

**Daily update
(26 January 2026, 3.20pm)**

Topics in this Core Brief include:

- [Staff communication and guidance on implementation of Reduced Working Week \(RWW\) from 1 April 2026](#)
- [Have Your Say - Shaping our Internal Communications and Employee Engagement Strategy](#)
- [Changes to MHO Contact Number – Glasgow City](#)

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 (RW) implementation, including guidance, FAQs, and updates for NHS Greater Glasgow and Clyde staff and managers: [Reduced Working Week \(RW\) 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.

Have Your Say - Shaping our Internal Communications and Employee Engagement Strategy

NHSGGC is committed to ensuring staff receive communications that meet their needs and have opportunities to share their views.

As we develop a new three-year strategy to be agreed in 2026, we want your input. How can we improve communications and engagement for you and your team? Have you seen great practice we should adopt across NHSGGC?

Join one of our Collaborative Conversations and help shape the future of staff communications. The more voices we hear, the stronger our new strategy will be.

Any feedback you provide at these sessions will be entirely anonymous and will be used to develop our new strategy.

You can sign up via one of the links below:

- [Tuesday 27 January at 10.00am](#)
- [Thursday 5 February at 3.00pm](#)

Or if you would prefer, you can also drop us an email with any ideas or suggestions at ggc.staffexperience@nhs.scot

Changes to MHO Contact Number – Glasgow City

What is the change?

The telephone number to contact a Duty Mental Health Officer (MHO) in Glasgow City during daytime hours, Monday to Friday, will be changing to: **0141 276 5253**.

Why is this changing?

The change is intended to simplify the process to contact a Duty MHO in an emergency by reducing the current three contact numbers to one. Calls will also now be answered by a single designated Administrative Team.

When will the change take place?

The number will change on: **Monday 2 February 2026**.

Who is affected?

The change will only apply to contacting MHOs for Glasgow City HSCP. Other Local Authority areas will continue with any existing arrangements.

During what hours will this apply?

Monday to Thursday: 8.45am to 4.45pm.

Friday: 8.45am to 3.55pm.

Out of Hours/Public Holidays

These arrangements will not change. After Hours/Public Holidays calls should be directed to Glasgow and Partners Emergency Social Work services (GPESWS) on: **0300 343 1505**.

Hours for GPESWS:

- Monday to Thursday: 4.45pm to 8.45am
- Friday 3.55pm to Monday 8.45am
- Public Holidays.

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.

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](#)