

NHS Ayrshire & Arran



Meeting:	Ayrshire and Arran NHS Board
Meeting date:	Monday 8 December 2025
Title:	Board briefing
Responsible Director:	Gordon James, Chief Executive
Report Author:	Shona McCulloch, Head of Corporate Governance

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

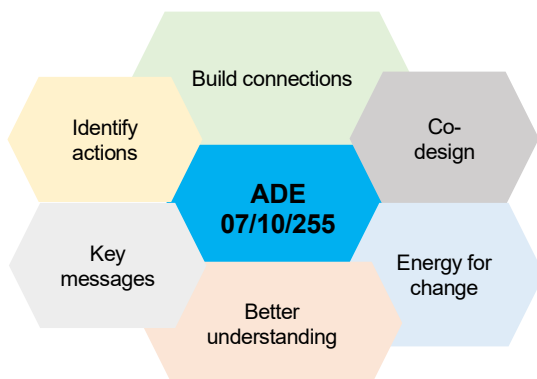
Should you require further information in relation to the briefing, please contact Shona McCulloch, Head of Corporate Governance via email at

aa-uhb.ceo@aapct.scot.nhs.uk.

2.3 Briefing - Good News Stories

Quality Strategy – Accelerated Design Event – 7 October 2025

NHS Ayrshire & Arran recently held a Quality Strategy Accelerated Design Event (ADE) on 7th October 2025 at CentreStage, Kilmarnock. Over 80 people from NHS Ayrshire & Arran, North, South & East Health and Social Care Partnership staff, people with lived experience, volunteers and students attended the event to take part in a process of inquiry to begin defining a new Quality Strategy.



The purpose of the ADE was to provide an opportunity to come together to support the co-design of the next NHSAA Quality Strategy using the three-horizon model, which provided attendees with the opportunity to step in to the future, at the same time as exploring how they might build on current strengths.

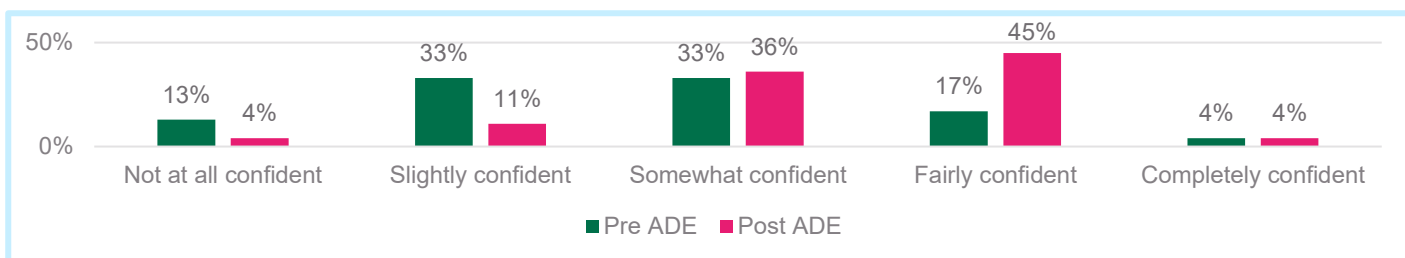
Aims for the event:



- Think about where we are now in our quality journey
- Give a 'voice' to different experiences, thinking and opinions
- Build our collective capability to create a different future by working together in a different way
- Develop key messages and actions to support the co-design of the next Quality Strategy

The event was designed to facilitate new discussions with 32% of those attending not knowing anybody at their table at the beginning of the day. By bringing together key stakeholders and allowing space and time for fresh ideas to emerge, the event sparked positive energy, creativity and motivation for improvement.

Delegates were asked at the beginning and at the end of the event: How confident they felt about our collective ability to improve quality in NHSAA over the next five years? Confidence levels for the majority of delegates increased post event.



