

Chief Nurse

Renfrewshire Health and Social Care Partnership

Candidate information pack

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Thank you for your interest



Dear Candidate,

Thank you for your interest in joining NHS Greater Glasgow and Clyde (NHSGGC). We hope this information pack gives you a clear sense of the opportunity this role offers and helps you reflect on how your experience and leadership approach align with our ambitions.

NHSGGC provides high-quality health and social care to a diverse population of 1.3 million people. Our services are delivered across our Acute system, six Health and Social Care Partnerships, and a wide range of primary and community settings. More than 40,000 colleagues work together every day to support the health and wellbeing of our communities.

Health and care needs continue to evolve, and so must we. Our organisation is progressing a significant programme of transformation to ensure our services remain responsive, sustainable, and focused on improving outcomes for the people we serve.

We are looking for leaders who are values-driven, forward-thinking, and committed to person-centred care. You will bring experience of leading within a large, complex organisation where high standards for patients, service users, or the public are essential. This experience may come from health, social care, or another sector delivering services with wide public impact.

What will set you apart is your ability to inspire and empower others, build strong partnerships, and make a meaningful contribution to our strategic priorities. You will value collaboration, compassion, and continuous improvement, and you will bring the confidence to lead through challenge and change.

If our purpose and values resonate with you, we look forward to receiving your application.

Recruitment Services

Job details

Details	
Post	Chief Nurse – Renfrewshire Health and Social Care Partnership
Grade/ Salary	Agenda for Change Band 8C: £87,400 - £93,685 per annum, pro-rata)
Hours	Full time (37 hours per week)
Tenure	Permanent
Location	Old Johnstone Clinic, 1 Ludovik Square, Johnstone PA5 8EE

Are you a visionary nurse leader ready to shape the future of integrated health and social care? NHS Greater Glasgow and Clyde invites you to bring your passion, strategic insight, and compassionate leadership to the role of **Chief Nurse** for Renfrewshire Health and Social Care Partnership.

This is more than a job—it's a chance to lead transformational change, improve lives, and make a lasting impact on communities across Renfrewshire. As the most senior nurse in the HSCP, you'll be at the heart of strategic planning, clinical governance, and workforce development, ensuring safe, person-centred care across diverse services including adult nursing, mental health, children's services, and primary care.

We're looking for a dynamic, forward-thinking leader with:

- First-level NMC registration and a relevant degree or master's qualification
- Proven experience in senior clinical leadership and strategic service development
- A deep commitment to tackling health inequalities and improving population wellbeing
- The ability to inspire, influence, and collaborate across organisational boundaries

You'll work alongside a strong, multidisciplinary team and contribute to national policy, while also shaping local services that truly matter. This is your opportunity to lead with purpose, drive innovation, and be a catalyst for excellence in care.

Why Join Us?

This is an exceptional opportunity to help shape the future of integrated health and social care in one of the UK's highest performing and most dynamic health and care systems to improve outcomes for adults, children, and families across Renfrewshire and beyond. You will be part of an ambitious team driving improvement across Renfrewshire, ensuring that nursing is at the heart of a modern health and care system focused on people, partnerships, prevention and performance.

For shortlisted candidates, you should be aware the selection process will include a pre-interview assessment process prior to a formal interview. Details of the pre-interview assessment will be communicated to shortlisted candidates.

If you would like an informal discussion about this post, please contact:

Billy McClean
Chief Officer, Renfrewshire Health and Social Care Partnership
Telephone: 07779 919881
Email: billy.mcclean@renfrewshire.gov.uk

By signing the Armed Forces Covenant, NHSGGC has pledged its commitment to being a Forces Friendly Employer. We support applications from across the Armed Forces Community, recognising military skills, experience and qualifications during the recruitment and selection process.

Candidates should provide original and authentic responses to all questions within the application form.

The use of artificial intelligence (AI), automated tools, or other third-party assistance to generate, draft, or significantly modify responses is strongly discouraged. By submitting your application, you confirm that all answers are your own work, reflect your personal knowledge, skills and experience, and have not been solely produced or altered by AI or similar technologies. Failure to comply with this requirement may result in your application being withdrawn from the application process.

Details on how to contact the Recruitment Service and the recruitment process can be found within this pack, or outlined on the [information for candidates](#) website.

