

**Dumfries and Galloway
NHS Board**

Executive Nurse Director's Office

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Via email

Mr. Lewis Macdonald
Convener
Health and Sport Committee
The Scottish Parliament

Dear Mr. Macdonald

**Health and Care (Staffing) (Scotland) Bill
Application of workload tools – 2016/17 and 2017/18**

On commencing post in 2016 I reviewed NHS Dumfries and Galloway's position on the use of workforce tools as part of the staffing review for the new Dumfries and Galloway Royal Infirmary. As part of that we asked to hold some of the reviews back, particularly our small wards as part of this process.

On discussion with colleagues in Scottish Government, we invited the Chief Nursing Officer Directorate Workforce Team to Dumfries and Galloway to discuss with staff the use and implementation of the workforce tools and have implemented a yearly programme of review.

Please do not hesitate to contact me if you require any further information.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'E. Docherty', with a long horizontal flourish extending to the right.

EDDIE DOCHERTY
Executive Director of Nursing,
Midwifery and Allied Health Professionals

Additional email response received 18 Sept 2018:

The reasons for pausing in the use of the tools were two fold. The key one was the move from the previous DGRI to our new one. The previous hospital had a classic

mixed ward economy, with 4 bedded rooms and single rooms. The established workforce tools are fit for purpose in the assessment of these areas. Our new hospital is all single rooms, with no established tools. Our thinking was to hold running tools as we prepared to move as the outputs would be redundant, as we had developed our establishment for the new hospital using other hospital templates to learn from. This allowed a significant further investment in staffing to staff the new hospital.

The inconsistent use of our tools supported a pause, to allow a refresh of the staff skills to effectively use a triangulation approach, with care measure and professional judgement being more consistently used effectively.

Best wishes,
Eddie