements for the posts Fiona currently holds will be shared in due course.

Consultation opens on 'Once for Scotland' Workforce Policies There is a national programme of work reviewing existing workforce policies with the aim to promote NHS Scotland as a modern, exemplar employer with consistent employment policy and practice. The next review phase includes the following policies: Equality, Diversity and Inclusion; Gender-based Violence; Facilities Arrangements for Trade Unions and Professional Organisations; Personal Development Planning and Performance Review; Employment Checks; Fixed-Term Contracts; Secondment and Redeployment.

Full information on the policies [is available in the consultation paper](#) (intranet link, networked devices only). Your views will shape the final policies. The consultation is open until 6 March; you can give your feedback here: [NHS Scotland Once for Scotland Workforce Policies 2024 \(office.com\)](#)

Service redesign toolkit The transformation team have been developing a Service Redesign Toolkit to support services with the guidance, resources, and tools required to support in the improvement of referral pathways and vetting processes. The aim is to create an effective, more streamlined process for our patients, so that their waiting time is reduced, and they can be seen more quickly. Please see the attached poster and a link to the toolkit is here: [GRAM Service Redesign Toolkit - Home \(sharepoint.com\)](#). Please note you will need to request access to the toolkit.

Brain Health Service open afternoon This is an opportunity for professionals to drop in and find out more about the new Aberdeen Brain Health Service in King Street (have you seen our new advert on Facebook?) as well as the other services on offer from Alzheimer Scotland. Come and see us on Tuesday 20 February, between 2-4pm, to have a look around our facilities and find out more about the work we do. The Brain Health and Dementia Resource Centre is at 13-19 King Street, Aberdeen Email gram.brainhealth@nhs.scot for further details

British Sign Language (BSL) consultation Following your feedback, a second staff engagement session on our draft BSL plan has been arranged. Both sessions will take place on Tuesday 20 February on Teams, times and links to join below. The full plan is available on the NHS Grampian website under About Us>Equality & Diversity>NHS Grampian British Sign Language Plan.

10-11am, to join this session, [just save this link](#)

2-3pm, to join this session, [just save this link](#)

For further information, please email roda.bird@nhs.scot

NES Knowledge Services - value and impact survey The Knowledge Network Scotland is NHS Scotland's national collection of digital library resources e.g., journals, articles, evidence summaries, databases and more. To maintain equity of access on a 'once for Scotland' basis, NHS Education for Scotland colleagues are asking for regular users of these resources to share feedback through this survey: [The Knowledge Network value and impact survey \(office.com\)](#) It takes 5-10 mins to complete and is open until end of March. Your answers will directly influence how much money NES has and what resources and subscriptions are purchased. For more on The Knowledge Network Scotland please contact [NHS Grampian Library & Knowledge Service](#).

Tune of the day A little bit of K-Pop to see us out of Thursday; [As If It's Your Last](#) by BLACKPINK is our tune of the day (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