

# NHS Ayrshire & Arran



<b>Meeting:</b>	<b>Ayrshire and Arran NHS Board</b>
<b>Meeting date:</b>	<b>Monday 6 October 2025</b>
<b>Title:</b>	<b>Board briefing</b>
<b>Responsible Director:</b>	<b>Gordon James, Chief Executive</b>
<b>Report Author:</b>	<b>Shona McCulloch, Head of Corporate Governance</b>

## 1. Purpose

This is presented to the Board for:

- Awareness

This paper relates to:

- Local policy

This aligns to the NHS Scotland quality ambitions of

- Safe, Effective and Person Centred.

## 2. Report summary

### 2.1 Situation

Key areas of interest are advised to Board Members for awareness at each Board meeting. The Good News stories provide Members with information from across the organisation which shows the good work being delivered by our teams to improve patient and community care and recognises awards received locally and nationally.

### 2.2 Background

At each Board meeting the briefing provides:

- Good News stories from across NHS Ayrshire & Arran (NHSAA)
- Key events from the Chief Executive and Board Chair diaries
- Circulars from the Scottish Government Health & Social Care Directorates
- Current consultations

Further briefing updates will be issued following the Board meeting from the Communications Department via e-News, Stop Press, Daily digest and Team talk. Up-to-date information is also published on NHS Ayrshire & Arran's website

[www.nhsaaa.net](http://www.nhsaaa.net)

Should you require further information in relation to the briefing, please contact Shona McCulloch, Head of Corporate Governance via email at

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## 2.3 Briefing - Good News Stories

### Vocational learning

#### **Professional Development Award (PDA) in Brief Intervention and Substance Misuse**

Since its launch in 2011, the PDA in Brief Intervention with Substance Misuse has provided a formal qualification for those working in the field, particularly those without a nursing degree who already possess the skills and experience but may face barriers to progression. The PDA not only validates the capabilities of staff but also gives employers confidence in their workforce. For those outside of addictions, the HN unit can be completed as a standalone award, supporting staff in areas like smoking cessation and pharmacy to build confidence and competence in delivering Brief Interventions.

Many who complete the PDA see it as a springboard, whether progressing to further study, such as mental health nursing through the Open University, or applying for promotion. One recent graduate has successfully secured a place on the BSc (Hons) Mental Health Nursing programme, while others are now applying for university or promotional roles.”

#### **Dental PDA**

The Dental Nurse Modern Apprenticeship is delivered by NHS Ayrshire & Arran in partnership with Skills Development Scotland (SDS). It includes the SVQ and PDA in Dental Nursing, as well as Core Skills, and on successful completion the apprentices are eligible to apply for registration with the General Dental Council (GDC), which is mandatory. Delivered through our accredited Training Centre, the framework is supported by experienced Dental Educators who offer night classes, workshops, and tailored support to learners across Ayrshire & Arran dental practices. This year, 12 learners successfully achieved the award, including individuals from diverse backgrounds and one with care experience.

The framework offers real world learning in a dental practice environment, supported by workplace mentors and experienced assessors. While open to all ages, many of our learners are school leavers who benefit from the opportunity to continue learning while in paid employment and gain qualifications that are recognised by the GDC for registration purposes. It also opens doors to career progression such as becoming a Senior Dental Nurse or Dental Practice Manager, pursuing further post-certificate qualifications in Radiography, Intravenous Sedation, Special Care or Child smile etc. as well as access to university degree courses such as Hygiene Therapy, Orthodontic Therapy, Dentistry or Nursing, which many of our past learners have gone on to achieve. One recent graduate has successfully secured a place on the BSc Adult Nursing programme, at the University of the West of Scotland, which is fantastic news.”

These frameworks continue to provide meaningful opportunities for those who may not otherwise have access to formal qualifications, empowering them to grow, build confidence achieve, and thrive.

