

NHS Ayrshire & Arran



Meeting: Ayrshire and Arran NHS Board

Meeting date: Monday 9 February 2026

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

Ayrshire Achieves 2026

We have received a large number of nominations for this year's Ayrshire Achieves awards. Our judging panel will now shortlist the nominations.

There are seven categories:

- Chair and Chief Executive Award
- Care and compassion
- Collaboration and working together
- Innovation (previously Making a difference with digital)
- Shining star
- Support worker (previously Behind the scenes)
- Sustainability Award (new for 2026)
- Callan Thain Young Achiever of the Year Award

Once we have our finalists, we will be asking staff and members of the public to vote for their favourite entry in each category. Voting will open on 23 February until 22 March. The winners will be announced at the awards ceremony on 4 June 2026.

Active and Sustainable Travel Intern, Carly Mullen is awarded the Bright Green Business and Midlothian & East Lothian Chamber of Commerce, Most Impactful Intern Award 2025

Carly, who joined NHS Ayrshire & Arran's Public Health team in late January 2025 and completed her internship at the end of October, had a keen interest in the sustainability agenda and supported a range of work across East and South Ayrshire promoting active and sustainable travel options with NHS staff.

Carly delivered engagement activities at corporate induction, information stalls across different NHS sites, developed resources and communications, and presented at local strategic groups and to nursing students about to go on placement.

Carly has taken up a new position as Special Projects Officer with Ayrshire Roads Alliance.



NHS Ayrshire & Arran is now a Walk at Work awardee

NHS Ayrshire and Arran have been awarded the [Walking Scotland Walk at Work Award](#), demonstrating a commitment to the health and wellbeing of staff and the environment.

Activity for the award was assessed in relation to culture, community and facilities, examples include:

- Annual step count challenge (staff walked over 137 million steps)
- Development of an active and sustainable travel booklet

- Encouraging nature walks in the greenspaces around our sites
- Launch of the [AA Walking Wheeling and Cycling user group](#) VIVA engage pages, allowing staff to connect, share and learn .

Research shows that employees who are more physically active during the working day take fewer sick days, are more motivated and productive, and are more able to concentrate, so walking is good for both the individual and the organisation. Thanks to everyone who has contributed to NHS Ayrshire and Arran achieving this award.'



King's honours

Two NHS Ayrshire & Arran colleagues have been recognised in the King's New Year's Honours List.

Former NHS Ayrshire & Arran Chief Executive, John Burns, becomes an OBE (Officer of the Order of the British Empire) in recognition of his services to the NHS in Scotland. John has been Chief Operating Officer for NHS Scotland since July 2021. He has worked in several roles across NHS Scotland over the last 38 years, working in Tayside, Glasgow, Dumfries and Galloway and Ayrshire and Arran.



Jan Blackwood McCulloch Haynes, Practice Manager at Barns Medical Practice, received a British Empire Medal, for services to practice management and education.

Jan has been working with the practice since 1989, and became an administrative partner in 2012. She has both a strategic and operational role within the practice – managing all staff in their day to day working and also their future training and development. She has responsibility for planning and implementing changes within the practice, ensuring safe and efficient systems are in place to maintain quality of the services delivered to practice patients.



On behalf of NHS Ayrshire & Arran, we would like to congratulate John and Jan on their achievement.

Scottish Cup

Ross Clark, a rotational physiotherapist at University Hospital Ayr, was part of the Auchinleck Talbot team who played Celtic in the fourth round of the Scottish Gas Scottish Cup.

As well as being a rotational physiotherapist at University Hospital Ayr, Ross has played part time football with Auchinleck Talbot, in the West of Scotland Premier Division, for the last two seasons as a right back. The team beat Cumnock, Gretna and Dumbarton to reach this stage of the cup.

While Ross's team weren't able to overcome Celtic, Ross was named Man of the Match for his team.



Cervical Cancer Prevention Week

Cervical screening (a smear test) is offered to women and anyone with a cervix who lives in Scotland and is aged between 25 and 64 years old. It's a quick test to check for the human papillomavirus (HPV). Cervical screening is the best way to find out if someone is at risk of cervical cancer. It can stop cervical cancer before it starts.

As part of Cervical Cancer Prevention Week (19-25 January 2026) staff were invited to a drop in cervical screening event for staff at University Hospital Crosshouse.

