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29 March 2021

Dear Kathleen

**Letter of Comfort to Shetland NHS Board for Band 8A funding in respect of the Health and Care (Staffing) (Scotland) Act**

I wanted to start off by introducing myself. I am the Deputy Director of the Chief Nursing Officer Directorate and I very much look forward to working with you and your colleagues during and beyond these unusual and challenging times that the Covid-19 pandemic has created for all of us, both professionally and personally. In this vein I wanted to let you know that you and Shetland NHS Board will continue to have the support of the whole CNOD team and, on a personal note, I hope that you are well.

This letter of comfort serves as an interim update regarding your Band 8A funding to support the implementation of the Health and Care (Staffing) (Scotland) Act 2019 (the Act) for the 2021/22 financial year. We appreciate that due to the need for Health Boards to redeploy staff and Scottish Government to support the response to Covid-19, work on the Act had to be paused in March 2020. However, it was agreed that the funding for the Band 8A role should be continued to ensure that Band 8A staff currently contracted to work on the Act's implementation in Boards, but currently redeployed or refocused for the reasons stated above, remain in place to support full implementation once work on it can fully restart. Accordingly, we propose that funding should continue to be provided to Shetland NHS Board to support the equivalent of 0.5 WTE Band 8A. This would likely be allocated to your Health Board to cover full year costs up to 31 March 2022, to help it to deliver the work required to support the implementation of the Act, subject to normal Parliamentary approval of the Draft Budget. Further funding for future years is still under consideration.

Due to the pandemic it is now expected that the Act will not be fully implemented during the financial year 2021/22. In anticipation of that implementation, it will be necessary for Shetland NHS Board to put arrangements in place to support that process during the 2021/22 financial year. As such, the funding allocated is to ensure that Boards can continue to prepare for and have appropriate systems and processes in place to meet the requirements of the Act when enactment takes place. Given the challenges, changes in service provision and learning in relation to Covid, the restart of all programmes of work in

relation to Health and Care staffing may need to be reviewed and adapted. Scottish Government Officials and the Healthcare Improvement Scotland (HIS) Healthcare Staffing Programme (HSP) Team are currently considering the steps required to support the Act's implementation process.

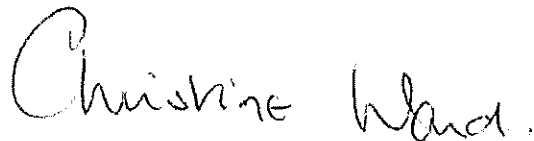
Details regarding funding and the activity required to support full implementation of the Act once preparation for it is able to restart, as well as Covid remobilisation activity, will be finalised and shared with Boards in due course, and we fully intend to keep you informed as much as is possible in this regard.

We will continue to require the completion of a quarterly monitoring template from each NHS Board, which will detail progress, key achievements, challenges and risks.

It is also intended to continue a National Hub for identified professional leads and SSTS managers. The purpose of this will be to ensure national approaches for implementation can be identified and aligned, activity co-ordinated and learning facilitated. We would therefore please ask that you provide confirmation of your named professional clinical lead and SSTS manager, so that we can work together to support Covid re-mobilisation and the full implementation of the Act.

If you have any queries regarding the approach, or problems accessing the funding, in the first instance please contact the senior policy lead, [REDACTED]

I thank you for your continued expertise and support in working together with Scottish Government to drive this important agenda forward.



**CHRISTINE WARD  
DEPUTY DIRECTOR  
CHIEF NURSING OFFICER DIRECTORATE**