

Wednesday 24 December 2025

Programming note This is the final Daily Brief for 2025. Normal service will resume on Monday 5 January 2026

Update from Chief Executive Team The Chief Executive team continue to meet over the festive period, focusing their agenda on operational matters. The more detailed update of their discussions will return in the new year.

Value and Sustainability update We now have our results to the end of November and for the fourth consecutive month savings are ahead of plan, with £31.7m achieved against of an anticipated £30m. This reflects the extraordinary efforts of all teams across NHS Grampian, including our three Integration Joint Board partners. As we head into the festive period this result is something we can all be proud of and the Value & Sustainability Programme Board would like to thank everyone for your hard work!

The wider organisational financial position continues to stabilise, and we can report a slight improvement from October. Whilst we are still forecasting an overspend of £47.1 million at the end of our financial year, we remain confident we can still achieve our target of no more than £45 million as long as we remain focussed. Your input remains vital, so please keep being thoughtful when considering purchases. Over the coming months we will showcase improvement stories but as 2025 draws to a close, here are just some of the positive stories around our financial improvement journey so far:

- For the first time, we have identified savings of £61.8m which equals our in-year target.
- For the second year in a row, we will meet the Scottish Government requirement to deliver 3% recurrent savings.
- We are on track with developing next year's savings programme - with 114 ideas identified by staff currently being considered

HEPMA access stability – SWAN transition nearing completion Over recent months, there have been occasional issues affecting access to nationally hosted applications, including HEPMA, due to faults on the national Scottish Wide Area Network (SWAN), the public sector IT network in Scotland. These issues are directly linked to ongoing national work to transition all services from the legacy SWAN1 network to the new SWAN2 network. This upgrade is part of a national programme to modernise the SWAN public sector network in Scotland.

Completion is expected by the end of March, after which the risk of similar disruptions should be significantly reduced. Thank you for your understanding during this transition period. Please contact the IT Service Desk as normal if you experience any problems.

Making cancer screening more accessible New research from the University of Aberdeen and the Grampian Regional Equality Council (GREC), and funded by NHS Grampian, has outlined ways to make cancer screening services more accessible to people who may be 'under-served' by the healthcare system. Researchers worked directly with affected communities to understand the barriers to screening and how these could be overcome. [You can read more about this by following this link.](#)

Grampian Hospital Radio – Christmas Day shows The team at Grampian Hospital Radio will be offering special shows tomorrow, as follows:

- 8-10am – Breakfast with Charlie Allan
- 12-2pm - Christmas show with John Graham
- 3-5pm – Feel Good Factor Christmas special with Craig Duthie

You can listen to Grampian Hospital Radio via their website or app, [follow this link for more information.](#)

Wellbeing, Culture, and Development Wednesday

As we end this year and step into the New Year, NHS Grampian's values of caring, listening, and improving will guide us in nurturing wellbeing across our communities and workplaces. By committing to fairness, inclusivity, and kindness, we strengthen our collective resilience. Join us in January on WCD Wednesday's to embrace these values not only in the care we provide but also in how we support one another's physical, mental, and emotional health.

- **Pause for Resilience this Winter** Amid the busy winter pressures, if you can take some time for yourself, 'Understanding Your Resilience' online sessions [are now available to book via Turas.](#) They offer a space for reflection and conversation, where we'll explore what strengthens our personal resilience and the common barriers that can hold us back.

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

Tune of the day Well, after all the build-up, the big day is almost here. Christmas is, of course, a major Christian festival. [Oh Holy Night](#), sung by the choir of King's College, is dedicated to the observant amongst you.

If you're in it for the food and family gatherings, please enjoy [Step Into Christmas](#).

For everyone who is keeping the show on the road at hospitals up and down the region in the coming days, thank you. John MacLeod is part of the cancer audit team, and he's requested The Band and [Christmas Must Be Tonight](#), in the hope that provides a moment or two of peace.

If tomorrow is just another day – or a difficult day for any reason – then [Caravan Of Love](#) is for you.

Finally, dental nurse Susan Rennie, requests [Happy Talk](#) by Captain Sensible, dedicated to all her friends in the Aberdeenshire public dental service and at Urie Dental in Inch as she starts a career break.

How are we almost at the end of another year? Madness. Thank you, many times over, for all your contributions to the brief over the last 12 months. Requests, articles, feedback, it's all welcome and very much appreciated. Take care of yourselves, and each other (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