

Public Health Reform

Human Resources Workstream

Draft Deliverables

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Deliverable 1

Establish formation of the HR Workstream Group with:

- Inclusive membership;
- an agreed purpose;
- an appropriately ambitious work programme; and
- clear linkages with other relevant work streams.

Status: Initial meeting of stakeholders on 8th August 2018, membership etc in process of development. Next meeting of the Group to take place beginning of October 2018.

Completion: ongoing



Deliverable 2

Establish comprehensive information on all staff included in the organisational change programme for Public Health Reform. Maintain this information on a 'live' basis.

Status: Work commenced August 2018 through HR staff in NSS and HS.

Completion: To be agreed.



Deliverable 3

Establish and maintain comprehensive, meaningful and responsive communications and engagement with all staff and staff representatives in relation to the HR Workstream.

Status: Communications initiatives commenced with staff, staff FAQ document in preparation (due to be issued in September 2018), engagement with relevant Employee Directors planned, Communications Strategy in development.

Completion: Ongoing



Deliverable 4

Complete a comprehensive assessment of HR Policies across NSS and HS to establish areas of consistency/ difference and opportunities for harmonisation (consistent with and in preparation for the SGov 'Once for Scotland' HR Policy approach).

Status: Assessment commenced in August 2018 involving HR staff from NSS and HS.

Completion: Report on progress due in September 2018 with a view to completion by October 2018.



Deliverable 5

Legally compliant and operationally effective Staff Transfer Arrangements are developed and implemented consistent with the overarching Programme Plan.

Status: Discussion to take place with NHSS Central Legal Office in Sept 2018. Further detailed planning discussions progressed through the HR Group.

Completion: Ongoing.



Deliverable 6

Establish professional and effective **HR arrangements to support and service the future needs of Public Health Scotland.**

Status: Not yet commenced.

Completion: Ongoing.



Deliverable 7

Complete a review of existing leadership, management development and performance management arrangements to introduce best practice and consistency of approach and investment.

Status: Not yet commenced.

Completion: Ongoing.



Deliverable 8

Develop thoughts on an appropriate organisational structure for Public Health Scotland with contemporary organisational values and behaviours.

Status: Not yet commenced.

Completion: Ongoing.



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