Daily update
(20 March 2025, 4.00pm)

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The Scottish Public Pensions Agency contribution adjustments

The Scottish Public Pensions Agency (SPPA) advised Employers of a change in employee superannuation contribution rates from 1 October 2024. A further circular was then issued – NHS Pension Schemes 2024/10 – which stated that as 2024/25 pay award arrears were backdated to 1 April 2024 the superannuation contribution rate that should be applied to this pay element should be the percentage rate that was in place prior to 1 October 2024.

This means that for the vast majority of scheme members the superannuation contribution rate that was applicable to pay award arrears payment should have been either a lesser or greater rate than is currently being applied to all other pensionable pay elements of salary.

The appropriate adjustment will be processed in March salaries and will be shown separately on payslips "Sup Adj Arrs of Pay". The adjustment, which is a minimal amount, ensures that scheme members have paid the correct value of superannuation contributions on their pay award arrears. The Scottish Public Pensions Agency will be advised of all adjustments being made in order to provide assurance that the requirement of their circular has been met.

Workplace pensions – automatic re-enrolment 31 March 2025

Under changes to workplace pension arrangements introduced by the UK Government, NHSGGC, along with other employers, require to ensure all staff who are not members of a workplace pension scheme are automatically enrolled into one, and then to review this on a three yearly basis.

The Board's original staging date for automatic enrolment was 31 March 2013. As we are now approaching our fourth re-enrolment date of 31 March 2025, we are required to review the workplace pension status of our workforce.

It has always been the case that staff may join a Pension Scheme at any time, so if you wish to join now please contact your local payroll contact (details are on your pay slip).

What this may mean for you
If you are already an NHS Pension Scheme Member you need do nothing - you will remain in the NHS Scheme. For full information on your pension scheme, visit
pensions.gov.scot/nhs

If you are not eligible to join the NHS Pension Scheme and are already a NEST Pension Scheme Member you need do nothing - you will remain in NEST. For full information on your pension scheme, visit www.nestpensions.org.uk

If you hold an HMRC certificate confirming entitlement to protection of fixed or enhanced Life Time Allowance (LTA) you do not need to be automatically re-enrolled, however the Board may not be aware that you hold this protection arrangement. Therefore, in order to avoid being part of this process, you must provide a copy of your certificate to the Payroll Department.

If you are not currently a member of either pension scheme we will automatically re-enrol you on 31 March 2025 provided you meet the following criteria:
- Earn over £10,000 a year (£833 a month or £192 per week)
- Are aged 22 or over; and
- Are under State Pension age.

The majority of staff will be enrolled into the NHS Scheme however some of our workforce will not be eligible to join the NHS Pension Scheme and those will be considered for the National Employment Savings Trust (NEST).

Eligible staff will be written to in early March confirming that they are being automatically re-enrolled. A small number of staff may become eligible during

March in which case they will receive notification in early April. This letter will confirm the scheme into which you are being enrolled and will provide some additional information including how to opt out if you do not wish to remain a scheme member.

Further Information
Click here to view the Factsheet on Automatic Re-enrolment

If you are a member of a Trade Union or Staff Organisation, you may wish to seek further information from your local representative.

For information on pensions and saving for later life visit: www.gov.uk/workplace-pensions

Use of AI in healthcare settings

There is much interest in the potential of AI to help with administrative tasks and improve the efficiency of diagnostic pathways within healthcare. While we all welcome this technology and look forward to the various ways in which it may help us manage patients, there are well-known limitations to its use.

Large Language Models such as Chat GPT are known to return inaccurate answers and have not been validated as a source of reliable medical advice for patients or risk assessed for appropriate use of personal data. Patients should not be encouraged towards self-help using these online tools and should always be signposted to validated information sources such as NHS Inform.

A NHS Scotland policy on the use of AI in healthcare settings is being developed and in the meantime we will continue to issue local guidance where necessary.

Report from the Health and Safety Forum

The Forum meets on a quarterly basis with representation from all local Health and Safety Forums. It aims to update on areas of performance, risk, and good practice, which we all have a responsibility to share and improve on.

Make Safety Personal

The Forum is co-chaired by Natalie Smith, Interim Director of Human Resources and Organisational Development and Andrew McCready, Staff Side Lead - Health and Safety.

The Forum also presents the opportunity for each of the local Health and Safety Committees across NHSGGC and Staffside Safety Representatives to speak for

their areas while providing updates on their key issues, share learning and work collaboratively to make our workplaces safer.

