



# Health and Care (Staffing) (Scotland) Act 2019

2019 asp 6

## PART 1

### GUIDING PRINCIPLES FOR STAFFING

#### **1 Guiding principles for health and care staffing**

- (1) The guiding principles for health and care staffing are—
- (a) that the main purposes of staffing for health care and care services are—
    - (i) to provide safe and high-quality services, and
    - (ii) to ensure the best health care or (as the case may be) care outcomes for service users,
  - (b) that, in so far as consistent with those main purposes, staffing for health care and care services is to be arranged while—
    - (i) improving standards and outcomes for service users,
    - (ii) taking account of the particular needs, abilities, characteristics and circumstances of different service users,
    - (iii) respecting the dignity and rights of service users,
    - (iv) taking account of the views of staff and service users,
    - (v) ensuring the wellbeing of staff,
    - (vi) being open with staff and service users about decisions on staffing,
    - (vii) allocating staff efficiently and effectively, and
    - (viii) promoting multi-disciplinary services as appropriate.

(2) In this Part—

“care service” means a service mentioned in section 47(1) of the Public Services Reform (Scotland) Act 2010,

“health care” means a service for or in connection with the prevention, diagnosis or treatment of illness,

“multi-disciplinary services” means health care or care services delivered together by individuals from such a range of professional disciplines as necessary

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*Status: This is the original version (as it was originally enacted).*

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in order to meet the needs of, and improve standards and outcomes for, service users,

“service users” means individuals to whom or in relation to whom health care or a care service is provided,

“standards and outcomes for service users” means—

- (a) in relation to health care, the standards and outcomes published by the Scottish Ministers under section 10H(1) of the National Health Service (Scotland) Act 1978, and
- (b) in relation to care services, the standards and outcomes published by the Scottish Ministers under section 50 of the Public Services Reform (Scotland) Act 2010.