

Core brief

Introduction

This issue of Core Brief brings you all the news about Once for Scotland Workforce policies which come into effect on 1 March 2020.

NHSScotland Workforce Policies

From 1 March 2020, a number of our policies are changing. These will be replaced by the new Once for Scotland Workforce policies.

Developed nationally in partnership with NHSScotland employers, trade unions and the Scottish Government, these policies and associated supporting documents set the standard for employment practice for all NHSScotland Boards to follow.

The Once for Scotland Workforce 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 first phase of implementation includes the following policies:

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

The 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.

More details will be provided in the lead up to 1 March, as well as the promotion of the new National Policies website. In addition we will be promoting attendance at awareness raising sessions for managers very soon, so please look out for these.



**Accessible at any time,
at any location, on any device**



**Everything you need to help you
understand and apply
Workforce Policies**



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