

Healthcare Staffing Programme

NHS Board Level of Compliance Comparison 2425 vs 2526

	Substantial
	Reasonable
	Limited
	Not assured

Health and Care (Staffing) (Scotland) Act 2019 NHS Board Annual Reports 2024-2025

	Duty to ensure appropriate staffing and guiding principles	Duty to have real-time staffing assessment in place	Duty to have risk escalation process in place	Duty to have arrangements to address severe and recurrent risks	Duty to seek clinical advice on staffing	Duty to ensure adequate time given to clinical leaders	Duty to ensure appropriate staffing: training of staff	Duty to follow the CSM	Duty to provide training and consultation of Staff
Board	12IA	12IC	12ID	12IE	12IF	12IH	12II	12IJ	12IL
NHS24	Substantial	Substantial	Substantial	Substantial	Substantial	Substantial	Substantial	N/A	N/A
NHS Ayrshire and Arran	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Substantial	Substantial
NHS Borders	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Substantial
NHS Dumfries and Galloway	Substantial	Reasonable	Substantial	Substantial	Substantial	Substantial	Substantial	Substantial	Substantial
NHS Fife	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable
NHS Forth Valley	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Substantial	Substantial	Substantial
NHS Golden Jubilee	Substantial	Substantial	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Substantial	Substantial
NHS Grampian	Limited	Limited	Limited	Limited	Limited	Limited	Reasonable	Limited	Limited
NHS Greater Glasgow and Clyde	Reasonable	Limited	Limited	Reasonable	Limited	Limited	Reasonable	Reasonable	Reasonable
NHS Highland	Reasonable	Reasonable	Reasonable	Limited	Limited	Limited	Reasonable	Reasonable	Reasonable
NHS Lanarkshire	Substantial	Reasonable	Reasonable	Substantial	Reasonable	Reasonable	Substantial	Reasonable	Reasonable
NHS Lothian	Limited	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable
NHS National Services Scotland	Substantial	Substantial	Substantial	Substantial	Reasonable	Substantial	Substantial	N/A	N/A
NHS Orkney	Limited	Limited	Limited	Limited	Limited	Limited	Limited	Limited	Limited
NHS Scottish Ambulance Service	Reasonable	Reasonable	Reasonable	Substantial	Reasonable	Reasonable	Reasonable	N/A	N/A
NHS Shetland	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Substantial	Substantial	Substantial
NHS Tayside	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Substantial	Substantial	Substantial
NHS The State Hospital	Substantial	Substantial	Substantial	Substantial	Substantial	Reasonable	Substantial	Substantial	Reasonable
NHS Western Isles	Reasonable	Reasonable	Substantial	Substantial	Reasonable	Reasonable	Reasonable	Substantial	Substantial

Annual Reports 2025-2026

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NHS Ayrshire and Arran	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Substantial	Substantial
NHS Borders	Reasonable	Reasonable	Reasonable	Reasonable	Reasonable	Limited	Reasonable	Reasonable	Reasonable
NHS Dumfries and Galloway	Substantial	Substantial	Substantial	Substantial	Substantial	Reasonable	Reasonable	Substantial	Substantial
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