

Daily Brief...



Wednesday 11 February 2026

Update from Chief Executive Team Here is the summary of this week's meeting of the Chief Executive Team (CET). 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>Project support for Improvement Plan: Administrative and project management resource required to monitor and evidence delivery of 80+ Improvement Plan recommendations was discussed and needs to be further explored.</p> <p>Responsibility for ligature reduction: Clarity to be provided around appropriate governance across acute, community, and specialist mental health settings with a subset of CET to take forward these important discussions.</p>	<p>GP Walk-In Centres (18-Month national Funding): CET noted three-sites (across Aberdeen City, Aberdeenshire and Moray) had been proposed to Scottish Government as controlled tests of change and formal confirmation of acceptance/funding was awaited with a national announcement of sites expected this week.</p>
Positive Assurances to Provide	Decisions made
<p>Organisational priorities 2026/27: Initial engagement session (Area Clinical Forum) has produced constructive insights and feedback. Actions and KPIs continue to be refined as further engagement with staff, partners and public continues ahead of submission to public Board in March.</p> <p>Unscheduled Care: Early signs of improvement in sub metrics due to initiatives underway, including reduced ambulance turnaround times (>1 hr waits fell from ~250 to 189); a reduction in median turnaround times; a reduction in longest ED waits (8–12 hr waits reduced); maximum ambulance wait now down to 7 hours;</p>	<p>Strengthened and more effective operational governance: Two phase approach agreed for the new operational governance model, with changes to Executive Team process (an Executive Team to replace the Chief Executive Team from April 2026) and the creation of a more formalised quarterly Extended Leadership Team to start from April 2026 to replace the current Wider Senior Leadership Team. Phase 2 will explore the future vision for a new Senior Leadership Team to become the main operational decision-making body and move to a more inclusive model of decision-making at NHS Grampian, with engagement on this proposal to commence in the months to come. In the meantime,</p>

front-door improvement work (including the focus on 10 discharges before 10am and ambulatory pathway changes) delivering visible operational benefits with evidence of more beds available earlier in the day.

CDU: Recovery on track, with one new machine fully operational and remaining units progressing through commissioning, with opportunity for increased capacity once all the machines are operational.

Scottish Public Services Ombudsman: Performance has improved indicating improved complaint handling and system learning is having a positive net effect.

the Executive Team, consisting of the CEO's main line reports will be the decision-making body and this will be communicated more fully in the weeks to come, along with wider communications about the move to the new Extended Leadership Team.

External Review Improvement Plan: Schedule and approach for evidencing delivery of the remaining 87 recommendations to Board approved prior to submission at the public Board Meeting on 19 February.

Ligature Reduction Board: To be re-established, taking account of whole system impact of ligature risk, not just high-risk settings, and to be discussed by the CET sub-set (see opposite).

Strategic Risk 3650 – Inability to Inability to reduce demand through citizen engagement: Agreed to change risk description to 'Inability to effectively engage citizens to shape service improvement and transformation'

Band 5 nursing review – information sessions Any nurse working at Band 5 is entitled to request a review of their position, with the potential to be regraded to a Band 6. If you are a Band 5 or Band 6 nurse, a senior charge nurse, or a nurse manager, and you want to understand how the process works and what it might mean for your team, information sessions can be arranged. These can be held in person in Aberdeen or via Teams for those in Aberdeenshire and Moray. They last two hours and you must be able to attend the full session, which involves colleagues from HR and Staffside. Interested? We're asking nurse managers to take responsibility for arranging for their service or area, by contacting gram.band5JE@nhs.scot with estimated numbers; the team will do the rest.

Ashgrove House/Foresterhil House & annex heating update Colleagues in Facilities & Estates have been working hard to resolve the heating issues in these buildings. Following confirmation there is **no** asbestos present around the steam pipe, they will start work today (Wednesday) to locate and hopefully repair the fault. The team continue to explore alternative options in case a repair is not possible. We know these buildings are extremely cold and want to reassure everyone resolving this problem is the highest priority.

Digital Bytes - Your Quick IT Fix The Digital Support Centre Training Team continue to produce Digital Bytes – a growing series of bite-sized, 60-second videos designed to make your digital life easier. Each video delivers practical tips and tricks you'll wish you'd known sooner – from getting the most out of NHSG EPR systems to unlocking Microsoft accessibility features. These quick insights are here to help you work smarter, not harder; if you've got a minute, you've got time to learn something new! We advertise new videos via this brief, while the full collection is [available to view by following this intranet link](#). Our latest Digital Byte focuses on HEPMA Fallback Terminal; previous videos cover Imprivata Tap & Go Care Reader, Outlook: Immersive Reader, Word: Dictation, Windows: Voice Access and Windows: Magnifier.

Got ideas? [We welcome your feedback and topic suggestions via this form](#). You can learn more about the Digital Support Centre and access the full range of training resources at [GRAM – Digital Support Centre](#) – Helping support your digital journey.

Upcoming seminar - 'Future-Ready Therapies: NHS Grampian's Journey with ATiMPs' Supported by the ATTC network and the Scottish Advanced therapy Steering Group, this session outlines our collaborative approach to building capability, governance, and readiness for the safe and effective delivery of Advanced Therapies. It will take place next Wednesday (18 February), 12-1pm, in the Health Sciences Building (Foresterhill), room 115. Booking is essential, contact gram.randdtraining@nhs.scot to book.

Wellbeing, Culture, and Development Wednesday

- **Music for Wellbeing** Music is one of the most universal forms of human expression. It affects our brains, bodies, and social connections in ways few other activities can. It's increasingly being used across healthcare settings, including the NHS, to support staff wellbeing and patient care. We're pleased to have permission to share a fantastic resource from Recovery College Online; you can access 'Music For Wellbeing [by following this link](#).
- **Coaching Skills for Managers Programme** Build your confidence as a manager through coaching style conversations. New cohorts of this programme will start in April and May. [The full details are available via this Turas link](#) (log-in required) and you can apply for a place by [completing the form at this link](#).
- **Retirement Planning** Spaces remain available for the session next Tuesday (17 February). For further information and to book on, please [follow this Turas link](#) (long-in required).

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

Tune of the day Aisling Devlin-Turbett (psychological therapist) makes today's request; three years ago this month her colleagues showered her in love and support for her wedding, with some making the trip to Northern Ireland for the ceremony and braving Donegal's winding roads for the reception (and trust me, wind they do!). It meant a great deal to Aisling, who's asked for [500 Miles by The Proclaimers](#) to record her ongoing gratitude (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