

Tuesday 25 August 2026

NHS Grampian Charity – update on funding for staff wellbeing and development The charity has been reviewing the funding it provides to support staff wellbeing and development, considering new legal guidance as well as feedback from you.

As the health board's official charity, the charity's beneficiaries are patients, and under charity law everything we do must ultimately demonstrate a benefit to patients. They know enhancing your wellbeing, development, and working environment can play a part in this, and they are committed to working collaboratively with NHS Grampian to identify where charitable funding can make the greatest difference.

As part of this review, the Staff Social Activities programme has now ended and will be replaced with a pilot micro-grants programme. This has a greater focus on supporting staff-led ideas to improve wellbeing, strengthen teams, and enhance the experience of delivering care. This new programme is expected to open in early 2027. In the meantime, the charity continues to welcome applications for staff learning and development opportunities and for improvements to staff rest areas, where these demonstrate a clear patient benefit.

We are working closely with the charity to develop these opportunities, alongside other initiatives to support staff in ways that further the charity's purpose and ultimately benefit patients. Further updates will be shared via this briefs this work progresses.

Help us to reduce salary overpayments Salary overpayments are unfortunately a feature in every organisation. Most overpayment cases arising locally relate to staff who leave the organisation. In the last financial year, 247 overpayment cases relating to leavers arose, with a total value of £202,000. These happened because the payroll team received late notification of an employee leaving. Whilst we seek recovery of all overpaid monies, it is a time-consuming process and may not always be successful. Equally we do not wish colleagues to leave the organisation and then be advised they are overpaid.

To help prevent overpayments and ensure people are paid correctly, line managers must complete an eESS Manager Self Service leaver transaction as early as possible, and certainly before a team member's leaving date. The leaving date needs to take account of any overtaken leave or leave due. We have set an ambitious target to reduce the number of leaver overpayment cases by 75%. This can be achieved if line managers undertake the necessary transaction ahead of their staff member leaving the organisation.

Other employee changes such as change of hours, are not always being submitted before the effective date of change. As a reminder, all changes should be entered through eESS Manager Self Service at the earliest opportunity and, wherever possible, in advance of the change taking effect. Guidance for eESS transactions is available [via this link to the eESS intranet page](#).

All-staff briefing – correct date August's rescheduled all-staff briefing session will take place next Monday, **31 August**, between 11-11.30am; apologies for sharing the wrong date in yesterday's brief. You can submit questions in advance (anonymously, if preferred) by emailing gram.communications@nhs.scot These sessions are recorded and a link shared in this brief for those unable to attend. [No need to book, simply use this joining link.](#)

Staff 'flu clinics Dedicated staff 'flu clinics are available for booking now; [full details available via this link.](#)

While some clinics are drop-in, most are appointment only and booking [is via the national online portal](#). If you qualify for 'flu vaccination* for reasons other than being NHS staff, and usually get an appointment issued to you, please be aware you will not be able to view and book the staff clinics. If the appointment you have been given is suitable, please keep it. If you would prefer to attend a staff clinic, you will need to cancel the appointment allocated and then book a new one via the portal, selecting the NHS staff 'flu vaccination option.

*This will also apply if you are eligible for a COVID-19 vaccination.

KomfiTilt training The tissue viability team have organised drop-in training sessions on the Komfitilt lateral turning system which can be used to reduce the risk of, and manage patients with, pressure ulcers. These are taking place as follows:

- Today (25 August) ARI Ward 305/306 day room, 9.30-11am; Ward 108, 11.30am-1.30pm; Ward 212/213, 2-3.30pm
- Wednesday (26 August) Woodend, Stroke Rehab West, 10am-12pm (also open to community teams, care at home teams, and care home staff); Turner Memorial Hospital, 2-2.45pm; Stephen Hospital, 3.15-4pm (these sessions are also open to Moray community nursing teams)
- Thursday, 27 August) Dr Gray's Hospital, 9.30am-3pm

Bereavement Education Conference 2026 Registration is now open for PSD Scotland's Bereavement Education Conference, taking place online on Wednesday 11 November. Entitled "From the Shadows: Shedding Light on Bereavement at the Margins" it is for all those working across health and social care. [Follow this link for further details on the programme, poster abstract submissions, and registration.](#)

Tune of the day Thanks to Stephen Mitchell, speech and language therapist at Royal Cornhill, for his colour suggestion: [Orange Crush by R.E.M.](#) (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