Job description

Job Title	Chief Nurse
Department	Senior Management Team
Grade	Agenda for Change Band 8C
Directorate	Renfrewshire Health and Social Care Partnership

Job Purpose

The post holder is the most senior nurse within Renfrewshire Health & Social Care Partnership (HSCP) and a key member of the HSCP Senior Management Team, Integrated Joint Board, Strategic Planning Groups and NHS Greater Glasgow and Clyde Senior Nursing Leads Group.

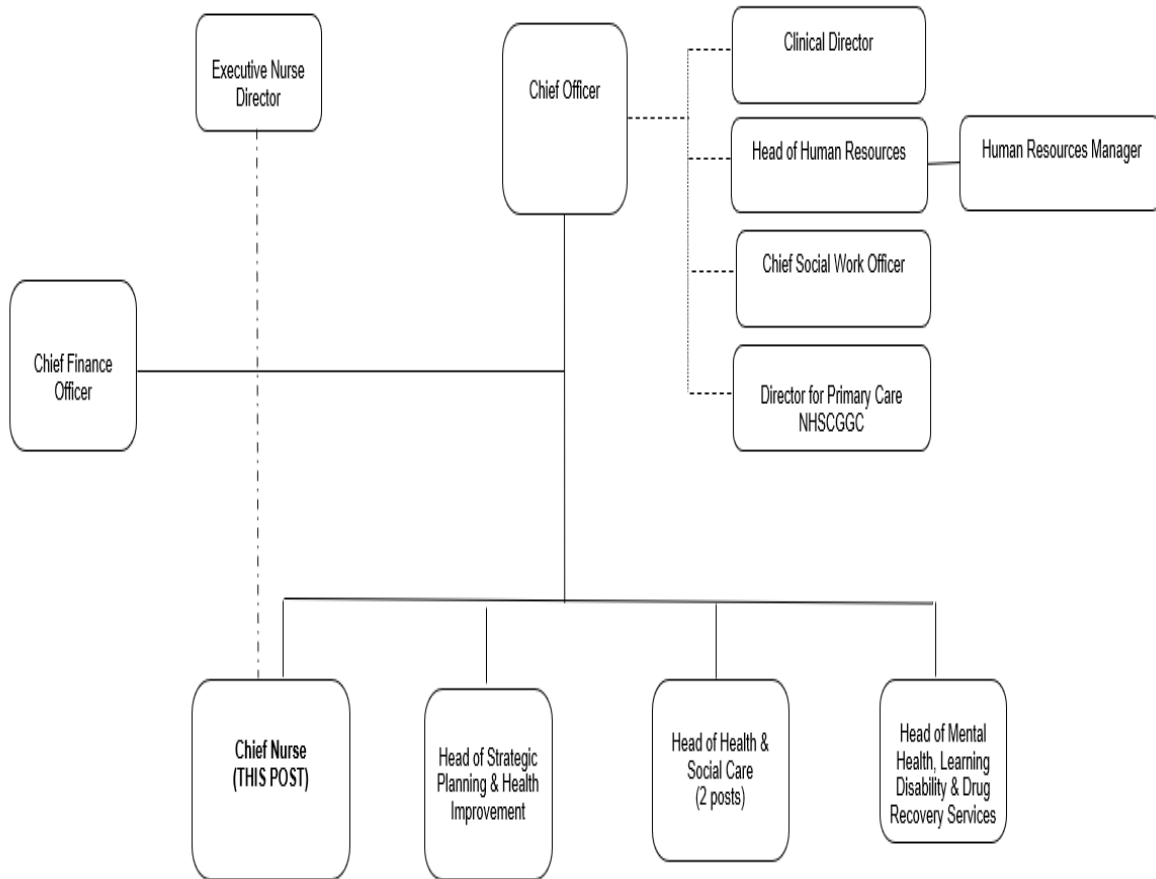
The post holder has strategic leadership responsibility for ensuring the delivery of person centred, safe and effective nursing services and clinical practice within the HSCP including any hosted services. This includes commissioning arrangements, providing direction and guidance on professional issues by establishing effective clinical and care governance arrangements, developing policy and establishing an effective and highly skilled nursing workforce to meet the needs of the population, in accordance with the Health and Care Renewal Strategy, Population Health Framework, Public Sector Reform Strategy and the Quality Strategy, .

