

Daily Brief...



Thursday 3 September 2026

Pension update - annual benefit statements The Scottish Public Pension Agency (SPPA) have advised annual benefit statements for most scheme members should now be available on their [Engage portal, accessed via this link](#). Scheme members will receive a communication from SPPA informing them their statement is available, [according to the schedule available via this link](#). The Engage portal is open to all active NHS pension scheme members. You can use it to view your annual benefit statement and keep your information and contact details up to date.

Executive Team update Please see below for the report from this week's Executive Team meeting:

Matters of concern or key risks to escalate	Major Actions Commissioned/ Work Underway
• The Frailty and Flow Programme remains dependent on prompt decisions about accommodation, workforce and clinical governance arrangements. September has been identified as a critical month for decision-making to enable implementation (as agreed by the NHS Grampian Board) before winter to minimise the risk of further delay. • Long waits in Planned Care remain a concern, particularly within dermatology new outpatient pathways and 104 week waits. Additional capacity, clinical validation activity, and alternative ways of delivering care are being explored. This is part of a strategic Recovery Plan which is under development. The aim of the plan is to take us to zero 52 week waits. • Completion rates for staff appraisals and mandatory training remain below target. The rate of completion of staff appraisals is particularly poor. Improvement work is underway to increase	• The September Sprint is a focused programme of intensive leadership support across ARI. This aims to improve patient flow, reduce long waits in emergency care, and solve problems as they come up. A similar programme is planned for Dr Gray's Hospital in October. • External support is being provided to support Planned Care delivery improvements. This will focus on identifying opportunities for redesign and supporting reductions in long waits. • A rapid review of the implementation of a pause in paediatric surgery at Dr Gray's Hospital – and then communication of this - has found opportunities for learning and improvement. These are focused on service change management, communication, and accountability. Detailed action planning and wider organisational learning will follow and be shared.

compliance and provide confidence that we are meeting required standards.	
Positive Assurances to Provide	Decisions made
• The Cabinet Secretary's visit to Dr Gray's Hospital provided an opportunity for open discussion about Maternity Services, Paediatric Surgery, and workforce challenges. • Planned Care performance is improving in several specialties. Some areas are progressing better than expected. Additional capacity arrangements supporting further progress. • Solutions have been found to maintain Obstetrics and Gynaecology consultant staffing in the short-term. • Workforce indicators show a small increase in sickness absence. Sustained improvement work continues on appraisals, statutory training, and leadership development. • National checks on financial performance highlight positive and sustained improvement. NHS Grampian now viewed more favourably than in previous years.	• A Board seminar on Planned Care (10 September 2026) will provide detailed discussion on long waits, productivity and efficiency, hospital infrastructure, cancer and diagnostics, service redesign and future opportunities for improvement. • Information on cancelled operations will be reported regularly to help identify trends and understand why cancellations happen. • The Health and Care Staffing Act internal quarterly report for Quarter 1 2026/27 was approved for submission to the Staff Governance Committee. This report sets out how NHS Grampian is complying with legal requirements to support safe staffing.

Hot water flushing – Foresterhill Following the recent interruption to the domestic hot water across Foresterhill Campus, all services/departments on site are requested to flush routinely used **hot water outlets** for **2 minutes daily** for the **next 7 days** as a precautionary water safety measure. The Estates Team will undertake weekly sentinel outlet temperature monitoring across site to ensure thermal control, confirming water quality compliance. Any further concerns regarding hot water should be reported to the Estates Helpdesk. Thank you for your cooperation and support.

Introduction to suicide prevention training As part of a series of local awareness-raising and confidence-building events for Suicide Prevention Week (7-13 Sept), Moray Health & Social Care Partnership and North East Suicide Prevention are running an introduction to suicide prevention training session. The online event takes place next Wednesday (9 September) from 10-11.30am and is open to health and social care staff in Moray. No need to book - [just use this Teams link to join the session](#). The session will explore how we can support each other and people in our communities and feel more confident starting difficult conversations. For more information about this and other suicide prevention training opportunities, email protectingpeople@moray.gov.uk

Healthcare support worker induction Whether you're new to healthcare or just new to NHS Grampian, our healthcare support worker (HCSW) induction programme is designed to help you develop the skills, knowledge, and confidence needed to provide high-quality patient care. Join us to learn, connect, and grow in your role from day one; to book onto the programme please email gram.associateeducators@nhs.scot

Staff Equalities – upcoming opportunities Colleagues are invited to take part in a range of upcoming events, workshops, and discussions designed to celebrate diversity, promote inclusion, and support a positive workplace culture. From helping shape Black History Month celebrations to learning more about neurodiversity, allyship and tackling unconscious bias, there are plenty of opportunities to get involved over the coming months. [Further information is available via this intranet link.](#)

Tune of the day Our first tune today goes out to healthcare support worker Carol Wood, who retires today after 41 years with the NHS. 31 of those years have been with the Inverbervie community nursing team, who say they will be lost without her, but they wish her well in her much-deserved retirement. For Carol, some Elvis and [The Wonder Of You](#).

Squeezing in a second tune for my corporate comms partner in crime, Lesley Meldrum, who was born on this day <cough> years ago. It was the third of September...that day I'll always remember...[Papa Was A Rollin' Stone](#) (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.dailybrief@nhs.scot