

**Scottish Workforce & Staff Governance Committee Minute  
Tuesday 9<sup>th</sup> August 2022  
MS Teams**

**Present:**

<b>Name</b>	<b>Organisation</b>
Victoria Bowman	Scottish Government (Chair)
Sara Eccles	Scottish Government
Anna Gilbert	Scottish Government
Tracey Ashworth-Davies	NHS Education for Scotland
Linda Walker	NHS Healthcare Improvement Scotland
Jacqui Jones	NHS National Services Scotland
William Findlay	NHS Western Isles
Jasmine Clark	Royal College of Nursing
Sam Mullin	GMB
Emma Currer	Royal College of Midwives
Margo Cranmer	Unison
Una Provan	Unison
Heather Gilfillan	Unison
Steven Lindsay	Unison
Susan Robertson	Unison

**In attendance:**

<b>Name</b>	<b>Organisation</b>
Lena Van Dulmen	Scottish Government
Emma Dilger	Scottish Government
Tom Andrews	Scottish Government
Niall Anderson	Scottish Government
Natalie Muir	Scottish Government
Ellie McDonald	Scottish Government

**Apologies:**

<b>Name</b>	<b>Organisation</b>
Pauline Howie	Scottish Ambulance Service
Caroline Cooksey	NHS Dumfries and Galloway
Robin McNaught	State Hospital
Joyce Davidson	BMA
Donald Harley	BMA
Yvonne Stewart	Society and College of Radiographers
Kathryn McDermott	Unison

**Agenda Item 1 – Welcome, Introductions, Apologies, Minute and Summary of Action Points of meeting held on 24<sup>th</sup> May 2022 and matters arising**

The Chair welcomed everyone to the meeting. Apologies were noted and the Chair advised that the Committee was not quorate so no decisions could be made but SWAG views would be crucial to feed into the Improving Workforce Cultures Strategy.

**Agenda Item 2 – Minute and Summary of Action Points of meeting held on 24<sup>th</sup> May 2022 and matters arising**

The Chair agreed that the meeting minutes and actions from 24<sup>th</sup> May 2022 will be discussed at the next SWAG meeting.

**Agenda Item 3 – Improving Workforce Cultures Strategy**

Tom Andrews introduced the Improving Workforce Cultures Strategy and shared a draft of the Strategy prior to the meeting.

The strategy was set up on back of the National Workforce Strategy published in March 2022. Tom gave a brief overview of the following items during the presentation -

- Background (Strategy centres on Mental Health Wellbeing, Leadership and Talent Management and Equalities)
- Strategy Development (developed insight from stakeholders)
- Feedback – what is successful? What can be improved? What is missing? Any additional feedback?

**Feedback from SWAG members****What is Successful?**

- The development of a strategy was welcomed by some members. However, there were concerns raised regarding the production of a strategy from a strategy.
- The strategy addresses many areas that have been raised by staff as areas of concern.

**What can be Improved?**

- The language needs to be more inclusive of its audience. There is a concern that the paper is 'word heavy'.
- Resourcing is a big concern for staff, focusing on wellbeing and not mentioning this may create some cynicism.

**What is Missing?**

- Missing a communications/delivery plan - how are we going to make this accessible and relevant to staff? Urged to think about how this would land with staff 'on the ground'
- Staff Governance Standards should be integrated.

- Strategy needs to be linked to current reporting and governance structures.

**Action(s)**

- Review the inclusion of the Staff Governance Standards
- Policy leads will engage with SWAG on the communication/delivery plan

**Any Additional Feedback**

- Scottish Government has published multiple strategies. Focus needs to be on a delivery plan that covers the Workforce Strategy in its entirety and not a separate strategy covering one of the five pillars.
- Questions were raised around launch timeframe of mid-September and that this may be unachievable given feedback from the group.
- Scottish Government, employers and staff side are all in agreement to work in Partnership. Scottish Government officials noted their continued commitment to this. Importance of developing work in genuine partnership for health.
- Acknowledgments that the strategy goes wider than health and there has been engagement with social care and social work stakeholders,

**Agenda Item 5 – AOB**

There was no other business raised and the chair closed the meeting.

The next meeting will take place on the 24 August 2022 at 2:00-3:00 by MS Teams.