



- The public sector workforce
- Better targeting
- Targeted revenue raising

We welcome your views on these, and other ways to maximise the positive impact of public spending.

We feel it is appropriate to respond to these three questions together, with some straightforward points:

The primary concerns of our members are their capacity and ability to deliver the right safe and effective care in the right place at the right time and to be paid a fair wage for doing so.

These concerns are simply not currently being addressed by Scottish Government in any meaningful way. This is unequivocally plain from vacancy rates, which have, every quarter of every year, for many years now, repeatedly shown unacceptable shortfalls in the workforce currently required for safe and effective care

then it must address workforce vacancy, recruitment, retention, sufficiency, capacity and pay issues by:

- Implementing its own ground-breaking safe staffing legislation, the Health and Care (Staffing) (Scotland) Act 2019, still not commenced, which could, if properly implemented and embraced, ensure a step change in the provision of the right safe and effective care in the right place at the right time.
- Paying nursing staff, including Agenda for Change staff, the fair wages for which, in recent months, they have reasonably asked and campaigned.

Any 'attractive, rewarding place to work' (as per question 3) is one where staff are fairly paid and can do the job that they are employed to do rather than constantly firefighting the problems that result from under-staffing and under-resourcing. In the light of the results from Scotland of the recent RCN employment survey, in which an astonishing 61% of nursing staff in Scotland said that they were thinking about leaving their current post,<sup>1</sup> no Scottish Government Minister or official can claim that the health and social care is currently an attractive, rewarding place to work or that serious change is not required for it to become so.

Q5. In Chapter 3 we have shared that we will be conducting an equality assessment of the Resource Spending Review's findings. We welcome your views on any particular equality and human rights impacts which we should consider in the context of the priorities (question 1) and primary drivers of public spending (question 2) we have set out.

In the RCN Scotland manifesto for the 2021 Scottish Parliamentary election<sup>2</sup>, we called for "The recommendations of the Expert Reference Group on COVID-19 and Ethnicity to be implemented in full, with prioritisation across government departments." In the Programme for Government 2021-22 the Scottish Government committed to this implementation on pages 15, 33 & 50.<sup>3</sup> These recommendations must be implemented with respect to the Res

understand the Scottish Government's financial documentation and therefore understand its finances and the decisions based upon those finances.