

Core brief

Monday 2 March 2020

Introduction

This issue of Core Brief details information on NHSScotland Workforce Policies which go live today.

Go Live Day - NHSScotland Workforce Policies

The refreshed NHSScotland Workforce Policies are now live and should be used with immediate effect. The policies are **person-centred** and will be applied using the NHSScotland values:

- Care and compassion
- Dignity and respect
- Openness, honesty and responsibility
- Quality and teamwork.

The refreshed policies are:

- Attendance
- Bullying and Harassment
- Capability
- Conduct
- Grievance
- Workforce Policies Investigation Process.

All policies promote the use of early resolution, all parties establishing and encouraging open and honest communication and adopting a supportive approach by proactively communicating with and offering support to employees who are involved in any process as part of a workforce policy.

Transition Arrangements

Individuals currently within an NHSGGC process should complete the process under that policy, unless they are at the very start of the Attendance or Capability policies in which case they should move across to the NHSScotland Workforce policy on the completion of Stage 1, provided both sides are in agreement. If both sides are not in agreement, the individual will remain on the NHSGGC policy.

Where a process is underway within an NHSGGC policy, the policy and supporting documents, including template letters can be accessed through [HR Connect](#) – Policies & Associated Guidance.

The NHSScotland Workforce policies can be accessed through [HR Connect](#) or directly through the website <https://workforce.nhs.scot>

All other policies that are not listed above, will continue to be accessed through [HR Connect](#).

If you have any queries regarding the NHSScotland Workforce Policies, please contact the HR Enquiry Team: HR.Support@ggc.scot.nhs.uk or 0141 278 2700 option 2.

Are your contact details up-to-date? [Click here](#) to check