



SWAG

**Scottish Workforce & Staff Governance Committee Minute
Monday 16th November 2020
MS Teams**

Present:

Tracey Ashworth-Davies	NHS Education for Scotland
Victoria Bowman	Scottish Government
Joyce Davison	BMA
Donald Harley	BMA
Pauline Howie	Scottish Ambulance Service
Gordon Jamieson	NHS Western Isles
Scott Keir	British Dietetic Association
Steven Lindsay	Unite
Kathryn McDermott	Unison
Caroline McDowall	College of Podiatry
Bob McGlashan	Royal College of Nursing
Gordon McKay	Unison
Robin McNaught	The State Hospitals Board for Scotland
Sam Mullin	GMB
Norman Provan (Chair)	Royal College of Nursing
Una Provan	Unison
Claire Ronald	Chartered Society of Physiotherapy
Gillian Russell	Scottish Government
Suzanne Thomas	Scottish Government
Linda Walker	GMB
Thomas Wilson	Royal College of Nursing

In attendance:

Irene Barkby	Scottish Government
Vikki Bruce	Scottish Government
Alison Carmichael	Scottish Government
Ray de Souza	Scottish Government
Matthew Deary	Scottish Government
Jane Hamilton	Scottish Government
Jo Ives	Scottish Government
Catriona Hetherington	Scottish Government
Elizabeth Kelly	Carnegie Trust
John Malone (Secretariat)	Scottish Government
Lynn Rance (Minutes)	Scottish Government
Liz Reilly	Scottish Government



SWAG

Apologies:

Jane Anderson	Unison
Ian Cant	Employee Directors Group
Caroline Cooksey	NHS Dumfries and Galloway
Emma Curren	Royal College of Midwives
Anna Gilbert	Scottish Government
Heather Gilfillan	Unite
Eleanor Harley	Unison
Jacqui Jones	NHS National Service Scotland
Diane Murray	Scottish Government
Sean Neill	Scottish Government
Susan Robertson	Unite
Yvonne Stewart	Society and College of Radiographers

Agenda Item 1 – Welcome, introductions and apologies

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

Agenda Item 2 – Minute and Summary of Action Points of meeting held on 16 July 2020 and matters arising

2. The minute of the meeting and summary of action points were agreed as an accurate record. The action point regarding the Honours process to be rescheduled at a suitable time and be addressed during the Secretariat meeting following SWAG committee.

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

Agenda Item 3 – Everyone Matters Pulse Survey

3. Liz Reilly provided members with a progress update on the National Everyone Matters Pulse Survey Report 2020 following the closure of questions in September, which produced an overall response rate of 43% and considered to be a robust set of data. An interim briefing will be given to the Cabinet Secretary, however due to high volume of open question comments for analysis; an extension to the intended report publication had been discussed and is now expected to be published on 4th December 2020.

A presentation was shared with members showing:

- Slides on reporting activity showing Part A Board and Directorate reports on quantitative and qualitative themes with powerful videos stories from staff to enable shared learning.
- Survey contributions identifying cross cutting culture across Health and Social Care and links to pay, terms and conditions and planning around Staff Governance Monitoring, Wellbeing and Resilience, Dignity at Work, Equalities and Inclusion and the restarting of iMatter 2021.
- Distribution schedule for iMatter 2021 was shared with intended dates beginning January 2021 and approval from SWAG will be sought at the next meeting early December 2020 before circulation to Webropol .

Discussion:

Members asked what were the emerging themes/ hot topics and it was advised that preliminary findings from the Office of National Statistics Personal Well-being posed Questions (ONS4) have shown slightly higher scoring against national scores. Early indicators show similar themes of second wave amongst staff and also around feeling valued and appreciated. Further analysis of the data will be undertaken and members will be issued with a copy of the National Report 2020 in due course.

Outcome: Committee will meet early December to discuss the next steps following publication of the National Report 2020. SWAG members approved iMatter distribution schedule for 2021.

Action point: SG Secretariat to distribute presentation slides to SWAG committee members after the meeting

Agenda Item 4 – Wellbeing

Ray de Souza provided an overview of the National Wellbeing Hub and Helpline

- A significant uptake in calls had occurred during stress awareness week
- Workforce mood continues to be around anxiety but also with a focus on coping and self-care.
- Scottish Government has written to Heads of Psychology and Wellbeing champions to determine hot spots within staff groups with returns due in the next week.
- Other key message is that help is available but there is a need to ensure we are reaching ancillary/ care at home staff and how can they be supported.

