

**Daily update
(4 February 2026, 4.00pm)**

Topics in this Core Brief include:

- [NHSGGC's Virtual Hospital achieves 200 patient milestone thanks to the Interface team and FNC+Plus](#)
- [Medical Appraisal and Revalidation](#)
- [Staff communication and guidance on implementation of Reduced Working Week \(RW\) from 1 April 2026](#)
- [Looking after yourself and others sessions - Tuesday 17 February](#)

NHSGGC's Virtual Hospital achieves 200 patient milestone thanks to the Interface team and FNC+Plus

Today marks an important milestone for the Virtual Hospital, with over 200 patients in virtual beds.

The Virtual Hospital enables us to provide safe, quality care to our patients, wherever and whenever they need it. This means that patients get to stay at home, get home earlier, or avoid hospital admission altogether, and are supported to manage their own condition with the support of NHSGGC staff and remote monitoring.

Currently caring for 206 patients across Hospital@Home, OPAT, Discharge to Scan, and paediatrics and neonatal virtual wards, the Virtual Hospital is constantly evolving thanks to the work of the Interface Division and new pathways through the Flow Navigation Centre Plus (FNC+Plus). More virtual pathways are set to come online over the next weeks and months as the team aim for 1,000 virtual beds by August 2026.

Director of Interface, Lorraine Cowie, said: "Having over 200 patients in a virtual bed is a huge step forward for NHS Greater Glasgow and Clyde.

"We will continue to move forward and develop innovative pathways for our Virtual Hospital with colleagues across the system, to personalise services for our population and give patients the right care, in the right place, at the right time.

"Not only is this transformative for patient experience, but our work with the Virtual Hospital will also help to reduce the significant pressure on our sites improving access and flow."

You can find more information on Interface and ask the team anything [on Staffnet](#).

Medical Appraisal and Revalidation

Medical revalidation is the General Medical Council (GMC) process requiring all licensed doctors in the UK to demonstrate every five years that they are up-to-date and fit to practise. It ensures doctors meet professional standards through annual appraisals, evidence collection (CPD, feedback, complaints), and a recommendation from a Responsible Officer.

For **Consultant and SDAS doctors** the appraisal year runs from 1 April to 31 March, and all doctors are required to complete an annual appraisal by 31 March or advise of any extenuating circumstance that prevent them from doing so. Extenuating circumstances include Maternity Leave, Long Term Sick Leave and Career breaks. Where a Consultant/SDAS doctor has commenced employment with NHSGGC after 31 October in any given year, they will not be required to undertake appraisal in that year.

For **Clinical Fellows** the timing of their appraisal correlates with their contract end date. For example, if a clinical fellow is due to leave at the beginning of August they are required to complete their appraisal by the end of July. For those clinical fellows leaving at the beginning February they should complete their appraisal by the end of January.

As we approach the end of the Appraisal year for 2025/26, if you have not yet set a date for your appraisal, please contact your appraiser to arrange an appraisal meeting before the end of March. The date for this meeting should be uploaded on to the SOAR system as soon as possible. If you have not been paired with an appraiser please let the Medical Staffing Revalidation Team know by emailing: ggc.medical.revalidation@nhs.scot and they will ink in with your service team to arrange.

In a recent letter to all doctors Dr Scott Davidson Responsible Officer advised both the importance of appraisal for colleagues as well as the Chief Medical Officer's ask that we meet the target of a 90% completion rate for annual appraisals for 2025/26 within each Health Board, making it imperative for all appraisees to adhere to these timings.

For a copy of Dr Davidson's letter and further information on medical appraisal and revalidation please access HR Connect [Medical Revalidation and Appraisal - NHSGGC](#)

Staff communication and guidance on implementation of Reduced Working Week (RW) 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

Looking after yourself and others sessions - Tuesday 17 February

Our **Looking after yourself and others** sessions offer a dedicated 45-minute pause to focus on stress, self-care and wellbeing during the working week.



Many colleagues tell us they didn't realise how much tension they were carrying until they attended and how helpful it was to step away briefly and reset.

The session includes practical techniques such as breathing and relaxation and time to reflect on your own needs. Most colleagues leave with strategies they can use again when things feel pressured.

Join and come along to get a simple but effective opportunity to support your wellbeing.

Sessions are online via Teams, open to all staff and require no preparation.

Our next session:

Tuesday 17 February 10.00am

[Book here](#)

Other dates and sessions are available and can be booked under the section *Level 1: Looking after yourself and others* on the [Peer Support webpage](#)

For any question or queries please contact peer.support@ggc.scot.nhs.uk or visit [Peer Support Network - NHSGGC](#)

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](#)