Dear Lewis,

Health and Care (Staffing) (Scotland) Bill

Thank you for the opportunity to respond to the information provided to the Health and Sport committee by the Chief Nursing Officer.

In our initial submission to the Health and Sport committee in relation to this proposed legislation NHS Lothian noted that the Bill relies on the extant NMWWP tools and that these would benefit from a refresh. We would also ask that the tools, in which ever form they emerge are subject to ongoing review to take cognisance of current and future context and available research evidence. It would also be very helpful going forward to have access to the report that the CNO made available to the Committee as part of a Boards ability to compare itself with others.

In terms of the issues that you highlighted in your letter the Board has a local process for running the tools and undertaking a detailed analysis. In terms of the children’s community nursing and specialist nurse tool, the number of entries made by staff indicates that the tool was run on more than one occasion in 2016/17, as a number of staff have entries equivalent to more than the normal 2 weeks of data. Notwithstanding the repeated use the children’s community nursing and specialist nurse tool is extremely time consuming to apply and does not currently provide a useful output to enable a decision about staffing levels.

The maternity tool has been run on a regular basis in Lothian and we are currently participating in a national run of the maternity tool, which will take place during October. In parallel to the period reviewed by CNO we have been rolling out an eRostering system in NHS Lothian and this has resulted in a review of all rosters and where appropriate an...
amalgamation of the rosters, this may result in fewer rosters being accessed to apply the tools, which is probably the key reason for this not looking right.

I am pleased to note the financial support that has been provided to recruit staff to help with the management and analysis of the data from the tools, as to date NHS Lothian has not benefited from any routine support from the NMWWP Advisors described in the letter from CNO. We are confident that with the additional resource the Board will be able to make considerable progress in delivering an improved achieving a greater return on each iteration of the tools use.

Yours sincerely

TIM DAVISON
Chief Executive