

Daily Brief...



Thursday 11 December 2025

Update from Chief Executive Team As promised yesterday, here is the summary of this week's meeting of the Chief Executive Team. This table is shared weekly to keep everyone updated; your feedback on the format is welcomed via gram.communications@nhs.scot

• Matters of Concern or Key Risks to Escalate	• Major Actions Commissioned/ Work Underway
<p>Operational Pressures: Continued high hospital occupancy (108–109%) and increased ambulance turnaround times. Delayed discharges rose to 192 last week, with flu-related admissions predicted to increase significantly over the next fortnight.</p> <p>Social Care Capacity: Ongoing challenges in securing additional social care beds. Awaiting ministerial sign-off around funding for interim solutions.</p> <p>Ward 4 at DGH: Options appraisal completed. A subset of CET is to meet to discuss these, as well as timescale for exploring future mental health models in the context of the national Reform agenda and bring an update back to CET by mid-January.</p>	<p>Unscheduled Care: Tactical and operational groups implementing early discharge protocols to ensure greater consistency of practice, recognising the link with timely emergency patient care. Strategic leadership support and cover under review for festive period to ensure resilience.</p> <p>Planned Care: Central Decontamination Unit opening on track for last week of January 2026</p> <p>Culture Programme Board: Draft Terms of Reference discussed with further revisions to be made in response to feedback. First meeting scheduled for 12 December 2025 to confirm priorities and KPIs.</p> <p>Flu Vaccination Uptake: Continued improvement in over-75s and healthcare worker rates; additional drop-in clinics introduced.</p>
• Positive Assurances to Provide	• Decisions Made
<p>Programme Board Progress: All three major Programme Boards (Value & Sustainability, Planned Care, Unscheduled Care) are operating to agreed governance frameworks with clear escalation routes and regular staff updates through Daily Brief.</p>	

<p>Partnership Engagement: Recent MP/MSP briefing and joint ACF/APF meeting both described as constructive and collaborative. ACF/GAPF agreed two main priorities to take forward (1) staff rest areas and (2) mental health support for staff.</p>	
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‘Flu update The latest report on ‘flu figures nationally will be published by Public Health Scotland later today. Locally, we continue to see an increase in hospitalisations with 1 in 30 beds at ARI occupied due to ‘flu. RACH are reporting high levels of respiratory illness - ‘flu and RSV – and mask usage is now in place in clinical areas within RACH. We encourage everyone who is eligible to get their ‘flu jab to go to a vaccination centre. Clinics are now offering drop-ins for eligible members of the public, as well as for health and social care staff. You can find addresses and opening hours [by following this link](#).

Protected Learning Time (PLT) - a consistent approach Last week we shared a detailed update on the consistent approach being taken to Protected Learning Time in NHS Scotland. If you haven’t had the chance to read this yet, [everything you need to know is available on the intranet via this link](#).

Sharps bins - lids fitted securely We have had further cases reported of sharps bins being placed within clinical eurobins without the lids being securely fitted. This has resulted in the contents spilling out causing potential sharps injuries to staff who empty these bins by hand. Please think safety first. Ensure lids are securely fastened to bins prior to first use, and permanent closures are fully in place before bins are placed into eurobins.

MedWatch – December edition The latest edition of the MedWatch newsletter is out now [and available to read via this link](#).

WARP-IT Christmas countdown On the second week of Christmas, WARP-IT gave to me...a standing desk ‘cos I didn’t have a chair! You may recall last week we put a call out to find surplus chairs in the organisation and give them a second chance. We’re also looking for desks (or standing desks) which could also be distributed to colleagues.

Bring joy to the world and your friends across NHS Grampian by adding any unused or surplus desks WARP-IT as part of our Furniture Amnesty. Got surplus furniture? Upload it to WARP-IT so others can claim and reuse it. Help us map out what’s available across all sites. Need furniture? Browse the reuse portal to see what’s up for grabs. Add items to your Wish List so others know what you’re looking for. [To access WARP-IT, simply follow this link](#). For support or enquiries, please contact the Procurement Team (gram.procurement@nhs.scot) or the Sustainability Team (gram.scar@nhs.scot)

Tune of the day Rita Mackenzie kicks us off today. She was recently redeployed to the orthopaedic suite at Woodend and wants to thank everyone for making her feel so welcome, with an extra shout out to the medical secretary trainers at ARI. Rita is keeping us in the unusual Christmas tune groove, suggesting [I Want A Hippopotamus For Christmas](#) by Gayle Peevey.

On a slightly more traditional note, Ann Stewart (resilience and health & safety officer in Aberdeenshire HSCP) requests Bon Jovi and [Please Come Home For Christmas](#) (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