



HSCM Staff Noticeboard

News and updates for colleagues across the Health & Social Care Moray partnership

November 2025 edition

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Protect yourself – get your flu jab!

We know how busy things can get, but as winter approaches and with flu season already here, taking time out for your flu vaccination is one of the simplest ways to look after your own health – and to protect your colleagues and the people you care for.

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

Dr Nicola Steedman, Deputy Chief Medical Officer for Scotland, said: “Flu is not to be taken lightly. It can mean time off work, can be passed on to family, friends or colleagues who may be vulnerable, and can make some people seriously unwell.

“We saw very high levels of the flu virus last year across Scotland, which contributed to real pressure on the NHS. It’s vital that all those who are eligible come forward in winter 2025 to receive their flu vaccine and help to protect themselves and their loved ones.”

The jab itself is quick – given in the upper arm, on whichever side you prefer. You’ll be asked to rest for a few minutes before heading back to your day. Most people experience no side

effects at all, though some may notice tenderness, swelling, a mild headache, muscle aches, or a slight temperature. If needed, paracetamol can help, following the advice on the packaging.

If needles make you nervous, there are simple ways to manage this. Make sure you eat and drink before your appointment. Tell your vaccinator you're feeling anxious and let them know what helps you relax, like focusing on your phone or chatting. Take nice slow, steady breaths. The whole thing takes no more than 15 minutes.

Book your appointment now via the national online portal: vacs.nhs.scot/csp. If you can't remember your log-in details, simply follow the prompts to recover your information. If you've never used the portal, creating an account is very straightforward.

We can all do our part to stay well this winter – book your flu jab today.



Celebrating our STARs



We're delighted to share that colleagues from across the partnership have been recognised in the Moray Council 2025 Special Thanks and Recognition (STAR) Awards, celebrating the outstanding commitment, innovation and compassion shown every day in their work.

Chief Executive Karen Greaves BEM and Council Leader Councillor Kathleen Robertson personally handed over the awards, taking time to thank staff for the exceptional difference they make across Moray.

Chief Executive's Special Appreciation Award – John Connolly, Social Care Assistant, Care at Home (Lhanbryde Team)

John's person-centred approach and dedication have made a lasting impact on both colleagues and supported people. His leadership, teamwork and initiative have strengthened the Care at Home service, improving safety, care quality and team development. John is an outstanding role model who truly embodies the very best of our values.

Chief Executive's Letter of Thanks

Lesley Cowie – Social Care Assistant, Care at Home (Buckie Town Team)

As she retires after an incredible 30 years of service, Lesley leaves behind a legacy of compassion and excellence. Her warmth, dedication and thoughtful nature have been invaluable to the Care at Home team and the people they support. A true role model, Lesley's influence will continue to be felt long after her well-earned retirement.

CALA

The team at CALA in Elgin consistently delivers excellence in their work supporting some of Moray's most vulnerable children and young people. Their strong community partnerships and commitment to high-quality support make them an inspiring example to teams across the council.

Social Work Information Systems Team

Behind the scenes, this team ensures our vital systems run smoothly to support frontline services. Their professionalism, reliability and quiet dedication have a huge impact on the quality of care we provide every day.

Congratulations to all our award recipients – your dedication, compassion and teamwork make Moray a better place to live, work and care. ✨

And a special shout-out to our Community Response Team (Elgin/Lossiemouth) on their NHS Grampian STAR Award nomination.

Your exceptional commitment to supporting palliative and end-of-life patients – even during times of additional pressure – is truly inspiring. The compassion, professionalism and care you show to individuals and their families makes a real difference every single day.

Go team!



Share your ideas – help us work smarter and save together

Thanks to everyone who's already shared savings suggestions following last week's *Grip and Control* briefing.

We've received some great ideas so far – from phasing out desk phones and reducing leaflet printing, to improving pool car booking and finding new ways to support community wellbeing groups.

Our ***finance*** work isn't just about saving money – it's about finding smarter, better ways to work so we can keep delivering great care and support, even in tough times. You're the people who know where time and money can be saved, and where small changes can make a big difference.

