

SAFE STAFFING

What are your biggest concerns around implementation?

- Concerns regarding boards capacity to engage
- How will nurse directors lead across all professions
- What will the END role be in the legislation given their current responsibilities with care homes?
- Remember not just nursing, need to engage across professions
- Need to be aware of workforce numbers and resilience, how do we help them transition
- Need to engage staff so see it as positive, not just another burden
- Have we considered the impact of the pandemic?
- What happens to staff when repeatedly return red on tool but have no capacity to fix this
- Concerns re multidisciplinary approach and costs
- Take time to shift to post pandemic service delivery and models
- Tools very silo based, rather than multidisciplinary
- Concern that AHP tools won't be ready in time, similar comments about midwifery and community tools

This is very much an initial draft but is it realistic?

- Seems very ambitious as next year will be challenging for staffing
- Making plans for 2023, particularly relating to next winter, will be difficult for Boards
- Conscious that remobilisation happening at same time, needs tie-in
- Training required for leaning to use tools again and for new staff. Need to also strengthen professional judgement, not just rely on digital tools
- Could it be phased introduction – e.g. adult inpatient first?
- Concerns as NCS legislation may be coming in at same time
- Need progress with digital solutions and connection, e.g. with e-Rostering
- Don't want legislation to sit on a shelf and are supportive but want workforce to be able to deliver
- This is very much needed as part of the remobilisation, we need to progress

Is there still an appetite for a couple of Territorial Health Boards to act as test beds for the Act before full implementation?

- Testing would be helpful.
- Grampian had previously volunteered and continue to offer support for this.
- SAS willing to help around AHP workforce.
- Shetland offering to help to give an Island perspective.
- Ayrshire & Arran want to be considered, have to testing AHP