Occupational health organises collections for the Night Before Christmas campaign

Occupational Health organised and donated to the Night Before Christmas Campaign (NBCC). They officially delivered all the donations to the NBCC Team.

Men's Health month - Movember challenge



Men's Health Month is recognised in November, most famously as Movember. It's a time dedicated to raising awareness and funds for men's health issues, which include mental health, suicide prevention, prostate cancer, and testicular cancer. The month encouraged men to take action for their own well-being,

start conversations about health, and seek support when needed.

Some staff at Ward 8 in Woodland View Hospital raised £2,863 for the Movember challenge.

NHS Ayrshire & Arran's Oral Health Improvement (OHI) team walk for Mouth Cancer Action Month (November)

The team took part in the Mouth Cancer Foundation's Walk from Home 10k Awareness Walk. The walk, which is the charity's biggest fundraising event, is where participants come together to raise awareness and much needed funds to help head and neck cancer patients and their families.

Starting from the dental department at the North West Kilmarnock Area Centre, the team walked through the town chatting with the public spreading vital awareness about mouth cancer, visiting care homes and dental practices on the way.



Royal College of Midwives recognise Ayrshire Maternity Care Assistant



Maternity Care Assistant Yvonne Fitzsimmons from the Safeguarding Midwifery Team was recently honoured at an Royal College of Midwives (RCM) event. Yvonne received the Maternity Support Worker of the Year 2025 Award at the SMiLe Conference in Edinburgh.

She was among a group of maternity staff recognised for excellence in the profession and their exceptional contribution at this year's RCM Celebrating Success Awards. In her role, Yvonne is dedicated to compassionately supporting families as they prepare for parenthood. She is passionate about father

CPR for Feet initiative



Zoe Ingram, an Advanced Podiatrist working in East Ayrshire HSCP had her project work - Application of the CPR for Feet initiative in the care home setting - selected for display at the **Royal College of Podiatry National Conference** held at the SEC in Glasgow between 20–22 November.

Her project focused on implementing *CPR for Feet* in a care home setting to reduce the incidence of pressure damage to residents' feet. Zoe continues to champion this approach and is now working with wards in University Hospital Crosshouse to promote best practice and improve patient outcomes.

Daring to succeed bitesize leadership learning programme

The 5th cohort celebrated their journey together recently. This now takes the total number of learners in the Daring to Success programme to nearly 1000.

Chief Executive, Gordon James, and Director of Transformation & Sustainability, Kirsti Dickson, joined the group to congratulate everyone and to recognise the critical contribution that learners are making to change and improvement in their teams and services, and going forward, to Delivering Caring for Ayrshire.



Community Wealth Building – Meet the Buyer

Procurement, Public Health and Estates staff attended the Ayrshire Meet the Buyer event at the Park Hotel in Kilmarnock, connecting with local businesses, highlighting upcoming contracts and speaking about our [Community Benefits Gateway](#).

Decorate the Door 2025

The Maternity Inpatients team took top spot in the 'Decorate the Door 2025' competition! The creativity and festive spirit impressed everyone!

The team was presented with a hamper full of goodies from Crosshouse Children's Charity as their well-deserved prize.



News from our partners:

East Ayrshire Health and Social Care Partnership (EAHSCP)

Falls Prevention Class goes from strength to strength

Established in August 2024, the Falls Education and Prevention class meets regularly in venues across East Ayrshire to deliver a strength and mobility-focused exercise routine to older adults in a fun and friendly setting.

Since attending the class, group members have seen marked improvements in their overall strength, mobility and balance and many have dramatically lowered their risk of falls.

The team have been able to measure improvements over a twelve week period, seeing an increase in tandem balance scores from just above 2 to 3.5, and the average number of sit to stands increasing from just below 15 to almost 25.



Hosted by Occupational Therapists Andrew (Andy) Johnstone and Lisa Reid, the group has evolved to become so much more than an exercise class, offering attendees an opportunity to make friends and have a laugh together.

Andy spoke about the social aspect of the class:

“It first started as a group of individuals but now they’re bonding and we’re more of a social group. They all just love it. They work hard, they really enjoy it and they just want to have fun.”

Two class participants also shared their stories with us, each explaining how the class had benefited them over the past year.