#### **Ageing Well work wins national APSE Award 2025**

South Ayrshire Health and Social Care Partnership (SAHSCP) is delighted to announce that their Ageing Well programme has been named the winner of the Best Efficiency and Transformation Initiative at this year's Association of Public Sector Excellence (APSE) Awards. This national award recognises the partnership's proactive approach to meeting the challenges of South Ayrshire's ageing population, through prevention, strong cross-sector partnerships and strategies that put communities at the heart of the solution.

### **Ayrshire winter vaccination programme gets underway**

Eligible patients are being welcomed back to community clinics across Ayrshire to receive their winter vaccinations.

COVID-19 and seasonal flu vaccines are being offered to those most at risk, with the aim of preventing severe illness and hospitalisations. If you are eligible for winter vaccines you are urged to come forward, as viruses like flu and COVID-19 are constantly changing, so having your vaccinations each year offers the best protection against the viruses circulating in the coming months.

### **Ayrshire families urged to help beat flu with the vaccine**

With young people across Ayrshire heading back to school, NHS Ayrshire & Arran is urging parents and carers to ensure their child is protected against flu this winter. The vaccine will be offered to all school aged pupils (primary and secondary); all children aged 2-5 and not yet in school; and children aged 6 months to 2 years old with a condition that puts them at increased risk of flu.

### **Health Screening in the Community for the Community**

A community health event is being held in Girvan Community Hospital for the residents of Girvan and South Carrick from 10am until 3pm on Saturday 4 October. The event is being organised by NHS Ayrshire & Arran, South Ayrshire Health and Social Care Partnership, South Carrick Locality Planning Partnership and the Pumping Marvellous Foundation, the UK's largest patient-led heart failure charity.

### **Working together to reduce drug deaths**

Scotland has recorded its lowest number of drug-related deaths in eight years. While this is welcome news, the country's drug death rate remains the highest in Europe, and the crisis continues to deeply affect communities across Ayrshire. NHS Ayrshire & Arran continues to work with Alcohol and Drug Partnerships, Health and Social Care Partnership Drug Treatment Teams, Police Scotland's Ayrshire Division, the Scottish Ambulance Service, Emergency Departments at University Hospitals Ayr and Crosshouse, and peer recovery communities. Together, they are committed to reducing harm and saving lives.

### **Creating a space of comfort and care**

Thanks to the very generous funding provided by the Brownlie Charitable Trust, the mortuary viewing room in University Hospital Crosshouse has now been thoughtfully refurbished to create a softer, more supportive environment. This enhanced space offers families the opportunity to spend precious final moments in surroundings that feel cared for, calm, and respectful. As well as updating the main viewing room, improvements have been made to the family waiting area and entrance vestibule. Crosshouse Children's Fund is proud to have supported this project, alongside contributions from the Bell Group (painting), and Laydens (flooring) and ML Williams Funeral Directors. Their combined efforts have transformed the space into one that better supports families through grief.

### **Shining a light on children's health**

Children living with conditions such as childhood arthritis or connective tissue disease often experience a wide range of symptoms, from swollen joints and rashes, to fatigue, headaches, or changes in blood pressure. Diagnosing these complex conditions can be challenging, and doctors rely on many pieces of information to form a clear picture. Thanks to support from our generous donors, a new dermatoscope, funded by Crosshouse Children's Fund is now helping to provide that vital clarity for young patients at University Hospital Crosshouse.

### Occupational Therapists use play event to boost service awareness

The Children and Young People's Occupational Therapy Service in East Ayrshire took the opportunity to engage with local families at the recent Play Day event at Kay Park in Kilmarnock. Occupational Therapy can help children of all ages from baby to teen to grow, learn, have fun, socialise and play so they can develop, thrive and reach their full potential. At the Play Day event, the NHS Ayrshire & Arran information stall was a hub of interaction, with many local families engaging with staff who were able to provide universal and targeted support and advice.

### Helping to secure employment for unemployed locals

A bespoke recruitment and induction programme has resulted in the successful completion of nine fully funded work placements within NHS Ayrshire & Arran. In collaboration with East, North and South Ayrshire Local Employability Partnerships, NHS Ayrshire & Arran has provided paid work placements for nine local unemployed parents.

