

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

07

JANUARY
2010

Welcome ...

To a new style bulletin which replaces the six-weekly bulletin and the Project Director's fortnightly update. It will be issued monthly, or more often if there is something important to tell you.

Public Services Reform (Scotland) Bill

The PSR Bill passed Stage 1 on 7th January 2010. You can find details of the debate on the Scottish parliament [website](#).

Stage 2, the line by line scrutiny of the Bill and any proposed amendments, will commence on 26 January and is expected to conclude by 8 March, with the Stage 3 debate at end March. Royal Assent is expected around April/May 2010.

Useful links:

- [Scottish Parliament](#)
- [Scrutiny Bodies website](#)
- [Trade Union reps list](#)

A New Emphasis

From now on the work to create the new scrutiny bodies will focus increasingly on practical issues. Reflecting this, we have:

- this new style bulletin;
- an updated [website](#) where we will post useful information such as a revised project plan (available on our website in late February);
- a continuity and transitions workstream with involvement of key staff from each of your organisations.

Many of the practical decisions about the new bodies cannot be made until the "shadow" bodies are in place. We expect the PSR Bill to become law around April 2010 but the new bodies won't formally come into being until April 2011. In the period between these dates we will be appointing the Chairs, Chief Executives and Board Members, together with some senior managers. These appointments will effectively form the shadow bodies. The SCSWIS Board will have 9–12 members and the HIS Board 10–13 members.

Chair Appointments and Chief Executive Recruitment

Preparatory work is underway and we expect to advertise both Chair positions by early April, with appointments being made by end July 2010. Board Members will be recruited in late 2010.

The first Chief Executives will be appointed by Scottish Ministers. Chairs will be involved in the recruitment. Preparatory work has begun with a view to filling both positions by end August 2010.

No appointments can be made to the new bodies until the legislation has Royal Assent.

Business Model

Tentative business models are being identified and will guide planning and preparations until the shadow teams take on their responsibilities.

A small group of internal and external stakeholders will consider the implications of the business models for methodologies, resources and timescales in late January. Further information is available on our [website](#).

Location:

We still expect most staff to remain in their current location at the time of transfer, although the shadow bodies will want to make an early decision on location of the Headquarters for HIS and SCSWIS.

Trade Union Consultation:

We continue to meet monthly with Trade Unions. Minutes of these meetings can be found here (www.scotland.gov.uk/Topics/Health/Scrutiny/Links)

Comments or Questions:

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

- to the project team by email to NSB2011@scotland.gsi.gov.uk
- through your organisations' discussion forums (on intranets etc)
- through informal feedback to members of your team involved in different aspects of the project;
(see [Who's Who](#))
- through your Communication representative:
 - Care Commission - [Karen Anderson](#)
 - HMIE - [Ian Ronald](#)
 - NHS QIS - [Ken Miller](#)
 - SWIA - [Andrew Wilkinson](#)

Dates to Watch

26 Jan – Change Delivery Group
9,23 Feb and 2 March – Finance Committee consideration of the PSR Bill Parts 4 and 5
18 Feb – HMIE/SWIA/Care Commission joint staff event
25 Feb – Programme Board

Key Staff Issues

Pensions

SCSWIS: We are working with the Local Government Pension Scheme (LGPS) administrators to have SCSWIS admitted to that scheme. The formal process can only be finalised once the legislation has Royal Assent. SWIA and HMIE staff are likely to be admitted to the Local Government Scheme as they cannot remain in the Principle Civil Service Pension Scheme (PCSPS) (although they can rejoin it if subsequently they rejoin the Civil Service). Government Actuaries Department will consider whether the LGPS is broadly comparable to the PCSPS. The Treasury have agreed that Care Commission staff who are in the NHS Pension Scheme can remain in that scheme on transfer to SCSWIS.

HIS: Subject to a minor amendment to relevant pensions regulations, staff who are in the NHS Pension Scheme will be able to remain in it.

Pay Progression

Under the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) your salary at the time of transfer will be protected on transfer, as will any contractual right to progression up the salary scale contained in your contract of employment, as in the case of Care Commission and NHS QIS employees. For Scottish Government employees in SWIA and HMIE and any other staff where pay progression is not a contractual matter it will be for the new bodies to decide how any future increases will be determined.

Matching staff to posts

This work has to be undertaken by the respective shadow body, although we can do some preparatory work (such as identifying a possible matching process for consideration by the new Chief Executives) as part of the continuity and transitions planning. We don't anticipate the matching of staff to posts being able to start before the end of 2010.

Harmonisation of Terms and Conditions (Ts&Cs) for existing staff moving to SCSWIS or HIS

Existing staff will transfer to SCSWIS or HIS with Ts&Cs protected, but preparatory work to look at how existing policies and procedures might be brought together in the future is being taken forward as part of the continuity and transitions planning.

Work on developing any new Ts&Cs cannot start until the shadow body is in place. Any new Ts&Cs cannot be implemented prior to transfer.

Terms & Conditions for new staff

The Change Delivery Group have accepted the Ts&Cs Working Group's recommendations on terms & conditions for new staff:

- As HIS is likely to be a Special Health Body, new staff and existing staff who apply for and are successful in obtaining new posts in HIS will be employed on NHS Agenda for Change Ts&Cs.
- As Care Commission Ts&Cs already apply to the bulk of posts transferring to SCSWIS, Care Commission Ts&Cs will be used for new staff joining SCSWIS and for existing staff who apply for and are successful in obtaining new posts in SCSWIS.

All other staff transferring to HIS or SCSWIS will do so on their existing Ts&Cs.

Information on membership of the Ts&Cs Working Group can be found [here](#).

Next staff bulletin – 18 February 2010