Delegates attending the ADE said their highlights were:

“Great opportunity to network and hear everyone's different perspectives”

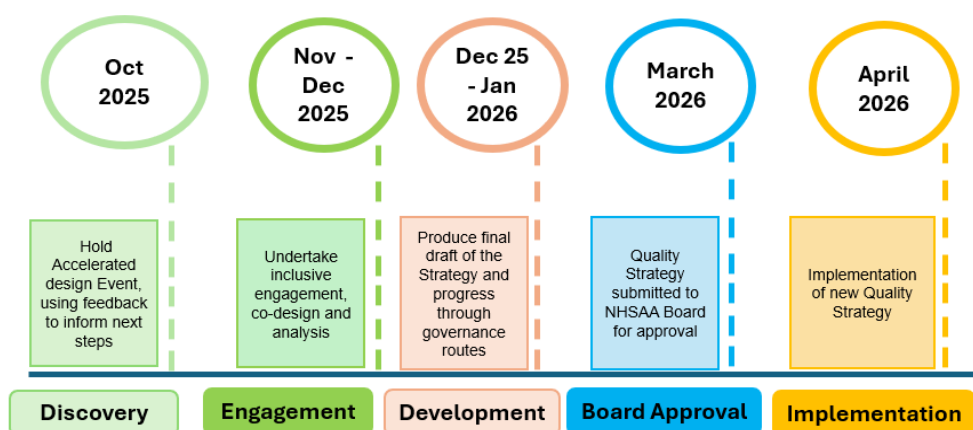
“Using Horizons Three & working collaboratively”

“It has empowered and motivated a lot of people in the room and created a buzz and positive atmosphere”

Key messages and opportunities for action have been identified.

Next steps

Further engagement and co-design is underway to support the strategy development. Timelines are detailed below:



Safety Team Secures Critical Lone Working Device Contract - Graham Armstrong, Head of Occupational Health and Safety

Graham has commended the exceptional efforts of Lynn Lydon, Health and Safety Service Lead, and the wider safety team for successfully renegotiating the lone working devices contract under extremely tight deadlines. Through swift action and navigation of complex governance processes, the team ensured the contract was signed in time, preventing any lapse in coverage for life-saving devices used by staff working alone in challenging environments.

The achievement involved consolidating three legacy contracts and negotiating highly favourable renewal rates, while maintaining a high standard of service from the provider. This work was completed against a backdrop of significant time pressures and difficult circumstances.

Thanks to this dedication, frontline staff now have continued access to state-of-the-art safety equipment—technology that can prevent serious injury and, ultimately, save lives.

Immunisations - Jen Reid, Senior Programme Manager, Mass Vaccinations

A key aspect of winter preparedness across health and social care sectors is flu vaccination. Residents in care homes are amongst those at greater risk of flu and associated complications. Planning for the delivery of flu and COVID-19 vaccinations to residents commenced locally earlier this year in the summer months, working with care homes to gather consent for residents' vaccinations.

Delivery to care homes commenced mid October and as at 9th November 2025, 2,012 (80.4%) of residents had received a flu vaccine and 1,922 (76.8%) a COVID-19 vaccine ahead of this winter. For those residents who have missed their vaccinations, for whatever reasons, and for those newly admitted to care home, delivery of mop-up vaccinations continues, as well as to all of those who are eligible through the programme.

This year's flu season has started earlier than previous years and we're seeing a new strain of flu circulating, which means the risk of illness is higher than usual. For those of us working in NHS Ayrshire and Arran, being protected isn't just about ourselves—it's about safeguarding our colleagues, the patients we care for, our families, and the communities we serve and live in.

Youth Vaping - Emily Broadis, Public Health Consultant

Emily would like to announce that Megan MacPherson, Specialist Registrar, presented at the Scottish Paediatric Society St Andrew's Day Symposium at the Royal College of Physicians in Edinburgh on 7 November 2025, on the Youth Vaping work that she has been working on collaboratively with colleagues across the department and also across the wider systems too. It was very warmly received with a huge amount of interest and support from paediatricians across Scotland as we are delighted to say that she won the Oman Craig Scientific Presentation prize! Emily thanks everyone that has supported Megan and herself with the Youth Vaping work, it feels like we are really making some amazing progress in this area and this was a testament today of how much this is valued within the paediatric clinical community.



