

September 2020

Our 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

Review of current position

The 'Once for Scotland' Workforce Policies Programme was paused at the end of March 2020, as efforts focused on the response to the coronavirus (COVID-19) pandemic.

The Programme Board met on 2 September 2020 to review the position. The Board has taken the decision not to restart the Programme at the current time. The Board will meet again in the autumn to consider recommencing in early 2021.

The partnership across Employers, StaffSide and Scottish Government remain absolutely invested in this programme of work, and committed to resource and complete the refresh of the remaining workforce policies. However, the Board recognised that we are still in a very challenging situation, with the combined risks from Covid-19, remobilisation of services, winter and EU Exit, likely to impact upon our ability to deliver our priorities over the months ahead.

The Programme Board agreed:

- Policy Development Group and Digital Team to continue work on:
 - Requests received for the development of further supporting documents and additional clarification to the suite accompanying Phase 1 policies.
 - Preparation for the NHSScotland Whistleblowing Policy - directing the reader to the National Whistleblowing Standards – as part of the INWO implementation.
- Proposed approach to restarting the programme of work to include:
 - Reprioritisation of policies, starting with the suite of policies under 'Supporting the Work-Life Balance'.
 - Minimise exposure by focusing resource on completion of a suite of policies, as opposed to running multiple work streams.

- Complete mid-policy engagement events by electronic means in 2021. Engaging directly with individual delegates registered for the cancelled West of Scotland event, and follow up with delegates who attended the North and East engagement events.
- NHS Boards are asked not to review policies during the work of the Programme

Next Steps

The Programme Board will meet again in the autumn to consider recommencing in early 2021. A further communication will be issued to stakeholders following the Board meeting.

For Noting: NHSScotland Workforce Policies - Supporting Documentation

Letters provided on the NHSScotland Workforce Policies Website cover circumstances in which employers and employee's must communicate. These letters are not able to cover the full range of unique circumstances which will be encountered. Employers have the ability to create letters for temporary or unique circumstances where this is not already covered in the suite of letters provided as supporting documents. Such letters should be written in the spirit of the policy and support a person-centred approach. No other documents or content should be created or amended including policy content, manager / employee guides, tools, forms, or flowcharts.

Get in touch

Please contact the team if you would like to discuss any aspect of the Programme.
NHSScotland Workforce Policies Website: <https://workforce.nhs.scot/contact/>

For general enquiries:

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