



Daily update
(6 October 2025, 11.00am)

Topics in this Core Brief include:

- Health and Care (Staffing) (Scotland) Act 2019 (HCSSA)
- Encourage patients to engage with BRAN
- Looking after yourself and others

Health and Care (Staffing) (Scotland) Act 2019 (HCSSA)

The Health and Care (Staffing) (Scotland) Act 2019 (HCSSA) seeks to enable safe high-quality care and improved outcomes for service users by ensuring appropriate and effective levels of staffing for NHS Scotland and care service providers. The legislation was enacted on 1 April 2024 and applies across healthcare and care services. The first NHSGGC Annual Reports for Health and for Care have been submitted. The NHSGGC HCSSA Programme has migrated into a Transitional Oversight Board and we will continue to support the organisation, our colleagues and develop supporting resources, and can still be contacted via: ggc.healthcare.staffing@nhs.scot

New HCSSA Resources

To support colleagues to understand what the Act means in practise across NHSGGC, new resources continue to be developed and published on the [Health & Care \(Staffing\) \(Scotland\) Act 2019 - NHSGGC](#) web page, and we continually review Standard Operating Procedures (SOPs) previously developed and published.

We have received updates as part of the work with Healthcare Improvement Scotland (HIS) on National Definitions relating to Real Time Staffing and Risk Escalation (RTS & RE) and have updated the [RTS & RE SOP](#) and [Time to Lead \(TtL\) SOP](#) accordingly. We have also listened to queries raised regarding consistent approach by Directorate/Sector/HSCP on how Risk Registers should reflect escalated risks regarding staffing, especially where Datix is not in use, and have developed a [HCSSA RTS & Risk Escalation Template with Example](#). Please review these updated documents and consider any updates and amendments to local service/team SOPs as appropriate.

Encourage patients to engage with BRAN

This Health Literacy Month we're encouraging patients to consider the BRAN questions from NHS Informs ["It's Okay to Ask" campaign](#).

It's Okay to Ask encourages patients to ask:

- What are the **Benefits** of my treatment?



- What are the **Risks** of my treatment?
- Any **Alternative** treatments I can try?
- What if I do **Nothing**?

Using the BRAN structure can help patients become more involved and able to make better decisions about their own care and treatment.

To support this year's campaign, we're asking Health Professionals to encourage patients to be more engaged with their health care by prompting the BRAN conversation.

If you want help with this, you can order It's Okay to Ask branded materials [from PHRD](#) and check out the campaign here: <https://www.nhsinform.scot/campaigns/its-ok-to-ask/>

As the board moves in its new direction to listen, learn and transform, be part of the journey and sign up for [Think, check, understand: navigating health information](#)
Upcoming Sessions (7–9 October).

Looking after yourself and others

Over 5,000 colleagues have now taken part in our 'Looking after yourself and others' sessions, a practical and supportive 45-minute session designed to help staff better manage stress and improve overall wellbeing.



These sessions focus on stress management, self-care, and practical skills like breathing and relaxation techniques. The approach is reflective and hands-on, giving you space to consider your needs and take meaningful action.

Here's what some participants have said:

- "Very practical in approach and made me feel positive about how changes could be made."
- "Remembering I am firstly important."
- "Encouraging me to write an action plan."

If you haven't participated yet, we encourage you to consider attending a session to gain practical strategies and support for managing stress and maintaining your wellbeing.

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](#)