

December 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 again on 30 November 2020 to review the position. The Board agreed that the programme of work should remain paused over the winter period. Early 2021 will be an extremely challenging time for the service.

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. Our aim is to restart the programme on 1 April 2021.

## Approach to delivering Phase 2

The Programme Board previously agreed to:

- Reprioritise policies, in three stages:
  1. 'Supporting the Work-Life Balance' policies
  2. Facilities Arrangements for Trade Unions & Professional Organisations, Use of Fixed Term Contracts, Safer Pre & Post Employment, Secondment, Redeployment and Personal Development Planning and Review (PDPR)
  3. Managing Health at Work, Embracing Equality, Diversity & Human Rights and Gender-Based Violence
- 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.

## Provisional Schedule

Based on a target restart date of 1 April 2021, a provisional engagement schedule with the service is outlined below:

Milestone	Date
Mid-Policy Development Engagement Events	Late Apr 2021
One Month Public Consultation – Supporting Work Life Balance (Stage 1)	Sept 2021
One Month Public Consultation – Individual Policies (Stage 2)	Oct 2021
Further stakeholder engagement on Managing Health at Work	Sept / Oct 2021
One Month Public Consultation – Managing Health at Work and Remaining Individual Policies (Stage 3)	Jan / Feb 2022

Policies are grouped and will be developed in three stages. Following policy approval by the Scottish Workforce and Staff Governance (SWAG) Committee, workforce policies and supporting documents will be made available to NHS Boards for ‘soft launch’. Approved policies will be in ‘soft launch’ for a period of 3 months, providing a preparatory period for HR Departments and Staffside to ensure NHS Board readiness for launch with staff and managers. It is anticipated that the full programme of work will be completed in autumn 2022.

## Next Steps

The Programme Board will meet again in March 2021 to confirm recommencing on 1 April 2021. A further communication will be issued to stakeholders following the Board meeting.

## 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:

- Programme Team: Lynn Hunter, Programme Manager [Lynn.Hunter@gov.scot](mailto:Lynn.Hunter@gov.scot)

## For matters related to:

- NHS Employers: Jeff Ace, Chief Executive, NHS Dumfries & Galloway [jeff.ace@nhs.net](mailto:jeff.ace@nhs.net)
- National Staffside: Norman Provan, Associate Director (Employee Relations), Royal College of Nursing [norman.provan@rcn.org.uk](mailto:norman.provan@rcn.org.uk)
- Scottish Government: Victoria Bowman, Interim Deputy Director for Workforce Pay, Practice and Engagement [deputydirectorhscwppe@gov.scot](mailto:deputydirectorhscwppe@gov.scot)