

Friday 28 November 2025

Our financial position/ Value and Sustainability – a message from Laura Skaife-Knight We now have our month 7 results and we can see our financial position has stabilised over the last few months with the position slightly improved in October. We are still reporting an overspend of £47.1M at the end of the financial year, however, we are confident we can still achieve our financial target of an overspend of no more than £45M provided we continue with our current cost saving measures.

So far this year we have delivered £27M of savings, a little ahead of our planned savings of £25.4M, and we continue to be on track to achieve our overall target of £61.8M. This will be an incredible achievement for NHS Grampian and one you can all be proud of. Across the organisation there are many examples of financial improvement including:

- Year-to-date, workforce and operational teams have worked hard to reduce medical agency spend by £1M while supporting doctors in having better working patterns, supported through the 'At your best with rest' campaign.
- Nursing teams have helped to reduce nurse agency spend by £2.6M this year whilst improving recruitment to substantive posts and continuing our 'Grow Your Own' career pathways.
- Procurement has supported teams to reduce discretionary spend by nearly £100k as staff carefully consider which items to purchase.

Over the coming months we will showcase more improvement stories and celebrate individual team's efforts. As we head into the busy winter months, it's important not to lose focus on money or slow the momentum we now have going in our favour. All that is left for me to say is a big thank you. Let's keep going, and we can absolutely do this!

Staff 'flu clinics The Occupational Health Service will be running two vaccination clinics at Foresterhill Lea on Tuesday 2 December and Tuesday 9 December. Both clinics are morning only and by appointment only; please contact OHS directly to book.

Flying Start policy update – out for consultation A draft Flying Start policy is now out for consultation. All the information you need to contribute [is available on the intranet via this link](#); the deadline for responses is Wednesday 21 January 2026.

Praise for primary care following World Antimicrobial Awareness Week Congratulations to Insch Medical Practice and Danestone Medical Practice for their highly commended contributions to this annual campaign. GP practices were asked to take at least 3 actions during the week which included spreading WAAW messaging to the public, ensuring prescribers could access local antimicrobial guidelines and patient information resources, setting up default 5-day durations for amoxicillin and doxycycline prescriptions, and/or encouraging staff to sign up to be Antibiotic Guardians. The teams at Insch and Danestone were enthusiastic participants and have been named Antibiotic Champions by our specialist antibiotic pharmacists.

A big week for stroke care This has been a significant week for stroke care in Grampian. Aberdeen played host to the UK Stroke Forum, Britain's biggest multi-disciplinary conference for stroke care professionals. It's the first time this event has come to the north-east and plaudits must go to those who worked behind the scenes to bring the conference to Grampian

Elsewhere, Chest Heart & Stroke Scotland are celebrating 30 years of delivering a stroke nurse service in Grampian. Over the decades, this service has supported countless individuals in their recovery after stroke. The charity has extended their heartfelt thanks to us as an organisation and the dedicated stroke nurse team for their unwavering commitment and determination to improve the lives of those affected by stroke across Grampian.

Art and Medicine exhibition During the Medical Humanities student selected component, third year medical students are encouraged to consider medicine, healthcare, and illness from an alternative perspective. You are invited to view the work of the 30 students who chose to do this through an artistic lens at the Art and Medicine Exhibition in the Suttie Centre atrium and first floor breakout area from 12pm on Wednesday 3 December until 6pm on Friday 5 December.

That was the week that was

Monday 24 – new process for secondary care non-routine vaccinations, reminder of Mobile Skills Unit visit to Aberdeen

Tuesday 25 – NHS Grampian Charity – staff social activities programme, staff cervical screening clinics

Wednesday 26 – update from Chief Executive Team, festive pay dates and salary submission deadlines

Thursday 27 – industrial action ballot underway, keeping Teams secure

All briefs are stored online, [just click this link](#) or visit Working with Us>HR Portal>NHSG Staff Daily Briefs on the NHS Grampian website.

STAR Award No presentations to share this week; remember, nominating a colleague or team for a STAR award is super simple; [all you need to do is complete the short form available via this link](#).

Tune of the day The North Foresterhill community nursing team have been in touch to dedicate a song to healthcare support worker Kay Watt, who is off to pastures new. Colleagues and patients alike will miss her greatly; they've requested [Double You and Please Don't Go \(1992\)](#).

Laura Yeoman, part of the team at Little Acorns, caught me in a weak moment and persuaded me to bend my rule about only including Christmas songs in December. They are kicking off the festive season tonight with their Christmas Fayre, all welcome with tickets still on sale! Contact Laura to find out more. Her request? [Wonderful Christmastime](#).

Happy St Andrew's Day for Sunday, and I wish you only good things for the weekend. Thank you (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