

Name & Date of PIN Policy	Title of related Policy, if different from PIN	Does Policy comply with all minimum standards set out in PIN (<u>if variance exists please detail which standard and detail variance</u>)	Implementation Date of Policy/or anticipated date if not yet implemented
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]

<ul style="list-style-type: none"> • Redeployment May 2003 	Covered within Workforce Change Policy and Procedure	Complies with all minimum standards set out in PIN Policy.	Approved June 2010
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]

Name of Pin	Title of related Policy, if different	Does Policy comply with all minimum standards of PIN (<u>if variance exists please detail which standard and detail variance</u>)	Implementation Date of Policy/ or anticipated date if not yet implemented
<u>Managing Health at Work</u> March 2005			
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]

[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	[redacted]	[redacted]	[redacted]

Supporting the Work/Life Balance October 2005			
• Job Share	Policy on Stress in the Workplace	Complies with all minimum standards set out in PIN Policy.	Approved March 2013
• Career Break		Complies with all minimum standards set out in PIN Policy.	Approved March 2013
• Reduced Working Year		Complies with all minimum standards set out in PIN Policy.	Approved March 2013
• Flexible Working		Complies with all minimum standards set out in PIN Policy.	Approved March 2013
• Annualised Hours	Covered Under Flexible Working Policy	Complies with all minimum standards set out in PIN Policy.	Approved March 2013
• Home Working		Complies with all minimum standards set out in PIN Policy.	Approved March 2013
• Phased Retiral		It is believed by the Employee Director that the NHSGGC Phased Retiral Policy exceeds the standards set out in the PIN.	Approved March 2013
• Special Leave		Complies with all minimum standards set out in PIN Policy.	Approved March 2013
• Maternity Leave		Complies with all minimum standards set out in PIN Policy.	Approved March 2013
• Paternity Leave		Complies with all minimum standards set out in PIN Policy.	Approved March 2013

• Breastfeeding		Complies with all minimum standards set out in PIN Policy.	Approved March 2013
• Parental Leave		Complies with all minimum standards set out in PIN Policy.	Approved March 2013
• Adoption and Fostering		Complies with all minimum standards set out in PIN Policy.	Approved March 2013

Health Workforce & Strategic Change Directorate
Workforce Practice Unit
T: [redacted]
E: [redacted]

[redacted]
Director of Human Resources
NHS Greater Glasgow and Clyde Board HQ
J B Russell House
Gartnavel Royal Hospital
1055 Great Western Road
Glasgow
G12 0XH

3 October 2016

Dear [redacted]

**NHS GREATER GLASGOW AND CLYDE STAFF GOVERNANCE STANDARD
MONITORING RETURN 2015/16**

Thank you for submitting your Staff Governance Monitoring Return for 2015/16 along with your PIN Compliance Template and a summary of your 2016/17 Staff Governance Action Plan. We have reviewed these materials and have provided comments below in relation to your submission. Please note there are areas where we have asked for further input or clarification questions. In the context of continuous improvement the purpose of this is to highlight areas where we feel we need further information, or where we think the examples from NHS Greater Glasgow and Clyde could be used as good practice across NHSScotland.

OVERALL EXPERIENCE

[redacted]

WELL INFORMED

[redacted]

APPROPRIATELY TRAINED AND DEVELOPED

[redacted]

INVOLVED IN DECISIONS

[redacted]

TREATED FAIRLY AND CONSISTENTLY

[redacted]

iMatter

[redacted]

PIN Compliance

Following on from the recent PIN Compliance exercise there are three areas requiring clarification, as follows:

- You have indicated that your Redeployment Policy was last reviewed in 2012. The current Redeployment PIN Policy was published in 2014.

[redacted]

Can the Board please give an update on the three issues outlined above.

PROVIDED WITH A CONTINUOUSLY IMPROVING AND SAFE WORKING ENVIRONMENT

[redacted]

EVERYONE MATTERS

[redacted]

STAFF GOVERNANCE ACTION PLAN

[redacted]

In relation to the areas where we have asked for further input or clarification questions your response should be submitted to me by 25 November 2016. I look forward to hearing from you and if you would like clarification on any aspect of this letter please contact [redacted]

Yours sincerely

[redacted]

Head of Staff Governance

Extract from letter from the Director of Human Resources & Organisational Development, NHS Greater Glasgow and Clyde to Head of Staff Governance, Health Workforce Directorate, Scottish Government. Dated 23 November 2016

File name: Staff Governance Standard Monitoring 2015-16 - Response - NHS Greater Glasgow & Clyde

PIN Compliance

Redeployment

The NHSGGC Workforce Change Policy is currently being reviewed by a Partnership group and this policy incorporates the management of redeployment. This refresh will take into account and reflect the most recent redeployment PIN Policy. This work will conclude by end of March 2017.