The post holder is required to deputise for the Board Nursing Director as required.

In addition, the post holder will hold a strategic portfolio which involves leading on specific issues for nursing across the six HSCP's within NHS Greater Glasgow and Clyde, representing NHSGGC at a national level when required.

Organisation Chart

Renfrewshire HSCP Structure



Scope and Range

Renfrewshire HSCP

Population 180,000

Integrated budgets c£420m

Nursing staff 597.89

The HSCP's are legally constituted corporate bodies responsible for a wide range of integrated health and social care services set out in individual schemes of establishment. This includes any hosting arrangements agreed with other HSCP's and the NHS Board. Services are delivered to homes, health centers, clinics, schools, prisons, residential and in-patient areas. In addition to directly managed services HSCPs are responsible for planning acute hospital unscheduled care services for their populations and commissioning partner agencies to provide services on behalf of HSCP's.

Each HSCP is governed by an Integrated Joint Board with membership drawn from non-executive directors of the health board, elected council members, independent and third sector organisations, service users, staff partnership organisations and senior officers including professional leads.

All nurses within Renfrewshire are clinically and professionally accountable to the Chief Nurse either directly or via their line managers/professional leads.

Main Duties and Responsibilities

Clinical Leadership and Strategic Planning

- Provide professional advice to Integrated Joint Board and contribute to the corporate governance arrangements for the Board
- Provide professional leadership for the strategic direction of all nursing and Children & Families (Health Visiting/School Nursing/Family Nurse Partnership practice across HSCP and hosted services. This includes:
 - service development and redesign,
 - workforce planning including the implementation of the national workforce and workload planning tools,
 - innovative role development,
 - recruitment and retention,
 - Professional supervision and development to underpin the provision of sustainable high-quality services.
- Lead and influence the development and implementation of a transformational programme which embeds a culture of continuous quality improvement and is in line with the National Nursing and Midwifery Quality Assurance Framework to provide safe, effective and person centred care.

- Develop the nursing contribution to community planning and community regeneration processes in partnership with local communities, voluntary agencies and local authorities to produce a joint health improvement and local delivery plan, designed to support the improvement in the health and well-being of local communities, attainment of HEAT targets, national outcomes and to reduce inequalities in health status.
- Lead and be accountable for the integration of professional nursing practice development objectives with the aims, objectives and priorities of the HSCP.
- Provision of expert-level clinical/professional advice and direction in the management of complex clinical cases and clinical risks across a wide and diverse range of services.
- In conjunction with Chief Officer, contribute to the formulation and integration of management, clinical, financial and business planning, to support effective service development, operational delivery and continuous improvement.
- Contribute to the strategic development of community and mental health nursing services provision in line with the Health and Care Renewal Strategy, Population Health Framework, Public Sector Reform Strategy, 20-20 vision, Quality Strategy and the interface with acute nursing services.
- Actively participate as a member of the NHSGGC Nursing Network, led by the NHS Board's Director of Nursing to review and develop nursing practice and governance across the organisation.
- Lead on whole system service redesign projects, so that the post holder retains a varied and challenging portfolio of responsibilities to promote personal development and optimises the use of available management resources across the HSCP'.
- Lead and critically contribute to reviews of significant critical incidents and clinical systems reviews
- Ensure effective frameworks to develop implement and monitor professional practice standards and quality of service delivery to continuously improve and enhance patient care by establishing programmes of audit, reporting and action planning.

Policy Development, monitoring and Implementation

- As a member of the HSCP's Integrated Joint Board & Senior Management Team the post holder is responsible for the development, implementation and review of organisational policy including policies related to patient safety and the management of clinical risks
- Take a lead role in the development of a range of policies, guidelines, clinical audit, research and development, risk assessment, performance management and statutory reports, aimed at achieving Scottish Government, HSCP' and NHSGGC policy objectives within area of responsibility. This will ensure that the nursing workforce delivers safe clinical practice.
- Support nursing teams to ensure care assurance mechanisms are in place, monitored and reported.
- Lead and contribute to the development of national policy when required
- Develop and implement the findings of national nursing and other clinical policies across the HSCP.
- Provide clinical leadership and expert strategic level advice on matters of policy to Integrated Joint Board and others.

