



STAFF BRIEFING

Date:	Friday 27 March 2026
To:	All colleagues working within the health and social care partnership
From:	Senior Management Team
Subject:	Staff Update: Budget Setting 2026/27
Priority:	For immediate circulation

Staff Update: Budget Setting 2026/27

Moray Integration Joint Board (IJB) has approved a balanced budget of £233.8 million for 2026/27, designed to protect essential health and social care services across Moray despite significant financial pressures.

Financial pressures this year total more than £19 million, driven by rising costs, increasing demand, workforce pressures, and the growing complexity of care needs. To help address this, the Board approved a £5.7 million savings package, alongside £9 million in additional support from Moray Council and NHS Grampian. A further £2.285 million in savings has already been secured through measures such as vacancy management, reduced overtime, and limiting non-essential travel and training.

During the IJB meeting on 26 March 2026, there was strong recognition of the hard work staff have put in to developing the savings proposals and the ongoing efforts to manage spend responsibly.

Your dedication, professionalism and careful planning have been crucial in helping the Board make informed decisions while protecting essential services. As the Senior Management Team, we want to offer our sincere thanks to all staff for the significant amount of work that has gone into developing these proposals and supporting the ongoing work to manage our resources responsibly.

The IJB particularly welcomed the inclusion of the Integrated Impact Assessments in this year's budget papers, recognising the important role they play in supporting transparency of decision making and scrutiny.

At a time of considerable challenge, your commitment and continued focus on delivering the best possible care and support for the people of Moray are greatly appreciated.

The meeting papers are available on the Moray Council website [here](#), along with the link to watch the webcast.

Key savings measures include:

- Reviewing some care placements outwith Moray to ensure they remain appropriate and cost-effective.
- Redesigning Children, Families and Justice services to improve early support and consistency.
- Updating social care charging policies to make them clearer and more consistent.
- Improving procurement and supply arrangements.
- Reviewing aspects of out-of-hours services and minor surgery provision.
- Changes to housing-related support arrangements in very sheltered housing.
- Strengthening guidance on nutritional prescribing for babies, children and adults to ensure support remains clinically appropriate, with safeguards for those most at risk. Babies with a confirmed clinical need for specialist formula will continue to receive it.

All proposals were assessed for their potential impact on people who access services, unpaid carers, staff and communities, ensuring that risks are understood and mitigated where possible.

This budget, along with the Medium-Term Financial Framework approved by the Board, sets out how services will be planned and funded through to 2030/31, helping to ensure sustainability and a continued focus on long-term priorities.

The Board was assured that robust oversight and scrutiny arrangements are in place to support delivery of the agreed savings and to monitor financial performance, operational spend and emerging pressures over the course of the coming year. These include:

- Budget Savings Oversight Group (BSOG) – providing oversight of the projects and actions being taken to deliver the agreed savings.
- Operational Performance Assurance – a newly established group focused on in-month operational performance at service level, supporting services in the early identification and escalation of budget pressures where they emerge.
- Resource Management Group and High-Cost Packages meeting – supporting regular consideration of vacancies and high-cost care and support arrangements.

Work and focus will also start in April to shape the budget for the following financial year – 2027/28.

What this means for staff

- Continued focus on financial discipline and delivery of agreed savings.
- Teams should raise any questions with their Service Manager.