

**‘A transformational change in
workforce policies and how they
are developed’**



‘Once for Scotland’ Workforce Policies

**REGIONAL ENGAGEMENT EVENTS
PRE-POLICY DEVELOPMENT**

January 2019

Our Vision

Mandate:

- Proposal for transformational change in workforce policies and how they are developed approved by Scottish Workforce & Staff Governance Committee on 28 June 2018, and agreed by the Cabinet Secretary for Health and Sport.

Vision:

- *‘Once for Scotland Workforce policies will promote NHSScotland as a modern, exemplar employer; showcasing our core values, and promoting consistent employment policy and practice that supports the implementation of the Staff Governance Standard and effective recruitment and retention.’*

Approved at SWAG 26 January 2018

Proposed timescales:

- 18 months from initiation (October 2018 – March 2020)

This work will:

- Review and transform workforce policies that have already been agreed in partnership. This is not a re-negotiation.
- Be governed by the principles set out in the Proposal agreed by SWAG on 26 June 2018

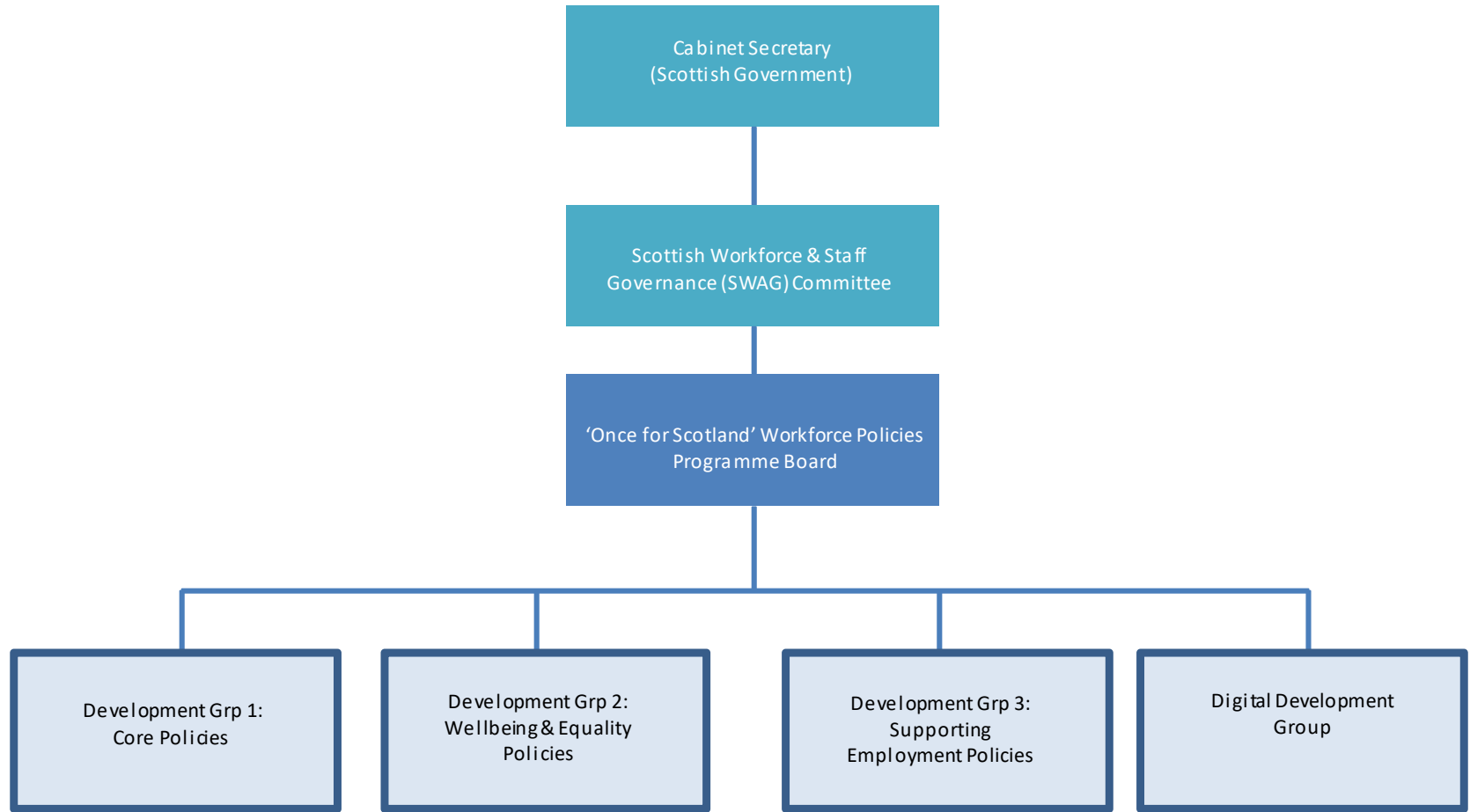
Key Principles

- The overriding purpose of future policy review exercises will be to create **single, standardised policies** that will be used **consistently and seamlessly** across NHSScotland.
- Policies will be presented in a **refreshed and reinvigorated format** on a **digital platform** in a more **user friendly** and meaningful way, with staff and managers at the centre, whilst still being **accessible** to all groups of staff in alternative formats.
- Policies will be developed and reviewed more **quickly and efficiently**, with **accountability** for delivery **shared** between employers, staffside and professional organisations and the Scottish Government.
- There will be **collective responsibility** for each PIN Policy in terms of providing governance and leadership around future policy development or review.
- Existing national PIN policies set good practice standards that have been negotiated and agreed in partnership and the **starting presumption** should be that **these standards will apply at the core** of future Once for Scotland policies.

Key Principles

- Where a national PIN policy has been **recently reviewed** and is legally compliant, the expectation is that there should be **minimal changes** in relation to policy standards and therefore the focus is adopting that version to the **Once for Scotland policy style**.
- Policies should be developed with **robust engagement** and take account of **good practice locally** and within other employers.
- A **new model** for PIN policy review will be developed that **improves the timeframe and efficiency** of PIN policy review.
- Once policies are agreed, they will be **implemented consistently and fully** across NHSScotland.
- In future policies will be more focused on **key standards** and **information** and implemented across NHSScotland. The implementation will be **supported by processes and procedures** that will be nationally or locally agreed as appropriate.