Staff awarded compassionate care accolades – NHS Ayrshire & Arran

The latest recipients of the Isabella Kimmett Compassionate Care Award have been announced, with four members of NHS Ayrshire & Arran staff honoured. Presented twice a year, the awards celebrate staff who demonstrate exceptional compassionate care. The latest recipients are Deborah Love, Staff Nurse at the Paediatric Ward, University Hospital Crosshouse; Elaine Tizzard, Occupational Therapy Technical Instructor at the Honeycomb Team, Woodland View; Louise McCulloch, Medical Laboratory Assistant and Stewart Thriepland, Mortuary Lead from the Mortuary Service at University Hospital Crosshouse.

Ayrshire Maternity Unit receives generous donation to support bereavement services – NHS Ayrshire & Arran

Ayrshire Maternity Unit (AMU) is deeply grateful to Olivia Bentham and her partner Daniel Young for their extraordinary donation of £10,785 to support the unit's bereavement services.

NHS Ayrshire & Arran's Annual Review presents achievements and challenges – NHS Ayrshire & Arran

NHS Ayrshire & Arran's Annual Review took place on Thursday 13 November and presented the organisation's performance, achievements, and developments for the last year, as well as the challenges that lie ahead.

Donation brings comfort and innovation to chemotherapy patients at University Hospital Crosshouse – NHS Ayrshire & Arran

University Hospital Crosshouse's Chemotherapy Ward received a heartfelt donation of an innovative medical device known as the Airglove, thanks to the fundraising efforts of local resident June Murphy. June wanted to support family friend, Shauni Lambie, who is undergoing cancer treatment on the ward.

Stroke ward launches inspiring cycle challenge to mark World Stroke day – NHS Ayrshire & Arran

In recognition of World Stroke Day on 29 October 2025, the Physiotherapy Team at University Hospital Crosshouse launched a unique and impactful initiative to raise awareness of stroke symptoms, promote recovery through exercise and remind residents of Ayrshire and Arran to access urgent help if they have any symptoms of stroke.

Successful screening event at Girvan Community Hospital – NHS Ayrshire & Arran

More than 230 people were screened for heart conditions at an event hosted earlier this month by the South Ayrshire Health and Social Care Partnership, NHS Ayrshire & Arran and the Pumping Marvellous Foundation.

Hospital staff arrange unforgettable wedding for patient's son – NHS Ayrshire & Arran

A patient in the later stages of cancer was able to fulfil her son's dream of seeing him marry his fiancé in a special wedding ceremony on a ward at University Hospital Crosshouse.

Ageing Well work wins national APSE Award 2025 – NHS Ayrshire & Arran

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, held on Thursday 11 September.

Sponsored walk

Staff from Ward 3E at University Hospital Crosshouse recently completed a sponsored walk - 17 miles, from Irvine Beach to Ayr raising £1,125 for the Night Before Christmas Campaign. Well done to everyone involved.

Free access to Adora menopause support app for all NHS Ayrshire & Arran employees

We're excited to launch the Adora Digital Health Pilot, supported by the [CivTech Challenge 9.2](#), which provides all NHS Ayrshire & Arran employees with free access to the Adora menopause support app to help women navigate their perimenopause and menopause journey.

During the pilot, staff who register to take part will be able to access:

- Personalised digital education, support and plans

- User-friendly symptom tracker and menopause toolkit
- Educational health hub offering lifestyle insights and latest news
- Free live chat and drop in sessions with Adora's specialist nurses
- Live events featuring top women's health experts

Whether you're experiencing symptoms now, approaching menopause, or want to understand what to expect, this service is here to help you feel confident and supported at work. Find out how to sign-up [here](#). Adora's researchers will be undertaking research during the pilot to learn more about staff experiences and to evaluate Adora's impact. Please note, to register with Adora, you need to be a member of staff, aged 35 or over.

Well done to staff at Ayrshire Central Hospital

The Breast screening staff at Ayrshire Central Hospital recently held a bake sale and raffle and raised an amazing £1,000. £700 will go to Macmillan Cancer and £300 to Breast Cancer now. Thank everyone who attended and contributed and for everyone support for the success.

Special milestone for Domestic Assistant Margaret MacGregor

Colleagues and friends joined together to offer good wishes to Margaret MacGregor, who celebrated her 80th birthday last week. Margaret works on Ward 2A at University Hospital Crosshouse as a Domestic Assistant and has been with NHS Ayrshire & Arran for over 24 years. Happy birthday from all your friends and colleagues in NHS Ayrshire & Arran.

