



Scottish Workforce and Staff Governance (SWAG) Committee

Tuesday 17 March 2026

10:00 – 11:30

MS Teams

Attendees List

Confirmation of members in attendance at the time of writing:

<u>Name</u>	<u>Organisation</u>
Norman Provan (Chair)	Royal College of Nursing
Mary Morgan	NHS National Services Scotland
Jane Hamilton	Scottish Government
Christina Stokes	Scottish Government
Anne Armstrong	Scottish Government
Michelle McPhail	NHS Western Isles
Gordon Jamieson	NHS Western Isles
Alex Stephen	NHS Grampian
Christina Bichan	NHS Education Scotland
Elaine Watson	NHS Tayside
Samantha Thomas	NHS Orkney
Pamela Jamieson	NHS Dumfries and Galloway
Linda Carr-Pollock	GMB Scotland
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
Donna McComb	Royal College of Nursing
Eleanor Harvey	Unison
Heather Gilfillan	Unite the Union
Steven Lindsay	Unite the Union
Una Provan	Unison
Niall Hermiston	British Medical Association (BMA)
Gordon McKay	Unison
Lorna Robertson	Unite the Union
Claire Ronald	Chartered Society of Physiotherapy
Lyndsay Hunter	Royal College of Podiatry
Matt McLaughlin	Unison
Mary Mitchell	Unison



Tobias Kunkel	Royal College of Nursing
Sam Mullin	GMB Scotland
Jenny Alexander	NHS Tayside

Additional attendees:

Name	Organisation
Ronan O'Dowd (Secretariat)	Scottish Government
Zachary Deponio	Scottish Government
Catriona Hetherington	Scottish Government
Jenny Watson	Scottish Government
Laurie Whyte	Scottish Government
Erin Murphy	Scottish Government
Nicola Anderson	Scottish Government
Rebecca Chalmers	Scottish Government
Robert Hamilton	Scottish Government
Laura Tait	Scottish Government
Katherine Tierney	Scottish Government
Alan Milbourne	Scottish Government

Apologies have been received from:

Name	Organisation
Fiona Hogg	Scottish Government
Jacqui Jones	NHS Lanarkshire
Jasmin Clark	Royal College of Nursing
Jennifer Wilson	NHS Ayrshire and Arran
Kathryn McDermott	Unison
Scott Anderson	British Medical Association (BMA)
Yvonne Stewart	Society and College of Radiographers
Karen Leonard	GMB Scotland
Keir Greenaway	GMB Scotland
Bob Summers	NHS Highland
Paul Bachoo	NHS Grampian
Simon Fevre	British Dietetic Association

Agenda

Meeting: SWAG Committee
Location: MS TEAMS

Chair: Norman Provan

Date/Time: 17 March 2026, 10:00-11:30

Item No.	Subject	Papers	Lead	Time
1	Welcome, Introductions	Agenda & Attendee List, Minutes from previous meeting	Chair	10:00
2	Standards of Business Conduct	Paper 1 – Standards of Business Conduct – 17 March 2026 Paper 2 – NHS Scotland Standards of Business Conduct – draft approach – 17 March 2026	Laurie Whyte	10:05
3	Guiding Principles	Paper 3 - Endorsement of Guiding Principles– 17 March 2026	Erin Murphy	10:15
5	Once for Scotland - Business as usual	Paper 6 – NHSScotland Workforce Policies - Business as usual – 17 March 2026	Catriona Hetherington	10:25
6	iMatter Demographics	Paper 7 – iMatter Demographics – 17 March 2026	Katherine Tierney, Catriona Stokes, Jane Hamilton	10:35

7	SAS report – Paramedics in Community Urgent Care	No Papers – Verbal Update	Nicola Anderson, Rebecca Chalmers	10:45
8	Pilot for Census of the DDaT Workforce	Paper 8 – Pilot for Census of the DDaT Workforce – 17 March 2026 Paper 9 – DDaT NHS Workforce – 17 March 2026	Alan Milbourne	10:55
9	Protected Learning Time (PLT) Implementation	Paper 10 – Protected Learning Time – 17 March 2026 Paper 11 – PLT Progress Update – 17 March 2026	Norman Provan	11:10
10	AOB	No Papers	Chair	11:25

Next meeting: SWAG Committee Tuesday 23 June 2026 14:00 – 15:30