

Daily Brief...



Monday 27 October 2025

Annual Review 2025 Each year, our performance is reviewed. This year's Annual Review will be led by the Cabinet Secretary for Health and Social Care, Neil Gray. He will be supported by Christine McLaughlin, NHS Scotland's Chief Operating Officer and Deputy Chief Executive. Members of our Board and executive leadership team will also be present. The review will take place on Monday 1 December. A public session will be held between 2-3pm, at Curl Aberdeen, and is open to all.

This public session will include an introduction by the Cabinet Secretary, a presentation by NHS Grampian Board Chair and a Q&A section. There is an opportunity for members of the public to ask questions to the panel. [More information can be found by clicking on this link.](#)

AfC Reduced Working Week - phase 2 plan submission If you/your team are employed on AfC contracts, you must submit a plan to reduce the working week to 36 hours (pro-rata) no later than 30 November. All the information you need to support you to do this is available on the intranet front page, just click on the 'Reduced Working Week phase 2 implementation' button. A few important things to remember:

- The options available to make the reduction are detailed in the guidance. You cannot come up with new options.
- Flexible working is an option for teams to implement the reduction in the working week. Further guidance on utilising a flexible working approach can be found here [Flexible Work Pattern Policy | NHS Scotland](#). Teams cannot utilise TOIL as an option for RWW.
- The reduction is pro-rata; the guidance has information to support calculating the reduction for part-time staff.
- If you have broad agreement in your team for your plan - and it does not require organisational change - you do not need to speak to a partnership rep before submitting the form. You should, however, contact one of the listed reps if you are unable to come to an agreement on the available options or require further support.

2024-25 Discretionary Points – time is running out We are progressing the 2024-25 Discretionary Points round for all eligible Consultants. Eligible Consultants should have received an email invite. Applications must be checked for factual accuracy by your medical line manager and returned by email to gram.discretionarypoints@nhs.scot by the closing date of 7 November. More information can be found on the intranet page: [Pages - Discretionary Points](#)

ACAP research day This year's ACAP Research Day will take place, via MS Teams, on Wednesday 12 November, 9am-3pm. [The programme is available via this link](#) (networked devices only). Colleagues from across Scotland's health boards will be sharing their work and learning on a variety of topics. If you'd like to attend, please email gram.acateam@nhs.scot by Friday 7 November, to be booked via Turas.

Grampian palliative and end of life care network professional conference 2025 Registration is now open for this year's conference taking place on Wednesday 19 November at Aberdeen Altens Hotel. This year's conference delves into the complexities of Palliative and End of Life Care, with a particular focus on managing long-term conditions such as renal disease, diabetes, MND, and chronic lung disease. As always, the day will centre around networking and the exchange of both challenges and successes, complemented by a diverse programme of educational talks and interactive workshops.

[Follow this link for further information including, the programme and details of how to register via Eventbrite.](#) If you have any queries, please contact gram.mcn@nhs.scot

Special menus at Pink and Orange Zone cafes, ARI Our catering team have been flexing their creative muscles again, with support from colleagues, to create two special menus:

- This Friday (31 October), there will be a Trinidadian 'Sunday lunch' to mark the end of Black History Month.
- On Thursday 6 November the menu will celebrate the Hindu festival of Diwali.

Both menus have a choice of meat and vegetarian options, with sides, are priced at £6, and will be served 11.30am-1.30pm

Pause for thought What would you say if you could, and what might that bring?

Tune of the day Viv Forbes retires today after more than 30 years with NHS Grampian, the last 4 with the ARI phlebotomy team. She will be much missed by colleagues and patients alike. For Viv, to mark her next chapter, here's [Three Little Birds](#) (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