Staff choir hitting the right notes during Menopause Awareness Month

Members of the NHS Ayrshire & Arran staff choir recently took the opportunity to entertain staff, patients and visitors by performing at University Hospital Ayr. As October is Menopause Awareness Month, the choir came together to use the power of music to raise awareness and spark conversation. Well done to everyone involved! [Click here](#) to view a short video of the performance.

Staff award

Congratulations to Maternity Care Assistant, Yvonne Fitzsimmons, who was recognised as the Royal College of Midwives Maternity Support Worker of the Year, for her dedication to supporting new parents throughout the antenatal and postnatal period.

News from our partners:

East Ayrshire Health and Social Care Partnership (EAHSCP)

East Ayrshire young carer selected for Children in Need Challenge

A young carer from East Ayrshire has participated in a national fundraising event in aid of Children in Need.

17-year-old Eloise joined this year's Children in Need 'Challenge Squad', which invited four inspirational young people, who have benefitted from Children in Need funding, to take part in a series of fundraising challenges.

Eloise is a young carer for her 18-year-old sister Elyssa, who requires round-the-clock care due to a rare genetic condition resulting in epilepsy, autism and limited communication skills.

Together with her parents and brother, Eloise works hard to ensure Elyssa has a safe and happy home life. The family's caring responsibilities are made harder as both of Eloise's parents have complex health conditions which impact their mobility.

Eloise, who has been supported by East Ayrshire Young Carers since the age of nine, rose to the challenge donning a pair of roller skates to join the cast of Starlight Express as part of her fundraising task to make a difference to other young lives: *"BBC Children in Need has made a real difference in my life by helping to fund East Ayrshire Young Carers, so I wanted to take on this challenge to give back and help other young people."*

Joint project hits all the right notes with school leavers

Young school leavers from Hillside ASN School in Cumnock were supported by accessible music charity, Drake Music Scotland, in their transition to adult services at the Riverside Day Centre.

Musicians from the Edinburgh-based charity spent time with Hillside students and staff from the Riverside Day Centre as part of a joint project with the Cumnock Tryst music festival.

Eileen McBlain, Day Services Manager at the Riverside Centre, told us more about the impact of the venture on the Hillside students involved: "This project proved to be a huge success, helping to improve communication between ourselves, the young people and their parents and carers.

"It has given them the opportunity to see what the Riverside Centre is like, through the use of music and through socialising with current service users. This has also helped to reduce any anxieties for the young people, as we know it can be a scary time for them, as well as for their parents and carers.

"Musicians Rufus, Pete and Gillian have been amazing in their work alongside our staff members Greg and Morgan. They are not only talented but are kind, caring and understanding of the young people's individual needs, taking things at an appropriate pace and allowing them to build confidence. This gave them a sense of belonging in their new service, which has helped to make their transition go smoothly.

"This project allowed everyone to come together and be part of the Cumnock Tryst production, which was held within Cumnock's Barony Campus and was open to the community. It was a huge success and gave our service users a great sense of achievement."

Adult carers enjoy an afternoon of reminiscing

Attendees at East Ayrshire Carers Centre's adult carers support group recently enjoyed an afternoon of reminiscing, thanks to a memory box provided by the Dick Institute.

This box contained memories of machine lace, produced in Newmilns and Darvel since the Victorian era, and allowed attendees to embark on a thoroughly enjoyable journey through time.

The group, which meets every Tuesday from 11am to 1pm at East Ayrshire Carers Centre in Kilmarnock, provides an opportunity for carers to take a much-needed break from their caring role and find peer support.

East Ayrshire young people raise their voices to help improve lives for the care experienced community



Representatives of East Ayrshire's care experienced community and corporate parent organisations launched a series of documents that will help progress their work to ensure care experienced children and young people's voices are heard and that continuing action is taken to improve their lives.

The launch took place at East Ayrshire's Care Experienced Cabinet meeting held at SL33 in Kilmarnock. The three documents celebrated at the meeting were a charter for the Care Experienced Cabinet, the 'East Ayrshire Promise', and East Ayrshire's corporate parenting action plan.

