



NHS Golden Jubilee

Meeting:	NHS Golden Jubilee Board
Meeting date:	26 February 2026
Title:	Health and Care (Staffing) (Act) 2019 NHSGJ Annual Report 2025
Responsible Executive/Non-Executive:	Anne Marie Cavanagh Executive Nurse Director
Report Authors:	Eleanor Lang Associate Nurse Director (Corporate) and Brenda Wilson Healthcare Staffing Programme Lead Nurse

1 Purpose

This is presented to Board for:

- Approval

This report relates to a:

- Government policy/ directive
- Legal requirement

This aligns to the following NHS Scotland quality ambition(s):

- Safe
- Effective
- Person centred care

This aligns to the following NHSGJ Corporate Objectives:

- Optimal Workforce
- Culture, Wellbeing and Values
- High Performing Organisation

2 Report summary

2.1 Situation

This paper provides the NHS Golden Jubilee HCSA Annual Report for 2025. There is a legal requirement to report Board progress with implementing the duties of the Act. This will be forwarded to Scottish Government by 30 April 2026, and published on the Board website- this is required within the legislation.

The Annual Report covers the full calendar year for 2025 (Q4 24/25 and Q1, Q2 and Q3 25/26). This is in order to maintain the reporting timetable required by Scottish Government and Board governance committees.

2.2 Background

The Health and Care (Staffing) (Scotland) Act came into effect on 1 April 2024. The Act is applicable to all clinical professional groups, and places specific duties on Health Boards, care service providers, Healthcare Improvement Scotland (HIS), the Care Inspectorate and Scottish Ministers.

NHS Golden Jubilee is required to report our compliance with the duties on a quarterly basis. Each of the quarterly reports that inform this annual report have been presented to the Clinical Governance Committee. This report outlines the progress made, and highlights the ongoing challenges to achieve full compliance with all the duties and the number of clinical professions that are returning reports. This demonstrates their actions being taken to achieve compliance.

Achievement of the statutory duties is monitored by Healthcare Improvement Scotland (HIS). Board Internal Quarterly Reports are submitted to HIS for review and scrutiny. HIS meet with board representatives to discuss content of the reports as part of their duty 12IP HIS: Monitoring Compliance with Staffing Duties.

NHSGJ reports were discussed with the HIS team on two occasions in 2025 and not after every quarter. This was due to redesign of processes for monitoring board compliance within HIS.

2.3 Assessment

There are 13 clinical professions that the legislation is applicable to. Internal quarterly reports are returned by each clinical professional lead on progress with implementation. Reports are returned from the majority of clinical professions.

There are quarterly reports returned to Scottish Government on high cost agency usage over the last quarter and this is subsequently published as per duty 12IB: Duty to ensure Appropriate Staffing: Agency Workers.

Current position against the required duties:

Detail of compliance against the duties is described within the Annual Report.

For NHS GJ the overall level of assurance for the organisations compliance with the act is currently 'Reasonable Assurance' level.

2.3.1 Quality/ Patient Care

Implementation of the legislation provides assurance that there are robust systems and processes in place for monitoring and escalation for clinical staff. This will be further supported with implementation of Safe Care® once eRoster is fully embedded.

2.3.2 Workforce

Compliance with the duties of the Health and Care (Staffing) (Scotland) legislation enables NHS Golden Jubilee to assess the extent to which the current workforce provides the delivery of safe, high-quality care, and to identify associated severe or recurring workforce risks. The legislation also ensures that there are routes available for staff to raise concerns pertaining to staffing levels or quality of care, and that there is a clear process for staff who raises a risk to be informed regarding any action or decision taken as a result.

2.3.3 Financial

There is currently no funding from Scottish Government to resource supporting implementation of HCSA. Temporary Healthcare Staffing Programme Lead Nurse post funded through nursing dept.

2.3.4 Risk Assessment/Management

There is continued variance of achievement of the legislative duties across the professional groups. The quarterly internal reports are shared with the Clinical Governance Committee, highlighting the challenges to full implementation.

2.3.5 Equality and Diversity, including health inequalities

There is neutral impact for equality and diversity issues relevant to implementation of the Health and Care Staffing (Scotland) Act (2019).

2.3.6 Climate Emergency and Sustainability

There are no climate emergency and sustainability issues relevant.

2.3.7 Communication, involvement, engagement and consultation

There is ongoing support for clinical leads regarding implementation of the legislation. There has been ongoing consultation with HIS on our approach to implementation through the monitoring board compliance meetings. Our stakeholders are all internal clinical leads who are aware of the legislative requirements for the Board. There have been regular updates throughout the year provided to the Staff Governance Person Centred Committee, Clinical Governance Committee and Partnership Forum.

2.3.8 Route to the Meeting

The Annual Report will be considered by the following groups as part of its development. The groups have either supported the content, or their feedback has informed the development of the content presented in this report.

- Clinical Governance and Risk Management Meeting 27 January
- Staff Governance Group 22 January
- Partnership Forum 30 January
- Staff Governance Committee 10 February
- Clinical Governance Committee 12 February

2.4 Recommendation

This paper is brought to the Board for Approval. Content of this Annual Report will be submitted to Scottish Government, Healthcare Improvement Scotland and published on NHS GJ website by 30 April 2025 as per statutory requirement.

3 List of appendices

The following appendices are included with this report:

Appendix 1 Annual Report