

Core brief

Daily update

(19 December 2024, 11.50am)

Topics in this Core Brief:

- Reduced Working Week - Interim recording of Public Holidays on SSTS
- The Health and Care (Staffing) (Scotland) Act 2019
- Staff Winter Vaccination Week - Drop-in Clinics reminder
- Band 5 nurses urged to apply for role re-evaluation

Reduced Working Week - Interim recording of Public Holidays on SSTS

National guidance is still being sought on how many hours are recorded for part-time staff, or staff who work shifts longer than 7.5 hours, and who are off on a public holiday.

Given the public holidays over the Christmas and New Year period, the **interim** guidance for managers on how to record this on SSTS is as follows:

- The normal shift that would have been worked should be recorded e.g. the 11.50 hour shift
- A Public Holiday absence should be recorded for the **full length of the shift** - if this is recorded for only part of the shift e.g. 7.50 hours of an 11.50 hour shift, then public holiday enhancements would be paid in error for the remaining 4 hours.

Managers should continue with their current annual leave and public holiday recording and accrual mechanisms to ensure that no staff are disadvantaged by this **interim** guidance that is being issued to avoid salary overpayments.

The Health and Care (Staffing) (Scotland) Act 2019

The Health and Care (Staffing) (Scotland) Act 2019 - (HCSSA) seeks to enable safe high-quality care and improved outcomes for service users by ensuring appropriate and effective levels of staffing for NHS Scotland and care service providers. The legislation was enacted on 1st April 2024 and applies across

healthcare and to those who provide clinical advice and care services. There are activities required to ensure we are compliant with the Act, and we have previously released Organisational Level Standard Operating Procedures (SOPs) to identify what is required to be in place for some of the duties. To develop understanding on what is required, we have developed further resources.

GRI Anaesthetics Department in GRI drafted a Real Time Staffing and Risk Escalation SOP, required to comply with aspects of the legislation. They then reviewed this and produced a case study poster and a very short video presentation on the process and outcomes.

Similarly, a case study has been developed on the Common Staffing Method (CSM) using Maternity Services experiences and another short presentation accompanies this.

These are available in the Resources and Guidance section of the [Health & Care \(Staffing\) \(Scotland\) Act 2019 - NHSGGC](#) website, just click on NHSGGC Case Studies to find them. Clinical and care staff should review and understand the guiding principles and consider the potential impact, which the introduction video on our website helps to outline. You can also complete the Informed Learning resource on Turas [here](#).

Should you have any queries on the Act, the resources, implementation approach locally or any related aspect, please contact ggc.healthcare.staffing@nhs.scot

Staff Winter Vaccination Week - Drop-in Clinics reminder

If you have been unable to get your winter vaccinations, there's still a chance to do this!

Get vaccinated now to reduce your chances of serious illness over the festive season – and protect your family, friends, and patients too!

What You Need to Know:

Eligibility: All clinical and non-clinical staff are eligible for the flu vaccination. Clinical staff are eligible for the flu and Covid-19 vaccination.

Staff Flu Vaccination Week: From Monday 16 to Friday 20 December it's Winter Vaccination Week — a week filled with drop-in vaccination clinics dedicated for you across all hospital sites.

Time out during shift: There is understanding that, when suitable, staff can go during work hours to receive the vaccine. Please talk to your team lead to ensure you can be released at a time that suits.

Why Get Vaccinated?

Protection: The winter vaccines are your best defence against serious illness. It can reduce impact if you contract the virus and prevent hospitalisation.

Team effort: By maximising staff vaccinations, we collectively reduce the risk to our patients and families particularly during the winter period.

Staff Vaccination Week Drop-in Locations:

19/12/2024

Location: Stobhill Hospital, Seminar Room 5

Time: 8.30am to 8.00pm

19/12/2024

Location: Royal Alexandra Hospital, Lecture Theatre

Time: 8.30am to 8.00pm

20/12/2024

Location: New Victoria Hospital, Coffee Lounge Area, Level 2

Time: 8.30am to 8.00pm

20/12/2024

Location: Queen Elizabeth University Hospital, Neuroscience Atrium

Time: 8.30am to 8.00pm

Remember, for all your latest news stories, visit the Staffnet Hub:
[GGC-Staffnet Hub - Home \(sharepoint.com\)](#)

Staff are reminded to make sure their [personal contact details are up to date on eESS](#).

It is important to share Core Brief with colleagues who do not
have access to a computer.
A full archive of printable PDFs are available on [website](#)