

Thursday 27 November 2025

Industrial action ballot underway As many of you will already be aware, BMA Scotland are currently balloting their resident doctor members on industrial action. The ballot is in relation to their trade dispute with Scottish Government regarding pay and conditions for this group of doctors. The ballot will close on Friday 19 December and we expect results shortly thereafter. Further information will be shared via this brief, as required.

Staff 'flu vaccination We thought you would be interested in some of the stats around this year's 'flu vaccination programme. We are closing in on one third of the eligible NHS workforce having had their jab, keeping us ahead of the Scottish average and our position this time last year. In pure numbers, nursing and midwifery are leading the charge, with almost 2,000 vaccinated. However, when we look at percentage uptake by job family, it's a tightly fought contest between AHPs and Medical & Dental colleagues, at 39.8% and 39.7% respectively.

All NHS staff, along with social care colleagues who have direct client contact, are eligible for a free 'flu jab. Drop-ins are available at all clinic locations (except Huntly). To check locations and opening times, [simply follow this link to our dedicated vaccination website](#).

Reduced Working Week – time is running out Teams employed under Agenda for Change have until this Sunday (30 November) to submit their plans for reducing the working week. Guidance, FAQs, calculators for leave and part-time hours and a link to the form to submit your plans, can all be found on [the intranet by following this link](#). Once you have gathered the information you need, including cost centre codes and roster names, completing the form should only take a few minutes. Please note, each roster you manage requires a separate form submission, even if all colleagues are making the same change. Questions? Contact gram.RWW@nhs.scot

Keeping Teams secure A secure Teams/SharePoint estate is one of the elements required for us to move ahead with a wider roll out of Co-Pilot. When setting up a new Microsoft Team, there are 3 essential elements you must put in place:

1. Ensure the Team is set to 'Private'. The Digital Directorate spend a significant amount of time chasing down the owners of public teams. Public Teams and everything in them are accessible to **everyone** in NHS Scotland. SharePoint and Co-Pilot searches – even if the person searching is based in another board - will surface everything they have access to including teams that are public.
2. Please ensure your Team has more than one owner. You are responsible for the data/documents held in your Team and you need to manage team membership/ owners / guests.
3. All Teams in NHS Grampian should have the GRAM[space]-[space] prefix. This identifier helps us to manage and monitor Teams belonging to our board.

New Adult Support and Protection (ASP) case conference standards From next Monday (1 December), new core standards for ASP case conferences will be implemented across Grampian. These standards were developed collaboratively and reflect the responsibilities and realities of healthcare professionals working across the system. Healthcare professionals are often key contributors to ASP Case Conferences. You may hold vital information about an adult's health, vulnerabilities, communication needs, or mental capacity—all of which are essential to assessing risk and planning their safety and protection. These new standards clarify expectations and reinforce the board's legal duty to cooperate with ASP inquiries. More detailed information and a 7-minute brief are available on the [intranet via this link](#). Questions? Please speak to your local ASP specialist nurse or contact gram.publicprotection@nhs.scot

Christmas Day/Hogmanay lunch orders Lots of you who will be working on Christmas Day or New Year's Day will already be organising your own snacks and celebrations as a team. However, if you would like to order a hot lunch for 25 December or 1 January, the catering team are once again offering this option. All you need to do is pop along to your nearest retail catering outlet, or kitchen in the community hospitals, and speak to the catering team to place and pay for your order. These will be delivered along with patient lunches on 25 December/1 January. If you are not working on a ward, you will be able to collect your meal, by arrangement.

[The full menu and ordering details are available via this link](#) (networked devices only); Christmas orders must be received by Friday 12 December, Hogmanay orders by Thursday 18 December.

PAFTA award winners The Medical Paediatric Team are proud to announce the recent PAFTA (Paediatric Awards For Training Achievements) winners for North of Scotland. The PAFTAs are regional awards, recognising the exceptional hard work and commitment of staff working with children and young People. Winners were: Senior Trainee: Daks Ineife, Core Trainee: Ryen Crabb, Educational Supervisor: Vijay Kistareddy, STARS award: Rachel Ogston, play therapist. Congratulations to all the winners!

Tune of the day It's time to say goodbye to two very valued colleagues. First up, Lorna Coutts, the team lead for the Garioch health visitors and school nurses' team. She will be sadly missed by everyone who works with her, and they wish her the best for the future. For Lorna, [Don't Stop Believin'](#).

Secondly, Allan Leslie retires today, after a whopping 41 years of service with the NHS. Currently with the Face Fit team, he has undertaken a range of roles across Grampian and will be a weel kent face to many. For Allan, from all his colleagues, [Please Release Me](#)

It's Thanksgiving in the US. For our American colleagues, far from home, we hope you have a lovely day, however you are celebrating it (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