



**Daily update**  
**(12 February 2026, 4.10pm)**

Topics in this Core Brief include:

- [Collaborative Conversations: Shaping Our Learning Culture Together](#)
- [Staff communication and guidance on implementation of Reduced Working Week \(RWW\) from 1 April 2026](#)

## **Collaborative Conversations: Shaping Our Learning Culture Together**

**\*\*Spaces Remaining – Book Now\*\***

We're delighted to launch the third round of **Collaborative Conversations** focusing on strengthening the learning culture within NHS Greater Glasgow and Clyde. These open, informal sessions offer staff the chance to share their experiences and directly influence how learning and development is supported across the organisation. Building on the valuable insights gathered so far, we remain committed to understanding the diverse experiences staff have with Personal Development Planning & Review (PDP&R), access to learning time, and career development.

These conversations are part of our ongoing commitment to fostering a learning culture where every staff member feels supported to grow, reflect on their career journey, and pursue meaningful development. Whether you want to share your experience of PDP&R, how protected learning time works in your area, or the type of support that would help you progress, we want to hear from you.

Each session will last around 50 minutes and take place via MS Teams or in person. Your feedback will be anonymised and used to inform future improvements in how we support staff development and wellbeing.

Please book the session that suits you best using the links below and take this opportunity to shape the future of learning in our organisation.

<b>Date</b>	<b>Time</b>	<b>Where</b>	<b>Booking link</b>
Monday 23 February 2026	1.30pm	L2-011, Teaching & Learning Centre, QEUH	Click <a href="#"><u>here</u></a> to book a space
Tuesday 24 February 2026	11.30am	MS Teams	Click <a href="#"><u>here</u></a> to book a space
Tuesday 3 March 2026	9.30am	MS Teams	Click <a href="#"><u>here</u></a> to book a space

Wednesday 4 March 2026	3.00pm	MS Teams	Click <a href="#">here</a> to book a space
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Confirmation and details to join will be sent to you. However if you require any further information, please contact [ggc.staffexperience@nhs.scot](mailto:ggc.staffexperience@nhs.scot).

## **Staff communication and guidance on implementation of Reduced Working Week (RWW) from 1 April 2026**

As part of the national 2023/24 Agenda for Change Pay Deal, Scottish Government committed to reduce the working week for Agenda for Change staff. NHSGGC will be implementing a further reduction to 36 hours by 1 April 2026. From this date, the standard full-time working week for Agenda for Change (AfC) staff in NHS Scotland will reduce to 36 hours without loss of earnings. Part-time hours will reduce on a pro-rata basis.

### **What's changing**

- Full-time hours will move from 37 to 36 per week from 1 April 2026.
- Normal hours for a full time working day will be 7.2 hours (36/5) instead of the current 7.4 hours (37/5).
- For part time staff hours will be reduced on a pro rata basis from 1 April 2026.

### **What you need to know**

- The final one hour reduction takes effect from 1 April 2026.
- Basic pay remains unchanged, with national hourly rates aligning to the new 36 hour week.
- NHSGGC is working to ensure safe staffing levels and maintain service delivery.
- The RWW Implementation Group meets regularly to address queries and provide guidance, with updates cascaded via Core Brief, Team Talk, and the Reduced Working Week sharepoint page at [Reduced Working Week Sharepoint](#)

### **What it means for staff**

- Changes will be built into rosters.
- Part-time colleagues will see a proportional reduction to contracted hours.
- Consideration of maintaining or increasing part time hours will be given to part time staff who may request this. This will be subject to budget availability.
- Enhancement rates will be applied under existing Agenda for Change rules.
- Overtime working will be based on the new full time weekly contracted hours of the 36 hour working week and rates applied under existing Agenda for Change rules.
- Annual leave entitlement will continue as per existing AfC provisions. Calculations in hours will reflect the normal hours for a working day which will be 7.2 hours <https://workforce.nhs.scot/calculators/annual-leave-calculator/>;
- Any annual leave hours carried over from 2025/26 should be added to the 2026/27 entitlement.
- Rosters will show new balances where applicable.
- The standard full-time working day will decrease from 7.4 hours (7 hours 24 minutes) to 7.2 hours (7 hours 12 minutes). Rather than simply reducing each day by 12 minutes, changes should be made thoughtfully to help staff achieve better work-life balance.

## **What you will see**

- Updated duty rotas from 1 April 2026 reflecting the 36 hour week (or pro-rata for part-time).
- Overall pay will not reduce however new hourly rates will be visible on payslips from 1 April 2026.

## **Manager responsibilities for implementation**

- Managers should have already agreed, locally, in partnership how the hour will be delivered as part of implementation plans (e.g. early finish/late start, roster pattern updates).

## **No additional resource requested**

Where no additional resource has been requested, managers should continue to work with staff side representatives and staff members to agree and finalise the implementation of the final hour reduction by:

- Reviewing rotas and staffing levels to identify any potential risks to service delivery.
- Exploring options such as flexible working and engaging HR for further guidance if needed.
- Ensuring staff know how to raise concerns or suggestions with their line manager, HR, or staff side representatives.
- Making effort possible to achieve local agreement in first instance. Where all efforts have been exhausted, guidance on the [Dispute Resolution Process](#) can be accessed to help teams facilitate an agreement.
- Consideration of part-time hours options, taking into account any requests from part time staff to maintain or increase part-time hours, subject to budget availability.

## **Additional resource requested**

A separate communication has been issued to Directors and Chief Officers confirming the current position on requests for additional resource and next steps.

## **Next steps**

- Managers should engage with staff and staff side representatives to review Impact Assessment Templates (where applicable) to finalise implementation plans including development of any recruitment plans for the Reduced Working Week. These plans should be finalised by 4 February, giving time to prepare before the new hours start on 1 April 2026. This approach will support service continuity and a smooth transition.
- Further updates will be provided as plans progress.
- Please look out for communications via Core Brief and Team Talk.

## **Questions or support**

- Speak to your line manager in the first instance.
- Visit the official SharePoint page for the Reduced Working Week (RWW) implementation, including guidance, FAQs, and updates for NHS Greater Glasgow and Clyde staff and managers: [Reduced Working Week \(RWW\) update](#)
- Refer to this page for the latest resources, calculators, guidance documents, and working group updates. Staff and managers are encouraged to consult this site regularly as implementation progresses.

**Remember, for all your latest news stories, visit the Staffnet Hub:**

[GGC-Staffnet Hub - Home \(sharepoint.com\)](#)



# Sexual Harassment - Cut It Out



If you need help or support, visit: [www.nhsggc.scot/sexualharassment](http://www.nhsggc.scot/sexualharassment)

\*\*\*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](#)**