### Exciting transition for East Ayrshire Community Hospital Facilities Team

From Thursday 7 August, the dedicated facilities staff at East Ayrshire Community Hospital (EACH) officially became part of the NHS Ayrshire & Arran family. This milestone comes just ahead of EACH's 25th anniversary later this month. Originally established as one of Scotland's first Private Finance Initiatives, the hospital's building and facilities services were provided by BAM Construction, with a long-term plan for both to transition to NHS Ayrshire & Arran in 2025.

### **Awards:**

- **Royal College of Nursing (RCN) - Nurse of the year awards:** Could you or your colleagues be a winner? There are 14 different categories recognising, highlighting and celebrating the dedication and outstanding professional care of nursing staff across Scotland. [Click here](#) for more information and to make a nomination. The closing date for entries is **31 October 2025**.
- **Scottish Healthcare Awards 2025:** The Scottish Healthcare Awards is taking place on 19 November at the Crowne Plaza, Glasgow. To find out more about the awards, categories and how to nominate please click on the following link - <https://kyronmedia.co.uk/scotland-healthcare/awards/>
- **Ayrshire Suicide Prevention Community Champions Awards 2025:** During Suicide Prevention Week, all three Ayrshire Partnerships came together to launch the first-ever Suicide Prevention Community Champions Awards, celebrating the incredible work of our local volunteers. These individuals and groups provide a truly valuable and inspiring service to our communities. More than 60 community groups and volunteers were nominated, and six outstanding finalists were selected by senior managers from each of the three partnerships. The event was a heartfelt and humbling celebration of dedication, compassion, and community spirit. Well done to all involved.

### **Ashley prepares for karate challenge**

Good luck to University Hospital Crosshouse Theatre Nurse Ashley Gwynne in her preparations for two international karate competitions next month. Ashley will be travelling to the World Karate Confederation (WKC) European Championships in Romania and the International Karate Union (IKU) European Championships in Poland. She is hoping to add to the gold medals she won in 2022 at the WKC competition that year. Ashley is keen to champion women's opportunities in sport and is happy to support any colleagues to find out more about the health and wellbeing benefits of karate. She is running classes in Troon on Wednesdays. If you'd like to know more please contact Ashley direct by email:

[Ashley.Gwynne@aapct.scot.nhs.uk](mailto:Ashley.Gwynne@aapct.scot.nhs.uk)

### **Eurospital tournament 2025**

Congratulations to Calum Campbell, Speciality Doctor in Emergency Medicine at University Hospital Crosshouse, who was part of the Scottish team at the recent Eurospital football tournament. The team is made up of healthcare employees from across Scotland and competed against eleven other nations in the competition, which took place in Swansea last weekend. The Scottish team won their group of six against Slovenia, Wales, France, Switzerland and Croatia, however lost 1 nil to England in the semi-final and finished the tournament fourth overall. Well done to the team and to Germany, who won the tournament this year.

### **Tissue Donation Week, 1- 5 September 202**

The staff in the Emergency Department at University Crosshouse have been finding out more about the importance of Tissue Donation. The event, planned by Dr Lisa Black and Clinical Nurse Educator, Amy Cater, was aimed at highlighting the importance of tissue donation to ED staff, in particular to allow them to recognise that it is different to organ donation and that many more people die in circumstances where they may be able to donate tissue - for example, there is currently no upper age limit for eye donation. Over the week, ED medical and nursing staff were able to attend drop-in sessions, every day with additional learning materials such as posters, One Minute Wonder and Learning in the Loo. They even managed to partake in the odd themed cupcake, as well as other sweet treats and merchandise, all aiming to raise the profile of tissue donation. The drop-in sessions were supported by Lauren McIntyre, Tissue Coordinator from Scottish National Blood Transfusion Service (SNBTS). Lisa added, "I want to thank the teams who helped to arrange the awareness events and to all the staff who took the time to come along in their breaks. Tissue donation is an important topic and something we want to get everyone talking about. Hopefully we will be able to expand other events into different areas across the Board." You can find out more by visiting: [Tissue donation | Organ Donation Scotland](#)

