

Daily Brief...

Thursday 23 July 2026

Executive Team update Please see below for the report from this week's Executive Team meeting:

Matters of concern or key risks to escalate	Major Actions Commissioned/ Work Underway
Unscheduled care performance remains under pressure following a demanding period, particularly at Dr Gray's Hospital and within emergency care pathways. Capacity, staffing and ambulance flow continue to influence performance. Continued focus is required on sustainable recovery trajectories, proportionate assurance measures and whole-system delivery across planned and unscheduled care. Risks relating to service resilience, operational capacity and timely discharge remain areas for ongoing oversight. Executive Team noted the need to maintain visibility of system pressures while ensuring improvement activity is clearly evidenced, proportionate and aligned with national expectations.	Further work will continue to strengthen de-escalation planning, supporting evidence and assurance. Planned and unscheduled care metrics will be refined for collective review before discussion with assurance bodies. Teams will continue to align recovery plans with national expectations and monitor delivery of funded improvement actions. Work is also progressing across service redesign, frailty transformation, planned care recovery, whistleblowing governance, water safety, population health, action tracking, quality and safety monitoring, and implementation planning for major change and infrastructure programmes.
Positive Assurances to Provide	Decisions made
Governance arrangements remain active, with continued oversight of action plans and monitoring of improvement programmes. Learning from recent operational pressures is being captured through formal review routes and will support future resilience planning. Positive workforce and performance progress was noted. High-cost agency usage continues to reduce overall, with nursing and allied health	In line with Scottish Government direction, recruitment to Band 8C and above is now paused. Any requests falling within this scope will be managed through a single, nationally coordinated process consistent with existing vacancy-control arrangements and recorded centrally. Local discretion will not be applied until further national

professional breaches returning to zero and medical agency breaches maintaining a downward trend. Work continues to reduce reliance on temporary staffing and support workforce sustainability. Planned care delivery remains broadly aligned with agreed activity expectations, with most specialties exceeding expected outpatient performance. Improvement work is supported by strengthened governance, dedicated performance meetings and increasing sub-national collaboration.	clarification is provided, including guidance on joint NHS/local authority posts, clinical roles and approval routes. Communications will be shared with staff and impacted applicants. De-escalation evidence, assurance metrics, governance reports and risk updates should continue through the relevant committee and Board routes. Forthcoming leadership changes were noted, including the Executive Nurse Director's forthcoming move to Public Services Delivery Scotland, and interim arrangements and an expression of interest process were supported to maintain continuity of executive nursing leadership.
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Correction – information governance email address Thanks to the eagle-eyed readers who spotted a typo in the email address for information governance shared on Tuesday. To confirm, the correct address is gram.infogovernance@nhs.scot

Diabetes education programme The diabetes specialist nurse education programme has been developed to support healthcare professionals in enhancing their knowledge and skills in diabetes care. The programme offers evidence-based learning, practical clinical guidance and opportunities for professional development, helping staff to deliver high-quality, person-centred diabetes services across NHS Grampian. [Please follow this link for further information and details on how to book your place.](#)

Community Engagement Planning Workshop Would you like to make a real difference in how we work and engage with communities across Grampian? 'Foundations of Community Engagement' training has been running for over a year, with strong uptake and highly positive feedback. It supports colleagues and partners to build confidence in undertaking community engagement as part of their role. Now, we're looking to plan what's next and how we build on the support to staff when it comes to community engagement.

Join us for an interactive Teams workshop on Tuesday 18 August (10am-12pm) to explore what the future of engagement training could look like in NHS Grampian. If you have ideas about how we move this work forward, we'd welcome you to be part of the conversation. [Please follow this link to book](#) your place.

Research and Development update A recent review of the Grampian Children's portfolio showed every commercial study was either running on track, with respect to recruitment to time and target, or had met recruitment target. Big thank you to everyone involved, including Maggie Connon, the senior research nurse who oversees this portfolio.

Tune of the day The pharmacy team would like to say a huge congratulations to trainee pharmacists Murray Burns, Alex Henry, Laya Johnson, Nataline Lee, and Sophie Webster who all passed their General Pharmaceutical Council exam earlier this week. They are the first pharmacists to qualify as prescribers at registration, which is a significant achievement, and your colleagues are delighted for them! They've collectively requested [Throw Your Hands Up](#) by Qwote featuring Pitbull and Lucenzo to get the party started (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