NHS Greater Glasgow and Clyde

Core brief

**Daily update
(21 May 2024, 2.45pm)**

Topics in this Core Brief:
- Data Security Spotlight – Confidentiality
- Health and Care (Staffing) (Scotland) Act overview

Data Security Spotlight – Confidentiality

Inappropriate disclosure of data can result in a data breach and can cause distress to those involved. Please ensure data being provided to individual staff or patients, e.g. discharge letters, test results or reports, is checked thoroughly to ensure it does not include information or documents relating to others. NHSGGC data breach policy can be found here.

Health and Care (Staffing) (Scotland) Act overview

What is it?

The Health and Care (Staffing) (Scotland) Act 2019 came into effect across all health and care services on 1 April 2024.

The Act aims to enable high quality care and improved outcomes for people using services in both health and care by helping to ensure appropriate staffing. The Act places duties on health boards, care service providers, Healthcare Improvement Scotland, the Care Inspectorate and Scottish Ministers.

Health boards, local authorities and integration authorities must submit reports to Scottish Ministers on their compliance with the Act, high-cost agency use and any severe and recurrent risks.

Scottish Ministers will then report on compliance and offer recommendations to Parliament. The data from these reports helps inform local and national workforce planning, along with health and social care policies.

Why is it important?

Asides from the legal duties – the Act aims to:

- Improve standards and outcomes for patients / service users
- Ensure wellbeing of staff and encourage transparency with staff and patients / people using the service about decisions on staffing
- Make the best use of available individuals, facilities, and resources

These principles reflect and aid NHSGGC's (NHS Greater Glasgow and Clyde) ambition, values and four [Aims](#) to drive improvements and quality, making the patients and service users the core of everything we do. By ensuring our workforce, who as our most important asset, are at the heart of making our staffing models safe to provide excellence in care and quality for our patients and service users.

Why now?

The intent of the Health and Care (Staffing) (Scotland) Act (HCSSA) is not a new concept. It builds on existing legislation, policy, local practice, and guiding principles (see below those detailed in the Act) to ensure safe staffing and to protect the wellbeing of staff. An Overview and Statutory guidance can be located [here](#).

Who does it apply to and where can I find out more information?

The Act applies to all Clinical Staff and Senior Leads within all Healthcare Professions e.g., Nursing and Midwifery, AHP, Medical, Dental, Pharmacy, Psychology, Healthcare Scientists etc. All roles applicable to the Act within Health and Care are highlighted [here](#). (This does not currently apply to non-clinical support staff for Health).

To find out what this means for you (All Clinical Staff and Senior Leads) and to have an awareness of the Act (All Non-Clinical support staff) click [here](#).

To view the full Act click [here](#).

NHSGGC governance and future updates

NHSGGC has a whole system wide HCSSA programme, chaired by Professor Angela Wallace, Executive Nurse Director and co-chaired by senior HSCP and Medical representatives. The programme was remobilised in summer 2023 and has representatives from all professions that the Act covers as well as leaders from relevant areas of service.

From September 2023 through to March 2024, the focus of the programme was looking at the detail of the Act and assessing through SWOT analysis processes, what this translated to in terms of the current professional roles and processes already embedded within our services. This has been completed for the Act's Guiding Principles and the majority of the Act's duties.

This multi-professional testing has enabled the Board to establish an evidence bank of where we have compliance with the Act already and highlighted key activities and actions that are being prioritised as part of implementation action planning, currently underway. In further updates, we will shine a spotlight on these to broaden awareness and understanding.

Remember, for all your latest news stories, visit our new 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