

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

## 12IR 'HIS: Monitoring and Development of Staffing Tools'

### Transfer of the Emergency Care Provision Staffing Level Tool from SSTS to SafeCare

#### 1.0 Introduction

Healthcare Improvement Scotland (HIS) recommends to Scottish Ministers revisions to the staffing tools, prescribed under section 12IJ (3) of the Health and Care (Staffing) (Scotland) Act 2019 (HCSA) as follows:

The revision of the 'Emergency Care Provision Staffing Level Tool Version 4' with a new revised staffing level tool 'Emergency Care Provision Staffing Level Tool Version 1'

- **Staffing tool:** Emergency Care Provision Staffing Level Tool Version 1
- **Type of healthcare:** Emergency care provision
- **Location:** Emergency departments in hospitals
- **Employees:** Medical practitioners and registered nurses (including other staff working under the supervision or delegation by a medical practitioner and/or registered nurse)

#### 2.0 Revision: Emergency Care Provision Staffing Level Tool

- 2.1 The extant Emergency Care Provision Staffing Level Tool was developed by the Nursing and Midwifery Workforce and Workload Planning Programme, in conjunction with an independent researcher/analyst specialising in health and social care workforce planning and development. The tool first went live in October 2013 on the Scottish Standard Time System (SSTS).

- 2.2 This is currently the only speciality specific staffing level tool that provides a recommended whole time equivalent (WTE) for both nursing and medical practitioners.
- 2.3 The tool requires each individual patient's level of acuity to be entered into SSTS over the duration of the tool run period i.e. minimally two weeks.
- 2.4 NHS Scotland's SSTS contract ends March 2028. As such, all staffing level tools will transition from SSTS to the SafeCare module that is part of NHS Scotland's National eRostering contract prior to this date.
- 3.3 The Emergency Care Provision Staffing Level Tool plans to transition from SSTS to SafeCare on 1 April 2026.
- 3.5 The SafeCare product has been tested robustly by the Healthcare Staffing Programme within Healthcare Improvement Scotland, and NHS boards, to ensure it is suitable for hosting staffing level tools.
- 3.6 The only change with transferring the tool from SSTS to SafeCare will be that individual patients will no longer be entered into the tool. Instead, it will be the total number of patients, per level of acuity. This will significantly reduce the data burden associated with the extant Emergency Care Provision Staffing Level Tool.
- 3.7 The Healthcare Staffing Programme, are currently leading a pilot with three health boards that aims to utilise the Patient Management System i.e. TrakCare, as a data source which will further decrease the data burden. In addition to this the Healthcare Staffing Programme have created a new data capture solution to support health boards that may not be able to utilise their Patient Management System.
- 3.8 No calculations, or changes to the outputs, will result in the transitioning this tool from SSTS to SafeCare. The only change is noted in point 3.6.

## 4.0 Recommendations

- 4.1 HIS recommend the following amendments to The National Health Service (Common Staffing Method) (Scotland) Regulations 2025, that accompany the Health and Care (Staffing) (Scotland) Act 2019, as follows:
- 4.2 Emergency Care
- Schedule Staffing Level Tools Column 1 Kind of health care Provision: 'Emergency Care provision by registered nurses or by medical practitioners in emergency departments in hospitals' – remains unchanged.
  - Schedule Staffing Level Tools Column 2 Staffing level tool:

‘Emergency Care Provision Staffing Level Tool Version 4 (7)’

(7) Version 4 was developed by Healthcare Improvement Scotland and was made available online at the [SSTS login page](#), in 2025, to those granted access.

Replacement with a new staffing level tool as follows:

‘Emergency Care Provision Staffing Level Tool Version 1 (7)’

(7) Version 1 was made available online on the RLDatix SafeCare Platform as part of the national e-rostering contract to those granted access.

The link to SafeCare has not been included due security concerns. The RLDatix system is hosted on the world wide web and not behind the NHS SWAN network. In addition, all NHS boards would have a separate URL to their own instance of the system requiring the regulations to include multiple different links per staffing level tool.