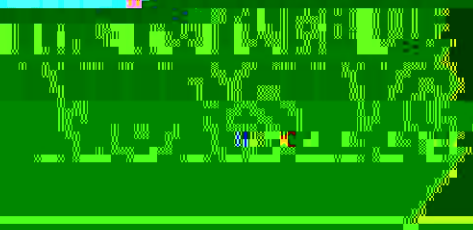


PROJECT



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As a matter of priority and before major new legislation is enacted, the Health and Care (Staffing) (Scotland) Act 2019 must be implemented. This important piece of legislation, passed unanimously by the previous Parliament, must not be left to gather dust.

It is regrettable that the 2019 Act was not in force during the pandemic. The Act requires health and

The proposals from the Scottish Government around the National Care Service represent the most significant reforms to both community health and social care for decades and will have a significant impact beyond these services, including on the wider NHS.

Those accessing social

RCN Scotland has a data collection methodology (called Sensemaker) that captures the lived experiences of nurses and Health Care Support Workers across Health & Social Care. Some of the experiences being shared from July and August are highlighted below. The clear message from our members is that across Scotland and across health and social care, staff are under significant pressure.

- A nurse working in an adult acute ward said: "Being instructed by senior staff not to put in Datix [the system used by staff to report risks] to report unsafe staffing levels...quote 'they are not unsafe, they are just uncomfortable'"
- A public health nurse described a "stressful week knowing that I am unable to support my patients the way I should and want to because we are working at 50-58% staffing."
- A community nurse working in a rural community hospital said: "I do not provide the standard of nursing I did when I qualified and this frustrates me" before saying "I am at the point of leaving nursing after being in it for 30 years." The title of their contribution was "I am done with nursing."
- A registered nurse in an acute hospital outlines "the worst staffing levels I have seen in 31 years of my career" before going on to say "Two experienced nurses with long service behind them who work in the same ward are leaving this month..I can see more nurses leaving to do other things, who would never have considered it before as they do genuinely love their jobs, but the stress and pressure are now just too much."
- A nurse working in an adult acute ward entitled their contribution "Short staffing getting worse rather than better" and said "Staffing just isn't sufficient to give the kind of care I want to give and used to be able to."
- A nurse in acute ward described "Dangerous staffing levels that compromise patient care. Guilt that some other ward is worse off and it's rude to complain."