



SWAG

**Scottish Workforce & Staff Governance Secretariat Minute
Friday 19 June 2020
MS Teams**

Present: Tracey Ashworth-Davies – NHS Education for Scotland
Caroline Cooksey – NHS Dumfries and Galloway
Anna Gilbert – Scottish Government (**Chair**)
Catriona Hetherington – Scottish Government
Pauline Howie – Scottish Ambulance Service
Bob McGlashan – Royal College of Nursing
Gordon McKay – Unison
Norman Provan – Royal College of Nursing
Suzanne Thomas – Scottish Government

In attendance: Alison Carmichael – Scottish Government
John Malone, Scottish Government (**Minute**)
Liz Reilly – Scottish Government

Apologies: Laura Zeballos – Scottish Government

Agenda Item 1 – Welcome, introductions and apologies

1. The Chair welcomed everyone to the meeting and noted the apologies. The Chair advised that the Secretariat was quorate.

Agenda Item 2 – Minute and Summary of Action Points of meeting held on 7 February 2020 and matters arising

2. The minute of the meeting and summary of action points were agreed as an accurate record. No action points recorded as outstanding.

Outcome: SWAG Secretariat agreed minutes as accurate and action points.

Agenda Item 3 – Ethnicity & Covid-19

3. Alison Carmichael gave an update on Ethnicity & Covid-19. During the discussion the following points were raised:

- Public Health England published a report regarding “Disparities in the risk and outcomes from COVID-19” on 2 June 2020 which included information on Ethnicity. The report highlighted: the highest age standardised diagnosis rates of COVID-19 per 100,000 population were in people of Black ethnic groups (486 in females and 649 in males) and the lowest were in people of White ethnic groups (220 in females and 224 in males).

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- An analysis of survival among confirmed COVID-19 cases shows that, after accounting for the effect of sex, age, deprivation and region, people of Bangladeshi ethnicity had around twice the risk of death when compared to people of White British ethnicity.
- People of Chinese, Indian, Pakistani, Other Asian, Caribbean and Other Black ethnicity had between 10 and 50% higher risk of death when compared to White British. Death rates from COVID-19 were higher for Black and Asian ethnic groups when compared to White ethnic groups. This is the opposite of what is seen in previous years, when the all-cause mortality rates were lower in Asian and Black ethnic groups. Therefore, the inequality in COVID-19 mortality between ethnic groups is the opposite of that seen for all causes of death in previous years.
- Public Health Scotland have been asked to undertake a review of the evidence so that we have a robust understanding of how Covid-19 is impacting on minority ethnic communities.
- Our future policy approach will facilitate individualised decision-making, that takes into account a range of known risk factors (including ethnicity, age, gender), the nature of an employees work, steps taken to reduce risk, the expectations of employees, and the prevalence of the virus, to apply clear policy recommendations.
- We continue to engage with minority ethnic staff networks to ensure that they are involved in any further changes to the guidance, and that it is culturally competent.

4. The Chair gave SWAG Secretariat the opportunity to ask questions and offer feedback. The following points were raised:

- Members thanked Alison for the update. It was highlighted that there are approximately 4k BAME staff working for NHS Scotland and managers certainly try to encourage them to undertake risk assessments during this pandemic. It was also highlighted that all Health Boards have access to the report and this is being discussed at CEO level.

Outcome: SWAG Secretariat welcomed the update.

Agenda Item 4 – Review of SWAG Committee meeting on 19 June 2020

5. Members agreed that the meeting had been positive with good discussion and feedback with Members airing their views & actions were taken forward. It was acknowledged that it would be helpful if the presentation on mobilisation plans could return to SWAG Committee to provide an update. It was also highlighted that NHS Scotland staff may have issues travelling to and from work, especially on public



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transport and the mobilisation plan needs to take this into account. It was felt that the presentation on the wellbeing hub was welcomed by members. The presentation on employee experience, it was felt that Committee members felt the pulse survey was the best way forward in the current climate however, it was agreed that it would return to SWAG Committee in July to discuss further.

Agenda Item 5 - AOB

No other business matter arose.

Date of Next Meeting

SWAG Committee – TBC July 2020

SWAG Secretariat – 1 September 2020, MS Teams – (14:00 – 16.00).