

Monday 7 November 2022

Industrial Action update As you will be aware, several unions representing NHS staff have been balloting their members on possible industrial action. Some of these ballots have closed, others are ongoing. We await further updates from the relevant unions on the outcome of these ballots and their planned next steps. In the meantime, a Short Life Working Group is meeting weekly to discuss the possible impact of any action on our services, and any necessary contingency arrangements. Please be assured that we will share as much information with you as we can, once we have certainty on what form industrial action may take.

Changes to Financial Controls Around Invoice Processing Previously we've highlighted the need to be vigilant to the increased risk of fraud, and particularly procurement related fraud, in these challenging times. Criminals are actively targeting large public sector organisations such as NHS Grampian and looking to exploit any perceived weaknesses in our processes. An important aspect of how we protect ourselves against this risk are the controls we have in place to manage the purchase of goods or services. We have strict procurement processes outlined in our Standing Financial Instructions to ensure all orders for goods and services are made through authorised suppliers, subject to proper due diligence checks, and all commitments are within delegated financial limits. **All staff responsible for procurement activity are reminded NHS Grampian's policy is only to pay for goods or services where the order is supported by a valid contractual agreement and/or a valid purchase order.** During November, it is our intention to write to all suppliers reminding them of our policy and that NHS Grampian will not pay invoices for goods or services unless supported by a valid and properly authorised purchase order or contractual agreement.

[The Standing Financial instructions are available to read here](#) (intranet link, networked devices only). If you have any questions concerning NHS Grampian's policy of "No purchase order no payment" please email gram.noponopay@nhs.scot

R&D research bulletin Research and Development publishes a research bulletin twice a year. This has information on training, relevant updates on clinical research in NHS Grampian and links to more information. [These R&D bulletins can be accessed here](#).

NoSCAR NMAHP Research Seminar "Spotlight on NMAHP Research in Grampian" You are warmly invited to join this online session on Wednesday 16 November, at 1.30pm. You'll hear about three fantastic studies being conducted in NHS Grampian by NMAHP staff:

- **Heba Farajallah**, Midwife, will present on *"Maternity care experiences of asylum-seeking and refugee women in Scotland"*
- **Emma Coutts**, Speech and language therapist, will share the findings from her scoping review on *"Interventions, barriers and facilitators associated with return to work following stroke"*
- **Lyndsay Alexander**, AHP researcher, will share the findings from her study on *"A digital intervention to support rehabilitation after knee replacement surgery"*

[Click here to join the meeting](#)

MSc opportunity at Robert Gordon University There is a demand for high quality strategic service planning skills across the health and social care systems. We are working with RGU to fill this skills gap through the [MSc Strategic Service Planning and Delivery in Health and Social Care](#) course. This fully online Master's degree is delivered over 32 months, starting in January 2023. It will give participants the skills to reimagine creative and sustainable solutions to influence our healthcare services. Scholarships are available (50% of fees) for NHS or HSCP employees (subject to availability). To find out more about the course listen to the [podcast](#), read the [blog](#) or visit www.rgu.ac.uk/sspd

Pause for thought Taken from last week's Guided Journaling sessions, here is your Monday opportunity for reflection:

Celebration is a ritual that gives us a way to feel good about ourselves and our achievements - be that with bonfires or fireworks, internationally recognised events, or a bar of chocolate for writing a report. Celebration, big or small, is woven through our lives and reinforces things that are important to us. Where might there be room for more celebration in your life?

Tune of the day Emily Christie has been a friend of this feature since it began, and she's come up trumps again, with another [Tim Minchin tune – The Aeroplane](#). Tim may be well known for his sharp humour, but there's great beauty there too, as this song proves. This is for you if you are missing someone (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