

Changes to PVG Scheme Membership

1

Changes to PVG Scheme Membership

During this 30-minute informal session we will cover the following topics:

- Disclosure Scotland
- Why is it changing
- What is changing
- Who is affected
- What we need to do
- Questions



Question

2

Disclosure Scotland



- Helps employers make safer recruitment decisions.
- Checks people's criminal records for specific roles.
- Runs the Protecting Vulnerable Groups (PVG) Scheme.
- Shares vetting information with employers when appropriate.
- Aims to protect children and protected adults from harm.
- Operates under Scottish Government legislation.



3

What is changing



The main reasons

- The old four-level **disclosure system** is being replaced with Basic, Level 1, and Level 2 disclosures, to simplify things.
- Membership of the PVG Scheme becomes **mandatory** for anyone in a **regulated role**.
- PVG membership will now need to be **renewed every 5 years**, rather than lasting for life.
- '**Relevant vetting information**' can now be shared with employers.
- Individuals will now have more rights to **appeal or challenge** what's disclosed.
- It is now an **offence to employ someone** in a regulated role if they are not a PVG member.

4

Regulated roles

- The new term is ‘regulated role’ rather than ‘regulated work’.
- It’s defined more clearly in the legislation and applies to roles involving:
 - *Direct contact with children or protected adults*
 - *Duties like personal care, medical treatment, supervision, or teaching*
 - *Access to environments like hospitals, care homes, or schools where vulnerable groups are present*
 - *Handling of sensitive personal data if that’s part of supporting care or protection*
- The focus is on what the person actually does, not just their job title.



Regulated roles

Providing direct care

Clinicians, Nursing/Midwifery, Support Workers, Allied Health Professionals etc.

Contact* with vulnerable groups

Named location

School, hospital, nursery, day care, hospice, care home, residential care, secure accommodation...

AND

An **opportunity** for unsupervised contact* with vulnerable groups.

Manager/supervisor of a regulated role

Contact (definition)

- physical contact
- visual, written or verbal communication
- using power or influence

Power or influence

making operational or strategic decisions that could impact a number of children or protected adults.

Who is affected

- **Existing staff**

A large number of current employees will now be in scope.

- **New hires**

The Recruitment Service will review all candidate pipelines to review who is in scope.

- **Bank staff**

All members of our staff banks and interpreters will now be in scope.

- **Volunteers**

All volunteers will now be in scope.

Timelines

01 April 2025 – 30 June 2025

- The legislation came into effect from 01 April 2025.
- 3-month transition period.
- Deadline reflects the date the individual must **submit their application**.
- The PVG process does not have to be completed by this date.
- The individual and NHSGGC will face criminal and civil breaches if the individual is working in a regulated role (*and has not submitted their PVG application*) from **01 July 2025**.



What we must do



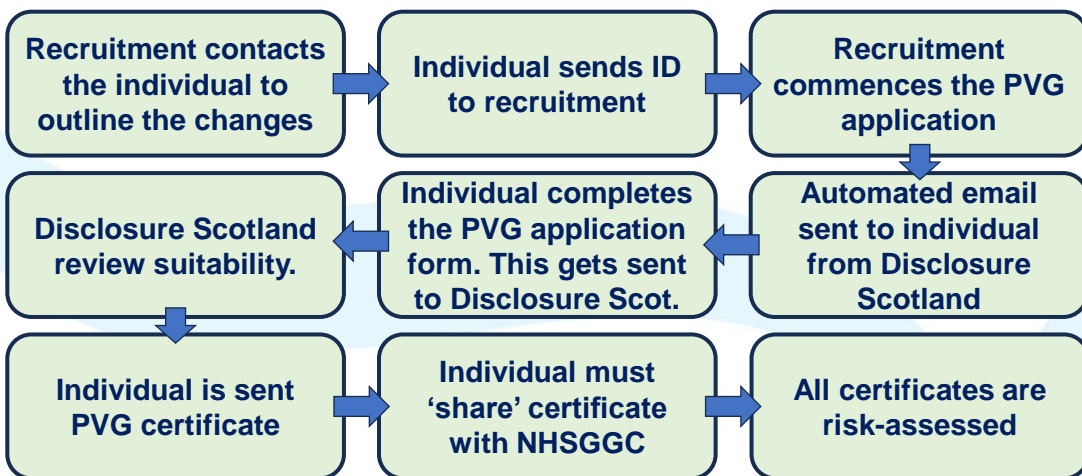
Plan of action

- Workforce Information (HR) have produced a list of all current employees who will be affected by this change.
- The Recruitment Service will email (work email address) all of the affected individuals outlining the application process and the urgency.
- Where an employee does not have a work email address, this will be sent to their line manager to pass on.
- Monitoring reports will be reviewed regularly.
- Letters will be issued to an employee's home address where there has not been engagement.

What we must do



Application process



What we must do

Tips for line managers

- This is a legal change – the exercise is part of an individual's contract of employment or Terms and Conditions.
- Staff cannot start the PVG application process themselves. It has to be initiated by NHSGGC.
- NHSGGC pays for the PVG application (£59 or £18).
- Staff may be anxious about previous criminal history. They do not have to discuss this with you prior to their application.
- Having a criminal history does not mean they can't work in a regulated role.
- Any criminal history will be individually risk assessed.
- Disengaged employees will not be permitted to work in their role from 01 July 2025.

