



**Message from Jane Grant, Chief Executive  
(24 March 2023, 10.45am)**

Colleagues will, I hope, have seen the announcement from the Scottish Government yesterday, that the recent Agenda for Change pay offer has now been accepted by our Trade Unions on behalf of members. According to Scottish Government figures, the average uplift for staff will be at least 6.5% for all staff at Band 8a and below, with the new pay rates being applied from April. The agreement also means that staff will receive a one-off pro rata payment of between £387 and £939 depending on your individual role banding. In addition, the offer reaffirms the previous commitments made by the Scottish Government to work towards reducing the working week, protect learning time and review Band 5 job nursing profiles.

Unfortunately, once again this week, we have seen a further increase in COVID patient numbers across our acute sites. Currently we have 489 people in our care, who received their diagnosis in the past 28 days. This is subsequently having an impact on the number of wards that we currently have closed. I would like to reassure staff that our teams are keeping the situation under review to ensure we can reopen wards as swiftly and safely as possible. On a more positive note, the projected trends with community data suggest that the number of people impacted by COVID across NHSGGC is beginning to slowly decrease.

This week we celebrated World Down Syndrome Day to raise awareness and promote inclusion for people with Down Syndrome while also encouraging access to quality healthcare for all. I would like to thank our Staff Disability Forum for injecting some fun into proceedings and encouraging staff to take part in the 'Lots of Socks' campaign to raise awareness of the day. It was great to see the photos of our team members taking part.

I was delighted to see that our Biomedical Science team has been recognised, alongside West of Scotland Innovation Hub colleagues, iCAIRD, for their work to digitise lab processes and validate AI within pathology. Both teams were awarded with the Improvement in Action Award at the Chief Health Science Officer Awards for

their collaborative work, which is helping to transform the pathology lab at Queen Elizabeth University Hospital. The team has implemented a full digitisation of their service, moving from manual slide processing, to now having the ability to process around 50,000 slide images per month, while also developing an archive of over 1.5million secure images. The archive images can now be utilised for further research and AI learning, to continue to improve the patient experience, which is so important. My thanks and congratulations to the team on winning this award and for the extensive and very important programme of work you have undertaken. Well done.

This week, I would like to share some feedback from the parent of one of our younger patients about the staff at the Aroma Café at the Royal Hospital for Children: “I was with my toddler after a lengthy outpatient appointment which had gone well and all staff had been great. Naturally my toddler was tired and fed up in the way toddlers are in the afternoon. I had told her we could get a snack from the aroma cafe after her appointment had finished. However it was closing as we approached. The staff member saw she was a bit upset about this and went above and beyond to help me and make her feel special. She didn’t have to do this as she was probably trying to get finished up for the day. I really appreciated that she helped a harassed parent! It meant a lot.” This is fantastic feedback, with the member of the Aroma Café team going the extra mile for this patient and her parent, creating a really positive experience for the both. My thanks to the member of staff at the RHC and the wider Aroma Café team, who provide great service across our hospital sites.

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