

Wednesday 12 August 2026

Band 5 nursing review – August update In response to your feedback, we are going to be sharing a monthly update, with the latest on this review. To recap, all nurses currently employed on a Band 5 contract are entitled to request a re-evaluation of their post, with a possible regrade to Band 6. There is further information and [a link to the application portal available at this link](#). Here are the latest facts and figures:

- At time of writing, we have received 775 applications. 272 are complete. The majority of completed applications have resulted in a regrade to Band 6.
- Applications are typically worked through in order of the **date received**. We have had significant interest in this review and ask for your patience. We are currently processing applications submitted in May 2025
- In a bid to provide faster responses, we can 'batch' applications and run several through the review process at once. This **only** applies in areas where there have been several applications from staff who have the same manager **and** where at least one colleague has already had a successful review and regrade to Band 6.
- We aim to hold one 'batching' and one 'matching' panel each month, typically reviewing and deciding between 30-40 applications.
- The review is open to all nurses currently employed on a Band 5 contract by the NHS in Scotland. There is no closing date at present, and you have the full support of the organisation to participate in this review.

An estimated 1337 individuals have accessed the application portal; just over half have submitted completed applications. [The short anonymous questionnaire, available via this link](#), will help us understand why applications have not been completed and what we can do to remove barriers to taking part. This is open to registered nurses, currently working at Band 5, only.

[A short briefing paper on this review is available via this intranet link](#). Please read and share.

Questions? We're here to help. Please contact gram.band5JE@nhs.scot with your query.

Respiratory MCN educational event This event will take place on Wednesday 30 September, 9am-12.30pm, in Dunbarney House, Dr Gray's Hospital. Topics covered will include undertaking high-quality asthma and COPD reviews, self-management, and living well with respiratory conditions. To register for this event, [please complete the form available via this link](#).

Appraisals Matter A good appraisal is more than a form to complete – it's an opportunity to reflect on achievements, discuss wellbeing, identify development opportunities, and plan for the future, all while keeping your skills current. As part of our Focus on Fundamentals programme, appraisal conversations are being prioritised across the organisation to ensure you can discuss your contribution, aspirations, and support needs. Appraisals play an important role in helping people feel valued, supported and equipped to deliver high-quality care and services. Now is the time to:

- ✓ Book your appraisal
- ✓ Have the conversation
- ✓ Record it on Turas

Guidance is available for both staff and reviewers; [follow this Turas link to see](#) the support on offer there and there's more on appraisals and Personal Development Planning [via this intranet link](#). You can also contact gram.wcd@nhs.scot with your queries.

August Shared Learning Event This will take place next Wednesday (19 August) between 12-1pm on Teams. Denise Johnson, chief nurse division of surgery/CSS, Alison McKenzie, nurse manager and Ian Cowe, head of health and safety, to present 'An Adverse Event Review - choking incident in a surgical ward and associated HSE investigation'.

Shared Learning Events are a monthly forum held to share knowledge and learning. Typical topics for discussion include clinical and adverse events, complaints, and Ombudsman cases. If you would like to join the group, attend this session or discuss presenting at future events, please contact gram.qiat@nhs.scot

Wellbeing, Culture, and Development Wednesday

Managers' Development Forum (MDF) Are you an aspiring or current manager in NHS Grampian? The Managers' Development Forum (MDF) is a space to learn, connect and stay up to date on key management topics. Over the coming months, we'll be covering:

- Implementing Reasonable Adjustments – practical support for managers.
- Occupational Health Services (OHS) – using the new manager referral system.
- Appraisals – *Your Conversation; Your Development*.
- Get to Know the Directors – hear from Gail Woodcock, Director of Strategy, Transformation & Performance, about her role and priorities.

Whether you're new to management or experienced in the role, the MDF offers practical learning and peer support. [Please use this link to join the forum](#).

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

Tune of the day A trio of requests today solely aimed at spreading good vibes and celebrating fantastic colleagues. Noor Mohd Hassan, rotational pharmacist at ARI, is dedicating [Unstoppable](#) by Sia to her wonderful and hardworking pharmacy colleagues. Ibrahim Swahili, a staff nurse at Royal Cornhill, is shouting out his forensic acute co-worker Mindaugas, with [You're A Superstar](#) by Love Inc.

Finally, Tina MacDonald in health records has requested [Video Killed The Radio Star](#) for her friend Rob Brown, a senior video conferencing analyst (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