- Lead on implementation of national and local nursing strategic plans, ensuring effective collaboration/liaison with senior management colleagues, partner agencies, service stakeholders and multi-disciplinary teams.
- Provide professional input to the planning, implementation and evaluation of service redesign programmes.

Research and Education

- Lead the implementation of the nursing research strategy within area of responsibility
- Ensure that nursing practice innovation and development is informed by research, recognised best practice and clinical evidence by aligning with national guidelines and good practice statements
- Work in partnership with higher and further education institutes, NHS Education for Scotland (NES) and the Scottish Government to ensure delivery of educational programmes which meet the statutory requirements of pre and post registration nurse education and which provide a workforce that is responsive to the needs of the organisation.
- Commission and develop post registration education programmes ensuring quality and value for money
- Authorise and monitor service level agreements with HEI partners, NHS Education for Scotland, and SGHD where required.
- Deliver in-house educational and development programmes to groups and individuals as required.
- Establish and maintain a culture of career-long learning and development within sphere of responsibility
- Ensure that the statutory educational standards for pre–registration nurse training are met across all nursing services. This includes the training of workplace mentors in line with statutory requirements, monitoring of the mentor data base, and the governance of clinical practice placement standards.

Finance and staffing resources

- As a member of the senior management team and the IJB contribute to the financial decision making of the HSCP to ensure financial balance
- May be responsible for a delegated budget for project work streams, training initiatives, government funded programmes or similar and managing any staff associated with this
- Manage and advise on staff disciplinary and grievance issues in accordance with the scheme of establishment within the Boards disciplinary policy up to and including Board level appeals against dismissal.
- Provide leadership and direction for all nursing staff within area of responsibility in relation to the implementation of staff governance standards, working closely with HR and partnership colleagues to create an open, transparent and positive culture to maximise staff potential and the delivery of effective and efficient services.

- Establish nursing workforce plans, ensuring the nursing workforce is adequately resourced and educationally/clinically prepared to deliver high quality care in a dynamic and responsive organisation, taking a lead role in determining nursing workforce and budget setting for nursing within the partnerships.
- Ensure robust supervision arrangements are in place for all nursing staff within the HSCP's
- Ensure support mechanisms are in place in the clinical setting for staff to achieve full compliance with the NMC revalidation process

Systems and Equipment

The post holder is responsible for:

- ensuring that systems are in place to monitor care assurance frameworks for nursing practice within area of responsibility
- Ensuring systems are in place to monitor professional practice that requires referral to the Nursing & Midwifery Council (NMC) and provides assurance on the statutory requirements for professional practice including Revalidation. This includes governance of workforce data bases that ensure staff are meeting the statutory responsibilities of the governing body.

The post holder works with and across a range of equipment and software packages including:-

- Computers (Desktop and Laptop)
- Mobile and landline telephone
- MS Office – Word, excel, access
- Statistical packages eg SPSS to prepare data reports, research analysis
- E Mail
- Datix
- Micro strategy
- Patient Information systems
- SSTS & EKSF

Decisions and Judgements

The post holder reports directly to the Chief Officer– Renfrewshire HSCP.

The post holder is professionally responsible to the Board Nurse Director.

- The work of the post holder is self-directed within agreed annual objectives, acting with substantial autonomy and exercising personal and professional discretion across the breadth of the remit.
- The post holder is responsible for providing high-level, leadership and co-ordination at strategic and operational levels within area of responsibility.
- The post holder is fully accountable for leading and driving progress within areas of responsibility within the parameters of established national and local priorities, policies and procedures, operating autonomously within this framework and is expected to function as a source of expertise and advice at the highest level.

- Performance is reviewed through agreement and monitoring of performance objectives and individual performance appraisal by the Chief Officer and the Board Nurse Director. Formal appraisal is undertaken annually but the Chief Officer –and Board Nurse Director will undertake more frequent and on-going formal reviews of progress on major issues, giving authority where necessary for the post holder to proceed with matters out with the scope of his/her delegated authority.