We're asking all teams to keep thinking about how we can:

- Reduce costs and avoid unnecessary spend
- Streamline how we work and make best use of our resources
- Deliver the same or better outcomes more efficiently

Every idea counts – big or small. Please take a few minutes to share your thoughts using our quick online form by 4pm on **Friday, 14 November 2025**:

- [Submit your idea on SurveyMonkey](#)



Celebrating Moray's Foster Carers

Moray's foster carers have been honoured at a special civic reception in Elgin, recognising their compassion, commitment and the life-changing difference they make for children and young people across our communities.

Hosted by Health & Social Care Moray and Moray Council, the event brought together foster carers, elected members, integration joint board representatives and staff to celebrate the extraordinary care and stability that fostering families provide.

Antony Lewis (16), who has lived with foster carers Alison and Gordon George for 12 years, spoke about the positive impact fostering has had on his life.

"I automatically felt comfortable with them and safe. Because of them, I've had opportunities to travel, meet people, play sport, study and get a job. I'm a confident, active person but without them I wouldn't be anywhere, I'd be sitting in my room doing nothing," Antony said.

"Alison and Gordon have taught me how to be open, how to express myself – pretty much everything I know today. They're my favourite people in the world."

Jim Lyon, Chief Social Work Officer, summed up the spirit of the day: "The care and love you give to our children and young people is phenomenal. When we hear that children are happy and loved, we can ask no more."

Foster carers were presented with a commemorative gift and copy of a poem written by Kristen Duncan, Fostering Team Manager. Music chosen by young people and staff was performed by Eileen Rodgers from the Throughcare Aftercare Team, and an apple tree was later planted in Cooper Park to symbolise roots, growth and blossoming lives — a living tribute to the bonds created through fostering.

To find out how fostering could fit into your life, call 01343 563568 to speak to the team, or drop an email to DutyPlacementServices@moray.gov.uk.





A warm welcome to Dawn

Dawn Harper is excited about working with us here in Moray as GIRFEC (Getting it Right for Every Child) and Promise Lead.

We asked her to tell us about herself.

"I like to think of myself as a compassionate leader with 30 years' experience working alongside communities, especially those with care experience. My work is rooted in community development and strengths-based approaches, always focused on relationships and reducing inequalities. I've previously led collaborative change in South Ayrshire, and with national organisations such as Who Cares? Scotland, helping embed The Promise into local planning, ensuring the voices of young people and their families are at the heart of everything we do.

I bring a strong understanding of trauma-informed participation models and use this knowledge to support both the communities and teams I work with. I believe in creating nurturing, ambitious cultures where people feel valued and recognised.

Nationally, I've contributed to The Promise Scotland's Doing Data Differently work, helping shift how we use data – from snapshots to deep insights.

I'm looking forward to living in, and learning about, Moray and getting to know my colleagues and the communities we serve. We're about to start the process of producing a new service plan for Moray – the timing couldn't be better."



Saying goodbye to Mary and Bob

We've recently bid a fond farewell to two members of the HSCM team.

Mary Dow, Admin Support Officer, is moving north to retire closer to her family. Mary joined Moray Council in 2010 and, since becoming part of the Community Support Service team in 2017, has been an absolute steady rock for colleagues who will miss her hugely.

Bob Sivewright, Finance Manager (Moray and Primary Care), retired after 16 years with NHS Grampian. Bob has been a hugely valued team member, and he will be greatly missed. We wish both Mary and Bob every happiness in their retirement and thank them for all their work on behalf of the partnership.





Moray's digital telecare upgrade achieves gold

Health & Social Care Moray is celebrating after receiving the Gold Level One Digital Telecare Implementation Award from Digital Telecare for Scottish Local Government.

The award recognises our progress in upgrading the community alarm service from analogue to digital technology – a major step in modernising services to meet new digital standards.

The achievement reflects the dedication of everyone involved in the Analogue to Digital Telecare programme, from planning and data management to visiting people's homes to reprogramme or replace alarms.

Special thanks go to colleagues at the **Joint Equipment Store**, whose hard work has been key to this success.

Well done everyone!



Sensory services coming in-house

Health & Social Care Moray (HSCM) will directly provide a sensory support service for people in Moray from 1 April 2026, taking over management and delivery from its current external provider, North East Sensory Services (NESS).