Governance



Key

-  **Accountable**
-  **Report and consult**

Policy Groupings

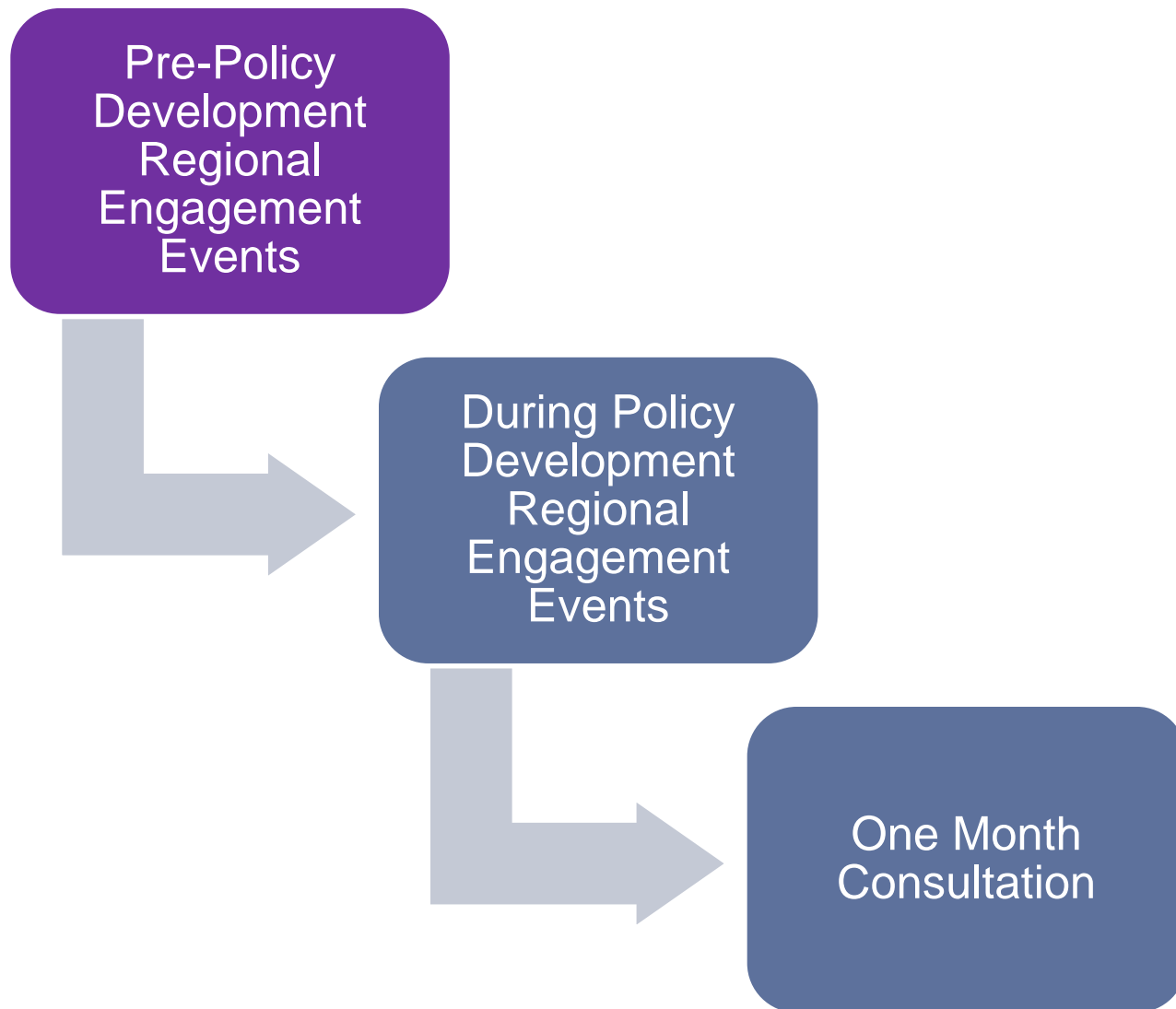
Core Policies	Wellbeing and Equality Policies	Supporting Employment Policies
<ul style="list-style-type: none"> • Dealing with Employee Grievances • Management of Employee Conduct • Management of Employee Capability • Prevention and Dealing with Bullying & Harassment • Implementing and Reviewing Whistleblowing Arrangements • Promoting Attendance* 	<ul style="list-style-type: none"> • Embracing Equality, Diversity & Human Rights • Gender-Based Violence • Supporting the Work-Life Balance • Managing Health at Work 	<ul style="list-style-type: none"> • Use of Fixed Term Contracts • Secondment • Redeployment • Personal Development Planning & Review • Additional Employment • Safer Pre & Post Employment Checks • Facilities Arrangements for Trade Unions & Professional Organisations

*Promoting Attendance is being considered as a separate policy (previously part of Managing Health at Work)

Single Investigatory Process

- Development of a Single Investigatory/ Handling Process for all appropriate polices
- Key deliverable for 'Once for Scotland' approach
- We want to understand what are your key priorities for a Single Investigatory Process
- Flipcharts in each of the Workshop Rooms to capture your thoughts throughout the day

Engagement Process



Proposed Timescales (Core Policies)

- Initial Engagement Event (pre-policy development) x 3 regions: Jan
- Engagement Event (during policy development) x 3 regions: start Mar
- Draft Policies submitted to Programme Board: end Mar/ start Apr
- One month consultation: mid Apr – mid May
- Draft Policies submitted to Programme Board: end May/ start Jun
- Draft Policies submitted to SWAG: Jun 2019

Event Aims & Objectives

VISION:

'Once for Scotland' Workforce policies will promote NHSScotland as a modern, exemplar employer; showcasing our core values, and promoting consistent employment policy and practice that supports the implementation of the Staff Governance Standard and effective recruitment and retention.

AIM:

To engage with key stakeholders throughout NHSScotland giving them an opportunity to influence the review of the current PIN Policies and contribute to the development of 'Once For Scotland' Workforce Policies

OBJECTIVES:

- To share the key aims for the 'Once for Scotland' Workforce Policies
- To provide delegates with a strategic overview of the programme of work
- To enable delegates to shape the 'Once For Scotland' Workforce Policies
- To share and consider current best practice
- To participate in a Question & Answer Session with members of the Programme Board

Its over to you now...

Please use this opportunity to have your say