

Daily Brief...



Tuesday 10 February 2026

Ask Laura – chief executive Q&A In the latest Ask Laura session, [now available to watch via this link](#), Employee Director Steven Lindsay puts a new set of your questions to Chief Executive, Laura Skaife Knight. The topics raised by you this month include pressures on teams, digital access, support for bank staff, improvement work and recent operational & weather-related challenges across the organisation. As usual, we've included topic links below so you can go directly to the parts most relevant to you:

- [Update from Laura](#)
- [Bank staff and flexible working arrangements](#)
- [iMatter feedback and staff engagement](#)
- [AOVPN access and remote working reliability](#)
- [Supporting specialist nurses to return to clinical areas](#)
- [Adverse weather and recognising staff who attended work](#)

If you have feedback, or a question you'd like Laura to consider in a future session, please email gram.communications@nhs.scot. Remember to indicate if you would like your question asked anonymously.

All-staff call with CET You are warmly invited to join members of the Chief Executive Team on an all-staff call next Monday (16 February) between 10-10.30am. This is your opportunity to hear the very latest on what's happening across the organisation. You can submit questions in advance (anonymously, if preferred) by emailing gram.communications@nhs.scot These sessions are recorded and a link shared in this brief for those unable to attend. [No need to book, simply use this joining link](#).

Reduced Working Week (RWW) update [An online RWW form is available via this link](#) for **managers** to provide details of any part-time member of staff who it has been agreed will retain their current part-time hours when the final reduction for the RWW is implemented in April. Thank you to those who have already submitted details, this really helps us to adjust your roster ahead of April.

The MS form is a substitute for an eESS transaction for RWW only. The details provided on the form will be used to retain the member of staff's current part-time hours on eESS, Payroll and SSTS/Optima. Please be careful to note the correct pay number. The form also asks managers to confirm how the retention of part-time hours will be funded i.e., within current budget or by an approved RWW backfill. The form, which must be completed by the line manager who has delegated authority to authorise changes to an employee's working hours, should be completed by 15 February. No other system notification is required.

Please note the form must not be used for changes to part-time hours not related to the retention of hours from 1 April 2026. The normal process applies for all other changes to part-time hours i.e. an eESS transaction and for Optima rosters advance notification to the eRostering team.

Why are appraisals so important to support performance and development? Appraisals are a cornerstone of our commitment to excellence at NHS Grampian. They are not just about evaluating past performance but are vital for fostering growth and development.

Through the appraisal process, we create a space for open dialogue, where we can reflect on our achievements, receive constructive feedback, and set meaningful goals for the future. This process helps identify strengths and areas for improvement, ensuring that everyone can reach their full potential. Now is the time for managers to prepare for meaningful, constructive discussions with their teams. The Performance Appraisal for Managers and Reviewers course is designed to support you structure high-quality discussions, give balanced feedback and guide staff in setting clear goals. Sessions run twice a month. [Use this Turas link \(log-in required\) to book today.](#)

Contacting Turner Hospital Please be aware the usual internal number for Turner Hospital is out of use this week. Instead, please dial 81019 for internal calls. The external number has been redirected to this extension also. It's hoped the usual number will be back in service next week.

Evaluation Clinics - new dates The Evaluation Network have released new slots for February and March. Our evaluation clinics are designed for staff who are planning a service change or project and would appreciate advice on planning, implementing, writing up, or disseminating a piece of evaluation. If you're interested, [please book via this link](#). If you have any queries or if the clinic date is not convenient, please contact: CLeask@aberdeencity.gov.uk/ niki.couper2@phs.scot

NHS Grampian Charity Did you know the NHS Grampian Charity recently released £1.5 million back into charitable funds from old and unused charity approvals? When you apply for funding, the amount approved is ring-fenced until we receive your final report and close your approval. If we do not know your project is complete, then we cannot release those funds. This can lead to us declining applications from other colleagues in your department because there is not enough money available in the fund. We urge all staff who have received funding from the charity in recent years and who have completed their project or activity to please submit their final report. This will allow us to close your approval and make any remaining funds available to other colleagues. Thank you for your support.

Tune of the day Thanks to the anonymous Heated Rivalry fan who's requested [I'll Believe In Anything](#) by Wolf Parade as today's tune: "Give me your eyes, I need sunshine..." (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