



## **HSCM Staff Noticeboard**

# The news bulletin for colleagues in the Health & Social Care Moray partnership

## December 2025

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## Festive message from the Chief Officer

**Dear colleagues,**

As we reach the end of the year, I want to pause and recognise the incredible work happening across our health and care services every single day. Whether you're supporting people directly, keeping things running behind the scenes, or giving your time to volunteer, your commitment, skill and compassion make a real difference to the communities we serve.

It's been another challenging year. Increasing demand, limited resources and the pressure to make savings have created very real difficulties. I know that many of you have been working harder than ever – particularly with so many sickness bugs on the go right now and staffing

levels depleted – and that this can sometimes feel underappreciated. Please know that it isn't. Your dedication, professionalism and resilience are deeply valued.

For many of us, the festive season means some time for relaxation, reflection, and celebration with loved ones. However, given the essential nature of our work, many of you will still be working over the holidays to ensure people in our communities receive the care and support they need. Your commitment, often at the expense of your own family time, is greatly appreciated.

Throughout the year, I've been inspired by the way our teams continue to adapt, innovate and support one another, always keeping people at the centre of what you do. The progress achieved on key projects – despite the pressures – is a credit to our partnership and our people.

As we head into the festive period, I hope you can find moments of rest, connection, and joy with those who matter most to you. Thank you for everything you do, not just over the holidays but throughout the year, supporting people in Moray and looking out for one another.

**Wishing you and yours a peaceful Christmas and a healthy, hopeful New Year.**

*Warm regards,*

**Judith**

Judith Proctor

Chief Officer

Health & Social Care Moray and Moray Integration Joint Board



## Share your Christmas photos

We'd love to brighten up HSCM's social media with your festive pics over the holidays. Whether it's team celebrations, playing Santa, your best (or worst!) Christmas jumpers, or a wintry moment from your day, please share them with us.

Send your photos (with a brief description and confirmation that everyone pictured is happy to be featured) to [Fiona.mcpherson@moray.gov.uk](mailto:Fiona.mcpherson@moray.gov.uk)<sup>1</sup>.

And don't forget to follow our social media channels and like and share the posts. A little engagement from staff goes a long way to helping our content reach more people. A recent Facebook post showing the newly refreshed Complementary Therapy Room and Hair Salon at The Oaks in Elgin was viewed a staggering 58,173 times thanks to the 875 reactions, 46 comments and 24 shares it received!

Thank you in advance for helping us share some seasonal cheer across Moray!

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<sup>1</sup><mailto:Fiona.mcpherson@moray.gov.uk>



## Flu vaccination update

Public Health Scotland has been reporting a sharp rise in flu cases and flu-related hospital admissions, so it's a good time to remind everyone that ALL Grampian vaccination clinics are open for staff drop-ins.

Everyone who works in the NHS and all frontline social care workers are eligible for the free flu vaccine this winter.

Getting the jab helps protect you, your family and friends, your colleagues, and the people you support. We know it's a busy time of year, but please try to make the time to get vaccinated.

Find details of vaccination centre locations and opening times at [www.grampianvax.com](http://www.grampianvax.com)<sup>2</sup>.



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<sup>2</sup><http://www.grampianvax.com/>

## Budget update

Moray Integration Joint Board met on 27 November 2025 and considered our financial position at the halfway point in the financial year. Like many partnerships across Scotland, we continue to face significant financial pressures, due to both rising demand and the increasing complexity of the support people need.

At the end of Quarter 2, we recorded an overspend of just under £3 million, most of which relates to core services. The latest forecast suggests a potential overspend of £8.78 million by March 2026. This is a more challenging position than previously expected and reflects a mix of higher-than-planned demand, unavoidable cost pressures and some planned savings that haven't been delivered this year.

Recruitment challenges – especially in Mental Health – have resulted in extended locum use. Costs in Older People and Physical Sensory Disability services remain high due to increasingly complex needs and rising external provider costs. Children & Families Services are under pressure too, with continuing care and out-of-area placements contributing significantly. Reductions in the national prescribing tariff and limited funding for pay and National Insurance changes have added further strain.

The Board also reviewed progress against this year's savings plan. While a lot of work is underway, around £3 million of savings are unlikely to be reached in-year. This is due to delays, ongoing service pressures and the scale of change needed to redesign some areas safely.

