

Wednesday 10 December 2025

Update from Chief Executive Team Apologies, we are unable to include this today; it will be shared tomorrow instead.

Christmas/New Year pay and on-call arrangements The designated public holidays over the festive period are:

- Thursday 25 December 2025 and Friday 26 December 2025
- Thursday 1 January 2026 and Friday 2 January 2026

[The guide available via this link](#) sets out examples of working patterns over the Christmas period. These examples, which apply to staff employed under Agenda for Change terms and conditions, equally apply to the New Year period. Managers and staff are encouraged to look at the example which covers the shift pattern appropriate to the situation; there is no need to look at every example.

[The guide also outlines the arrangements where staff are rostered on call on a public holiday and provides examples.](#) To stay consistent with other boards, there is a change of practice in relation to the time off in lieu for being on-call on a public holiday. This is effective for all public holidays, starting from 25 December 2025. Staff who are required to be on call on a designated public holiday are entitled to equivalent time to be taken off in lieu at plain time rates in addition to being paid an on-call session and any call outs. Please read the guide carefully to understand how this change will affect you.

Bin security in winter We have a legal duty to ensure our waste is secure. This becomes even more important during winter when animals - and sometimes humans - may seek shelter in large waste or recycling bins. There have been near misses, but luckily no-one has been injured. All exterior bins must either be stored in a secure area or having working lid locks. If the locks are missing or broken, please contact NHSG Waste Management Officer neil.duncan3@nhs.scot to arrange replacement. [You can find further information on the Health & Safety Executive website via this link.](#)

Festive closures Information about service closures or adjusted opening hours over the festive period is [available on the intranet by following this link](#). Updates in the last 24 hours include the NMAHP Bank office, spiritual care, and emergency dental provision. If you want to get your service added, please email us with the details via gram.communications@nhs.scot

Donning and doffing training – High Consequence Infectious Disease This training will take place at the Suttie Centre, 6-9 January 2026, between 9am-3pm. Sessions last for 2 hours and must be booked. Please contact Alison Riley via alison.riley2@nhs.scot to secure your place.

‘Remembering our babies’ pre-Christmas service The spiritual care team will be hosting two services in the ARI chapel this coming Sunday (14 December) for families whose babies have died. There will be a quiet service, for adults only, at 10.30am, followed by a family service for adults and children at 11.30am. For more information, you can contact Jarod Meenan (healthcare chaplain) on ext 53271.

Wellbeing, Culture, and Development Wednesday

- **International Day of Persons with Disabilities celebrates inclusion and equality** At NHS Grampian, we support staff and patients by promoting accessibility, reasonable adjustments, and wellbeing initiatives. Our commitment ensures everyone can thrive, contribute, and receive care with dignity, fostering a culture of respect and opportunity for all abilities. For more information visit the [Equality and Diversity](#) section of the website
- **Managers’ Development Forum** Taking place on Wednesday 17 December, 10-11am – Join Making Appraisals Work: A Manager’s Guide for practical tips to make appraisal conversations smoother and less stressful. [Join the Managers’ Development Forum here.](#)
- **Performance Appraisal Training** Join us and start the New Year with the knowledge to unlock the full potential of your team. Booking is [via Turas via this link \(log-in required\)](#). Sessions will take place on Monday 15 December, 2-3pm (Bitesize refresher session) and Thursday 18 December, 9.30am-12.30pm (Performance Appraisal Reviews for Managers and Reviewers).

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

Tune of the day Our first dedication goes out to Ellie Rendall, a modern apprentice in the medical secretary admin team. Along with her twin sister Katie, she has a trial for the Scotland U25 indoor bowling team coming up. Her aunt – Alison Hopkins in eRostering – is wishing them both the best of luck and has requested [Don’t Stop Me Now](#).

Taking us in a festive direction – though definitely off the beaten track – is Lydia Henderson from the corporate comms team. Don’t let the opening bars of King Diamond and [No Presents For Christmas](#) fool you...this is a metal moment (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