

Daily Brief...



Wednesday 27 May 2026

Access to patient information As an organisation, we are trusted with a significant amount of sensitive and confidential patient information. This means you **must** have a legitimate patient care or administrative reason **every time** you access patient information. Accessing data inappropriately can have significant negative consequences for our patients, for NHS Grampian, and for you. It can trigger HR, professional regulatory, or even criminal processes.

Examples of things we **must not do** include looking at the medical information of friends and family, neighbours, colleagues, or our own medical records. If you're asked to care for a friend or relative, let your manager know so appropriate steps can be taken. If you've any doubts about whether it's ok to access patient data, check with your manager and/or Information Governance via gram.infogovernance@nhs.scot.

iMatter – don't miss your chance to have your say [Follow this link to hear from Melanie Saunders](#), interim Director of People & Culture, on why your feedback matters. If you haven't yet completed this year's iMatter survey, please take a few minutes to do so before it closes on **Monday 8 June**. Managers, please prioritise giving your team time to complete the survey today.

Survey of SAS doctors – time is running out! The General Medical Council is surveying SAS and locally employed (LE) doctors across the UK, to better understand their roles and responsibilities. We want to encourage as many SAS colleagues as possible in Grampian to complete this survey, before the closing date of Tuesday 2 June. This survey typically runs every 5/6 years, so this is an important opportunity to 'take the temperature' of this part of the medical workforce. [The survey can be accessed via this link](#).

Update from Executive Team See below for a summary of this week's meeting of the Executive Team (ET).

Matters for escalation	Major actions commissioned/ work underway
<p>There remains sustained pressure within unscheduled care, including challenges relating to patient flow, staffing, and decision-making responsibilities; further work is needed to clarify escalation routes and clinical decision-making roles.</p> <p>Governance and management capacity within acute services continues to require strengthening, particularly to support consistency of operational delivery and patient safety oversight.</p> <p>Areas such as employee relations, complaints, and information governance are carrying significant workloads and in some cases backlogs which need targeted action address while longer-term improvements are developed. Solutions are being discussed by the Executive Team to address the immediate challenges in these areas.</p>	<p>Further development of a clearer programme management (PMO) approach is underway to support the delivery of our organisational priorities, including greater consistency in programme structures, a more standardised approach and resource alignment and equity. Linked to this, a subset of the Executive Team will develop proposals for this and how we address and resource the areas where there are significant workload/backlogs (as opposite) and bring back a proposal within 2 weeks.</p> <p>Ongoing work to agree trajectories for unscheduled care and planned care for our de-escalation criteria.</p> <p>Clinical governance in the organisation arrangements are being strengthened further, with work underway to evidence the impact of improvement actions and promote more consistent reporting across governance forums.</p> <p>Some great work has taken place to develop new Power BI Dashboards – it was agreed to add this to the June 2026 Extended Leadership Team agenda to demo the live dashboard and engage the wider leadership community in this work so it adds maximum benefit.</p>
Positive assurances to provide	Decisions made
<p>Continued progress has been made on planned care submissions, including detailed proposals for the use of non-recurring funding to support improved activity.</p> <p>CDU contingency arrangements remain stable, with backlog levels being managed and the expected resolution timeline continuing to hold (mid-June 2026).</p>	<p>The Employability Scheme bid was approved, which aims to support parents living in poverty, with agreement to align placements to existing vacancies and explore wider partnership opportunities including with Community Planning Partnerships across Grampian recognising this is an excellent opportunity that links to delivery of the Population Health Framework in Scotland and Grampian and evidence our commitment as an Anchor Organisation.</p>

<p>Improvement activity in Dr Gray’s Hospital governance is progressing as planned overall, with structured actions moving forward and the Healthcare Improvement Scotland (HIS) diagnostic work, which NHS Grampian has proactively requested, underway, to support improvements to clinical governance at NHS Grampian, alongside our internal improvement work.</p> <p>There has been encouraging progress in staff engagement metrics, including increased iMatter participation (as at Tuesday: 37% response rate) and improved appraisal completion rates compared with the previous year (currently at 28%)</p> <p>Progress against the Single Improvement Plan noted ahead of this update progressing to Board Committees and the 11 June 2026 public Board, with updated timelines for the remaining work.</p>	<p>Approval was given to recruit additional resident doctor roles to support safe staffing levels, alongside an expectation of continued improvement in rota compliance.</p> <p>Approval to review arrangements for the Executive Director On-Call rota, including training requirements, recognising a new Executive Team is forming.</p>
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Visiting medical student requests for placements such as electives Any requests relating to potential visiting undergraduate medical student placements must be directed through the Undergraduate Medical Education Team. This approach ensures all applications are managed consistently, maintaining a fair and equitable process for all stakeholders. In addition, to best support NHS Grampian teams while prioritising University of Aberdeen students, visiting undergraduate placements will be accommodated on site only during July and August. [For further information please follow this link to the University of Aberdeen website](#) or email gram.clinicalelectives@nhs.scot. Thank you in advance for your continued support.

Wellbeing, Culture, and Development Wednesday

- **You as a Collaborative Leader (YACL) Autumn 2026 Programme** This programme supports mid to senior health and social care professionals working in, or developing, integrated services to build skills for effective collaborative leadership. Applicants must evidence involvement in an integration project and bring a live cross-sector issue. Details and application link are available via [this link to the Leading to Change website](#); the deadline for applications is Friday 3 July.
- **Coaching Skills for Managers - August Session now live** Join this highly rated programme to improve communication and strengthen your coaching-focused leadership style. [Fill in the form available at this link](#) for the cohort starting on 19 August.
- **Understanding Your Resilience** This 90-minute session explore what resilience is, what strengthens it, and what can get in the way. New dates are available for booking, [follow this Turas link to secure your space](#).

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

Tune of the day It was 20 years ago today...Gnarls Barkley were at number 1 with [Crazy](#). That'll do for a Wednesday (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