Vikki Bruce advised that a further two strands of the Programme for Government (PfG) 2020/21 commitment to expand mental health and wellbeing support for health and social care staff are:

SWAG

- Local Psychological Service Provision - (NES) has been invited to manage the process /allocation of allocating additional funding to Health Boards for provision of psychological interventions and therapies to support staff mental health and wellbeing.
- Workforce Specialist Service - a confidential assessment and treatment service for staff offering specialisms in treating and supporting staff who suffer mental illness including addiction or who suffer stigmatisation or are reluctant to seek help due to concerns about professional implications.

Vikki reiterated that Workforce Wellbeing Champions and additional supporting initiatives will ensure that wellbeing becomes an integral part of the workforce experience, in all settings as remobilisation unfolds and whilst these resources are an additional capacity they should not detract from investment in staff wellbeing support programmes by Boards and local authorities.

SWAG Committee members were asked to consider the following:

- How are staff feeling / particular 'hotspots'?
- How can we engage proactively across all settings?
- What further action is needed?

Discussion: Members welcomed the work taking place but asked that Scottish Government consider the following

- A clearer map/pathway document to detail the route to these specialist services
- Accessibility of the Wellbeing Hub to students and also remotely based Health and social care workers requiring access to digital platforms.

Outcome: Clarity on these points would be sought from partners but members were encouraged to promote the message that resources are available through the network. Further stats / information dashboard will be shared with members.

Action point: Ray de Souza to update the current dashboard and forward to SG Secretariat for distribution to SWAG committee members

Agenda Item 5 – Carnegie Trust

Elizabeth Kelly shared a power-point presentation with members focusing on random, relational and radical kindness during recovery and remobilisation and exploring what is meant by kindness, why it is so important in communities and organisations and how a shared sense of purpose is the foundation of what Carnegie Trust UK do

Elizabeth highlighted the potential for this to create opportunities for discussions about future strategies for health and care and learn from COVID . To reassess values and frameworks and referred to a report from North Ayrshire Council [North Ayrshire -Case study on Kindness](#) as a point of reflection as well as the findings of the Sturrock Report.



SWAG

Elizabeth concluded by asking members if the themes resonated with them.

Discussion:

Members welcomed the presentation and discussed the need to see the whole picture of public health with a common purpose, to listen to the themes and stories from the forthcoming pulse survey report and analysis from the wellbeing helpline. Questions were asked about building radical kindness into our action plans.

Outcome: Elizabeth was happy to take contributions from members by e-mail and would pass these to SG Secretariat

Action point: John will distribute replies from Carnegie Trust to SWAG committee members questions /contributions accordingly

Agenda Item 6 - Brexit

Jane Hamilton provided a verbal update on Brexit with only 45 days remaining until the transition period.

- Health Boards had been asked to pause exit work due to the COVID pandemic in the spring, but work to prepare for the end of the Transition Period resumed in the early summer, with close working with DHSC and other devolved Governments: particular focus on the likely immediate issues around supply, including stockpiling of medicines and medical supplies.
- The key message remains that UK's Transition Period will end on 31st December 2020: the key concern from a workforce perspective relates to the loss of freedom of movement.
- Staff have until the end of June 2021 to apply to the EU Settlement Scheme: staff should be encouraged and supported to apply, in order to retain their services, pending the introduction of further immigration changes.
- A letter to Chief Executives, updating them on preparations, was issued on 11 November.

Outcome: Jane agreed to take questions from SWAG members out with the meeting and encouraged members to support staff and encourage them to apply for settled status

Action point: John Malone will share the letter for Chief Executives on the EU exit with SWAG committee members

Agenda Item 7 – Testing

Irene Barkby provided a verbal update on the position with testing following the announcement from England that COVID testing would be done for all Health staff.



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- Whilst still under discussion, the Scottish Government wished to raise awareness of what is likely to be an intended policy preference of testing all patient facing staff.
- Current proposals are for Lateral Flow tests, which are self-administered tests to be issued to staff and anyone with a positive test, would be auto-referred for a PCR test and would subsequently be supported.

Discussion:

Members thanked Irene for the update and concerns were raised over the effect a positive tests could have on staff in regards to life/home/travel insurance and also to what extent were the care sector included in the testing programme and how quickly will an announcement be made to staff that a move to this way of testing is being made.

Outcome : Irene advised that work is ongoing with developing the policy and consideration of these points and concerns will be feedback to Matthew Deary and the policy teams

Agenda Item 8 – AOB

There were no further items for discussion

Date of Next Meeting

SWAG Committee – 28th January 2021 MS Teams – (14.00 to 15.30)

SWAG Secretariat – 28th January 2021 MS Teams – (15.30 – 16.30)