

Daily Brief...



Wednesday 19 November 2025

Update from Chief Executive Team - a summary of key decision and discussion points We know from your feedback that it is important that we are more open and transparent about our decision making, including the discussions and decisions we are making at our weekly Chief Executive Team meeting, which is chaired by our Chief Executive and attended by our Executive Team and wider advisors to the Board.

The Chief Executive Team met yesterday to discuss a number of key operational and strategic priorities. Unscheduled care remains a significant challenge, with timely care for our emergency patients not where any of want it to be and with winter demand expected to intensify these pressures. Among the actions discussed and being taken forward are strengthening our community capacity, expanding pharmacy and minor injuries capacity. In addition, it was agreed to review the rhythm of Daily System Connect meetings and move to a single focused session. We have work to do to improve our internal processes and consistency when it comes to discharge planning and experience for our patients, triggers and escalation and this will be a focus in this next period also.

Ongoing constructive discussions with the Scottish Government's Assurance Board were also noted, with our Improvement Plan that responds to the KPMG diagnostic review coming to our December Public Board meeting for approval. The team welcomed the Health Secretary's announcement on Friday about a new subnational planning approach for NHS Scotland, aimed at improving collaboration and equity of access. Laura Skaife-Knight and Alison Evison will represent NHS Grampian at the first East of Scotland meeting yesterday to maximise our engagement in this important development.

On finance, our Month 7 finance results show we remain very much on track to deliver our £62m savings and maximum £45m deficit by year end thanks to the continued efforts from staff across the organisation.

A recent external review of Planned Care commissioned by Scottish Government has highlighted areas of good practice and some areas for improvement which we welcome, which include reporting on planned care and governance arrangements and opportunities to further strengthen which we will take on board. The recommendations will be considered by our Planned Care Programme Board next week with progress updates to be shared in due course.

We reviewed our Strategic Risk relating to reducing demand through citizen engagement. While strong foundations and innovative approaches are in place, the risk was assessed as remaining high, with continued leadership being essential to embed changes that will reduce this over time.

Agenda for Change Reduced Working Week The deadline for submitting your plans for reducing the working week (AfC staff only) is fast approaching. All forms must be completed by 30 November. In addition to the existing supporting guidance available on the intranet, two drop-in sessions have been arranged on Teams for any further questions or queries. No need to book, simply use the joining links below:

Today (Wednesday), 10-11am, [Join teams session here](#)

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

A calculator to work out the reduction in part-time hours has been added to the online guidance. [Everything you need to make your plan, including a link to the submission form, is available via this link.](#)

Questions? Please contact gram.rww@nhs.scot

FraudWeek 2025 The focus today for FraudWeek is honesty and integrity; more than values, these are essential to protecting public resources and delivering safe, effective care. You can read the latest post [from Counter Fraud Services by following this link](#). Locally, stalls raising awareness of counter fraud activities will be in Summerfield House today (canteen) and ARI tomorrow (former board room) between 10am-2pm.

Occupational Health Service – system change Starting in January, OHS will transition to a new Occupational Health system designed to improve referral processes and streamline workflows for both managers and the OHS team. More details will be shared in the coming weeks. During the transition, there may be times when OHS operates at reduced capacity, focusing on essential services. These periods will be clearly communicated. We appreciate your patience and understanding as we move to a better system.

Inpatient ‘flu and COVID vaccination – Aberdeen City Patients in any Aberdeen hospital, eligible for ‘flu and/or COVID vaccination [can be referred by completing this form](#). The form contains information on eligibility and links to the relevant consent forms.

World Antimicrobial Resistance Awareness Week Antibiotic resistance is a serious and growing healthcare challenge. [This year, you can test your knowledge by taking this short quiz](#). You don’t have to be in a clinical role to take part and if you click ‘View Results’ after submitting your answers you’ll get feedback on your responses. You can also play your part by pledging to be become an antibiotic guardian here (there are a range of pledges, you do not need to be a clinician): [Antibiotic Guardian – Pledge to be an Antibiotic Guardian](#)

City HSCP budget consultation Aberdeen City Health and Social Care Partnership have launched a public and staff consultation on the savings options open to them for 2026/27 financial year. It will remain open until 14 December. [More information and a link to an online questionnaire are at this link.](#)

Clinical Entrepreneur programme – applications open There are 11 fully funded places for Scottish applicants to this programme, which aims to provide the commercial skills to accelerate innovation in healthcare. [For more information, please follow this link](#); applications close on Friday 28 November.

Free Books for Book Week Scotland! The libraries team are giving away short story collections on the theme of Friendship, courtesy of The Scottish Book Trust. Email cornhill.library@nhs.scot or gram.drgrayslibrary@nhs.scot to request a copy via internal mail. Alternatively, you can pick up a copy in person, on Thursday (20 November) as follows:

- Clerkseat Building main corridor, Royal Cornhill (11am-2pm)
- Dr Gray's Hospital foyer (9.30am-12pm)

Reading for pleasure is a great way to relax, boost wellbeing, and spark creativity - don't miss out! [Follow this link to learn more about our Book Blether programme.](#)

Wellbeing, Culture, and Development Wednesday

- **Leadership Success Profile 360-Feedback Tool:** Curious about how others see your leadership style? A 360-feedback tool for those in operational leadership roles, linked to the Operational Leadership Success Profile is available. To discuss accessing this please contact gram.coaching@nhs.scot. [Follow this link to learn more about the Leadership Success Profile.](#)
- **November's Wellbeing Talk** Join us for November's Wellbeing Talk which focusses on sleep. Taking place on Thursday 27 November, 2-3pm, with guest speaker Dr. Dimitri Gavriloff, Sleep Specialist. To register please email gram.wcd@nhs.scot
- **International Men's Day – today** We're marking International Men's Day by highlighting some of the local groups available, providing a supportive environment where men can share their experiences & seek help. [Want to find out more? Simply follow this link.](#)

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

Tune of the day Heavens above! What a night. What a game. What a team. Scotland are going to the World Cup! If you hit the travel websites as soon as the final whistle sounded, [Breakfast In America](#) is for you.

An additional request from Hannah McKay, a care navigator/medical receptionist at Newburn Healthcare. She's feeling the Book Week (see above) vibe and has asked [If You Could Read My Mind](#) by Gordon Lightfoot (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