

National Officer Report August 2019

Staffing levels legislation

The Health and Care (Staffing) (Scotland) Bill has now been passed and is in the process of implementation. There is an intention to set up a number of new groups to assist with monitoring, any additional guidance and the possibility of extending to other staff groups, as predicted.

National meetings

STAC Staffside will be meeting with the Cabinet Secretary in September.

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. An initial attempt to get the first tranche of revised policies through SWAG has failed and a second attempt will be made at the next meeting.

The Cabinet Secretary has convened a group to look at the implications of the Sturrock report into bullying at NHS Highland. I attended this along with other staff on behalf of Staffside and intend to engage fully with this piece of work.

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 separate issues at Sick Kids with rota design. A key issue across the board is "paid as if at work" being built into rota design.

After discussions with Unite and Unison, I think TIG is now dead. It is not a helpful forum for resolution of issues quickly and is being used by local managers to avoid making decisions.

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

Motions are now required for the Womens Conference

Ayrshire and Arran Issues

Investigators have now been appointed and a process agreed to deal with the complaint which now has just short of 100 signatories. Interviews have now been scheduled and this represents a significant diary commitment

PAY

The Cabinet Secretary has replied to the issue of re-opening the pay deal indicating that she is not inclined to do so. It is likely this issue will be raised with her directly at the staffside STAC meeting in Sept