

<p>Scottish Workforce & Staff Governance Committee Minute Thursday 1 July 2021 MS Teams</p>
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Present:

Jane Anderson	Unison
Tracey Ashworth-Davies	NHS Education for Scotland
Victoria Bowman – (Chair)	Scottish Government
Caroline Cooksey	NHS Dumfries and Galloway
Julie Collins	Chartered Society of Physiotherapy
Joyce Davison	BMA
Anna Gilbert	Scottish Government
Heather Gilfillan	Unite
Donald Harley	BMA
Pauline Howie	Scottish Ambulance Service
Steven Lindsay	Unite
Kathryn McDermott	Unison
Caroline McDowall	College of Podiatry
Gordon McKay	Unison
Robin McNaught	The State Hospitals Board for Scotland
Norman Provan	Royal College of Nursing
Una Provan	Unison
Yvonne Stewart	Society and College of Radiographers
Linda Walker	GMB

In attendance:

Harry Dozier	Scottish Government
Victoria Freeland	Scottish Government
Catriona Hetherington	Scottish Government
Stephen Lea-Ross	Scottish Government
John Malone (Secretariat)	Scottish Government
Jennifer Martin-Nye	Scottish Government
Lynn Rance (Support)	Scottish Government
Jennifer Veitch	Scottish Government

Apologies:

Ian Cant	Employee Directors Group
Jasmin Clark	Royal College of Nursing
Emma Curren	Royal College of Midwives
Eleanor Harley	Unison

Gordon Jamieson	NHS Western Isles
Jacqui Jones	NHS National Services Scotland
Scott Keir	British Dietetic Association
Bob McGlashan	Royal College of Nursing
Sam Mullin	GMB
Diane Murray	Scottish Government
Susan Robertson	Unite

Agenda Item 1 – Welcome, Introductions, Minutes and Summary of Action points of meeting held on 20 May 2021

The Chair welcomed everyone to the meeting and advised that the Committee was quorate. The minute of the meeting held on 20 May 2021 and summary of action points were agreed as an accurate record.

- Action point 1: Wellbeing – Updated at SWAG Committee on 1 July 2021 – **Completed**
- Action point 2: Honours – share presentation with SWAG members. **Completed**

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

Agenda Item 2 – Equalities Work

Harry Dozier provided a paper and further update on the work Scottish Government has been doing on equalities. This covered:

- **Ethnic Minority Forum:** Had their first meeting on 26 April, which had representatives including senior leaders and staff representatives from local networks.
- **NHS Board Chairs objectives:** Proposed the following mandatory objectives for all Board Chairs: “Demonstrate how they are working with Chief Executives and Senior Leadership to visibly demonstrate their personal leadership and support for staff equality networks”
- **Pride Badge:** The NHS Scotland Pride Badge and Pledge launched 14 June for LGBT+ Pride month. Initial feedback from Boards has been that staff have been largely supportive.
- **Remobilisation and Staff Governance:** There has been consultation with Scottish Government teams taking forward remobilisation plans as well as new staff governance standards to ensure that demographic questions and consideration are taken forward.
- **Medium and long term ambitions:** Include developing an online platform, continuing to consult with staff networks, ensuring all work in Health Workforce

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Equality is linked in with structures of accountability, staff training around issues of equality are examined and improved in partnership, establishing a baseline for how staff networks can help support improved equality monitoring and formulate a long term equality strategy with focus on race, LGBT+, age, gender and disability.

Discussion:

- Members welcomed the update and some had received their pride badge. Members enquired about how to source a NHS Pride Badge MS Teams background. It was acknowledged that virtual assets were distributed to all Comms leads in Health Boards.
- The STUC Black Workers' Committee carries out a wide range of work tackling racial discrimination and promoting race equality. Harry Dozier said he would follow up this contact.

Outcome: The SWAG Committee members welcomed the update

Agenda Item 3 – Wellbeing

Jennifer Veitch provided a presentation to SWAG about staff wellbeing and recovery. This covered:

- The National Wellbeing Hub signposts staff, unpaid carers, volunteers and their families to relevant services and provides a range of self-care wellbeing resources designed to support the workforce. The website has had over 105,000 views and the helpline has had over 400 callers since going live last year.
- The next stage is to adapt content, structure and functionality of the Hub website which is currently being revised / improved to meet needs of the workforce. There are new Social Media channels now insitu to broaden access and new content and resources being developed on Long Covid and Financial Wellbeing.
- The SLWG on staff recovery is reviewing the academic evidence and international experience regarding approaches to 'decompression' and workforce recovery from COVID-19.
- By August 2021 the aim is that Health and Social Care staff are supported by a range of actions and resources to enable them to rest and recover.
- An £8 million package to support the wellbeing of health and social care staff across Scotland was announced on 27 June 2021. The increased support will help fund a number of immediate recovery actions and lead to the development of the National Wellbeing Programme.

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- There is a paper being presented to the Health and Social Care Management Board within Scottish Government about wellbeing and the outcomes will be shared with SWAG members in due course.

Discussion:

- Members welcomed the update and support to Health and Social care staff on wellbeing. It was highlighted that there are challenges / pressures for staff at the moment with rising medical needs which are non-Covid related.
- Members also welcomed the development around financial wellbeing and highlighted it would be good to consider relationship management on a national platform. Support for senior leaders has landing well with Boards.
- Members raised that the £8 million support package should be right across the system, not just for the priority of Primary Care and Social Care.
- It is felt that there is an expectation from the public that services will resume as normal. It was highlighted that there should be a public message from Scottish Government, highlighting that NHS services won't look and feel like normal for some time.

Outcome: The Chair thanked Jennifer for the update on the work undertaken.

Action point: SG Secretariat to share presentation slides with members. SG to ensure there is a public message about waiting times when services are fully opened up. Invite Jennifer Veitch to return to SWAG Secretariat for update.

Agenda Item 4 – Future Vaccinations Workforce

Stephen Lea-Ross provided an update to SWAG about future vaccinations workforce. The update covered:

- A letter will be issued to all Boards shortly on tranche 2 of the vaccinations programme, with planning assumptions. The letter will outline a different workforce model as the current vaccination workforce is not sustainable over the longer term.
- There has been a mixed economy of staff across acute and primary care that have been delivering the vaccinations which will continue until the end of tranche 1.
- Scottish Government is reviewing the projected workforce capacity for Tranche 2, which will look at different models in terms of delivery of vaccinations. It is likely that the vaccination workforce will be permanent rather than temporary and Boards will be encouraged to recruit. The number of staff

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required will depend on whether flu and Covid vaccinations can be delivered on the same day or need to be spaced out.

Discussion:

- Members welcomed the update. Members asked what training and recruitment times are likely to be and it was confirmed that there is pilot programme which is undertaking a 12 week induction and training programme. Early evidence suggests it will take under 12 weeks to train vaccinations workforce.
- Members also questioned if vaccinations would be delivered over a 7 day week.

Outcome: The Chair thanked Steve for the update.

Action point: SG Secretariat to share letter to Health Boards regarding vaccination staff with SWAG Committee members.

Agenda Item 5 - AOB.

Gordon McKay highlighted that there should be a review of the Bullying and Harassment policy, particularly that there is no appeal mechanism other than where it relates to process where it is described as a review. It was confirmed that the issue Gordon raised is with the Policy Development Group who are discussing the points raised and will responded directly to Gordon.

There was no further business to discuss and the Chair closed the meeting

Date of Next Meeting

SWAG Committee – TBC

SWAG Secretariat – TBC