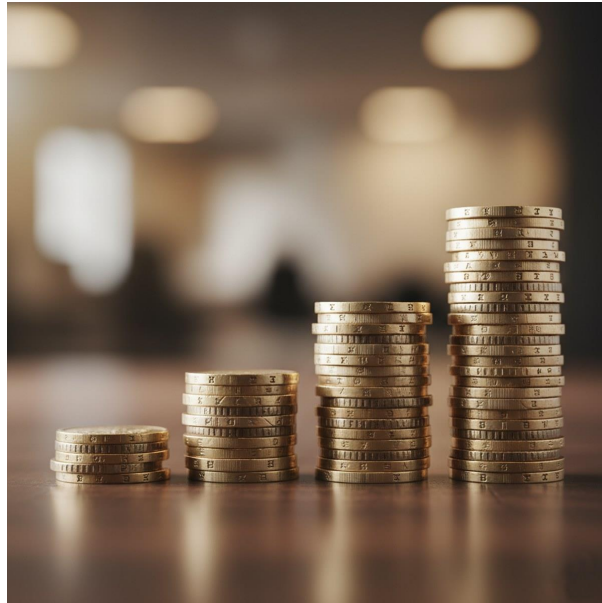
To help manage the position, we've strengthened our Recovery and Transformation Plan. This includes tighter financial monitoring, additional scrutiny of overtime, agency use and vacancies, and accelerating work on service redesign, high-cost placement reviews and income opportunities.

Although the financial climate remains extremely difficult, senior managers remain committed to working closely with teams to manage resources responsibly while maintaining safe, essential services for the people of Moray.

The full report revenue budget monitoring quarter 2 report for 2025/26 is available here<sup>3</sup>.

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<sup>3</sup><https://moray.cmis.uk.com/Moray/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=PQkgCzE5lh9iw51T4Dcx9uosORLhQy0I8n6QpdyzE4c5%2fse8FHiyaw%3d%3d&rUzwrP%2bZ3zd4E7Ikn8Lyw%3d%3d=pwRE6AGJFLDNIh225F5QMaQWCTPHwdhUfCZ%2fLUQzgA2uL5jNRG4jdQ%3d%3d&mCTIbCubSffXsDGW9IXnlg%3d%3d=hFfUdN3100%3d&kCx1AnS9%2fpWZQ40DXFvdEw%3d%3d=hFfUdN3100%3d&uJovDxwdjMPoYv%2bAJvYtyA%3d%3d=ctNJff55vVA%3d&FgPIIEJYlotS%2bYGoBi5oIA%3d%3d=NHdURQburHA%3d&d9Qjj0ag1Pd993jsyOJqFvmyB7X0CSQK=ctNJff55vVA%3d&WGewmoAfeNR9xqBux0r1Q8Za60lavYmz=ctNJff55vVA%3d&WGewmoAfeNQ16B2MHuCPMRKZMwaG1PaO=ctNJff55vVA%3d>



## Social work services deliver quality support despite ongoing pressures

At the same meeting, the Board heard how our social work and social care teams have continued to deliver high-quality support throughout the year, despite rising demand, workforce shortages, and financial challenges.

Jim Lyon, Interim Chief Social Work Officer, shared his Annual Report for the reporting year 2024/25, highlighting the dedication of staff across children and families, youth and adult justice, and adult social care services. By March 2025, around 3,700 people were being supported across Moray.

Key achievements include:

- **Children and Families Services:** Expansion of Quarriers Moray Children's Rights Service, with referrals up 290%, and progress towards a Bairns' Hoose facility to improve experiences for children in the justice system.
- **Adult Services:** Significant improvements in Adult Support and Protection, recognised by the Care Inspectorate.
- **Community Justice Services:** Increased provision, including a 12% rise in community payback orders and doubling of drug treatment and testing orders, with new support pathways for people in the justice system.
- **Workforce development:** Launch of the Social Worker in Training scheme, successfully filling six hard-to-recruit posts.

The annual report is available here<sup>4</sup>.



## Board appoints new members

Following an open recruitment process, Moray Integration Joint Board is pleased to welcome three new members: Aimee McIntosh, Miriam Connor and Christine Stevens.

Aimee joins as the Third Sector representative, while Miriam and Christine bring valuable lived experience as unpaid carers. Each has been appointed for a three-year term.

The Board also expressed heartfelt thanks to Ivan Augustus, who stepped down after serving as unpaid carer representative since MIJB was established in 2016.

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<sup>4</sup><https://moray.cmis.uk.com/Moray/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=Osorwt%2bscWtOR4tG%2bKHwZEmasTxEtF9iv6HlMqt5nxyhfoTjiLoD0g%3d%3d&rUzwRPf%2bZ3zd4E7lkn8Lyw%3d%3d=pwRE6AGJFLDNlh225F5QMaQWcTPHwdhUfCZ%2fLUQzgA2uL5jNRG4jdQ%3d%3d&mCTIbCubSffXsDGW9IXnlg%3d%3d=hFfIUdN3100%3d&kCx1Ans9%2fpWZQ40DXFvdEw%3d%3d=hFfIUdN3100%3d&uJovDxwdjMPoYv%2bAJvYtyA%3d%3d=ctNJff55vVA%3d&FgPIIEJYlotS%2bYGoBi5oIA%3d%3d=NHdURQburHA%3d&d9Qjj0ag1Pd993jsyOJqFvmyB7X0CSQK=ctNJff55vVA%3d&WGewmoAfeNR9xqBux0r1Q8Za60lavYmz=ctNJff55vVA%3d&WGewmoAfeNQ16B2MHuCpMRKZMwaG1PaO=ctNJff55vVA%3d>



*1 - Pictured with Ivan are Miriam (left) and Christine (right).*

## **Partnership achieves Gold Level Two award**

We're delighted to announce that HSCM has achieved the Gold Level Two Digital Telecare Implementation Award in recognition of the progress made in modernising our Moray Lifeline community alarm service.