### **Opening of a memorial garden at Marchburn Ward, EACH**

Staff at Marchburn ward at East Ayrshire Community Hospital, led by staff nurse Keith Allan, have designed and landscaped an area in the garden for families to plant flowers, trees and shrubs in memory of their loved one who had dementia. At an event on Tuesday 26 August, the ward officially opened and welcomed its first visitors into the garden area. Keith added, "I would like to thank everyone who gave their time and effort to make the garden into such a special place. Families are now able to plant something in memory of their loved one and patients are able to relax and enjoy the beautiful surroundings."

### **News from our partners:**

#### **East Ayrshire Health and Social Care Partnership (EAHSCP)**

##### **Improving the Cancer Journey Service**

This month we celebrated the launch of NHS Ayrshire & Arran's 'Improving the Cancer Journey' Service, in partnership with Macmillan Cancer Support, with an event at Kilmarnock's Park Hotel. This new service will provide help, hope and comfort to anyone aged 16 or over in Ayrshire and Arran who is affected by cancer (whether personally or through a family member, carer or friend).

### **Learning Disability Awareness Week**

To mark Learning Disability Awareness Week (Monday 8 – Sunday 14 September), our local area coordinators in Vibrant Communities organised a number of events for adults with learning disabilities in East Ayrshire. This included a 'Nightclub Experience' event at Bakers nightclub in Kilmarnock and an information event at Kilmarnock's North West Area Centre.

### **Fundraising efforts**

Our IJB Finance Team recently organised a coffee morning and bake sale at the Johnnie Walker Bond to raise funds for Macmillan Cancer Support, while staff from our Adult Concern Initial Response Team (ACIRT) took on a sponsored run, walk and cycle in aid of men's mental health charity, Release Ayrshire.

### **Sir Alexander Fleming Centre Garden Party**

Staff and service users at the Sir Alexander Fleming Centre recently held a garden party to celebrate progress made on the centre's outdoor space.

Food, cakes, flowers, gifts and other items were kindly donated by a number of local businesses. Attendees also enjoyed live entertainment from a ukulele band and a visit from Kilmarnock FC mascot, Captain Conker.

### **Ayrshire Suicide Prevention Community Champion Awards**

The inaugural Ayrshire Suicide Prevention Community Champion Awards took place on Friday 12 September, within WG13 Kilmarnock.

This event celebrated the efforts of volunteers, community groups, local businesses and other members of the community who are making a real difference in mental health and suicide prevention across Ayrshire.

Attended by over 60 community groups, the event was a huge success, culminating with six finalists being chosen by senior management staff from East, North and South Ayrshire HSCPs.

## **North Ayrshire Health and Social Care Partnership (NAHSCP)**

### **Development of occupational therapy services across older people mental health wards at Woodland View**

The Mental Welfare Commission for Scotland advised of a need to review occupational therapy service provision into wards 3 and 4 at Woodland View following their visit in 2023 as core staffing to the wards was Band 6 0.4 WTE for the Pan Ayrshire service: this insufficient to meet need. In response the occupational therapy service and hospital management created an SBAR to evidence the need for additional Band 6 occupational therapy staffing. Alongside this, the occupational therapy service pro-actively increased visibility and promotion of the role of occupational therapy by establishing referral pathways creating a more robust process of referral and referral management. The Team Lead within the service also reviewed her job plan to include active participation in Clinical Governance and the Delayed Discharge meeting for the service.

The occupational therapy service prioritised this area of need when additional resource became available and a band 6 occupational therapist (1 WTE) was successfully recruited. The team Lead occupational therapist has oversight of in-patient and community services to continue to monitor progress. Since the addition to staffing there has been a significant increase in the referral rate, patient engagement and the range of interventions offered within the wards. The occupational therapy team initially sourced funding having identified the

benefits of incorporating a weekly art group into both wards working in partnership with Dementia Arts. This was very successfully and continues, with support from occupational therapy and funding via Dementia Arts.

