



**Scottish Workforce & Staff Governance Committee**  
**Tuesday 25 January 2022**  
**14:00 – 15:30**  
**MS Teams**

**Present:**

<u>Name</u>	<u>Organisation</u>
Tracey Ashworth-Davies	NHS Education for Scotland
Victoria Bowman – <b>(Chair)</b>	Scottish Government
Ian Cant	Employee Directors Group
Jasmin Clark	Royal College of Nursing
Caroline Cooksey	NHS Dumfries and Galloway
Julie Collins	Chartered Society of Physiotherapy
Emma Curren	Royal College of Midwives
Anna Gilbert	Scottish Government
Donald Harley	BMA
Heather Gilfillan	Unite
Pauline Howie	Scottish Ambulance Service
Gordon Jamieson	NHS Western Isles
Scott Keir	British Dietetic Association
Steven Lindsay	Unite
Jennifer Martin-Nye	Scottish Government
Kathryn McDermott	Unison
Gordon McKay	Unison
Robin McNaught	The State Hospitals Board for Scotland
Norman Provan	Royal College of Nursing
Una Provan	Unison
Susan Robertson	Unite
Linda Walker	GMB

**In attendance:**

<u>Name</u>	<u>Organisation</u>
Viki Freeland	Scottish Government
John Malone <b>(Secretariat)</b>	Scottish Government
Diane MacLaine (Observing)	Scottish Government
Cat McMeeken	Scottish Government
Catriona Hetherington	Scottish Government
Lynn Rance <b>(Support)</b>	Scottish Government
Liz Reilly	Scottish Government
Natasha Szmidt	Scottish Government



**Apologies:**

<b>Name</b>	<b>Organisation</b>
Anne Armstrong	Scottish Government
Margo Cranmer	Unison
Joyce Davison	BMA
Eleanor Harley	Unison
Jacqui Jones	NHS National Services Scotland
Bob McGlashan	Royal College of Nursing
Sam Mullin	GMB
Yvonne Stewart	Society and College of Radiographers

**Agenda Item 1 – Welcome, Introductions, Apologies, Minute and Summary of Action Points of meeting held on 18 November 2021 and matters arising**

The Chair welcomed everyone to the meeting. Apologies were noted and the Chair advised that the Committee was quorate.

The minutes of the meeting from 18 November 2021 were agreed as an accurate record and summary of action points noted as complete.

**Agenda Item 2 – Wellbeing**

Cat McMeeken opened the conversation on the future of Wellbeing.

Cat advised that after the first allocation of substantial funding, there was a desire to undertake analysis to enable the sharing of best practice and to support more targeted funding in the future. Scottish Government have allowed underspend funding to be rolled over to next year.

Cat also referred to:

- Resumption of the Recovery Plan, short, medium and long term
- Combining with Leadership and Talent Management
- Developing the Culture, Kindness and Inclusion
- Awareness of issues that go beyond standard wellbeing i.e. PTSD
- Significant backlogs within the Service
- Recruitment and Retention issues overall in Health and Social Care

Cat also advised the group that all these concerns would be discussed at the forthcoming Wellbeing Oversight Group but welcomed views from committee members.

A discussion followed which highlighted the following concerns:

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Workforce Practice Unit

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## SWAG

- Staff burnout and the significant need to decompress.
- Recognition of the psychological harms of the pandemic.
- Issues around suspension of monitoring for junior doctors with low morale and feelings of being unvalued.
- Concerns over staff absence exacerbated by delays to treatments causing trigger points.
- Ongoing financial pressures for staff and the current energy crisis.

**Outcome:** It was confirmed that the manifesto commitments regarding Wellbeing are important to the Cabinet Secretary and Cat welcomed any further contributions offline. SWAG Committee members acknowledged there was a balance to be struck between expectations and fiscal issues.

**Action point:** Cat McMeekan to be invited to a future SWAG Committee meeting to appraise members on Wellbeing matters.

**Action point:** Linda Walker to provide evidence in regard to trigger points and whether protections are in place for staff on sickness absence.

### **Agenda Item 3- iMatter Distribution schedule for 2022 & Doctors & Dentist in training – Pulse Survey 2021**

Liz Reilly advised that the National iMatter report is scheduled to be published on 7 February and that an additional SWAG meeting will be convened for mid-February to discuss the outcomes.

Viki Freeland presented the distribution schedule detailing the agreed dates for each Health Board but referred to the last entry in regard to Healthcare Improvement Scotland (HIS).

Viki advised that the accompanying letter from HIS Chief Executive, outlining their request to conduct the 2022 iMatter survey cycle from 15 August until 2 September. This is out-with the agreed 7 week window from SWAG members. Members were asked to consider the request.

However it was highlighted that:

- First report for 2022 was anticipated by August with a proposed National Report following in November.
- Larger Health Boards have made a significant effort to comply with projected dates.
- Likelihood would be that the whole timeframe would have to slip to accommodate a single Health Board.



**Outcome:** SWAG Committee members agreed that although sympathetic to Healthcare Improvement Scotland (HIS) pressures, the proposed distribution schedule was approved with HIS to commence questionnaire date 27 June 2022.

**Action point:** SG Secretariat to convene an additional SWAG Committee meeting around Mid- February 2022 to discuss the published iMatter report findings

Liz Reilly provided background on Doctors & Dentists in Training (DDIT) Staff Experience Pulse Survey 2021. Liz stated that there had been concerns over the lack of management direct oversight for the DDIT group which subsequently led to a shortened version of the iMatter survey being developed for DDIT.

Viki shared the PowerPoint presentation that was circulated ahead of the meeting which detailed:

- DDIT 2021 Overview
- Response Rates
- Overall Experience
- Experience as an Individual
- Wellbeing
- Help & Support
- Action Plans
- Questionnaire

A discussion followed which highlighted the following concerns / comments:

- Members welcomed the presentation and acknowledged that further work was required on gathering action plans for teams within Health Boards.
- The overall response rate was 41%.
- Will work with Lindsay Donald, Director of Medical Education for GGC to focus on improving action plan completion.
- Wellbeing and job satisfaction requires some probing.
- Our clinical fellow Natasha Szmidt will assist with some analysis work regarding the above points
- Comparisons will be completed against iMatter National averages, GMC and Scottish Standard Time System (SSTS) surveys.

**Outcome:** All analysis and outcomes will be brought to and discussed at SWAG Secretariat 10 Mar 2022. This will be taken forward by Viki Freeland as new SG lead for iMatter.

**Action point:** SG Secretariat to include the DDIT update on the agenda for SWAG Secretariat 10 March 2022

**N.B.** A special note of thanks was then given to Liz Reilly, who is retiring on 28 January 2022, for the personal drive and determination shown in making iMatter the

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## SWAG

accomplishment that it has become. Members overwhelmingly agreed that the passion and commitment shown since the inception of the programme was a significant factor to the success and wished Liz every happiness for the future and on the occasion of her retirement.

Liz also thanked SWAG chairs and members for the support and very fond memories as she passes the baton to Viki Freeland.

### **Agenda Item 4 - AOB.**

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

### **Date of Next Meeting:**

SWAG Committee (Additional) TBC

SWAG Committee – 26 April 2022 MS Teams (14:00 – 15:30)