**National Officer Report 2018**

**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.

The Health and Sport Committee, as lead committee, issued a call for evidence and a survey on the use of workforce tools in July. The written submission from SCoR, on the [committee website for the bill](http://www.parliament.scot/parliamentarybusiness/CurrentCommittees/108724.aspx) resulted in SoR being called to give oral evidence to the committee on 25 September. In brief SoR called for the extension of staffing tools to AHPs and in particular radiographers and expressed concerns that only applying the tools driven approach to nurses and midwives could skew funding and undermine the team ethic.

**National meetings**

The STAC agenda has been dominated by the pay deal discussions which included SoR involvement on the negotiation group and in the analysis of the pay deal. The pay deal has been agreed for the next three years which includes a 9% uplift on all pay scales in the transition to the new pay scales. Now that the pay deal has been accepted by most of the unions, short life sub-groups have been constituted to discuss the four areas of reform with agreement expected to be reached by the end of this year. The areas of reform are:

Policy on the management of sickness absence.

Organisational change and protection of earnings.

Utilisation and application of TOIL.

Appraisal and incremental progression.

Sickness absence policy has been under review by SWAG for a couple of years and was included to hasten this process. SoR is represented on the organisational change group.

The final pay scales for 2018 have been released along with the arrangements for promotion in the first transition year for the new pay scales. The 3% uplift for this year was paid on account in June but there are slight increase in the bottom pay points.

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.

**Reporting Radiographer Project**

The Scottish Radiology Transformation Programme (SRTP) is aiming to developing capacity in the Scottish Radiology service. It is now starting a short-term project to pilot for to build a model for reporting radiographers on a national basis. This project will feed into the development of workforce models for growing the reporting workforce and examining cross board and national employment. SoR is involved in the work reference group that is developing these model and has met with the recently appointed a HR professional who has been tasked with piloting a national system to employ reporting radiographers.

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

Most hospitals have now developed draft rotas and are working to a deadline of 5 November to agree them in partnership. There are still issues around the removal of the midnight finish, which can leave departments short staffed from 10-12, and over sufficient staff to populate new rota. Staff are also concerned that changes in the rota could lead to a financial detriment. Once rotas are agreed, staffing levels, finances and any pay protection will need to be approved.

**Government announcements**

The Scottish Trauma Network will have 4 major trauma centres across Scotland, the first centre based in Aberdeen opened this month, the second MTC in Dundee will open on 19 November 2018, followed by Edinburgh and Glasgow by 2020/21. The centres will impact on diagnostic services and SoR is seeking clarification from the Scottish Government.

The Scottish Government has announced that NHS territorial boards will now be required to set out finance plans that break even over a three-year period which can include a yearly deficits of up to 1% of the annual budget. Further, the Scottish Government will not seek to recoup brokerage paid to territorial boards in the last five years.

**Scottish Parliament**

The Health and Sport Committee is in the process of preforming a Scrutiny of NHS Health Boards, all the national boards have already given evidence and the Area boards are in the process of being called to give evidence. The committee has published a review of NHS governance and has taken evidence on corporate governance from staff groups, including a representative on behalf of AHPs, Audit Scotland and the Health Minister. It also produced a report on the Impact of leaving the European Union on health and social care in Scotland.

**STUC**

STUC Congress took place on 15-18 April. SoR submitted 2 motions, on the Aging Workforce and Mental Health, and one amendment on the Level of Vacancies for NHS Consultants in Scotland motion submitted by the Hospital Consultants and Specialists’ Association. The Annual Scottish TUC Women’s Conference will be held on Monday/Tuesday, 29/30 October 2018 Dundee. SoR has submitted a motion on Domestic Violence.

News and Social media

News items relevant to Scotland are now been added to the Scottish section of the website and it is planned to review the other sections. There is now a Scottish Twitter feed, [@SCoRScotland](https://twitter.com/SCoRScotland) for news relevant for members and to publicise Scottish radiography matters. Scottish Council produced a [statement](https://www.sor.org/news/statement-radiology-shortage-scotland) on the shortage of radiologists following [BBC coverage](https://www.bbc.com/news/uk-scotland-45170707) of the Royal College of Radiologists in Scotland’s warning about a crisis in radiology.

**STRF REPORT to Scottish Council AGM October 2018**

Main topics for discussion and consideration by the group are outlined below:

**National Radiotherapy Sub group (this is a subgroup of the National Cancer Clinical Services Group (NCCSG) )**

**All departments are represented on this group**

Main issues discussed include –

Cancer Strategy

Discussions around the submission of Scottish RTDS to PHE, are ongoing. It is hoped that we will be able to submit data from the end of this year/beginning of next, to enable benchmarking across the country. The RTDS National Project Lead is working with all parties to take this project forward.

Funding: The most recent round of available funding was allocated with all proposals submitted being accepted. This included therapeutic radiography posts/roles – e.g. consultant; clinical trials & development

Peer review – implementation. The peer review activity data and any identified gaps to be collated for further discussion.

Radiotherapy education – this issue was raised at RT sub group and NCCSG as a result of vacancies at QMU, with the potential to impact on the clinical service.

Provision/ introduction of new techniques across Scotland, letters have been sent to all cancer centres with specific queries the responses to which will be collated bythe national radiotherapy co-ordinator and discussed at the next RT sub group meeting in December.

**HEI’s –**

Reports from the two HEIs are submitted and discussed.

One of the main areas of concern is around the significant changes at QMU with two experienced lecturers leaving and the third on maternity leave, and the potential impact on the clinical service in terms of a gap in the availability of newly qualified radiographers, with no intake to PGD course this year.

Appointments have been made to some of the vacant posts : Lis Taylor has been appointed to a permanent lecturer post and will be focussing on core radiotherapy Practice Modules in radiotherapy and Elaine Kay has been appointed on a temporary basis to cover the period of maternity leave and will be Acting Placement Coordinator.

QMU has suspended some post graduate courses/modules this year, and it is still not clear what is to happen with the lecturer post which is still vacant. The QMU annual advisory committee meeting is scheduled for early December when it is hoped more information will be available.

**Workforce planning:** ongoing discussions at STRF re this issue. This identified a need for more information around the staffing profile in the centres, and different ways of working and staffing levels use of skill mix, as well as the role of the assistant practitioners.

**L-J Rugg**

**Oct 2018**