

Daily Brief...



Monday 8 December 2025

Industrial action ballot underway As previously highlighted, BMA Scotland are currently balloting their Resident Doctor members on strike action. The ballot will close on Friday 19 December and we expect results shortly thereafter. An NHS Grampian tactical group has been set up, meeting weekly, to make contingency plans in the event strike action does take place. It's important to stress this is planning only; as a system we continue to go about our business as usual. We must also stress any questions, concerns or decisions regarding possible industrial action must come to this group. Services/teams should not be making changes at this stage. To contact the group, please email:

gram.workforce@nhs.scot

Update on planned care Improving our planned care performance is one of our organisational priorities. We remain focused on meeting the March 2026 target that no patient waits longer than 52 weeks, while laying the foundation for sustainable long-term improvement.

While the number of prolonged waits remains stubbornly high, we are making tangible progress in reducing the longest waits for planned care. Outpatient waits over 52 weeks have begun to decline, reflecting the impact of targeted interventions and strong governance. Treatment Time Guarantee performance is improving despite the current challenges at the Central Decontamination Unit, and diagnostic delays with imaging improved and signs of improvement in endoscopy capacity coming online.

Our Operational Improvement Plan, supported by Scottish Government funding, is delivering both additional capacity and improved performance. We are working towards the launch of a pilot pathway with the Golden Jubilee National Hospital for bowel screening which is scheduled to launch next month. This initiative will accelerate diagnosis, improve compliance with 31- and 62-day cancer targets, and create local capacity for urgent cases.

Children's hospitals named centres for excellence RACH, along with The Royal Hospital for Children in Glasgow, have become Scotland's first paediatric units to receive the prestigious Tessa Jowell Centre of Excellence for Children designation. This accolade recognises outstanding standards of care for children diagnosed with brain tumours and places both hospitals among only six paediatric centres across the UK to achieve this honour. Congratulations to all involved; you can read more about this significant honour [on our public website by following this link](#).

Staff cervical screening clinics – now available in Moray We are running a pilot programme, offering cervical screening clinics to staff, to increase uptake of this important test. As well as a clinic in ARI, we are pleased to confirm there will be clinics in DGH and at Maryhill Group Practice in Elgin. Cervical

screening is vital in detecting changes in the cervix as early as possible. If you are due – or overdue – your cervical screening, you can book an appointment using the contact details below:

- ARI – phone 01224 553353, between 8.30am-4.30pm, Monday-Friday.
- Dr Gray's Hospital - phone 01343 567219 between 8am-6pm, Monday-Friday.
- Maryhill Group Practice - phone 01343 567733 8.30am-4pm, Monday - Friday.

REACH award extended Last year the mental health and learning disability practice education and development team launched the REACH award, celebrating the dedication and brilliance of student nurses. We are pleased to announce this initiative has been extended across other services including ARI and DGH, the integrated family portfolio including midwifery, and all three health and social care partnerships. REACH stands for Recognising Excellence, Achievement, Contribution, and Hard work, with the inspiring tagline, 'Reaching for Excellence'. It is inspired by MH&LD's journey towards Pathway to Excellence accreditation.

Nominations are open until 9 January 2026, and you are encouraged to nominate a student nurse who embodies the values of REACH; those who truly shine through their excellence, achievements, contributions, and hard work. To make a nomination, fill out the [form available via this link](#).

Leading Person-Centred Cultures and Care – 2026 dates This innovative programme is available to all NMAHPs who are in a senior clinical leadership role (Band 6 and above), supporting them to develop confidence and competence in the capabilities detailed in the Leading Excellence in Care Framework. 2026 dates are now available for booking; [for further information and an application form, follow this link](#).

Retail catering – Christmas lunches Our retail catering outlets in ARI (Pink Zone Cafe), DGH, Woodend, and Royal Cornhill will be serving Christmas lunches this week. Dates below; all cafes will be serving the same menu of broth (£1.30), turkey or roast rib of beef or Quorn fillet with all the trimmings (£8.25), and choice of Christmas cheesecake or Christmas pudding (£3).

- DGH – Tuesday 9 December
- ARI (Pink Zone Cafe) - Wednesday 10 December
- Woodend Aroma and Royal Cornhill – Thursday 11 December

Paediatric MTC Education Session Trauma Informed Practice is the topic of the next Paediatric MTC education session, taking place on Thursday (11 December) between 12-1pm on Teams. This will be presented by Ashley Allan. No need to book, [simply use this joining link](#).

Pause for thought What if you thought about it as a puzzle, rather than a problem. Where could your curiosity take you?

Tune of the day We present two sides of the festive coin today; Debbie Ritchie, senior records clerk at DGH, is VERY enthusiastic about the festivities and has been 'delighting' colleagues with daily renditions of [Merry Christmas Everyone](#). Feeling much more like Eeyore about the whole business is Judy Taylor in the digital directorate. She's asked for [There Ain't No Santa Claus On The Evening Stage](#) by the one and only Captain Beefheart (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