

## FAQ – Healthcare Scientists

	Question	Answer
Q1	<b>What is the Health and Care (Staffing) (Scotland) Act 2019 (HCSSA)?</b>	<p>The <a href="#">Health and Care (Staffing) (Scotland) Act 2019</a> was enacted on 1st April 2024. It provides a statutory basis for the provision of appropriate staffing in Health and Social Care services to support the delivery of safe and effective high-quality care. This will be achieved by having the right people with the right skills in the right place at the right time to improve outcomes for people using our services and improve staff wellbeing.</p> <p>A great resource with short section on aspects of the Act and its duties and its guiding principles is available here in an accessible, easy to consume format <a href="#">Health and Care (Staffing) (Scotland) Act 2019 (cloud.microsoft)</a></p> <p>NHSGGC must report annually to Scottish Ministers on how they have met the requirements in the legislation and support Healthcare Improvement Scotland (HIS), as required, including providing information, to enable HIS to perform its functions.</p>
Q2	<b>What are my Role and Responsibilities of the Health and Care (Staffing) (Scotland) Act 2019?</b>	<p>All staff must review and understand the principles of the legislation and consider how these impact on their responsibilities to:</p> <ul style="list-style-type: none"> <li>• People who use the service</li> <li>• Colleagues</li> <li>• NHSGGC</li> <li>• if appropriate to their profession</li> </ul> <p>They must also take responsibility to escalate to the senior person on shift any immediate concerns about healthcare staffing.</p> <p>A link to the Act can be found here: <a href="#">Health and Care (Staffing) (Scotland) Act 2019: overview - gov.scot (www.gov.scot)</a></p>

		<p>As a clinical leader, you are responsible for supporting teams in their knowledge and understanding of healthcare staffing which is inclusive of open and transparent discussions about healthcare staffing decisions.</p> <p>Please complete:  <a href="#">Learning resources : Informed level   Turas   Learn (nhs.scot)</a>  <a href="#">Learning resources : Skilled level   Turas   Learn (nhs.scot)</a></p>
<b>Q3</b>	<b>What does Real Time Staffing mean?</b>	This section of the Act is about how all service areas are required to evidence staffing level and to ensure they are appropriate. This means that you will be required to assess the staffing your levels required and to provide a consistent way to record, escalate and mitigate any staff risks based on local and professional judgement.
<b>Q4</b>	<b>Does the HCSSA define what staffing levels should be?</b>	No. This is not prescribed by the Act this is the responsibility for each service to determine what appropriate staffing levels are dependent on need of the service.
<b>Q5</b>	<b>Who are classed as Clinical Leaders in relation to the Act?</b>	For each profession within HCS this will be different and will not always be medical staff. Anyone that has a responsibility for a 'clinical service', anyone who has responsibility for staffing allocation, rotas or any delegated duties relating to day to day management of a service can be defined as a clinical Leader. They will have the responsibility to assess risk and redistribute staff where appropriate. For the Act the provision of clinical advice relating to staffing needs to be a person named in the legislation and who has a professional line and in depth understanding of the service.
<b>Q6</b>	<b>When do we need to set up a Real Time Staffing Report?</b>	There is still a lot of work to take place for the HB to be in a position to roll out a tool to be used for all HCS professions. In the meantime each area should continue to do what they do in terms of assessing their staffing needs, recording as you do

		but start to think of evidencing this ahead of a tool being introduced to make a transition easier.
<b>Q7</b>	<b>When will I be required to provide data for the reporting of the act for my area?</b>	The first report is due in 2025 and all areas will have notice and communications prior to anything having to be submitted.
<b>Q8</b>	<b>Are there any formal training that staff are required to do to familiarise themselves with the Act?</b>	<p>There are Turas Learn resources, webinars.</p> <p><b><u>Learning resources</u></b></p> <p><b>-Informed Level</b> (This is the foundation level of knowledge and skills that all staff providing care within health and social care will require e.g. Support Workers (in health or social care), Students, Healthcare Professionals) :  <a href="#">Learning resources : Informed level   Turas   Learn (nhs.scot)</a></p> <p><b>-Skilled Level</b> (Staff with a supervisory or team management role, responsible for coordinating workload and workforce planning e.g. staff members' responsible for, or in charge of, a team, ward, department or other area).  <a href="#">Learning resources: Skilled level   Turas   Learn (nhs.scot)</a></p> <p><b>-Enhanced and Expert Level</b> <a href="#">Learning resources: Enhanced and Expert levels   Turas   Learn (nhs.scot)</a></p> <p><b><u>Statutory Guidance: Quick Guide Series   Turas   Learn (nhs.scot)</u></b></p>
<b>Q9</b>	<b>What if RTS shows we are always working with reduced staffing numbers?</b>	The Act does not prescribe what safe staff numbers are, that is up to each Health Board to define. It is up to each service to identify and mitigate the impacts of what is recorded for RTS. Once any staffing issue has been identified it should be recorded and mitigated where possible. This will then be able to be reviewed and acted upon at senior levels. It may be that service redesign is considered to have the correct staff available at the correct time.
<b>Q10</b>	<b>What do we do to mitigate risks</b>	Each service area should look at identifying any risk. This may be cancelling non-essential work,

		working to priority lists, moving staff to another area. This should be defined in local risk SOP's.
<b>Q11</b>	<b>Will there be funding made available for additional staff resources?</b>	No. The Act does not come with specific, or extra funding but should allow senior decision makers to have a better knowledge of any staffing issues in each area.