SWAG Secretariat Meeting Minute – December 6

Present:

Name	Organisation
Victoria Bowman **(Chair)**	Scottish Government
Sara Eccles	Scottish Government
Caroline Cooksey	NHS Dumfries and Galloway
Norman Provan	Royal College of Nursing
Gordon McKay	Unison
Steven Lindsay	Unite
Pauline Howie	The Scottish Ambulance Service
Anna Gilbert	Scottish Government

Attending:

Name	Organisation
Niall Anderson **(Secretariat)**	Scottish Government
Alex McMahon	Scottish Government
Rebecca Hunter	Scottish Government
Victoria Beattie	Scottish Government
Suzanne Thomas	Scottish Government
Nicola Armstrong	NHS Education for Scotland

Apologies:

Name	Organisation
Tracey Ashworth-Davies	NHS Education for Scotland

Agenda Item 1: Welcome, Introductions, and Minutes

Minutes from the meeting of 27th September 2022 were agreed, with no members raising concerns.

Agenda Item 2: Recruitment

1   Winter Planning and Task and Finish Update

- The Task and Finish group has been co-chaired by Alex McMahon and Heather Knox. It concluded, with a final meeting last week (30th November).
- The position on each of the groups five objectives has been outlined within a supporting paper, circulated to SWAG Secretariat.
- Updates on international recruitment are being published monthly, with a stretch target of c. 750 staff announced and c. £8 million of funding available.
- Use of the retire and return policy may be tracked using National Insurance numbers.

Comments

- RCN fully support augmentation of the workforce. However, given the vacancy picture amongst registered nurses, need assurance that the development of band 4 roles doesn't represent a substitution model for registered nurses.
- Alex referred to progress with safe and effective staffing legislation. Band 4s are identified by boards on the basis of need, and this is not about the dilution of the nursing, midwifery and AHP workforce.
- The underlying principle is about not relying exclusively on a single intake for the nursing pipeline, with support staff offering a more resilient model.

2   Anchor Institutions: Workforce Workstream

- Workforce workstream is a component of the place and wellbeing programme.
- Health and Social Care institutions are some of Scotland's largest employers, with responsibility for wider societal health, through acting as fair employers, responsible procurers, and a focal point for their communities.
- Workshops took place under the Anchors Institutions Workforce Workstream. A national strategic group is being set up in January 2023. A more detailed Anchors workstream plan will be developed for March 2023.

Comments

- The group welcomed a more joined up and deliberate approach to employability:
- Recommendation that schools, Skills Development Scotland, Local Authorities and Higher Education Institutions are all engaged in the development and delivery of the group, to broaden its impact.
- Finding a balance between enabling local initiatives to be creative and to thrive, avoiding the risk of being too prescriptive about requirements, implementation, and evidencing impact. Different regional areas, will have

different requirements. However, there needs to be a strong focus on ambition, strategic direction, and a coherent national approach.

Outcome: The team will engage with SWAG Staffside Co-chair to ensure that Trade Union representatives participate within the national strategic group.

3 Equalities Monitoring

- Rebecca Hunter outlined the proposal for an updated Equality and Diversity monitoring form. The changes were described in detail within meeting papers.
- The form is based on best practice guidance, with a range of collaborators including policy experts across government, and external advisors.
- Changes to the recruitment form are being implemented through the job train governance group.
- Data from revised monitoring forms will feed into Turas data systems.

Comments

- No specific problems. The group asked that HR Directors were involved in approval on the basis that they are operationally responsible, and will have a strong interest in outcomes of this work.

Outcome: Proposals for refreshed E&D Monitoring forms have been shared at an HR Director secretariat meeting, and will return to a full HR Director meeting. SWAG were content for project to go ahead on that basis.

Agenda Item 3: iMatter National Report

- The employee experience team propose three changes to the iMatter survey:
    - Removal of 'Reports Issued' KPI
    - Exploration of replacement KPI
    - Removal of 'Experience of Change' Question.

- Members did not raise any concerns, and the decisions were agreed.

Outcome: iMatter team to adopt the three changes outlined above.

Agenda Item 4: Dignity at Work

- Discussion on whether the Scottish Government would deliver a Dignity at Work survey, to measure levels of violence and aggression, verbal abuse, and bullying and harassment.
- If progressed, the team would recommend bringing back the 2017 question set.

Comments

- Employers expressed concerns over timing. A survey by the end of March was viewed as too soon. Data on violence and aggression is already available, and boards have been engaged on the Your Safety Matters campaign.

Directorate for Health Workforce, Pay, Practice and Partnership
Workforce Practice Unit
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- The item should revisit other available evidence and return to SWAG for further discussion
- The policy team will explore the gaps, what data we have, and will explore what is possible within budgetary parameters.

Outcome: The group recommended that the Employee Experience team takeaway their desired objectives from the Dignity at Work Survey, and compares with available data.

Agenda Item 5: AOB

Enhanced Psychology Practitioner Programme

- Papers were circulated regarding the delivery of the Enhanced Psychology Practitioner programme, by the Scottish Government Policy Team / NHS NES.
- A separate paper was circulated to secretariat members by Unite the Union to outline their concerns with the programme.
- The group noted the concerns identified in the Unite paper. They recognise the importance of using the appropriate partnership channels to work through issues.

Comments

- *Unite* position paper outlines their concerns. Unite concerned that work has proceeded without the necessary partnership involvement. Detail of policy concerns set out regarding creation of EPP role and its implications.
- *SG Policy* grateful to see issues articulated by Unite. Welcome the opportunity to get in a room to resolve specific concerns that are being raised.
- Misconception about the motivation for introducing the EPP role (i.e it doesn't replicate NHS England model, or substitute/dilute existing psychology resource.
- *Other comments:* Employers agreed that SWAG will create a subgroup. This will include Employers, SG and Staffside, NES and a Territorial board.
- The Chair of National Staffside will find representatives to engage on the EPP.
- SWAG should have a process to resolve issues at the interface between different partnership forums with more clarity.

SWAG Actions - 6 December 2022

Action 06122023 (1): Establish a partnership subgroup working from SWAG, which is focussed on the development of EPP roles.

Action 06122022 (2)
iMatter team to take forward changes to the iMatter 2023 survey:
- o Removal of 'Reports Issued' KPI
- o Exploration of replacement KPI
- o Removal of 'Experience of Change' Question