

Healthcare Improvement Scotland

Social Care and Social Work Improvement Scotland

The new scrutiny and improvement bodies for social care, social work, child protection and healthcare services

ISSUE

11

MAY
2010

Staff Issues

The HR Working Group met for the first time on 28th April and again on 26 May and has agreed a **remit** and some initial tasks for the group around job evaluation, harmonisation, job matching and collective bargaining/partnership arrangements.

On pensions, work is continuing on arrangements for admission of staff currently in PCS to the Local Government Pension Scheme. As we've previously advised, under the Cabinet Office Statement of Practice on Staff Transfers in the Public Sector, the alternative pension provision must be broadly comparable to the PCS and will be subject to rigorous scrutiny by professional actuaries to ensure that there are no employees who will suffer material detriment overall in terms of their future accrual of pension benefits under the alternative scheme. Arrangements are being made for colleagues from the Government Actuary's Department to provide an overview for staff moving from PCS to the Local Government Pension Scheme, and we will confirm seminar dates shortly. As previously advised, staff who are in the NHS pension scheme will be able to remain in that scheme on transfer to HIS.

PSR Bill Update

The Stage 3 debate and the subsequent vote that passed the Bill was a significant milestone in the setting up of HIS and SCSWIS. The proceedings of the Stage 3 debate are available [here](#). The Bill was granted Royal Assent at the end of April and is now officially an Act of the Scottish Parliament. A print of the Act and associated updated Explanatory Notes are available [here](#).

Now that the Act is in place work to develop the detailed regulations for the new bodies has begun. This involves considering the changes required to current regulations on things like inspection and enforcement. As part of this process, consultation on the draft regulations will be held later in the year.

Appointments Update

We will be advertising for the new Chairs of SCSWIS and HIS with adverts appearing on 28 May. They will be on the Scottish Government's Public Appointments website www.appointed-for-scotland.org and will be advertised in the Herald and Sunday Herald, Dundee Courier and various online recruitment sites and specialist journals. The process for appointing the Chief Executive will be announced shortly.

Project Groups

We understand that it can be confusing with the number of groups which are meeting at the moment so we have a **diagram** on our website to help. The **membership** of each of the groups can be found on our website.

We will highlight each group in upcoming bulletins to give you all an update of the work being done by the groups. An update from the Communications Group is on the next page:

Communications Group

The Communications Group is made up of the heads of communication from all of the bodies. The Group is responsible for co-ordinating work on communications internally with you and externally with stakeholders, including users of services. The Communication Group will continue to update all the stakeholders with key messages over the course of the project.

The Group is currently preparing a paper for both the HIS and SCSWIS Governance Groups on the positioning and marketing of the new bodies. We will keep you up to date on progress with this in future bulletins.

The Communications Group is of course one of the many channels for you to find out any information on the project. Please do get in touch with any of the **Group** if you would like a question answered in one of our next bulletins.

NHS QIS Staff Briefings – Feedback

Staff in QIS have recently held staff briefings about the project, which the project team have attended. These briefings gave the Chief Executive Frances Elliot the opportunity to set out progress in establishing HIS and for staff to ask questions about how they would be affected by the changes. QIS have a number of mechanisms in place for regular staff communication about the project, including through their Partnership Forum.

Stakeholder Update

The project team continue to meet with organisations to give presentations and talk through the work of the project.

The project team recently attended a liaison meeting between the Scottish Government and healthcare regulators to provide an update on progress with establishing the scrutiny bodies and on the consultation on regulations that will govern the sector.

The Project Director attended the ADSW Conference “Working Together – Shaping the Future” on 13 May, and ran a workshop titled “improving scrutiny – work of SCSWIS”. Shane said, “It was very helpful to have senior officials from SWIA and the Care Commission participating. While the delegates were very interested in SCSWIS, it was clear that they want to know in detail how SCSWIS will operate. Clearly that detail is going to emerge over the next few months and only finally when Chair, Chief Executive and senior managers are in place.”

Comments or questions

If you have any comments or questions on the project or you would like briefing on anything in future bulletins you can submit these to:

- The project team by email to NSB2011@scotland.gsi.gov.uk
- Through your organisations’ discussion forums
- Through informal feedback to members of your team involved in different aspects of the project (see **Who’s Who**)
- Through your communication representatives:
 - Care Commission, **Karen Anderson**
 - HMIE, **Ian Ronald**
 - NHS QIS, **Ken Miller**
 - SWIA, **Andrew Wilkinson**