This award is only given to partnerships that have successfully delivered a live digital service to at least half of their users, with at least six weeks of safe, reliable operation. Thanks to our teams' hard work, we've already reached 56% digital-ready devices.

This progress builds on the earlier successful move to the new digital Alarm Receiving Centre, shared with our Aberdeen and Aberdeenshire partners, and reflects the significant amount of behind-the-scenes planning, testing and hands-on work involved.

A special thank you to the Joint Equipment Store team and everyone involved in the digital programme whose efforts have ensured a smooth and safe transition for service users across Moray.

The next phase of our digital telecare programme will focus on exploring new, innovative technologies. Working alongside the Digital Health & Care Innovation Centre (DHI), the team will test and evaluate modern solutions offering greater functionality and more tailored support to meet people's needs in different ways.



## Cala rated 'very good' in inspection

Cala children's house in Elgin has received a 'very good' (5 out of 6) rating from the Care Inspectorate following an unannounced inspection in October.

Inspectors praised the team's strong commitment to nurturing, trauma-informed care and their ability to build warm, trusting relationships that promote young people's emotional and physical safety. Young people described feeling listened to, supported and involved in decisions about their lives, including writing their own care plans.

The report also praised the homely environment, the wide range of activities available, and the strong emphasis on supporting family relationships. Meaningful connections between staff and young people often continue even after they move on from the service.

A huge well done to all the Cala team for their ongoing dedication and commitment to delivering high-quality support that ensures positive outcomes for care-experienced young people.

## Moray Healthy Weight action planning workshop

The Health Improvement Team kicked off the month by hosting a Healthy Weight Stakeholder Engagement Workshop at Elgin Library, bringing together over 30 people from health and social care, leisure, children's services, community groups, and the third sector.

The event began with gentle seated exercises led by Moray Leisure Centre to get everyone moving. Participants then explored the underlying causes of overweight and obesity in Moray – looking at factors ranging from living and working conditions to social networks, lifestyle, environment and culture.

The workshop focused on:

- Discussing our local causal systems map in detail

- Identifying missed causes of overweight and obesity in Moray
- Identifying missed actions and opportunities for change
- Proposing and prioritising future actions

Next steps include refining our shared vision statement (consultation coming soon on the Moray Engage online platform) and developing a draft action plan.

A big thank you to everyone who attended and contributed their ideas and expertise. Together, we're making progress toward reducing obesity and improving healthy weight across Moray.

The next quarterly network meeting is on Wednesday 4 March 2026, 9.30-11.30am. To join the network or contribute to the agenda, please contact Nonye Agbaza, Area Public Health Coordinator, at [nonye.agbaza@nhs.scot](mailto:nonye.agbaza@nhs.scot).







## Showcasing collaborative success at SP3A conference

Fiona Duncan, Primary Care Advanced Pharmacist, and Mandy Nascimento, Specialist Pharmacy Technician, represented Moray at the annual Scottish Practice Pharmacy and Prescribing Advisers (SP3A) conference in Glasgow, showcasing the collaborative work between Pharmacy, Dietetics and Health Visiting teams.

Together, these teams have been reviewing the prescribing of baby milk, aiming to improve practice and reduce spend through consistent adherence to established guidelines.

Through targeted training, better data sharing and a refreshed rollout of the guidance, the project has already achieved an impressive quarterly saving of £34,000. Parents and carers are also receiving clearer education on the appropriate use of baby milks and the milk ladder (a step-by-step approach to reintroduce milk and dairy).

A huge well done to everyone involved. This collaborative approach is strengthening relationships across our multi-disciplinary teams and supporting more appropriate prescribing.



2 - Fiona and Mandy at the Glasgow conference.

## Your voice matters – making being active easier during menopause

We're exploring how menopause impacts physical activity for women in Moray, and we'd love to hear your experiences. By sharing your thoughts, you'll help shape better local support and resources so staying active feels achievable and enjoyable for everyone.

If you live in Moray and are currently experiencing menopause at any stage, this survey is for you.

Your responses are completely anonymous and should take you no longer than 5 minutes to complete. Your feedback will make a real difference in improving support in our community.

