

Daily Brief...



Monday 2 February 2026

Chief Executive's blog The latest edition of our monthly Chief Executive's blog from Laura Skaife-Knight [is now available to read by following this link](#).

Reminder for road users Please take extra care when driving in and around our sites, particularly near zebra crossings which are often busy with pedestrians making their way to and from hospital or health and social care settings. Give yourself time to park slowly and carefully, using indicators and brakes to ensure those around you are safe.

HCSW Band 4 Competency Framework launch Following a period of review, a brand new [HCSW Band 4 Competency Framework](#) is now available to download from Turas and is intended for digital use. Please refer to new [Guidance for Managers](#) and email gram.practiceeducation@nhs.scot with any queries.

Your appraisal matters: Take time to prepare Year-end appraisals at NHS Grampian are more than just a routine check-in; they are a celebration of our collective achievements and a springboard for future success. While we have an obligation to complete them annually, they are also an opportunity to reflect, recognise contributions, and set goals for the new year ahead. Everyone is responsible for ensuring they are an active participant in the appraisal process. To support you in feeling confident and ready, the Wellbeing, Culture and Development Team run a 90-minute 'Getting the Best from Your Appraisal' session, designed specifically for Agenda for Change staff. [This can be booked on Turas via this link](#) (log-in required) This session will help you: understand your role in the appraisal process, reflect meaningfully on your development and prepare for an effective and constructive conversation.

These sessions run twice a month from February onward and are open to all staff. Take an active role in your development—book your session and start preparing for a valuable and engaging year end appraisal.

Pragmatic prescribing The British Geriatrics Society (BGS) have recently produced a document around [pragmatic prescribing in older adults with moderate to severe frailty](#) (CFS 6-9) that may be useful to clinical teams in supporting decision making around deprescribing.

The BGS are also offering access to their [Frailty elearning module for free](#) to anyone who signs up before the end of June 2026. This course carries 10 CPD credits and may be of interest to a range of healthcare professionals providing care for older adults with frailty.

Cancer prehabilitation event An in-person national event on cancer prehabilitation will take place in Stirling on Thursday 19 March, delivered in partnership by the Centre for Sustainable Delivery, the Scottish Government, and Macmillan Cancer Support.

The aim of prehabilitation is to optimise physical, nutritional and psychological status, enhance readiness for and tolerance of treatments, and improve recovery and/or quality of life. Growing evidence suggests it can deliver benefits including fewer treatment side effects and post-operative complications, and reduced anxiety. The event is designed for colleagues involved in cancer service planning, delivery, improvement and redesign, and it is open to staff from across NHS Scotland and partner organisations. Places are limited and [you should register online via this link](#) by 20 February.

Pause for thought Robert Burns wrote: *“But pleasures are like poppies spread, you seize the flow’r, its bloom is shed; or like the snow falls in the river, a moment white – then melts for ever...”*

Are you reaching for something that might not be as it was if you achieved it? What pleasure can it bring being left as it is?

Monday sunshine There’s been a lot of rain of late so we thought we’d share this random act of kindness. Doreen, ARI general office manager, told us a patient who enjoys playing and listening to others on the piano on the lower concourse offered to pay to have the piano tuned. He felt it would improve everyone’s experience of listening and playing. So, a couple of quotes were sought from local piano tuners and both came back and offered to tune the piano for free! Enjoy the sound of those black and white keys if you’re around and abouts.

Tune of the day The neonatal unit had to say goodbye to a colleague last week – the most loving, caring and wonderful girl. This is for you, Kirsty: [Time to say goodbye](#). Rest in sunshine as bright as your smile, and rest in peace.

We’re also celebrating Sandra Lowe, who’s managed to hit two big milestones in quick succession. Sandra celebrated her 60th birthday recently and has stepped down from her role as Clinical Lead for the Grampian Emergency Dental Service. After 16 years in the post, she’s remained brilliantly [Young at Heart](#) and has more than earned the chance to [Take It Easy](#). Thanks for all the hard work, Sandra, from all your Emergency Dental Service friends.

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