

# Daily Brief...



Wednesday 22 April 2026

**Update from Executive Team** Here is the summary of this week's meeting of the Executive Team (ET).

Matters for discussion	Major Actions Commissioned/ Work Underway
<ul style="list-style-type: none"><li>Operational pressures were noted across unscheduled and scheduled care, including recent performance volatility around public holidays, and ongoing system fragility in some sites, with daily performance oversight and targeted reviews underway to stabilise delivery.</li><li>While significant financial challenge remains, given overspend, the year-end position is further improved which is progress to be recognised. The associated strategic risk remains high, reflecting the scale of recovery still required alongside delivery expectations.</li><li>Health and safety capacity constraints and occupational health access delays were recognised, with risks mitigated through prioritisation, recruitment, and system improvement activity.</li></ul>	<ul style="list-style-type: none"><li>Discussion to take place in the next week to determine the Executive Director of Chair of the NHS Grampian Ligature Reduction Board and associated governance arrangements</li><li>Trajectories for Quarter 1 Planned Care performance submitted to Scottish Government in draft last Friday A refreshed approach to integrated service and financial planning agreed, including rebasing budgets and strengthening performance management</li><li>Health and safety enhancements continue, including revised governance arrangements, more regular committee cycles, recruitment to vacant posts, development of new training capacity, and progression of behavioural protocol work.</li><li>Paper to come to Executive Team next week setting out work underway to strengthen Clinical Governance.</li></ul>

Positive Assurances to Provide	Decisions Made
<ul style="list-style-type: none"> <li>Financial performance improved significantly in the final quarter of 25/26, demonstrating sustained organisational effort and system collaboration, alongside clearer forward planning for recovery activity.</li> <li>Medical agency costs and workforce breaches have reduced markedly over time, reflecting sustained improvement, targeted leadership action and better workforce controls.</li> <li>Workforce engagement remains a priority, with refreshed iMatter activity launching ahead of the 2026 survey opening in May,</li> <li>Cabinet Secretary letter to all Board CEOs, including NHS Grampian's CEO, re: whistleblowing update at Boards, shared with Executive Team, along with the CEO's response in full to provide a comprehensive overview of work underway at NHS Grampian to strengthen arrangements and learning from whistleblowing.</li> </ul>	<ul style="list-style-type: none"> <li>Agreement to hold the principal financial strategic risk at a high rating, with assurance level increased to reflect strengthened controls and governance.</li> <li>Approval to submit the quarterly high-cost agency return to Scottish Government, including the proposed narrative and supporting analysis.</li> <li>Endorsement of revised de-escalation criteria ahead of discussion at this week's Assurance Board.</li> <li>Confirmation of iMatter participation (65% response rate) and action planning targets (70%) as stretching but achievable, with clear leadership accountability to support delivery.</li> </ul>

**Green car salary sacrifice scheme portal now open!** To find out more, [follow this link to the green car salary sacrifice intranet page](#) (networked devices only), where you will find more details of the scheme. If you have completed the online form to register your interest in accessing Zenith's portal, you will receive an email direct from them with a link to log in. If you have not already completed the online form to register your interest, you can find a link to the form via the intranet page. Zenith will deliver a series of webinars for staff to find out more about the scheme. Please follow these links to take part on [Friday 24 April from 3pm-4pm](#), [Tuesday 28 April from 9-10am](#) or [Tuesday 5 May from 7-8pm](#). There is no need to register in advance – just save the link in your diary. Happy car shopping!

**Reduced Working Week (RWW) – guidance update** The RWW guidance has been updated and is now available by [following this link to the RWW intranet page](#). To help support consistent recording and monitoring during RWW implementation, where staff are asked to work additional hours linked to RWW, managers should record these hours in SSTS using the reason code *“Addtl Hours – Reduced Working Week”*. This helps our Finance teams understand activity while approved backfill arrangements are being put in place.

In some circumstances, services may identify a need to request backfill retrospectively. Where this arises, requests should first be escalated to the relevant Executive Director for approval. Once approved, requests will then follow the existing RWW submission and approval process in line with the published guidance. Managers and staff are encouraged to review the updated RWW guidance on the intranet, which brings together the latest information and FAQs.

**Evaluation Clinics - new dates** The Evaluation Network have released new slots for April and May. These clinics are designed for staff who are planning a service change or project and would appreciate advice on planning, implementing, writing up, or disseminating a piece of evaluation.

If you're interested, please book via [this link](#). If you have any queries or if the clinic date is not convenient, please contact: [CLeask@aberdeencity.gov.uk](mailto:CLeask@aberdeencity.gov.uk) / [niki.couper2@phs.scot](mailto:niki.couper2@phs.scot)

## Wellbeing, Culture, and Development Wednesday

- **Introducing our newest sessions: Giving Feedback and Receiving Feedback** Build your confidence and skill in navigating difficult conversations through two complementary sessions - [Giving Feedback: Speaking Truth with Compassion](#) and [Receiving Feedback: Listening Up with Courage](#) - each designed to strengthen honest, constructive dialogue at work. One participant who attended a trial session said: *“Feel this course [Receiving Feedback], alongside giving feedback, should be core to anyone in positions where they engage with others across the organisation. I can see how the course, and the nature in which it is facilitated, could influence enhanced culture and accountability.”* Both sessions are bookable via Turas (log-in required) simply follow the links embedded in the session titles.
- **Nuart 2026** The wonderful street art festival Nuart Aberdeen 2026 starts today, running until Sunday. We invite you to explore inspiring installations, walking routes, and creative events celebrating wellbeing, identity and community. [Follow this link for event information](#).

For more information on any of these items or to raise any queries, please contact the team via [gram.wcd@nhs.scot](mailto:gram.wcd@nhs.scot)

**Today is Power of Attorney Day** A reminder that today marks Power of Attorney Day and you can [follow this link to find details of lots of helpful resources](#) as well as the opportunity to sign up for a variety of sessions which will be taking place as part of Demystifying Death Week.

**Tune of the day** It's a bumper day for tunes! As it's green car launch day, the implementation group would like to dedicate a song to more than 1100 colleagues who have already signed up – it's got to be [Driving in my Car](#) by Madness. Karen Alexander, service manager, is shouting out all our marvellous admin colleagues on Administrative Professionals Day; this author quite agrees, where would we be without our ace administrators? The delightful Dolly and [9 To 5](#) will see us right.

Next up, Doreen Strachan, a health visitor working in Fraserburgh, is retiring after 35 years of service and she will be very much missed. Colleagues have requested [A Hard Day's Night](#) to mark the occasion. Also on the move are Aileen and Linda, occupational therapists with the MARS wheelchair service at Woodend. They're starting new roles elsewhere and will be a huge loss to the team. A very sincere [Don't You \(Forget About Me\)](#) is dedicated to them.

And last (but by no means least) congratulations are in order for Julie Elrick, clerical officer for the Garioch School Nursing team who is marking 25 years of service to NHS Grampian today. From all your colleagues, who are so thankful for your hard work and dedication, here's [I'm Still Standing](#) by Elton John (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)