standards may also prove useful in supporting the implementation of the adult secondary mental                                    Nursing Workforce Standards are intended to explicitly set out what must happen within workplaces to ensure the delivery of safe and effective patient care. https://www.rcn.org.uk/Professional-Development/Nursing-Workforce-Standards

It would be helpful for consistent, accessible, plain English to be used throughout the standards. At present some parts (e.g., the Access section). are written in clearer, simpler language than others. As the standards are intended to be easy to use for service users, they could be more consistent in terms of how they describe the way services will support those who use them. It would be helpful to review and align the style in the 'What I can expect' and 'How services will support me' sections.

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Standards 1.3 and 1.6 could potentially cause confusion or might be considered contradictory. Standard 1.3 reads After I am referred to a service, I will be contacted with an estimate of the time I will have to wait to be seen. I will receive regular updates if the time I have to wait is longer than this. Standard 1.6 reads I will receive care and support in a timescale that reflects my needs. This wording seems to mean that standard 1.3 leaves treatment times up to the providing service whereas 1.6 intends to guarantee
It is unclear how these two aims can be reconciled if the timescale offered under 1.3 does not meet standard 1.6. This could create a tension if the timescale is extended

Standard 2.12
the wider determinants of health which can increase the risk of inequality
will be addressed so that care and support can be person-centred and
responsive. This will include consideration of inequalities related to cultural,
ethnic and other protected characteristics   RCN Scotland recognises that
there is a clear imperative within Scottish Government policy to seek to
address the wider determinants of health and to reduce inequalities. RCN
Scotland supports this approach and the intended outcome of improving
          ves.

In terms of the standards in this consultation, we agree that when planning
and delivering services, the wider determinants of health should be
considered to help address the challenges of health inequalities and seek to
support a fairer society.

However, it is equally important that any standards created and
implemented for services concentrate on what those services can deliver.
We are concerned that services might be held to ase t/tandards

language. As noted in our general feedback on the standards, we recommend using plain English throughout, and explaining any terminology that might not be widely understood.

We agree with the ambitions set out in under this theme, which support a person-centred approach. To create single written care plans jointly created by those using services and the professionals supporting them, there needs to be due consideration of the workforce implications Creating a single care plan, ensuring it is shared appropriately and seamlessly between services, and providing the advocacy needed to underpin smooth transitions relies on workforce. RCN Scotland agrees that these standards are important, but we wish to emphasise that they appear to be written under the assumption that there is always an adequate workforce in place to enable the standards to be met.

We welcome the congruence between the standards in section 4 and the provisions of the Health and Care (Staffing) (Scotland) Act 2019. In particular, we welcome the clear intention to ensure that staff receive training and are afforded protected time to undertake it. This intention reinforces our above contention that the successful implementation of the standards relies on the effective implementation of the 2019 Act.

In keeping with our suggestion that the standards be set out clearly to all who may wish to read and refer to them, it might be helpful to include a short explanation of what is meant by governance and accountability.

Standard 5.2 reads
what ac 0 0 2 red5cl can takesef standards are not being met or I do not feel
The provision of