



Daily update
(29 September 2026, 11.45am)

Topics in this Core Brief:

- [Workforce Business Systems \(WBS\) Programme - Optima, SafeCare, LOOP](#)
- [Speak Up Week is here! Natalie Smith, Interim Director of HR and OD launches the week and new Speak Up guide](#)
- [Pain is common. Talking about it isn't: Supporting people to live well with chronic pain](#)
- [NHSGGC AHP Education Fund now open](#)

Workforce Business Systems (WBS) Programme - Optima, SafeCare, LOOP

The **Workforce Business Systems (WBS) Programme** supports NHS Greater Glasgow and Clyde's delivery of the **Health and Care (Staffing) (Scotland) Act 2019**, which aims to ensure safe, effective staffing across health and care services in Scotland.

Why the WBS Programme matters

The WBS Programme combines workforce systems, data, reporting, and governance to support evidence-based staffing decisions and Act compliance.

It helps services and will deliver:

- Greater visibility of workforce data
- Improved planning and reporting
- Better staffing decisions
- Stronger assurance of national staffing compliance
- Better alignment of workforce data, processes, and care needs.

What this means to you

The programme is being delivered in phases, this includes and remains focused on moving staff from Scottish Standard Time System (SSTS) – used to record NHS staff absences and support payroll – to Optima eRostering before SSTS is decommissioned by the end of March 2028. SafeCare will support real-time staffing reviews and risk escalation.

Current position and future plans

Deployment, training, and readiness work is underway across early adopter services, including AHP Services, Healthcare Sciences, Nursing and Midwifery, and Pharmacy. Roll-out and improvement activity will continue throughout 2026/27 within the agreed programme scope. By March 2028, staff currently using SSTS are expected to have moved to Optima. The WBS Programme will continue to provide the digital foundations needed to support safe, effective, and sustainable staffing across NHSGGC.

Any questions?

You can find more information, guidance and resources on the NHSGGC HCSSA website [Workforce Business System](#) - [Optima](#) – [SafeCare](#) - [LOOP](#)

If you have any questions about the Workforce Business Systems Programme, please contact ggc.healthcare.staffing@nhs.scot.

Speak Up Week is here! Natalie Smith, Interim Director of HR and OD launches the week and new Speak Up guide

Today marks the start of Speak Up Week, where we join NHS Boards across Scotland in highlighting the importance of staff voice, psychological safety and speaking up.



Speaking up means colleagues feel free to raise concerns, challenge inappropriate behaviour, speak up when they experience or witness discrimination, bullying or harassment, suggest improvements and seek support when something just does not feel right.

To launch the week, we share this message from Natalie Smith, Interim Director of Human Resources and Organisational Development:



There's still time to sign up for our Speak Up Week webinars! Use the links below to register:

- [Demystifying Whistleblowing](#) | Tuesday 29 September, 1pm – 1.45pm
- [Speaking Up About Sexual Harassment](#) | Wednesday 30 September, 12 noon - 1.45pm
- [Creating Psychological Safety in Your Service](#) | Thursday 1 October, 11am-11.45am

Pain is common. Talking about it isn't: Supporting people to live well with chronic pain

The programme is underpinned by Acceptance and Commitment Therapy (ACT), an evidence-based approach that helps people develop practical skills to live alongside ongoing pain while reconnecting with activities, relationships and goals that matter to them.

Participants often describe how building structure and gradually increasing activity can help them feel they are “living again and not just existing”.

Find out more about the [Scottish National Pain Management Programme](#) and chronic pain support through NHS inform.

People looking for information and support on chronic pain can also visit [NHS inform](#), [Pain Concern](#) and [Pain Association Scotland](#).



NHSGGC AHP Education Fund now open

The Director of Allied Health Professions and the AHP Education Fund Group are delighted to advise that the 2026 Autumn AHP Education Fund **opens to applications today (29 September), closing at 9.00am on Monday 2 November 2026.**

This opportunity includes the following:

- Exploring Practice and Practices (EPAP) work-based learning module by Glasgow Caledonian University, open to all NHSGGC AHP Healthcare Support Workers
- Using Counselling Skills within Allied Health Professions, delivered by Strathclyde University, open to all NHSGGC AHP registered staff and AHP Healthcare Support Workers.

The application packs, including further information, can be found at: [AHP EDUCATION FUND](#)

The application pack can also be requested from the AHP Practice Education Team: ggc.gjnhahpepl@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](#).

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](#)