The latest meeting of the Forum took place on Thursday 20 February 2025. Key highlights reported at the meeting included:

Ligature Awareness
To make Acute and ED departments safer for high-risk mental health patients, the Health and Safety Forum has been working on ligature awareness and reduction training to help staff reduce, assess, and manage the risk of ligature.

The Ligature Awareness LearnPro module has been updated based on feedback from Acute and is now available to access. This includes risk assessment, training, and a catalogue for fittings.

Adverse Weather
Following the recent Met Office Red Alert for high winds, a SLWG will be created to review learning points from Storm Éowyn. During the alert, NHSGGC enacted its Adverse Weather Policy, and the SLWG will reflect on the incident and assess concerns from staff. Outputs of the meeting will be shared in due course.

The Co-Chairs of the Health and Safety Forum also wish to thank Estates and Facilities teams and all staff for their hard work and perseverance during the alert.

Cut it Out Campaign
The Co-Chairs of the Health and Safety Forum wish to raise awareness of the Cut It Out Campaign. This campaign aims to tackle sexual harassment, address inequalities and advance gender equality in the workplace, and prevent gender-based violence both in our organisation and the wider community.

All managers are asked to encourage their teams to record, review, and reflect on incidents. Forum members will promote in their areas. In addition, staff are also asked to access and consider the material on Staffnet [here](#).

Event - Primary Care engagement sessions from 25 March 2025

Do you have ideas to shape the future of our primary care workforce? Would you like your say on what is important to you and how you/your service works in primary care?

If yes, then you may be interested in attending one of the primary care engagement sessions.

We are now starting to develop the first **Primary Care Workforce Strategy** to take us to 2029. These sessions will ask staff working in and providing services within a Primary Care setting about your views of where you would like us to be by then.

This activity is delivering on a key priority of our Primary Care Strategy 2024-2029, 'To optimise our workforce'. For more information, please download: https://www.nhsggc.scot/downloads/primary-care-strategy-2024-2029/

How can you attend?
There is no need to register. You can add this date to your online calendar as a reminder of the session. You can join via the links below for one or all our themed engagement conversations. Each session will focus on a specific topic.

Workshop 2 - Attract and Employ - 'Recruitment and Attraction' - Tuesday 25 March from 12.30pm to 1.30pm.

Workshop 3 – Train – 'Learn and Careers' – Wednesday 26 March from 12:30pm to 1:30pm.

Workshop 4 – Nurture – 'Wellbeing, Health and Safety' – Wednesday 2 April from 12.00pm to 1.00pm.

What if you can't make it?
If you can't make any of these engagement sessions, keep an eye out for an overview follow up session. If you have any questions regarding the workforce strategy, please reach out to the primary care support team at ggc.primarycaresupport@ggc.scot.nhs.uk.

LGBTQIA+ Peer Support Training Day

As we continue to grow our existing LGBTQIA+ Peer Support Hub, a further training date has been scheduled for members of staff employed by NHSGGC and/or HSCP who identify as LGBTQIA+ or want to support the community.

The training is for those who wish to explore the role of a Peer Supporter and provide support locally in their team or via the LGBTQIA+ Hub, so if you would like to support others in the community, join us and learn how best to do it!

The training date and booking link is noted below.

Date	Time	Venue	Booking
Tuesday 15/04/2025	9:30am-4:30pm	New Victoria ACH, Level 2, Room 16B	Book here

For more information on Peer Support please visit: Peer Support Network - NHSGGC

Contact ggc.peer.support@nhs.scot for any questions or queries.

Datix survey

NHSGGC's Datix system is due to be replaced. We want to hear your views on the system, understand what the challenges are with the current ways of working and use your experiences to help shape the new system. The survey should only take a few minutes to complete and your responses will help inform our future ways of working.

To complete the survey visit: https://forms.office.com/e/StfyEzGhsV.

eESS awareness 'Drop in' sessions/eESS training dates 2025

Please see attached list of eESS awareness 'Drop in' sessions/eESS training dates for 2025, which can be booked through eESS.

The training programme has been designed to assist managers/proxy users who currently process and/or are responsible for the approval of the following staff transactions: job information changes - payroll/SSTS/e-Expenses/finance, types of staff leave - maternity/paternity/adoption, termination of employment - retiral/ill health/moving to another health board/leaving to travel etc.

Ad hoc sessions for staff can be booked directly with Jacqui Graham, email: jacqueline.graham5@nhs.scot

> **Remember, for all your latest news stories, visit the Staffnet Hub:**
> **GGC-Staffnet Hub - Home (sharepoint.com)**

Staff are reminded to make sure their personal contact details are up to date on eESS.