

Daily Brief...



Wednesday 27 August 2025

NHS Scotland workforce policies A comprehensive refresh of further workforce policies took effect from 6 August 2025. The following policies and guides have been developed nationally in partnership with NHS Scotland employers, trade unions and the Scottish Government:

Policies:

- Employment Checks
- Facilities Arrangements for Trade Unions and Professional Organisations
- Fixed Term Contracts
- Gender-Based Violence
- Personal Development Planning and Performance Review
- Redeployment
- Secondment

Guides:

- Racism
- Reasonable Adjustments
- Sexual Harassment

Anyone applying the above must use the nationally agreed policies – and any associated paperwork – available here: [Policies | NHS Scotland](#). To help with implementation a presentation has been put together to explain how they were developed, inform of any main changes from previous local policies, and provide key information. [You can download this presentation by using this link](#) (networked devices only). Please contact the HR Hub on (01224) 555288 if there are queries on the application of the policies.

Staff 'flu clinics Aberdeenshire dates have now been added to the list of staff 'flu vaccination clinics. The full schedule is available on the 'Latest News' section of the intranet or by following this link: [UPDATED - 2025 staff 'flu clinics](#)

ARI switchboard relocation Due to floor replacement works starting on Monday 1 September, the switchboard team will temporarily relocate to the capital projects meeting room, off the radiotherapy corridor in the Orange Zone. Access may be limited, so please phone in advance of collecting or dropping off Bleeps. The team will NOT be issuing replacement batteries during their relocation; please order via PECOS. Further information is available here: [Switchboard Relocation and Changes to Bleep/Pager Battery Provision](#)

RACH secures top spot in training survey We're pleased to share some excellent news from RACH; the Paediatric Training Programme in the North of Scotland has once again achieved the highest ranking in the UK. For the second year running it has secured first place in the GMC National Training Survey 2025, maintaining its top position out of 18 training regions in the UK after being ranked first in 2024. This outstanding achievement reflects a collective commitment to deliver the highest standards of training while fostering a culture that prioritises trainee wellbeing. We extend our sincere thanks to all trainers for their unwavering dedication and support, and we greatly value the enthusiasm, motivation, and peer support demonstrated by our resident doctors.

Police Scotland mental health pathway (via Flow Navigation Centre) - expansion into Moray The Police Scotland mental health pathway has been running successfully since September last year. It has seen a marked reduction in the time police officers attend and remain at Place of Safety/ED with individuals experiencing mental health distress and a reduction in the number of people being conveyed. The pathway is currently only available to police officers in Aberdeen City and Aberdeenshire however, a test of change will begin next Monday (1 September) expanding the pathway into Moray, allowing police officers there to access direct mental health assessment via the FNC. If you would like further information on this test of change, there is a communication pack available from gram.uucteam@nhs.scot

NoSCAR seminar series – tomorrow! The next event in this series takes place between 1.30-2.30pm. The topic is 'Research Training Fellowships – NMAHP experiences' and you can join using this Teams link: [NoSCAR seminar series – Thursday 28 August](#)

National Wellbeing Week 2025 – local events This event gets underway next Monday; the following local events have been organised to mark the occasion:

- **Monday, 10am-3pm, Kildrummy Hub, Royal Cornhill:** Stalls from Professional Supervision, Pathways to Excellence, Violence & Aggression, Health & Safety, Moving & Handling, Staff Physiotherapy, Chaplaincy, and Wellbeing, Culture & Development. Contact: Laura Angus (laura.angus1@nhs.scot)
- **Tuesday – Thursday, 10am-2.30pm, Dr Gray's Hospital foyer:** Rotating stalls from HealthPoint, Occupational Health, and local support groups. Details: Health Improvement Team Moray Facebook. Contact: Eilidh McLean (eilidh.mclean@nhs.scot)
- **Wednesday, 9.30am-2.30pm, ARI Pink Zone Cafe:** Stalls from Men in Mind, Andy's Man Club, NHS Digital Therapies, Age Scotland, Women's Health, and more. Contact: Katie Cunningham via gram.wcd@nhs.scot
- **Thursday, 12:30–13:30, MS Teams:** Prof. Alexandra Johnstone on Shift Worker Health. [Please follow this link to join the session.](#)

All welcome!

Tune of the day Congratulations to acute physiotherapist Hannah Camerson who competed in the Scottish Senior Championships at the weekend, winning both the 800m and 1500m events, with a personal best in the 1500m race. Hannah, your colleagues are super proud of your achievements. They left the tune choice up to me, so here's [I Ran](#) by A Flock Of Seagulls (not the type that will steal your rowie, for info) (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