Members of the cabinet developed the charter to provide a formalised commitment and structure for their meetings. It covers what the cabinet aims to do, the expectations of attendees, how the cabinet meetings will be led, and how it will continue to develop and grow.

The East Ayrshire Promise takes views and contributions from the care experienced community to present a series of asks of the adults who work with them, so that they know what is important to children and young people and what they need to make sure they grow up with love and support and are safe.

The care experienced community also gave their views to help develop East Ayrshire's corporate parenting action plan. This details the shared activities taking place between 2024 and 2027 of organisations and individuals who have special responsibilities for care experienced children and young people.

The plan focuses on five key priorities: supporting those moving on from East Ayrshire's care; providing long and enduring relationships and maintaining familial relationships where

possible; avoiding poverty; supporting recovery from the trauma and impact of care; and championing and celebrating those experiencing care.

Councillor Elaine Cowan, East Ayrshire Council's Spokesperson for Education and Children and Young People, chairs the Care Experienced Cabinet. She said: "The work carried out to develop these documents is an outstanding example of collaboration and a shared aspiration to make things better for people here in East Ayrshire. I am especially proud of the charter which really helps give the Care Experienced Cabinet strength and purpose.

"All of our young people deserve an equal chance in life, and we know that for people experiencing care or who have experienced care, that's not always the case. Having our young people with us to discuss and explore our ambitions, and being able to listen to their views has helped us to understand what it is they need from us and the wide range of organisations and people who work with them. This all underpins our action plan, so I look forward to seeing this progress, and everything we will learn together on our continuing journey."

North Ayrshire Health and Social Care Partnership (NAHSCP)

Mini Minds Matter (IMH)

Mini Minds Matter, the Infant Mental Health Team (IMHT) have provided targeted awareness raising sessions on infant mental health and infant parent relationships across many sectors in Ayrshire and Arran. The small team (1.7 WTE) have been creative in their approach. Examples of the 300+ recipients of in-person training include child and adult mental health colleagues, social work, children's panel members, health visitors, midwives, paediatricians, early year education colleagues and allied health professionals. Feedback has been positive:

"I never really understood infant mental health and what to look out for but this was a lightbulb moment."

"When we think of babies it usually states on paperwork too young to share views and you went over how repeated patterns being recorded within records can actually highlight what is going on for that baby and how they feel about it. This was huge for me."

To further support universal services in capturing infant voices, A&A are supporting health visiting colleagues as part two of a UK-wide trial into a baby observation tool; A&A were chosen as the only Scottish health board involved ([Institute of Health Visiting launches ADBB study findings - IHV](#)). This year, the IMHT also launched "Infant mental health: when to be concerned", an adapted e-learning module available on Learn-Pro for all A&A employees. This indirect work runs alongside and compliments the consultation provided to colleagues and the direct work provided to families, because infant mental health is everyone's business.

National Allied Health Professional (AHP) Public Health webinar

On 07 October 2025, our North Ayrshire Drug and Alcohol Recovery Service (NADARS) Occupational Therapist, Cheryl Gilmour, presented at the national Allied Health Professional (AHP) Public Health webinar. The webinar showcased the work being carried out in relation to 'The Scottish AHP Public Health Strategic Framework' and how AHPs contribute to the promotion, improvement and protection of the health and wellbeing of individuals, communities and populations across Scotland. The presentation focussed on the role of occupational therapy within NADARS and specifically the targeted work with vulnerable women. The presentation highlighted the unique challenges woman experience when accessing alcohol and drug related support and showcased the work being carried out to

help address these barriers. CORRA funding was secured to increase occupational support for women to access appropriate assessment, treatment and interventions to improve opportunities and wellbeing as advocated within the Medicated Assisted Treatment standards. Staff have focused on delivering a range of bespoke options for women including groups and 1-2-1 interventions to enable/empower women to build on their existing skills or learn new skills which ultimately supports their recovery and allows them to participate in everyday roles and routines. A key intervention was the development of a community living skills group. The group has a skills based focus targeting cooking skills but also offers input around activity scheduling, budgeting, anxiety management and assertion. It has collaboration from other services and the individuals in attendance have input into what services/topics they would find helpful. The group has also allowed an environment for peer support as it is jointly facilitated by a peer recovery development worker. This group links closely with the local recovery café (Café Solace) and has allowed the opportunity for easy transition from group attendee to volunteer within the café to further develop skills and confidence.

