**National Officer Report April 2019**

**Staffing levels legislation**

The [Health and Care (Staffing) (Scotland) Bill](http://www.parliament.scot/parliamentarybusiness/Bills/108486.aspx) is presently at stage one of the Parliamentary process where it is scrutinised by relevant committees. SoR is represented on the strategic programme board for the legislation and involved in the consultation process prior to the publication of the draft bill. SoR is represented on the strategic programme board for the pre-legislatives consultation and further development of the draft bill.

**National meetings**

STAC Short life sub-groups have been concluded discussing the four areas of reform with agreement expected to be formalised at the June STAC meeting (RCN and were still consulting through their internal processes at the last STAC meeting in March). It is expected that these 4 policies will be agreed and passed to SWAG to incorporate into the Once for Scotland work.

**SWAG** is developing Once for Scotland policies to replace all the present PIN policies which presently form the basis of board policies agreed at local level. In future policies will be Scotland wide without local variation, allowing for a more consistent application of workplace terms and conditions. SWAG will review all existing policies and is setting up a development board and four sub-groups to complete this over the next 18 months. SoR are looking to be involved in as many of these negotiating subgroups as possible over the next couple of years. The 2 and half day commitment required will commence this month.

**Diagnostic Transforming Imaging Group for Glasgow and Clyde**

There are still significant issues around non-compliant rotas in the North of Glasgow and Clyde and a meeting date is being sought to try and resolve these. SoR and Unite have now developed several versions of these rotas, all requiring additional resource, but all have been rejected by management. Staff remain deeply concerned about being asked to work more nights or weekends, especially in the Royal.

**Scottish Parliament**

The Labour and SNP liaison groups with the STUC are meeting, but we have not so far been able to attend them. It is hoped to change that for future meetings by encouraging lay members to cover some of these events.

**STUC**

We have had to withdraw our PGBT conference motion as none of the delegates who we hoped could attend were free to do so due to personal commitments. The motion will be re-submittable next year.

There will be attendance on our behalf at the STUC main conference, being held in Dundee this month.

**Ayrshire and Arran Issues**

During the last STAC meeting it became clear that quite a number of union shave issues with this board. However, following an outrageous attempt to victimise one of our Ayrshire Reps, SoR has temporarily withdrawn from the partnership forum and will now be represented directly by Officers as and when required. In addition to the collective grievance there are also half a dozen personal cases on top of this requiring full time officer support and as such this board is proving to be a strain on resources. The matter has been reported to STAC’s secretariat and it may require wider publicity/political intervention to be resolved.

Investigators have now been appointed and a process agreed to deal with the complaint which now has just short of 100 signatories. It is anticipated that there will be an agreed timetable for the investigation in the first week of July.

**PAY**

It has been noted by STAC that the teachers have received a significantly better offer than other public sector workers. While we accept there are unique features to this deal, it has begged the question as to whether the figures provided to other public sector unions were entirely accurate and fair during the pay negotiations. Therefore we have agreed that STAC should now go and enquire regarding the possibility of re-opening year 3 of the pay deal (as provided in the agreement) to see if there is any prospect of increasing the pay award for that portion of the deal.