

Tuesday 16 April 2024

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**Standing Financial Instructions (SFIs)/Schedule of Reserved Decisions** SFIs cover much more than you might think. Everything from arrangements for the Terms of Service and Payment arrangements for Employees and Directors, to Financial Planning, Budgets and Budgetary Control, Scheme of Delegation and Financial Limits, and Provision of Services are included. There's more information about these elements in the factsheet attached to the email used to send this brief.

If you have any questions, please contact Grant Burt, Financial Governance Manager, Julie Anderson, Assistant Director of Finance, or your Finance manager who will be happy to help. If you'd like to review the SFIs in detail, [please visit the Finance pages of the intranet](#) (networked devices only). We can confirm the correct version of the SFIs has been added and apologise for any confusion yesterday.

**Future care planning – Share your views on what matters to you** Future care planning is about thinking and planning ahead. It helps people at any age or stage of life to have conversations about their goals with the team caring for them when there are changes in their life, health or care needs. We want a future care planning conversation to happen for everyone admitted to hospital. This is to understand what matters most to individuals especially if their condition worsens. It will also help plan for their future care following an acute admission through a shared decision-making conversation. This discussion is recorded in something known as a Treatment Escalation Plan.

We know you and your loved ones are also our patients, and we would be keen to hear your views:

- Have you experienced this type of conversation? This might have been about your own care or the care of a loved one.
- Or is this something you are interested in and would be keen to be part of the discussion?

We are planning a focus group to help shape this work and we are keen to have you involved. This will be held in ARI next month. If you are interested in taking part, to help shape this work on future care planning, [please complete this form](#) or, if preferred, email [gram.realisticmedicine@nhs.scot](mailto:gram.realisticmedicine@nhs.scot)

**Leading Person-Centred Cultures & Care – training opportunity** We all want places of work which are kind and compassionate and inspire us to be at our best. This can be challenging to create and sustain in demanding health care environments, but it is exactly where we need it most. If you are an NMAHP leader who wants to further develop your skills and knowledge in creating person-centred cultures which support safer, more effective and person-centred care then this is the course for you. For more information and dates available [please visit the Practice Education intranet pages](#) (networked devices only)

**Neurodiversity Empowerment Group – upcoming events** The Neurodiversity Empowerment Group meets on the fourth Monday of each month, between 11am-12noon. Here's what's coming up:

- Monday 22 April: Removing Barriers – What is Reasonable? Pam Jack and Janine Langler, who coordinate and chair the NEG, will facilitate a discussion on reasonable adjustments in the workplace for neurodivergent colleagues
- Monday 27 May: Speak Up Culture & the NHS Grampian Speak Up Ambassadors - Join Speak Up Ambassador Rachel Medich, and Whistleblowing Manager Katie Cunningham, to learn about Speak Up Culture – what it is, why it's important and the role of our [18 NHSG Speak Up Ambassadors](#) in supporting those with workplace concerns.
- Monday 24 June: Benefits of coaching for neurodivergent staff – Fiona Soutar, Lead Specialist, Management & Leadership Development, NHS Grampian

Please email [gram.staffequalities@nhs.scot](mailto:gram.staffequalities@nhs.scot) if you would like to be added to the contacts list/Teams channel for the NEG and receive the link to the monthly meetings.

**Wildlife and site/public safety** Our sites can attract a variety of wildlife, including seagulls. Under no circumstances should you leave food out for them. Seagulls can be aggressive during their breeding season, posing a risk to all site users. Airborne fungal spores from bird droppings can enter general healthcare environments increasing the risk of various infections which birds can pass onto humans, such as Pasteurella infections, and Chlamydia psittaci, which can cause psittacosis (a respiratory infection). Please remember to dispose of all rubbish if taking breaks outside; we have invested in bins designed to prevent birds pulling rubbish back out of them. If you are experiencing a pest control issue, of any kind, please report [this via the Facilities & Estates online helpdesk](#).

**Good Clinical Practice update course** Face to face sessions of the NRS Good Clinical Practice (GCP) update course will resume on Tuesday 30 April, 9.30am-1pm, in the ARI Medical Lecture Theatre. Booking is essential, please contact [gram.randdtraining@nhs.scot](mailto:gram.randdtraining@nhs.scot) to secure your space. [Full details of the course via this link](#).

**Home Energy Scotland advice session – Royal Cornhill Hospital** The Home Energy Scotland team will be in the main corridor outside the Resource Recovery Centre at Royal Cornhill Hospital tomorrow, (Wednesday 17 April) between 11am-2pm. Drop in for advice on ways to reduce your energy use and save money. They can also check eligibility for grants and special discounts. All welcome to stop by for a chat.

**Tune of the day** This Saturday is Record Store Day, celebrating the independent music shops across the UK. This got me wondering, what were your first purchases, and where? Let me know and I'll include as many as I can! I'll kick things off – mine was [You Have Placed a Chill in My Heart](#) (the 12-inch, fact fans) from Harrison Musique in Bangor (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)