

August 2022

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

Restarting the ‘Once for Scotland’ Workforce Policies Programme

On 26 May 2022, the Programme Board agreed to recommence the programme starting with the refresh of the remaining Supporting the Work Life Balance policies. There was a recognition of the need to be flexible and review the scope of work in order to respond to emerging policy development priorities and Ministerial commitments.

The Scottish Workforce and Staff Governance (SWAG) Committee has since approved the request to extend the scope of the programme to include ‘retire and return’ in the refreshed retirement policy and a new menopause and menstrual health workplace policy.

Retire and Return Interim National Arrangement

A draft Retire and Return Interim National Arrangement will be considered by SWAG Committee on 24 August 2022. NHS Boards should prepare for immediate implementation, noting:

- acceleration of the Retire and Return Interim National Arrangement is in response to unprecedented workforce challenges
- the agreed interim national arrangement has full operational status and authority on implementation
- a DL will be issued to the service, published on [SGHSC on SHOW](#) and uploaded to [Partnership Information Network — NHS Scotland Staff Governance](#) website
- the Retire and Return Interim National Arrangement will form part of the refreshed Retirement Policy within the Supporting the Work Life Balance suite of policies

Supporting the Work Life Balance

Policy development is underway on the suite of policies within the Supporting the Work Life Balance PIN. The programme is working toward a formal consultation on the refreshed policies

in the autumn. Provisional dates for the one month consultation are Wednesday 26 October - Friday 25 November. This will be confirmed in due course.

Flexible Work Location

The Programme Board has reviewed the position on the Flexible Work Location Policy, and reconfirmed:

- timescales for policy implementation are dependent on an agreed terms and conditions position. This is subject to UK Staff Council discussions
- a further 'soft launch' period will be considered due to the time lapsed and potential changes as a result of the terms and conditions position

Workforce Policies Programme

NHS Boards are asked not to review policies which form part of the existing PIN policies during the work of the Programme. The next stage of policy development will focus on refreshing the remaining policies within the Supporting Work Life Balance suite of policies. A gateway review will be held toward the end of this stage to agree the next stage of policies for refresh. This will ensure that sequencing remains current.

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/>

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