Directorate for Health Workforce
Health Workforce Culture, Pay and Partnership Division
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NHS Golden Jubilee
Chief Executive
Chair
Employee Director
Human Resources Director

Dear Colleagues,

NHSScotland Staff Governance Standard 2025-2026: Assurance of Compliance

Dear NHS Golden Jubilee,

As you are aware, the Staff Governance Standard is a fundamental element of our national work and legislative focus for NHS Scotland employers to ensure that they work towards achieving and maintaining exemplary employer status. The annual Staff Governance monitoring process aims to provide assurance both locally and nationally that the Staff Governance Standard is being fully and properly applied in all Boards, and where there are areas for concern that support can be provided.

The national exercise that will provide assurance to the Scottish Workforce and Staff Governance Committee (SWAG) will follow the same format as last year. You'll see that this year's template, attached, continues to include the ask for data on Bullying and Harassment, Whistleblowing and Retire and Return. In view of the instruction to Boards set out in DL23 (2024) the template also includes a question around Board anti-racism plans. In the same way as last year, Boards are invited to provide information on any challenges and successes, and provide a copy of their Assurance Report and Annual Workplan/Action Plan.

We would be grateful if you can provide the requested information by 15 January 2027.

Please do not hesitate to contact us at healthworkforcepartnership@gov.scot if further information or clarification is required.

Yours sincerely
Christina Stokes

Health Workforce Directorate