

Safer Staffing

What Metrics Matter to Healthcare Scientists

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What would you like to learn from this workshop?

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Objectives of this Workshop

- Understand the aims behind the Health and Care (Staffing) Act (Scotland) 2019
- Understand how the legislation applies to Healthcare Scientists
- Understand the next steps



Health and Care (Staffing) (Scotland) Act 2019

2019 asp 6

HEALTH AND CARE (STAFFING) (SCOTLAND) ACT 2019

Part 1

General provisions for Scotland

1. Duties of persons for health and care staffing
2. Duties of persons for health and care staffing: compliance
3. Duties of persons for health and care staffing: enforcement

Part 2

Enforcement in Scotland

4. Minimum standards for staffing
5. Application of duties to other types of health services
6. Role of Health and Improvement Scotland in relation to staffing

Part 3

Enforcement in other countries

7. Duty of persons for health and care staffing: other countries
8. Enforcement of staff
9. Mutual recognition of staffing in other countries
10. Mutual recognition of staffing: enforcement
11. Enforcement of standards in other countries
12. Functions of HIF in relation to staffing: other countries
13. Data on staff: other countries

Part 4

General provisions

14. Staffing provisions

Implementation of the Legislation

- Healthcare Improvement Scotland exist to implement the healthcare priorities of the Scottish Government, particularly the Healthcare Quality Strategy of NHS Scotland.

Healthcare Improvement Scotland Structure

- Provision of support to health and social care services for improvement



Healthcare Staffing Programme within HIS

- The Healthcare Staffing Programme (HSP), within Healthcare Improvement Scotland exists to help NHS boards improve workload and workforce planning to ensure that they have the ability to provide high quality patient care and safety.

In relation to the Health and Care (Staffing) Act (Scotland) 2019, HSP will support Boards to meet their obligations set out in the legislation for safe and effective staffing.

The Legislation

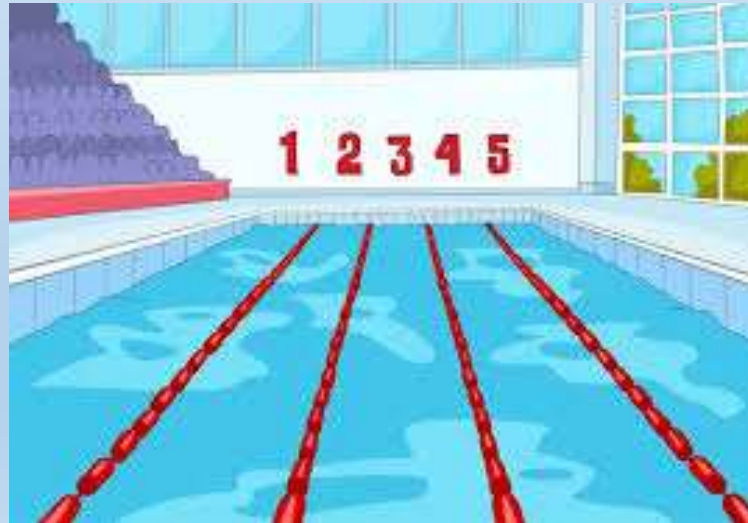
- The Health and Care (Staffing) (Scotland) Act 2019 aims to ensure there are appropriate levels of staffing for NHS Scotland and care service providers in order to provide safe and effective care for all patients. This will be done by having:
 - The right number of staff
 - Staff with the right skills
 - Staff in the right place

Duties within the Legislation that apply to Healthcare Scientists

Chapters (Act)	Process Measures	Are there systems/ processes in place?	Are these systems/ processes at Service level, Board level or other e.g. multi-disciplinary or service based?	Are systems/ processes clearly documented and/or could be evidenced or demonstrated in a report or during an external inspection?	Would you be willing/able to share documented systems/ processes to support other Boards still to develop one?	Any other comments?
121A	<i>Duty to ensure appropriate staffing - cross reference to 121C,121E,121F,121I,</i> Health Boards shall have clearly defined governance arrangements in place whilst complying with duty to ensure appropriate staffing					
121B	<i>Duty to ensure appropriate staffing: agency worker</i>					
121C	<i>Duty to have real-time staffing assessment in place</i>					
121D	<i>Duty to have risk escalation process in place</i>					
121E	<i>Duty to have arrangements to address severe and recurrent risks</i>					
121F	<i>Duty to seek clinical advice on staffing</i>					
121H	<i>Duty to ensure adequate time given to clinical leaders</i>					
121I	<i>Duty to ensure appropriate staffing: training of staff</i>					
121M	<i>Reporting on staffing</i>					

Safe Staffing Scenario

- Swimming Pool – what do you need to safely staff a swimming pool?
- What factors do you need to consider?
- What if the variables change?



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What makes a service safe?

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Activity – Understanding the benefits of safe staffing

On post it notes write one or two words that describe the benefits of safe, or appropriate staffing. Consider all benefits – patients, staff, service, etc

For example:

Staff Development

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How to engage HCS effectively?

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Next Steps

- Roadshows for Health Boards
- Test Boards to be announced
- Shared learning
- Wide network of communication, including professional bodies
- Ensure robust HCS representation at the Professional Advisory Group

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Learning Resources



- Knowledge and Skills framework - [Health and Care Staffing in Scotland | Turas | Learn \(nhs.scot\)](#)
- Safe and Effective Staffing Webinars - [Maintaining safe and effective staffing learning system \(healthcareimprovementscotland.org\)](#)

Thank you for participating

