

Daily Brief...



Wednesday 4 March 2026

Update from Chief Executive Team Here is the summary of this week's meeting of the Chief Executive Team (CET).

Matters of concern or key risks to escalate	Major Actions Commissioned/ Work Underway
<ul style="list-style-type: none">• Unscheduled care: Performance and flow remain under sustained pressure, particularly at ARI, primarily due to exit block and downstream bed availability. Several initiatives are now underway and progress towards system gains is being closely monitored.• Planned care: NHS Grampian remains an outlier nationally for patients waiting over 104 weeks for outpatient and treatment pathways, with national support sought.• Dr Gray's Hospital: Risks relating to the sustainability of some services as a result of factors including workforce stability were highlighted. These align with external assurance feedback and staff experience.	<ul style="list-style-type: none">• Planned care: Development of a recovery plan for >104-week waits, including engagement with Scottish Government on funding and capacity support. A formal paper is awaited setting out what support is required nationally and locally which the CEO will take to Board CEOs meeting next week.• Unscheduled care: Further enhancements to the improvement programme including; bed rebalancing, discharge pathways and system-wide flow are being developed via USC Programme Board, Assurance Board and national escalation arrangements.• Public protection capacity: Options to be considered through a transparent prioritisation process alongside other organisational workforce pressures and asks.
Positive Assurances to Provide	Decisions made
<ul style="list-style-type: none">• Delayed discharges have reduced significantly across Grampian, demonstrating effective partnership working and a strong system focus.• Engagement on 2026/27 priorities with our community, partners and staff has been extensive and constructive, with consistent themes emerging to inform planning.	<ul style="list-style-type: none">• Medical workforce: Transition to consistent pay rate arrangements across acute services to be accelerated alongside establishment of a medical bank and workforce modelling.• Health and Care Staffing Act Annual Report approved to go onward to Staff Governance Committee for approval

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Pathway to Excellence survey now open! Every registered nurse in Mental Health and Learning Disability Services is now being asked to take part in the Pathway to Excellence survey. This is an opportunity to show the American Nurses Credentialing Center (ANCC) what makes NHS Grampian a great place to work in. Every day colleagues create positive practice environments that value compassion, professionalism and improvement. The survey is a chance to highlight that work and ensure you have your say. [Access the survey using this link any time from now](#) until 9pm Tuesday 24 March. To unlock the survey, you will need the last four digits of your NMC PIN.

[Follow this link to a video with Julia Mutch](#), Chief Nurse for Mental Health and Learning Disabilities, explaining a little bit more about why Pathway to Excellence accreditation is important.

Scottish Apprenticeships Week – message from Alan Wilson, director of infrastructure and sustainability *“This Apprenticeship Week, we’re celebrating the valuable contribution our Facilities & Estates apprentices make across NHS Grampian. Apprenticeships help us grow a skilled, future-ready workforce while offering meaningful career pathways in engineering, estates, facilities operations and more. Our ongoing partnerships with Skills Development Scotland and local colleges continue to strengthen these opportunities and support talent development across the region.”*

We are pleased to support this annual event; articles are being posted to the intranet news throughout the week, please give them a read

Grampian Diabetes Foot Interest Group (GDFIG) conference Around 60 healthcare professionals, working across Grampian, took part in this event last week. A special thanks to all speakers who delivered the key takeaway learning which included:

- Prevention - Don't forget the feet! [Check out the CPR for Feet video via this link](#).
- Refer any acute diabetic foot problem to podiatry immediately, explain serious nature of diabetic foot disease to patient when referring, and support them to attend their appointments
- Excellent care requires a multidisciplinary team and holistic approach.
- Use Grampian Guidance for information about pathways; there’s helpful information under the ‘Podiatry’ and ‘Diabetes’ headings. You can also check out [the dedicated Diabetes in Grampian website via this link](#).

Thanks to the NHS Grampian Charity for their support of this event.

Contraception Survey We are inviting women living in Grampian to share their experiences and views on contraception. Your feedback will help us understand what is working well, what the challenges are, and how local sexual health services can be improved. The survey is anonymous, and your responses will be treated confidentially. It should take around 5–10 minutes to complete. [Follow this link to take part](#).

Wellbeing, Culture, and Development Wednesday

- **Leading for the Future cohort 16** Applications are now open for this national senior leadership programme. It is open to colleagues at Band 8a+ or equivalent across health, social care, social work and partner organisations. [Further information is available via this link](#). Drop-in information sessions are on [4 March 9-9.30am](#) and [12 March 1-1.30pm](#); no need to book, just follow the relevant link to join.
- **Management Development Programme** Spaces available for the March cohort. It is available to current and aspiring managers across the organisation. If you or someone in your service would benefit, [for more information and to apply, please follow this Turas link](#).
- **Wellbeing Talk- 'Period Problems: What's right for me?'** Join us next Monday - 9 March - between 1-2pm. If you are registered already for these wellbeing talks, you'll receive the Teams link directly. If you've not yet registered, please contact gram.wcd@nhs.scot

For more information on any of these items or to raise any queries, please contact the team via gram.wcd@nhs.scot

Tune of the day Events like the successful Grampian Diabetes Foot Interest Group conference (see above) don't just happen. They require a huge amount of work from committed individuals like Dr Fiona Strachan. She may be just weeks from retirement, but her enthusiasm for improving pathways for people with diabetic foot disease across Grampian has never waned. Her tireless commitment to delivering person-centred holistic care is a gold standard the team plan to uphold. For Fiona, from all her colleagues, here's [Footloose](#)

A second request, going out to assistant HR manager Victoria Campbell, from her bestie Tracy Thomson, ahead of a special birthday this weekend. For Victoria, [Dakota by Stereophonics](#) (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