

Daily Brief...



Monday 23 February 2026

Where do I turn if I need support with appraisal? If you're finding it difficult to engage with the appraisal process, whether it's a question about the system or uncertainty about the process, the Wellbeing, Culture and Development Team are here to help. The team email is gram.wcd@nhs.scot; for technical/system queries, you can contact sandi.powell@nhs.scot, while you can get in touch with aileen.cameron1@nhs.scot for process related questions. If you think your team would benefit from extra guidance - whether that's a short training session or a quick refresher on their role in appraisals - get in touch with them. Year End Appraisal discussions need to be conducted annually. Have you completed yours?

February pay dates Please be aware electronic payslips for monthly salaries will be available on Wednesday (25 February); monthly salaries will be paid on Friday (27 February). Information about ePayslips [can be found on the intranet by following this link](#).

Cyber security To coincide with the start of CyberScotland week, our own cyber security team have put together a helpful guide, explaining the role we all play in protecting the organisation from cyber-attack. Don't know your AI from your VPN? [Follow this link to learn more and play your part](#).

ICYMI - Turas Learn update As shared on Friday, there will be work carried out on the Turas platform this week. You may notice modules updating in real time or occasional inconsistent signposting. No action is required and training can continue as normal, though layouts or links may change. These improvements support a more consistent, accessible learning experience and reduce unnecessary repetition of training. Should you experience any issues with modules please contact gram.wcd@nhs.scot

ICON programme – webinar ICON is an evidenced based programme to help parents and carers cope with a crying baby and prevent Abusive Head Trauma (AHT). It was launched in Grampian last year and has four key messages:

- I - Infant crying is normal and it will stop.
- C - Comfort methods will sometimes help, and the crying will stop.
- O - It's ok to walk away if the baby is safe and the crying is getting to you.
- N - Never, ever shake or hurt a baby.

There is a 7-minute brief which captures key messages, resources, and links for staff; you can read the brief [by following this link](#). There will be a webinar focused on ICON on Tuesday 17 March, 10-11am. This is particularly aimed at colleagues who work with parents and carers of babies and young children, but all are welcome. You can [register for the webinar via this link](#).

Physician Associate appraisal registration – action required All Physician Associates should [complete the short form available via this link](#) by 31 March 2026 to support the setup of SOAR accounts for the 2026–27 appraisal cycle.

Iftar event – Wednesday 25 February, ARI Iftar is the meal eaten by Muslims at sunset during Ramadan, to break their fast. We are working with Aberdeen Mosque and Islamic Centre (AMIC) to offer a staff get-together in the Pink Zone cafe in ARI, at 5pm this Wednesday. All are welcome, whether you are observing Ramadan or simply want to learn more. [Please register in advance, using this form](#), to ensure appropriate catering arrangements can be made.

Celebrating our mental health and learning disability nurses A shout out to our mental health and learning disabilities nurses following Mental Health Nurses Day on Saturday. Follow these links to messages from [Executive Nurse Director June Brown](#) and [Chief Executive Laura Skaife-Knight](#) who are keen to offer their thanks and get behind the Pathway to Excellence programme. The Pathway survey for registered mental health nurses will open in March so look out for a link coming soon. The focus is on engaging and empowering colleagues to have their say in decision making.

Pause for thought If what you are doing isn't working, why not do something else instead - what might benefit from a different approach?

Tune of the day Shona Robertson, secretary at the diabetic clinic, has a BIG birthday today and is marking 30 years with the NHS. All her chums in the David Anderson Building send love and birthday greetings, along with a request for [Shine](#) by Take That (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