

Tuesday 26 March 2024

Agenda for Change (AfC) 2023 agreement - non pay elements As noted yesterday, we have received initial guidance from Scottish Government regarding a reduction in the working week, by 30 minutes, to 37 hours (pro-rata for part time staff), for everyone with Agenda for Change contracts. Within NHS Grampian alone, this affects many thousands of staff. As an organisation, our priority is to ensure this change is implemented appropriately and with proper governance. This will take time and will therefore require a period of transition. In the meantime, we want to emphasise the following:

- **No-one** on an AfC contract will be financially worse-off because of this change.
- Annual leave entitlement will remain the same. For the 2024/25 leave year you will notice a change in the number of leave hours available; this recognises the working week will be shorter, but it is **not** a reduction in entitlement. For example, once this change is fully implemented, 27 days of annual leave will be 199.80 hours, rather than the current 202.50 hours. However, 199.80 hours will still represent 27 days of annual leave as each working day is shorter.
- Additional funding is being made available nationally to cover the additional costs of the transition period.
- We know many of you will have friends or relatives working in other NHS Scotland boards. Please bear in mind the transition may look different in other areas, but **all** Boards are working to the same end; a reduction in the working week to benefit your wellbeing.

From 1 April 2024, systems such as SSTS and eESS will shift to a 37-hour work (or the part-time equivalent). Obviously, teams are not expected to implement this change in practice by then. During the period of transition, managers must ensure the extra time worked is properly recorded. **There will be guidance issued directly to system users tomorrow, and this must be read carefully. During the transition period you will be required to start recording this information in order for staff to be paid the extra 30 minutes (pro rata minutes for part-time staff); this guidance will clearly lay out the relevant timeline.**

Regarding the other elements of the 2023 AfC deal, we have received guidance on a consistent approach to protected learning time and are working through this. We have not yet received guidance on the defined process for review of Band 5 nursing posts. We will update you on these areas via this brief, as information becomes available.

For your information, the guidance is available to read here: [Reduction in the working week for Agenda for Change staff in NHS Scotland](#) and here: [Protecting learning time for Agenda for Change staff in NHS Scotland](#). You must not make any changes to current working patterns until appropriate local governance is in place.

Contacting information governance Thanks to the eagle-eyed colleagues who spotted a mistake in the email address for information governance provided yesterday. For clarity, you can contact the team via gram.infogovernance@nhs.scot. Our apologies for any confusion.

Think measles! As confirmed cases of measles continue to increase, not only across Europe but also elsewhere in the UK, it is important clinical colleagues know how to recognise the signs and symptoms and how to manage suspected and confirmed cases. The Infection Prevention and Control Team (IPCT) have developed a Measles Toolbox Talk, intended to support preparedness for, and management of, suspected or confirmed measles cases in healthcare settings. It sets out key infection prevention and control (IPC) principles required to prevent transmission of measles in healthcare settings and provides resources to support patient screening, patient placement management and assessment of risk. [The toolbox talk is available here](#) (intranet link, networked devices only).

All staff who have contact with a confirmed case must apply airborne transmission-based precautions (TBPs). Respiratory Protective Equipment (RPE) must be worn when a patient is known/suspected to have measles. All patient facing staff must confirm they have a current fit test pass and be able to identify which FFP3 mask they have a pass on. You can book a FFT by emailing the fit testing hub: gram.face-fit-appointment-hub@nhs.scot

Immunisation against measles is strongly encouraged for healthcare workers. If you haven't been vaccination, please contact OHS by calling Ext 53663 or by email gram.ohs@nhs.scot Further information on measles and the MMR vaccine is available on NHS Inform here: [MMR against measles | NHS inform](#)

HEPMA – clock change server update The clocks go forward this weekend and HEPMA/PSC and CDD will be unavailable between 0:45 and 2.15am BST on Sunday 31 March due to clock change server updates. This will create a missing hour in the charting period which may impact medicines administration. Information on the steps to take during this downtime is being emailed directly to the nursing key contacts on each ward. It is also available on the intranet here: [NHS Grampian News - HEPMA/PSC and CDD Spring Clock Change \(31/03/24\)... \(scot.nhs.uk\)](#) (networked devices only)

Preceptorship for nurses, midwives, AHPs, and HCSWs Further dates for our Preceptorship Preparation Sessions have been added with dedicated Q+A sessions available. Booking is via Turas here (log-in required): [Preceptorship Preparation Session | Turas | Learn \(nhs.scot\)](#). Please ensure you read the 'Best Practice' document (available via the above link) before attending this training. Further information is available on the Practice Education intranet page: [Pages - Preceptorship \(scot.nhs.uk\)](#)

Tune of the day Our first request today goes out to Rhona Tait, as she retires from her role at Fraserburgh vaccination centre. Clare, Claire, and Kate have asked for [Back in Black by AC/DC](#) to see you on your way. Have a very happy retirement!

We're also marking a birthday, as Malcolm McGhie in eHealth celebrates his 60th today. The team have asked for – what else? - but [Happy Birthday by Altered Images](#) (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