

Daily Brief...



Wednesday 12 November 2025

Chief Executive's blog Laura Skaife-Knight shares her reflections, eight weeks into the job here in Grampian. [You can read it in full by following this link](#); among the topics she covers are the progress we are making against our organisational priorities, her plans for staying in touch with all of us in the coming weeks and months and celebrating some of our recent successes.

Laura is keen to hear your feedback; you can get in touch with her directly via laura.skaife-knight@nhs.scot

Chief Executive's Team (CET) To keep you fully informed, we will be sharing updates from the weekly CET meeting, starting next week. For awareness, this week's meeting concentrated on planned care and unscheduled care improvements, the latest of the impact of the temporary shutdown of the CDU at Foresterhill, our procurement strategy, and the work of the winter vaccinations programme. Much of this is covered in Laura's blog post, see above.

Phase 2 – Reduced Working Week –helping you make the change As has been well publicised, the standard working week for Agenda for Change colleagues will reduce to 36 hours from April 2026 (pro-rata for part time staff). To ensure a smooth transition, managers/team leaders should take the following steps:

- Have meaningful conversations with staff before submitting any roster changes via the MS Form (form must be submitted by 30 November)
- Involve partnership representatives in discussions, particularly where significant changes to working patterns or rosters are being considered.
- Consult with local partnership fora or reach out directly to partnership colleagues for guidance and support [and utilise the guidance available on the intranet via this link](#).

All submissions will be reviewed through established governance processes to ensure fairness and transparency. For advice or assistance, please contact your local Partnership Representatives:

Jamie Donaldson – jamie.donaldson@nhs.scot

Michael Forbes – michael.forbes@nhs.scot

Keith Grant – keith.grant@nhs.scot

Janine Legge – janine.legge@nhs.scot

Kylie McDonnell – kylie.mcdonnell@nhs.scot

Karen Watson – karen.watson3@nhs.scot

Two drop-in sessions have been arranged on Teams for any further questions or queries about the Reduced Working Week. No need to book, simply use the joining links below:

- Wednesday 19 November, 10-11am, [Join teams session here](#)
- Tuesday 25 November, 11.30am-12.30pm, [Join teams session here](#)

For any queries, please contact: gram.rww@nhs.scot

Heating/hot water shutdown – Pink Zone There will be a shutdown of heating and hot water in the Pink Zone of ARI tomorrow (Thursday) between 7-11am. Theatres and ITU will not be affected. The shutdown is to allow for urgent maintenance work; we apologise for any inconvenience.

Radon gas in Grampian – what you need to know Radon is an invisible, odourless, tasteless gas which comes up through the ground naturally from rocks and soils. Radon levels vary throughout the country. Some areas in and around Aberdeen, and other parts of the Grampian region, are more likely to have radon levels higher than the UK average. The risk to health from radon comes from a combination of the radon level and time spent in the location.

Where we own a building – or in workplaces owned by other employers but where NHS staff are present – in affected areas we carry out surveys of radon levels. If you work from home, or undertake hybrid working, we encourage you to check if your home workplace is in a radon affected area. Further information on how to do this is available on the intranet, [simply click on this link to read more](#).

Wellbeing, Culture, and Development Wednesday

- **Getting the Best from Your Appraisal** This 90-minute session is for AfC colleagues who want to feel confident and prepared for their appraisal. Learn how to write SMART objectives, explore the benefits of Personal Development Planning, and get tips on recording your discussion in Turas. When approached with care, appraisals can be a powerful tool for growth and team success. [Book your place today using this link](#) and invest in your development!
- **Discover CAKE on Turas:** CAKE is a free online resource to support team wellbeing and effectiveness. Whether you're new to CAKE or looking to deepen your understanding, we offer both taster sessions and in-depth slice sessions. [Use this link to book your spot now](#).
- **World Kindness Day (tomorrow)** We're taught to be kind from an early age, but it's not always easy, especially when stressed or upset. Kindness matters; even small acts can improve mental wellbeing, helping us feel better and strengthening relationships. Choose kindness; it benefits both you and others. [There's more on World Kindness Day at this link](#).

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

Tune of the day Shona Gibson, part of the sexual health service team, has her last working day today and then a BIG birthday on Friday. Colleagues want to wish her a happy birthday and a happy retirement! I'm told she loves musicals (as do I) so here's [As If We Never Said Goodbye](#) from Sunset Boulevard (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