An occupational therapy survey with nursing staff to highlight the positives / areas of improvement of uplift and change in the occupational therapy service was positive.

Going forward, occupational therapy have had meetings with Senior Charge Nurses and are looking to a shared approach to implementing change such as patient passports and use of activity boxes.

A further Mental Welfare Commission visit occurred on 31st July 2025 and the feedback to the ward and for occupational therapy was very positive – we await the published report.

### **Early Intervention Psychosis Service**

The pan-Ayrshire Early Intervention Psychosis Service launched on 1st September 2025. This new service has been developed to provide timely, specialist assessment and intervention for individuals aged 16-35 who are experiencing a first episode of psychosis, offering support for up to two years. Delivered as a test of change and supported by Healthcare Improvement Scotland, the service aims to improve outcomes by promoting early recognition, recovery-focused care and evidence-based practice in line with national clinical guidelines. The service takes a multidisciplinary approach, with a strong emphasis on joint working and collaborative formulation to ensure care is tailored to each individuals' needs. Psychology input is an integral part of the service, offering specialist assessment, formulation and therapy. In addition, low-intensity psychosocial support is provided to help individuals develop coping strategies, build resilience and work toward their recovery goals. A key feature of the service is its assertive outreach approach, providing tailored support not only to individuals, but also to their families. By intervening early, the service seeks to reduce relapse, prevent hospital admissions, and help people remain connected with relationships, education and employment during a crucial stage in life.



## Chief Executive and Board Chair diary key events

### Chief Executive's Diary Key Events 6 October – 8 December 2025

October	
08	Cabinet Secretary Meeting on South Ayrshire
09	West of Scotland Regional Resilience Partnership Meeting
15	NHS Scotland Executive Group Meeting
24	West of Scotland Chief Executive Meeting

November	
03	Healthcare Governance Committee
04	First Ministers meeting with NHS Chief Executives
06	Board Workshop
13	Annual Review 2025 (non-ministerial)
17	Information Governance Meeting
17	Area Partnership Forum
18	Integrated Governance Meeting
20	Audit & Risk Committee
21	Area Clinical Forum
27	East Ayrshire Community Planning Partnership Meeting

December	
04	Community Planning and Partnership Board Meeting
04	North Ayrshire Community Planning and Partnership Meeting
08	NHS Board Meeting

### Chair's Diary Key Events 6 October 2025 – 8 December 2025

October	
07	Medical Education Governance Group
15	Board Chairs Business Meeting

November	
03	Healthcare Governance Committee
06	Board Workshop
13	Annual Review 2025 (non-ministerial)
17	Information Governance Meeting
18	Integrated Governance Meeting
20	Audit & Risk Committee
26	Visit to Dalmellington Hub with Minister Jenni Minto
27	Performance Governance Committee
27	East Ayrshire Community Planning Partnership Meeting

