

Core Brief



Daily update
(25 March 2024, 11.30am)

Topics in this Core Brief:

- NHS Scotland Agenda for Change system
- Staff Bursary

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

NHS Scotland Agenda for Change (AfC) system

On 1st March 2024, the Cabinet Secretary for NHS Recovery, Health, and Social Care confirmed a series of measures designed to modernise the NHS Scotland Agenda for Change (AfC) System. This includes the introduction of Protected Learning Time, a review of Band 5 nursing roles and the introduction of a Reduced Working Week (RWW).

This is a significant programme of transformation which will be driven forward locally by a Board-wide Programme Board co-chaired by the Director of Human Resources and Organisational Development and our Employee Director. The Trade Unions will support the implementation arrangements within the Board, with reports into both the Corporate Management Team and the Area Partnership Forum.

Three Implementation Groups will be established namely Protected Learning Time, Band five Nursing Review and Reduced Working Week, all three groups will be led by a senior member of the Human Resources team and co-chaired with a nominated Trade Union partnership representative. All the groups will have subject matter experts, management representatives from across the Board and staffside colleagues from the Area Partnership Forum. Each will have a detailed project plan using the national guidance for direction and all implementation will be undertaken in partnership and with wider staff engagement.

Some national guidance has recently been received and we are now considering the information for local implementation. Staff are asked not to assume a change in the working week i.e. 30-minute reduction automatically on 1st April until it has

been agreed and communicated within the local area. Where it is not possible to implement the 30-minute reduction on 1st April 2024 , AFC staff will be recompensed as per the Scottish Government update.

Your local manager will be in discussion to find the most effective way to implement the reduction whilst ensuring it fits with any national or Board-wide approach. Implementation of the three elements will be at no detriment in line with the national guidance and we recognise that the reduction in the working week will need to be meaningful to staff taking account of local service needs.

The Implementation Groups will create a page on Staffnet and we will create a series of FAQs for staff along with ensuring the national guidance and any national FAQs are readily accessible.

Further information will be shared with you in the coming weeks.

Staff Bursary

The Staff Bursary is now live and will be opened for applications until 11.59am on Thursday 2 May 2024.

The Staff Bursary Scheme is available to NHSGGC employees from all grades and service areas to support them to gain educational qualifications and undertake courses of study relevant to their role and personal development.

The Staff Bursary will support applications from 1 August 2024 to 31 July 2025 (all courses must start between these dates).

For more information visit the [Staff Bursary pages on HR Connect](#).

Any enquires please contact the Learning the Bursary team, at: staff.bursary@ggc.scot.nhs.uk or LE Support 0141 278 2700 (option 3).

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 the [website](#)**