

Tuesday 12 May 2026

International Nurses Day - a message from June Brown, Executive Nurse Director *“It’s my pleasure to share a message of thanks to all nurses working in Grampian on International Nurses’ Day. The International Council of Nurses, along with the Royal College of Nursing, are using this year’s event to highlight nursing as global profession, with nurses around the world providing compassionate and clinically excellent care, often in the difficult or dangerous circumstances. Locally, I want to express my gratitude to every nurse working in Grampian. You work in a range of settings, meeting all kinds of challenges, and what unites you is a commitment to doing the very best for patients. Thank you and enjoy the day.*

All-staff call briefing Thank you to everyone who attended yesterday’s all-staff call with the Executive Team; as usual, [the session was recorded and is available to watch via this link](#). We packed a lot into a short meeting, including sharing progress on our organisational priorities. It’s clear there’s mountains of work ongoing and a concerted effort across all services to make a difference to staff and patients. The next briefing will take place on Monday 8 June, 12-12.30pm.

Value & Sustainability (V&S) update As mentioned at yesterday’s briefing, the V&S workstream is about to commission a piece of work to identify where closer cross-system working can unlock efficiencies, and enable the smarter use of shared resources – while protecting and improving care for the people we serve. This will bring together NHS Grampian, the HSCPs, and local authority partners to look at how, as a whole system, we can do even better and recognises real opportunities exist when we plan, design and deliver services together. The areas to be looked at through this ‘diagnostic’ are yet to be agreed and we will bring you further updates as this work progresses but importantly, this is about learning from what already works, involving staff throughout, and focusing on practical opportunities that strengthen services, support our workforce and improve outcomes.

Re-modelling our HDUs A programme of work is underway with staff across our Surgical High Dependency Unit (SHDU) in Aberdeen and the HDU service at Dr Gray’s Hospital to review and strengthen a number of complex clinical pathways, with the aim of improving patient flow and care delivery. This will be clinically led and will require careful networking, integration, alignment and communication. We are committed to supporting teams through what is a necessary period of transition. It is acknowledged these services already bring together expert staff from across a range of specialties, and this programme of work will help us better align with national models of care set out by the Faculty of Intensive Care Medicine and the Intensive Care Society.

Managers – don’t forget iMatter team confirmation! The iMatter team confirmation period will close this Friday (15 May), with the survey going live on Monday 18 May. Managers are asked to review and confirm their team membership to ensure all staff receive an invitation to take part in the iMatter staff experience survey. Taking a few minutes to complete this step helps make sure the process is inclusive and sets the foundation for meaningful conversations at team level. [Further guidance and support are available on the iMatter intranet page, simply follow this link](#).

Health and Care (Staffing) (Scotland) Act 2019 - Year 2 annual report The second annual report on our compliance against the Act was endorsed by the Executive Team, Staff Governance Committee and thereafter Grampian NHS Board in April 2026, prior to its submission to Scottish Government. A summary version of the Annual Report has been developed to share with you, along with patients and the wider public. This highlights key achievements, challenges, and areas of focus going into the next year. [A link to the full report and summary version can be found by following this link](#), under HCSA Reporting.

Funded doctoral opportunities for NMAHPs Applications are now open for two fully funded doctoral opportunities for experienced nurses, midwives, and AHPs. Course information, application forms, and details of drop-in discussion sessions [are available on the intranet via this link](#).

NHS Grampian Charity Did you know the NHS Grampian Charity runs a virtual drop-in session every Thursday morning on Teams? You can log on any time between 10am and 11am, and one of our team will be there to answer any questions you have about the charity, what we fund, how to apply, how to fundraise, and much more. [You can find the link to join the session via this link](#) to the charity's intranet page.

Tune of the day The Hospital@Night team made a request for today, dedicated to nurses everywhere on International Nurses Day: *"We met Floella Benjamin at the recent RCN conference, who reminded the audience we are "Guardian Angels" within our vocation of dedication. As nurses we need to practice the 3 Cs of Consideration, Contentment, and Confidence and face adversity with a smile. Please can we request [Lady Gaga and Smile](#)"*

Great minds think alike, and Viki Rafferty would like to thank all the nurses in the City Community Mental Health, Learning Disabilities and Drug & Alcohol Services, as well as all other nurses in the organisation, for everything they do. Vikki has asked for [Nothing's Gonna Stop Us Now by Starship](#) *"as that is how I feel with nursing colleagues by my side."* Go team!

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