Communications and Relationships

- **Internal relationships** – The post holder is expected to communicate effectively with a wide range of staff including, Executive and Non- Executive Directors, clinical directors, lead clinicians, senior clinical and non-clinical staff. This involves the building of successful and effective relationships across the Acute, Primary and Secondary Care sectors, professional organisations, Trade Unions, and staff at all levels.
- **External relationships** – The post holder is expected to build and manage highly effective relationships with Local Authority partners, Police, Fire Service, Prison Service, Elected Members, voluntary organisations, user and carer organisations, other NHS Boards and SGHD, NES, NHS QIS, Higher and Further Educational Institutes

Excellent communication is required as a platform for ensuring effective transformational organisational change. This shall be achieved through persuasion, negotiation and motivation. A pre requisite is the necessity to have strong presentational skills as is the ability to express views convincingly and coherently using a variety of media.

The post holder will be expected to prepare and present papers to the Integrated Joint Board' for the HSCP

The post holder will use persuasive and negotiating skills to achieve operational objectives and to plan strategic developments. The post holder will require to manage highly complex communications with large groups of staff in the delivery of an extensive programme of organisational change resulting from new ways of working and integration of health and social care. The post holder communicates with staff, patients and carers regarding clinical issues, patient information suggestions and complaints demonstrating a balanced equitable approach to managing difficult situations. This includes responsibilities in accordance with Duty of Candour.

The post holder will require to negotiate and liaise with senior managers, staff, trade union organisations, partner agencies and other interested parties.

Most Challenging/Difficult parts of the Job

- Strategic and operational service reconfiguration, including the delivery of joined up patient pathways beyond traditional boundaries, through the provision of nursing leadership, ensuring the organisation works in a more person centred, effective and efficient manner.
- Developing the nursing workforce in line with partner organisations to meet the needs of an ageing population and improve the health status of the Renfrewshire population.
- Developing and delivering exemplar clinical service and practice throughout significant service change.

Physical, Mental, Emotional & Environmental Demands of the Job

- The post holder works in a variety of environments including office based work – preparing reports, administrative tasks (usually at least 3-4 hours at a time on 2-4 occasions per week); clinical environments, and attending a range of meetings.
- The post holder is required to travel frequently within the NHSGGC geographical area and on a regular basis to other locations within Scotland.
- The post holder will demonstrate a high level of visible leadership within clinical environments. This is achieved through regular (minimum of weekly) visits to community teams which will include communicating and caring for patients at the point of care delivery.
- The post holder operates in a standard office environment sitting for long periods of time inputting at key board and dealing with electronic and other forms of communication. Daily use of PC and mobile devices involving the full range of office and statistical software packages.
 - There is a frequent requirement to attend and chair Board wide meetings and individual interviews.
 - There is a continual requirement to balance competing demands and react to swiftly changing priorities
 - Intense concentration is required to analyse and interpret complex information in order to compile reports, prepare performance information and participate in significant clinical incident reviews, staff disciplinary and grievance hearings up to and including board level appeals, and internal and external scrutiny and assurance processes (e.g. mental welfare commission, SGHD, and HIS)
 - Regular requirement to review significant clinical incidents often involving patient deaths.
 - Involvement in sensitive meetings with relatives/carers and staff following critical incidents including people with mental health problems, in accordance with Duty of Candour obligations.
 - Regular involvement with the Professional Regulator (NMC) on Fitness to Practice Investigations
 - Managing staff concerns in the face of constant change

- The post-holder is required to communicate potentially contentious issues and maintain effective working relationships with a wide range of internal and external groups, forums and agencies that often have competing priorities.

Working Conditions

- Potential exposure to unpleasant working conditions through the course of clinical visit to teams.
- The post holder will be present in clinical areas on average 3 -4 times per week and will undertake a full shift at least monthly

