

Wednesday 13 March 2024

Financial position As you might have seen today, the scale of our savings target for 2024/25 is being covered by local media, following publication of papers for tomorrow's board meeting. As we stressed during the finance drop-in sessions last month, our focus is on controlling existing non-clinical spending **before** any decisions which might impact clinical care. We are committed to balancing staff governance, clinical governance and patient safety, and financial balance. We also need to focus on prevention; supporting everyone in Grampian to live happier, healthier lives.

We are working on a series of features for this brief, which will explain how 'Grip & Control' is really just good housekeeping, and how each of us can play our part. In the meantime, if you have ideas for cost savings, [please use the 'Every Penny Counts' form](#) to submit them; you can also scan the QR code below:



Aberdeenshire Health & Social Care Partnership – budget papers The Aberdeenshire Integration Joint Board will meet next Wednesday (20 March) to consider their 2024/25 budget. In common with the NHS, HSCPs are facing a range of financial pressures. The extent of the savings required are contained in the papers, which are available to read here: [Agenda for Integration Joint Board on Wednesday, 20th March, 2024, 10.00 am - Aberdeenshire Council \(moderngov.co.uk\)](#)

Annual leave Ensuring you take your annual leave is important for your physical, emotional, and mental wellbeing. Leave arrangements vary across the organisation, as follows:

Agenda for Change staff, and Executive & Senior Managers, have an annual leave year which runs from 1 April – 31 March. Unless exempt e.g., due to maternity leave or long-term sick leave, they **must** use their annual leave allocation for 2023/24 by 31 March.

Doctors and Dentists in Training have their leave year starting from their training contract date i.e., August - July.

Consultants, Associate Specialists, Speciality Doctors and Staff Grades have their leave year starting from the date of appointment to their post, or in some cases from 1 April. Using 2023/24 leave year, as an example, it may end as late as 31 December 2024. Career Grade Medical staff should comply with [the Medical Staff Leave Protocol, which can be accessed here](#) (intranet link, networked devices only)

World Delirium Awareness Day Delirium is a specific state of acute confusion, often linked to a medical condition, which can develop over a few hours or days. Recognising delirium is incredibly important, as it is a serious concern for both patients and healthcare systems. To help you recognise, diagnose, investigate, and manage delirium our Frailty Unit Quality Improvement Team wanted to highlight to all multidisciplinary healthcare colleagues the importance of using the 4AT assessment tool which is now integrated within our patient electronic record. You'll find the 4AT in the EPR below the section for recording MUST and MRSA. For those of you unfamiliar with assessing 4AT here's a link to a video, filmed by medical students, which explains how the process works: [4 AT Demonstration \(youtube.com\)](#)

Early recognition and management of delirium can significantly improve outcomes and save lives, particularly in hospitalised patients. Healthcare Improvement Scotland created a helpful infographic to support you, it is attached to the email used to send this brief.

Swallowing awareness day 2024 Today is swallowing awareness day! Speech and Language Therapists (SLTs) help people living with eating, drinking, and swallowing difficulties known as dysphagia. People with dysphagia may have difficulty swallowing certain food or liquids or may not be able to swallow at all. People who are most vulnerable to dysphagia include people with motor neurone disease, people with dementia, people who have had a stroke, people with a head or neck cancer, people at the end of their lives, people in intensive care units, and people with learning disabilities. SLTs can help people with dysphagia by providing exercises, recommending strategies/postures and/or modifying the texture of food or drinks. There is a TURAS module about dysphagia if you would like to find out further information: [A guide to dysphagia | Turas | Learn \(nhs.scot\)](#). You can find out more about swallowing awareness day here: [Swallowing Awareness Day 2024 | RCSLT](#)

No Smoking Day If you are ready to quit smoking, there smoking cessation service can help you! You can call the Healthline on 08085 20 20 30 or email gram.healthpoint@nhs.scot Healthpoint is available Mon-Fri, 9am-5pm

We Care Wellbeing Wednesday

- **We Care website** Do you know there is a range of wellbeing resources currently on offer? Have a [look at our We Care Website](#). Here, you can check out what support is available for you, either as an individual, a team or as a manager. In addition, our website has a range of useful resources, activities, courses and contacts all aimed at improving and enhancing wellbeing. Please email us at gram.wecare@nhs.scot if you would like any more information.
- **Menopause Awareness in the Workplace** This training aims raise awareness of the issues faced by those going through menopause, and how these can affect the way they work. This course is aimed at everyone who wants to find out more about the menopause, and how it can affect lives, and how to support those going through the menopause. Upcoming dates include 14 March: 9.45am-12pm; 28 March: 9.30am-12pm; and 21 May: 1.45-4pm, [click here to book](#). We also have some sessions designed for men only, to increase knowledge and understanding of the menopause, and support available in the workplace as an initial step. The next session takes place on 10 September: 1-2pm. [Click here to book](#). If you have any questions or want to find out more about our menopause resources, or other training sessions, please contact us via gram.wecare@nhs.scot , visit [our website](#), or find us [on TURAS](#).

Tune of the day Our tune today goes out to Pat Pryor, who is retiring from the mental health improvement and wellbeing service. We wish Pat a very happy retirement, Heather and the team have asked for Dean Parrish's Northern Soul classic [I'm On My Way](#) Please form an orderly queue to the dancefloor...(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