The first, Alan Yates, said that regular attendance at the class had helped him regain enough strength to stand and shave; something he had previously been unable to do as a result of a stroke at the beginning of 2025:

“I struggled to stand and shave and could only stand for maybe 30 seconds. After three weeks of coming here I found I could stand and shave the whole way through, which made a big difference.

“I enjoy the banter and the singing [at the class] too. They make it fun.”

Another regular class participant, Anne Ramsay, said the class helped her maintain strength in her legs after experiencing serious illness:

“I was extremely ill in June of this year and ended up in septic shock. I was in intensive care and it took me a long time to get back on my feet and I was working with the physio in the hospital. He said he was amazed at how strong my legs were considering how unwell I had been, and I can only put it down to this [attendance at the class].”

“It’s been really, really good and the banter is excellent. Andy is very good at keeping people going and encouraging where it’s needed.”

Violence Against Women Partnership's event calls men and boys to action

Our Violence Against Women Partnership's annual conference took place at Take A Bow Opportunity Centre in Kilmarnock, bringing together elected members, partnership staff, practitioners and representatives of a number of public protection and women's support organisations in East Ayrshire.

The event, titled 'Engaging Men and Boys', was opened and presented by Linda McAulay-Griffiths, East Ayrshire Council Director of Education and Skills.

Linda spoke of the need to involve young men and boys in tackling gender-based violence and misogyny, emphasising the importance of "keeping things simple" and engaging "through love and care":

"We've heard from some phenomenal speakers, talking about how we can best engage our men and boys as part of these difficult conversations and help everyone understand that they can be a real part of the solution. It's been an absolutely great day."

The event was also attended by representatives of the STAR Rape Crisis Centre, East Ayrshire Women's Aid, East Ayrshire Violence Against Women Partnership, Police Scotland and White Ribbon Scotland, as well as Stewarton Academy pupils who spoke about the Mentors in Violence Prevention and Equally Safe at School programmes.

The conference formed part of East Ayrshire's programme of activities during the 16 Days of Action campaign from Tuesday 25 November to Wednesday 10 December.

Praise for care staff

We recently received wonderful feedback from service users following support provided by our incredible care staff.

Elaine Munro, Technical ICT Instructor on our Intermediate Care Team, was praised for her kindness and patience in helping a service user:

"Thank you for all the time you spent. You're so kind and helped me reach my goal. You are very good at what you do and I hope many others get the chance to have you."

A number of Community Care Officers also received high praise from the daughter of a late service user, whom she said had received "excellent care" during her final days:

"I'm writing on behalf of myself and my brother to pass on our thanks to the carers who attended daily for our mum until she passed away on 10 November. In particular, some went above and beyond in giving excellent care and supporting us with kindness."

"Helen was the first carer to Mum and explained everything to her and chatted through what was going to happen.

"Lesley always made Mum smile, and she liked Sue's English twang.

“Night carers David, Laura and Joy kept Mum comfortable in her last few days while maintaining her dignity.

“Mum felt really safe with Jane and liked her no-nonsense approach.

“Her wonderful care in her last few hours and the kindness and empathy shown to us will always be remembered.”

Football programme is a boost for men living with prostate cancer

East Ayrshire’s Community Health Activity Team (CHAT) have been working with Prostate Scotland and the Killie Community charity to deliver a fitness programme for men in East Ayrshire living with prostate cancer.

Alistair Owen, CHAT Team Coordinator, explained:

“The programme, Football Fans in Training, consists of education around living with prostate cancer and exercises that can help reduce fatigue and build strength. Participants then have a session of football activities, delivered by one of the coaches from Killie Community charity.

“It has so far been attended by 15 men, who have all seen an improvement in their physical and mental health.”

North Ayrshire Health and Social Care Partnership (NAHSCP)

Risk Assessment and Risk Formulation training

Ayrshire and Arran has worked very hard to develop its internal training offer to ensure we are offering Risk Assessment and Risk Formulation training in line with UK-wide best practice and NICE Guidance (NICE 225, Suicide and Self Harm, 2022). We have developed an e-learning training and a face-to-face in-depth training covering risk formulation. This has been developed alongside colleagues in HIS and NES and we are one of the leading Boards in Scotland in embedding this learning in the workforce to enhance the patient and carer experience. We hope this will improve patient safety and reduce suicides. This work has been led by Kelly Wilson, nursing colleague from Unscheduled Care, and been supported by Dr Claire Williams, Head of Psychological Specialty. This has been an excellent example of joint professional work to improve quality of care for those using our services. We are proud of the package we have developed and look forward to sharing our learning with colleagues across Scotland.

