HEALTH AND SPORT COMMITTEE

HEALTH AND CARE (STAFFING) (SCOTLAND) BILL

SUBMISSION FROM CLACKMANNANSHERE AND STIRLING HEALTH AND SOCIAL CARE PARTNERSHIP

Introduction

Part 1

The Clackmannanshire and Stirling Health and Social Care Partnership accepts the principles in general of the provision of staffing in health and social care as outlined in Part 1 and the guiding principle of a rigorous transparent approach to decision making about staffing in health and social care. It would be helpful at this point to link these principles to the health and care standards.

Comments

Duties on the NHS and regulated care services for adults does not encompass the complexity of the organisation of care services in particular, the plethora of the range of services in the private and Third sector and commissioning arrangements. There are concerns regarding the additional expectations on planning and commissioning departments particularly within Local Authorities and Integrated Joint Boards. Concerns are present in terms of the lack of associated resource to accompany a refreshed view of staffing levels. Overall there is some concern of the lack of consideration of integrated health and social care services.

The definition of service user is wide, however the range of care services included does not include a number of adult social care services including non-residential fieldwork adult services and a range of Third Sector services.

Overall there is no discussion of the challenges in relation to the recruitment and retention of staff, there may be particular challenges in particular areas.

Part 2

The Clackmannanshire and Stirling Health and Social Care Partnership notes this section relates exclusively to staffing in the NHS.

Comments

There is some concern that the role of Integrated Joint Boards are not made explicitly clear here in terms of adult staffing and the relationships and roles within joint teams of staff skill mix, for example mental health and learning disability teams.
Part 3

The Clackmannanshire and Stirling Health and Social Care Partnership notes this section relates exclusively to staff in adult social care settings.

Comments

The definition of staffing in part 3 relates under Section 6 refers to “any person who provides a care service….”. however section 47 (1) of the 2010 Act refers to legislation governing registered services only.

There are a range of adult social care services who do not fall under Section 47(1) of the 2010 in relation to this legislation, this would include a range of third sector services commissioned by Local Authorities on behalf of the Partnership.

The impact of commissioning teams in terms of ensuring compliance with this duty on providers, for example, ensuring that the views of staff and service users in relation to staffing levels have taken place, could be substantial.

There is some concern that staffing tools for registered care services could be overly rigid, not taking into account recruitment challenges, the use of bank staff and the development of integrated staffing models across health and social care.