

# Daily Brief...



Tuesday 16 September 2025

**'Flu season 2025 – what can we expect?** You might think it's too early to be thinking about getting your 'flu jab, it's something you'll get to in a month or two. However, sooner is definitely better. If we look to Australia, where the 'flu season is coming to an end, they've recorded case numbers well above the five-year average and surveillance suggests the decrease is slower than in previous years. Their experience is a good indicator of what we can expect this winter. You can read their data reports here: [Australian Respiratory Surveillance Reports – 2025 | Australian Government Department of Health, Disability and Ageing](#)

At the start of this year, we saw firsthand the impact 'flu can have on our services, with high levels of hospital activity **and** sickness absence. Everyone who works for the NHS in Scotland is eligible for a free 'flu jab, along with social care staff who have direct client contact. We encourage everyone to take up this offer. As a reminder, there is **no** offer of COVID-19 vaccination for NHS or social care staff this year. Dedicated staff clinics are open for booking now: you can see the full list under 'Latest News' on the intranet.

**Putting People First – upcoming event** We've got two exciting events coming up for the Putting People First Community of Practice in the next month. These sessions are focused around sharing ideas and work on how we can work differently to involve all people in improving services and the health of our population:

- On Tuesday 30 September, 1-2pm, we have two speakers: Luan Grugeon will speak about how the Putting People First programme plans to progress over the coming years thanks to a successful application for funding to NHS Grampian Charities. Andrea Gilmartin will present about longer-term evaluation of our first Community Appointment Day around MSK in Elgin.
- On Thursday 9 October, 12.30-1.30pm, as part of Challenge Poverty Week, we're going to hear from Annette Johnston who works on the Health Equity Learning Project (HELP) in Aberdeenshire. This project aims to reduce barriers to services for parents of children with disabilities and those who may need to use health services on a regular basis.

If you'd like an invite to either, or both, sessions, or have ideas for presentations you'd like to give or hear, please contact [gram.puttingpeoplefirst@nhs.scot](mailto:gram.puttingpeoplefirst@nhs.scot)

**Integrated Impact Assessment and Children's Rights** Are there service redesign, proposal, pathway or policy changes happening in your area? Please ensure that you include an [Integrated Impact Assessment \(IIA\)](#) in your planning and decision-making process, and submit the completed IIA to [gram.equalitydiversity@nhs.scot](mailto:gram.equalitydiversity@nhs.scot)

Have you considered if there is an impact for children and young people? It might not always be obvious but remember, it's not only decisions made in children's services that will have an impact on children and

young people. If you would like any further support on assessing the impact on children's rights, contact NHS Grampian's Child Health Commissioner [tracy.davis12@nhs.scot](mailto:tracy.davis12@nhs.scot) who will be happy to help.

**Get together for Climate Week North East** Join the conversation about sustainability at work by getting together with colleagues for a relaxed, informal chat. Meet the Sustainability team, ask questions and share your thoughts on how NHS Grampian is responding to climate change. Bring your own coffee (ideally in a reusable cup!) to:

- Dr Gray's Hospital Foyer: Wednesday 24 September from 10am-12pm
- Pink Zone Café, ARI: Wednesday 1 October from 9.30-11.30am

Can't make it in person? No problem — you can still ask questions or share your ideas by emailing us at [gram.scar@nhs.scot](mailto:gram.scar@nhs.scot)

**ICYMI - Black History Month staff lunch event** To mark Black History Month this year, we want to create an African and Caribbean influenced lunch menu. To help us to do this, we invite colleagues who can help to make sure the catering team has the right ingredients and the correct recipes to produce authentic African and Caribbean cuisine you will want to buy and eat. An informal focus group will take place this Thursday (18 September) between 2-3pm on MS Teams. Please contact [gram.staffequalities@nhs.scot](mailto:gram.staffequalities@nhs.scot) to book a place so we have an idea of how many people would like to come along.

**NHS Grampian Charity** Did you know NHS Grampian Charity supports more than 80% of the applications it receives? The most common reasons applications are declined is because they are not received far enough in advance, or the application is for an activity which the charity cannot support. The charity team is very small and receives many applications; it takes at least 4-6 weeks to process a standard application, and longer for applications which are higher value or require additional approvals. And remember, the charity can only support activities which have a clear patient benefit, and which are not core/statutory; this is in line with charity law.

[The charity's Fund Guidance contains lots of useful information](#) about the types of activities it can and cannot support, along with timescales for processing applications, so please make sure you have fully read this before applying.

**Tune of the day** Forty years ago today, Kate Bush released the Hounds of Love album. From that record, the glorious [Cloudbusting](#) is our tune of the day (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](mailto:gram.communications@nhs.scot)