December	
03	NHS Chairs Meeting with Cabinet Secretary
08	NHS Board Meeting



## Circulars from the Scottish Government Health & Social Care Directorates

Published since last Board briefing

Circulars	Lead Director(s)
<b>CMO(2025)13</b> Tonsillectomy and adenoidectomy procedures: revision of advice on single-use vs reusable instruments	Medical Director
<b>CMO(2025)14</b> Shingles vaccination programme 2025-26	Director of Public Health
<b>CMO(2025)15</b> Winter programme 2025 – Seasonal flu and COVID-19 vaccination	Director of Public Health
<b>CMO(2025)16</b> Respiratory Syncytial Virus (RSV) Monoclonal Antibody Programme	Director of Public Health
<b>DL(20205)19</b> Appointment of first Patient Safety Commissioner for Scotland	Chief Executive
<b>DL(20205)20</b> High Consequence Infectious Disease (HCID) Personal Protective Equipment (PPE) Addendum	Nurse Director & Medical Director
<b>DL(20205)21</b> Job Planning Guidance (supersedes DL(2016)14)	HR Director
<b>PCA(D)(2025)03</b> Amendment no. 167 to the statement of dental remuneration	Director of East Ayrshire Health & Social Care Partnership
<b>PCA(M)(2025)04</b> Prisoner pre-registration circular	Director of East Ayrshire Health & Social Care Partnership
<b>PCA(M)(2025)05</b> Frailty – Directed Enhanced Service	Director of East Ayrshire Health & Social Care Partnership
<b>PCA(O)(2025)06</b> New application enabling clinicians to access relevant data held about them by Health Boards in relation to General Ophthalmic Services (GOS) and the Community Glaucoma Service (CGS) Deadline for completing 2025 GOS mandatory training New Directions for CGS	Director of East Ayrshire Health & Social Care Partnership
<b>PCA(O)(2025)05</b> Primary Care Optometry: General Ophthalmic Services (GOS) remuneration increases; Community Glaucoma Service (CGS) remuneration increases; Pre-registration trainee optometrist supervisor grant increase and claims process; Scottish optometry sector events	Director of East Ayrshire Health & Social Care Partnership
<b>PCA(P)(2025)19</b> Pharmaceutical services amendments to the Drug Tariff Part 11 Discount Clawback Scale	Director of Pharmacy

<b>Circulars</b>	<b>Lead Director(s)</b>
<b>PCA(P)(2025)20</b> Additional pharmaceutical services NHS Pharmacy First Scotland – updated PGDs	Director of Pharmacy
<b>PCS(AFC)(2025)06</b> NHS Scotland annual leave policy for Agenda for Change staff	HR Director
<b>PCS(DD)(2025)01</b> Remuneration of hospital medical and dental staff, doctors and dentists in public health medicine and the community health service	HR Director and Director of Finance
<b>PCS(ESM)(2025)02</b> Additional responsibility allowance for executive nurse directors	HR Director and Director of Finance
<b>PCS(SDIA)(2025)01</b> Scottish Distant Islands Allowance	HR Director

## Consultations/Call for evidence or written submission

(In progress or published since last Board briefing)

<b>From</b>	<b>Topic</b>	<b>Response due</b>
Scottish Government	Children (Care, Care Experience and Services Planning) (Scotland) Bill	15 August 2025 Responded
Health, Social Care and Sport	Call for evidence: ADHD and ASD Pathways and Support - Health, Social Care and Sport Committee	18 August 2025 Responded
Health Workforce Directorate	Health Workforce - Health and Care Staffing Act - Reporting Templates - Formal Consultation	25 August 2025 Responded
East Ayrshire Council	25/0090/AMCPP Planning Application	28 August 2025
Healthcare Improvement Scotland	Clinical Governance Draft Standards	02 September 2025 Responded
Equalities, Human Rights & Civil Justice Committee	Commissioner for Older People (Scotland) Bill	12 September 2025 Responded
Food Standards Scotland	FSS Strategy 2026-31: Consultation	14 September 2025
Public Health Scotland	Hospital at Home Data Consultation - Request for input	19 September 2025
East Ayrshire Council	25/0465/PP Planning Application	23 October 2025

### **2.3.1 Quality/patient care**

Good News Stories provide an opportunity for Members to be aware of a range of positive impacts on the quality of care and the services we provide for our patients and communities.

### **2.3.2 Workforce**

There is no impact on workforce from this briefing.

### **2.3.3 Financial**

There is no financial impact from this briefing.

### **2.3.4 Risk assessment/management**

This briefing document does not relate to any areas of risk.

### **2.3.5 Equality and diversity, including health inequalities**

This briefing document has no impact on equality and diversity. Where specific good news stories relate to service improvements Equality Impact Assessment would be carried out as necessary.

## **2.4 Recommendation**

Members are asked to receive the briefing for awareness.