

Core brief

Daily update

(7 November 2024, 4.15pm)

Topics in this Core Brief:

- The Health and Care (Staffing)(Scotland) Act 2019
- Partial Retirement
- Band 5 nurses urged to apply for role re-evaluation

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 Act came into enactment on 01 April 2024 and applies across healthcare and to those who provide clinical advice and care services.

In [this video](#), staff from some of our healthcare disciplines talk briefly about what the act means for them and their colleagues.



Clinical and care staff should review and understand the guiding principles and consider the potential impact, which the video helps to outline. Standard Operating Procedures have been developed for aspects of what the video covers and they can be found here [NHSGGC Real Time Staffing and Risk Escalation SOP - NHSGGC](#) and [NHSGGC Time to Lead SOP - NHSGGC](#). You can also complete the Informed Learning resource on Turas [here](#).

Please visit our website at: nhsggc.scot/health-care-staffing-scotland-act-2019 or Email us at: ggc.healthcare.staffing@nhs.scot

Partial Retirement

Partial retirement is a flexible option that enables NHS Pension Scheme (Scotland) members to continue working while receiving some or all of their pension benefits.

Key points:

- All active scheme members are eligible to apply for partial retirement as at 1 October 2023
- You must continue paying into the pension scheme to be eligible
- For most members, the minimum retirement age is 55 (actuarial reduction may apply), at which point you can take between 20% to 100% of your pension, without leaving your current job. Some 1995 members with a protected minimum retirement age can take partial retirement from age 50. From age 50 to 55, you will need to take 100% of your pension benefits
- You can access your pension from the 1995 section while continuing to contribute to the 2015 section with no reduction from age 60
- You do not need to take a break or change jobs to take partial retirement. You can carry on working, but you need to reduce your pensionable pay by at least 10% for the first 12 months. This could be reducing your hours, taking on a new role, or reducing your level of responsibility
- The SPPA provisions also offer the ability to continue to sustain a 100% workload whilst reducing your pensionable pay
- To avoid any delays in receiving your pension, you should apply to the SPPA six months before you want to start taking benefits from the scheme.

Further information on partial retirement is available on the SPPA website <https://pensions.gov.scot/nhs/ready-retirement/partial-retirement>.

For further details on how to apply please refer to the NHSGGC Guidance on Partial Retirement which can be found on the HR Connect website: [Retirement and leaving employment - NHSGGC](#). A copy of the Flexible Work Application Form and the Notional PA calculator for career grade medical staff can also be accessed [here](#).

Band 5 nurses urged to apply for role re-evaluation

Band 5 nursing staff who believe they are working at a higher level are encouraged to apply to have their pay banding re-evaluated now.

The application includes questions about all aspects of your job including the skills and knowledge required, your responsibilities and working environment.

Nurses are asked to discuss their applications with their manager before making the initial submission.

Line managers should discuss and agree the job information that Band 5 nurses intend to submit. Following the initial draft submission, line managers will be asked to confirm the job evidence is accurate and notify the Band 5 nurse that their application can be formally submitted to be evaluated.

To ensure consistency of the application process, a National online digital portal/app has been developed, hosting an online application form. You can access the portal/app from any device, but you will need your NHS email address and sign-in details.

Successful applicants will see their role upgraded to Agenda for Change Band 6.

Full information on the process is available on the Scottish Terms and Conditions (STAC) website: [STAC Agenda for Change Review](#).

Further information is also available on [Staffnet](#).

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](#)**