

December 2019

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

NHS Board implementation

The Scottish Workforce and Staff Governance Committee (SWAG) formally approved on 23 October 2019 Phase 1 of the 'Once for Scotland' Workforce Policies Programme. This comprises the following workforce policies: Attendance, Bullying & Harassment, Capability, Conduct, Grievance, and a Workforce Policies Investigation Process.

A soft launch of the Phase 1 policies is underway (November 2019 - February 2020). This is a preparatory period for HR Departments and Staffside to ensure NHS Board readiness for launch with staff and managers on 1 March 2020.

NHS Boards are responsible for managing and ensuring implementation in full of the refreshed workforce policies in their respective Boards, in partnership, and within the requested timescales.

Pre-policy development engagement events (January 2020)

We have received an outstanding response to the forthcoming pre-policy development engagement events in January 2020. All three regional events have reached capacity and registration is now closed.

The events will focus on the policies to be refreshed in Phase 2: Managing Health at Work, Supporting the Work-Life Balance, Equality, Diversity & Human Rights, Gender-Based Violence, Secondment, Personal Development, Planning & Review, Safer Pre- & Post-Employment Checks, Redeployment, Use of Fixed Term Contracts and Facilities Arrangements for Trade Unions and Professional Organisations.

Thanks to everyone for their interest and we look forward to a lively and informative discussion at the events.

Festive wishes

Merry Christmas and a very peaceful and Happy New Year to all. A great deal has been achieved in 2019, delivering the first suite of refreshed simplified, standardised and person-centred workforce policies on a new digital platform. We look forward to continuing this work in partnership in 2020 to refresh the remaining PIN policies.

Get in touch

Please contact the team if you would like to discuss any aspect of the Programme.

For general enquiries:

Programme Team: Lynn Hunter, Programme Manager Lynn.Hunter@gov.scot

For matters related to:

NHS Employers: Jeff Ace, Chief Executive, NHS Dumfries & Galloway jeff.ace@nhs.net

National Staffside: Norman Provan, Associate Director (Employee Relations), Royal College of Nursing norman.provan@rcn.org.uk

Scottish Government: Sean Neill, Deputy Director, Health Workforce Sean.Neill@gov.scot