Circulars from the Scottish Government Health & Social Care Directorates

Published since last Board briefing

Circulars	Lead Director(s)
CDO(2025)08 Interim Deputy Chief Dental Officer Scottish Government	Director of East Ayrshire Health and Social Care Partnership
CMO(2025)21 Seasonal influenza 2025-26: current epidemiology, potential implications and use of influenza antivirals	Director of Public Health
CMO(2025)22 2024-2025 Medical Appraisal & Revalidation Quality Assurance (MARQA) Review	Medical Director
CMO(2026)01 Medical device regulation (mdr) preparedness:	Director of Acute Services
DL(2025)26 Protecting Learning Time for Agenda For Change	Human Resources Director
DL(2025)27 Update on Indicators for Antibiotic Use	Nurse Director
DL(2025)28 Winter Infection Prevention and Control (IPC) in Healthcare Settings 2025-2026	Nurse Director
PCA(M)(2025)06 PVG Guidance for General Practice	Director of East Ayrshire Health and Social Care Partnership
PCA(O)2025(08) Primary Care Optometry: General Ophthalmic Services Specialist Supplementary service: Full Implementation	Director of East Ayrshire Health and Social Care Partnership
PCA(O)2026(01) Primary Care Optometry: General Ophthalmic Services Specialist Supplementary service: Full Implementation - Optometry practice information on NHS Inform	Director of East Ayrshire Health and Social Care Partnership
PCA(P)(2025) 25 Extension to Serious Shortage Protocols for Creon® gastro-resistant capsules	Director of Pharmacy
PCA(P)(2025)26 Extension To Serious Shortage Protocols For Estradot® (Estradiol) Patches	Director of Pharmacy

Circulars	Lead Director(s)
PCA(P)(2025)27 Serious Shortage Protocol: Nifedipine (Adipine® XI) 30mg Modified-Release Tablet	Director of Pharmacy
PCA(P)(2025)28 Serious Shortage Protocol: Nifedipine (Adipine® XI) 60mg Modified-Release	Director of Pharmacy
PCA(P)(2025)29 Serious Shortage Protocol: Latanoprost 50micrograms/ML / Timolol 5mg/ML (Fixapost®) Eye Drops 0.2ml Dose Preservative Free	Director of Pharmacy
PCA(P)(2026)02 Withdrawal of the Serious Shortage Protocols for Adipine® XL modified-release tablets, and Fixapost® preservative-free eye drops	Director of Pharmacy
PCS(AFC)2025/07 Compensatory rest for Agenda for Change staff undertaking on-call duties	Human Resource Director
PCS(AFC)2025/08 Reduction in the working week for Agenda for Change staff in NHS Scotland	Human Resource Director
PCS(AFC)2026-1 Pay for Agenda for Change Staff	Human Resource Director
PCS(DD)2025/01Addendum Remuneration of hospital medical and dental staff, doctors and dentists in public health medicine and the community health service	Human Resource Director
PCS(DD)2025/02 Pay and conditions of service 2025-26: Policy for the Career Progression/Regrading of Specialty Doctor/Dentist to Specialist Grade	Human Resource Director
PCS(ESM)2025/03 Pay and conditions of service: Executive and senior management pay uplifts for 2025-26 and 2026-27	Human Resource Director; Director of Finance
PCS(SDIA)2026-1 Scottish Distant Islands Allowance	Human Resource Director

Consultations/Call for evidence or written submission

(In progress or published since last Board briefing)

From	Topic	Response due
Health, Social Care and Sport	HSCS Committee Call for Views: Non-surgical Procedures and Functions of Medical Reviewers (Scotland) Bill	14/11/2025
NHS Healthcare Improvement Scotland	Feedback on updates to Scottish Palliative Care Guidelines	07/12/2025
Orbit Communications	Proposed Altonhill development - Public Consultation Event – Tuesday 27th January 2026, 12pm-4pm	NA

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.