



## Scottish Workforce and Staff Governance (SWAG) Secretariat

Tuesday 23 September 2025

15:45 – 16:45

MS Teams

### Attendees List

Confirmation of members in attendance at the time of writing:

Name	Organisation
Jane Hamilton	Scottish Government
Anna Gilbert	Scottish Government
Fiona Hogg	Scottish Government
Mary Morgan	National Services Scotland
Elaine Watson	NHS Tayside
Jacqui Jones	NHS Lanarkshire
Steven Lindsay	Unite
Gordon McKay	Unison
Norman Provan	Royal College of Nursing

Additional attendees:

Name	Organisation
Ronan O'Dowd	Scottish Government
Zachary Deponio	Scottish Government
Catriona Hetherington	Scottish Government
Jenny Watson	Scottish Government

Apologies have been received from:

Name	Organisation



## Agenda

Meeting: SWAG Secretariat

Location: MS TEAMS

Chair: Fiona Hogg

Date/Time: 23 September 2025, 15:45-16:45

Item No.	Subject	Papers	Lead	Time
1	Welcome, Introductions	Agenda & Attendee List, Minutes from previous meeting	Chair	15:45 – 15:55
2	NMT Recommendations	Paper 1 – NMT recommendations re Flexible Working	Catriona Hetherington, Anna Gilbert	15:55-16:15
3	iMatter	Verbal Update	James Vasey	16:15 - 16:25
4	SWAG Terms of Reference	Paper 2 – SWAG Terms of Reference	Anna Gilbert	16:25 – 16:40
5	AOB	No Papers	Chair	16:40 16:45

Next meeting: SWAG Secretariat Tuesday 2 December 2025, 15:00 – 16:00

**Directorate for Health Workforce**

Workforce Practice Unit

E: [healthworkforcepartnership@gov.scot](mailto:healthworkforcepartnership@gov.scot)



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

SWAG



**Directorate for Health Workforce**  
Workforce Practice Unit  
E: [healthworkforcepartnership@gov.scot](mailto:healthworkforcepartnership@gov.scot)