Knowledge, Training and Experience required to do the Job

- First level Registered Nurse
- Educated to 1st degree/Masters level or equivalent
- Experience of senior management and professional leadership within the NHS with the ability to effectively and efficiently address complex clinical and professional issues across organisational boundaries influencing local and national policy.
- Ability to demonstrate integrity, effective leadership and management skills with a proven track record of achievement in strategy, policy and practice development locally and nationally.
- Ability to develop and maintain positive and effective partnerships with partner organisations, providing a positive role model working within the NHS and across organisational boundaries.
- Understanding of the national health and social care agenda in Scotland and a proven track record of utilising creative, strategic and innovative solutions to deliver it.
- Credible and effective communicator with the ability to operate efficiently under pressure and motivate staff
- Ability to lead/critically contribute to and influence the strategic agenda and translate complex strategy into deliverable operational objectives
- Ability to align processes and systems to support and deliver strategic priorities.
- Ability to synthesise complex information and produce written reports.
- Ability to work on own initiative
- Ability to challenge the status quo at senior manager/director level and develop and promote innovative solutions and new alternative methods of service delivery through in-depth awareness and understanding of relevant National and Local policy and factors influencing service modernisation
- Robust project management and change management skills
- Ability to influence and shape the views of key stakeholder and partner organisations
- Excellent inter-agency and team working skills at senior management level

Core Leadership Competencies

This post requires an individual who demonstrates a high level of competency in the leadership behaviours identified as essential to this post:

- 1. Strategic focus**
Identifying long-term goals and championing their implementation
- 2. Collaborative/partnership working**
Effective working and collaborating with others towards a common purpose or goal
- 3. Achieving results and making decisions**
Challenging, pushing the organisation and themselves to excel and achieve and make good decisions in a timely and confident manner
- 4. Influencing and persuading**
Convincing others to adopt a course of action
- 5. Managing change**
Taking action to support and implement change and improvement initiatives effectively
- 6. In-depth problem solving and analysis**
Solving difficult problems through careful and systematic evaluation of information, possible alternatives and consequences
- 7. Quality improvement**
Seeking opportunities to improve current processes, systems and methods to promote reliability, quality and efficiency of output
- 8. Managing self, others and resources**
Developing, directing and leading others to accomplish organisational goals and objectives
- 9. Leadership insight and impact**
The ability to acknowledge and understand feelings in ourselves and others to discriminate among them to guide ones thinking and actions.
- 10. Relationship Management**
Developing and maintaining positive relationships with individuals both inside and outside their work group

You are encouraged to access and review the NHSGGC core leadership competency framework to support your application and any subsequent

assessment activities.

NHSGGC Purpose, Values and Aims

Purpose	To protect and improve population health and wellbeing while providing a safe, accessible, affordable, integrated, person centred and high quality health service			
Values	<p>Care & Compassion ↔ Dignity & Respect ↔ Openness, Honesty & Responsibility ↔ Quality & Teamwork</p>			
Aims	Better Health	Better Care	Better Value	Better Workplace
	Improving the health and wellbeing of the population	Improving individual experience of care	Reducing the cost of delivering healthcare	Creating a great place to work
Corporate Objectives	<ul style="list-style-type: none"> To reduce the burden of disease on the population through health improvement programmes that deliver a measurable shift to prevention rather than treatment. To reduce health inequalities through advocacy and community planning. To reduce the premature mortality rate of the population and the variance in this between communities. To ensure the best start for children with a focus on developing good health and wellbeing in their early years. To promote and support good mental health and wellbeing at all ages. 	<ul style="list-style-type: none"> To provide a safe environment and appropriate working practices that minimise the risk of injury or harm to our patients and our people. To ensure services are timely and accessible to all parts of the community we serve. To deliver person centred care through a partnership approach built on respect, compassion and shared decision making. To continuously improve the quality of care, engaging with our patients and our people to ensure healthcare services meet their needs. To shift the reliance on hospital care towards proactive and co-ordinated care and support in the community. 	<ul style="list-style-type: none"> To ensure effective financial planning across the healthcare system that supports financial sustainability and balanced budgets. To reduce cost variation, improve productivity and eliminate waste through a robust system of efficiency savings management. To exploit the potential for research, digital technology and innovation to reform service delivery and reduce costs. To utilise and improve our capital assets to support the reform of healthcare. 	<ul style="list-style-type: none"> To ensure our people are treated fairly and consistently, with dignity and respect, and work in an environment where diversity is valued. To ensure our people are well informed. To ensure our people are appropriately trained and developed. To ensure our people are involved in decisions that affect them. To promote the health and wellbeing of our people. To provide a continuously improving and safe working environment.

