

Wednesday 22 March 2023

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**Pressures in Mental Health & Learning Disability Services** There was a notable omission in our piece on system pressures last week – mental health. We are happy to rectify this and are grateful to colleagues for sharing this update:

The service has consistently sat at G-OPES Level 4 since the start of the year. The number of people needing to be admitted to Royal Cornhill Hospital is regularly exceeded capacity, something which is sadly being seen right across the country. These individuals often present with higher acuity and thus require a longer hospital stay. We can measure patient acuity by the volume of patients who are currently detained in our wards, and by the number of patients who require close interventions.

The team are working tirelessly, and their ongoing professionalism, commitment, and drive, must be recognised. In managing this demand, we have adopted use of risk assessed surge bed capacity in our admitting wards, ensuring we are using all available capacity within our bed footprint to facilitate unscheduled and urgent patients' admission.

We are working in partnerships with our MHLDS partners across the three HSCPs on a daily basis to monitor the risks also being held in the community because of limited admitting capacity. There are several complex delayed discharges which will not resolve in the short term, though there is commitment and engagement in reviewing our delayed transfers of care in recognition of the impact this is having on our admitting ability.

Whilst we were delighted to complete the ligature reduction programme of works in our admitting wards, there has been a delay to opening them which is adding to the overall pressure. This is being risk assessed and kept under review.

We are reviewing how we manage flow in the coming few weeks, supported by Whole System Flow Hub colleagues. There is also a commitment to ensuring our bed footprint and clinical pathways have a strategic review.

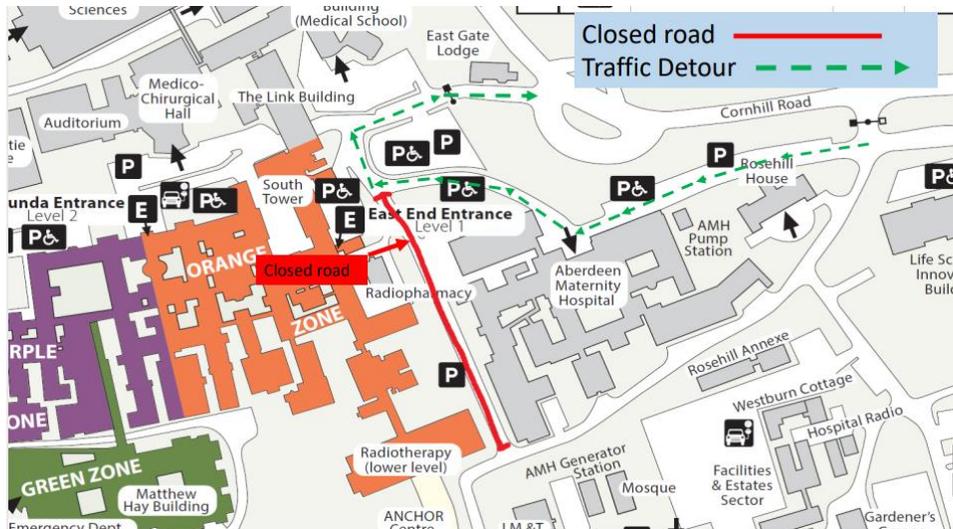
**NHS Scotland Agenda for Change pay award 2023/24** We have been asked to clarify the table shared in yesterday's brief reflects pay rates and lump sum payments for full time workers; both the increase and the one-off payment are pro-rata. We will share further details on this award as we get them.

**National Day of Reflection** The third National Day of Reflection will take place tomorrow (23 March). The event includes a minute's silence at 12 noon, which all areas are supported to participate in. More information is available on the Marie Curie website: [National Day of Reflection | Marie Curie](#)

**Invitation to all staff** NHS Grampian Endowment Fund is holding a drop-in event for staff next Wednesday (29 March) at Aberdeen Royal Infirmary. The Endowments team will be in the staff rest area (Purple Zone, adjacent to staff garden) from 11am until 4pm to meet you, share information about future plans, and answer any questions about endowment funds and the application process. We will also be unveiling some exciting new branded products to staff who attend on the day.

This is the first in a series of planned events where the Endowments team will visit hospital locations across Grampian. Keep your eyes peeled for further location and date announcements which will be shared via this brief.

**Road closure - Foresterhill Health Campus - Saturday 1 April, 6am-2pm** To support delivery of new equipment to the Radiotherapy building, the East End Road will be closed on Saturday 1 April, between 6am and 2pm. Diversions will be in place on the site, shown below. We apologise for any inconvenience caused.



## We Care Wellbeing Wednesday

- **We Care Wellbeing Pulse Survey** The We Care Wellbeing Pulse Survey provides an understanding and overview of staff wellbeing throughout the year. It helps inform the development of wellbeing resources. Please take a few minutes (it should take less than 5) to complete this survey about your wellbeing and your thoughts on the We Care programme and staff wellbeing resources – either by clicking the link: [5299 Pulse Survey March 2023 \(snapsurveys.com\)](https://snapsurveys.com), or scanning the QR code if you are reading a printed copy of the brief.



- **Focus on your Finances** Affinity Connect specialise in supporting your financial wellbeing through education and training on Retirement and the Annual and Lifetime Allowances. This course is suited for those who wish to gain greater confidence in financial matters through increased financial knowledge. Sessions are via MS Teams, with spaces available on 11 April, 1 – 2.30pm. See Turas for more information via: [Focus on your Finances | Turas | Learn \(nhs.scot\)](#) (will require Turas log-in)
- **Mindfulness Based Stress Reduction and Kindfulness Course** The next 8-week MBSR course will run 12 April - 31 May, on Wednesday evenings 6.15 – 8.30pm and is delivered by facilitators from the NHS Grampian & the Highland Mindfulness Group. There is also a Kindfulness (a mindfulness-based approach) opportunity for all NHS Grampian and HSCP staff. The next course will start on 9 May, running for 4 weeks on Tuesday evenings 6.30-8.30pm, and delivered via Zoom. To book or register interest for either course, please email: [gram.mindfulness@nhs.scot](mailto:gram.mindfulness@nhs.scot).

**Tune of the day** Tomorrow marks 3 years since the UK was placed into lockdown. It feels both just like yesterday, and a million years ago. The things we have witnessed, the choices we made (or had no choice but to make), the losses we have sustained. However you are feeling about this anniversary, today's song is for all of you reading: [One by U2](#). One life, but we're not the same, we get to carry each other, carry each other.

Ramadan will soon get underway; to all colleagues observing it, we wish you all the blessings of the holy month (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)