👉 Menopause and Physical Activity in Moray – Fill in form<sup>5</sup>



## Moray's Keep Warm, Safe & Well This Winter

The Health Improvement Team has created a supplement of the Public Health and NHSG Winter Support Booklet, which gives local information to all in Moray to keep well this winter.

<https://sway.cloud.microsoft/osTEM5M6JhLith0H?ref=Link>

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<sup>5</sup><https://forms.office.com/e/HaNCCEcEPx>



## NHS staff cervical screening clinics

NHS Grampian is running a pilot programme offering dedicated cervical screening clinics to NHS staff to help increase uptake of this important test. Alongside the clinic at ARI, there are clinics running in Dr Gray's Hospital 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:

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

Learn more on NHS Inform at: Cervical screening (smear test) in Scotland | NHS inform<sup>6</sup>

## Be 'HIV Informed': new online learning hub launched

Waverley Care, in partnership with NHS Scotland and people living with HIV, has launched HIV Informed, a free online learning hub for Scotland's health and social care workforce.

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<sup>6</sup><https://www.nhsinform.scot/healthy-living/screening/cervical-screening-smear-test/>

Funded by the Scottish Government, the platform aims to build knowledge, confidence, and understanding around HIV, helping staff provide inclusive, stigma-free care.

Despite huge progress in treatment and prevention, outdated attitudes and stigma continue to affect people living with HIV. Research shows that stigma can lead to discrimination, inappropriate infection control practices, and reduced engagement with health and social care services. It can also be a barrier to accessing testing and prevention tools such as PrEP.

HIV Informed addresses these challenges through short videos, real-life stories from people living with HIV, interactive learning modules, and downloadable guides and resources.

The hub provides up-to-date information on HIV treatment, prevention, and tackling stigma, helping staff deliver care with dignity and respect.

You can access the hub and start learning here: [www.hiv-informed.scot](http://www.hiv-informed.scot)<sup>7</sup>



## Winter is coming – are you ready?

Winter weather is unpredictable, but a little preparation goes a long way. HSCM colleagues play a key role in keeping health and care services running, whatever the weather throws at us, so we need to be winter ready.

You can find helpful winter safety advice at Ready Scotland: <https://ready.scot/>. Remember to check the weather forecast regularly, plan ahead and give yourself extra time for journeys.

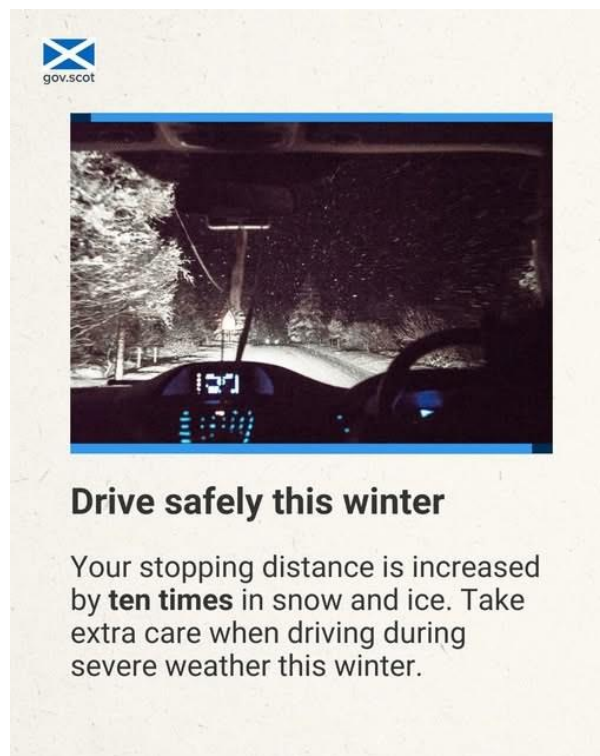
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<sup>7</sup><https://www.hiv-informed.scot/>

Having a few simple items in your car can make all the difference if you get stuck or delayed:

- Ice scraper & de-icer – clear windscreens before driving.
- Torch – a powerful torch (or wind-up torch) is better than relying on your phone light.
- In-car phone charger – stay powered up while on the move.
- Warm clothes & blankets – coat, jumper, hat, gloves, and extra layers.
- High-visibility clothing – crucial if you need to leave your vehicle in the dark.
- Jump leads – battery issues are more common in cold weather.
- Food & drink – keep snacks and a flask of hot drink handy.
- Shovel – useful if you need to dig out in snow.
- Sunglasses – winter sun glare can reduce visibility.

Being prepared helps you stay safe and ensures we can continue supporting the people of Moray even in challenging conditions.



## Got something to share?

Drop an email to [gram.hscmcorporate@nhs.scot](mailto:gram.hscmcorporate@nhs.scot)<sup>8</sup>.

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<sup>8</sup><mailto:gram.hscmcorporate@nhs.scot>