Summary terms and conditions

The terms and conditions of service are those approved and amended from time to time by the National [Agenda for Change](#) Terms and Conditions Agreement

Job title	Chief Nurse, Renfrewshire Health and Social Care Partnership
Agenda for Change	Band 8C
Salary	£87,400 - £93,685 per annum (pro-rata)
Hours	37 hours per week
Base	Old Johnstone Clinic, 1 Ludovik Square, Johnstone PA5 8EE
Contract type	Permanent
Annual leave	The basic annual leave entitlement in a full year commencing 1st April to 31st March is 27 Days on appointment, rising to 29 days after five years and 33 days after 10 years. Leave entitlement is pro rata where applicable.
Superannuation	All employees are automatically enrolled in the Scottish Public Pension Agency .
Smokefree policy	NHSGGC operates a Smokefree Policy on all premises and grounds.

Recruitment processes and timeline

NHSGGC's Recruitment team will coordinate candidate communications including application confirmation and the scheduling of each stage of the recruitment and selection activity. Outlined below are keynote timescales within this recruitment campaign. All candidate applications will be acknowledged and treated in the strictest of confidence.

Recruitment stage	Planned date
Recruitment Advertising Campaign opens	Tuesday, 4 th November 2025
Closing date for applications	Tuesday 18 th November 2025
Assessment Stage	
Details of the timescale for the assessment process will be shared with shortlisted candidates.	

Special requirements for selection events

Where appropriate, we are fully supportive in discussing making any reasonable adjustments to the recruitment process to ensure no candidate is disadvantaged as a result of a disability or any other health condition.

If you require any special arrangements to be made in regards your participation in selection event, please indicate this by contacting:

Susan Chisholm
 Recruitment Lead, NHSGGC
 Telephone: 07989 310648
 Email: susan.chisholm3@nhs.scot

If you have a disability or long-term health problem, NHSGGC is committed to offering reasonable adjustments throughout the recruitment process and employment.

Data Protection legislation

The information supplied by your application will only be processed by authorised NHSGGC personnel involved in relevant stages of the recruitment process.

Applications submitted via the NHS Scotland Recruitment system (Jobtrain) will be retained by NHSGGC and will be used for the purpose of processing your application and for statistical and audit purposes. NHSGGC will process the information for the stated purposes in regards your application for employment. If your application is unsuccessful your information will be retained securely for 12 months from the completion of the recruitment process and then confidentially destroyed.

How to apply

NHSGGC's Recruitment team will coordinate candidate communications including application confirmation and the scheduling of each stage of the recruitment and selection activity.

To apply for this post:

- Visit [Chief Nurse Band B8C](#) to access and complete the online application form
- You must include details of two referees, one of which must be your current or most recent employer. Referees will not be approached without obtaining your prior consent.
- Please advise of any unavailability over **November/December 2025** to:
Susan Chisholm
Recruitment Lead, NHSGGC
Telephone: 07989 310648
Email: susan.chisholm3@nhs.scot
- Candidates are also requested to complete the Equal Opportunities Monitoring section within the application worm. This section of your application will not be made available to anyone responsible for shortlisting and interviewing for the post.

Candidates will be unable to submit applications after the closing date.

Should you require an informal discussion about this post, please contact:

Billy McClean
Chief Officer, Renfrewshire HSCP
Telephone: 07779 919881
Email: billy.mcclean@renfrewshire.gov.uk

Further Information

If you have any further queries regarding the recruitment and selection process, please contact:

Susan Chisholm
Recruitment Lead, NHSGGC
Telephone: 07989 310648
Email: susan.chisholm3@nhs.scot

All applications will be acknowledged and treated in the strictest of confidence.

Useful publications

The following publications and websites will provide an overview of the current priorities, strategies and Board members.

NHSGGC Board

[Meet the Board](#)

[NHSGGC Board Meeting Agendas, Papers & Minutes](#)

NHSGGC Strategies

[Workforce Strategy 2025-2030](#)

[Quality Strategy 2024-2029](#)

[Stakeholder Communications and Engagement Strategy 2024-2027](#)

[Public Health Strategy 2018-2028](#)

[Digital Health & Care Strategy – Digital on Demand 2023-2028](#)

[Equalities Strategy: A Fairer NHSGGC 2025-2029](#)

[Moving Forward Together](#)

NHSGGC Finance

[Annual Report and Consolidated Account for year ended 31 March 2025](#)

About Greater Glasgow and Clyde

[Living and working in Greater Glasgow and Clyde](#)

