

Daily Brief...



Tuesday 28 October 2025

Financial performance: we're making progress... but more to do Thanks to your hard work, we are making good progress against our financial and savings plans for the year. However, we must keep going and remain focused for the remainder of the year, recognising there is more for all of us to do to get over the line.

September marked the halfway point of the 2025/26 financial year. At that stage we were overspent by £28.3M (this includes provision for delegated services and any IJB overspend). We have a target of being no more than £45M overspent by the end of this financial year. If we follow the trajectory we are on at present, we will miss this by just over £2M, though our current forecasts suggest we will make that up in the coming months. We will meet our target if we continue with the discipline and focus we have seen to date. This will require a sustained organisation-wide effort. This will only be possible if we continue to achieve our savings requirement for the year of £62M. As at the end of September we are on track to deliver the full plan, though this is not without its risks.

The renewed rigour we have brought to our spending must become our new normal. Please keep carefully monitoring budgets, ensuring you think before you spend and ask yourself if the spend is essential and within budget, recognising we need to live within our means. Current vacancy controls will remain in place. Keep using services like WARP-IT, keep recycling rather than binning waste, and keep putting your ideas for improvement, including those that could save money, forward to gram.valueandsustainability@nhs.scot. Whilst we have a long way to go to get to financial balance, we are starting to see some encouraging green shoots. Our collective goal is to remain focused on delivery of our plan in the remaining months of the year. We can do it.

'Flu vaccination – making an informed decision' The 'flu vaccination is offered, free of charge, to NHS staff and social care colleagues with direct client contact each winter. If you're new to the organisation, or haven't taken up the offer in previous years, and would like more information, Public Health Scotland can help. They recently held a staff information session, which was recorded and is available to watch by following this link: [You're invited...for your 'flu vaccine](#)

Tracheostomy care in an acute setting – new education pathways If you are involved in the care of patients with a tracheostomy, new educational pathways are now available. There is a pathway for theatre practitioners, one for those new to tracheostomy care, and one for those who need a refresher course. There are also valuable resources for you to look at including videos to watch if you need guidance. These can be found in the 'Clinical skills: adult' section of the NMAHP education passport on Turas. For more information, contact your local practice education and development team.

Women's Health CPD Day Our first virtual Women's Health CPD Day takes place tomorrow (Wednesday) between 8am-3.30pm. This event is for all professionals working closely with, or those directly delivering, women's health across primary and secondary Care.

Spaces are still available, please follow the individual links to book your slot via Turas (log-in required):

Topic	Speaker
Early pregnancy problems with a focus on miscarriage and ectopic pregnancy (Women's Health CPD day 2025)	Dr Andrea Woolner
History taking for pelvic floor disorders (Women's Health CPD day 2025)	Dr Sheethal Madari
Diagnosis and Management of Breast Cancer (Women's Health CPD day 2025)	Miss Beatrix Elsberger
Postpartum and post abortion contraception - where are we now? (Women's Health CPD day 2025)	Dr Dianna Reed
Symptom recognition, diagnosis and initial management of Polycystic Ovary Syndrome and Premenstrual Syndrome (Women's Health CPD 2025)	Dr Sarah Wallage
Management of Menopause, HRT and related Gynaecological issues (Women's Health CPD day 2025)	Dr Atiyah Kamran

ICYMI - Promoting Mentally Healthy Workplaces webinar Taking place on Tuesday 4 November, 2-4pm, this interactive webinar brings together voices from across the public, private, and third sectors to explore how we can foster mentally healthy workplaces. Through expert presentations and group discussions, participants will:

- Learn how to promote mental wellbeing in the workplace.
- Explore Public Health Scotland's Mentally Flourishing Workplaces Framework.
- Hear real-life examples of mental health support and initiatives.
- Share ideas and discuss challenges with others.

The event is open to anyone interested in workplace wellbeing; to register, [please follow this link](#).

NHS Grampian Charity The NHS Grampian Charity can fund various items of equipment, over and above core NHS requirements. Last year, this included an incredible 111 chairs! These ranged from comfortable chairs for wards and waiting rooms, to specialist wheelchairs, to recliners for visitors to sleep on overnight. Is there an area in your ward or department that would be enhanced by new chairs, or other equipment? If so, [follow this link to our intranet site](#) to find out more about how you can apply for funding.

Tune of the day It's a double celebration for the eRostering team; congratulations to Taylor, who recently got his licence on two wheels, and Ignacio, who has just graduated with his degree - we're proud of you both! They left the song choice up to me, I've gone for [Ain't No Stopping Us Now](#) by McFadden and Whitehead (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