

MINISTERIAL ENGAGEMENT: MEETING WITH MR EDWARD MOUNTAIN, MSP

Engagement title	Meeting: Edward Mountain, MSP –NHS Highland
Engagement timing	Wednesday 22 September 2021 at 10:00 – 10:45
Venue	MS Teams
Background/Purpose include invitation history	<p>This meeting was initially arranged following recent correspondence from NHS Highland employees and requests from MSPs (Edward Mountain, Maree Todd and Emma Roddick) for a further Parliamentary debate about bullying in NHS Highland and actions following the Sturrock Review.</p> <p>Prior to the meeting, Mr Mountain also indicated that he would be looking to discuss:</p> <ul style="list-style-type: none"> • [out of scope] • [out of scope] • [out of scope]
In attendance	<p>Humza Yousaf, MSP – Cabinet Secretary for Health and Social Care</p> <p>Edward Mountain, MSP - Scottish Conservative and Unionist Party. Highlands and Islands (Region)</p>
Official Support	<p>Anna Gilbert: Head of Workforce Practice Unit [Redacted – 38(1)(b)]</p>

Key points and actions copy list	<p>Humza Yousaf, MSP – Cabinet Secretary for Health and Social Care</p> <p>David Hutchison, Special Adviser to the First Minister Communications Health & Social Care</p> <p>Maree Todd, MSP, Minister for Public Health, Women's Health and Sport</p> <p>Laura Zeballos, Deputy Director Pay, Practice and Partnership</p> <p>David Miller, Chief People Officer [Redacted – 38(1)(b)]</p>
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[out of scope]

Mr Mountain's key points

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Mr Yousaf's response

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Actions

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[out of scope]

Mr Mountain's key points

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Mr Yousaf's response

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Actions

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Actions

- [out of scope]

Bullying

Mr Mountain's key points

- Constituents are still raising concerns about bullying in NHS Highland
- Mr Mountain referred to one example involving a long serving staff member [Redacted – 38(1)(b)]
- The Argyll & Bute survey suggests bullying is still ongoing in NHS Highland.
- Mr Mountain does not believe that the issue has been resolved
- The pandemic gave an opportunity for changes in teams and individual leadership aspirations with some exerting pressure using the pandemic as a rationale
- Mr Mountain referred to 4 live concerns raised by his constituents. [Redacted – 38(1)(b)]
- It is right to compensate those who have experienced bullying but that doesn't deal with the bully
- Termination can serve as a statement of action.

Mr Yousaf's response

- NHS Highland has undertaken a number of actions post Sturrock review
- NHS Highland have in their response to the recent listening and hearing survey, acknowledged that there are still issues
- The 177 cases and 150 of these receiving financial compensation demonstrates NHS Highland's acknowledgement of bullying
- Working with individuals who have been found to have demonstrated bullying behaviours addresses issues to enable supported improvement through training
- In some cases sanctions including termination of employment may be appropriate but there is a risk of that employee securing employment and repeating the behaviour elsewhere.

Actions

- **SG officials in Health Workforce to liaise with Private Office including [Redacted – 38(1)(b)] to seek views on a preferred potential timings and liaise with the Minister for Parly Business to find a suitable arrange find an opening in parliamentary business for this. Note that this follows the recent requests for a further Parliamentary debate on bullying following the Sturrock Review and statement from the First Minister that indicated that a debate on this issue will be brought forward in government time.**

Other Actions

- **SG officials in Health Workforce to link with colleagues in Performance Team to highlight all of the issues discussed at this meeting for the Board Annual Review.**
- **Mr Mountain has also written to the CSH seeking about concerns regarding [out of scope]**

