

REF NO.

**SUBMITTING EVIDENCE TO A SCOTTISH PARLIAMENT COMMITTEE
DATA PROTECTION FORM**

Name:

FINANCE AND CONSTITUTION COMMITTEE

HEALTH AND CARE (STAFFING) (SCOTLAND) BILL FINANCIAL MEMORANDUM

SUBMISSION FROM THE ROYAL COLLEGE OF NURSING

1. The Royal College of Nursing (RCN) was a member of the Bill group, but that group did not discuss any of the financial assumptions surrounding the Bill and reflected in the Financial Memorandum. The RCN provided responses to both of which considered financial implications of the legislation.
2. The RCN did not make comments on the financial assumptions made and there are therefore no comments to reflect. The RCN has, however, had numerous discussions with the Scottish Government on the need for further investment in health and care services particularly in relation to workforce supply and recruitment and retention.
3. The RCN felt that there was sufficient time to respond to the consultations to which it provided responses.
4. The RCN does not anticipate direct costs to the organisation as a result of the Bill.
5. The Financial Memorandum estimates a total cost of £13.7 million over the six year period 2018-

The last ISD NHS Workforce statistics to be published (June 2018) identified a 4.5 per cent increase in the number of whole time equivalent (WTE) posts vacant. Over 2,812 WTE posts had been vacant for three months or more, a 27 per cent increase on the 2017 figure. In a Scottish Care survey in 2017, 91 per cent of the care providers surveyed, largely nursing homes, indicated that they were having difficulties filling nurse vacancies. Scottish Care data from November 2017 found that the average nurse vacancy rate in care homes was 31 per cent.

Last year the RCN carried out a survey of over 3,300 members in Scotland. Fifty-one per cent of those 3,300 respondents said that their last shift was not staffed to the level planned and 53 per cent indicated that care was compromised as a result. Fifty-four per cent of respondents reported that they did not have enough time to provide the level of care planned. 6.26 Tm06 nori51(o)c()38(th)]TJETBT1 0 0 14(id)-43(n)-33(o)-3(toTBT1 IT

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The RCN believes that, if there is an appetite, each professional group should have the opportunity to develop methodologies which will allow for improved workforce planning and deployment. This is, of course, a matter for each professional group to discuss.