

Gillian Martin, MSP
Convenor, Health, Social Care and Sport
Committee
hscs.committee@parliament.scot

22 June 2022

Dear Convenor

HEALTH AND CARE (STAFFING) (SCOTLAND) ACT 2019

I am writing to update you of the planned timetable for implementation of the provisions contained within the Health and Care (Staffing) (Scotland) Act 2019.

The Committee will be aware that the 2019 Act's implementation was suspended as one of the measures to relieve pressure on the NHS during the pandemic. Following discussions with stakeholders the Government has considered carefully the needs of all parties involved and believes now is the appropriate time to recommence the implementation programme for the Act.

Given the breadth of the 2019 Act, with its reach across all clinical staff and providers of health and care services, successful implementation requires a collaborative approach. To that end, co-production of the statutory guidance will start imminently, in conjunction with staff, trade unions and NHS Boards. A three-board full trial will begin early next year, with commencement of all provisions in April 2024.

The Government maintains this timetable carefully balances the needs of all parties involved. Officials are already in the process of re-engaging stakeholders to recommence the necessary co-production work.

I would like to reassure the Committee that while direct work on implementation of the 2019 Act itself was paused, progress towards implementing the measures contained within the Act has continued. Programmes of work have included measures to increase recruitment; increase student numbers; promote innovation (such as the establishment of the Centre for Sustainable Delivery); promote staff wellbeing; and develop a suite of workload and real-time staffing tools to support staffing decisions during the pandemic.



HUMZA YOUSAF