

## Freedom of Information request 59-21

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### Request

As one of the 14 territorial NHSScotland Boards, I am hoping that you can still provide me with some information about collective agreements covering your staff, and Fair Work practices for other workers (as defined by the Fair Work Convention and supported by the Scottish Government).

#### Directly-employed staff

1. Which trade unions are recognised for collective bargaining for directly-employed staff in your Health Board?
2. How many directly-employed staff within your Board (headcount rather than full-time equivalent figures please) are covered, respectively, by:
  - a. the NHSScotland Agenda for Change agreement;
  - b. NHSScotland doctors' and dentists terms and conditions;
  - c. any other collective agreement that may apply (please say which).
3. Please say whether bank staff are:
  - a. counted in the above totals (typically how many); or
  - b. additional to the above totals (typically how many)

#### Contracted-out staff

4. Which contractors, if any, deliver your contracted-out services (for example, cleaning or catering)?
5. How many staff, approximately, do the largest contractors each employ there?
6. Do those contractors demonstrate Fair Work Practices (such as the Living Wage, trade union recognition, and collective bargaining)?
7. Do they apply Agenda for Change or NHSScotland doctors' and dentists' pay and term and conditions?

### Response

1. Which trade unions are recognised for collective bargaining for directly-employed staff in your Health Board?
  - BDA (British Dental Association)
  - BMA (British Medical Association)
  - BDA (British Dietetic Association)
  - BIOS (Orthoptic)
  - CSP (Chartered Society of Physiotherapy)
  - RCN (Royal College of Nursing)
  - RCM (Royal College of Midwives)
  - COP (College of Podiatry)
  - SOR (Society of Radiographers)
  - UNISON
  - UNITE

2 & 3 Please see below the number of directly-employed and bank staff within NHS Borders who are covered, respectively, by:

	Bank	Substantive	Grand Total
Agenda for Change	180	3006	3186
Medical/Dental T&Cs	136	203	339
<b>Grand Total</b>	<b>316</b>	<b>3209</b>	<b>3525</b>

4. NHS Borders do not have any 'contracted out services'.
5. Not applicable.
6. Not applicable.
7. Not applicable,

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or [foi.enquiries@borders.scot.nhs.uk](mailto:foi.enquiries@borders.scot.nhs.uk).

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **59-21** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.