



TO: All members of the Scottish Parliament

6 February 2023

UNISON House
14 West Campbell Street,
Glasgow
G2 6RX

Dear MSP

Tel: 0141 342 2899

THE STAFFING CRISIS IN OUR NHS

We attach *The Staffing Crisis in our NHS - an introductory note* which highlights key concerns and solutions for the NHS crisis in Scotland.

UNISON Scotland is largest trade union in the NHS representing 50,000 workers across Agenda for Change.

It is incumbent on us to play a constructive role in finding solutions to current problems in the NHS. We all must work together to ease the significant pressure that both patients and our members find themselves under every day.

UNISON Scotland is clear the current crisis could have been avoided. There has been a collective failure to respond properly to the easily identifiable pressures in the NHS in Scotland. The current problems caused by the failure to invest in social care, an ageing workforce, stagnating pay, and delays in filling vacancies were all predicted by UNISON.

However, it's not enough to complain as this increases worry for patients and demoralises staff. Whilst UNISON Scotland accepts that the journey back to full fitness for the NHS in Scotland, might take longer than we would all like, we think that the time is right for us to tackle long-standing problems.

On that basis, we have produced a short introductory paper (attached) which highlights a few of our key concerns and starts to offer solutions. I hope you and your colleagues will use this as a resource to develop further ideas and debates as we continue.

As an elected member of our devolved parliament, you are in a unique position to influence the change Scotland's NHS needs.

As ever, UNISON is happy to discuss further.

Yours sincerely

A handwritten signature in black ink on a yellow background, reading "Matt McLaughlin".

Matt McLaughlin
Regional organiser
UNISON Scotland head of health

A handwritten signature in black ink, reading "Wilma Brown".

Wilma Brown
Chair
UNISON Scotland health committee