

Friday 6 March 2026

Introducing our new Director of Strategy, Transformation and Performance Gail Woodcock has been appointed as our substantive Director of Strategy, Transformation and Performance following a competitive recruitment exercise. Gail brings over 30 years' experience in health and social care, culture, sport and community services. She is currently Chief Officer for Falkirk Integration Joint Board and Director of Health and Social Care for NHS Forth Valley and Falkirk Council, where she is responsible for driving collaboration between health and local authority partners to further improve outcomes for the local community. She has previously held a range of senior leadership roles including Managing Director for Bon Accord Care and Transformation Lead for Aberdeen Health and Social Care Partnership and Head of Integration in Falkirk.

Gail said: "I am delighted to have been offered this important role. Having worked within the Grampian system previously, I deeply appreciate the commitment, skill and compassion of colleagues across our services. I look forward to working with Laura, the Executive Team, colleagues and partners across the region as we build on the progress already made and continue to improve outcomes for the people and communities we serve."

Given the need to focus on transformation across Grampian and further improve performance and reporting, building on this year's progress, I have suggested and agreed with Gail that for the first 12 months the director part of her role will be the immediate focus. Gail's portfolio will include strategy, planning, transformation and improvement, performance, digital and communications. As such Gail will take on the deputy chief executive role from Year 2. Over the next 12 months other executive directors will have the opportunity to deputise for me as chief executive, alongside Gail, on a rota basis. This will also support personal development across the executive team. This will be done via an Expression of Interest exercise.

We expect Gail to join us in June 2026 (with the exact date under discussion and yet to be agreed). This substantive role will replace the interim director of improvement role I brought into the organisation last summer. As such, Phil Tydeman will step out of the organisation after a thorough handover, which was always the plan. There will be a continued focus on substantive leadership appointments in 2026/27 recognising the importance of this in further stabilising the organisation. Thank you to everyone who contributed to the recruitment process, including participating in the stakeholder panels.

I will continue to keep you informed.

Best wishes,

Laura

International Women's Day To mark International Women's Day (this Sunday, 8 March), the NRS Reproductive Health and Childbirth Network is creating a digital gallery of good work across Scotland, showcasing the people and passion behind reproductive health and childbirth research and care. Our theme, "Every Woman Counts- In Care and In Research," recognises improving outcomes for women and families requires collaboration across disciplines. From midwives leading service improvement, to early career researchers building the evidence base, to clinicians embedding research into routine care, every contribution strengthens the whole system. You are invited to contribute:

- A photo
- 3–4 lines reflecting the theme (The broad theme covers: Women in Research / Midwives Leading Change / Early Career Voices / Why I Support Research?)
- One short impact statement (How does this work make a difference to women or families or your own life?)

If you would like to take part, please send your contribution, no later than **24 March 2026**, to anushree.ganguly@nhs.scot

Roadworks - Glen O'Dee hospital Repair work on the road to Glen O'Dee hospital will begin on Monday 9 March. We expect the works to take two weeks. Please note, the road will be CLOSED (except for blue light access) between 1.30-4pm on Wednesday 11, Thursday 12, Wednesday 18, and Thursday 19 March. We apologise for any inconvenience.

Research collaborator database – final call! Work is ongoing to establish a database of clinical research interests across NHS Grampian, University of Aberdeen, and Robert Gordon University. This will be used as a tool for colleagues across all three organisations to identify and form new research collaborations. If you wish to be included, [please register by completing this form](#), and help by spreading the word. The database will be password protected, allowing only University of Aberdeen, and Robert Gordon University colleagues to access NHS contact details. Your help with this important task is very much appreciated.

Staff meditation sessions – Foresterhill There's an opportunity for you to try Anapana meditation with free sessions facilitated by our own Dr Khyati Parikh. Taking place on Monday 9, 16, 23, and 30 March, there are two sessions each day, each lasting 25 minutes. Sessions will be held in the Suttie Centre, [more information is available via this link](#).

That was the week that was

Monday 2 – chief executive's blog, Protected Learning Time, intranet migration update

Tuesday 3 – site safety reminder, diabetes education programme, National Ear Care (microsuction) - train the trainer programme

Wednesday 4 – update from Chief Executive Team, Scottish Apprenticeship Week

Thursday 5 – Ask Laura – new edition, reduced working week update, reminder of dress policy

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 Well done to Marie Ostia, speech and language therapist based at Aberdeen Health Village, on her recent STAR Award presentation. A parent shared how much things improved for their child after working with Marie. They said her dedication “shines through in every interaction,” and it’s clear her approach has had a meaningful impact. Bravo, Marie! Do you know a team, or individual, STAR? Making a nomination couldn’t be easier; [all you need to do is complete the short form available via this link](#).

P&J Live ticket offer You can snap up £10 tickets to Queenz – Drag Me To The Disco at P&J Live on Sunday 15 March. Direct from the West End and described as a live vocal drag-stravaganza, you can [purchase your tickets by following this link](#). Due to the ticket website used by this venue, we recommend accessing the link on a personal device. As a reminder, NHS Grampian is not responsible for – and does not benefit from – these offers.

Tune of the day Friday calls for a dance anthem to get us primed for the weekend. [Hey Boy, Hey Girl](#) by The Chemical Brothers should do the job; superstar DJs, here we go! Take care of yourselves, and each other. 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