

Ensuring a consistent approach to Staff Side involvement in the Commissioning Process for the Public Health Reform Programme Board

1. Purpose

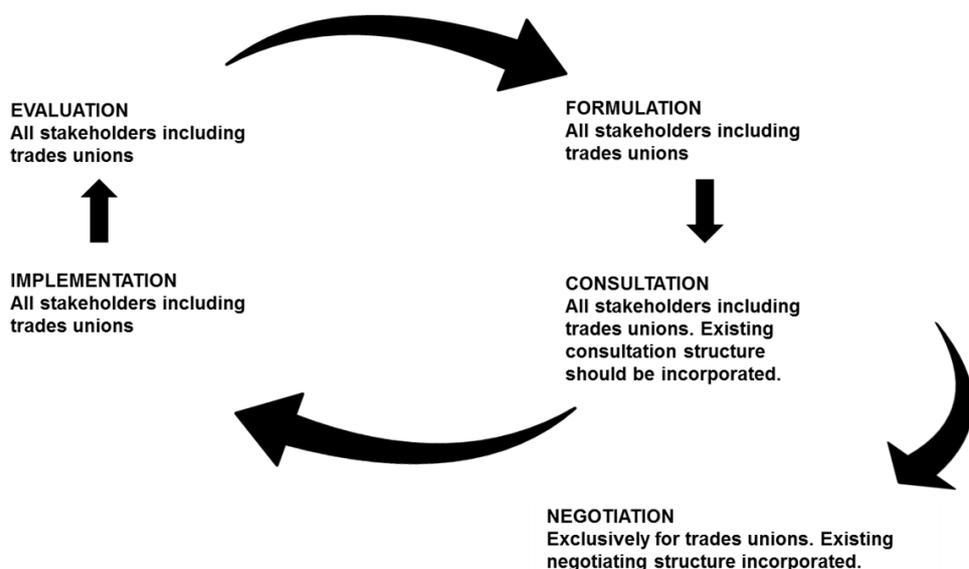
To set out the consistent approach and principles of staff side involvement in the commissions being issued by the Public Health Reform Programme Board. Staff Side Representatives are already in place on the Public Health Oversight Board and Public Health Reform Programme Board, therefore the purpose and focus of this paper will cover staff side involvement across the commissions.

2. Background

The arrangements for partnership working between staff side organisations; government and employers is well established within NHS Scotland. This model of working is set out in [“Partnership: Delivering for the Future”](#). Details of the partnership model is given below

Partnership Model

The NHS Partnership Model follows an agreed process which is set out below.



In addition, we have a legal obligation under the NHS Reform (Scotland) Act 2004 to adhere to the [Staff Governance Standards](#) which is the overarching policy for

partnership working, employment practice and employee relations. In particular, the Staff Governance Standards of:

- Well Informed
- Involved in decisions which affect them

As we move forward with the establishment of Public Health Scotland from existing NHS Scotland bodies it is essential that we continue to work within this framework of partnership working and staff governance.

3. Approach

NHS Health Scotland (HS) and National Service Scotland (NSS) have established a joint staff side group to provide staff side support the establishment of Public Health Scotland. The members of this group are made up of accredited staff side representatives from HS and the component parts of NSS (Health Protection Scotland and Information and Statistic Division) from which the staff of these organisations will form Public Health Scotland.

To ensure a consistent approach across all of the commissions, each of the leads should ensure that an invitation for staff side representative should be issued to the joint staff side group via the Employee Directors of HS and NSS. It is anticipated that there will be a staff side representatives on all commission but due to capacity that may not be achievable. It will be for the joint staff side group to agree which commission will be covered. It is also anticipated that there may be some commissions that would benefit from more than one staff side representative from HS and NSS. This would be agreed with individual commission leads on a case by case basis.

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