



Scrutiny Bodies Project: health and care

August 2009
issue 4

information bulletin for staff in Her Majesty's Inspectorate of Education, NHS Quality Improvement Scotland, Social Work Inspection Agency and the Care Commission

Introduction

This is the **fourth** information bulletin for staff affected by the creation of the new improvement and scrutiny bodies for healthcare and for social work and social care services.

The Scrutiny Bodies Project Team circulates a bulletin about every six weeks, to help keep staff informed of progress.

Public Services Reform Bill

As reported in our last bulletin, the **Public Services Reform Bill** which contains the provisions to establish the two new improvement and scrutiny bodies for healthcare and for social care and social work was **introduced to the Scottish Parliament, on 28 May 2009**. Since then the Finance (lead), Health, Education and Rural Affairs Committees have all asked for views in writing on the Bill from anyone with an interest by mid-August. All the information about the Bill's progress, including oral evidence given by stakeholders during September will be available at the **Scottish Parliament's website**.

Stage 1 of the Bill which looks specifically at the broad principles of the Bill, runs until the end of this year: the Finance Committee is expected to publish its report on the Bill at the end of November with the Stage 1 Debate in the Parliament following in mid-December. The Bill should have completed its passage through Parliament by Spring 2010 when, subject to Royal Assent, it will become an Act of the Scottish Parliament. The new bodies will be operational from April 2011.

It is worth noting that while there is broad support for the principles of public service reform and scrutiny improvement, until the legislation has been approved by Parliament, it is still subject to change and amendment. As the Bill progresses issues (such as the names of the bodies) will be discussed and there will be opportunities for parts of the Bill to be improved further. This bulletin will of course keep you informed when the legislation is changed by the Parliament.

HR Update (including Trades Union Engagement)

The Scrutiny Bodies Project team's fourth consultation meeting with the trades unions took place on 17 July 2009. The monthly meetings are attended by representatives from:

- UNISON
- PCS
- GMB
- Prospect
- UNITE
- The Royal College of Nursing
- Royal College of Midwives
- British Medical Association
- TGWU
- FDA

The Trades Unions have representation in the project structure, with seats on the Programme Board and the Change Delivery Group. They are also involved in the themed task teams driving the legislative and business change.

The Unions fed back at the **July meeting** the issues of concern to their members. There are two issues to highlight in the **HR Q & A brief** (which was issued in June):

- As indicated at A28 there is an expectation that there will be some rationalisation of senior management tiers in the new structures, but beyond that it is too early to say what the structure of the new bodies will look like. Scottish Ministers have given a commitment of no compulsory redundancies for the period of this spending review and it is expected that any reductions in staffing that may be needed will be achieved through redeployment, natural turnover or, if necessary, targeted and cost effective voluntary early retirement and voluntary early severance schemes (A19).
- On location it is expected that most staff will remain in their current location on transfer (A23). The new bodies will be expected to look for opportunities over time to rationalise existing accommodation taking account of the Scottish Government asset management policy which makes clear that public sector relocations and other property changes should only take place when they will deliver financial benefits. Some of the existing organisations are in the process of taking forward accommodation matters arising from the expiry of leases, but these are property issues that need to be addressed regardless of the Scrutiny Bodies project.

Not all staff are union members and it is important that they too are kept well informed. The HR Q & A Brief addresses key staff issues including terms and conditions on transferring to the new bodies, pension rights, job security, location, career development, organisational structure and ongoing trade union consultation. The Q & A Brief should be available on your organisation's Intranet. Anyone who has questions, issues or concerns is encouraged to raise them with their Human Resources Team. Alternatively, you can contact the Scrutiny Bodies Project Team direct by email to NSB2011@scotland.gsi.gov.uk

Themed Task Teams Update

Themed Task Teams set up to take forward aspects of business and legislative change each gave a verbal update on their progress to the Change Delivery Group, on 22 July. The Chairs of all the task teams met earlier in the month to discuss the co-ordination of their work plans, research and engagement with stakeholders. Interim reports from the teams will be submitted to the Programme Board on 6 August and published on the Scrutiny Bodies Project website. The task teams have now all made good progress in developing work plans and in setting out ideas to float with stakeholders for how things might work in the new organisations. The Task Teams will provide final reports to the Change Delivery Group in the Autumn.

Some decisions may have to wait until shadow arrangements and Chief Executives are in place; preparations can nevertheless get under way in some areas. This should allow us all to tap into existing knowledge and expertise within the current organisations and work together to get ready for the new bodies launch in April 2011.

Work to develop broad structures and operational procedures (business models) will begin in the Autumn once the task teams have reported. **The Scrutiny Bodies Project website** has details of the project structure, timeline for the scrutiny bodies project and links to Bill and other relevant documents.



Communications and Stakeholder Engagement Update

Conference for service users and their carers and equality organisations – 26 June 2009

The conference was attended by over 100 people and was very successful in gaining the views of delegates. A summary of the conference is being worked up and will be available on our [website in due course](#). The conference would not have been the success it was, without the active participation of all the existing organisations from the Chief Executives and Senior Chief Inspector to the individual officers acting as facilitators or assisting with the preparations for the day!

Preparations for longer term communications and stakeholder issues

The Communications and Stakeholder Engagement Group met recently to think through some of the longer term communications issues for the new organisations (eg branding, website, corporate identity, user involvement etc). Their ideas will form part of an “ideas paper” on transitional issues for the Change Delivery Group to consider, alongside the work being done by the themed task teams.

Continuing staff engagement

The **Change Delivery Group (CDG)** discussed ongoing staff engagement at its June meeting. The CDG has a commitment to review engagement every six months and is supported by the Trade Unions involved in the project in this approach.

The CDG agreed to:

- continue to issue regular bulletins (approximately every six weeks, as before);
- issue Q & A (like the recent HR Q & A Brief) to cover specific issues as these are identified by staff and/or clarified during the project;
- provide discussion materials/ briefing notes for the bodies’ own staff meetings as and when these are required; and
- consider procedures for the bodies to feedback issues to the Scrutiny Bodies project team (either informally through people from your organisation linked to parts of the **project** and/ or more formal liaison officer arrangements as well as through discussion forums on the bodies’ own websites/ intranets).

To that end, an **online survey** seeks your views on ongoing engagement through both the bulletin and website. Please take the time to complete the survey (it should take no more than five to ten minutes of your time) and will help to improve communicating with you.

Next bulletins

The regular bulletin will continue to issue approximately six weeks apart. However, this will vary if it makes sense to communicate with you slightly sooner or later (within a two week timeframe). For example, our next bulletin after this one, will issue in late rather than mid-September to give us an opportunity to tell you more about Stage 1 evidence on the

Bill and the work of the task teams to that date. We will then issue bulletins in late November then and mid December to coincide with the end of Stage 1. (You will of course be able to follow the day-to-day progress of the Bill at the [Scottish Parliament's website](#) in between bulletins).

All future bulletins will say when the next bulletin will issue and any upcoming key milestones in the project.

Find out more

Your organisation's intranet will have links to the November 2008 ministerial announcement about the creation of the new scrutiny bodies, the scrutiny bodies project team contact details, and any previous staff updates issued by them. In addition to these information bulletins, there will also be updates at any staff conferences or events your organisation holds between now and start up in 2011.

The [website](#) contains the latest information for the project and includes a frequently asked questions section. If you have any comments or suggestions on this bulletin, please send them to the Scrutiny Bodies Project team at

NSB2011@scotland.gsi.gov.uk

