



## Scottish Workforce & Staff Governance Committee

Tuesday 7 October 2025

14:00 – 15:30

MS Teams

### Attendance List

Confirmation of members in attendance at the time of writing:

<b>Name</b>	<b>Organisation</b>
Norman Provan (Chair)	Royal College of Nursing
Jane Hamilton	Scottish Government
Anna Gilbert	Scottish Government
Mary Morgan	NHS National Services Scotland
Jenny Alexander	NHS Tayside
Michelle McPhail	NHS Western Isles
Gordon Jamieson	NHS Western Isles
Alex Stephen	NHS Grampian
Christina Bichan	NHS Education for Scotland
Avril Keen	Scottish Ambulance Service
Elaine Watson	NHS Tayside
Samantha Thomas	NHS Orkney
Pamela Jamieson	NHS Dumfries and Galloway
Linda Walker	PHS
Robin McNaught	The State Hospitals Board for Scotland
Fiona Higgins	The State Hospitals Board for Scotland
Jacqui Jones	NHS Lanarkshire
Matt Tucker	Chartered Society of Physiotherapy
Emma Curren	Royal College of Midwives
Lorna Low	Royal College of Midwives
Jasmin Clark	Royal College of Nursing
Barbara Sweeney	Royal College of Nursing
Donna McComb	Royal College of Nursing
Tobias Kunkel	Royal College of Nursing
Matt McLaughlin	Unison
Eleanor Harvey	Unison
Mary-Jane Mitchell	Unison
Gordon McKay	Unison
Susan Robertson	Unite the Union
Heather Gilfillan	Unite the Union



Steven Lindsay	Unite the Union
Niall Hermiston	British Medical Association (BMA)
Simon Fevre	British Dietetic Association
Yvonne Stewart	Society and College of Radiographers
Claire Ronald	Chartered Society of Physiotherapy
Lyndsay Hunter	Royal College of Podiatry
Sam Mullin	GMB Scotland

Additional attendees:

<b>Name</b>	<b>Organisation</b>
Ronan O'Dowd ( <b>Secretariat</b> )	Scottish Government
Zachary Deponio	Scottish Government
Rebecca Chalmers	Scottish Government
Nicola Anderson	Scottish Government

Apologies have been received from:

<b>Name</b>	<b>Organisation</b>
Paul Bachoo	NHS Grampian
Jennifer Wilson	NHS Ayrshire and Arran
Fiona Hogg	Scottish Government
Scott Anderson	British Medical Association (BMA)

## Agenda

**Meeting: SWAG Committee, Meeting**

**Location: [Join the meeting now](#)**

**Date/Time: 7 October 2025 14:00 – 15:30**

**Chair: Norman Provan**

Item No.	Subject	Papers	Lead	Time
1	Welcome, Introductions:	Agenda & Attendee List, Minutes from previous meeting	Chair	14:00
2	NMT Recommendations	Paper	Catriona Hetherington	14:05
3	Paramedics in Community Urgent Care	Paper	Rebecca Chalmers	14:20
4	Once for Scotland Phase 3	Paper	Anna Gilbert	14:35
5	AOB	No Papers	Chair	15:25

Directorate for Health Workforce

Workforce Equality, Experience and Partnership Unit

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