



Dear Colleague

SUPPLEMENTARY STAFFING – NURSE AGENCY CONTROLS

1. This Directors' Letter (DL) follows [DL \(2024\) 04 dated 12 March 2024](#) which requests that from 1 April 2024 Health Boards no longer use agency workers to fill Healthcare Support Worker (HCSW) / unregistered staff shifts.
2. Building on the above, this DL requests that from 31st October 2024 all agency nursing staff use be by exception only. This includes agency nursing staff accessed via the relevant National Procurement Framework NP51023 or through any other route.
3. Any Nurse agency use thereafter should be approved by the relevant responsible Executive Director within the Board.
4. Similar to DL (2024) 04, these arrangements must be adhered to except where it is clear that not accessing staff via an agency will result in either a clinical safety breach or suspension of a service or, otherwise, a breach of a Board's legal obligations.
5. To support the consistent implementation of the above arrangements, the current reporting mechanism used to monitor Boards' agency use will remain in place. Thank you for continuing to support the operation of these arrangements.

DL (2024) 22

04 September 2024

Addresses

For action

Chief Executives
HR Directors
Executive Nurse Directors

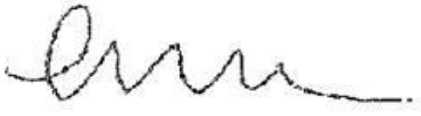
For information

Finance Directors

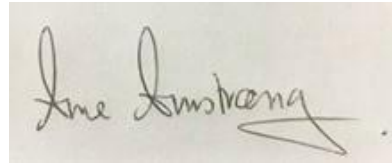
Enquiries to:

Tel: 0131 244 3323
Email:
directorofhealthworkforce@gov.scot

Yours sincerely

A handwritten signature in black ink, appearing to read 'G Russell', with a long horizontal flourish extending to the right.

Gillian Russell
Director of Health Workforce

A handwritten signature in black ink, appearing to read 'Anne Armstrong', with a stylized flourish at the end.

Anne Armstrong
Interim Chief Nursing Officer