



Dear Colleagues,

This week's brief arrives in the midst of what must be the most pressured time across our services since the start of the pandemic. I know that people are tired and stress levels are up. It is difficult to see an end to the pressure which has been steadily building for months. Concurrently, I am also seeing a determination to find ways to do things differently, however small the change is, to try and improve the situation.

Looking after ourselves and our colleagues is something I know we do well. I was humbled the other day when a colleague from the Ambulance Service wanted to check I was OK on a Teams call. It didn't feel odd or unusual - and it was cathartic to be able to spend just a couple of minutes connecting with someone I don't speak to very often.

It is tough at the moment. All the more reason that we all need to take our turn in having leave. I hope that when you get that opportunity you can switch off from work and recharge.

- **Simon Bokor-Ingram**
Chief Officer, Moray Portfolio

Inspection report published

The Moray Partnership for adult support and protection has welcomed the findings of the recent joint inspection undertaken by the Care Inspectorate, Healthcare Improvement Scotland and Her Majesty's Inspectorate of Constabulary in Scotland which has identified a number of clear strengths.

Edith Macintosh, interim Chief Executive of the Care Inspectorate, said: "The partnership started implementing its improvement plan at a challenging time. The improvements made resulted in new adult protection operational guidance and improvements to access arrangements. There was evidence of early progress, however a lack of resources adversely impacted on progressing change."

The safeguarding of vulnerable adults has remained a priority for the partners –

Police Scotland, NHS Grampian and Health & Social Care Moray – throughout the pandemic. Staff involvement in the Covid response and subsequent recovery and remobilisation work has, however, slowed the progress of the multi-agency Improvement Plan.

The challenges set out in the inspection report are well understood by all partners who have reiterated their commitment to accelerating the pace of improvement work required to strengthen leadership, governance, operational management and frontline practice.

The partnership will now prepare and present a plan to address the identified priority areas for improvement. Progress will be monitored through the Moray Adult Protection Committee and Chief Officers Group.

New Board members welcomed

At the June meeting of the Moray Integration Joint Board (IJB), Dennis Robertson, vice-chair, welcomed Graham Hilditch and Sheila Brumby to their first meeting.

Mr Hilditch, a retired businessman, former chair of Forres Community Council and current chair of the Leancoil Trust, has been appointed as Third Sector representative on the Board. Mrs Brumby, a retired teacher who was involved in the Hospice in Moray campaign and is now chair of the Friends of the Oaks, will serve as the substitute member.

Steven Lindsay was attending his final meeting as NHS Grampian staff representative having been appointed NHS Grampian's new Employee Director. He has served on the IJB since its inception and was thanked for his valuable contribution over the years.

Steps are in hand for his replacement and to appoint to the two vacancies remaining on the Board - for a Non Primary Care Medical Services Lead and GP Lead.

Budget report

Members of the IJB have sought assurance on the actions which will be taken by Health & Social Care Moray to resolve a recurring overspend. The Core Services budget for 2021/22 was just over £130m which was overspent by £2.5m.

At the end of the financial year there was slippage on Strategic Funds of £19.5m which has resulted in an overall underspend of £17m, however almost £16m of that has already been committed. Additional funding of £5m has been spent on the pandemic response.

The Board requested officers start to put a timeline against the strategic position for achieving the reduction in overspend and requested a report reviewing progress in six months' time.

Public holiday

Monday 11 July is an NHS Grampian public holiday. GP practices will be closed and pharmacies may have reduced opening hours.

Scottish Health Awards

Nominations are now open for this year's Scottish Health Awards. It's been another incredibly challenging year as services and staff remain under significant pressure in dealing with the covid pandemic, while at the same time maintaining a range of essential services and continuing to provide first-class care and positive experiences.

The Scottish Health Awards offer the opportunity to recognise and acknowledge the achievements and success of those working in health and social care during this demanding period. There are 16 categories including a People's Choice Award which will be open to a public vote. Nominations can be made online at:

www.scottishhealthawards.com

NHS Grampian Plan for the Future

Yesterday, on the 74th anniversary of the founding of the National Health Service, NHS Grampian launched its 'Plan for the Future' - the organisation's strategy for the next six years.

The plan is based on three key pillars:

- People - ensuring no person is left behind
- Places - NHS Grampian as an employer makes a positive and meaningful contribution to the region
- Pathways - the care provided works for people, providing free and fair access to the services they require.

