

Thursday 16 October 2025

Human Trafficking and Exploitation – how we can stop it Anti-Slavery Day takes place this Saturday (18 October). When we think about slavery, it might conjure up historical images of the past. However, slavery remains very real for many people right here and right now. In Scotland we refer to modern slavery as Human Trafficking and Exploitation. Human trafficking is the illegal trade of adults or children for the purposes of exploitation; people being forced, threatened, coerced, or deceived for the purpose of sexual exploitation, labour exploitation, and domestic/industrial servitude. Trafficking often conjures up thoughts of people being transported from abroad, in fact, many victims of trafficking found in the UK last year were British.

It is possible we may encounter people who have been trafficked in the course of our jobs in health and social care. The Public Protection Team have put together a fact sheet, with more information, signs to look out for, and helpful sources of support. [You can read the factsheet by following this intranet link.](#)

Missed appointments – time to practice what we preach The challenge of missed appointments and wasted clinical time is well documented and something we regularly communicate to the public. Unfortunately, it's also a challenge for our own occupational health service. From January to 1 October this year, they recorded 790 DNAs, representing 9.49% of the total appointments scheduled. This is time OHS could have used to support other colleagues, resolving health concerns and ensuring services remain appropriately staffed.

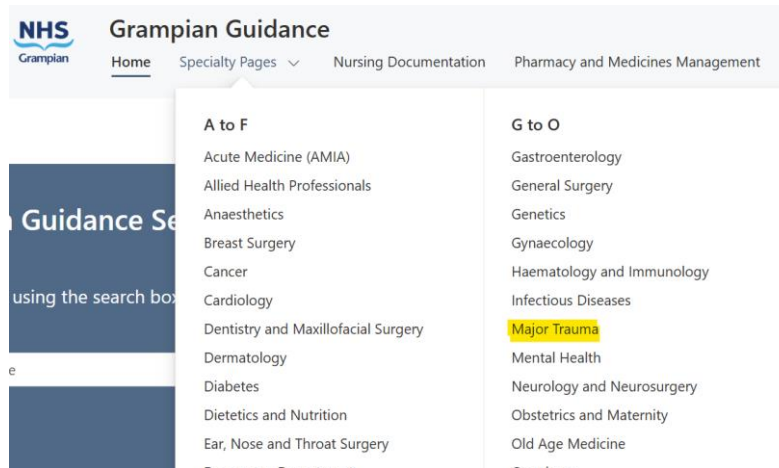
If you have an appointment with OHS and cannot attend or wish to reschedule, please contact them as soon as possible. If you are a manager who has made a referral and there's a change in circumstances or the appointment is no longer needed, please update the management referral form or contact the service directly.

Aberdeenshire HSCP team talk Join Leigh Jolly, Chief Officer for Aberdeenshire HSCP, as she sets out her vision for the Partnership. This will take place on Tuesday 21 October, 4-5pm on Teams. No need to book, [simply follow this link to join the meeting](#).

CNO for Scotland Award for Excellence/RCN Scotland Nurse of the Year Awards 2026

Nominations are open for the prestigious CNO for Scotland Award for Excellence, recognising a truly exceptional registered nurse, working in Scotland. The honour will be handed out as part of the RCN Scotland Nurse of the Year Awards, taking place next April. Full details on nominating someone for the CNO award [can be found by following this intranet link](#) (networked devices only). Nominations remain open for all other categories and can be made here: [Scotland Nurse Of The Year Awards 2026 | Royal College of Nursing Scotland | Royal College of Nursing](#). They must be received by 31 October; the CNO award has a closing date of 30 November.

Major Trauma – new Grampian Guidance page Major Trauma has been added as a new Specialty page to the A-Z on the Grampian Guidance site, having previously been a section on the Emergency Department page. The new page has three sections: Adult Major Trauma, Paediatric Trauma, and NoS Trauma Network. It also contains the documents previously available from the ED page, along with other new documents and links to other resources. [Follow this link to access the Major Trauma section](#) or find it under 'Specialty Pages' (see image below)



ICYMI - Research opportunities We're pleased to share two exciting research opportunities, as follows:

- Two part-time PhD studentships for nursing/midwifery/AHP colleagues, starting in February 2026. Funding covers tuition fees; students must be able to commit to a recommended 18 hours of study a week. Topic must link to current NHS Grampian priorities.
- STAR research internships for AHPs - two positions available this year, aimed at supporting Allied Health Professionals taking their first steps into research. Funding covers backfill of one day a week (Band 7 salary at midpoint) for 12 months. Topic must link to current NHS Grampian priorities.

Closing date for applications is 21 November; [there's more information on the intranet here](#) (networked devices only). We want to express our thanks to the NHS Grampian Charity for their support of both these opportunities.

Tune of the day June Tytler, bowel screening and pre-assessment team leader, makes today's request; she's reflecting on the end of Baby Loss Awareness Week and thinking of grandson Harris, who should have been 3 in June. For him, and all the babies who didn't get to stay, [Gone Too Soon](#) (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