Assessment and Reablement Team

North Ayrshire Health and Social Care Partnership Assessment and Reablement Team hosted a coffee morning to celebrate Occupational Therapy (OT) Week. It was a fantastic event that attracted attendees from a wide range of organisations. We had valuable discussions with Pharmacy Technicians, VoiceAbility, Community Development Workers, Acute Mental Health OTs, the Douglas Grant Rehabilitation Service, Community OT, and Link Up Cameo.

The morning was a great success, offering opportunities for positive conversations, networking, and promoting joint working. It provided a welcoming space for teams to engage, share ideas, and strengthen partnerships.



Circulars from the Scottish Government Health & Social Care Directorates

Published since last Board briefing

Circulars	Lead Director(s)
CMO(2025)17 Publication of the National Referral Protocol	Medical Director
CMO(2025)18 Getting It Right First Time (GIRFT) Review of Tuberculosis (TB) in Scotland	Director of Public Health
CMO(2025)19 Changes to the Scottish Childhood Vaccination Schedule from 1 January 2026 (phase 2) – introduction of a routine Varicella Zoster (Chickenpox) vaccine	Director of Public Health
CMO(2025)20 Winter flu vaccinations for Health & Social care staff	Director of Public Health
DL(20205)22 Supplementary staffing – Allied Health Professions (AHP) Controls	Nurse Director
DL(20205)23 Supplementary staffing – nurse agency controls	Nurse Director & HR Director
DL(20205)24 Mental Health (Care and Treatment)(Scotland) Act 2003: Approved Medical Practitioners - Section 22	Director of North Ayrshire Health & Social Care Partnership
DL(20205)25 Implementation of sub-national planning: co-operation and planning directions 2025	Director of Transformation and Sustainability
PCA(D)(2025)04 Amendment no. 168 to the statement of dental remuneration	Director of East Ayrshire Health & Social Care Partnership
PCA(O)(2025)06 Primary Care Optometry: 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
PCA(O)(2025)07 Primary Care Optometry: Community Glaucoma Service (CGS) rollout; NHS Education for Scotland Glaucoma Award Training (NESGAT) Cohort	Director of East Ayrshire Health & Social Care Partnership
PCA(P)(2025)21 Extension to serious shortage protocols for Cefalexin Oral Suspension Sugar Free products	Director of Pharmacy
PCA(P)(2025)22 Extension to serious shortage protocols for Estradot® (Eestradiol) patches	Director of Pharmacy
PCA(P)(2025)23 Extension to serious shortage protocols for Cefalexin oral suspension sugar free products	Director of Pharmacy

Circulars	Lead Director(s)
PCA(P)(2025)24 Community Pharmacy Services – Amendments to Pharmacy First Remuneration model and introduction of Pharmacy Plus Activity Pot	Director of Pharmacy
PCS(MD)(2025)01 Pay and conditions of service 2025-26: Health board medical directors/former medical directors on protection	HR Director and Director of Finance

Consultations/Call for evidence or written submission

(In progress or published since last Board briefing)

From	Topic	Response due
Active Healthy Kids Scotland	Active Healthy Kids Scotland 2026 Report Card - Stakeholder Consultation	04/11/2025
Health, Social Care and Sport	HSCS Committee Call for Views: Non-surgical Procedures and Functions of Medical Reviewers (Scotland) Bill	14/11/2025
Finance and Public Administration	Committee Call for Views on the Freedom of Information Reform (Scotland) Bill Financial Memorandum	07/11/2025
North Ayrshire Council	LDP3 Evidence Report	03/11/2025
NHS Healthcare Improvement Scotland	SIGN 155: Pharmacological management of migraine update - consultation	17/11/2025
NHS Healthcare Improvement Scotland	Feedback sought on updates to Scottish Palliative Care Guidelines	07/12/2025

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.