

Daily Brief...



Wednesday 1 October 2025

Reduced Working Week – phase 2 implementation form now live Teams are now able to submit their implementation plans for phase 2 of the Agenda for Change reduced working week. All plans must be submitted by 30 November. Please ensure you have reviewed all guidance documents and supporting materials available on the intranet here: [Reduced Working Week – Phase 2 Implementation](#). Drop-in information sessions, to be held via Teams, will be announced shortly. Remember, reductions will **not** be implemented until April 2026.

Aberdeenshire community hospitals review – community events A series of events will take place in the coming weeks, as part of the Aberdeenshire IJB's strategic review of these facilities. Staff and public alike are invited to these events, taking place in each town with a community hospital*. The review will contribute to a strategic plan for delivery of community-based health services. There is no budget reduction attached to this review, other than the standard 2.5% savings target. Dates, times, and locations for these events are available on the intranet here: [Aberdeenshire community hospital review - community events](#)

* A separate process is underway for Inch Community Hospital, and a steering/project group is currently in development to progress engagement and communications with the local community.

Speak Up week – thank you to our ambassadors Today we want to shine a light on our amazing Speak up Ambassadors. Ordinary members of NHS staff – just like you - making time to support colleagues seeking guidance and advice around any concerns they have. You can meet them here: [NHS Grampian Speak Up](#). We are extremely grateful to them all, today and every day.

Bringing Realistic Medicine to life Realistic Medicine is about working in partnership with people who access our services, ensuring we do the right thing based on what matters to them. Realistic Medicine is brought to life by two key eLearning modules available on Turas (login required):

- [Managing Risk](#)
- [Shared Decision Making](#)

These resources offer practical examples and real-world scenarios, supporting positive risk-taking and person-centred care. Special mention to the [Risk Enablement toolkit](#), which is included in Managing Risk resources. This was developed by AHP colleagues in NHS Grampian. Future Care Planning is a practical way to put Realistic Medicine into action, helping us have kind, realistic conversations about care and what matters most. Catch up on our recent virtual learning event via this link: [Future Care Planning: Virtual Event September 2025](#)

Staff Equalities Network – faith in focus The next meeting of the Staff Equalities Network will take place on Wednesday 15 October and will hear from Gordon Strang, our new head of spiritual care. The session will take place on Teams, between 2-3pm. Please email gram.staffequalities@nhs.scot to request the joining link

Hypo Awareness Week The diabetes specialist nurses will be out in force next week, running two stalls to mark Hypo Awareness Week. Short for hypoglycaemia, this condition sees blood sugars fall below healthy levels. At its most severe, it can lead to seizures or loss of consciousness. You can chat to the experts about how to manage hypos at the Rotunda entrance to ARI next Wednesday (10am-2pm) or at the Aberdeen City Vaccination and Wellbeing Hub next Thursday (10am-2pm)

Research Learning Lectures Interested in research? The National Institute for Health and Care Research are running a series of free online lectures with the next one being 'How do I become a PI?' on Wednesday 15 October from 1.10-2pm. Follow the link to book a place: [Research Learning Lectures Tickets | Eventbrite](#) This is in conjunction with the NIHR Associate Principal Investigator (API) Scheme, for anyone looking for further information on the scheme please contact Louise Osborne, Senior Project Administrator (R&D), louise.osborne4@nhs.scot.

Wellbeing, Culture, and Development Wednesday

- **Courageous Conversations** New Courageous Conversations session dates are now live, booking is via Turas, just follow this link (log-in required): [Courageous Conversations Course | Turas | Learn](#)
- **NHS Grampian Leadership Toolkit - holding up the mirror** The Wellbeing, Culture and Development team [are excited to share our new Leadership Toolkit](#). This is an exciting new resource for managers and leaders to utilise at your own speed and to hold up a 'mirror' to yourself and your leadership style and practices. By engaging, you are invited to reflect through helpful exercises, explore key theories and approaches, and deepen your understanding of how personal values align with those of our organisation. The aim is to promote self-awareness which enhances your ability to lead through change but also strengthens relationships within your team. The important work you undertake will encourage continuous growth and supports you to embed compassionate, values-driven leadership in everything you do.

For more information or to raise any queries, please contact the team via gram.wcd@nhs.scot

Tune of the day Regular readers will recall we wished Lianna Morgan from sexual health a happy birthday on Monday. The boot is now very much on the other foot as she is wishing her mum, Yvonne Johnson (part of the central decontamination unit) AND her hubby Brian (part of the integrated drug service at RCH) the happiest of birthdays. Expensive times in those houses! For Yvonne, who believes in celebrating everything in life, [Celebration](#) by Kool and The Gang. For Brian, [Lux Æterna](#) by Metallica (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