The service will continue to offer high-quality support to help adults with sight and hearing loss maximise their independence.

Delivering the service internally offers opportunities to maintain and develop specialist expertise and to integrate sensory support more effectively with other HSCM services, including Occupational Therapy, as part of a sustainable model of provision.

The decision follows a comprehensive review of internal and externally commissioned services to identify efficiency savings, control spend and ensure best value. This work is essential to enable Moray Integration Joint Board (MIJB) – HSCM’s governing body – to achieve a balanced budget and protect essential health and social care services for the future.

The process of bringing the service in-house is being carefully planned and managed by HSCM and NESS to minimise disruption, ensure continuity of service, and maintain the high standards of support people expect.

As part of this transition, NESS staff delivering the commissioned Moray service will have the legal right to transfer to Moray Council under TUPE regulations, with their existing terms and conditions of employment protected.

Maintaining Relationships project launches in Moray

A new initiative to strengthen the ongoing relationships at the heart of care has been launched in Moray. The Maintaining Relationships Project was co-designed by care-experienced young people and practitioners to make sure vital connections with social workers, teachers, residential staff, and others can continue even after formal care ends.

The project responds to young people’s experiences of feeling “forgotten” or “abandoned” after leaving care. Members of the Moray Champions Board called on Health & Social Care Moray (HSCM) to create guidance that allows staff to maintain these important relationships safely and respectfully, putting young people’s wishes at the centre.

Launched at UHI Moray College ahead of Care Leavers Month, the project reflects Moray’s commitment to The Promise – ensuring all Scotland’s children and young people grow up loved, safe, and respected.

Carl Campbell, HSCM Service Manager for Corporate Parenting, said: “This project comes directly from listening to young people. They want to stay connected to the people who have supported them, and we want to make that possible in a safe, meaningful way across all services.”

Shannon, a care-experienced member of the working group, explained: “These connections make us feel seen, supported, and capable. Maintaining them is a step towards a brighter future for care-experienced young people.”

The project now moves into the next phase, embedding this approach across services. Already attracting national interest, Moray's approach could become a model for other areas across Scotland.



Building on our Community Appointment Days

Last month, we teamed up with the Digital Health & Care Innovation Centre's Rural Centre for Excellence for an Occupational Therapy (OT) Community Appointment Day in Elgin.

The event gave people, including those waiting for an OT assessment, a chance to explore AskSARA, an online self-management tool offering personalised advice on equipment and home adaptations.

Attendees received hands-on support from some of our Occupational Therapy Team to navigate the website, answer prompts, and review reports suggesting practical solutions for staying safe and independent at home.

The day also featured a busy marketplace of information stalls from HSCM teams and partner organisations, including Quarriers, Moray Wellbeing Hub, Heart of Moray, Libraries, We Are Digital, and the Moray Handy Person Service.

Community Appointment Days are a new approach for health and social care, bringing a range of services together to make professional advice more accessible. Feedback from this event will help shape future delivery.

Keeping homes warmer this winter

Did you know that a poorly insulated home can lose more than 50% of its heat through its roof and walls? Making energy efficiency home improvements can make a real difference, especially with energy bills continuing to rise.

Home Energy Scotland, funded by the Scottish Government, provides free home energy efficiency advice and support to help make homes warmer and reduce energy bills.

Eligible homeowners could qualify for improvements worth £10,000 or more to help lower energy bills, helping keep homes warmer for free. Call Home Energy Scotland for free on 0808 808 2282 or go to homeenergyscotland.org/warmer-home to find out what support is available.

Their website has loads of great advice on things like using your boiler more efficiently.

Turning down your boiler flow temperature improves your boiler's efficiency by around 4%. The boiler doesn't need to heat the water going to your radiators as much so doing this can help lower your heating bills.

If you have a conventional boiler with a hot water cylinder, make sure the temperature is no lower than 65 degrees Celsius. This stops harmful bacteria growing (like Legionella).



Got news, announcements or photos to share with colleagues?

Please let us know! Drop an email to gram.hscmcorporate@nhs.scot.