

NHS Golden Jubilee



Meeting: NHS Golden Jubilee Board
Meeting date: 27 August 2026
Title: Health and Care Staffing Programme
 Quarter 1 2026/2027 Internal Report
Responsible Executive/Non-Executive: Anne Marie Cavanagh, Executive Nurse
 Director
Report Author: Eleanor Lang Associate Nurse Director
 (corporate)
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 Programme Lead Nurse

1 Purpose

This is presented to the Board for:

Assurance	☐	Awareness	X
Decision	X	Discussion	☐

This report relates to a:

Annual Delivery Plan	☐	Local Policy	☐
Emerging Issue	☐	NHS / IJB Strategy or Direction	☐
Government Policy or Directive	X	Other	☐
Legal Requirement	x		

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

Safe	x	Effective	☐
Person-Centred	x		

Please select the level of assurance you feel this report provides to the board/committee and briefly explain why:

Significant	☐	Moderate	x
Limited	☐	No Assurance* / Not Yet Assessed* (*delete)	☐

Comment: Reports received indicate that we are not fully compliant with all duties as required within the legislation across all clinical professions.

From the list below, please select which Board Priority this paper relates to. If none of the priorities suit, please select other and briefly explain why this paper needs to be reviewed at Board/Committee:

Service Sustainability	☐	Financial Sustainability	☐
Workforce Sustainability	x	Environmental Sustainability	☐
Quality and Safety	☐	Population Health and Health Inequalities	☐
Other	☐		

2 Report summary

2.1 Situation

This paper provides the position from Quarter 1 (2026/2027) for NHS Golden Jubilee (NHSGJ) progress in meeting the duties of the Health and Care (Staffing) (Scotland) legislation.

Since commencement, several reporting requirements remain in place with which Health Boards must comply:

1. High-Cost Agency Use- quarterly reports to Scottish Government.
2. The Executive Nurse and Medical Directors require to report to the NHSGJ Board governance groups on a quarterly basis.
3. Annual Board reports to Scottish Ministers detailing compliance with the Act, high-cost agency use and any identified severe and recurrent risks.

2.2 Background

Each clinical lead is asked to provide an assurance report which is aggregated to provide the overall percentage achievement, creating the Board wide quarterly report. The reports include the relevant duties within the Act for each profession to provide detail of the Board's progress with and achievement of compliance with the Act. The Q1 report provides a summary of the Board's position at the end of Q1 2026/2027 against the legislative duties (Appendix 1).

2.3 Assessment

A summary of the combined clinical profession's position is provided through the sections of each duty together with an overall grid of the level of assurance against each duty (Appendix 1).

There are 13 clinical professional groups within NHS Golden Jubilee that the legislation applies to.

2.3.1 Quality/ Patient Care

Implementation of Safe Staffing legislation helps to ensure that we have 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. Safe Care® is planned for implementation in 2026/27 and there are operational challenges that are being addressed before a timetable for implementation can be agreed.

2.3.2 Workforce

Compliance with the legislation duties continues to enable the Board to assess the extent that the current workforce provides the delivery of safe, high-quality care, and identify and mitigate where possible, associated severe or recurring workforce risks. The legislation ensures that there are routes available for staff to raise concerns pertaining to staffing levels or quality of care.

2.3.3 Financial

The Board employs a temporary lead for safe staffing to support application of the duties, provide support to teams and deliver the required reporting.

2.3.4 Risk Assessment/Management

There is a level of variance of achievement of the legislative duties across the clinical professional groups.

2.3.5 Equality and Diversity, including health inequalities

There are no equality and diversity issues relevant to implementation of the legislation. An impact assessment has not been completed.

2.3.6 Climate Emergency and Sustainability

There are no climate emergency and sustainability impacts of the legislation.

2.3.7 Other impacts

There are no other impacts.

2.3.8 Communication, involvement, engagement and consultation

The Healthcare Improvement Scotland (HIS) and NHS Golden Jubilee Engagement Call took place in April 2026 with report authors. A second call is scheduled for October 2026.

The second NHS Golden Jubilee Annual Report was published in April 2026 and forwarded to HIS and the Patient Safety Commissioner (as requested).

2.3.9 Route to the Meeting

This has been previously considered by the following meetings as part of its development. The meetings have either supported the content, or their feedback has informed the development of the content presented in this report.

- Clinical Governance Risk Management Group 28 July 2026
- Staff Governance Group 21 July 2026
- Clinical Governance Committee 12 August 2026

2.4 Recommendation

- Awareness - for members information only

3 List of appendices

The following appendices are included with this report:

- Appendix 1: Quarter 1 2026/2027 HCSA report