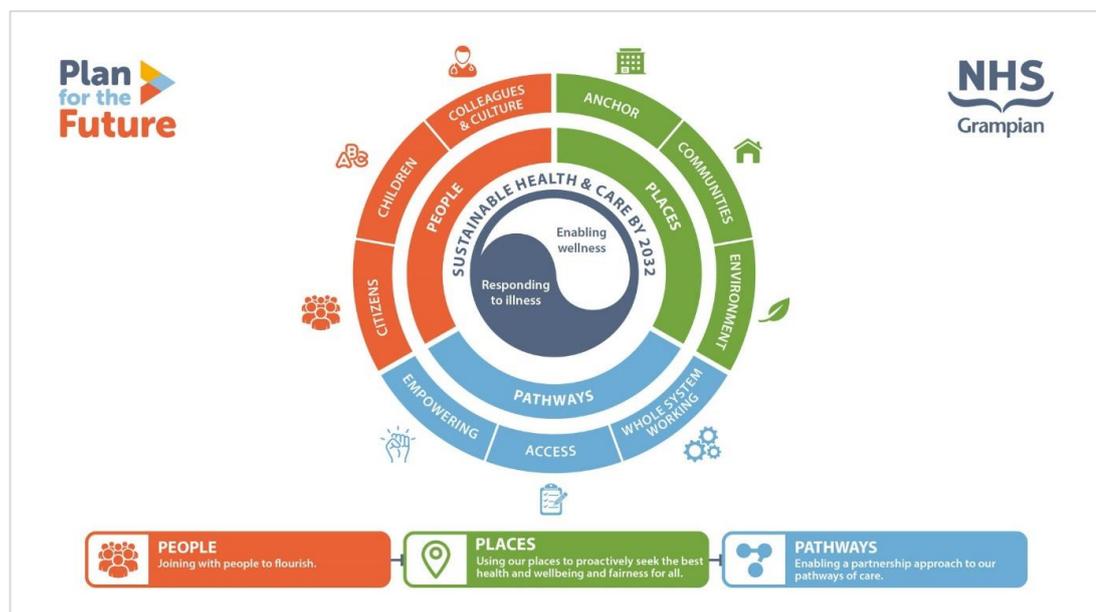
Deputy Chief Executive Adam Coldwells said: "We intend to focus on improvements for all citizens, joining with them in partnership to improve not only population health but also reduce inequalities and ensure timely access to healthcare when needed.

"I know that access to services is an issue right now and many people are waiting too long for the care they need. We want pathways that are quick, simple, and efficient. People should be able to access the right care, at the right time, delivered safely. At the same time, people should have access to care in a way that suits them with our pathways being adaptable and focused on the individual."

The Plan for the Future has been through engagement with patient groups, members of the public, partner organisations and NHS Grampian staff.

Mr Coldwells added: "This plan is not only about what we are going to do in terms of healthcare. It is about what we will do as an employer – attracting the best people to live and work in Grampian. It is also about us working as sustainably as we can, reducing waste, reusing, and recycling, and making a real contribution to the local economy."

The NHS Grampian Plan for the Future is available to read here: www.nhsgrampian.org/planforthefuture



Launch of GP recruitment campaign

A new campaign to recruit more GPs to come to Scotland has been launched by the Scottish Government as part of its commitment to increase the number of GPs by 800 by 2027.

It aims to attract GPs to Scotland from other areas of the UK and elsewhere, building on a range of measures which also include increasing undergraduate placements, looking at training placements to boost future capacity, incentivising moves to rural practice and providing a wide range of development and support opportunities for GPs throughout their careers.

Dr Chris Williams, Joint Chair of Royal College of General Practitioners (RCGP) Scotland, said: “Scottish general practice is facing significant challenges and recruiting into the profession has never been more important. I am delighted to welcome the launch of a new national GP recruitment campaign.

“Scotland is a truly unique place to work as a GP, with a fantastic range of opportunities available from delivering care in remote and rural communities, to working at the heart of our diverse, inner-city neighbourhoods. There really is something for everyone.

“At RCGP Scotland we will continue to work collaboratively with the Scottish Government and others to ensure that we can build the GP workforce that Scotland requires to deliver the highest standard of care for our patients.”

Mental Health Strategy open for consultation

A draft of the new Mental Health and Wellbeing Strategy for Scotland is now available for feedback. The strategy will guide the work that the Government and its partners will do to improve mental health and wellbeing in Scotland.

The five year strategy covers:

- addressing the underlying reasons behind poor mental health;
- helping to create the conditions for people to thrive;
- challenging the stigma around mental health, and;
- providing specialist help and support for mental illness.

It will also guide how everyone who has a role in improving and supporting people’s mental health and wellbeing is themselves supported. This ranges from the specialist mental health workforce to those working in all health and social care settings, in communities, schools, police custody suites, and prisons. It also recognises the invaluable support of volunteers and unpaid carers.

Details on the consultation, which runs until 9 September, is available at:

<https://consult.gov.scot/mental-health-unit/mental-health-and-wellbeing-strategy/>