

Monday 27 June 2022

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**Plan for the Future – coming soon!** Plan for the Future is the name of NHS Grampian’s new strategy, setting the course for the organisation from now until 2028. It will launch next week; in advance of that we will be sharing information on the case for change both in the brief and on social media. Where are we now? Why do we need to change? What are the challenges ahead? Keep an eye on this brief throughout the week.

**iMatter** The annual iMatter questionnaire is now live\*. We want to know about your experiences at work as an individual, as part of a team, and with the organisation. As iMatter is team based it allows you to be directly involved in providing feedback and identifying the improvements that will impact on your experiences at work, every day. iMatter is a national continuous improvement tool used by all NHS Scotland Boards and offers all staff the opportunity to have their say. This sets it apart from the recent Culture Matters survey, which is unique to Grampian. iMatter is therefore invaluable in understanding not only our own position but informing national decisions that could improve staff experience across Board boundaries. If you have not received your iMatter questionnaire (it is sent via email from a @webpolsurveys.com email address), please get in touch [gram.imatter@nhs.scot](mailto:gram.imatter@nhs.scot). More information on iMatter can be found on [Pages - iMatter \(scot.nhs.uk\)](https://pages-imatter.scot.nhs.uk) (networked devices only).

\*As part of a national programme all Doctors and Dentists in Training will take part in an iMatter process later in the year. They will not receive a questionnaire at this time.

**National Care Service** Last week there was an announcement from the Scottish Government about their intention to establish a National Care Service. The National Care Service (Scotland) Bill was introduced to Parliament on 20 June with the commitment to a functioning National Care Service being in place by the end of this parliamentary term (2026). The Bill before Parliament is a framework which sets out the ambition and vision behind the National Care Service (NCS) whilst leaving open the nuts and bolts of exactly how the NCS will function. Some things are, however, set out in the Bill including the fact that, like the NHS, ministers will have overall accountability for Social Care and Adult Social Work Services across the Country. The new NCS will see the introduction of Regional Care Boards to oversee the commissioning, planning and delivery of services for their local areas.

The Scottish Government has committed to co-designing the new service with all those with lived experience including people who work in services. If you are interested in finding out more then you may wish to attend one of the upcoming information events:

- [Wednesday 6 July, 4pm to 5pm](#)
- [Thursday 21 July, 11am to 12pm](#)
- [Tuesday 9 August, 6pm to 7pm](#)
- [Monday 22 August, 10am to 11am](#)

**Medical Bank Workers – statutory annual leave payments** We have been working towards putting in place a mechanism which will automatically calculate and pay medical bank workers for their accrued statutory annual leave payments. We are pleased to confirm that the first of these automatic payments will happen at the end of June 2022 for any medical bank hours worked in April and May 2022. Going forward, these payments will automatically be made each quarter i.e., September, December, March, June for the statutory annual leave accrued for the hours worked in the preceding 3 months. Medical bank workers must adhere to the Working Time Regulations in that there must be 28 days per annum where they do not work in any post.

Any queries regarding these payments should be directed to [gram.locums@nhs.scot](mailto:gram.locums@nhs.scot)

**Free access to LinkedIn Learning until August 2022** Skills Development Scotland have a number of free licences for unlimited access to LinkedIn Learning **until 08 August 2022**. These licences are available to those aged 25 or over and living in Scotland and will give individuals unlimited access to LinkedIn Learning courses to improve skills in areas including digital technology, finance, and design. You do not need to have a LinkedIn account to join LinkedIn Learning. However, you must sign up via your My World of Work Careers account. [You can sign up here to access this opportunity](#).

**Pause for thought** This is your usual Monday opportunity for reflection, taken from last week's Guided Journaling sessions. If you are interested in taking part, [please visit the We Care website](#).

Be it in or out of work, there has been a lot of 'restarting' in the last weeks and months. To do this it may be that we need to consider giving up things for good. What might you choose to restart, reboot, or give another go, and what do you need to end or walk away from to allow you to do this?

**Aberdeen Boat Club Intercompany Regatta** Three NHS Grampian teams took part in this event for novice rowers on the River Dee this weekend and we are delighted to say it was podium finishes all round! The Pain Management team won the overall event, with a team from CAMHS coming a very close second, and Radiology in third. Thanks to Naomi Scott for providing this photo of team 'Pain Sailing' picking up their prize:



**Tune of the day** Wimbledon got underway today (and has already been disrupted by rain...), the Women's Euro 2022 championship starts next week, and the Commonwealth Games kick off at the end of July; it is shaping up to be a super summer of sport, so our tune today is [Physical](#) by Olivia Newton-John (Yes, I know it's tenuous, but come on, the video really is \*something\* 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)